Business Meeting

Tuesday, May 12, 2026 5:30 PM
Board Assembly Room, 1250 West Broadway Avenue, Minneapolis, Minnesota 55411

1) **Call to Order and Roll Call**

2) **Adoption of the Agenda**

3) **Public Comments**

4) **Recess**

5) **Reports and Recommendations from the Superintendent of Schools**

5)a. Presentations and Updates

5)b. Recommendations and Resolution First Readings

5)b.1. Proposed Fiscal Year 2026-2027 Budget (2026-0036)

5)b.2. Proposed Fiscal Year 2026-2027 Capital Plan and Budget (2026-0038 and 2026-0039)

6) **Policy Committee Report**

6)a. Discussion of Potential Updated Meeting Public Comment Guidelines

7) **Action Items by the Board of Education**

7)a. Approval of the Consent Agenda

7)a.1. Acceptance of Minutes

7)a.1.a. April 14, 2026 Regular Business Meeting

7)a.2. Human Resources Transactions

7)a.2.a. Approval of List A personnel matters (2026-05-ER-A)

7)a.2.b. Approval of List B personnel matters (2026-05-ER-B)

7)a.3. Acceptance of Gifts and Donations (2026-0042)

7)a.4. Contracts

7)a.4.a. Contract with Active Internet Technologies (Finalsite) 4400003618

7)a.4.b. Contract 4400003694 with Cal Interpreting & Translations

7)a.4.c. Contract 4400003723 with Innovative Office Solutions

7)a.4.d. Contract 4400003722 with Innovative Office Solutions

7)a.4.e. Contract 4400003721 with Innovative Office Solutions

7)a.4.f. Amendment to Contract 4400003236 with Introdec

7)a.4.g. Amendment to Contract 4400003239 with Introdec

7)a.4.h. Amendment to Contract 4400003429 with Genesis Consulting

7)a.4.i. Amendment to Contract 4400002214 with Kraus Anderson Construction

7)a.4.j. Amendment to Contract 4400003062 with Lawson Scott Ericson Architects (LSE)

7)a.4.k. Amendment to Contract 4400003440 with MN Urban Debate League

7)a.4.l. Contract 440000TBD with Park Construction

7)a.4.m. Contract 4400003648 with Propio

7)a.4.n. Contract with Open Up Resources 4400003711

7)a.4.o. Contract 4400003698 with SAP America, Inc.

7)a.4.p. Contract 4400003725 with Versacon, Inc.

7)a.4.q. Contract with Versacon Inc. 4400003696

7)a.4.r. Amendment to Contract 4400003051 with Wold Architects and Engineers

7)a.5. Resolutions

7)a.5.a. Resolution to Approve Equal Treatment in Transporting Students Funding to Non-Public Schools (2026-0040)

7)a.6. Authorizations

7)a.6.a. Yellow Bus Pupil Transportation Services Master Contract 2026-2029

7)a.6.b. Type III Vehicle Pupil Transportation Services Master Contract 2026-2029

7)b. Resolution Amending Policy 5635 (Mandated Reporting Of Child Neglect Or Physical Or Sexual Abuse)

7)c. Resolution Adopting Policy 4018 (Minnesota Paid Leave)

7)d. Approval of the 2025-2027 Bargaining Agreement between MPS and the Service Employees International Union (SEIU) Local 284, for custodial and certain physical plant and facilities employees

8) **New Business**

9) **Reports from Board of Education Directors**

10) **Adjournment**

Superintendent's Report

Regular Business Meeting

May 12, 2026

MINNEAPOLIS PUBLIC SCHOOLS

Superintendent's Update

Superintendent Dr. Lisa Sayles-Adams

MINNEAPOLIS PUBLIC SCHOOLS

Future Home For

Anishinabe Academy

Project Charter - Gate Check A

May 12, 2026

MINNEAPOLIS PUBLIC SCHOOLS

Foundation

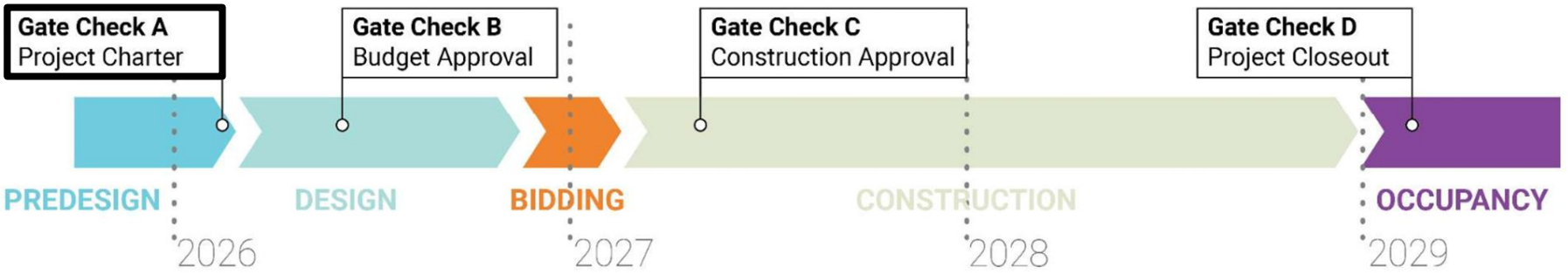
Board Resolution Timeline

June 11, 2024	Resolution No. 2024-0028 Advisory Committee responsible for making a recommendation to the Board about a dedicated future home for the Anishinabe Academy program.
March 11, 2025	Anishinabe Academy Advisory Committee Presentation to the Board.
May 13, 2025	Resolution No. 2025-0030 directing the Superintendent to further explore and begin to implement the recommendation of the Anishinabe Academy Facility Committee.

Anishinabe Academy Proposed Process

Phase Gate #	Phase Title	Form of Board Action	Approval of:
	Scoping / Prioritization	Resolution	Initial exploration, stakeholder engagement, design
A	Charter	Resolution	Project scope, rough order of magnitude cost
B	Budget Approval	Resolution	Final budget, funding structure, direction to proceed to bidding
C	Construction Award	Contract approvals	Construction contracts
D	Project Closeout	Acceptance of report(s)	Final summary report on project delivery

Pre-Design: Timeline



This schedule guides the design team

MINNEAPOLIS PUBLIC SCHOOLS

Recommendation March 11, 2025 + Team

Recommendation:

- Construct a **purpose-built PK-8 school building**
- Preferred site: **Former Cooper Elementary location**
- Open to **alternative sites** if available and approved by the committee

Team:

Full Circle
Indigenous Planning + Design

Cuningham

URBAN ECOSYSTEMS
LANDSCAPE ARCHITECTS

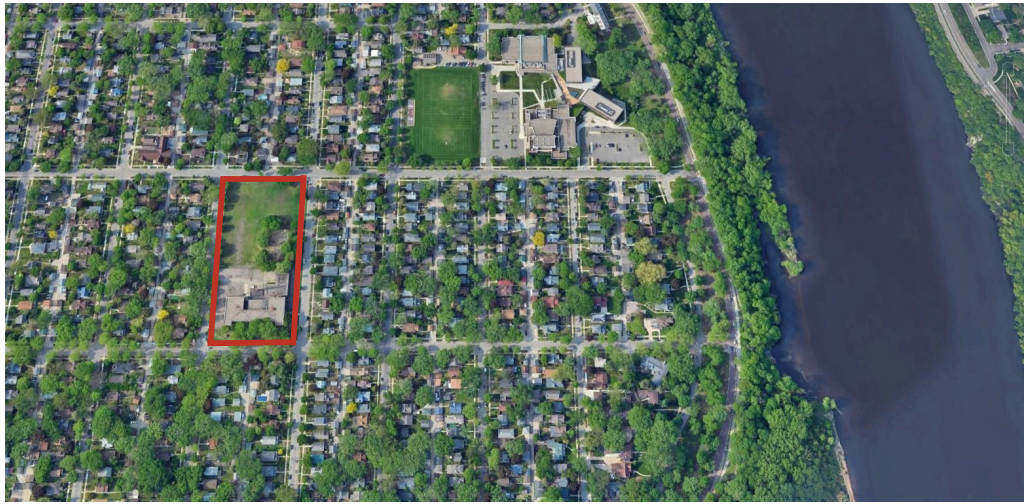
H+U CONSTRUCTION

MINNEAPOLIS PUBLIC SCHOOLS

Pre-Design: Scope

The pre-design scope included studying 4 options:

1. PK-5 New Construction
2. PK-8 New Construction
3. PK-5 Renovation + Addition
4. PK-8 Renovation + Addition



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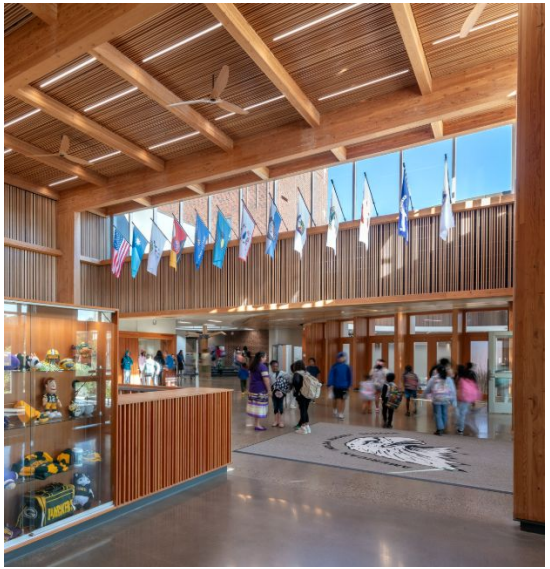
The Design Story

Steering Committee



The Steering Committee met 6 times throughout the course of the pre-design, including touring St. Paul Public Schools American Indian Magnet School and Red Lake Nation Community College.

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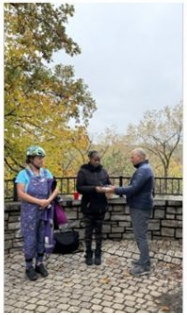
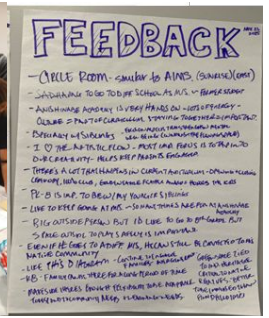
Pre-design Engagement:





Over the course of the pre-design process, the design team hosted or attended 12 events and engaged approximately:
220 students, 30 staff, and more than 120 community leaders, current & former parents, & Longfellow neighbors.

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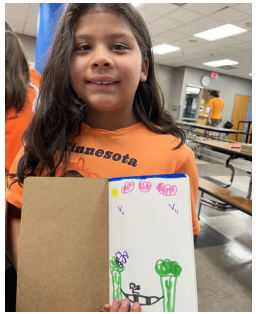
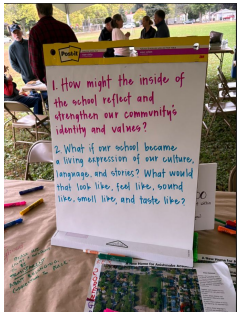
What we Learned from Students

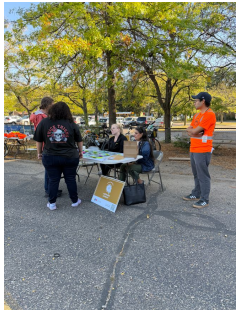


"PK–8 is important to be with my younger siblings."

