



**Future Ready. Community Strong.**

## **Regular Meeting Agenda**

Diamondhead Education Center  
200 W. Burnsville Pkway  
Burnsville, MN 55337  
April 8, 2021  
6:30 PM

The meeting will take place via teleconference or other electronic means pursuant to Minnesota Statute 13.D.021. Please visit our website at [www.isd191.org](http://www.isd191.org) for viewing details.

### Strategic Directions.

- Close gaps and raise achievement for all students
- Create a culturally proficient school system
- Maximize resources for optimal student learning
- Increase the capacity for partnership with community

#### I. Call to Order

- A. Welcome
- B. Pledge of Allegiance

#### II. Approval of Agenda

#### III. Information

- A. Report about Burnsville High School 9th Grade (Close gaps and raise achievement for all students) 4  
**Speaker(s):** Dave Helke, Chris Bellmont, Kim Harrod, Michelle Henderson, Jay Lepper and Arykah Jones
- B. Report about the School Resource Officer Agreement (Increase the capacity for partnership with community) 19  
**Speaker(s):** Brian Gersich, Assistant Superintendent
- C. Receive an Update about District 191's Efforts to Implement COVID-19 Related Educational and Public Health Guidance Issued by the MDE and the MDH, Respectively (Maximize resources for optimal student learning) 32  
**Speaker(s):** Dr. Theresa Battle, Superintendent
- D. Student Representative Report 36
- E. Superintendent Report
- F. Board Member Reports

|   |    |
|---|----|
| IV. Business Meeting  | 2  |
| A. Consent Agenda (Maximize Resources for Optimal Student Learning)   |    |
| <b>Description:</b> Although Board action is required, it is generally unnecessary to hold discussion on these items. In the event a Board member wishes to discuss an item, that item will be moved for separate consideration.                          |    |
| 1. Approve Minutes  | 39 |
| 2. Approve Personnel Recommendations  | 41 |
| 3. Adopt a Resolution to Accept Donations   | 42 |
| B. New Business   | 44 |
| 1. Adopt a Resolution Relating to the Termination of Teaching Contracts for Named Long-Term Substitute Teachers Effective at the Close of the 2020-2021 School Year (Maximize resources for optimal student learning)                                     | 48 |
| <b>Speaker(s):</b> Stacey Sovine, Executive Director of Human Resources   |    |
| 2. Adopt a Resolution Relating to the Termination and Nonrenewal of that Portion of Teaching Contracts in Excess of 1.0 and/or Beyond Contractual Rights at the Conclusion of the 2020-2021 School Year (Maximize resources for optimal student learning) | 50 |
| <b>Speaker(s):</b> Stacey Sovine, Executive Director of Human Resources   |    |
| 3. Adopt a Resolution Relating to the Termination and Nonrenewal of the Teaching Contracts of Probationary Certified Personnel at the Close of the 2020-2021 School Year (Maximize resources for optimal student learning)                                | 51 |
| <b>Speaker(s):</b> Stacey Sovine, Executive Director of Human Resources   |    |
| 4. Adopt the Resolution Proposing to Place Continuing Contract Teachers on Unrequested Leave of Absence Effective at the Conclusion of the 2020 -2021 School Year (Maximize resources for optimal student learning)                                       | 53 |
| <b>Speaker(s):</b> Stacey Sovine, Executive Director of Human Resources   |    |
| 5. Approve Casual Wage Change (Maximize resources for optimal student learning)   | 56 |
| <b>Speaker(s):</b> Stacey Sovine, Executive Director of Human Resources   |    |
| V. Workshop   |    |
| A. Insurance (Maximize resources for optimal student learning)  | 58 |
| <b>Speaker(s):</b> Stacey Sovine, Executive Director of Human Resources, Chase Ambrosia, OneDigital   |    |
| B. Open Facilities (Maximize resources for optimal student learning)  | 76 |
| <b>Speaker(s):</b> Lisa Rider, executive director of business services, Stacie Kvilvang, Ehlers, and Jason Aarsvold, Ehlers   |    |

VI. Approve Moving to a Closed Session as permitted by Minnesota State Statute §13D.05 Subd. 3(c)(3) to Consider an Offer on River Ridge Education Center (Maximize resources for optimal student learning)

**Speaker(s):** Eric Miller, Board Chair

VII. Reconvene the Open Meeting and Vote on the Offer or Announce Next Steps

**Speaker(s):** Eric Miller, Board Chair

VIII. Adjourn

**Speaker(s):** Eric Miller, Board Chair



**Agenda III.A.  
April 8, 2021**

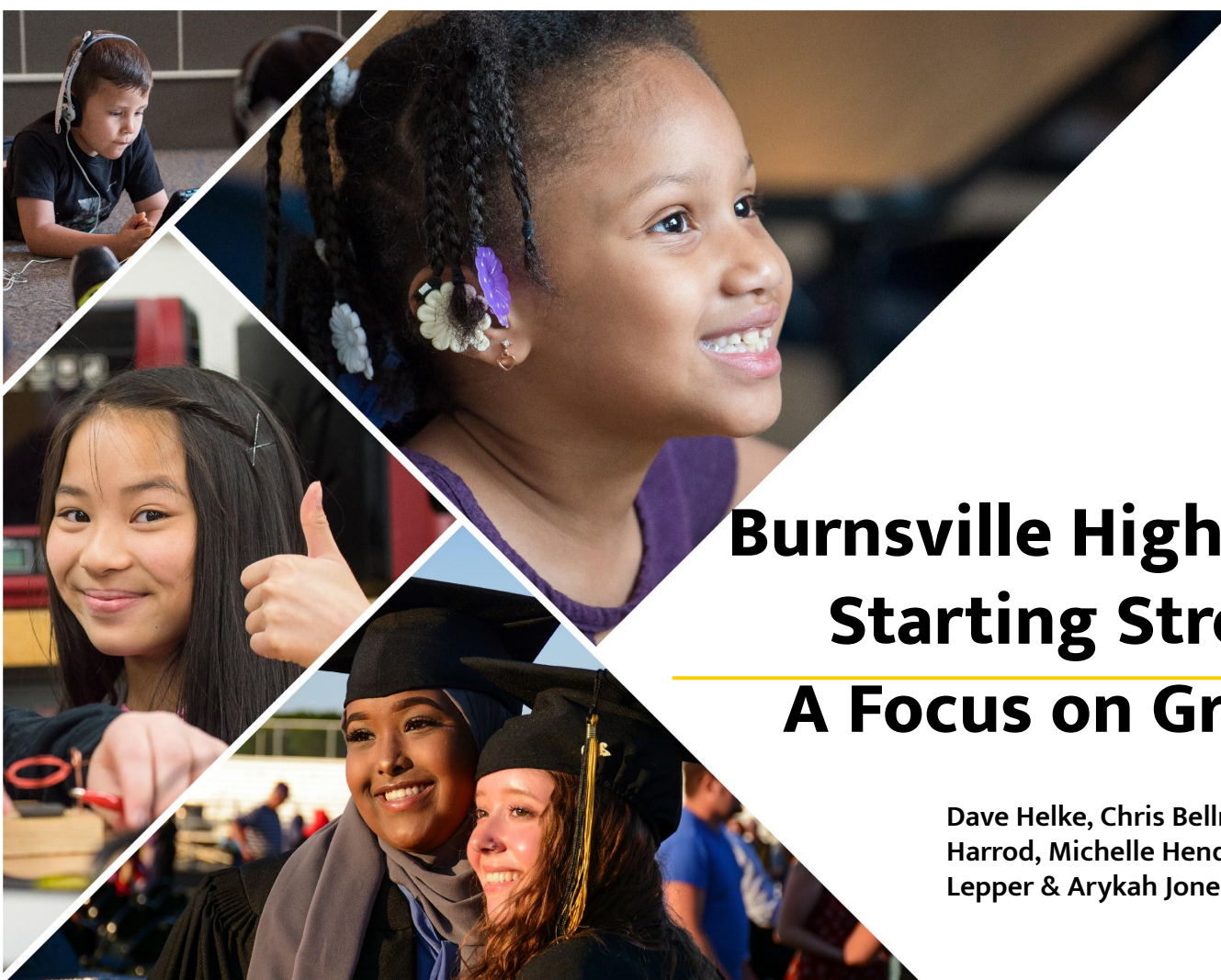
**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Dave Helke, Chris Belmont, Kim Harrod, Michelle Henderson, Jay Lepper and  
Arykah Jones

**Date:** April 1, 2021

**Re:** Report about Burnsville High School 9th Grade

Receive a report about Burnsville High School 9th Grade from Dave Helke, Chris Belmont, Kim Harrod, Michelle Henderson, Jay Lepper and Arykah Jones.



## **Burnsville High School Starting Strong: A Focus on Grade 9**

Dave Helke, Chris Bellmont, Kim Harrod, Michelle Henderson, Jay Lepper & Arykah Jones.

April 8, 2021

# Overview

- Past to Present
- 9th Grade Success
- Welcoming 9th Grade
- Looking Forward

Credits

College & Career Focus

Community



*"We're doing this to allow students and families to do more high school planning at an earlier stage."*

# A Comprehensive Experience

8

Opportunity

Access

Alignment

Rigor



# 9th Grade Success

9

*Research shows that whether students graduate from high school is largely determined during their freshman year.*  
*-Gates Foundation*



# 9th Grade Success



# 9th Grade Success

Peer Mentoring  
(Link Crew,  
WEB)



Opportunity  
Knowledge  
Access to Rigorous  
Academic Learning  
Student Agency

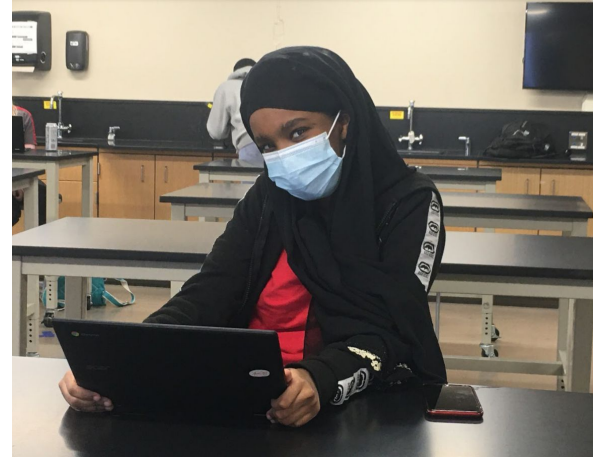
# LINK CREW



# 9th Grade Success

Success 191

Opportunity  
Knowledge  
Access to Rigorous  
Academic Learning  
Student Agency



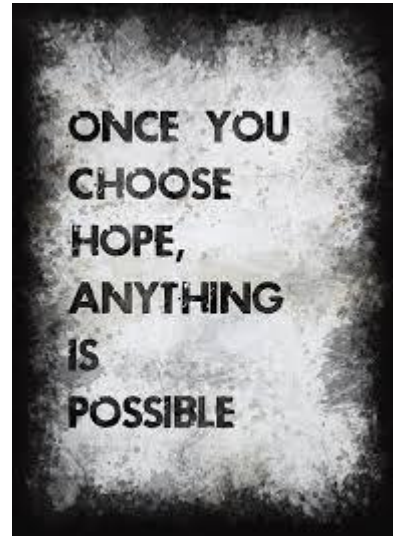
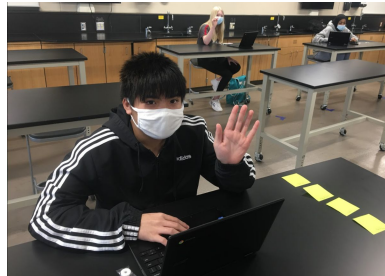
# 9th Grade Success







# 9th Grade Success

Student/Family  
Engagement  
Systems  
(Naviance,  
Schoolology,  
ParentVue)

Opportunity  
Knowledge  
Access to Rigorous  
Academic Learning  
Student Agency






# 9th Grade Success Team

|   |  |   |   |
|---|--|---|---|
| <p>Associate Principal<br/>Jay Lepper<br/>952-707-2340<br/><a href="mailto:jlepper@isd191.org">jlepper@isd191.org</a></p>  | <p>Counselor<br/>Angie Markham<br/>952-707-2334<br/><a href="mailto:amarkham@isd191.org">amarkham@isd191.org</a></p>  | <p>Counselor<br/>Michelle Henderson<br/>952-707-2146<br/><a href="mailto:mhenderson@isd191.org">mhenderson@isd191.org</a></p>  | <p>Youth Services Coordinator<br/>Courtnee Jackson-Floback<br/>952-707-2116<br/><a href="mailto:cfloback@isd191.org">cfloback@isd191.org</a></p>  |
|---|--|---|---|

➤ Adaptive

➤ Responsive

|   |  |   |
|---|--|---|
| <p>Dean<br/>Joe Meyer<br/>952-707-2223<br/><a href="mailto:jmeyer@isd191.org">jmeyer@isd191.org</a></p>  | <p>LSN<br/>Kourtney Beaulieu<br/>952-707-2103<br/><a href="mailto:kbeaulieu@isd191.org">kbeaulieu@isd191.org</a></p>  | <p>Social Worker<br/>TJ Hewett<br/>952-707-2311<br/><a href="mailto:thewett@isd191.org">thewett@isd191.org</a></p>  |
|---|--|---|

➤ Strategic

# 9th Grade Success - Welcome to BHS!

16

- Spring Meetings
- Summer STEM Academy
- Student Activity Interest Survey
- Before School Orientation/Open House
- First Day of School



# 9th Grade Success - Looking Forward

17

**Strengthen systems for 9th grade success**

**Create 9th grade scorecard with specific data measures**

**Commit to Tier 1 strategies for support schoolwide**

**Reach out with intentional college & career readiness experiences for each student**

# Thank You



**Agenda III.B.  
April 8, 2021**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Brian Gersich, assistant superintendent

**Date:** April 1, 2021

**Re:** Report about the School Resource Officer Agreement

Receive a report about the School Resource Officer Agreement from Brian Gersich, assistant superintendent.

# Memorandum of Understanding (MOU)

This Memorandum of Understanding (MOU) is being executed on August 1, 2021 by the below listed entities:

Burnsville-Eagan-Savage School District  
(ISD 191) and  
City of Burnsville

This document will serve as the written agreement between ISD 191 and the City of Burnsville. This agreement establishes the needed commitment and support from both institutions. This document also provides a series of guidelines and policies relevant to the performance of the School Resource Officer (SRO), and will be the guiding document officers, school administrations, city administration, and students and their caregivers look to for structure and accountability. This document shall be reviewed, updated, and endorsed on a regular basis. Nothing in this MOU should be construed as limiting or impeding the basic spirit of cooperation which exists between the participating entities listed above and all community stakeholders.

## **I. Purpose**

This MOU establishes and delineates the mission of the School Resource Officer Program at Burnsville High School, herein referred to as the SRO Program, as a joint cooperative effort. Additionally, the MOU clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build positive relationships between police officers, school staff, and the students. The MOU will also promote a safe and positive learning environment and seek to decrease the number of youths formally referred to the juvenile justice system.

## **II. Mission**

The mission of the SRO Program is to promote school safety by building a positive school climate in which everyone feels safe and students are supported to succeed. The SRO Program also seeks to reduce crime committed by and against youth in our community. The SRO Program accomplishes this mission by supporting safe, secure, and orderly learning environments for students, teachers and staff. SROs will establish a trusting channel of communication with students, parents, and teachers and establish regular feedback opportunities. The role of the SRO is not to enforce school discipline or punish students. SROs will serve as positive role models to instill in students good moral standards, good judgment and discretion, respect for other students, and a sincere concern for the school community. SROs will provide information on community resources available to students and parents. Goals and objectives are designed to develop and enhance rapport between youth, families, police officers, school administrators, and the community in order to promote overall student achievement and success.

### **III. Goals of the SRO Program**

#### A. SRO program goals include:

1. To ensure a safe learning environment for all children and adults who enter the building.
2. To prevent and reduce potential harm related to incidents of school violence.
3. To foster a positive school climate based on respect for all children and adults in the school.

#### B. This SRO program is unique to the community, and is designed to fulfill three overall roles:

1. Fostering Positive School Climate /Crime Prevention
2. Education
3. Law Enforcement

#### C. 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 engage in various activities, in consultation with school administration, teachers, and students. SROs will strive to build a school culture of open communication and trust between and among students and adults by focusing on officers getting to know the students. SROs will serve as a role model and will work with teachers and administrators to identify students who may be facing challenges that need additional resources or attention to be successful in school. Crime prevention activities include supervising students, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and patrolling the parking lots. Officers may also complete security surveys analyzing the physical safety of school property and facilities.

#### D. Education

SROs will participate in the school community by becoming a member of the educational team where appropriate, and by representing 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 will strive to leverage this resource.

#### E. Law Enforcement Role

SROs are responsible for the majority of law enforcement activities occurring at the school during school hours but not general student discipline. When circumstances permit, a determination whether an activity rises to the level of a law enforcement matter or activity shall be made in consultation with a school administrator. Parents, students, teachers and other school personnel should bring complaints about student misbehavior to school administration rather than to the SRO.

While law enforcement is the primary role of SROs, the SRO retains the same level of discretion of any police officer in any setting. Alternatives to arrest or referral to the criminal justice system should be used whenever possible.

### IV. Organizational Structure

#### A. Composition

The SRO Program will consist of two full-time Police Department Personnel during the standard school year that are certified Peace Officers for the State of Minnesota and meet all requirements as set forth by ISD 191 and the Burnsville Police Department Policy Manual. The City shall not enter into any subcontract for performance of any services contemplated under this MOU without the approval of ISD 191 and subject to such conditions and provisions as they may deem necessary.

#### B. Officer Recruitment & Selection

School officials and the police department shall agree on guidelines for the selection of officers to serve as SROs. The selection process and appointment of the SRO is ultimately completed by the law enforcement agency with input from the School District (per police department policy this is currently a three- to five-year assignment).

SROs should meet three general criteria:

1. College or degree coursework - SROs are in an educational atmosphere and may be instructing in middle and high school classes. To increase credibility in this area, additional credits or teaching/training experience would be beneficial.
2. Experience as a police officer and commitment to student well-being - SROs must be full-time, non-probationary officers. Experience working with youth and an interest in student success, juvenile justice, child and adolescent development and psychology, and creating a positive school climate are essential.
3. Successful performance - All candidates should have proven performance as reflected by prior performance evaluations. Candidates should be free of significant disciplinary action.

### C. Training Requirements

Prior to or upon assignment as an SRO, officers shall complete basic SRO training (such as offered through the Minnesota School Safety Center) that covers responsibilities and/or limitations of SROs, juvenile law and legal issues, effective collaboration with school administrators, threat assessments and response procedures, street to school mindset training, strategies for working with special needs populations, use of force considerations in school environments, child development, conflict resolution, developmentally informed de-escalation and crisis intervention techniques, working with youth in a school setting and integrating SROs into a positive school environment. In addition, it is recommended that SROs receive additional training each year on topics such as trending school-based law enforcement topics, child development, adolescent psychology, trauma, conflict resolution, mental health and addiction, children with disabilities, juvenile and education law and policy, Positive Behavioral Intervention Strategies (PBIS), Culturally Proficient School Systems (CPSS) and general cultural competence.

### V. Chain of Command for SRO's

The SRO will be ultimately accountable to the Burnsville Police Department chain of command. However, while at the school, the SRO will be additionally accountable to the principal or their designee. The SRO is expected to cooperate with the school officials, including administrators and faculty. The SRO will abide by school policy and respond to the requests of school officials. Complaints against the SRO shall follow the normal complaint process of the Burnsville Police Department and include notice to the appropriate school administrators.

The SRO's activity in the school is guided by the following procedures. Supervision and evaluation shall be provided by the Burnsville Police Department with input from representatives of ISD 191 to effectively support SROs efforts and monitor their progress.

#### A. Duties

The primary functions 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 police department. Specific daily assignments to accomplish this function will vary. The SRO and school administration will meet on a regular basis to discuss plans and strategies to address specific issues or needs that may arise. As required by law, SROs should never be assigned to duties within schools in place of or in lieu of a certified teacher.

Basic responsibilities of the SRO will include but will not be limited to:

1. Enforcing criminal law and protect the students, staff, and public at large against criminal activity.

2. Fostering mutually respectful relationships with students and staff to support a positive school climate.
3. Providing information concerning questions about law enforcement topics to students and staff.
4. Providing classroom instruction on a variety of topics including, but not limited to, safety, public relations, occupational training, leadership, and life skills.
5. Coordinating investigative procedures between police and school administrators.
6. Handling initial police reports of crimes committed on campus.
7. Taking enforcement action on criminal matters when appropriate and after consultation with school administrators (unless exigent circumstances exist)
8. Attending school special events as needed.
9. Preparing lesson plans as necessary for the instruction provided.
10. Collecting data on SRO activities (arrests, citations, meetings, etc.)