- Students envisioned a BIG school with more room to **move, play, create, and express Native pride**.
- Deep enthusiasm for **nature-based spaces**, including gardens with berries and flowers, areas to care for animals, treehouses, hammocks, water, stars, and safe outdoor places to learn and imagine.
- Consistent support for PK-8.

What we Learned from Teachers





"I would like to see our families claim ownership of this school and not be afraid to come to school."

- A school that's **rooted in culture and the natural world**, that **honors Indigenous Identity.**
- **Functional and flexible learning environments.**
- **Strong indoor–outdoor connections.**
- Strong interest in moving away from the colonial character of the existing building toward a **design rooted in place and culture.**

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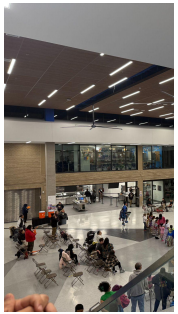
What we Learned from Native American Community



"As our community has made do, how can our community inhabit Cooper?"

- **Beautiful, durable, 100-year school** where Indigenous children feel cherished, seen, and deeply connected to culture and community.
- Environment supportive of **land-based, experiential, and intergenerational learning**, supported by spaces for healing, ceremony, behavioral health, and **community partnerships**.
- Consistent support for PK-8.

What we Learned from Longfellow Neighbors

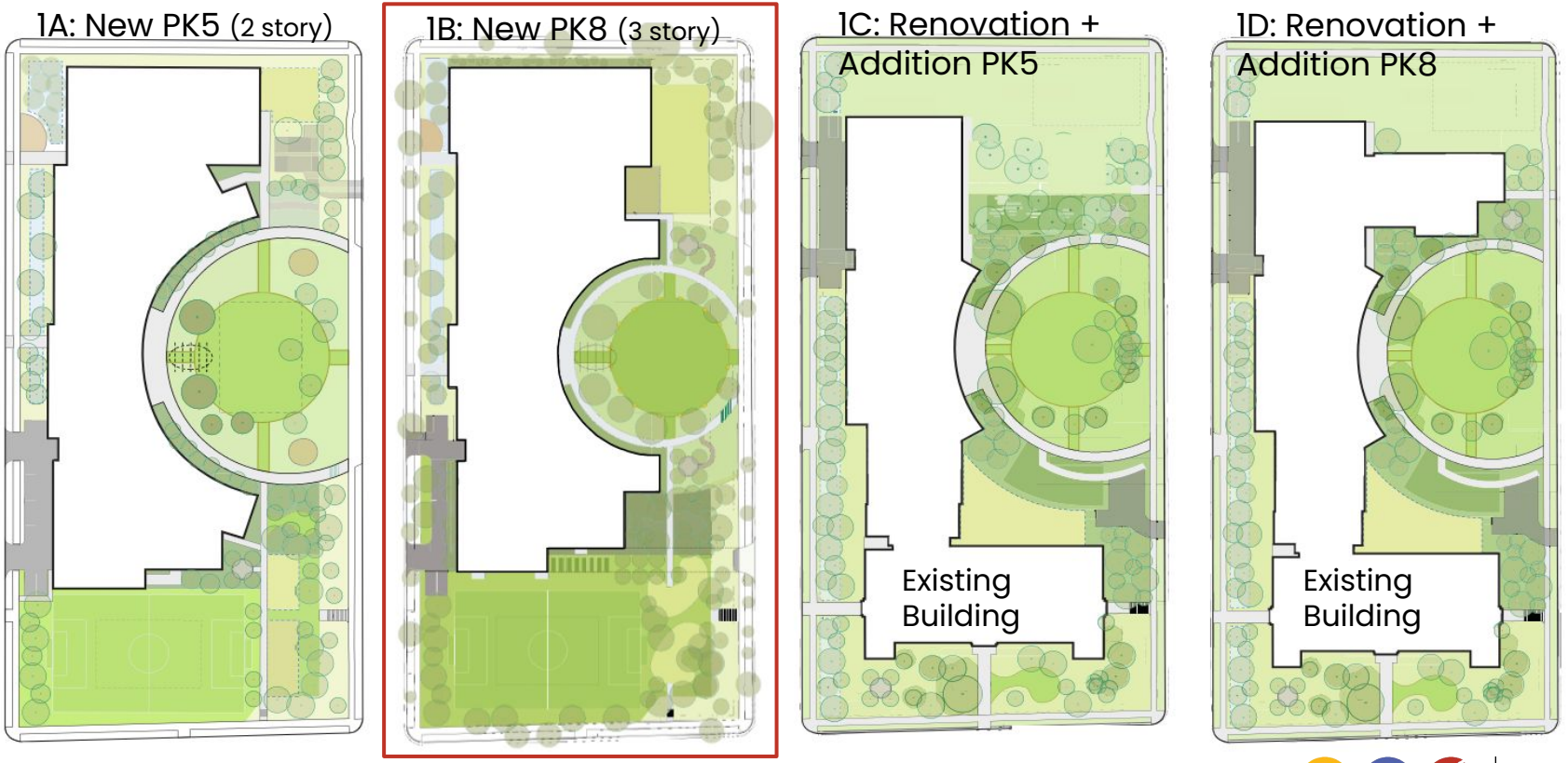
"I miss it when it was a school, to hear the kids playing."

- Enthusiasm for **reactivating the site for a school.**
- **Desire to: preserve green space, play soccer, use playground, and invite community use.**
- **Understanding that the existing building does not reflect Indigenous Culture.** Strong desire for tours and to salvage portions of existing building if demolished.

Design Objectives

- Foster a culturally immersive learning environment in built form
- Create spaces that support specific cultural learning activities and ceremony
- Create a welcoming environment rooted in cultural identity
- Utilize art to foster place making and cultural expression
- Create spaces that honor Indigenous ways of learning
- Learn by experience and opportunities
- Honor the new ways of being scientists and/or ecologists
- Feel like home
- A place to imagine and dream

Conceptual Design Studies



Recommendation Concept 1B: PK8 New Construction

MINNEAPOLIS PUBLIC SCHOOLS

Conceptual Design

Concept 1A: New PK5

Concept 1B: New PK8

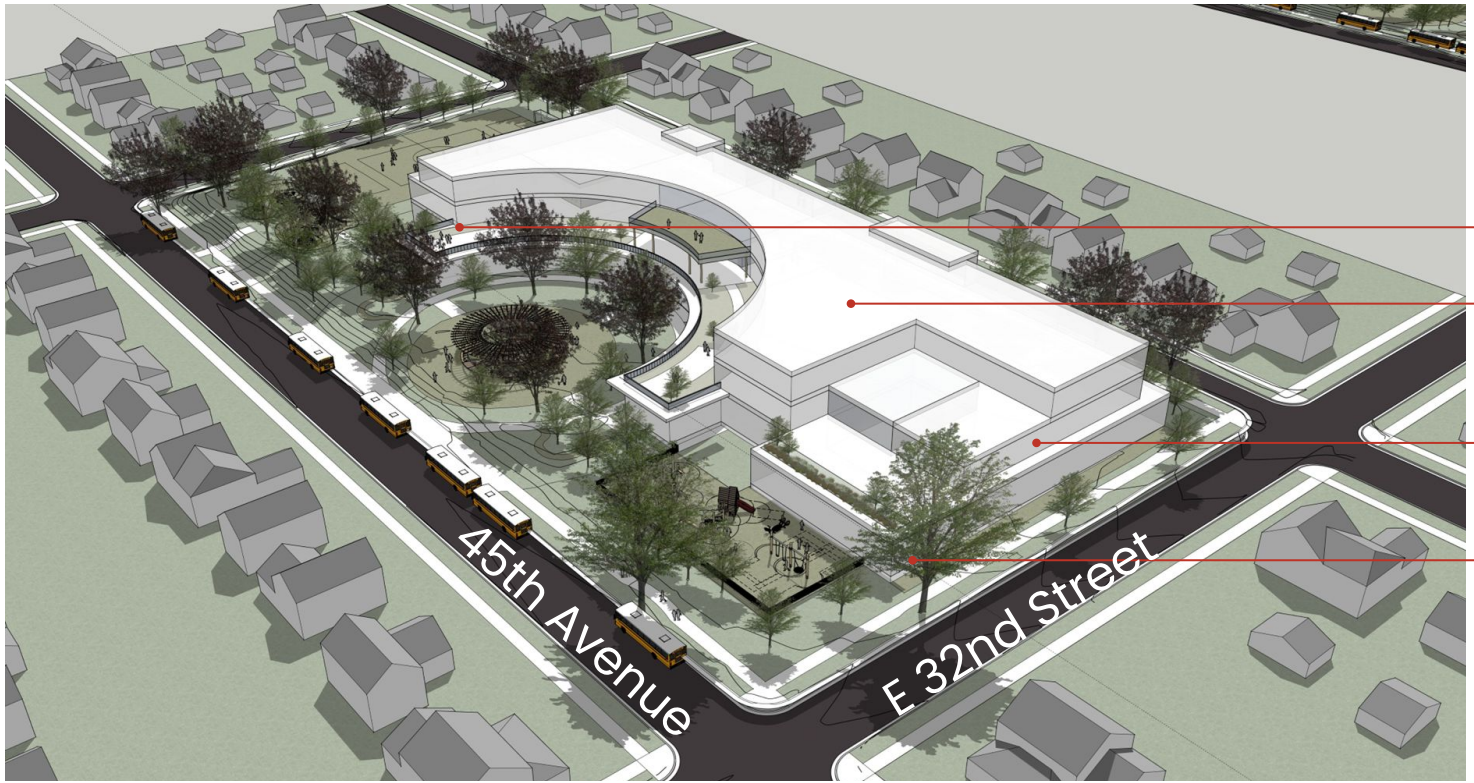
NORTH

MINNEAPOLIS PUBLIC SCHOOLS

Conceptual Design

MINNEAPOLIS PUBLIC SCHOOLS

Conceptual Design



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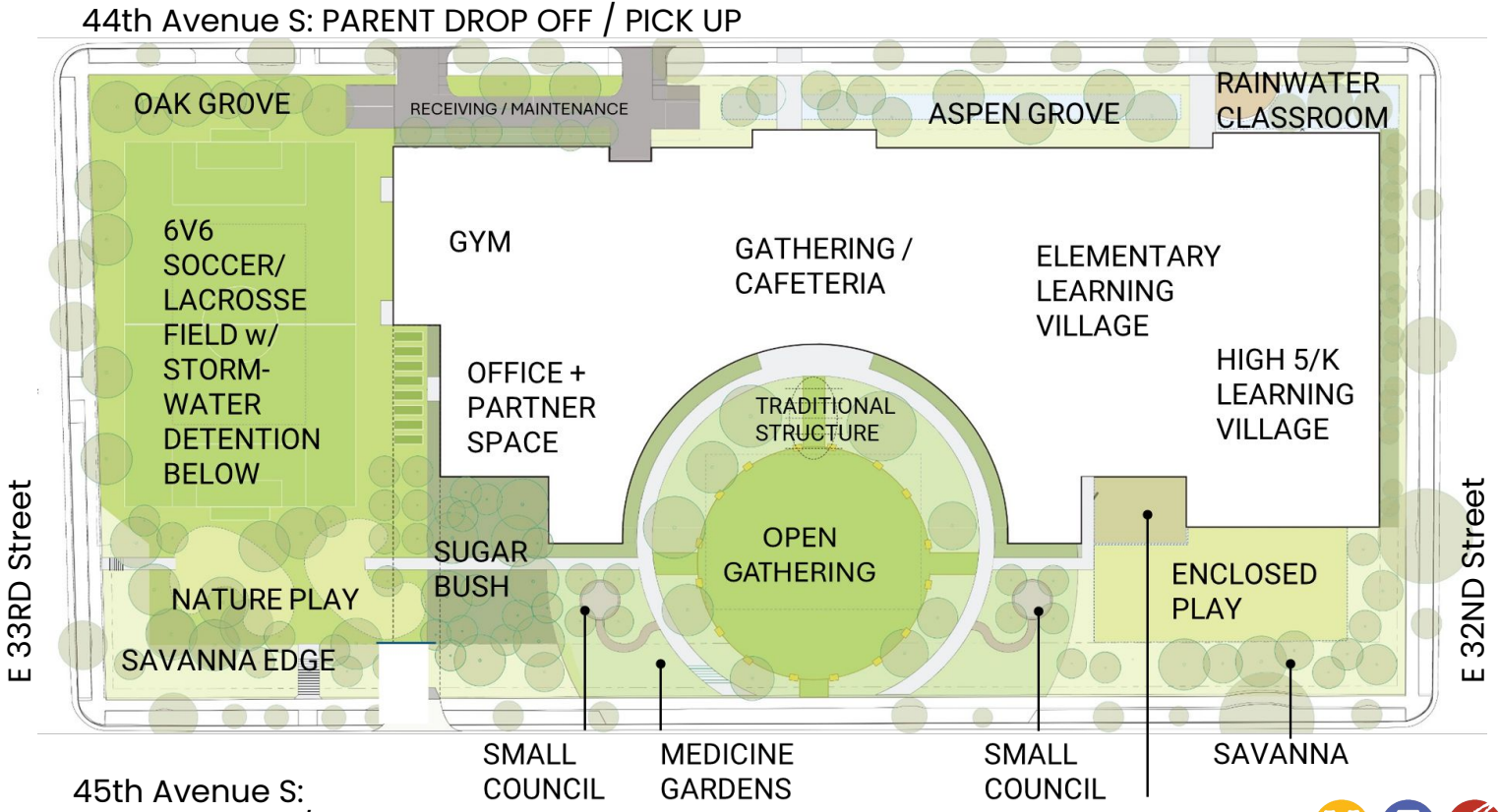
Conceptual Design



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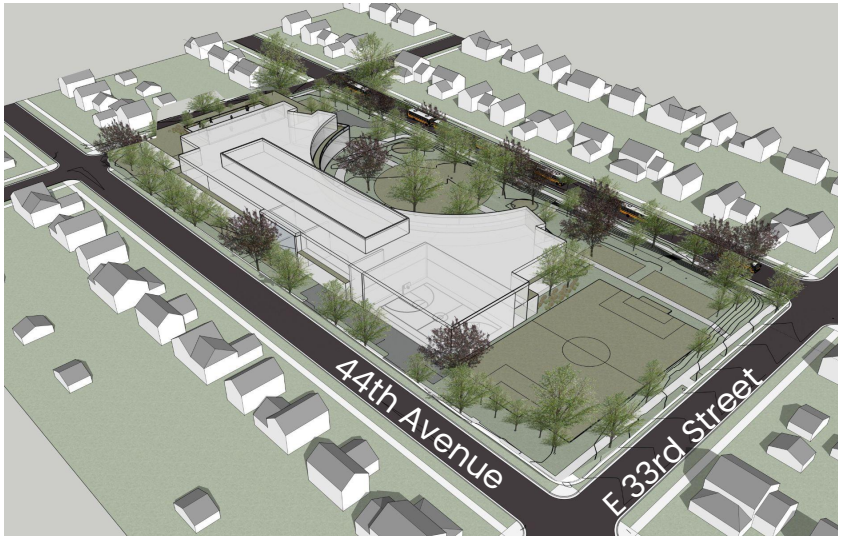
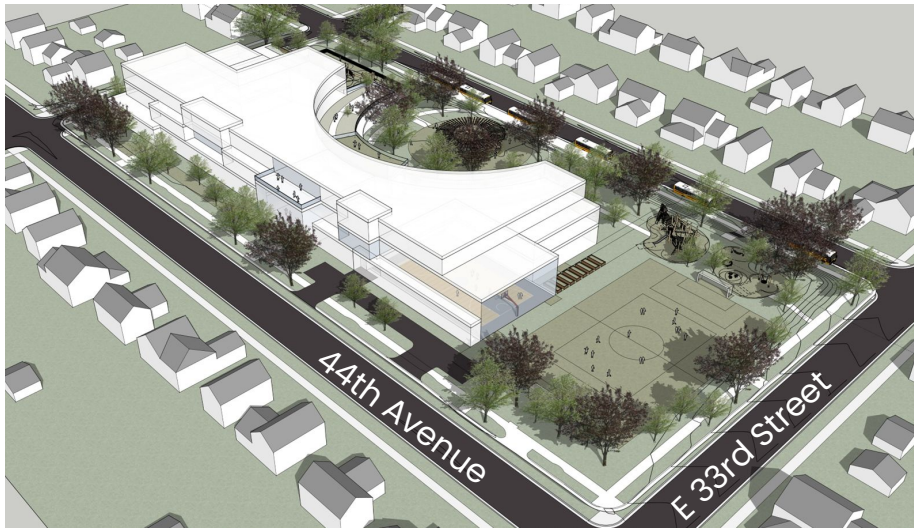
Conceptual Design



Concept 1A: New PK5



Concept 1B: New PK8

NORTH

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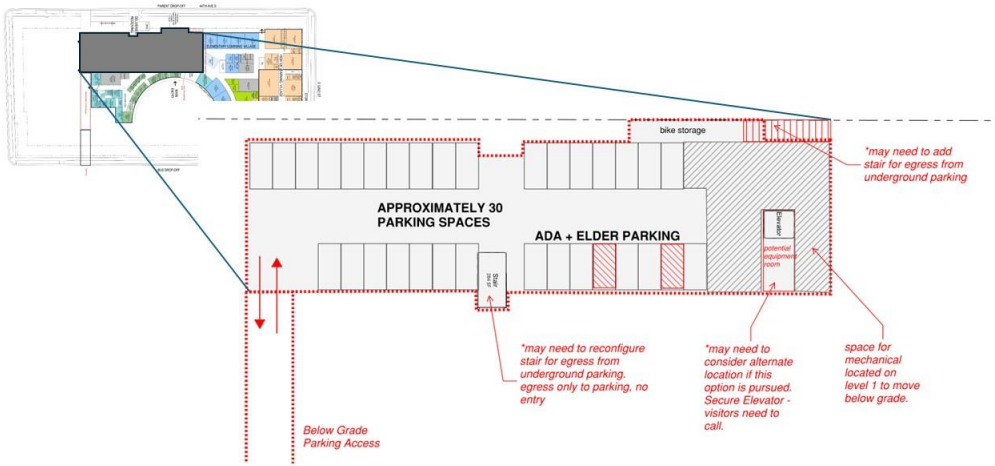
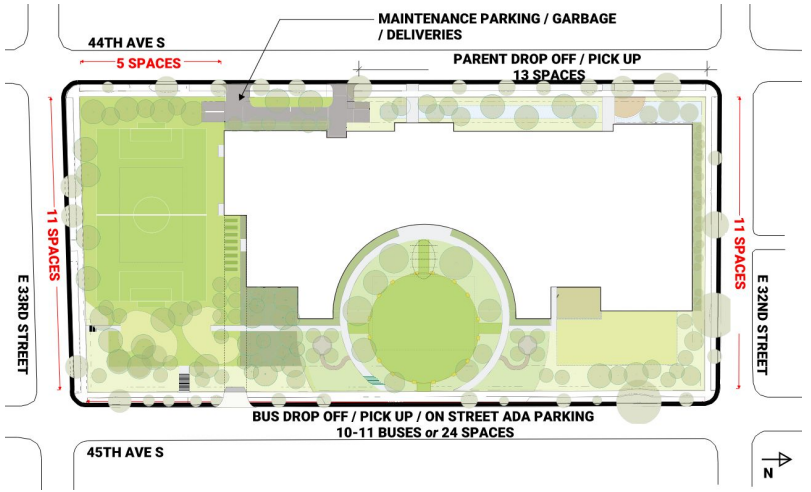
Parking Studies: Underground + On Street





- Parking remains an area of continued study.
- Underground parking adds $3M - $5M of potential cost

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Next Steps

Concepts

	PK – 5	PK – 8
New Construct.	**PK-5 NEW CONSTRUCT. - Concept 1A** ELEM. SCHOOL - 3 sections per grade MIDDLE SCHOOL - N/A STUDENT CAPACITY - 475 students TOTAL SF - 92,000sf COST RANGE - $72M - $80M	**PK-8 NEW CONSTRUCT. - Concept 1B** ELEM. SCHOOL - 3 sections per grade MIDDLE SCHOOL - Yes STUDENT CAPACITY - 650-700 students TOTAL SF - 128,200sf COST RANGE - $90M - $105M
Reno + Add.	**PK-5 RENO + ADD - Concept 2A** ELEM. SCHOOL - 3 sections per grade MIDDLE SCHOOL - N/A STUDENT CAPACITY - 475 students TOTAL SF - 92,000sf COST RANGE - $63M - $70M	**PK-5 RENO + ADD - Concept 2A** ELEM. SCHOOL - 3 sections per grade MIDDLE SCHOOL - Yes STUDENT CAPACITY - 650-700 students TOTAL SF - 128,200sf COST RANGE - $77M - $85M

Concept 1A: New PK - 5 (2 stories)

Concept 1B: New PK - 8 (3 stories)

MINNEAPOLIS PUBLIC SCHOOLS

Anishinabe Academy Facility Committee Feedback

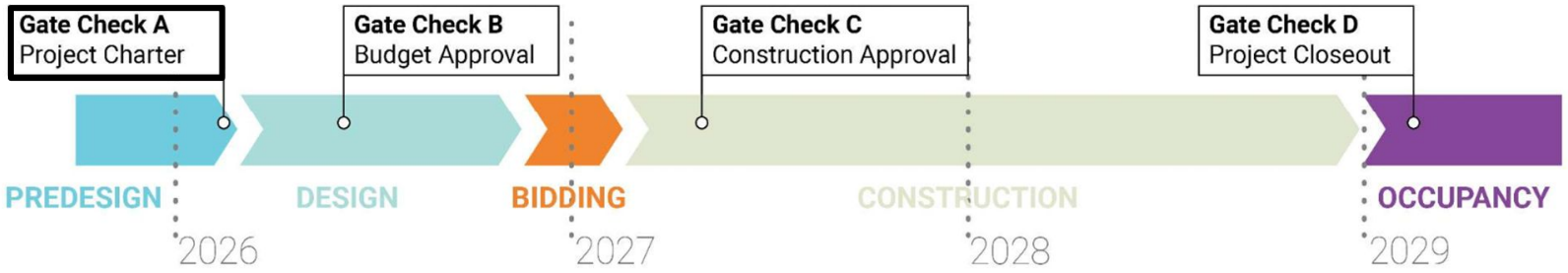
The Anishinabe Academy Facility Committee (comprised of parents, staff, and community members) would like the Board to know that they believe:

- That the community is aligned with having the school serve grades PreK - 8 (Concept 1B)
- An investment in the built home for Anishinabe Academy is urgent and important and represents an important statement of belief in the school and the American Indian community at large
- The work should proceed forward as quickly as possible so as not to continue to defer the vision for the program

"...we ask that MPS finally build the school our students deserve—one our community can rally behind."