SROs shall respect the sensitive nature of student privacy and shall abide by all applicable confidentiality, privacy policies, and applicable laws. SROs shall encourage attendance for school administrators at NASRO Basic SRO Training, and shall provide training to teachers, administrators, and staff about when to directly involve SROs with student misconduct and about available alternatives to arrest.

#### B. Uniform

Normally, the SRO is in police patrol uniform.

#### C. Daily Schedule

To be determined by the Burnsville Police Department and the school administrators consistent with the MOU.

#### D. Absence/Substitution

The SRO should notify school administration if they are unable to report to the school on a given day and the reason for their absence. Whenever possible only one officer will be away from the school when school is in session.

#### E. Special Events

This MOU defines special events as the following:

- Home football games
- Home hockey games as needed
- Dances or other large school sponsored events
- Other events as determined by school administration, SROs, and BPD

Overtime costs to provide police services at these events will be split evenly between the parties. Coverage for these events will always require a minimum of two officers. Additional officers may be assigned if school administration and BPD believe

additional coverage is needed. Under normal circumstances, one of the officers assigned will be a current SRO. The City will be reimbursed by ISD 191 at the current contracted overtime rate as published in the annual Fees and Charges Schedule. The contracted overtime rate will not exceed \$110/hr during the term of this agreement.

#### F. Summer Activity

SROs should accomplish as much of the required training as possible during the summer months when school is not in session. SROs may still be involved in some summer projects with the School District, however, they will spend the majority of this time on Burnsville Police Department assignments.

#### G. Role in Responding to Criminal Activity

One of the roles of SROs, as law enforcement officers, is to engage in traditional criminal investigation and report taking. As a police officer, SROs have the authority to issue warnings, make arrests and use alternatives to arrest at their discretion. SROs, however, perform their duties mindful of the parties' common goal of supporting student success. The following procedures will help SROs be as effective as possible in this role:

1. For any offense on school property, the SRO, working cooperatively with the school administration, will endeavor to avoid arrest and criminal involvement for misdemeanor activity. Certain offenses (gross misdemeanors and felonies), such as sex offenses, weapons offenses, and any offenses of violence, will normally require the filing of charges in consultation with school officials, but should be evaluated on a case-by-case basis.
2. The SRO and school officials shall put into place plans, such as de-escalation techniques, conflict resolution and restorative justice practices, to serve as an alternative to arrest. The SRO will work closely with the Dakota County Attorney's Office in filing criminal charges and will give input and consideration for Diversion practices and other alternatives to charges and/or confinement.

#### H. Role in School Policy Violations

SROs are not school disciplinarians and violations of the student code of conduct or school rules that are not criminal matters should always be handled by school faculty and staff, not SROs. Generally, SROs should not directly intervene unless the situation directly affects an imminent threat to the health, safety, and security of the student or another person in the school and will employ de-escalation techniques as appropriate. School discipline is the responsibility of the appropriate school administrator and clear guidelines on SRO involvement should be developed and distributed to school staff. The SRO will report school policy violations through the proper channels to be handled by school administration. It is the responsibility of the SRO to become familiar with the Student Handbook or Student Code of Conduct, but it is not the responsibility of the SRO to enforce the rules in these documents.

## I. Data Collection

SROs should submit a monthly outreach report to school administration and the appropriate Police Division Commander. The report should include descriptions of all outreach/educational activities engaged in by the SRO. *See J. 1. below.*

## J. Sharing of Information

Communication and information sharing are essential to the success of the SRO program. The following procedures should be followed to facilitate a free flow of information between school officials and the SRO:

1. Sharing of information will be governed by the Minnesota Government Data Practices Act (Minnesota Statutes Chapter 13, as amended), and relevant Burnsville Police Department and ISD 191 policies.
2. The sharing of arrest related information by the SRO with school administration upon request or at the direction of the SRO may involve the dissemination of arrest reports and calls for service filed with the Burnsville Police Department or from other Police agencies coming into contact with students from ISD 191.
3. Juvenile fingerprints and photos as part of the arrest record will not be shared by the SRO.
4. If the SRO is aware of information concerning a student that is officially obtained by the Burnsville Police Department which reflects that the student is in violation of school policies (Student Handbook or Athletic Code), the SRO may forward that information to school administration.
5. If a juvenile is an uncharged suspect in a crime, their information will not be released unless authorized by a Division Commander at the Burnsville Police Department.
6. Information that the SRO obtains from school personnel which deals with criminal or possible criminal intelligence will be maintained by the SRO as a criminal justice file. This file may be shared with other Division personnel and Criminal Justice Agencies, but will not be part of the student's school record.
7. Hearsay information or rumors alone will not be the basis for any formal action by the Burnsville Police Department. It can be used in an intelligence capacity or to validate the need for further investigation.
8. Any information that is obtained by the SRO that pertains to criminal activity occurring outside Burnsville City limits shall be relayed to the law enforcement agency having jurisdiction.
9. When any crime occurs that prompts a Public Information Officer response from the

schools or the City, or if a school building is evacuated, the SRO shall contact their police supervisor as soon as possible.

10. The Superintendent or designee may grant the SRO or other law enforcement officials access to private or confidential information in emergency situations, if it is determined that disclosure of the information is necessary to protect the health or safety of students or other individuals.
11. Burnsville High School is equipped with a video security system. The video system is critically important to ensure the safety of the students and all others at the school. The content of school security video may be classified as private data under the Minnesota Government Data Practices and/or Family Educational Rights and Privacy Act. Therefore, except in emergency situations, as described in No. 10 above, the SRO will not have access to pre-recorded security system video. If the SRO or another law enforcement officer notifies the School District that they intend to seek a court order or subpoena for video potentially relevant to a criminal investigation, the District will, to the extent possible, preserve the video. The SRO may have access to live stream video for the safety of students and staff. Personally identifiable information on students obtained from viewing the live cameras are to be used for the purposes of promoting school safety and the physical security of students and other individuals in the school. Nothing in this paragraph shall exempt the SRO from any applicable provisions or prohibitions within FERPA pertaining to the disclosure of educational records or personally identifiable information by an SRO which the SRO may obtain by viewing the live stream video. The SRO may not disclose information regarding what they viewed on live stream video to their department or other law enforcement agencies, unless redisclosure fits into one of the exceptions to the consent requirements under FERPA such as an emergency situation as described in No. 10 above, or a determination is made by mutual agreement with a District administrator to pursue criminal charges.

#### K. Role in Locker, Vehicle, Personal, and Other Searches

1. SROs may be asked to assist in District searches of a student's person, possessions, locker, or vehicle when the District has a reasonable suspicion that the student has violated District policies, rules or regulations, and the search is related to possible student discipline. If the SRO intends to conduct a search as part of a criminal investigation, the officer must seek permission from the Superintendent or designee, unless an actual emergency exists and the search is reasonably necessary to protect students or other individuals in the school from the threat of immediate harm to their health or safety.
2. SROs will not ask a school employee to conduct a search for law enforcement purposes.
3. Strip searches of students by SROs are prohibited.
4. Unless there is a serious and immediate threat to a student, a teacher, or public safety, SROs shall not initiate or participate in other physically invasive searches of a student.

#### L. Limits on Interviews and Arrests

1. **Interviews** – SROs may participate in the questioning of a student about conduct that could result in criminal charges only after informing the student of his or her Miranda rights in age-appropriate language and informing the student's parent(s) or guardian(s). Parents/guardians should be allowed sufficient time to arrive at school to be present for an interrogation.
2. **Arrests** - Incidents involving public order offenses, including disorderly conduct, profanity, and fighting that do not involve physical injury or a weapon, should be considered school discipline issues to be handled by school officials, rather than criminal law issues warranting formal law enforcement intervention.
  - i. School administration shall be consulted prior to an arrest of a student when practical.
  - ii. The student's parent(s) or guardian(s) shall be notified of his or her arrest immediately or as soon as practical and in a timely manner.
  - iii. Unless reasonably necessary to protect students, District employees, or other individuals from the threat of immediate physical harm, SROs shall not use physical force or restraints on students.

#### M. Role in Critical Incidents

The SRO will be familiar with the emergency operations manual of ISD 191. During critical incidents occurring when the SRO is present, the SRO will normally act as a liaison between school administration, police personnel, and other emergency resources if practical.

#### N. Role in Truancy Issues

Truancy will be handled by school personnel. The SRO will not take an active role in the tracking of truants. The SRO will act as a liaison between the school and police personnel should police involvement become necessary due to safety concerns.

### VI. **School District Responsibilities**

ISD 191 shall provide the SRO with the following materials and facilities, which are deemed necessary to the performance of the SRO's duties:

- A. Access to a properly lighted private office, which shall contain a telephone, a secure computer and printer, which may be used for general business purposes.
- B. A location for files and records which can be properly locked and secured.
- C. A desk with drawers, chair, work table, filing cabinet, and office supplies.
- D. The opportunity for SROs to address teachers, school administrators and student families about the SRO program, goals, and objectives.
- E. The opportunity to provide input regarding criminal justice problems relating to

students.

- F. The opportunity to address teachers and school administrators about criminal justice problems relating to students during in-service workdays.
- G. The District Emergency Operations Manual, Crisis Plan, Student Handbook/Code of Conduct and other related materials as deemed appropriate.
- H. School staff designee for referrals for counseling and other school-based and/or community based supportive services for students and families.

## **VII. Crisis Planning**

ISD 191 and the City of Burnsville will collaborate on Crisis Planning and training. Each entity will be involved in updates and creation of new Crisis Plans. Consistency throughout the District should be adhered to when possible.

## **VIII. Reviewing the MOU and SRO Program**

The Parties acknowledge that resources and needs may change during the term of this MOU. Either party may propose amendments at any time by submitting a written request for modification to the other party. Any request shall be promptly reviewed and responded to in writing by the receiving party.

In addition, the assigned parties shall review the MOU/SRO Program on a regular basis and make adjustments as needed. Any revisions or amendments shall be reduced to writing and signed by all parties and will be reflected in an updated MOU.

Any material alterations, variations, modifications, or waivers of provisions of this MOU shall be valid only if and when they have been reduced to writing as an amendment, or upon the execution of a new MOU intended to replace this MOU.

## **IX. Notices**

All notices, requests, demands, and other communications hereunder shall be in writing and shall be deemed given if personally delivered or mailed, certified mail, return receipt requested, to the following addresses:

**If to City:** City of Burnsville  
Chief Tanya Schwartz  
100 Civic Center Parkway  
Burnsville, MN 55337

**With copy to:**  
Campbell Knutson, P.A.  
860 Corporate Center Curve, Suite 290  
Eagan, Minnesota 55121

**If to ISD 191:** Independent School District 191

200 West Burnsville Parkway  
Burnsville, Minnesota 55337

**X. Term**

The term of this agreement shall be for four years commencing on July 1, 2021 and terminating on June 30, 2025. Either party may terminate this agreement with written notice provided by April 1 of the prior year for which termination is intended. Either party may terminate the agreement for cause and must provide at least 30 days written notice including reasons for termination of agreement.

**XI. Cost**

During the first year of this agreement (2021-22 school year) ISD 191 agrees to pay the City of Burnsville \$95,430 towards the 2 SRO positions. The District agrees to pay a cost of living adjustment of 3% each year for the next three school years as indicated below:

- 2022-2023 - - \$98,293
- 2023-2024 - - \$101,242
- 2024-2025 - - \$104,279

Payments to the City for services provided shall be made on an annual basis upon invoice submitted each year by the City. Payment shall be made within thirty (30) days of receipt of the invoice.

**XII. Indemnification**

The City shall indemnify and hold the School District, its employees, Board members, agents and representatives harmless from any and all liability and claims for damages or injury, including attorney fees, caused by or resulting from the sole negligent or intentional acts, errors or omissions of the City, the SROs, or other City employees or agents, arising out of the services pursuant to this Agreement. The School District shall indemnify and hold the City, its employees, elected officials, or agents harmless from any and all liability and claims for damages or injury, including attorney fees, caused by or resulting from the sole negligent or intentional acts, errors or omissions of the School District, its employees or agents, arising out of the services pursuant to this Agreement. This provision does not modify the provisions of the Municipal Tort Claims Act, Chapter 466.

**XIII. Insurance.**

The city shall at all times during the term of this Agreement keep in force adequate insurance for:

- A. General Liability.
- B. Professional Liability.
- C. Automobile Liability.
- D. Workers' Compensation Insurance as required by Minnesota Statute.

**XIV. Problem Resolution**

The Parties will endeavor to resolve any unforeseen difficulties or questions by negotiation between the Superintendent of ISD 191 and the City Administrator of the City of Burnsville or their designees. However, this provision does not limit the Parties' right to terminate this Agreement pursuant to Article X.

SIGNATURE OF PARTIES & SIGNATURE DATE

Dated: \_\_\_\_\_

**CITY OF BURNSVILLE**

By: \_\_\_\_\_

Mayor

By: \_\_\_\_\_

City Manager

Dated: \_\_\_\_\_

**INDEPENDENT SCHOOL DISTRICT 191**

By: \_\_\_\_\_

School Board Clerk

By: \_\_\_\_\_

Superintendent



**Agenda III.C.  
April 8, 2021**

**To:** Board of Education

**From:** Dr. Theresa Battle, superintendent

**Date:** April 1, 2021

**Re:** Receive an Update about District 191's Efforts to Implement COVID-19 Related Educational and Public Health Guidance Issued by the MDE and the MDH, Respectively

Receive an update about District 191's efforts to implement COVID-19 related educational and public health guidance issued by the MDE and the MDH, respectively from Dr. Theresa Battle, superintendent.

## Board Meeting Date: April 8, 2021

### COVID-19 Board Report

PURPOSE: Provide an Update about District 191's efforts to implement COVID-19 related educational and public health guidance issued by the MDE and the MDH, respectively (Maximize resources for optimal student learning).

Tonight we will share information related to the four primary areas of our planning: Health & Safety and plans to monitor County COVID-19 Cases and to survey our families about secondary learning models.

#### Health and Safety (MDH):

**County Updates** County Updates: Represents confirmed cases 2/28/21 to 3/13/21. Dakota County is 40.29, an increase from 32.19.73 and Scott County is 57.61, an increase from 49.24. Positivity rate for Dakota County is 5.1

Please remember that "The county-level data is provided to assist school districts and charter schools but is not intended to be the sole basis for their decision-making. This data should be used in combination with additional data points and information about local school communities and school buildings" (MDH Data for K-12 Schools: 14-day COVID-19 Case Rate by County).

I will continue to monitor county data, our local One91 data and consult with our COVID-19 Advisory committee and regional support team to determine if a change in learning model is needed. Regarding our tentative plans to transition secondary from 2 days in person to 4 days later this month, we will survey parents about this possibility, meet with the Regional Support Team tomorrow and continue consultation with COVID-19 advisory group.

Bernie Bien, our lead licensed school nurse will now share analysis of County data and 191 data and an update regarding mitigation strategies.

#### Phasing Out of Face Shields

##### Rationale

Mitigation strategies continue to be necessary to reduce the spread of COVID-19. During the month of April, staff who have chosen COVID-19 vaccination will be completing the series. It takes about two weeks following the final dose for your body to build up immunity. This will allow District 191 to safely begin a Phasing Out of face shields at this time.

Nothing in this Phasing Out guidance changes the face mask executive order 20-81, which requires staff to wear a face covering in public indoor spaces, unless alone.

We continue to learn more about the effects of vaccination on infection and transmission, as well as the natures of new variants. Because of this, guidance may change. District 191 will continue to work with the Minnesota Department of Health and our Regional Support Team in developing guidance for our staff and students.

### **Timeline**

April 5: Face Shields may be removed for outside activities.

April 12: Face Shields may be removed while employees are at a desk / work space when a plexiglass barrier is present. Face Shields continue to be required when staff are away from desk / work space or if a plexiglass barrier is not present.

April 19: Face Shields may be removed when staff are teaching/working at least 6 feet from students.

Face Shields are required when roaming or walking within the classroom or other spaces while students are present.

April 26:

Face Shields may be removed unless engaged in one of the following High Risk situations for COVID-19 transmission.

In the following situations, Face Shields will continue to be required.

- Saliva Screening room team members
- Direct care and monitoring of staff/students for symptoms of illness in the health office
- Staff providing supervision to students while eating.
- Staff in the presence of students playing instruments that create aerosolized respiratory droplets.
- Staff in the presence of students participating in singing activities
- Staff interacting with students requiring close / direct care student support due to educational, physical and medical needs.

**Learning Model Parameters**

| <b>Number of cases per 10,000 over 14 days, by county of residence</b> | <b>Learning Model</b>  |
|--|--|
| 0-9  | In-person learning for all students  |
| 10-19  | In-person learning for elementary students; hybrid learning for secondary students |
| 20-29  | Hybrid learning for all students   |
| 30-49  | Hybrid learning for elementary students; distance learning for secondary students  |
| 50+  | Distance learning for all students   |



**Agenda III.D.  
April 8, 2021**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Milkoomie Addisu, student representative to the school board

**Date:** April 2, 2021

**Re:** Student Representative Report

Receive a report from Milkoomie Addisu, student representative.



**Agenda III.E.  
April 8, 2021**

**To:** Board of Education  
**From:** Dr. Theresa Battle, superintendent  
**Date:** April 2, 2021  
**Re:** Superintendent Report

Receive a report from Dr. Theresa Battle, superintendent.



**Agenda III.F.  
April 8, 2021**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Board Chair

**Date:** April 1, 2021

**Re:** Board Member Reports

Receive reports from board members.

School Board Minutes  
 INDEPENDENT SCHOOL DISTRICT 191  
 March 25, 2021

The meeting of the Board of Education was called to order by Chair Miller at 6:30 p.m. The meeting took place via electronic means pursuant to Minnesota Statute 13.D.021.

Call to Order

Members present: Alt, Chester, Conner, Hume, Said, Werb, and Chair Miller. Others in attendance were Superintendent Battle, Student Representative Addisu, staff and members of the public.

Attendance

Miller asked Alt to lead the Pledge of Allegiance.

Pledge of  
 Allegiance  
 Agenda

Moved by Werb, seconded by Said, to approve the agenda. A roll call vote was taken and the motion carried unanimously (7, 0 with Alt, Chester, Conner, Hume, Miller, Said, and Werb voted in favor and none voted against).

Received a report about the Inclusion and Belonging Burnsville Leaders YMCA Proposal from Scott Peterson, YMCA.

YMCA

Received a report about the Final Single Audit Schedule and MN Legal Compliance from FY20 from Dennis Hoogeveen, CLA.

Single Audit

Received an update about FY22 Budget Adjustments from Dr. Theresa Battle, superintendent, and Lisa Rider, executive director of business services.

FY 22 Budget

Received an update about District 191's efforts to implement COVID-19 related educational and public health guidance issued by the MDE and the MDH, respectively from Dr. Theresa Battle, superintendent, Bernie Bien, lead nurse, and Brian Gersich, assistant superintendent.

COVID-19 Update

Chester reported about ISD 917, Conner reported about AMSD, and Alt reported on behalf of the Policy Review Committee.

Board Reports

Received an update about the Board Meeting Model During COVID-19 from Chair Miller.

Board Meeting  
 Model

Moved by Hume, seconded by Alt, to approve the consent agenda:  
 -Approve minutes of the regular meeting and closed session on March 11, 2021.

Consent Agenda  
 Minutes

-Approve personnel recommendations for Katie Grundstrom, Kristin Mains, Taylor Umhoefer, Steven Wysoc, Mary Sawdey, Rachelle Waldron, Carol Yiu, Teneasha Ellis, William Bluhm, Mark Hubbard, and Molly Holmes.

Personnel

-Adopt a resolution to approve and accept donations as presented.

Donations

-Approve January payroll checks in the net amount of \$3,882,906.71.

Checks, claims,

January claims to date, wire transfers and adjustments totaling \$27,516,935.34. Accept January receipts of \$13,278,321.25 and investments for the General Fund, 2015A School Building Bonds, and OPEB of \$52,772,492.62 as of January 31, 2021.

receipts and investmens

-Accept the Budget Analysis for the month ending January.

Budget Analysis

-Approve, on a second reading basis, changes to Policy 611: *Home Schooling*.

A roll call vote was taken and the motion carried unanimously (7, 0 with Chester, Conner, Hume, Miller, Said, Werb, and Alt voting in favor and none voting against.)