Schedule

Approval to Proceed to Gate Check B by:	Possible School Occupancy	Impact of Inflation
May / June 2026	School Year 2028 - 2029	Included in current ROM estimate
October 2026	School Year 2029 - 2030	Potential increase in ROM pricing estimate (~5%)



This schedule guides the design team

MINNEAPOLIS PUBLIC SCHOOLS

Greater Context

- Transformation -

Transformation - Timeline & Bigger Context

The initial Board Resolution links the Anishinabe Academy work to the **Transformation** process, but the timelines are not perfectly synchronized.

Though the design process has clearly indicated that **no MPS-owned building is move-in ready** to be the right permanent home of Anishinabe Academy - and that there are only very few that even meet the baseline characteristics - the Transformation process may yield alternatives that warrant consideration before next steps are taken.

Also, several decisions inherently part of proceeding to Gate Check B are part of the **parameters** the Board may be approving for this final phase of Transformation - some of which may be at odds with the current recommendation on Anishinabe Academy's future home.

Transformation Potential Parameters

Parameter #2:
Program Size Standards

The minimum enrollment for a K-8 to offer the holistic MPS Experience is approximately 1,000 (excluding PreK).

The Cooper site maxes out at 650-700 with current class sizes (largely due to zoning requirements and the desire to maintain green space).

Parameter #3:
Program Types & Quantities

The Board has yet to formalize its position on increasing K-8s, generally, and grade band-level changes to Anishinabe Academy, specifically.

There may also be ramifications to the connected K-12 pathway for Anishinabe Academy students as part of Transformation.

Decision-Making Context

- Anishinabe Academy is uniquely positioned to engage with the history and amenities of the Cooper Site, and the design committee has done an excellent job of articulating a compelling vision for what the program could be.
- Approval to continue to Gate Check B is not the final decision on building the new building at the Cooper site, but it does represent a significant investment of resources ($2.3M). Spending that money on design now may help potentially avoid $5M in increased construction costs later, but it comes with risks as other systemic decisions are made (Transformation).
- Ideally the decision to proceed with the Anishinabe Academy project would happen at the same time as all of the Transformation decision, as the Board originally envisioned, but that would delay students from getting the experience they deserve and inflate construction costs.

Possible Paths Forward

Option #1: June 9, 2026 Board Resolution

- The Board approves proceeding to Gate Check B with the following program characteristics:
  - 650-700 students (grade levels determined by Board's Transformation Parameter #2 in June 2026)
  - Approx. 128,000 sq. ft. of new construction
  - Rough order of magnitude cost estimate: $90M - $105M
- Additionally, direct Administration to review potential alternate MPS sites with the Anishinabe Academy Committee if/when they arise during Transformation.

Option #2

- Table approval to proceed to Gate Check B until decisions related to Transformation are more finalized, delaying potential completion of construction by 1 school year.

Thank you!

Questions & Discussions

Transformation:

Pathways
&
Parameters

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Transformation Resolutions Timeline

	Engagement	Enrollment	Physical Space	Programming
December 2023 **Board resolution** Initiating school transformation process *Data compiled 2024-2025*	• Caregiver Priorities Survey • Community Engagement Summary Report (review of feedback over the past 10 years) • MPS Data Dashboard • Supt. 100 Day Plan Listening Tour	• June 2025 Enrollment Projections Presentation	• Physical Space Study	• Priority-based budgeting • Spanish Dual Language Task Force Recommendation
October 2025 **Board resolution** Defining next steps & Direction *Data compiled Dec. 2025-May 2026*	• Area Budget & Transformation Mtgs., 1:1 phone calls & interviews with MPS caregivers • CityWide student engagement sessions	• Enrollment strategy - lower class sizes (2025-27 MFE/MPS Collective Bargaining Agreement) • Updated demography report • April 2026 Projections & Parameters: Enrollment, Growth, & Building alignment	• April 2026 Projections & Parameters: Enrollment, Growth, & Building alignment	• Nov. 2025 Defining Transformation • Jan. 2026 Transformation & the MPS Student Experience "Impacts on Class Sizes & Programming" Presentation

Supporting Inputs

- Anishinabe Academy Facility Advisory Committee Recommendation
- Program Updates: Career and Technical Education, Community Education, and Special Education
- Resolution Modifying the Grade Level of Seward Montessori Elementary School

Transformation Resolutions Timeline

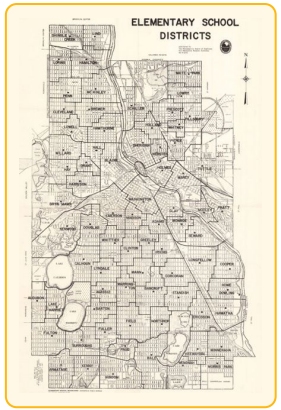
	Engagement	Enrollment	Physical Space	Programming
	May 2026			
October 2025 cont'd **Board resolution** Defining next steps & Direction *Data compiled Dec. 2025-May 2026*	• **Caregiver feedback**	• **Enrollment & Retention opportunities** • **Strategies to increase enrollment and attract new families (music, arts, dual language, IB, etc.)**	• Cost/ benefit analysis for physical changes • Repurposing existing buildings • Feasibility for inclusive special education spaces	• **MPS' academic pathways**

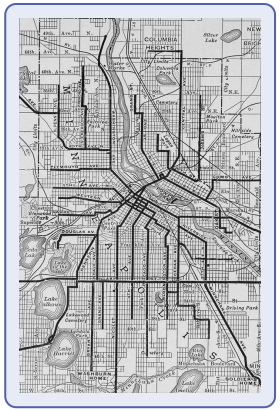
Context of Minneapolis Public Schools

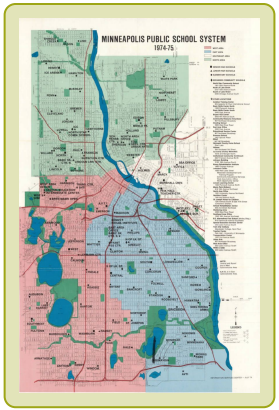
Minneapolis Schools Evolved with a Changing City

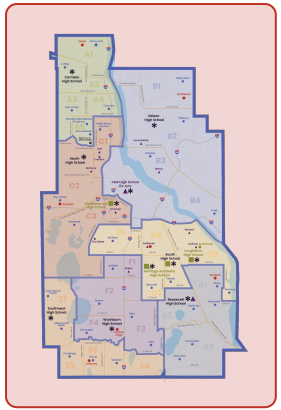
The locations, sizes, attendance areas, and enrollments of Minneapolis schools are a product of urban development and legislation.

Proximity	Transportation	Desegregation	Choice
1850-1930	1930-1970	1970-1990	1990-Present









Recent History of Collecting Caregiver Feedback

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2014 to 2024

32,000 caregiver voices heard

41 engagement avenues

5 priority areas identified

2024 to 2025

Caregiver Priorities Survey

7,000 **more** caregiver voices heard

2025 to 2026

Community Engagement for School Transformation

2,000 **more** caregiver voices heard

Summary of 40,000+ voices

Robust academic support

Access to programs and staff that meet each student's unique needs.

Community and flexibility

Neighborhood schools; walking/biking to school.

Ability to choose schools based on location or program.

Diverse Programming

Competitive with suburban districts.

Varied elective choices and unique programs, like dual-language.

Districtwide equity and consistency

Uniform resources, programming, athletics, and clubs at every school.

Ensure equity of opportunity

Stability and transparency

Assurance of stability, transparent communication, long-term plans that protect peer relationships and programs.

Transformation Resolution Feedback: December 2023 to now

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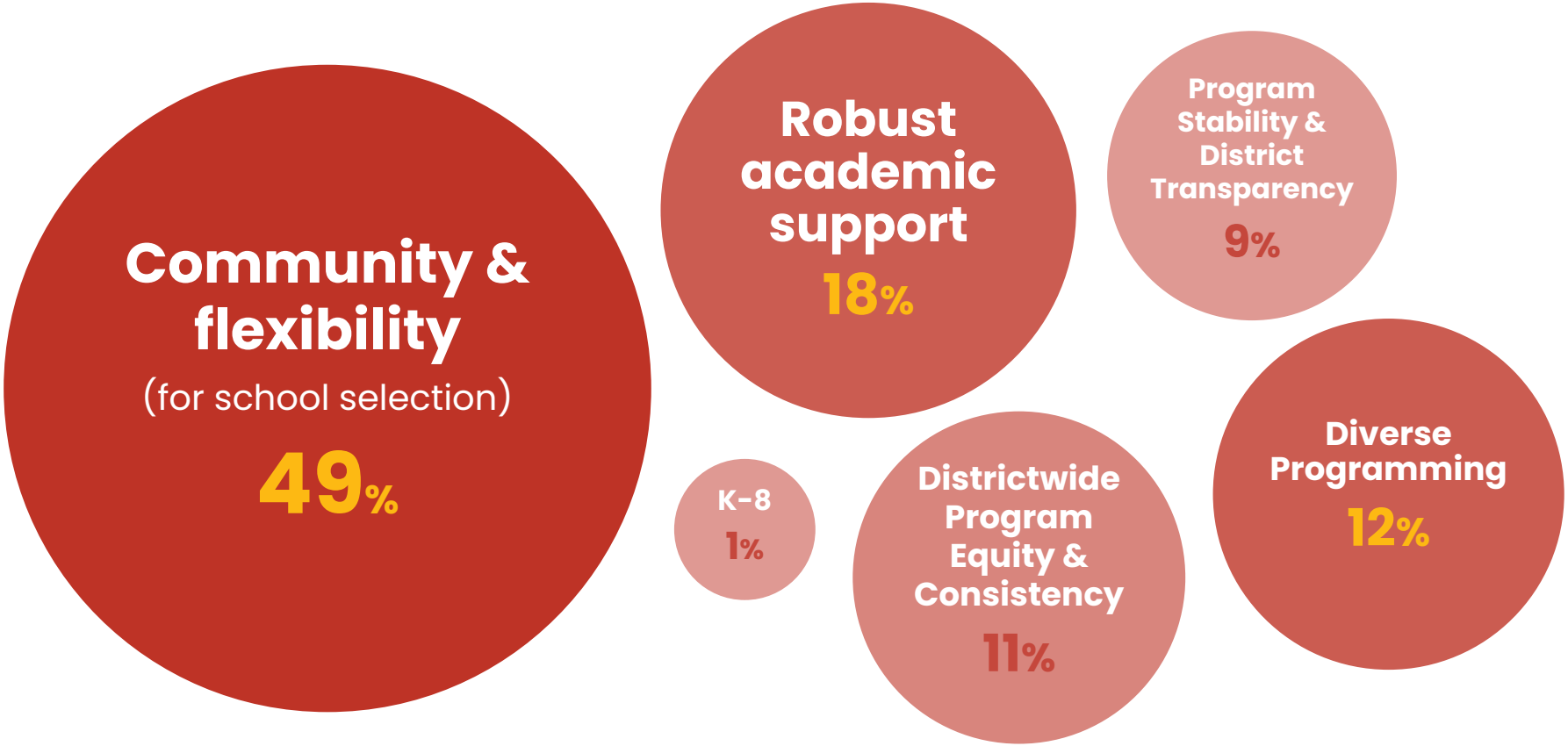


MPS Pathways

Schools Included

Elementary

- Anishinabe Academy*
- Armatage
- Bancroft*
- Barton
- Bethune*
- Bryn Mawr*
- Burroughs
- Cityview*
- Dowling
- Emerson*
- Field
- Folwell*
- Green Central*
- Hale Elementary
- Hall Academy*
- Hiawatha
- Hmong International*
- Howe
- Jenny Lind*
- Kenny
- Kenwood
- Lake Harriet Lower
- Lake Harriet Upper
- Lake Nokomis Keewaydin
- Lake Nokomis Wenonah
- Las Estrellas*
- Loring*
- Lucy Laney*
- Lyndale*
- Marcy*
- Nellie Stone Johnson*
- Northrop
- Pillsbury*
- Pratt*
- Seward*
- Waite Park
- Webster*
- Whittier*
- Windom

Middle

- Andersen
- Anthony
- Anwatin
- Franklin
- Justice Page
- Northeast
- Olson
- Sanford

High

- Camden
- Edison
- FAIR
- Heritage Academy
- North
- Roosevelt
- South
- Southwest
- Washburn

PreK-8

- Ella Baker*
- Sullivan*

Specialty

- MPS Online (K-5)
- MPS Online (6-12)
- MPS Metro
- Stadium View
- Early Childhood Special Ed
- River Bend Educational Center
- Harrison Education Center
- Transition Plus Services
- Longfellow High
- MACC
- Wellstone International High

*Offer PreK

Choice in MPS Enrollment Pathways

Community Schools

Location-Based Pathway

Citywide Schools

Interest-Based Pathway

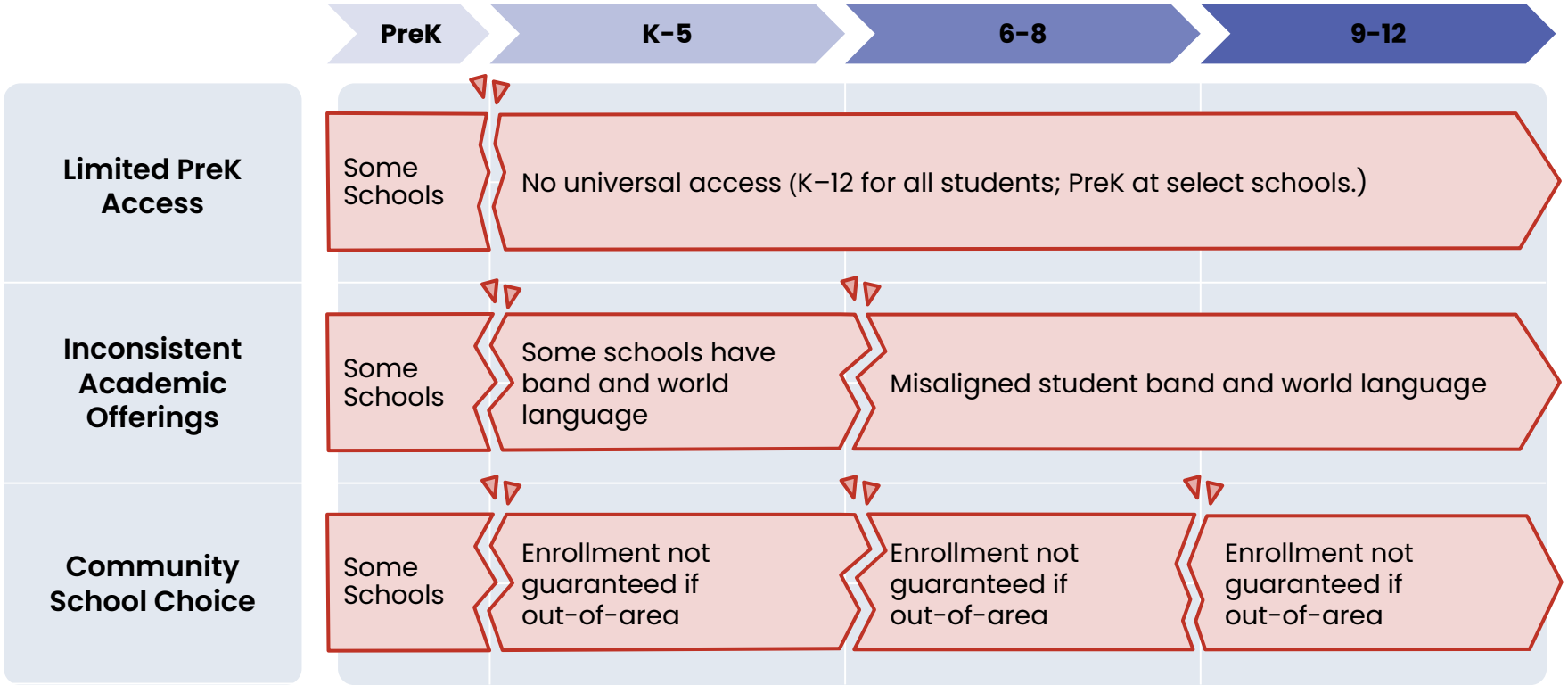
Community schools are neighborhood-rooted, offering strong academics and a seamless K–12 pathway.

Citywide magnet & program schools connect strong academics to student interests through themed learning.

The MPS Experience

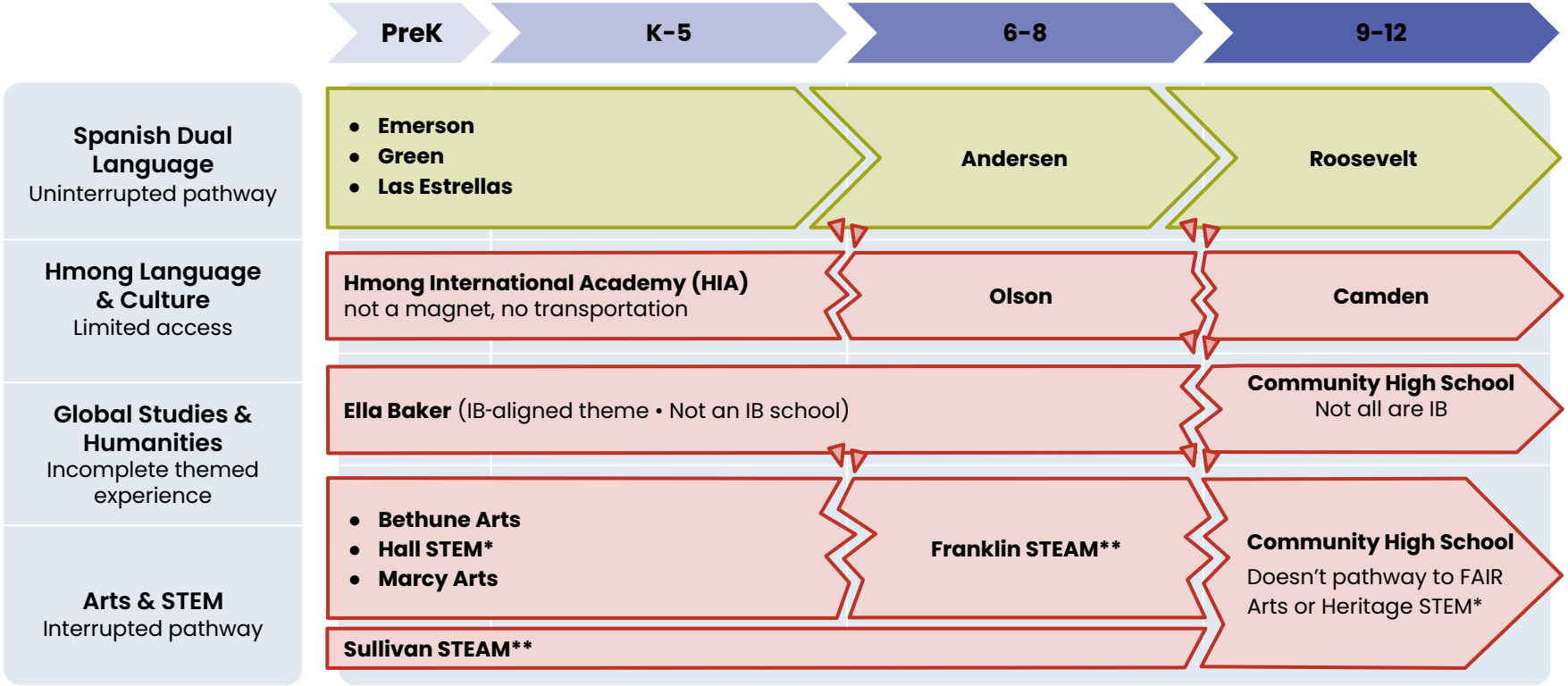
MINNEAPOLIS PUBLIC SCHOOLS

Community School Pathway through MPS



MINNEAPOLIS PUBLIC SCHOOLS

Interest-based pathways through MPS



*Science Tech Engineering and Math (STEM)
**Science, Tech, Engineering, Arts, and Math (STEAM)

MINNEAPOLIS PUBLIC SCHOOLS

The MPS Experience

MPS Student Experience

Social and Emotional: Skills & Needs are Met

THE CORE

Each MPS graduate is both **academically prepared** for their post-secondary path and has the **skills** necessary to successfully navigate an information-rich, culturally-diverse world.

BEYOND THE CORE

The **opportunities** and **experiences** for students to choose their individualized path that creates a sense of pride in themselves as they prepare to be contributing adult citizens.

MINNEAPOLIS PUBLIC SCHOOLS

MPS Student Experience

Enrichment

- Opportunities to go deeper and extend learning
- Advanced challenges and interest-based exploration

Intervention

- Targeted support to stay on track
- Responsive instruction based on student progress

Special Education

- Instruction aligned to IEP goals
- Accommodations and specialized support within core learning

English Learner Services

- Language support embedded in classroom instruction
- Development of academic language skills

MINNEAPOLIS PUBLIC SCHOOLS

MPS Guaranteed School Experience

Academics

- All MDE grade-level requirements are met, including core courses and the arts
- Math and reading intervention at all sites
- A schedule that ensures access to a diverse selection of exploratory and elective options grades 6-12

Student Social-Emotional Support

- Consistent access to counselors and social workers
- A welcoming, culturally responsive school environment
- Intentional social-emotional skill development
- Connection between schools within the pathway

Safe and Welcoming Schools

Buildings are staffed to support safe, welcoming schools through:

- Welcome desk staff
- Comprehensive student support teams PreK-12
- Security staff in grades 6-12

MPS ELEMENTARY Experience

MINNEAPOLIS PUBLIC SCHOOLS

Guaranteed MPS experience that ensures foundational academic, social and emotional skills

Community Pathway

- **Community PreK**
- **Social-emotional skill development**
- **Core instruction with appropriate supports**
  - Math
  - Science
  - English Language Arts
  - Social Studies
- **Specialist experiences**
  - The Arts
  - Physical Education
  - Health

Citywide Magnet Pathway

- **Commitment to magnet theme**
- **PreK in the magnet theme**
- **Social-Emotional skill development**
- **Core instruction with appropriate supports**
  - Math
  - Science
  - English Language Arts
  - Social Studies
- **Specialist experiences**
  - The Arts
  - Physical Education
  - Health

MPS MIDDLE YEARS Experience

MINNEAPOLIS PUBLIC SCHOOLS

Guaranteed MPS experience that ensures adolescent learner specific social and emotional developmental needs are met

Community Pathway (6-8)

- **Core instruction**
  - Math
  - Science
  - English Language Arts
  - Social Studies
  - The Arts
  - Physical Education & Health
  - Advisory
- **Robust exploratory courses**
- **High school readiness**

Citywide Magnet Pathway (K-8)