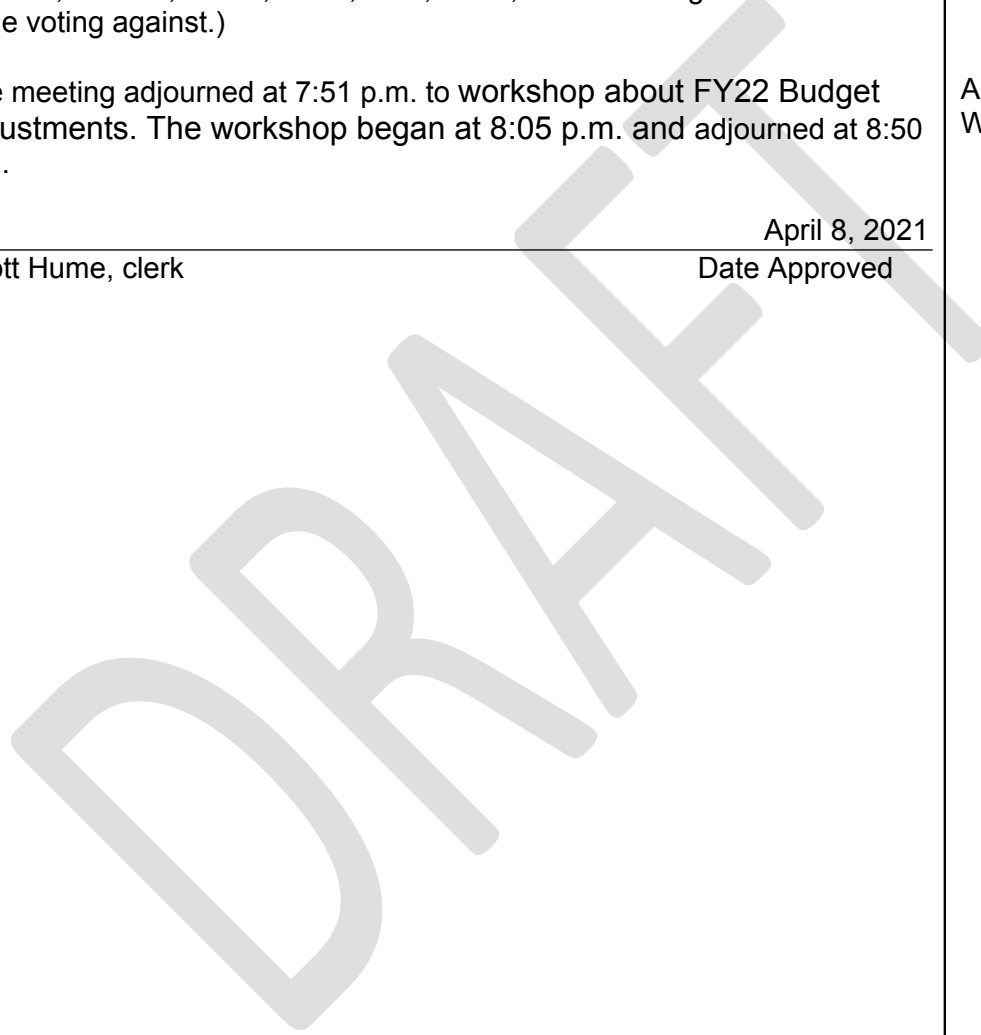
The meeting adjourned at 7:51 p.m. to workshop about FY22 Budget Adjustments. The workshop began at 8:05 p.m. and adjourned at 8:50 p.m.

Adjourn to a Workshop

April 8, 2021

Scott Hume, clerk

Date Approved



**Burnsville-Eagan-Savage Public Schools  
Independent School District 191  
Human Resources**

**TO:** Members, Board of Education  
Dr. Theresa Battle, Superintendent

**FROM:** Stacey Sovine, Executive Director of Human Resources

**DATE:** April 8th, 2021 FINAL

**RE:** Recommended Personnel Changes

| CLASSIFICATION      | ACTION               | POSITION CONTROL | NAME                  | FINAL | LOCATION                     | POSITION                           | EFFECTIVE DATE        |
|---------------------|----------------------|------------------|-----------------------|-------|------------------------------|------------------------------------|-----------------------|
| Certified           | Change of Assignment |                  | Kristin Hollingsworth |       | ECSE Center                  | Long Term Substitute Teacher       | 3/25/2021             |
| Certified           | Leave of Absence     |                  | Kristen Lorincz       |       | Burnsville High School       | Teacher                            | 05/24/2021-06/11/2021 |
| Certified           | Leave of Absence     |                  | Rachel Cesaro-Moxley  |       | District-wide                | Teacher                            | 05/20/2021-06/11/2021 |
| Certified           | Resignation          |                  | Rachel Wenz           |       | Rahn Elementary School       | Teacher                            | 6/11/2021             |
| Classified          | Change of Assignment |                  | Brenda Gries          |       | Diamondhead Education Center | Administrative Assistant Long Terr | 3/8/2021              |
| Classified          | Change of Assignment |                  | Sile Adam             |       | Nicollet Middle School       | Educational Assistant Level IV     | 4/5/2021              |
| Classified          | Leave of Absence     |                  | Amanda Exley          |       | Hidden Valley Elementary     | Nurse RN                           | 04/02/2021-06/11/2021 |
| Classified          | Resignation          |                  | William Bluhm         |       | District-wide                | Technology Level II                | 3/25/2021             |
| Classified          | Retirement           |                  | Jennifer Blocker      |       | Eagle Ridge Middle School    | Food Service Associate             | 6/8/2021              |
| Co-Curricular/Coach | Resignation          |                  | Brody Childs          |       | Burnsville High School       | Assistant Boys Lacrosse Coach      | 4/1/2021              |
| Co-Curricular/Coach | Resignation          |                  | Sydney Miller         |       | Burnsville High School       | Girls Volleyball Coach             | 11/13/2020            |



**Agenda IV.A.3.  
April 8, 2021**

**To:** Members, Board of Education  
Dr. Theresa Battle, superintendent

**From:** Lisa K. Rider, executive director of business services

**Date:** April 2, 2021

**RECOMMENDATION:** To adopt a resolution to approve and accept donations as presented.

**RESOLUTION TO ACCEPT DONATIONS**

**WHEREAS,**

1. School Board Policy 706 establishes guidelines for the acceptance of gifts to the District; and
2. Minnesota Statute 123B.02, Subd. 6 states the School Board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated; and
3. Minnesota Statute 465.03 states the School Board may accept a grant or devise of real or personal property only by the adoption of a resolution approved by two-thirds of its members; and
4. Businesses and individuals have submitted donations to the district;

**THEREFORE, BE IT RESOLVED** by the School Board of ISD 191 to approve and accept with appreciation the donations as presented below and to permit their use as designated by the donors.

Moved by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Members in favor of the motion:

Members opposed:

Whereupon said Resolution was declared duly passed and adopted on April 8, 2021

\_\_\_\_\_  
Clerk – Board of Education

| Date      | Donor  | Recipient                          | Terms  | Donation                    |
|-----------|--|------------------------------------|--|-----------------------------|
| 3/10/2021 | Tone Waters and Faith Covenant Church in Burnsville. | Health Offices across the District | Provide health offices with a supply of sweatpants for students when a change is needed during the school day. | In-Kind (goods or services) |

**Total monetary donation received: \$ 0**

Board Members' Questions and Staff Responses for 4-8-21 Boardbook materials  
SRO Agreement

| Question  | Response   |
|---|--|
| <p>1. P. 1 "This document shall be reviewed, updated, and endorsed on a regular basis."<br/>- This is unusual in that, there is no date specified. Why are we not specifying a timeframe or date by which to review the MOU? Not knowing the "why" as yet, my initial thought is that we need specificity, knowing that roles and people come and go in both organizations.</p> <p>Reading p. 10 VIII, and seeing that we are being true to the spirit of partnership and flexibility, I still wonder if a specific date for regular review might also be wise.</p> <p>- Item II - Mission: The goal of the MOU is a culture of schoolwide safety, but the "Mission" specifies a channel of communication only between students, parents and teachers. Based on the existence of ancillary and admin staff, as well as considering language on page 2, it seems that "feedback opportunities" may need to be expanded to include more than simply "teachers." The culture and perceived image of our schools is based on all individuals present.</p> | <p>When considering the annual review of the agreement and potential changes to the ongoing language, it is covered by the April 1 deadline outlined in Section X. Term. We appreciate the flexibility offered for an ongoing basis like VIII as we think it is helpful for situations like this year for example where changing needs was one of the reasons we agreed to not hire the second SRO this current school year. We also would look to this section as more dispute resolution before we would get to changing possible terms per section X. Again, we see April 1 as the annual opportunity to offer actual language changes or send notice that we will end the agreement (notably this is what we did this year).</p> <p>We'll have to look at the intent and impact of the language and possible change, but we are not opposed to offering a revision between this Thursday's information item and the following week for approval.</p>   |
| <p>2. P. 4<br/>- C - Really appreciate the inclusion of PD focused on PBIS, CPSS and cultural competency. Thank you.</p> <p>- A. Duties - Based on the language here of providing a safe and secure learning environment, can this board be assured that we can expect reasoned, reasonable, and measured responses by our SRO in terms of calling for back-up from fellow officers in BPD and State Troopers? (See also p. 9, Item 2, which I believe elaborates on this point).</p> <p>3. P. 5<br/>- Item 10 The SRO would educate teachers on when to directly involve the SRO or use alternatives at BHS only? Or would this also happen at our middle schools? I am trying to understand the scope of this responsibility. The verbiage I was looking at is in the paragraph beneath item #10 on page 5: "SROs shall respect the sensitive nature..."</p>  | <p>We can make assurances to the Board that our team will utilize this language to the best of our ability to argue and advocate for a reasoned, reasonable and measured responses by SROs in terms of calling for back-up. Also, in Brian's time as assistant superintendent he has personally advocated for this as well. In joint meetings, Dr. Battle has done some work to help them gain understanding as well. That said, we cannot make assurances for how the officers from BPD will act and respond. In this process we think we've had great discussions with BPD who understand our position and needs for our school community.</p> <p>That section is intended for BHS training as the language refers to how to use the SRO (directly involved) and technically BHS is the only site with regularly assigned SRO's. That said, we are confident that if we asked our SRO's to help with training and development at one of our other sites or with districtwide administration, the BPD would be eager to</p> |

|   |   |
|---|---|
| <p>The training for teachers, staff, and admin is planned at secondary, or simply at BHS? Scope is my focus, in terms of managing what we might expect.</p>   | <p>support the request be it with an SRO or another officer from BPD (depending on the scope of the presentation).</p>  |
| <p>4. P. 10<br/>- Item 6 - F - Knowing that all staff (both teaching and non-) benefit from shared learning with SROs, are we unnecessarily limiting ourselves by specifying "teachers and school administrators?" My concern is that where there is a gap in knowledge is often where we as a district fall short in supporting our students and enhancing district image. (Happy to discuss by phone, if needed.)</p>   | <p>Having this in the contract ensures we are allowing access to our teachers and admin (who have more inservice time) for the purpose of understanding how this could impact understanding and instruction, but inclusion of others in practice could certainly benefit from time to time. That could be another possible adjustment between this version and the next one for Board consideration. Again, we would need to look into the intent and impact of the language/change.</p>  |
| <p>5. P. 11<br/>- Item X. - Term - If I remember correctly, this was previously a three year contract. If this is indeed the case, please elaborate as to why the proposed extension to four years.</p> <p>- Item XI. - Cost. The district has experienced a lag in funding for the past decade, leaving us approximately \$600 PPU in arrears. We have not been able to provide a cost of living adjustment for our own staff. Please help me understand the recommended cost of living adjustment for our SROs. It would seem to me that the cost of living adjustment would be covered at least 50/50 by our City partner and One91, as this is strictly a staffing position (compared to our contract with Schmitt, for example, which includes similar inflationary increases, but which includes staffing, gas, and equipment).</p> | <p>We should ensure we are comparing apples to apples and this is the total cost increase of our cost for services. If we are comparing to 191 staff increases, it's more comparable to the total package, not just salary. Total package increases of about 3% per year (or 6% of a 2 year agreement) seems to fall in our range of employee agreements.</p> <p>The current agreement commenced July 1, 2017 and "auto renewed for an additional one year term, and for no more than three additional extensions, unless written notice was given from one party to the other at least ninety days prior to the extension of the renewal term." It has been in effect for four years. Similarly, the new agreement is intended for four years with the opportunity to end the agreement sooner on an annual basis. It is intended our new language is clearer with the terms.</p> <p>Our funding for safe schools has increased slightly over the same period of time that our general education funding has declined, that is true. In our negotiations with the City of Burnsville around the costs of the officers, it is understood the value of what ISD 191 pays for is less due to a partnership. Similar to our negotiation process for our largest group, there are</p> |

|  |  |
|--|--|
|  | <p>unique terms and costs related to the agreement for the salary and benefit of the police officers. Over a set period of time, much of the increases related to benefits are not known up front for the City, but rather as bids are approved and agreements are settled. Therefore considering the estimates the City is working with as well as our District planning, the assumption of a 3% annual increase is anticipated to address the needs for the next four years. This was after discussing needs of both parties and understanding the unknowns may result in increases that may or may not be covered, but the partnership between us is to negotiate an agreement that is mutually beneficial.</p> |
|--|--|

Casual Wage Change

|  |  |
|--|--|
| <p>1. Looking back to when we were actively supporting student meals 100% through combined curbside pick up and meal delivery, Food Service Associates were reduced by three probationary releases 11/12/20 and by four furloughed positions on 12/10/20.<br/>         Pulling back and looking at the big picture, it seems that at issue here is hiring and retention, with sub rates being the logical consequence and stressor at this point in time.<br/>         Why did we furlough at the time, knowing that per your recommendation, the department has been placed under greater demands by curbside pick-up and meal delivery? This just doesn't make sense to me.<br/>         Were the three probationary releases implemented as a fiscal solution to align budget? If we hadn't furloughed four staff and depending on whether probationary release was a staffing solution for budgetary alignment, would sub rates still be an issue today?</p> | <p>All of those staff were called back and we weren't providing in person meals at the time. We could consolidate our work force to a few kitchens and distribute meals. With in person meals along with these other programs our workforce is not capable of maintaining that work load. We know we will get many of our leaves back so the subs are needed for the short time.</p> |
|--|--|

Graduation with World's Best Workforce (WBWF) Goal and College and Career Readiness Worlds' Best Workforce (WBWF) Goal

|  |  |
|--|--|
| <p>1. Slide 5 of the SPA presentation talks about the % of 191 students in "rigorous" courses. If this is outside the scope of Thursday's presentation, please let me know, but I am curious how we are doing with improving the student</p> | <p>This information is not part of this report - we are collecting the data and can provide a more comprehensive report/information following the AP exams and course completion at the end of the year.</p> |
|--|--|

|   |  |
|---|--|
| <p>diversity of enrollment in our AP and CIS classes, as we have been criticized in the past for seemingly making it more difficult for some of our non-white students to take advantage of the opportunity to enroll in these more rigorous courses.</p> | <p>That will give more context beyond enrollment only.</p> <p>Enrollment data from 2019 from MDE shows that CIS and Concurrent Enrollment is about the same for BIPOC (40%) and White (37%) students. However, AP courses continue to have barriers to BIPOC students (29%) and greater accessibility for White students (64%).</p>            |
| <p>2. Slide 6 of SPA presentation - Is there a reason why there was such a large decline both statewide and in 191 in 2019, compared to 2017 and 2018, for the percentage of students enrolled in developmental college courses?</p>                      | <p>We don't know the actual reason or factors that impacted these rates. One note is that the 2018-19 school year was the first year that MN State Colleges and Universities (MNSCU) were able to use the high school MCA scores in reading and math in determining course placement. <a href="#">MDE Scores Used for Course Placement</a></p> |
| <p>3. On the same slide, I'm not clear what the 8% &amp; 28% in 2019 are measuring in the bottom two sections. Is it saying that 8% of students in developmental college courses are also in AP/CIS classes or something else? What about the 28%?</p>    | <p>The comparison is showing that only 8% of students who took an AP/CIS/Concurrent Enrollment were placed in Developmental Courses versus 28% of students who did not take an AP/CIS/CE course were required to take Developmental Courses.</p>   |

**BURNSVILLE – EAGAN – SAVAGE  
INDEPENDENT SCHOOL DISTRICT 191  
HUMAN RESOURCES**

AGENDA ITEM: IV.B.1

To: Members of the Board of Education  
Superintendent Dr. Theresa Battle

From: Stacey Sovine  
Executive Director of Human Resources

Date: April 8th, 2021

RE: Resolution relating to the Termination of Teaching Contracts for the following Long Term Substitute Teachers effective at the close of the 2020 – 2021 school year

**RECOMMENDATION:** It is the recommendation that the Board of Education adopt the following resolution:

**BE IT RESOLVED,** by the Board of Education of School District 191, that the teaching contracts of the following long-term substitute teachers be terminated at the close of the 2020 - 2021 school year.

| Last Name     | First Name | School |
|---------------|------------|--------|
| Anderson      | Nathan     | SO     |
| Beerling      | Holly      | HB     |
| Bresina       | Autumn     | ECSE   |
| Davis         | Mikayla    | HV     |
| Grundstrom    | Katie      | HV     |
| Hey           | Linda      | NMS    |
| Hollingsworth | Kristin    | DW     |
| Lobben        | Angela     | HB     |
| Mickelson     | Ashly      | VV     |
| Perez         | Teresa     | WB     |
| Scott         | Dana       | NMS    |
| Soronen       | Kellie     | BHS    |
| Stanton       | Elizabeth  | HV     |
| Tofte         | Andrew     | VA     |
| Topic         | Mary       | ERMS   |
| Walter        | Caleigh    | VA     |

**BE IT FURTHER RESOLVED**, that written notice is sent to said teachers regarding termination and nonrenewal of his/her contract as provided by law.

**BURNSVILLE – EAGAN – SAVAGE  
INDEPENDENT SCHOOL DISTRICT  
191 HUMAN RESOURCES**

AGENDA ITEM: IV.B.2.

To: Members of the Board of  
Education Superintendent  
Dr. Theresa Battle

From: Stacey Sovine  
Executive Director of Human Resources

Date: April 8th, 2021

RE: Resolution relating to the termination and nonrenewal of that portion of  
teaching contracts in excess of 1.0 and/or beyond contractual rights at the  
conclusion of the 2020 – 2021 school year.

**RECOMMENDATION:** It is the recommendation that the Board of Education adopt the  
following resolution:

**BE IT RESOLVED**, by the Board of Education of Independent School District 191  
that the portion of teaching contracts of staff in excess of 1.0 and/or contractual rights be  
terminated at the close of the 2020 – 2021 school year.

| <b>Name</b>       | <b>Total FTE</b> |
|-------------------|------------------|
| Anderson, Janelle | 0.18478          |
| Braun, Catherine  | 0.18478          |
| Dundon, Mary Lou  | 0.09239          |
| Gehrke, Andrew    | 0.18478          |
| Islam, Tasia      | 0.09239          |
| Johnson, Ronna    | 0.18478          |
| Kosloski, Scott   | 0.18478          |
| Leyva, Ana        | 0.18478          |
| Nimchuk, Sarah    | 0.18478          |

**BE IT FURTHER RESOLVED**, that written notice is sent to said teachers regarding  
termination and nonrenewal of his/her contract as provided by law.

**BURNSVILLE – EAGAN – SAVAGE  
INDEPENDENT SCHOOL DISTRICT 191  
HUMAN RESOURCES**

AGENDA ITEM: IV.B.3

To: Members of the Board of Education  
Superintendent Dr. Theresa Battle

From: Stacey Sovine  
Executive Director of Human Resources

Date: April 8th, 2021

RE: Resolution relating to the Termination and Nonrenewal of the Teaching Contracts of Probationary Certified Personnel at the close of the 2020-2021 school year.

**RECOMMENDATION:** It is the recommendation that the Board of Education adopt the following resolution:

**BE IT RESOLVED,** by the Board of Education of Independent School District 191, pursuant to Minnesota Statute § 122A.40 that the teaching contracts of the following licensed probationary teachers in Independent School District 191 be terminated at the end of the 2020-2021 school year.

| <b>Name</b>        | <b>School</b> | <b>FTE</b> |
|--------------------|---------------|------------|
| Baumann, Michelle  | RE            | 1.00       |
| Bohannon, Susan    | NMS           | 0.50       |
| Buckrey, Susan     | BHS           | 0.32       |
| Craig, Jocelyn     | EN            | 1.00       |
| Cushing, Kasie     | GP            | 1.00       |
| Davis, Mikayla     | HV            | 1.00       |
| Grandgenett, Katie | NMS           | 1.00       |
| Hagen, Tara        | HB            | 1.00       |
| Harves, Nicole     | VV            | 0.50       |
| Hey, Linda         | NMS           | 1.00       |
| Islam, Tasia       | NMS           | 0.17       |
| Kelly, Katie       | NMS           | 1.00       |
| Knaeble, Kelly     | NMS           | 1.00       |
| McNeil, Madeline   | NMS           | 1.00       |
| Mohr, Sydney       | BHS           | 0.60       |

|                      |     |      |
|----------------------|-----|------|
| Nimchuk, Sarah       | NMS | 0.83 |
| Osman, Chelsy        | VV  | 1.00 |
| Osman, Fahmo         | NMS | 1.00 |
| Quinn, Katie         | NMS | 0.17 |
| Radtke, Ross         | BHS | 1.00 |
| Roiger, Michael      | WB  | 1.00 |
| Scott, Jessica       | HB  | 1.00 |
| Spies, Gabrielle     | BHS | 0.30 |
| Splettstoesser, Jena | BHS | 0.70 |
| Starkey, Maria       | RE  | 1.00 |
| Tano, Derek          | BHS | 1.00 |
| Wagner, Kristen      | SO  | 0.25 |

**BE IT FURTHER RESOLVED**, that written notice is sent to said teachers regarding termination and nonrenewal of his/her contract as provided by law.

**BURNSVILLE – EAGAN – SAVAGE  
INDEPENDENT SCHOOL DISTRICT 191  
HUMAN RESOURCES**

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AGENDA ITEM: IV.B.4

To: Members of the Board of Education  
Superintendent Theresa Battle

From: Stacey Sovine  
Executive Director of Human Resources

Date: April 8th, 2021

RE: Resolution proposing to place continuing contract teachers on  
Unrequested Leave of Absence at the conclusion of the 2020 – 2021  
school year.

**RECOMMENDATION:** It is the recommendation that the Board of Education adopt the resolution proposing to place the following continuing contract teachers on Unrequested Leave of Absence effective at the conclusion of the 2020 -2021 school year.

**BE IT RESOLVED,** by the Board of Education of School District 191, as follows:

1. That it is proposed that,

| <b>Name</b>         | <b>FTE to be Reduced by ULA</b> |
|---------------------|---------------------------------|
| Anderson, Janelle   | 0.46                            |
| Cleveland, Geoffrey | 1.00                            |
| Engelhardt, Angela  | 0.25                            |
| Fritz, Kimberly     | 0.50                            |
| Sweeney, Michael    | 1.00                            |
| Varpness, Vincent   | 1.00                            |

teachers of said school district, be placed on Unrequested Leave of Absence without pay or fringe benefits, effective at the end of the 2020 – 2021 school year on June 11th, 2021, pursuant to M.S. 122A.40, subdivision 11.

2. That written notice be sent to said teacher(s) regarding the proposed placement on Unrequested Leave of Absence without pay or fringe benefits as provided by law and said notice shall include notice of right to a hearing if requested and be in substantially the form of the attached letter.



## HUMAN RESOURCES

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AGENDA ITEM: IV.B.5.

To: Members of the Board of Education  
Superintendent Dr. Theresa Battle

From: Stacey Sovine  
Executive Director of Human Resources

Date: April 8, 2021

RE: Seasonal, casual and temporary employee Pay Rates for the 2020-2021 School Year

**Recommendation:** That the Board of Education approves the following rates of pay for the 2020-2021 school year.

**Discussion:**

We are requesting an adjustment to our Food and Nutritional Services Sub Rates from \$11.10 to \$13.50. This year has created a lot of demands on the department with the addition of curbside pick up and meal delivery. In addition to the demands, there was a substantial increase to the number of Leaves of Absences. We have not been able to attract individuals to help backfill these permanent positions and believe that the recommended hourly rate will address this concern. The average work shift is between 2 – 4.5 hours.

| <b>GENERAL</b>   | <b>2020 / 2021</b>     | Effective:                                | 7/1/2020                     |
|--|------------------------|---|------------------------------|
| Adapted Athletic Facil.                                      | \$ 1,937.00            |   |                              |
| Awards Coordinator   | \$ 474.00              |   |                              |
| BHS Graduation Coordinator                                   | \$ 1,326.00            |   |                              |
| BHS Overload Rate current course — Added 9.1.18              | \$ <del>2,000.00</del> | per semester plus loss prep reimbursement |                              |
| BHS Overload Rate new course — Added 9.1.18                  | \$ <del>3,500.00</del> | per semester plus loss prep reimbursement |                              |
| Burnsville Strong Advisor (Lead)                             | \$ 2,800.00            |   |                              |
| Career Fair Coordinator                                      | \$ 1,683.00            |   |                              |
| <b>COVID MN Department of Health Liaison</b>                 | <b>\$ 5,000.00</b>     |   |                              |
| Curriculum Lead  | \$ 1,000.00            |   |                              |
| Lead LSN Stipend   | \$ 2,500.00            |   |                              |
| Elem. Arts Festival Coordinator                              | \$ 700.00              |   |                              |
| PALS / BYC / Extended Year Site Lead                         | \$35 per hour          |   |                              |
| First Tech   | \$ 2,623.00            |   |                              |
| Honor Society Middle School                                  | \$ 684.00              |   |                              |
| Mentor   | \$ 250.00              |   |                              |
| Mentor Leadership Meetings                                   | \$ 50.00               | per mtg                                   |                              |
| Power of One   | \$ 668.00              |   |                              |
| Robotics   | \$ 2,623.00            |   |                              |
| Theater Stipend  | \$ 6,800.00            |   |                              |
| Webmaster Secondary  | \$ 3,124.00            |   |                              |
| Writing Center   | \$ 1,500.00            |   |                              |
| Community Facilitator  | \$ 13.00               | per hour                                  |                              |
| <b>SUBSTITUTES / CASUAL</b>                                  |                        |   |                              |
| Avid Tutor   | \$ 13.00               | per hour                                  |                              |
| Clerical (Casual Employees)                                  | \$ 14.00               | up to step 1 of position classification   |                              |
| Clerical (Former Permanent Employees)                        | \$ 22.25               | per hour                                  |                              |
| Education Assistant  | \$ 11.75               | per hour                                  |                              |
| Food and Nutritional Services                                | \$ <del>11.10</del>    | per hour                                  | 13.50 effective April 9,2021 |
| Health Assistant Substitute Rate                             | \$ 12.25               | per hour                                  |                              |
| Health Assistant Substitute Rate (No Formal Medical License) | \$ 12.25               | per hour                                  |                              |
| Instructors (Non-licensed)                                   | \$ 17.50               | per hour                                  |                              |
| LPNS Subbing for Health Assistants                           | \$ 15.30               | per hour                                  |                              |
| LPN/RN's w/ 2-3 yrs Training - No Degree                     | \$ 20.40               | per hour                                  |                              |
| RN's with B.S. Degree  | \$ 25.50               | per hour                                  |                              |
| Student Avid Tutor   | \$ 10.00               | per hour                                  |                              |
| Summer Custodial   | \$ 11.75               | per hour                                  | Up to 12.5                   |
| <b>ATHLETICS</b>   |                        |   |                              |
| Basketball Announcer   | \$ 30.00               |   |                              |
| Basketball Scorer  | \$ 20.00               | per game (typically 3 games/night)        |                              |
| Basketball Site Supervisor                                   | \$ 80.00               |   |                              |
| Basketball Supervision                                       | \$ 30.00               |   |                              |
| Basketball Ticket seller/taker                               | \$ 60.00               |   |                              |
| Basketball Timer   | \$ 20.00               | per game (typically 3 gam                 |                              |
| Dance Competition Ticket seller/taker                        | \$ 20.00               | per hour                                  |                              |
| Football Announcer   | \$ 30.00               |   |                              |
| Football Field/Gate help                                     | \$ 40.00               |   |                              |
| Football Scorer  | \$ 30.00               |   |                              |
| Football Site Supervisor                                     | \$ 80.00               |   |                              |
| Football Supervision   | \$ 30.00               |   |                              |
| Football Ticket seller                                       | \$ 40.00               |   |                              |
| Football Ticket taker  | \$ 40.00               |   |                              |
| Football Timer   | \$ 30.00               |   |                              |
| Hockey Announcer   | \$ 50.00               | 2 games (varsity & JV)                    |                              |
| Hockey Scorer/timer  | \$ 50.00               | 2 games (varsity & JV)                    |                              |
| Hockey Supervision   | \$ 30.00               |   |                              |
| Lacrosse Announcer   | \$30 / \$50            | single / doubleheader                     |                              |
| Lacrosse On-field scorer/timer                               | \$ 30.00               | 2 games (varsity & JV)                    |                              |
| Lacrosse Scorer/timer  | \$ 30.00               | 2 games (varsity & JV)                    |                              |
| Lacrosse Site Supervisor                                     | \$50 / \$80            | single / doubleheader                     |                              |
| Lacrosse Supervision   | \$ 30.00               |   |                              |
| Lacrosse Ticket seller/taker                                 | \$40 / \$70            | single / doubleheader                     |                              |
| Soccer Announcer/scorer/timer                                | \$30 / \$50            | single / doubleheader                     |                              |
| Soccer Site Supervisor                                       | \$50 / \$80            | single / doubleheader                     |                              |
| Soccer Ticket seller/taker                                   | \$40 / \$70            | single / doubleheader                     |                              |
| Swimming Announcer   | \$ 30.00               |   |                              |
| Swimming Head timer  | \$ 30.00               |   |                              |
| Swimming Scorer  | \$ 30.00               |   |                              |
| Swimming Ticket seller/taker                                 | \$ 30.00               |   |                              |
| <b>Tennis Site Supervision</b>                               | <b>\$ 40.00</b>        | <b>Competition Approximately 2hours</b>   |                              |
| Volleyball Announcer   | \$ 30.00               |   |                              |
| Volleyball Scorer/timer                                      | \$ 25.00               | per match (typically 3 matches/night)     |                              |
| Volleyball Site Supervisor                                   | \$ 50.00               |   |                              |
| Volleyball Ticket seller/taker                               | \$ 40.00               |   |                              |
| Wrestling Scorer   | \$ 30.00               |   |                              |
| Wrestling Site Supervisor                                    | \$ 50.00               |   |                              |
| Wrestling Ticket seller/taker                                | \$ 30.00               |   |                              |
| Wrestling Timer  | \$ 30.00               |   |                              |
| <b>STUDENTS</b>  |                        |   |                              |
| Student workers under 18 Chris looking at Min Wage           | \$ 9.00                | per hour                                  |                              |
| Student workers over 18                                      | \$ 9.86                | per hour                                  |                              |
| <b>COMMUNITY EDUCATION</b>                                   |                        |   |                              |
| K+ Classroom Assistant                                       | \$ 13.00               | per hour                                  |                              |
| Other Unspecified Activities Based Upon Registration         | \$ 13.00               | per hour                                  |                              |
| Senior Citizens Program Licensed Commercial Driver           | \$ 19.50               | per hour                                  |                              |
| Facility Rental Tech Support                                 | \$ 25.00               | per hour                                  |                              |

**DATE 9/10/2020**



**Agenda V.A.  
April 8, 2021**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Stacey Sovine, executive director of human resources and Chase Ambrosia,  
OneDigital

**Date:** April 1, 2021

**Re:** Insurance

# ISD #191

## Rolling 12 Summary

**Current | Paid**

Total Spend 4% ▼ PMPM 1% ▲

**\$17,389,035**    **\$560**

Claims: Feb 20 - Jan 21 | Population: 2835

**Previous | Paid**

Total Spend PMPM

**\$18,134,511**    **\$555**

Claims: Feb 19 - Jan 20 | Population: 2981

**Forecast**

Total Spend

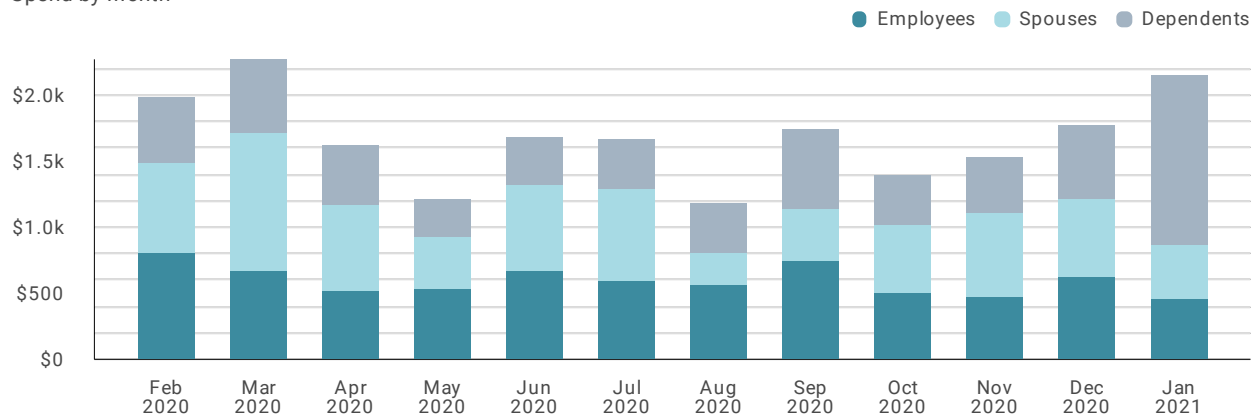
**\$18.7m**    **\$21.1m**    **\$23.6m**

Incurring: Nov 20 - Oct 21 paid through Jan 22

### Forecasted Risk

| Top 10 Categories  | Forecasted Costs | Members | % w/ Condition |
|--|------------------|---------|----------------|
| DISEASES OF THE MUSCULOSKELETAL SYSTEM AND CONNECTIVE TISSUE     | \$2,294,546      | 822     | 32%            |
| FACTORS INFLUENCING HEALTH STATUS AND CONTACT WITH HEALTH SER... | \$2,106,767      | 1,728   | 68%            |
| INJURY, POISONING AND CERTAIN OTHER CONSEQUENCES OF EXTERNAL ... | \$1,975,422      | 297     | 12%            |
| MENTAL, BEHAVIORAL AND NEURODEVELOPMENTAL DISORDERS              | \$1,723,737      | 818     | 32%            |
| DISEASES OF THE NERVOUS SYSTEM                                   | \$929,620        | 300     | 12%            |
| ENDOCRINE, NUTRITIONAL AND METABOLIC DISEASES                    | \$894,262        | 296     | 12%            |
| DRUGS - MISCELLANEOUS  | \$870,182        | 1,172   | 46%            |
| SYMPTOMS, SIGNS AND ABNORMAL CLINICAL AND LABORATORY FINDING...  | \$804,066        | 736     | 29%            |
| CONGENITAL MALFORMATIONS, DEFORMATIONS AND CHROMOSOMAL AB...     | \$769,625        | 38      | 1%             |
| NEOPLASMS  | \$670,463        | 234     | 9%             |

### Spend by Month



### Medical Spend | Paid

76% of Total Spend  
**\$13,301,213**  
 Claims: Feb 20 - Jan 21

### Rx Spend | Paid

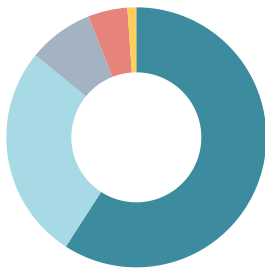
24% of Total Spend  
**\$4,087,821**  
 Claims: Feb 20 - Jan 21

### Turnover Rate

**12.7%**  
 Period: Feb 20 - Jan 21 | Population: 2835

### Sources of Care Spend

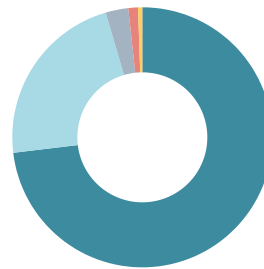
Total Spend  
**\$13,301,213**



- Outpatient Care \$7,863,777
- Inpatient Care \$3,558,612
- Other \$1,083,742
- ER/ED \$648,511
- Urgent Care \$146,572
- On-site Clinic \$0

### Sources of Care Usage

Visits  
**26,413**



- Outpatient Care 19,308 Visits (73%)
- Other 5,903 Visits (22%)
- Urgent Care 745 Visits (3%)
- ER/ED 318 Visits (1%)
- Inpatient Care 139 Visits (1%)
- On-site Clinic 0 Visits (0%)

### Preventive Gaps in Care

Noncompliant Members  
**1,076 (38%)**



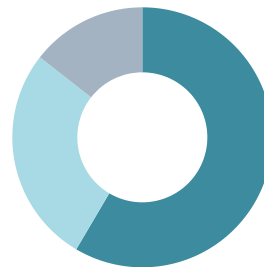
- Employee 448 Members (42%)
- Spouse 203 Members (19%)
- Dependent 425 Members (39%)

Claims: Feb 20 - Jan 21 | Population: 2835

### Chronic Condition Gaps In Care

Noncompliant Members  
**277 (10%)**

Savings Opportunity  
**\$952,936**



- Employee 162 Members (58%)
- Spouse 75 Members (27%)
- Dependent 40 Members (14%)

Claims: Feb 20 - Jan 21 | Population: 2835



# Burnsville Eagan Savage School District #191

2020-2021 Benefits and Claims Review

Presented By: Chase Ambrosia





# Medical Benefits



## PreferredOne Self Funded Medical Renewal

|   | Current   |               | OneDigital Underwriting        |
|---|---|---------------|--------------------------------|
| <b>Current Enrollment</b>                           | PreferredOne<br>PIC<br><i>District keeps Rx rebates</i> |               |                                |
| Single  | 490   |               | 490                            |
| Family  | 536   |               | 536                            |
| <b>Total Enrollment</b>                             | <b>1,026</b>  |               | <b>1,026</b>                   |
| <b>Total Members</b>                                | <b>2,617</b>  |               | <b>2,617</b>                   |
| <b>Fixed Costs</b>                                  |   |               | <i>Assuming 25% Rate Cap</i>   |
| Stop-Loss Coverage Contract                         | 12/18   |               | 12/18                          |
| Aggregating Specific                                | \$0   |               | \$0                            |
| Specific Individual Deductible                      | \$225,000   |               | \$225,000                      |
| Single  | \$45.31   |               | \$56.64                        |
| Family  | \$113.49  |               | \$141.86                       |
| <b>Total Annual Specific Premium:</b>               | <b>\$996,629</b>  |               | <b>\$1,245,786</b>             |
| Aggregate Premium - PEPM                            |   |               |                                |
| <b>Total Annual Aggregate Premium:</b>              | <b>\$10,000</b>   |               | <b>\$10,000</b>                |
| <b>Annual Reinsurance Premium:</b>                  | <b>\$1,006,629</b>                                      |               | <b>\$1,255,786</b>             |
| <b>Administration Services</b>                      |   |               | <i>Assuming 3% increase</i>    |
| <b>Medical Administration</b>                       |   |               |                                |
| Single  | \$43.00   |               | \$44.29                        |
| Family  | \$43.00   |               | \$44.29                        |
| Consulting Fee                                      | \$4.33  |               | \$4.33                         |
| <b>Subtotal PEPM Per Tier:</b>                      |   |               |                                |
| Single  | \$47.33   |               | \$48.62                        |
| Family  | \$47.33   |               | \$48.62                        |
| <b>Annual Administration Cost</b>                   | <b>\$582,869</b>  |               | <b>\$598,755</b>               |
| <b>Total Annual Fixed Cost</b>                      | <b>\$1,589,498</b>                                      |               | <b>\$1,854,541</b>             |
| <b>Difference To Current Fixed Costs</b>            |   |               | 16.67%                         |
| <b>Estimated Expected Claims Cost</b>               |   |               |                                |
| <b>Plan 1</b>                                       |   | <b>Counts</b> | <b>3 Year Composite</b>        |
| Single  | \$694.19  | 490           | \$1,446.86                     |
| Family  | \$2,068.69  | 536           | \$1,446.86                     |
| <b>Expected Annual Claims</b>                       | <b>\$17,391,796</b>                                     | <b>1,026</b>  | <b>\$17,818,028</b>            |
| <b>Difference To Current Expected Annual Claims</b> |   |               | 2.45%                          |
| <b>Maximum Annual Claims (Attachment Point)</b>     | 1.12  |               | \$19,956,191                   |
|   | <b>Current</b>  |               | <b>OneDigital Underwriting</b> |
|   | PreferredOne<br>PIC                                     |               |                                |
| <b>Expected Grand Total Costs</b>                   |   |               |                                |
| Current Contract Expected                           | \$18,981,293  |               |                                |
| Expected Renewal Cost                               |   |               | \$19,672,569                   |
| <b>Difference To Current Expected</b>               |   |               | \$691,276                      |
|   |   |               | 3.64%                          |
| <b>Current Claims Funding</b>                       |   |               |                                |
| Current Self Insured Funding                        | \$18,692,685  |               |                                |
| Expected Renewal Cost                               |   |               | \$19,672,569                   |
| <b>Difference To Current Funding</b>                |   |               | \$979,885                      |
|   |   |               | 5.24%                          |
| <b>Maximum Grand Total Costs</b>                    |   |               |                                |
| Maximum Renewal Cost                                | \$21,068,309  |               | \$21,810,733                   |
| <b>Difference To Current Maximum</b>                |   |               | \$742,424                      |