- **Commitment to magnet theme**
- **Core instruction**
  - Math
  - Science
  - English Language Arts
  - Social Studies
  - The Arts
  - Physical Education & Health
  - Advisory
- **Robust exploratory courses in the magnet theme**
- **High school readiness**

MPS HIGH SCHOOL Experience

MINNEAPOLIS PUBLIC SCHOOLS

Guaranteed MPS experience that ensures individualized post-secondary path readiness

Community Pathway

- **Multiple paths** for core graduation requirements
- **Social-emotional skill development** to thrive as adults
- **Robust elective** offerings
  - Including access to CTE, Early College Credit
- **Unique** to individual school: Athletics, Activities & Clubs

Citywide Magnet Pathway

- **Commitment to magnet theme**
- **Multiple paths** for core graduation requirements
- **Social-emotional skill development** to thrive as adults
- **Robust elective** offerings
  - Including access to CTE, Early College Credit
- **Unique** to individual school: Athletics, Activities & Clubs

Pathway Commitment

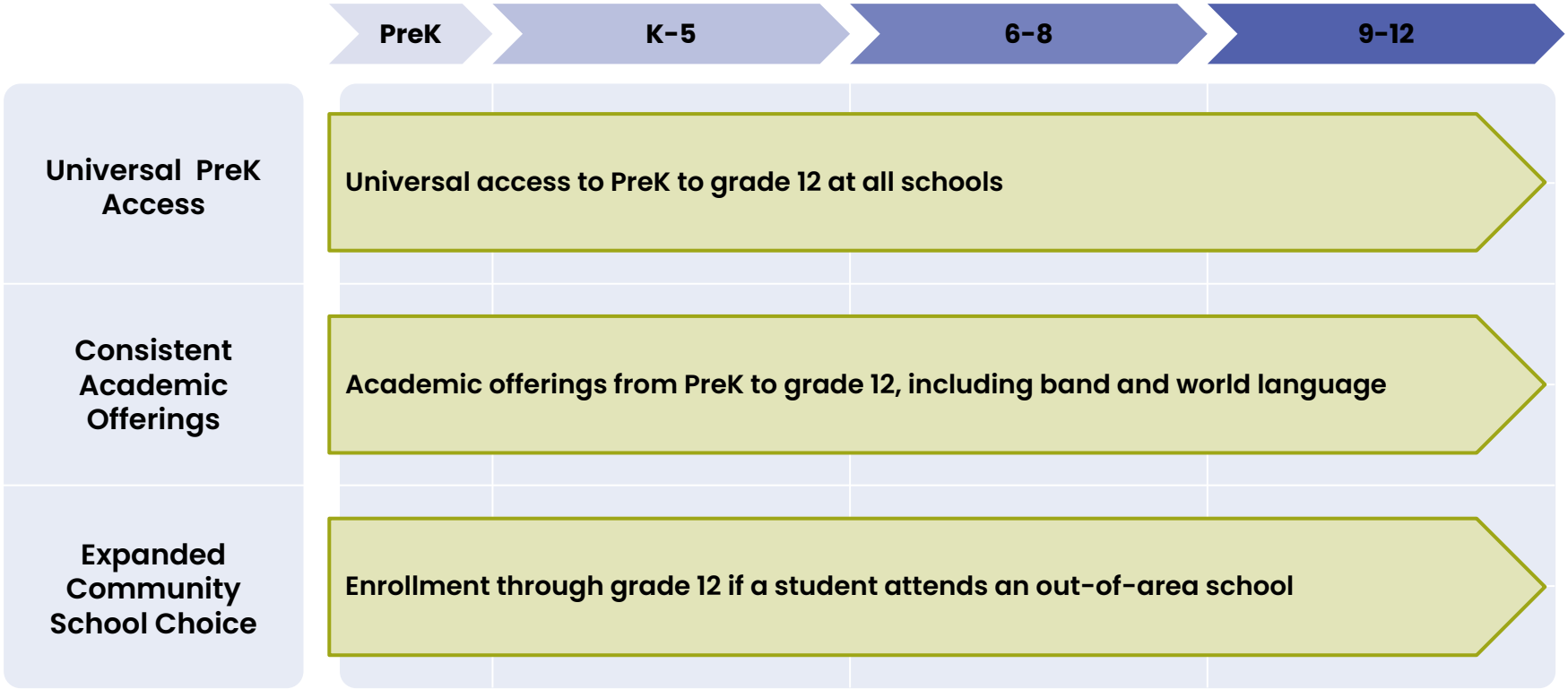
Pathway Commitment

THE MPS COMMITMENT

is a guaranteed experience in everything we offer

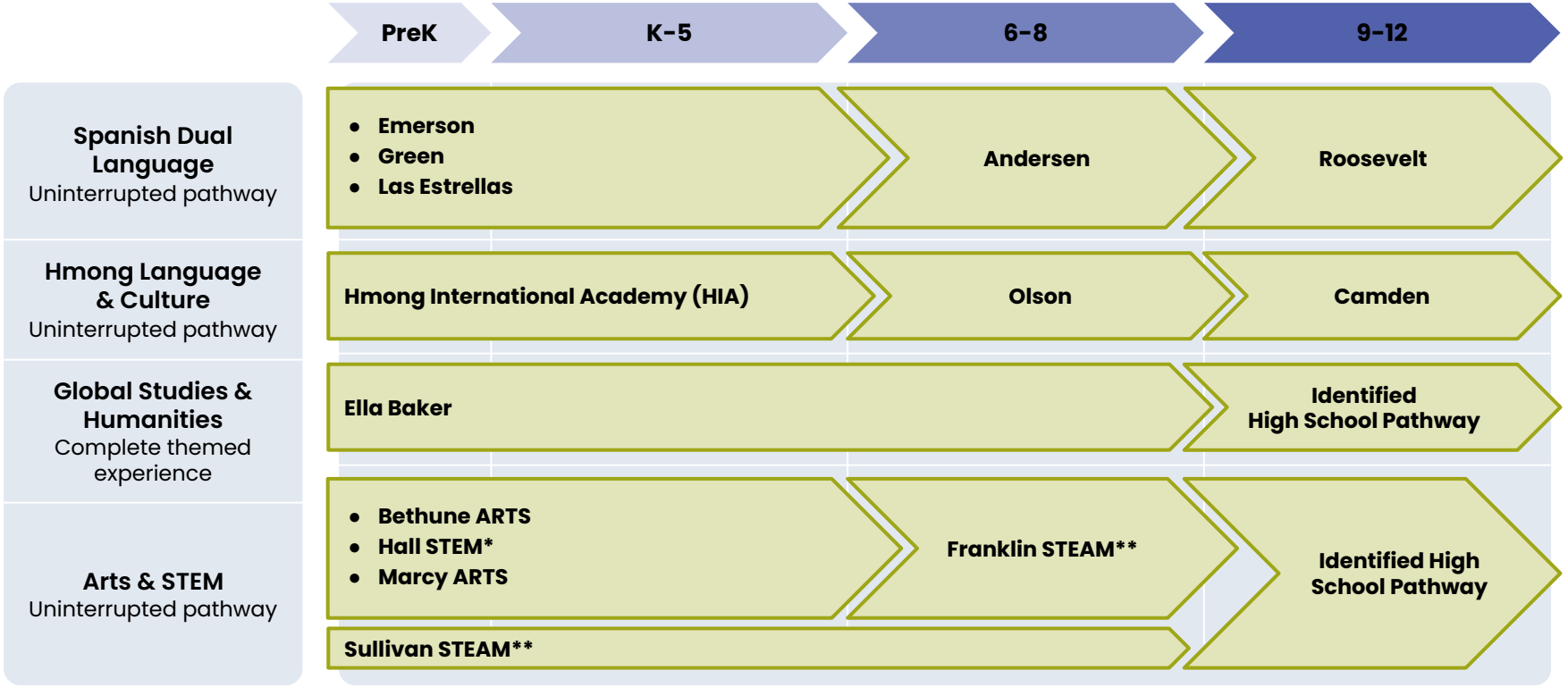
PreK	Community School	Citywide Magnets and Programs
High-quality PreK option in every community	Guaranteed enrollment pathway through grade 12	Cohesive themed-pathways through grade 12

Community School Pathway through MPS



MINNEAPOLIS PUBLIC SCHOOLS

Interest-based pathways through MPS



*Science Tech Engineering and Math (STEM)
**Science, Tech, Engineering, Arts, and Math (STEAM)

MINNEAPOLIS PUBLIC SCHOOLS

Choice in MPS Enrollment Pathways

Different Paths.

Same Strong Finish.

Community Schools

Location-Based Pathway

Community schools are neighborhood-rooted, offering strong academics and a seamless K–12 pathway.

The MPS Experience

Citywide Schools

Interest-Based Pathway

Citywide magnet & program schools connect strong academics to student interests through themed learning.

MINNEAPOLIS PUBLIC SCHOOLS

Resolution Completion

MINNEAPOLIS PUBLIC SCHOOLS

- 1 Physical space cost/benefit
- 2 Consolidations of schools/sites/programs
- 3 Closing of school sites
- 4 Repurposing of schools/sites
- 5 Building spaces for inclusive special education
- 6 K-8 advantages/ disadvantages
- 7 Enrollment pathways
- 8 Enrollment strategies
- 9 Academic pathways
- 10 Creative community engagement
- 11 Examine area meetings
- 12 Citywide conversation starters
- 13 Direct conversions with groups

Parameters

Defining Parameters

Parameter /pəˈraməmdər/, noun

A chosen value that sets the conditions for a system.

Definition from Oxford Languages dictionary

The orange parameters define and quantify the district's proposed enrollment and program strategy.

The purple parameters ensure that strategy is consistently assessed in relation to our buildings and neighborhoods.

Board decisions

1. Enrollment Targets
2. Program Size Standards
3. Program Types & Mix

Administration planning

4. Building Utilization
5. Community Alignment

Background Information & Board Workshop

To assist the Board in identifying planning parameters, we will provide an executive summary for each parameter including:

- **In-depth descriptions** of the purpose and intended use of the parameter
- **Historical data and patterns** to inform the setting of each parameter

This information will be provided to the Board and posted publicly in advance of the **May 19 facilitated discussion workshop**.