## Medical Underwriting

|    | A                                 | B     | C            | D            | E            | F                                       | G   | H  |  |
|----|-----------------------------------|-------|--------------|--------------|--------------|---|---|--|--|
|    |                                   |       | Year 3       | Year 2       | Current      | Renewal -<br>Based On<br>Current Claims | Renewal - Based<br>On Weighting<br>2-Years of<br>Claims | Renewal -<br>Based On<br>Weighting<br>3-Years Of |  |
| 1  | Period                            |       |              |              |              |   |   |  |  |
| 2  | Average Enrollment                |       |              |              |              |   |   |  |  |
| 3  | Single                            |       | 575          | 538          | 490          |   |   |  |  |
| 7  | Family                            |       | 574          | 554          | 536          |   |   |  |  |
| 8  | <b>Total Enrollment</b>           |       | <b>1149</b>  | <b>1093</b>  | <b>1026</b>  |   |   |  |  |
| 9  | Enrollment Trend                  |       |              | -4.9%        | -6.1%        |   |   |  |  |
| 10 | Average Claims Per EE Per Year    |       | \$14,640     | \$15,607     | \$15,121     |   |   |  |  |
| 11 |                                   |       |              | 6.6%         | -3.1%        |   |   |  |  |
| 12 | Annual Aggregate Claims           |       | \$16,820,402 | \$17,054,652 | \$15,518,373 |   |   |  |  |
| 13 | Mature Factor                     |       |              |              |              |   |   |  |  |
| 14 | Enrollment Growth/Shrinkage       |       |              |              |              |   |   |  |  |
| 15 | Benefit Adjustment                |       | 100%         | 100%         | 100%         |   |   |  |  |
| 16 | Annualized Claims                 |       | \$16,820,402 | \$17,054,652 | \$15,518,373 |   |   |  |  |
| 17 | Months Of Trend                   |       |              |              |              |   |   |  |  |
|    | Medical Trend                     | 10.0% | 130.0%       | 120.0%       | 110.0%       |   |   |  |  |
| 1  | Next Year's Expected Claims       |       | \$21,866,523 | \$20,465,582 | \$17,070,210 |   |   |  |  |
| 2  | Reinsurance Margin                | 112%  | 112%         | 112%         | 112%         |   |   |  |  |
| 3  | Next Year's Maximum Cap           |       | \$24,490,506 | \$22,921,452 | \$19,118,636 |   |   |  |  |
| 4  | <b>Estimated Claim Factors</b>    |       |              |              |              |   |   |  |  |
| 5  | Expected Composite Factor         |       | \$1,586.02   | \$1,560.71   | \$1,386.13   |   |   |  |  |
| 6  | Current Year Claims - Annualized  |       |              |              |              |   |   |  |  |
| 7  | Expected Composite Factor         |       |              |              | \$1,386.13   | \$1,386.13                              |   |  |  |
| 8  | Next Year's Maximum Cap           |       |              |              |              | \$19,118,636                            |   |  |  |
| 9  | Difference To Current Maximum Cap |       |              |              |              | -1.8%                                   |   |  |  |
| 10 | <b>Weighting of Claims</b>        |       |              |              |              |   |   |  |  |
| 11 | 2-Year Claims Weighting           |       |              | 33%          | 67%          |   | \$0.00  |  |  |
| 12 | Expected Composite Factor         |       |              | \$520.24     | \$924.09     |   | \$1,444.32  |  |  |
| 13 | Next Year's Maximum Cap           |       |              |              |              |   | \$19,921,275  |  |  |
| 14 | Difference To Current Maximum Cap |       |              |              |              |   | 2.3%  |  |  |
| 15 | 3-Year Claims Weighting           |       | 10%          | 23%          | 67%          |   |   |  |  |
| 16 | Expected Composite Factor         |       | \$158.60     | \$364.17     | \$924.09     |   |   | \$1,446.86                                       |  |
| 17 | Next Year's Maximum Cap           |       |              |              |              |   |   | \$19,956,191                                     |  |
| 18 | Difference To Current Maximum Cap |       |              |              |              |   |   | 2.5%   |  |

Enrollment and claims experience provided by carrier/TPA. Illustrative only, pending receipt of the renewal.

## Self Funded Medical Avg Trend

|   | Current   | OneDigital Underwriting        |
|---|---|--------------------------------|
| <b>Current Enrollment</b>                           | PreferredOne<br>PIC<br><i>District keeps Rx rebates</i> |                                |
| Single  | 490   | 490                            |
| Family  | 536   | 536                            |
| <b>Total Enrollment</b>                             | <b>1,026</b>  | <b>1,026</b>                   |
| <b>Total Members</b>                                | <b>2,617</b>  | <b>2,617</b>                   |
| <b>Fixed Costs</b>                                  |   | <i>Assuming 25% Rate Cap</i>   |
| Stop-Loss Coverage Contract                         | 12/18   | 12/18                          |
| Aggregating Specific                                | \$0   | \$0                            |
| Specific Individual Deductible                      | \$225,000   | \$225,000                      |
| Single  | \$45.31   | \$56.64                        |
| Family  | \$113.49  | \$141.86                       |
| <b>Total Annual Specific Premium:</b>               | <b>\$996,629</b>  | <b>\$1,245,786</b>             |
| Aggregate Premium - PEPM                            |   |                                |
| <b>Total Annual Aggregate Premium:</b>              | <b>\$10,000</b>   | <b>\$10,000</b>                |
| <b>Annual Reinsurance Premium:</b>                  | <b>\$1,006,629</b>                                      | <b>\$1,255,786</b>             |
| <b>Administration Services</b>                      |   | <i>Assuming 3% increase</i>    |
| <b>Medical Administration</b>                       |   |                                |
| Single  | \$43.00   | \$44.29                        |
| Family  | \$43.00   | \$44.29                        |
| Consulting Fee                                      | \$4.33  | \$4.33                         |
| <b>Subtotal PEPM Per Tier:</b>                      |   |                                |
| Single  | \$47.33   | \$48.62                        |
| Family  | \$47.33   | \$48.62                        |
| <b>Annual Administration Cost</b>                   | <b>\$582,869</b>  | <b>\$598,755</b>               |
| <b>Total Annual Fixed Cost</b>                      | <b>\$1,589,498</b>                                      | <b>\$1,854,541</b>             |
| <b>Difference To Current Fixed Costs</b>            |   | 16.67%                         |
| <b>Estimated Expected Claims Cost</b>               |   |                                |
| <b>Plan 1</b>                                       |   | Counts      3 Year Composite   |
| Single  | \$694.19  | 490      \$1,338.97            |
| Family  | \$2,068.69  | 536      \$1,338.97            |
| <b>Expected Annual Claims</b>                       | <b>\$17,391,796</b>                                     | <b>1,026      \$16,489,430</b> |
| <b>Difference To Current Expected Annual Claims</b> |   | -5.19%                         |
| <b>Maximum Annual Claims (Attachment Point)</b>     | 1.12  | \$18,468,162                   |
|   | <b>Current</b>  | <b>OneDigital Underwriting</b> |
|   | PreferredOne<br>PIC                                     |                                |
| <b>Expected Grand Total Costs</b>                   |   |                                |
| Current Contract Expected                           | \$18,981,293  |                                |
| Expected Renewal Cost                               |   | \$18,343,971                   |
| <b>Difference To Current Expected</b>               |   | (\$637,322)                    |
|   |   | -3.36%                         |
| <b>Current Claims Funding</b>                       |   |                                |
| Current Self Insured Funding                        | \$18,692,685  |                                |
| Expected Renewal Cost                               |   | \$18,343,971                   |
| <b>Difference To Current Funding</b>                |   | (\$348,713)                    |
|   |   | -1.87%                         |
| <b>Maximum Grand Total Costs</b>                    |   |                                |
| Maximum Renewal Cost                                | \$21,068,309  | \$20,322,703                   |
| <b>Difference To Current Maximum</b>                |   | (\$745,606)                    |
|   |   | -3.54%                         |

## Medical Underwriting Avg Trend .05% Margin

|    | A                                 | B    | C            | D            | E            | F                                 | G  | H                                       |  |
|----|-----------------------------------|------|--------------|--------------|--------------|-----------------------------------|--|---|--|
| 1  | Period                            |      | Year 3       | Year 2       | Current      | Renewal - Based On Current Claims | Renewal - Based On Weighting 2-Years of Claims | Renewal - Based On Weighting 3-Years Of |  |
| 2  | Average Enrollment                |      |              |              |              |                                   |  |   |  |
| 3  | Single                            |      | 575          | 538          | 490          |                                   |  |   |  |
| 7  | Family                            |      | 574          | 554          | 536          |                                   |  |   |  |
| 8  | <b>Total Enrollment</b>           |      | <b>1149</b>  | <b>1093</b>  | <b>1026</b>  |                                   |  |   |  |
| 9  | Enrollment Trend                  |      |              | -4.9%        | -6.1%        |                                   |  |   |  |
| 10 | Average Claims Per EE Per Year    |      | \$14,640     | \$15,607     | \$15,121     |                                   |  |   |  |
| 11 |                                   |      |              | 6.6%         | -3.1%        |                                   |  |   |  |
| 12 | Annual Aggregate Claims           |      | \$16,820,402 | \$17,054,652 | \$15,518,373 |                                   |  |   |  |
| 13 | Mature Factor                     |      |              |              |              |                                   |  |   |  |
| 14 | Enrollment Growth/Shrinkage       |      |              |              |              |                                   |  |   |  |
| 15 | Benefit Adjustment                |      | 100%         | 100%         | 100%         |                                   |  |   |  |
| 16 | Annualized Claims                 |      | \$16,820,402 | \$17,054,652 | \$15,518,373 |                                   |  |   |  |
| 17 | Months Of Trend                   |      |              |              |              |                                   |  |   |  |
|    | <b>Medical Trend 5 Year Avg</b>   | 4.0% | 112.1%       | 108.1%       | 104.0%       |                                   |  |   |  |
| 1  | Next Year's Expected Claims       |      | \$18,863,821 | \$18,435,903 | \$16,146,787 |                                   |  |   |  |
| 2  | Reinsurance Margin                | 112% | 112%         | 112%         | 112%         |                                   |  |   |  |
| 3  | Next Year's Maximum Cap           |      | \$21,127,479 | \$20,648,211 | \$18,084,402 |                                   |  |   |  |
| 4  | <b>Estimated Claim Factors</b>    |      |              |              |              |                                   |  |   |  |
| 5  | Expected Composite Factor         |      | \$1,368.23   | \$1,405.93   | \$1,311.15   |                                   |  |   |  |
| 6  | Current Year Claims - Annualized  |      |              |              |              |                                   |  |   |  |
| 7  | Expected Composite Factor         |      |              |              | \$1,311.15   | \$1,311.15                        |  |   |  |
| 8  | Next Year's Maximum Cap           |      |              |              |              | \$18,084,402                      |  |   |  |
| 9  | Difference To Current Maximum Cap |      |              |              |              | -7.2%                             |  |   |  |
| 10 | <b>Weighting of Claims</b>        |      |              |              |              |                                   |  |   |  |
| 11 | 2-Year Claims Weighting           |      |              | 33%          | 67%          |                                   | \$0.00   |   |  |
| 12 | Expected Composite Factor         |      |              | \$468.64     | \$874.10     |                                   | \$1,342.74                                     |   |  |
| 13 | Next Year's Maximum Cap           |      |              |              |              |                                   | \$18,520,151                                   |   |  |
| 14 | Difference To Current Maximum Cap |      |              |              |              |                                   | -4.9%  |   |  |
| 15 | 3-Year Claims Weighting           |      | 10%          | 23%          | 67%          |                                   |  |   |  |
| 16 | Expected Composite Factor         |      | \$136.82     | \$328.05     | \$874.10     |                                   |  | \$1,338.97                              |  |
| 17 | Next Year's Maximum Cap           |      |              |              |              |                                   |  | \$18,468,162                            |  |
| 18 | Difference To Current Maximum Cap |      |              |              |              |                                   |  | -5.2%                                   |  |

Enrollment and claims experience provided by carrier/TPA. Illustrative only, pending receipt of the renewal.

Client Name **Burnsville Eagan Savage School District #191**  
 Number of Months: **8**  
 Renewal Date: **July 1, 2021**  
 Contract Basis: **12/18**      **112%**  
 Specific Level: **\$225,000**  
 Aggregate Level: **\$0**

| Month                      | Enrollment |           | Expenses     |               |                            |                                |                |                      |                  |                          |                        |                            |                     | Revenue                 |                             |                     |                    |                 |                                      |                 |                          |                      |                           |                       |                                |
|----------------------------|------------|-----------|--------------|---------------|----------------------------|--------------------------------|----------------|----------------------|------------------|--------------------------|------------------------|----------------------------|---------------------|-------------------------|-----------------------------|---------------------|--------------------|-----------------|--------------------------------------|-----------------|--------------------------|----------------------|---------------------------|-----------------------|--------------------------------|
|                            |            |           | Claims       |               |                            |                                |                | Expected Claims      |                  |                          | Expected Agg 112%      |                            |                     | Costs                   |                             |                     |                    |                 | Funding                              |                 | Reserve                  |                      |                           |                       |                                |
|                            |            |           | Total Counts | Total Members | Gross Monthly Medical & RX | Specific SL Monthly Violations | Fitness Claims | Total Monthly Claims | Total Claims YTD | Expected Monthly Funding | YTD Expected Liability | Monthly Claims to Expected | ASL Monthly Funding | YTD Aggregate Liability | Monthly Claims to Aggregate | Monthly Fixed Costs | Benefit Exceptions | YTD Fixed Costs | Total Monthly Fixed and Claims Costs | Total YTD Costs | Monthly Internal Service | YTD Internal Service | Monthly Estimated Reserve | YTD Estimated Reserve | Monthly Total Costs to Funding |
| July                       | 1015       | 2481      | \$411,154    | \$0           | \$0                        | \$411,154                      | \$411,154      | \$1,427,590          | \$1,427,590      | 28.8%                    | \$1,598,901            | \$1,598,901                | 25.7%               | \$130,726               | \$130,726                   | \$541,880           | \$541,880          | \$130,726       | \$130,726                            | \$1,535,096     | \$1,535,096              | \$993,217            | \$993,217                 | 35.3%                 |                                |
| August                     | 1014       | 2482      | \$993,278    | \$0           | \$0                        | \$993,278                      | \$1,404,432    | \$1,429,645          | \$2,857,235      | 49.2%                    | \$1,601,202            | \$3,200,103                | 43.9%               | \$130,769               | \$261,495                   | \$1,124,047         | \$1,665,927        | \$1,536,875     | \$3,071,971                          | \$1,536,875     | \$3,071,971              | \$412,827            | \$1,406,044               | 73.1%                 |                                |
| September                  | 1033       | 2530      | \$1,227,140  | \$0           | \$0                        | \$1,227,140                    | \$2,631,572    | \$1,456,579          | \$4,313,814      | 61.0%                    | \$1,631,369            | \$4,831,471                | 54.5%               | \$133,211               | \$394,706                   | \$1,360,351         | \$3,026,278        | \$1,565,811     | \$4,637,782                          | \$205,460       | \$1,611,504              | \$205,460            | \$1,611,504               | 86.9%                 |                                |
| October                    | 1032       | 2535      | \$1,154,989  | \$0           | \$0                        | \$1,154,989                    | \$3,786,561    | \$1,455,885          | \$5,769,699      | 65.6%                    | \$1,630,591            | \$6,462,063                | 58.6%               | \$133,119               | \$527,825                   | \$1,288,108         | \$4,314,386        | \$1,564,976     | \$6,202,759                          | \$1,564,976     | \$6,202,759              | \$276,869            | \$1,888,373               | 82.3%                 |                                |
| November                   | 1031       | 2548      | \$1,091,238  | \$0           | \$0                        | \$1,091,238                    | \$4,877,799    | \$1,457,940          | \$7,227,639      | 67.5%                    | \$1,632,893            | \$8,094,955                | 60.3%               | \$133,162               | \$660,987                   | \$1,224,400         | \$5,538,786        | \$1,566,755     | \$7,769,513                          | \$1,566,755     | \$7,769,513              | \$342,354            | \$2,230,727               | 78.1%                 |                                |
| December                   | 1030       | 2549      | \$1,579,133  | \$18,516      | \$0                        | \$1,560,617                    | \$6,438,416    | \$1,459,995          | \$8,687,633      | 74.1%                    | \$1,635,194            | \$9,730,149                | 66.2%               | \$133,206               | \$794,193                   | \$1,693,823         | \$7,232,609        | \$1,568,533     | \$9,338,047                          | \$1,568,533     | \$9,338,047              | (\$125,290)          | \$2,105,437               | 108.0%                |                                |
| January                    | 1027       | 2540      | \$1,897,891  | \$748,124     | \$0                        | \$1,149,767                    | \$7,588,183    | \$1,453,789          | \$10,141,422     | 74.8%                    | \$1,628,243            | \$11,358,393               | 66.8%               | \$132,724               | \$926,917                   | \$1,282,491         | \$8,515,100        | \$1,562,107     | \$10,900,154                         | \$1,562,107     | \$10,900,154             | \$279,617            | \$2,385,054               | 82.1%                 |                                |
| February                   | 1028       | 2538      | \$2,427,253  | \$1,060,079   | \$0                        | \$1,367,174                    | \$8,955,357    | \$1,453,108          | \$11,594,530     | 77.2%                    | \$1,627,481            | \$12,985,874               | 69.0%               | \$132,748               | \$1,059,665                 | \$1,499,922         | \$10,015,022       | \$1,561,636     | \$12,461,790                         | \$1,561,636     | \$12,461,790             | \$61,714             | \$2,446,768               | 96.0%                 |                                |
| March                      | 0          | 0         | \$0          | \$0           | \$0                        | \$0                            | \$8,955,357    | \$0                  | \$11,594,530     | 0.0%                     | \$0                    | \$12,985,874               | 0.0%                | \$0                     | \$1,059,665                 | \$0                 | \$10,015,022       | \$0             | \$12,461,790                         | \$0             | \$12,461,790             | \$0                  | \$2,446,768               | 0.0%                  |                                |
| April                      | 0          | 0         | \$0          | \$0           | \$0                        | \$0                            | \$8,955,357    | \$0                  | \$11,594,530     | 0.0%                     | \$0                    | \$12,985,874               | 0.0%                | \$0                     | \$1,059,665                 | \$0                 | \$10,015,022       | \$0             | \$12,461,790                         | \$0             | \$12,461,790             | \$0                  | \$2,446,768               | 0.0%                  |                                |
| May                        | 0          | 0         | \$0          | \$0           | \$0                        | \$0                            | \$8,955,357    | \$0                  | \$11,594,530     | 0.0%                     | \$0                    | \$12,985,874               | 0.0%                | \$0                     | \$1,059,665                 | \$0                 | \$10,015,022       | \$0             | \$12,461,790                         | \$0             | \$12,461,790             | \$0                  | \$2,446,768               | 0.0%                  |                                |
| June                       | 0          | 0         | \$0          | \$0           | \$0                        | \$0                            | \$8,955,357    | \$0                  | \$11,594,530     | 0.0%                     | \$0                    | \$12,985,874               | 0.0%                | \$0                     | \$1,059,665                 | \$0                 | \$10,015,022       | \$0             | \$12,461,790                         | \$0             | \$12,461,790             | \$0                  | \$2,446,768               | 0.0%                  |                                |
| Runout                     | Runout     | July      | \$1,000,466  | \$98,626      | \$0                        | \$901,840                      | \$9,857,197    |                      |                  |                          |                        |                            |                     |                         | \$1,059,665                 | \$901,840           | \$10,916,862       |                 | \$12,461,790                         |                 |                          |                      |                           |                       |                                |
| August                     |            | \$286,170 | \$37,643     | \$0           | \$248,527                  | \$10,105,724                   |                |                      |                  |                          |                        |                            |                     |                         | \$1,059,665                 | \$248,527           | \$11,165,389       |                 | \$12,461,790                         |                 |                          |                      |                           |                       |                                |
| September                  |            | \$158,461 | \$2,837      | \$0           | \$155,624                  | \$10,261,348                   |                |                      |                  |                          |                        |                            |                     |                         | \$1,059,665                 | \$155,624           | \$11,321,013       |                 | \$12,461,790                         |                 |                          |                      |                           |                       |                                |
| October                    |            | \$1,566   | \$4,359      | \$0           | -\$2,793                   | \$10,258,555                   |                |                      |                  |                          |                        |                            |                     |                         | \$1,059,665                 | (\$2,793)           | \$11,318,220       |                 | \$12,461,790                         |                 |                          |                      |                           |                       |                                |
| November                   |            | \$80,021  | \$195        | \$0           | \$79,826                   | \$10,338,381                   |                |                      |                  |                          |                        |                            |                     |                         | \$1,059,665                 | \$79,826            | \$11,398,046       |                 | \$12,461,790                         |                 |                          |                      |                           |                       |                                |
| December                   |            | \$10,846  | \$3,645      | \$0           | \$7,201                    | \$10,345,582                   |                |                      |                  |                          |                        |                            |                     |                         | \$1,059,665                 | \$7,201             | \$11,405,247       |                 | \$12,461,790                         |                 |                          |                      |                           |                       |                                |
| Totals Annualized Averages | 1026       | 2525      | \$12,319,606 | \$1,974,024   | \$0                        | \$10,345,582                   | \$18,479,409   | \$18,007             | \$11,594,530     | 77%                      | \$12,985,874           | \$19,478,811               | 69%                 | \$1,549                 | \$1,059,665                 | \$11,522,242        | \$17,283,363       | \$12,461,790    | \$18,692,685                         | \$18,215        | \$939,548                | \$18,215             | \$939,548                 | 92%                   |                                |

Stop Loss: \$225,000      Aggregate: \$0

| Claims Exceeding 50% of Specific |                    |                    |                    |            |                  |
|----------------------------------|--------------------|--------------------|--------------------|------------|------------------|
|                                  | Total Claim        | SL Eligible        | Stop Loss          | Aggregate  | Plan Paid        |
| #1                               | \$1,256,724        | \$1,031,724        | \$1,031,724        | \$0        | \$225,000        |
| #2                               | \$934,675          | \$709,675          | \$709,675          | \$0        | \$225,000        |
| #3                               | \$310,320          | \$85,320           | \$85,320           | \$0        | \$225,000        |
| #4                               | \$133,504          | \$0                | \$0                | \$0        | \$133,504        |
| #5                               | \$0                | \$0                | \$0                | \$0        | \$0              |
| #6                               | \$0                | \$0                | \$0                | \$0        | \$0              |
| #7                               | \$0                | \$0                | \$0                | \$0        | \$0              |
| #8                               | \$0                | \$0                | \$0                | \$0        | \$0              |
| #9                               | \$0                | \$0                | \$0                | \$0        | \$0              |
| #10                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| #11                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| #12                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| #13                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| #14                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| #15                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| #16                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| #17                              | \$0                | \$0                | \$0                | \$0        | \$0              |
| <b>Total</b>                     | <b>\$2,635,223</b> | <b>\$1,826,719</b> | <b>\$1,826,719</b> | <b>\$0</b> | <b>\$808,504</b> |
|                                  |                    |                    |                    |            | <b>7.81%</b>     |

Estimated Running Reserve \$939,548  
 Percent Of Claims 6.1%  
 11% : Target Minimum Reserve \$1,707,021  
 45% : Target Reserve \$8,411,708  
 Adjustment Needed (\$7,472,160)

| Reserve Tracking      |                     |
|-----------------------|---------------------|
| Current Year Reserve  | \$939,548           |
| Received Rx Re        | \$339,015           |
| Misc P1 Charges       | \$0                 |
| Prior Year Reserve:   | \$8,770,183         |
| <b>Total Reserve:</b> | <b>\$10,048,746</b> |

Client Name **Burnsville Eagan Savage School District #191**  
 Number of Months: **12**  
 Renewal Date: July 1, 2020  
 Contract Basis: **12/18**      **112%**  
 Specific Level: **\$225,000**  
 Aggregate Level: **\$0**

|                   |              | Expenses      |                            |                                |                |                      |                  |                          |                        |                            |                     |                         | Revenue                     |                     |                    |                 |                                      |                 |                          |                      |                           |                       |                                |
|-------------------|--------------|---------------|----------------------------|--------------------------------|----------------|----------------------|------------------|--------------------------|------------------------|----------------------------|---------------------|-------------------------|-----------------------------|---------------------|--------------------|-----------------|--------------------------------------|-----------------|--------------------------|----------------------|---------------------------|-----------------------|--------------------------------|
| Enrollment        |              | Claims        |                            |                                |                | Expected Claims      |                  |                          | Expected Agg 112%      |                            |                     | Costs                   |                             |                     |                    |                 | Funding                              |                 | Reserve                  |                      |                           |                       |                                |
| Month             | Total Counts | Total Members | Gross Monthly Medical & RX | Specific SL Monthly Violations | Fitness Claims | Total Monthly Claims | Total Claims YTD | Expected Monthly Funding | YTD Expected Liability | Monthly Claims to Expected | ASL Monthly Funding | YTD Aggregate Liability | Monthly Claims to Aggregate | Monthly Fixed Costs | Benefit Exceptions | YTD Fixed Costs | Total Monthly Fixed and Claims Costs | Total YTD Costs | Monthly Internal Service | YTD Internal Service | Monthly Estimated Reserve | YTD Estimated Reserve | Monthly Total Costs to Funding |
|                   |              |               |                            |                                |                |                      |                  |                          |                        |                            |                     |                         |                             |                     |                    |                 |                                      |                 |                          |                      |                           |                       |                                |
| August            | 1075         | 2614          | \$1,179,317                | \$0                            | \$0            | \$1,179,317          | \$1,677,312      | \$1,483,672              | \$2,977,550            | 56.3%                      | \$1,661,713         | \$3,334,856             | 50.3%                       | \$138,193           |                    | \$277,424       | \$1,317,510                          | \$1,954,736     | \$1,578,393              | \$3,167,916          | \$260,883                 | \$1,213,180           | 83.5%                          |
| September         | 1104         | 2661          | \$1,197,811                | \$0                            | \$0            | \$1,197,811          | \$2,875,123      | \$1,515,656              | \$4,493,206            | 64.0%                      | \$1,697,534         | \$5,032,391             | 57.1%                       | \$141,493           |                    | \$418,918       | \$1,339,304                          | \$3,294,041     | \$1,613,411              | \$4,781,327          | \$274,107                 | \$1,487,286           | 83.0%                          |
| October           | 1100         | 2658          | \$1,406,635                | \$0                            | \$0            | \$1,406,635          | \$4,281,758      | \$1,510,218              | \$6,003,424            | 71.3%                      | \$1,691,444         | \$6,723,835             | 63.7%                       | \$140,986           |                    | \$559,904       | \$1,547,621                          | \$4,841,662     | \$1,607,616              | \$6,388,943          | \$59,995                  | \$1,547,281           | 96.3%                          |
| November          | 1103         | 2661          | \$1,315,690                | \$0                            | \$0            | \$1,315,690          | \$5,597,448      | \$1,513,620              | \$7,517,044            | 74.5%                      | \$1,695,254         | \$8,419,090             | 66.5%                       | \$141,332           |                    | \$701,236       | \$1,457,022                          | \$6,298,684     | \$1,611,326              | \$8,000,269          | \$154,304                 | \$1,701,585           | 90.4%                          |
| December          | 1100         | 2653          | \$1,718,397                | \$61,186                       | \$0            | \$1,657,211          | \$7,254,659      | \$1,510,218              | \$9,027,262            | 80.4%                      | \$1,691,444         | \$10,110,534            | 71.8%                       | \$140,986           |                    | \$842,223       | \$1,798,197                          | \$8,096,882     | \$1,607,616              | \$9,607,885          | (\$190,581)               | \$1,511,003           | 111.9%                         |
| January           | 1099         | 2641          | \$1,477,848                | \$101,331                      | \$0            | \$1,376,517          | \$8,631,176      | \$1,501,420              | \$10,528,682           | 82.0%                      | \$1,681,590         | \$11,792,124            | 73.2%                       | \$140,485           |                    | \$982,707       | \$1,517,002                          | \$9,613,883     | \$1,599,172              | \$11,207,057         | \$82,170                  | \$1,593,173           | 94.9%                          |
| February          | 1093         | 2629          | \$1,736,793                | \$139,104                      | \$0            | \$1,597,689          | \$10,228,865     | \$1,491,911              | \$12,020,593           | 85.1%                      | \$1,670,940         | \$13,463,064            | 76.0%                       | \$139,656           |                    | \$1,122,363     | \$1,737,345                          | \$11,351,228    | \$1,589,207              | \$12,796,264         | (\$148,138)               | \$1,445,036           | 109.3%                         |
| March             | 1089         | 2620          | \$1,879,251                | \$30,957                       | \$0            | \$1,848,294          | \$12,077,159     | \$1,486,473              | \$13,507,066           | 89.4%                      | \$1,664,850         | \$15,127,914            | 79.8%                       | \$139,149           |                    | \$1,261,512     | \$1,987,443                          | \$13,338,671    | \$1,583,412              | \$14,379,676         | (\$404,031)               | \$1,041,005           | 125.5%                         |
| April             | 1089         | 2615          | \$1,339,199                | \$64,528                       | \$0            | \$1,274,671          | \$13,351,830     | \$1,482,415              | \$14,989,481           | 89.1%                      | \$1,660,305         | \$16,788,219            | 79.5%                       | \$138,945           |                    | \$1,400,457     | \$1,413,616                          | \$14,752,287    | \$1,579,597              | \$15,959,273         | \$165,981                 | \$1,206,986           | 89.5%                          |
| May               | 1089         | 2611          | \$1,108,783                | \$105,203                      | \$0            | \$1,003,580          | \$14,355,410     | \$1,483,768              | \$16,473,249           | 87.1%                      | \$1,661,820         | \$18,450,039            | 77.8%                       | \$139,013           |                    | \$1,539,470     | \$1,142,593                          | \$15,894,880    | \$1,580,869              | \$17,540,141         | \$438,276                 | \$1,645,262           | 72.3%                          |
| June              | 1088         | 2609          | \$1,405,920                | \$74,864                       | \$0            | \$1,331,056          | \$15,686,466     | \$1,483,085              | \$17,956,334           | 87.4%                      | \$1,661,055         | \$20,111,094            | 78.0%                       | \$138,920           |                    | \$1,678,390     | \$1,469,976                          | \$17,364,856    | \$1,580,056              | \$19,120,197         | \$110,080                 | \$1,755,341           | 93.0%                          |
| Runout            | Runout       | July          | \$1,031,933                | \$93,451                       |                | \$938,482            | \$16,624,948     |                          |                        |                            |                     |                         |                             |                     |                    | \$1,678,390     | \$938,482                            | \$18,303,338    |                          | \$19,120,197         |                           |                       |                                |
| August            |              | \$113,404     | \$130                      |                                | \$113,274      | \$16,738,222         |                  |                          |                        |                            |                     |                         |                             |                     |                    | \$1,678,390     | \$113,274                            | \$18,416,612    |                          | \$19,120,197         |                           |                       |                                |
| September         |              | \$126,188     | \$0                        |                                | \$126,188      | \$16,864,410         |                  |                          |                        |                            |                     |                         |                             |                     |                    | \$1,678,390     | \$126,188                            | \$18,542,800    |                          | \$19,120,197         |                           |                       |                                |
| October           |              | \$74,746      | \$0                        |                                | \$74,746       | \$16,939,156         |                  |                          |                        |                            |                     |                         |                             |                     |                    | \$1,678,390     | \$74,746                             | \$18,617,546    |                          | \$19,120,197         |                           |                       |                                |
| November          |              | \$82,354      | \$27,685                   |                                | \$54,669       | \$16,993,825         |                  |                          |                        |                            |                     |                         |                             |                     |                    | \$1,678,390     | \$54,669                             | \$18,672,215    |                          | \$19,120,197         |                           |                       |                                |
| December          |              | \$207,159     | \$146,332                  |                                | \$60,827       | \$17,054,652         |                  |                          |                        |                            |                     |                         |                             |                     |                    | \$1,678,390     | \$60,827                             | \$18,733,042    |                          | \$19,120,197         |                           |                       |                                |
| Totals Annualized |              |               | \$17,899,423               | \$844,771                      | \$0            | \$17,054,652         |                  | \$17,956,334             |                        | 87%                        | \$20,111,094        |                         | 78%                         | \$1,678,390         |                    | \$19,180,760    |                                      | \$19,120,197    |                          | \$19,120,197         | (\$60,562)                |                       | 100%                           |
| Averages          | 1093         | 2634          | \$16,380                   | \$15,607.09                    |                | \$16,432             |                  | \$18,404                 |                        |                            | \$1,536             |                         |                             |                     | \$17,553           |                 | \$17,497                             |                 |                          |                      |                           |                       |                                |

Estimated Running Reserve - \$60,562  
 Percent Of Claims - 0.4%  
 11% : Target Minimum Reserve \$1,876,012  
 45% : Target Reserve \$8,604,089

Stop Loss: \$225,000      Aggregate: \$0

| Claims Exceeding 50% of Specific |                    |                  |                  |            |                    |
|----------------------------------|--------------------|------------------|------------------|------------|--------------------|
|                                  | Total Claim        | SL Eligible      | Stop Loss        | Aggregate  | Plan Paid          |
| #1                               | \$688,760          | \$463,760        | \$463,760        | \$0        | \$225,000          |
| #2                               | \$323,633          | \$98,633         | \$98,633         | \$0        | \$225,000          |
| #3                               | \$239,780          | \$14,780         | \$14,780         | \$0        | \$225,000          |
| #4                               | \$202,230          | \$0              | \$0              | \$0        | \$202,230          |
| #5                               | \$193,870          | \$0              | \$0              | \$0        | \$193,870          |
| #6                               | \$166,269          | \$0              | \$0              | \$0        | \$166,269          |
| #7                               | \$158,896          | \$0              | \$0              | \$0        | \$158,896          |
| #8                               | \$155,564          | \$0              | \$0              | \$0        | \$155,564          |
| #9                               | \$155,373          | \$0              | \$0              | \$0        | \$155,373          |
| #10                              | \$146,999          | \$0              | \$0              | \$0        | \$146,999          |
| #11                              | \$140,334          | \$0              | \$0              | \$0        | \$140,334          |
| #12                              | \$138,490          | \$0              | \$0              | \$0        | \$138,490          |
| #13                              | \$135,253          | \$0              | \$0              | \$0        | \$135,253          |
| #14                              | \$121,122          | \$0              | \$0              | \$0        | \$121,122          |
| #15                              | \$120,927          | \$0              | \$0              | \$0        | \$120,927          |
| #16                              | \$120,090          | \$0              | \$0              | \$0        | \$120,090          |
| #17                              | \$118,205          | \$0              | \$0              | \$0        | \$118,205          |
| <b>Total</b>                     | <b>\$3,325,795</b> | <b>\$577,173</b> | <b>\$577,173</b> | <b>\$0</b> | <b>\$2,748,622</b> |
|                                  |                    |                  |                  |            | 16.12%             |

| Adjustment Needed (\$8,664,651) |                    |
|---------------------------------|--------------------|
| Current Year Reserve            | (\$60,562)         |
| Received Rx Re                  | \$447,718          |
| Misc P1 Charges                 | \$0                |
| Prior Year Reserve:             | \$8,383,028        |
| <b>Total Reserve:</b>           | <b>\$8,770,183</b> |

Client Name **Burnsville Eagan Savage School District #191**  
 Number of Months: **12**  
 Renewal Date: July 1, 2019  
 Contract Basis: **12/18**      **112%**  
 Specific Level: **\$225,000**  
 Aggregate Level: **\$0**

|                   |              | Expenses      |                            |                                |                |                      |                  |                          |                        |                            |                     |                         | Revenue                     |                     |                    |                 |                                      |                 |                          |                      |                           |                       |                                |     |
|-------------------|--------------|---------------|----------------------------|--------------------------------|----------------|----------------------|------------------|--------------------------|------------------------|----------------------------|---------------------|-------------------------|-----------------------------|---------------------|--------------------|-----------------|--------------------------------------|-----------------|--------------------------|----------------------|---------------------------|-----------------------|--------------------------------|-----|
| Enrollment        |              | Claims        |                            |                                |                | Expected Claims      |                  | Expected Agg 112%        |                        |                            | Costs               |                         |                             |                     | Funding            |                 | Reserve                              |                 |                          |                      |                           |                       |                                |     |
| Month             | Total Counts | Total Members | Gross Monthly Medical & RX | Specific SL Monthly Violations | Fitness Claims | Total Monthly Claims | Total Claims YTD | Expected Monthly Funding | YTD Expected Liability | Monthly Claims to Expected | ASL Monthly Funding | YTD Aggregate Liability | Monthly Claims to Aggregate | Monthly Fixed Costs | Benefit Exceptions | YTD Fixed Costs | Total Monthly Fixed and Claims Costs | Total YTD Costs | Monthly Internal Service | YTD Internal Service | Monthly Estimated Reserve | YTD Estimated Reserve | Monthly Total Costs to Funding |     |
| July              | 1120         | 2723          | \$408,830                  | \$3,061                        | \$3,061        | \$411,891            | \$411,891        | \$1,452,149              | \$1,452,149            | 28.2%                      | \$1,626,407         | \$1,626,407             | 25.1%                       | \$99,387            | \$99,387           | \$511,278       | \$511,278                            | \$511,278       | \$1,583,701              | \$1,583,701          | \$1,072,423               | \$1,072,423           | 32.3%                          |     |
| August            | 1113         | 2717          | \$1,174,901                | \$3,209                        | \$3,209        | \$1,178,110          | \$1,590,001      | \$1,451,466              | \$2,903,616            | 54.5%                      | \$1,625,642         | \$3,252,050             | 48.7%                       | \$99,117            | \$198,505          | \$1,277,227     | \$1,788,506                          | \$1,788,506     | \$1,581,891              | \$3,165,592          | \$304,663                 | \$1,377,086           | 80.7%                          |     |
| September         | 1153         | 2771          | \$1,113,635                | \$3,049                        | \$3,049        | \$1,116,684          | \$2,706,685      | \$1,479,781              | \$4,383,397            | 61.5%                      | \$1,657,355         | \$4,909,404             | 54.9%                       | \$101,667           | \$300,172          | \$1,218,351     | \$3,006,857                          | \$3,006,857     | \$1,615,761              | \$4,781,353          | \$397,410                 | \$1,774,496           | 75.4%                          |     |
| October           | 1157         | 2768          | \$1,836,800                | \$4,000                        | \$4,000        | \$1,439,101          | \$4,145,787      | \$1,481,082              | \$5,864,479            | 70.5%                      | \$1,658,812         | \$6,568,216             | 62.9%                       | \$101,859           | \$402,031          | \$1,540,960     | \$4,547,817                          | \$4,547,817     | \$1,617,673              | \$6,399,026          | \$76,713                  | \$1,851,209           | 95.3%                          |     |
| November          | 1155         | 2760          | \$1,201,179                | \$3,120                        | \$3,120        | \$1,172,907          | \$5,318,693      | \$1,475,968              | \$7,340,447            | 72.2%                      | \$1,653,084         | \$8,221,300             | 64.5%                       | \$101,579           | \$503,610          | \$1,274,486     | \$5,822,303                          | \$5,822,303     | \$1,612,416              | \$8,011,442          | \$337,930                 | \$2,189,139           | 79.0%                          |     |
| December          | 1158         | 2766          | \$1,284,888                | \$17,544                       | \$3,587        | \$1,270,931          | \$6,589,624      | \$1,477,900              | \$8,818,347            | 74.5%                      | \$1,655,248         | \$9,876,549             | 66.5%                       | \$101,763           | \$605,372          | \$1,372,693     | \$7,194,996                          | \$7,194,996     | \$1,614,772              | \$9,626,214          | \$242,078                 | \$2,431,217           | 85.0%                          |     |
| January           | 1163         | 2771          | \$1,737,447                | \$234,937                      | \$3,671        | \$1,506,181          | \$8,095,805      | \$1,482,396              | \$10,300,743           | 78.4%                      | \$1,660,284         | \$11,536,832            | 70.0%                       | \$102,121           | \$707,493          | \$1,608,301     | \$8,803,298                          | \$8,803,298     | \$1,619,927              | \$11,246,141         | \$11,626                  | \$2,442,843           | 99.3%                          |     |
| February          | 1160         | 2768          | \$1,512,542                | \$120,559                      | \$3,755        | \$1,395,738          | \$9,491,543      | \$1,480,464              | \$11,781,207           | 80.3%                      | \$1,658,119         | \$13,194,952            | 71.7%                       | \$101,937           | \$809,430          | \$1,497,675     | \$10,300,973                         | \$10,300,973    | \$1,617,571              | \$12,863,712         | \$119,896                 | \$2,562,739           | 92.6%                          |     |
| March             | 1154         | 2760          | \$1,715,057                | \$83,541                       | \$3,840        | \$1,635,356          | \$11,126,899     | \$1,474,049              | \$13,255,255           | 83.7%                      | \$1,650,934         | \$14,845,886            | 74.7%                       | \$101,466           | \$910,896          | \$1,736,822     | \$12,037,794                         | \$12,037,794    | \$1,610,402              | \$14,474,114         | (\$126,420)               | \$2,436,320           | 107.9%                         |     |
| April             | 1154         | 2756          | \$1,369,367                | \$117,339                      | \$3,641        | \$1,255,669          | \$12,382,568     | \$1,474,049              | \$14,729,304           | 83.8%                      | \$1,650,934         | \$16,496,820            | 74.9%                       | \$101,466           | \$1,012,361        | \$1,357,135     | \$13,394,929                         | \$13,394,929    | \$1,610,402              | \$16,084,516         | \$253,267                 | \$2,689,586           | 84.3%                          |     |
| May               | 1151         | 2746          | \$1,690,455                | \$56,253                       | \$3,232        | \$1,637,434          | \$14,020,002     | \$1,470,841              | \$16,200,145           | 86.3%                      | \$1,647,342         | \$18,144,162            | 77.1%                       | \$101,230           | \$1,113,591        | \$1,738,664     | \$15,133,593                         | \$15,133,593    | \$1,606,817              | \$17,691,333         | (\$131,847)               | \$2,557,740           | 108.2%                         |     |
| June              | 1149         | 2737          | \$1,489,755                | \$146,043                      | \$3,299        | \$1,347,011          | \$15,367,013     | \$1,468,277              | \$17,668,422           | 86.7%                      | \$1,644,471         | \$19,788,633            | 77.5%                       | \$101,055           | \$1,214,646        | \$1,448,066     | \$16,581,659                         | \$16,581,659    | \$1,604,017              | \$19,295,350         | \$155,952                 | \$2,713,691           | 90.3%                          |     |
| Runout            | Runout       | July          | \$1,006,531                | \$123,632                      | \$0            | \$882,899            | \$16,249,912     | \$0                      | \$0                    | \$0                        | \$0                 | \$0                     | \$0                         | \$0                 | \$0                | \$0             | \$0                                  | \$0             | \$0                      | \$0                  | \$0                       | \$0                   | \$0                            |     |
| August            |              | \$332,468     | \$5,280                    | \$0                            | \$327,188      | \$16,577,100         | \$0              | \$0                      | \$0                    | \$0                        | \$0                 | \$0                     | \$0                         | \$0                 | \$0                | \$0             | \$0                                  | \$0             | \$0                      | \$0                  | \$0                       | \$0                   | \$0                            |     |
| September         |              | \$45,916      | \$218                      | \$0                            | \$45,698       | \$16,622,798         | \$0              | \$0                      | \$0                    | \$0                        | \$0                 | \$0                     | \$0                         | \$0                 | \$0                | \$0             | \$0                                  | \$0             | \$0                      | \$0                  | \$0                       | \$0                   | \$0                            | \$0 |
| October           |              | \$714,336     | \$612,185                  | \$0                            | \$102,151      | \$16,724,949         | \$0              | \$0                      | \$0                    | \$0                        | \$0                 | \$0                     | \$0                         | \$0                 | \$0                | \$0             | \$0                                  | \$0             | \$0                      | \$0                  | \$0                       | \$0                   | \$0                            | \$0 |
| November          |              | -\$17,674     | \$0                        | \$0                            | -\$17,674      | \$16,707,275         | \$0              | \$0                      | \$0                    | \$0                        | \$0                 | \$0                     | \$0                         | \$0                 | \$0                | \$0             | \$0                                  | \$0             | \$0                      | \$0                  | \$0                       | \$0                   | \$0                            | \$0 |
| December          |              | \$113,127     | \$0                        | \$0                            | \$113,127      | \$16,820,402         | \$0              | \$0                      | \$0                    | \$0                        | \$0                 | \$0                     | \$0                         | \$0                 | \$0                | \$0             | \$0                                  | \$0             | \$0                      | \$0                  | \$0                       | \$0                   | \$0                            | \$0 |
| Totals Annualized |              |               | \$18,729,560               | \$1,949,749                    | \$40,591       | \$16,820,402         | \$17,668,422     |                          |                        | 87%                        | \$19,788,633        |                         | 77%                         | \$1,214,646         |                    | \$18,035,048    | \$18,035,048                         |                 | \$19,295,350             |                      | \$1,260,302               |                       | 93%                            |     |
| Averages          | 1149         | 2754          | \$16,302                   | \$1,640.23                     | \$15,378       | \$15,378             | \$15,378         |                          |                        |                            | \$17,224            |                         |                             | \$1,057             |                    | \$15,697        | \$15,697                             |                 | \$16,794                 |                      |                           |                       |                                |     |