1 Parameter 1: Districtwide Enrollment Target

Purpose: To determine the 10-year districtwide enrollment growth targets we will plan for

Givens:

- The 10-year demographic projections from the baseline
- The community-level demographic analysis breaks that down by area of the city

Board Decisions:

1. Five and ten-year targets for increasing kindergarten enrollment rate
2. Five and ten-year targets for increasing overall K-12 market enrollment rate
3. Five and ten-year targets for increasing 5th to 6th grade retention
4. Five and ten-year targets for increasing overall grade-to-grade retention

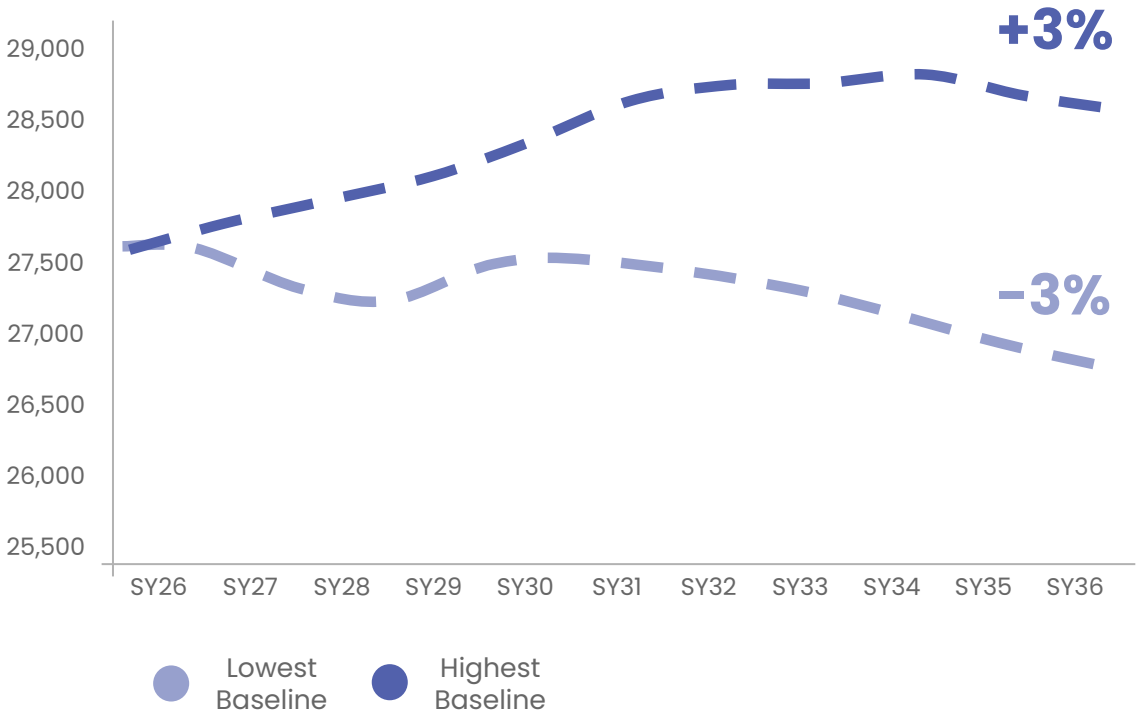
Purpose & Givens

This parameter will determine our 10-year districtwide enrollment growth targets, factoring in how many fewer children are born in the city of Minneapolis and other external factors.

	Current (SY2025-26)	**5-Years** (SY2030-31)	**10-Years** (SY2035-36)
Kindergarten Enrollment Rate	43.9%	TBD	TBD
Overall K-12 Enrollment Rate	54.3%	TBD	TBD
5th to 6th Grade Retention Rate	87.7%	TBD	TBD
Overall Grade-to-Grade Retention Rate	98.7%	TBD	TBD

Note: Retention rates shown are calculated from community and magnet schools only.

How This Information Will be Used

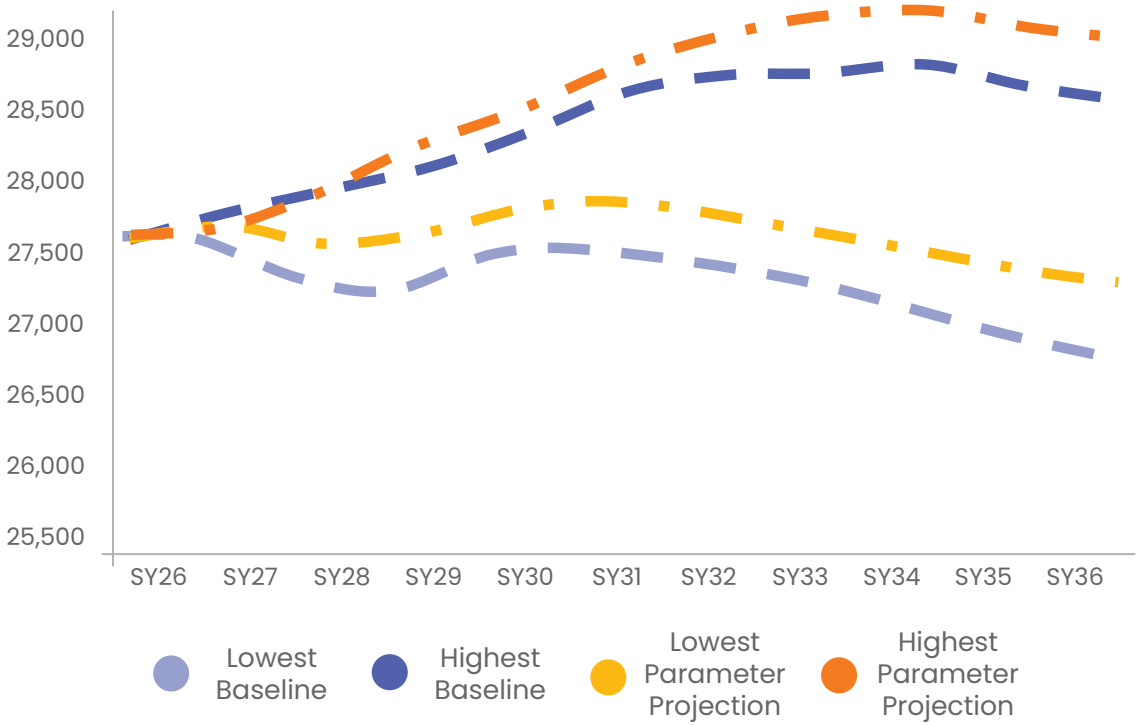


Enrollment baselines come from the **high** and **low projections** of our independent demographer.

If we do nothing differently, our enrollment 10 years from now will likely be within this range.

MINNEAPOLIS PUBLIC SCHOOLS

How This Information Will be Used

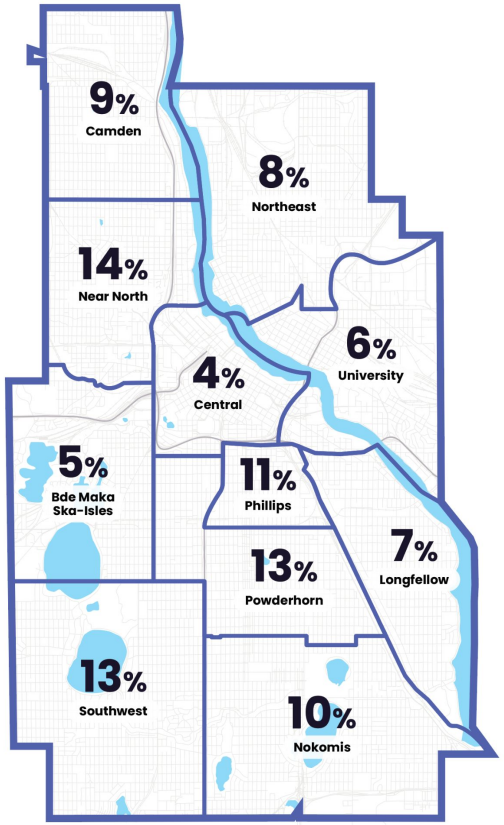


Highest projection based on parameters will be used to ensure **physical space alignment.**

Lowest projection will be used in ensuring minimum **holistic program size alignment.**

MINNEAPOLIS PUBLIC SCHOOLS

Baseline for Kindergarten-aged Students by Community



Minneapolis Community	Estimated KG-aged Students (from current census data)
Near North	14%
Southwest	13%
Powderhorn	13%
Phillips	11%
Nokomis	10%
Camden	9%
Northeast	8%
Longfellow	7%
University	6%
Bde Maka Ska-Isles	5%
Central	4%

MINNEAPOLIS PUBLIC SCHOOLS

2 Parameter 2: Program Size for Holistic Education

Purpose: To determine the minimum enrollment that all programs must achieve and maintain in order to provide the opportunities MPS believes are necessary

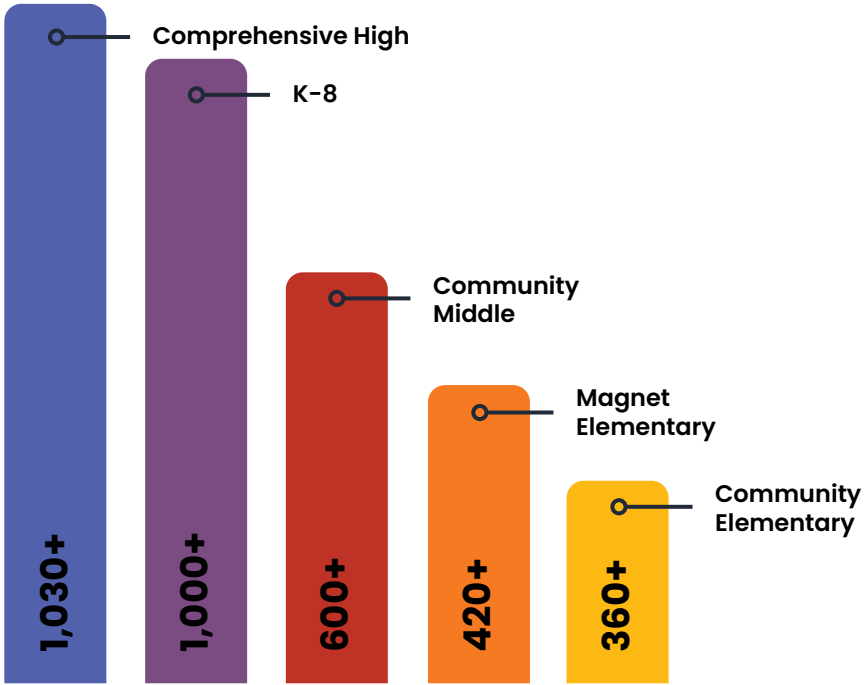
Givens:

- The January 20, 2026 presentation on holistic education

Board Decisions:

1. The minimum enrollment needed, broken down by school type:
   a. Grade level bands (K-5, K-8, 6-8, 9-12)
   b. Programmatic model (e.g. community school, magnet, etc)
   c. Inclusive special education throughout

Purpose & Givens



Minimum Enrollment Levels Required to Support the MPS Experience
As presented on January 20, 2026

This parameter sets the **minimum enrollment** all programs must maintain to deliver a holistic education.

These sizes ensure **stable funding** for the choices and rigor of the MPS Experience.

Key alignment considerations include:

- Family demand
- Attendance area
- Transportation options
- School location

MINNEAPOLIS PUBLIC SCHOOLS

3 Parameter 3: Program Types & Quantities

Purpose: To determine the types of programs MPS will invest in, in order to offer students a holistic education in their chosen model

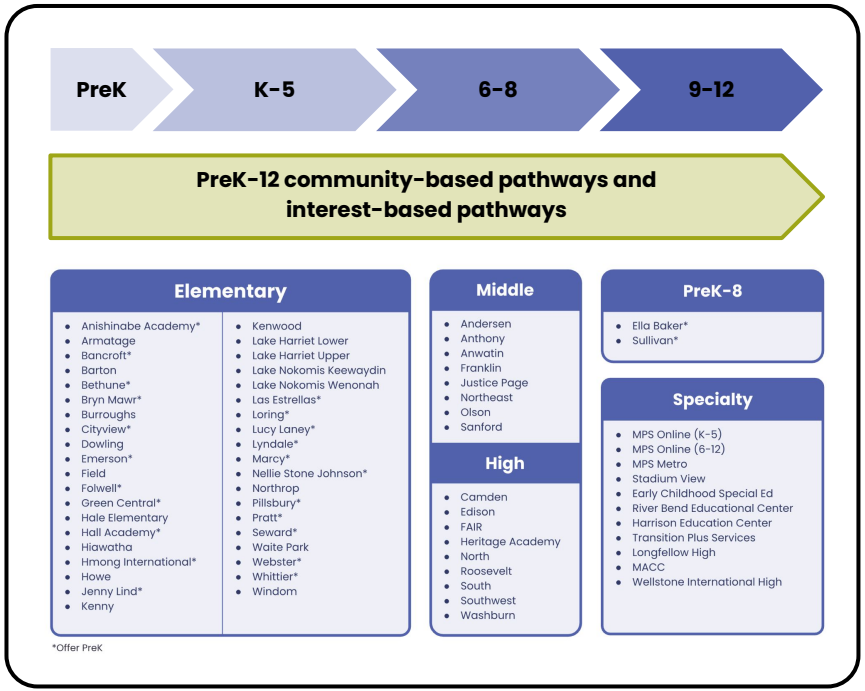
Givens:

- Current MPS magnet programming and enrollment trends
- Caregiver & student input from survey, community listening sessions, Dual Language Task Force

Board Decisions:

1. The number and type of regional and city-wide magnet schools, based on holistic school size parameter
   a. Magnets (e.g. Immersion, Montessori, Creative & Performing Arts, etc.)
   b. Specialty programming (e.g. Alternative Learning Centers, Special Education programming)

Purpose & Givens



Strategic Investment Purpose

This parameter declares the program types MPS will invest in to offer a holistic education within chosen models.