Estimated Running Reserve \$1,260,302  
 Percent Of Claims 7.5%  
 11% : Target Minimum Reserve \$1,850,244  
 45% : Target Reserve \$8,682,907  
 Adjustment Needed (\$7,422,605)

Stop Loss: \$225,000      Aggregate: \$0

| Claims Exceeding 50% of Specific |                    |                    |                    |            |                    |
|----------------------------------|--------------------|--------------------|--------------------|------------|--------------------|
|                                  | Total Claim        | SL Eligible        | Stop Loss          | Aggregate  | Plan Paid          |
| #1                               | \$906,366          | \$681,366          | \$681,366          | \$0        | \$225,000          |
| #2                               | \$735,552          | \$510,552          | \$510,552          | \$0        | \$225,000          |
| #3                               | \$241,526          | \$16,526           | \$16,526           | \$0        | \$225,000          |
| #4                               | \$218,874          | \$0                | \$0                | \$0        | \$218,874          |
| #5                               | \$217,707          | \$0                | \$0                | \$0        | \$217,707          |
| #6                               | \$192,187          | \$0                | \$0                | \$0        | \$192,187          |
| #7                               | \$186,326          | \$0                | \$0                | \$0        | \$186,326          |
| #8                               | \$169,029          | \$0                | \$0                | \$0        | \$169,029          |
| #9                               | \$159,214          | \$0                | \$0                | \$0        | \$159,214          |
| #10                              | \$156,921          | \$0                | \$0                | \$0        | \$156,921          |
| #11                              | \$146,917          | \$0                | \$0                | \$0        | \$146,917          |
| #12                              | \$134,274          | \$0                | \$0                | \$0        | \$134,274          |
| #13                              | \$130,181          | \$0                | \$0                | \$0        | \$130,181          |
| #14                              | \$117,211          | \$0                | \$0                | \$0        | \$117,211          |
| <b>Total</b>                     | <b>\$3,712,285</b> | <b>\$1,208,444</b> | <b>\$1,208,444</b> | <b>\$0</b> | <b>\$2,503,841</b> |
|                                  |                    |                    |                    |            | 14.89%             |

| Reserve Tracking      |                    |
|-----------------------|--------------------|
| Current Year Reserve  | \$1,260,302        |
| Misc P1 Charges       | \$0                |
| Prior Year Reserve:   | \$7,122,726        |
| <b>Total Reserve:</b> | <b>\$8,383,028</b> |



# Dental Benefits



## Dental

|  | Current<br>Delta Dental of MN |              |                | OneDigital<br>Underwriting | Renewal<br>Delta Dental of MN                 |              |                |
|--|-------------------------------|--------------|----------------|----------------------------|---|--------------|----------------|
|  | PPO                           | Premier      | Out of Network |                            | PPO   | Premier      | Out of Network |
| Network                                |                               |              |                |                            |   |              |                |
| Annual Maximum Per Coverage Year:      | \$1,000                       | \$1,000      | \$1,000        |                            | \$1,000                                       | \$1,000      | \$1,000        |
| Deductible - Calendar Year or Non      | \$50/\$150                    | \$50/\$150   | \$50/\$150     |                            | \$50/\$150                                    | \$50/\$150   | \$50/\$150     |
| Preventive & Diagnostic Services:      | 100%                          | 100%         | 100%           |                            | 100%  | 100%         | 100%           |
| Basic Services                         | 100%                          | 80%          | 80%            |                            | 100%  | 80%          | 80%            |
| Major Services                         | 80%                           | 50%          | 50%            |                            | 80%   | 50%          | 50%            |
| Orthodontics (dependents up to age 19) | NA                            | NA           | NA             |                            | NA  | NA           | NA             |
| Orthodontics Lifetime Maximum          | NA                            | NA           | NA             |                            | NA  | NA           | NA             |
| <b>Rates &amp; Counts</b>              |                               |              |                |                            |   |              |                |
| Rate Guarantee                         |                               |              |                | <b>2023</b>                |   |              | <b>2023</b>    |
| Administrative Fee                     |                               | \$4.63       |                | \$4.63                     | Equivalency Rates with 2021 MidContract Eval. |              |                |
| Single                                 | 450                           | \$37.61      |                | \$38.46                    |   | \$34.85      |                |
| Family                                 | 574                           | \$98.21      |                | \$100.45                   |   | \$101.66     |                |
|  | 1024                          |              |                |                            |   |              |                |
| <b>Monthly Total</b>                   |                               | \$73,259.10  |                | \$74,928.48                |   | \$73,997.22  |                |
| <b>Annual Total</b>                    |                               | \$879,109.22 |                | \$899,141.74               |   | \$887,966.61 |                |
| <b>Difference</b>                      |                               |              |                | \$20,032.52                |   | \$8,857.39   |                |
| <b>% Difference</b>                    |                               |              |                | 2%                         |   | 1%           |                |

## Dental Underwriting

|    | A                                  | B     | C                         | D                       | E                       | F                                    |
|----|------------------------------------|-------|---------------------------|-------------------------|-------------------------|--------------------------------------|
|    |                                    |       | <u>Year 3</u>             | <u>Year 2</u>           | <u>Current</u>          | <u>Renewal</u>                       |
| 1  |                                    |       |                           |                         |                         |                                      |
| 2  | <b>Average Counts</b>              |       |                           |                         |                         |                                      |
| 3  | Single                             |       | 538                       | 503                     | 450                     |                                      |
| 7  | Family                             |       | 615                       | 594                     | 574                     |                                      |
| 8  |                                    |       | <u>1153</u>               | <u>1098</u>             | <u>1024</u>             |                                      |
| 9  | Change In Counts                   |       |                           | -5%                     | -7%                     |                                      |
| 10 |                                    |       |                           |                         |                         |                                      |
| 11 | Claims Per Employee Per Year       |       | \$723                     | \$641                   | \$814                   |                                      |
| 12 |                                    |       |                           | -11%                    | 27%                     |                                      |
| 13 |                                    |       |                           |                         |                         |                                      |
| 14 | Run-In Or Maturing Out Estimate    | 0.00% | \$0                       | \$0                     | \$0                     |                                      |
| 15 | Annualized Paid Claims             |       | \$833,685                 | \$703,921               | \$833,579               |                                      |
| 16 | Trend                              | 5.0%  | 115%                      | 110%                    | 105%                    |                                      |
| 17 | Expected Claims                    |       | \$958,738                 | \$774,313               | \$875,258               |                                      |
| 18 | Margin                             | 0.00% | 100%                      | 100%                    | 100%                    |                                      |
| 19 |                                    |       |                           |                         |                         |                                      |
| 20 | <b>Next Year's Claims</b>          |       | <u><b>\$958,738</b></u>   | <u><b>\$774,313</b></u> | <u><b>\$875,258</b></u> |                                      |
| 21 |                                    |       |                           |                         |                         |                                      |
| 22 | Admin Rate                         |       | \$4.63                    | \$4.63                  | \$4.63                  |                                      |
| 23 | Annual Fixed Costs                 |       | \$64,047                  | \$60,977                | \$56,873                |                                      |
| 24 | Annual Administration Surcharge    | \$0   | \$0                       | \$0                     | \$0                     |                                      |
| 25 | Total Claims & Admin               |       | <u>\$1,022,785</u>        | <u>\$835,290</u>        | <u>\$932,130</u>        |                                      |
| 26 |                                    |       |                           |                         |                         | <b>Renewal - Current Year</b>        |
| 27 | Composite Factor ( <i>Actual</i> ) |       | \$73.94                   | \$63.42                 | \$75.88                 | <b>Claims</b>                        |
| 28 | Single                             |       | \$39.77                   | \$33.87                 | \$39.87                 | 6.03%                                |
| 32 | Family                             |       | \$103.86                  | \$88.46                 | 104.1344258             | 6.03%                                |
| 33 | <b>Estimated Annual Premium</b>    |       | <u><b>\$1,022,785</b></u> | <u><b>\$835,290</b></u> | <u><b>\$932,130</b></u> |                                      |
| 34 |                                    |       |                           |                         |                         |                                      |
| 35 | <b>3 Year Weighted Factors</b>     |       |                           |                         |                         | <b>Weighted 3-Year Renewal</b>       |
| 36 | Blending                           |       | <b>10%</b>                | <b>23%</b>              | <b>67%</b>              | Change                               |
| 37 |                                    |       |                           |                         |                         |                                      |
| 38 | Single                             |       | \$3.98                    | \$7.90                  | \$26.58                 | \$38.46 2.28%                        |
| 42 | Family                             |       | \$10.39                   | \$20.64                 | \$69.42                 | \$100.45 2.28%                       |
| 43 | <b>Estimated Annual Premium</b>    |       |                           |                         |                         | <u><b>\$899,142</b></u> <b>2.28%</b> |

# Current Dental Performance

|                     | A       | B      | C      | D      | E       | F | G | H | I | J | K | L | M | N | O | P | Q | R |
|---------------------|---------|--------|--------|--------|---------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 Number Of Months  | 8       |        |        |        |         |   |   |   |   |   |   |   |   |   |   |   |   |   |
| 2 Plan Year         | Current |        |        |        |         |   |   |   |   |   |   |   |   |   |   |   |   |   |
| 3 Admin Fees        | \$4.63  | \$0.00 | \$0.00 | \$0.00 | \$4.63  |   |   |   |   |   |   |   |   |   |   |   |   |   |
| 4 Percent Of Family | 0.383   | 0.000  | 0.000  | 0.000  | 1.000   |   |   |   |   |   |   |   |   |   |   |   |   |   |
| 5 Internal Funding  | \$37.61 | \$0.00 | \$0.00 | \$0.00 | \$98.21 |   |   |   |   |   |   |   |   |   |   |   |   |   |

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7

| 8<br>Month           | Enrollment |      |            |               |        |       | Claims & Admin Fees |            |           |            |                    | Funding                |                              |                            |                                  | Reserve                   |                       |                                |
|----------------------|------------|------|------------|---------------|--------|-------|---------------------|------------|-----------|------------|--------------------|------------------------|------------------------------|----------------------------|----------------------------------|---------------------------|-----------------------|--------------------------------|
|                      | Single     | EE+1 | EE+ Spouse | EE + Children | Family | Total | Claims              | Admin Fees | Total     | YTD Claims | YTD Claims & Admin | Claims & Admin Funding | Claims & Admin Funding Ratio | YTD Claims & Admin Funding | YTD Claims & Admin Funding Ratio | Monthly Estimated Reserve | YTD Estimated Reserve | Monthly Total Costs to Funding |
| 10 July              | 449        | 0    | 0          | 0             | 564    | 1,013 | \$95,156            | \$4,736    | \$99,892  | \$95,156   | \$99,892           | \$72,275               | 138.21%                      | \$72,275.42                | 138.21%                          | (\$27,617)                | (\$27,617)            | 138.2%                         |
| 11 August            | 461        | 0    | 0          | 0             | 574    | 1,035 | \$81,937            | \$4,699    | \$86,636  | \$177,093  | \$186,529          | \$73,709               | 117.54%                      | \$145,984.21               | 127.77%                          | (\$12,928)                | (\$40,545)            | 117.5%                         |
| 12 September         | 451        | 0    | 0          | 0             | 575    | 1,026 | \$70,260            | \$4,690    | \$74,950  | \$247,352  | \$261,479          | \$73,431               | 102.07%                      | \$219,415.16               | 119.17%                          | (\$1,519)                 | (\$42,063)            | 102.1%                         |
| 13 October           | 452        | 0    | 0          | 0             | 574    | 1,026 | \$57,590            | \$4,760    | \$62,350  | \$304,943  | \$323,828          | \$73,370               | 84.98%                       | \$292,785.49               | 110.60%                          | \$11,020                  | (\$31,043)            | 85.0%                          |
| 14 November          | 450        | 0    | 0          | 0             | 576    | 1,026 | \$48,082            | \$4,760    | \$52,842  | \$353,025  | \$376,670          | \$73,492               | 71.90%                       | \$366,277.04               | 102.84%                          | \$20,650                  | (\$10,393)            | 71.9%                          |
| 15 December          | 444        | 0    | 0          | 0             | 576    | 1,020 | \$60,894            | \$4,755    | \$65,649  | \$413,919  | \$442,319          | \$73,266               | 89.60%                       | \$439,542.96               | 100.63%                          | \$7,617                   | (\$2,776)             | 89.6%                          |
| 16 January           | 447        | 0    | 0          | 0             | 576    | 1,023 | \$79,662            | \$4,718    | \$84,380  | \$493,581  | \$526,699          | \$73,379               | 114.99%                      | \$512,921.69               | 102.69%                          | (\$11,001)                | (\$13,777)            | 115.0%                         |
| 17 February          | 446        | 0    | 0          | 0             | 574    | 1,020 | \$62,139            | \$4,699    | \$66,838  | \$555,719  | \$593,537          | \$73,145               | 91.38%                       | \$586,066.39               | 101.27%                          | \$6,307                   | (\$7,471)             | 91.4%                          |
| 18 March             | 0          | 0    | 0          | 0             | 0      | 0     | \$0                 | \$0        | \$0       | \$555,719  | \$593,537          | \$0                    | #DIV/0!                      | \$586,066.39               | 101.27%                          | \$0                       | (\$7,471)             | 0.0%                           |
| 19 April             | 0          | 0    | 0          | 0             | 0      | 0     | \$0                 | \$0        | \$0       | \$555,719  | \$593,537          | \$0                    | #DIV/0!                      | \$586,066.39               | 101.27%                          | \$0                       | (\$7,471)             | 0.0%                           |
| 20 May               | 0          | 0    | 0          | 0             | 0      | 0     | \$0                 | \$0        | \$0       | \$555,719  | \$593,537          | \$0                    | #DIV/0!                      | \$586,066.39               | 101.27%                          | \$0                       | (\$7,471)             | 0.0%                           |
| 21 June              | 0          | 0    | 0          | 0             | 0      | 0     | \$0                 | \$0        | \$0       | \$555,719  | \$593,537          | \$0                    | #DIV/0!                      | \$586,066.39               | 101.27%                          | \$0                       | (\$7,471)             | 0.0%                           |
| 22                   |            |      |            |               |        |       |                     |            |           |            |                    |                        |                              |                            |                                  |                           |                       |                                |
| 23 Totals            | 3,600      | 0    | 0          | 0             | 4,589  | 8,189 | \$555,719           | \$37,818   | \$593,537 |            |                    | \$586,066              |                              |                            | 101.3%                           | (\$7,471)                 |                       | 101.3%                         |
| 24                   |            |      |            |               |        |       |                     |            |           |            |                    |                        |                              |                            | Goal 95%                         |                           |                       |                                |
| 25 Annualized        |            |      |            |               |        |       | \$833,579           |            | \$890,306 |            |                    | \$879,100              |                              |                            |                                  |                           |                       |                                |
| 26 Monthly Average   |            |      |            |               |        |       | \$69,465            |            | \$74,192  |            |                    | \$73,258               |                              |                            |                                  |                           |                       |                                |
| 27 Average Per EE/YR | 450        | 0    | 0          | 0             | 574    | 1024  | \$814.34            |            | \$869.76  |            |                    | \$858.81               |                              |                            |                                  |                           |                       |                                |

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# Year 2 Dental Performance

|   | A                 | B       | C      | D      | E      | F       | G | H | I | J | K | L | M | N | O | P | Q | R |
|---|-------------------|---------|--------|--------|--------|---------|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Number Of Months  | 12      |        |        |        |         |   |   |   |   |   |   |   |   |   |   |   |   |
| 2 | Plan Year         | Year 2  |        |        |        |         |   |   |   |   |   |   |   |   |   |   |   |   |
| 3 | Admin Fees        | \$4.63  | \$0.00 | \$0.00 | \$0.00 | \$4.63  |   |   |   |   |   |   |   |   |   |   |   |   |
| 4 | Percent Of Family | 0.383   | 0.000  | 0.000  | 0.000  | 1.000   |   |   |   |   |   |   |   |   |   |   |   |   |
| 5 | Internal Funding  | \$37.61 | \$0.00 | \$0.00 | \$0.00 | \$98.21 |   |   |   |   |   |   |   |   |   |   |   |   |

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| 8  | Month             | Enrollment |      |            |               |        | Claims & Admin Fees |           |            |           |            | Funding            |                        |                              |                            | Reserve                          |                           |                       |                                |
|----|-------------------|------------|------|------------|---------------|--------|---------------------|-----------|------------|-----------|------------|--------------------|------------------------|------------------------------|----------------------------|----------------------------------|---------------------------|-----------------------|--------------------------------|
|    |                   | Single     | EE+1 | EE+ Spouse | EE + Children | Family | Total               | Claims    | Admin Fees | Total     | YTD Claims | YTD Claims & Admin | Claims & Admin Funding | Claims & Admin Funding Ratio | YTD Claims & Admin Funding | YTD Claims & Admin Funding Ratio | Monthly Estimated Reserve | YTD Estimated Reserve | Monthly Total Costs to Funding |
| 9  | Month             |            |      |            |               |        |                     |           |            |           |            |                    |                        |                              |                            |                                  |                           |                       |                                |
| 10 | July              | 493        | 0    | 0          | 0             | 589    | 1,082               | \$96,751  | \$5,000    | \$101,752 | \$96,751   | \$101,752          | \$76,385               | 133.21%                      | \$76,385.32                | 133.21%                          | (\$25,366)                | (\$25,366)            | 133.2%                         |
| 11 | August            | 514        | 0    | 0          | 0             | 600    | 1,114               | \$112,736 | \$4,963    | \$117,700 | \$209,488  | \$219,451          | \$78,255               | 150.40%                      | \$154,640.68               | 141.91%                          | (\$39,444)                | (\$64,811)            | 150.4%                         |
| 12 | September         | 509        | 0    | 0          | 0             | 600    | 1,109               | \$53,137  | \$5,102    | \$58,239  | \$262,625  | \$277,691          | \$78,067               | 74.60%                       | \$232,708.01               | 119.33%                          | \$19,828                  | (\$44,983)            | 74.6%                          |
| 13 | October           | 505        | 0    | 0          | 0             | 600    | 1,105               | \$76,865  | \$5,098    | \$81,962  | \$339,490  | \$359,653          | \$77,917               | 105.19%                      | \$310,624.91               | 115.78%                          | (\$4,046)                 | (\$49,028)            | 105.2%                         |
| 14 | November          | 506        | 0    | 0          | 0             | 598    | 1,104               | \$29,719  | \$5,112    | \$34,831  | \$369,209  | \$394,484          | \$77,758               | 44.79%                       | \$388,383.00               | 101.57%                          | \$42,927                  | (\$6,101)             | 44.8%                          |
| 15 | December          | 501        | 0    | 0          | 0             | 598    | 1,099               | \$78,013  | \$5,093    | \$83,106  | \$447,221  | \$477,590          | \$77,570               | 107.14%                      | \$465,953.06               | 102.50%                          | (\$5,536)                 | (\$11,636)            | 107.1%                         |
| 16 | January           | 507        | 0    | 0          | 0             | 597    | 1,104               | \$73,954  | \$5,102    | \$79,056  | \$521,175  | \$556,645          | \$77,697               | 101.75%                      | \$543,650.55               | 102.39%                          | (\$1,358)                 | (\$12,995)            | 101.7%                         |
| 17 | February          | 502        | 0    | 0          | 0             | 595    | 1,096               | \$58,196  | \$5,074    | \$63,270  | \$579,371  | \$619,916          | \$77,313               | 81.84%                       | \$620,963.58               | 99.83%                           | \$14,043                  | \$1,048               | 81.8%                          |
| 18 | March             | 499        | 0    | 0          | 0             | 591    | 1,091               | \$43,741  | \$5,051    | \$48,793  | \$623,112  | \$668,708          | \$76,807               | 63.53%                       | \$697,770.96               | 95.83%                           | \$28,015                  | \$29,063              | 63.5%                          |
| 19 | April             | 502        | 0    | 0          | 0             | 588    | 1,090               | \$5,653   | \$5,047    | \$10,700  | \$628,765  | \$679,408          | \$76,626               | 13.96%                       | \$774,396.53               | 87.73%                           | \$65,926                  | \$94,989              | 14.0%                          |
| 20 | May               | 501        | 0    | 0          | 0             | 587    | 1,088               | \$9,578   | \$5,047    | \$14,625  | \$638,343  | \$694,033          | \$76,490               | 19.12%                       | \$850,886.28               | 81.57%                           | \$61,865                  | \$156,853             | 19.1%                          |
| 21 | June              | 501        | 0    | 0          | 0             | 587    | 1,088               | \$65,578  | \$5,047    | \$70,624  | \$703,921  | \$764,658          | \$76,490               | 92.33%                       | \$927,376.03               | 82.45%                           | \$5,865                   | \$162,718             | 92.3%                          |
| 22 |                   |            |      |            |               |        |                     |           |            |           |            |                    |                        |                              |                            |                                  |                           |                       |                                |
| 23 | Totals            | 6,040      | 0    | 0          | 0             | 7,130  | 13,170              | \$703,921 | \$60,736   | \$764,658 |            |                    | \$927,376              |                              |                            | 82.5%                            | \$162,718                 |                       | 82.5%                          |
| 24 |                   |            |      |            |               |        |                     |           |            |           |            |                    |                        |                              |                            | Goal 95%                         |                           |                       |                                |
| 25 | Annualized        |            |      |            |               |        |                     | \$703,921 |            | \$764,658 |            |                    | \$927,376              |                              |                            |                                  |                           |                       |                                |
| 26 | Monthly Average   |            |      |            |               |        |                     | \$58,660  |            | \$63,721  |            |                    | \$77,281               |                              |                            |                                  |                           |                       |                                |
| 27 | Average Per EE/YR | 503        | 0    | 0          | 0             | 594    | 1098                | \$641.39  |            | \$696.73  |            |                    | \$844.99               |                              |                            |                                  |                           |                       |                                |

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# Year 3 Dental Performance

|   | A                 | B       | C      | D      | E      | F       | G | H | I | J | K | L | M | N | O | P | Q | R |
|---|-------------------|---------|--------|--------|--------|---------|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | Number Of Months  | 12      |        |        |        |         |   |   |   |   |   |   |   |   |   |   |   |   |
| 2 | Plan Year         | Year 3  |        |        |        |         |   |   |   |   |   |   |   |   |   |   |   |   |
| 3 | Admin Fees        | \$4.63  | \$0.00 | \$0.00 | \$0.00 | \$4.63  |   |   |   |   |   |   |   |   |   |   |   |   |
| 4 | Percent Of Family | 0.383   | 0.000  | 0.000  | 0.000  | 1.000   |   |   |   |   |   |   |   |   |   |   |   |   |
| 5 | Internal Funding  | \$37.05 | \$0.00 | \$0.00 | \$0.00 | \$96.76 |   |   |   |   |   |   |   |   |   |   |   |   |

| Month | Enrollment        |       |            |               |        |       | Claims & Admin Fees |            |          |            |                    | Funding                |                              |                            |                                  | Reserve                   |                       |                                |        |
|-------|-------------------|-------|------------|---------------|--------|-------|---------------------|------------|----------|------------|--------------------|------------------------|------------------------------|----------------------------|----------------------------------|---------------------------|-----------------------|--------------------------------|--------|
|       | Single            | EE+1  | EE+ Spouse | EE + Children | Family | Total | Claims              | Admin Fees | Total    | YTD Claims | YTD Claims & Admin | Claims & Admin Funding | Claims & Admin Funding Ratio | YTD Claims & Admin Funding | YTD Claims & Admin Funding Ratio | Monthly Estimated Reserve | YTD Estimated Reserve | Monthly Total Costs to Funding |        |
| 10    | July              | 512   | 0          | 0             | 0      | 617   | 1,129               | \$99,642   | \$5,218  | \$104,860  | \$99,642           | \$104,860              | \$78,671                     | 133.29%                    | \$78,670.52                      | 133.29%                   | (\$26,190)            | (\$26,190)                     | 133.3% |
| 11    | August            | 537   | 0          | 0             | 0      | 629   | 1,166               | \$105,764  | \$5,144  | \$110,908  | \$205,406          | \$215,768              | \$80,758                     | 137.33%                    | \$159,428.41                     | 135.34%                   | (\$30,150)            | (\$56,340)                     | 137.3% |
| 12    | September         | 540   | 0          | 0             | 0      | 618   | 1,158               | \$59,937   | \$5,348  | \$65,285   | \$265,343          | \$281,053              | \$79,805                     | 81.81%                     | \$239,233.09                     | 117.48%                   | \$14,520              | (\$41,820)                     | 81.8%  |
| 13    | October           | 541   | 0          | 0             | 0      | 616   | 1,157               | \$68,442   | \$5,306  | \$73,748   | \$333,785          | \$354,801              | \$79,648                     | 92.59%                     | \$318,881.30                     | 111.26%                   | \$5,900               | (\$35,920)                     | 92.6%  |
| 14    | November          | 543   | 0          | 0             | 0      | 612   | 1,155               | \$54,333   | \$5,385  | \$59,717   | \$388,118          | \$414,518              | \$79,335                     | 75.27%                     | \$398,216.57                     | 104.09%                   | \$19,618              | (\$16,302)                     | 75.3%  |
| 15    | December          | 545   | 0          | 0             | 0      | 613   | 1,158               | \$59,275   | \$5,343  | \$64,618   | \$447,393          | \$479,136              | \$79,506                     | 81.27%                     | \$477,722.70                     | 100.30%                   | \$14,888              | (\$1,413)                      | 81.3%  |
| 16    | January           | 545   | 0          | 0             | 0      | 617   | 1,162               | \$69,680   | \$5,283  | \$74,963   | \$517,073          | \$554,099              | \$79,893                     | 93.83%                     | \$557,615.87                     | 99.37%                    | \$4,930               | \$3,517                        | 93.8%  |
| 17    | February          | 541   | 0          | 0             | 0      | 615   | 1,156               | \$62,487   | \$5,357  | \$67,844   | \$579,559          | \$621,942              | \$79,551                     | 85.28%                     | \$637,167.32                     | 97.61%                    | \$11,708              | \$15,225                       | 85.3%  |
| 18    | March             | 539   | 0          | 0             | 0      | 612   | 1,151               | \$67,095   | \$5,320  | \$72,415   | \$646,654          | \$694,357              | \$79,187                     | 91.45%                     | \$716,354.39                     | 96.93%                    | \$6,773               | \$21,997                       | 91.4%  |
| 19    | April             | 538   | 0          | 0             | 0      | 611   | 1,149               | \$59,569   | \$5,348  | \$64,916   | \$706,223          | \$759,273              | \$79,053                     | 82.12%                     | \$795,407.65                     | 95.46%                    | \$14,137              | \$36,134                       | 82.1%  |
| 20    | May               | 539   | 0          | 0             | 0      | 609   | 1,148               | \$51,286   | \$5,315  | \$56,602   | \$757,509          | \$815,875              | \$78,897                     | 71.74%                     | \$874,304.44                     | 93.32%                    | \$22,295              | \$58,429                       | 71.7%  |
| 21    | June              | 538   | 0          | 0             | 0      | 606   | 1,144               | \$76,176   | \$5,297  | \$81,473   | \$833,685          | \$897,348              | \$78,569                     | 103.70%                    | \$952,873.90                     | 94.17%                    | (\$2,903)             | \$55,526                       | 103.7% |
| 22    |                   |       |            |               |        |       |                     |            |          |            |                    |                        |                              |                            |                                  |                           |                       |                                |        |
| 23    | Totals            | 6,458 | 0          | 0             | 0      | 7,375 | 13,833              | \$833,685  | \$63,663 | \$897,348  |                    |                        | \$952,874                    |                            | 94.2%                            | \$55,526                  |                       | 94.2%                          |        |
| 24    |                   |       |            |               |        |       |                     |            |          |            |                    |                        |                              |                            | Goal 95%                         |                           |                       |                                |        |
| 25    | Annualized        |       |            |               |        |       |                     | \$833,685  |          | \$897,348  |                    |                        | \$952,874                    |                            |                                  |                           |                       |                                |        |
| 26    | Monthly Average   |       |            |               |        |       |                     | \$69,474   |          | \$74,779   |                    |                        | \$79,406                     |                            |                                  |                           |                       |                                |        |
| 27    | Average Per EE/YR | 538   | 0          | 0             | 0      | 615   | 1153                | \$723.21   |          | \$778.44   |                    |                        | \$826.61                     |                            |                                  |                           |                       |                                |        |



**Future Ready. Community Strong.**

**Agenda V.B.  
April 8, 2021**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Lisa Rider, executive director of business services, Stacie Kvilvang, Ehlers, and  
Jason Aarsvold, Ehlers

**Date:** April 1, 2021

**Re:** Open Facilities



## Open Facilities Update Board Presentation

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Stacie Kvilvang and Jason Aarsvold, Ehlers  
Lisa Rider, Executive Director of Business Services

April 8, 2021

- Open Facilities Guiding Change and Action Plan
- Proposed Legislation and Next Steps
- River Ridge Education Center - Broker Status and Expectations
- Redevelopment of Diamondhead Education Center and Metcalf Middle School sites
- Cedar, Sioux Trail, Marion W. Savage

# Guiding Change and Action Plan

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[FY21 April 2020 Open Facilities Guiding Change](#)

[Action Plan Board Approved October 22, 2020](#)

Proposed Legislation HF2117 and SF2011 did not move forward this legislative session. We will need to try again next session.

# Purpose and Commitment

## Purpose

- Maximize use of Open Facilities
  - What are our district needs?
  - What are our opportunities for community partnerships?
- Leverage our resources as efficiently and effectively as possible

## ISD 191 is Committed to:

- Students, student learning, and offering the best possible learning environments and opportunities;
- Engaging our community in this process and hearing from many voices;
- An open and transparent communication and decision making process;
- A cost effective use of our facilities and resources;
- Avoiding the creation of inequities or racially and socioeconomically identifiable schools.

## Report from River Ridge Education Center Broker

- Bi Weekly Report  
More detail later in presentation on Ehlers slide
- Per Open Facilities Action Plan:
  - b) River Ridge Education Center will continue to house BEST until a purchaser for the facility is found and a sales agreement is negotiated and executed, at which time BEST will move to Diamondhead Center (DEC).

# River Ridge Education

## Center

### BEST

**If space is leased  
or sold**

**7 classrooms,  
cafeteria, 7 office  
spaces, staff  
cafeteria, 4  
bathrooms-accessible,  
storage for  
specialized  
equipment, bus line**

Unedited from 4/23/2020  
presentation

|          | Location   | Retro-Fitting   | Implications  | Recommendations<br>82                              |
|----------|--|---|---|--|
| Option 1 | Diamondhead Education Center- Early Childhood Special Education Wing | Accessible bathrooms<br>Secured doors                       | Relocate Technology Department<br>Campus Cup Used                             | Yes, 1st   |
| Option 2 | Diamondhead Education Center - C Wing and Campus Cup                 | 7 office spaces<br>Accessible bathrooms<br>Storage location | Flexible learning spaces<br>Open campus structure                             | No. Need for internal use.                         |
| Option 3 | Metcalf-classrooms #400  | 7 office spaces   | Extra large space for approximately 40 students                               | No.  |
| Option 4 | Sioux Trail-1st or 2nd Floor   | Accessible bathrooms  | Potential for sharing space   | No.  |
| Option 5 | M W Savage   | Accessible bathrooms  | Potential for sharing space<br>Limited accessibility to established worksites | Yes, 2nd in space that is on west side of building |

## Next Steps

- Consideration of 2-4 acres of parking lot sold for redevelopment  
More detail later in presentation on Ehlers slide
- Per Open Facilities Action Plan:
  - d) Up to 4 acres of land at DEC may be sold after special legislation has been adopted as discussed in paragraph 1 above.

## Current Use

- Open Door rents space for serving community every Tuesday through September, 2021
- Beginning 3/29/2021 Dakota County Public Health Partnership
- Per Open Facilities Action Plan:
  - c) Subject to Minnesota Statutes, Section 123B.51, subdivisions 3 and 4 and federal tax regulations, District administration may lease some or all space at Metcalf Middle School (MMS) to noncompetitive partner organizations with an understanding that such leases will terminate at such time as the School Board of Independent School District 191 agrees to sell the land and building of MMS.

# Updated Debt of Possible Sales

85

## Current Balances

- 2011A bonds were refinanced and debt payments have been made since last spring. Updated debt balances now are:
  - River Ridge Education Center: \$2.6Million
  - Metcalf Middle School:\$7.3

## Current Lease ends June 30, 2022

- Will the current lease continue to occupy?
- Will the current lease include additional space at the Cedar School Location?
  - Impact to Burnsville Alternative High School
- FY21 Lease of Cedar
  - \$214,127 toward debt and \$109,226 reimburse General fund
- FY22 Lease of Cedar
  - \$217,371 toward debt and \$112,471 reimburse General fund

# Cedar School

## BAHS

**Potential location if current location is repurposed 12 classrooms, cafeteria, 9 office spaces, 1 flex learning space, 1 gym, 4 bathrooms, bus line**

Unedited from 4/23/2020 presentation



|          | Location  | Retro-fitting   | Implications   | Recommendations  |
|----------|---|---|--|--|
|          |   |   |  | 87   |
| Option 1 | Metcalf-1st floor   | Secure Doors<br>Office Space  | Potential for sharing space<br>Additional Supervision  | Yes, 2nd   |
| Option 2 | Sioux Trail-1st floor   | Secure Doors<br>Bathrooms<br>Science Labs   | Not on bus line<br>Potential for sharing space   | No, layout not appropriate and does not fit vision of BAHS                           |
| Option 3 | Diamondhead Education Center- Early Childhood<br>Special Education Wing | Bathrooms<br>Counters low in classroom<br>Professional colors for paint<br>Science Labs | New location for Early Childhood<br>Special Education<br>Open Campus for lunch   | No, lack of necessary space without impacting current use and creating domino impact |
| Option 4 | Diamondhead Education Center-Adult Basic<br>Education and C-Wing        | 12 classrooms<br>Science Labs<br>Gym/Weight Room  | New location for Adult Basic Education<br>Open campus structure for lunch<br>Additional Supervision<br>Flexible learning spaces<br>Gym/Weight Room | No, lack of necessary space without impacting current and creating domino impact     |
| Option 5 | M W Savage  | Secure Doors<br>Bathrooms<br>Science Labs   | Greater distance from Burnsville High School   | Yes, 1st   |

# Sioux Trail and Marion W. Savage

During FY 2021

- Both locations were used for Childcare until Pk-5 moved to In-Person learning model
- Sioux Trail used for testing location as necessary
- Per Open Facilities Action Plan:
  - a) Marion W. Savage Elementary (MWS) and Sioux Trail Elementary (ST) will continue to be used as ISD 191 childcare facilities as long as COVID impacts our ability to group and transport ISD 191 students. Once COVID is no longer a consideration, we will actively work to find noncompetitive partners for a lease arrangement of these facilities.



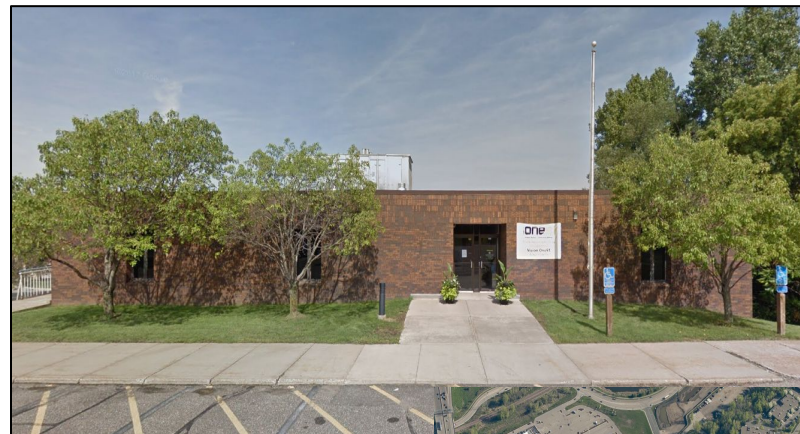
# Facility/Property Disposition Update

April 2021



# Properties For Disposition

- River Ridge
  - ✓ Retained Transwestern as Broker through RFP process
  - ✓ Transwester will be presenting an offer of purchase



# Properties For Disposition

- DEC - 1 to 2 out lots (2 to 4 acres)
- Zoned Mixed Use
  - ✓ Apartments, retail, office and hotels allowable uses
  - ✓ Partial sale of DEC assumes parking needs can be met with remaining existing parking or parking in public ramp on Pillsbury Avenue
    - Currently 583 stalls – only need 250 to 300 stalls
    - Capacity of approximately 100+ stalls in public ramp on Pillsbury Avenue
  - ✓ Most interest from multi-family developers, but no formal offers at this time
  - ✓ No debt retirement required



# Properties For Disposition

- Metcalf Middle School
  - ✓ Zoned Quasi Public
    - Zoning and Comprehensive Plan change required for new uses
  - ✓ Lots of broker interest
  - ✓ Will be reaching out to development community in April
  - ✓ Outstanding debt of approximately \$7.268M



Thank You



**Future Ready. Community Strong.**

**Agenda VI.  
April 8, 2021**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Eric Miller, Board Chair

**Date:** April 6, 2021

**to**

**Re:** Move to a Closed Session to consider an offer on River Ridge Education Center

**Recommendation:** that the Board of Education approve moving to a Closed Session, as permitted by Minnesota State Statute §13D.05 Subd. 3(c)(3), to consider an offer on River Ridge Education Center.