This should include all new programs and any changes in grade levels served.

Connected PreK-12 Pathways

Programs feature connected pathways from PreK through Grade 12.

MINNEAPOLIS PUBLIC SCHOOLS

Administrative Planning Parameters

Administration planning

4 **Building Utilization**

5 **Community Alignment**

These parameters will be consistently represented in all analyses of the implementation of Transformation

Parameter #4: Building Utilization

Establish consistent criteria to ensure the physical space aligns with the scale of programming foreseen.

Parameter #5: Community Alignment

Establish consistent and understandable measures to demonstrate a reasonable alignment between district programming and neighborhood patterns.

Transformation – Next Steps

Board's May 19, 2026 Workshop will be the opportunity to:

1. **Establishes values for Parameters #1 - 3**

2. **Discuss structure and objectives for administration to develop one or several options for how to implement the objectives of Transformation, based on the Parameters and all previous discussions, and include:**

    a. Timeline for delivering those options
    b. Timeline to implement the selected option
    c. Supports for families and schools that may go through a transition

Discussion & Questions

Fiscal Year 27 (2026-27) Proposed Budget

First Reading

Regular Business Meeting

May 12, 2026

MINNEAPOLIS PUBLIC SCHOOLS

Proposed Operating Budget Overview

- ✓ Aligned to board priorities and values
- ✓ No planned use of unassigned or assigned general fund balance
- ✓ Funds new, lower class size standards
- ✓ Maximizes state Special Education revenue
- ✓ Transparent and accessible access to detailed revenue projections and line-item level expenses for schools and departments via new budget transparency website
- ✓ Minimizes reductions to student-facing services and positions by continuing core predictable staffing and other priority investment areas from the current year

Proposed Capital Plan and Budget Overview

- ✓ The capital plan aligns to the strategic plan by providing secure and welcoming spaces to maintain the environment for academic achievement, student well being, effective staff and welcoming environments that are safe and well maintained
- ✓ The capital plan's focus is on Safe & Welcoming Entrances, Building Cooling, Athletics, and Student Dining Experience
- ✓ The plan includes funds for renewal of aging building assets
- ✓ The plan is a roadmap to improvements and can be adjusted from year to year as needed to meet changing strategies and emerging issues

Proposed FY27 Budget Balance Sheet

Fund	Revenue	Expenditures	Transfers	Fund Balance Use
General (01)	$737,250,678	$734,664,138	-$2,586,540	$0
Food Service (02)	$24,535,441	$24,535,441	$0	$0
Community Service (04)	$40,245,093	$42,389,002	$1,113,399	-$1,030,510
Sub-Total (Operating Funds)	**$802,031,212**	**$801,588,581**	**-$1,473,141**	**-$1,030,510**
Building Construction (06)	$90,336,000	$148,277,954	$0	-$57,941,954
Debt Service (07)	$102,482,078	$102,482,078	$0	$0
Internal Service (20)	$62,975,850	$65,367,212	$1,473,141	-$918,221
All Funds Total (Operating, Non-Operating, and Proprietary)	**$1,057,825,140**	**$1,117,715,825**	**$0**	**-$59,890,685**

General Obligation Bond Funded Projects

Location	Capital Improvement Projects	FY27	FY28	FY29
Field	Building Cooling	---	---	$12,640,000
Franklin	Safe & Welcoming Entrance	$1,000,000	$4,900,000	---
Howe	Safe & Welcoming Entrance	$1,000,000	$4,045,000	---
Kenwood	Building Cooling / Safe & Welcoming Entry	---	$10,640,000	$6,340,000
Multi-Site	Small Capital Projects	$1,500,000	$1,500,000	$1,500,000
Multi-Site	Title IX Compliance	$1,500,000	---	---
Multi-Site	Strategic Direction / Transformation	$3,000,000	$2,500,000	---
Multi-Site	Security Camera Renewal	$1,400,000	$1,000,000	$1,000,000
Multi-Site	Playground Improvements	$1,500,000	$1,500,000	$1,500,000
Maintenance & Operations	Self-Performed Improvements	$4,000,000	$4,000,000	$4,000,000
Maintenance & Operations	Fleet & Equipment	$250,000	$250,000	$250,000
Northrop	Building Cooling	$10,680,000	---	---
Southwest	Turf Athletic Field	$9,369,000	---	---
Student Placement (Davis)	Entrance & Security Improvements	$500,000	---	---
Transportation	Fleet Vehicles	$1,500,000	$1,500,000	$1,500,000
	General Obligation Bonds Subtotal	**$38,099,000**	**$32,735,000**	**$29,630,000**

Long-Term Facilities Maintenance Bond Funded Projects

Location	Improvement	FY27	FY28	FY29
Multi-Site	Building Envelope	$5,223,700	$5,626,900	$5,768,200
Multi-Site	Hardware & Equipment	$2,611,850	$2,813,450	$2,884,100
Multi-Site	Electrical Systems	$2,611,850	$2,813,450	$2,884,100
Multi-Site	Interior Surfaces	$7,835,550	$8,440,350	$8,652,300
Multi-Site	Mechanical Systems	$18,282,950	$19,694,150	$20,188,700
Multi-Site	Plumbing Systems	$3,917,775	$4,220,175	$4,326,150
Multi-Site	Professional Services	$3,917,775	$4,220,175	$4,326,150
Multi-Site	Roof Systems	$5,223,700	$5,626,900	$5,768,200
Multi-Site	Site Projects	$2,611,850	$2,813,450	$2,884,100
	LTFM Bonds Subtotal	**$52,237,000**	**$56,269,000**	**$57,682,000**

Proposed 2026-27 Budget

budget.mpschools.org

Scan the QR code to visit the budget website

Questions

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0036
June 9, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

Resolution Approving the 2026-2027 Budget

WHEREAS, Minnesota Statutes Sections 128D.06, Subd. 3 and 123B.77, Subd. 4, and MPS Policy 3005 require that a balanced budget be approved for the following year no later than June 15; and

WHEREAS, the recommended budget is available in detail, and itemized by operating and capital fund types, at budget.mpschools.org; and

WHEREAS, the proposed budget includes a planned transfer of $1,113,399 from the General Fund (01) to the Community Service Fund (04); and

WHEREAS, in accordance with Minnesota Statutes Sections 126C.15, Subd. 2, no more than 20 percent of any building's compensatory revenue allocation has been reallocated for the plan adopted by the board as part of the recommended budget to fund a portion of school social worker and school counselor positions with compensatory education revenue; and

WHEREAS, Superintendent recommends adoption of the proposed 2026-2027 budget.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of Special School District No. 1 (Minneapolis Public Schools) hereby approves the 2026-2027 operating and capital budgets in Table 1 below.

Draft

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0036
June 9, 2026

MINNEAPOLIS PUBLIC SCHOOLS

Table 1:

Fund	Revenue	Expenditures	Transfers	Fund Balance Use
General (01)	$737,250,678	$734,664,138	-$2,586,540	$0
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Debt Service (07)	$102,482,078	$102,482,078	$0	$0
Internal Service (20)	$62,975,850	$65,367,212	$1,473,141	-$918,221
All Funds Total (Operating, Non-Operating, and Proprietary)	**$1,057,825,140**	**$1,117,715,825**	**$0**	**-$59,890,685**

FURTHER BE IT RESOLVED, that the Superintendent and delegated designees are authorized to expend funds on behalf of the district within the approved budgeted amounts.

FURTHER BE IT RESOLVED, that the Superintendent and delegated designees are authorized to transfer funds between schools and departments, and organize administratively within the authorized levels by fund.

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0036
June 9, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

ADOPTED this 9th day of June 2026.

Collin Beachy, Chair

Lori Norvell, Clerk

RECORD OF BOARD VOTE

DIRECTOR	MOVE	SECOND	AYE	NAY	ABSTAIN	ABSENT
Abdi						
El-Amin						
Skjefte						
Cerrillo						
Norvell						
Callahan						
Beachy						
Ellison						
Emerick						

Draft

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0039
June 9, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

Resolution Approving the Fiscal Year 2027 Capital Plan and Budget

WHEREAS, School board policy requires a multi-year capital plan to re-evaluate annually based on investment priorities and emerging needs; and

WHEREAS, in the 2027 plan, an additional year will be added for planning purposes; and

WHEREAS, the capital plan priorities include safe and welcoming entrances, building cooling, student dining, athletics, and long-term facilities maintenance.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of Special School District No. 1 (Minneapolis Public Schools) hereby authorizes the FY27 capital plan and related bond of $90,336,000 as outlined in the MPS Capital Plan FY27 to FY29 (2026-0039A).

ADOPTED this 9th day of June 2026.

Collin Beachy, Chair

Lori Norvell, Clerk

DRAFT

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0039
June 9, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

RECORD OF BOARD VOTE

DIRECTOR	MOVE	SECOND	AYE	NAY	ABSTAIN	ABSENT
Abdi						
El-Amin						
Skjefte						
Cerrillo						
Norvell						
Callahan						
Beachy						
Ellison						
Emerick						

DRAFT

Special School District No. 1

Proposed Capital Plan FY27 to FY29 - to be approved on 6/9/2026 *DRAFT 3/24/2026*

Location	Improvement	FY27	FY28	FY29
	Capital Improvement Projects			
Field	Building Cooling			$12,640,000
Franklin	Safe & Welcoming Entrance	$1,000,000	$4,900,000	
Howe	Safe & Welcoming Entrance	$1,000,000	$4,045,000	
Kenwood	Building Cooling / Safe & Welcoming Entrance		$10,640,000	$6,340,000
Multi-Site	Furniture, Fixtures & Equipment	$900,000	$900,000	$900,000
Multi-Site	Small Capital Projects	$1,500,000	$1,500,000	$1,500,000
Multi-Site	Title IX Compliance	$1,500,000		
Multi-Site	Strategic Direction / Transformation	$3,000,000	$2,500,000	
Multi-Site	Security Camera Renewal	$1,400,000	$1,000,000	$1,000,000
Multi-Site	Playground Improvements	$1,500,000	$1,500,000	$1,500,000
Maintenance & Operations	Self-Performed Improvements	$4,000,000	$4,000,000	$4,000,000
Maintenance & Operations	Fleet & Equipment	$250,000	$250,000	$250,000
Northrop	Building Cooling	$10,680,000		
Southwest	Turf Athletic Field	$9,369,000		
Student Placement Davis Center	Entrance & Security Improvements	$500,000		
Transportation	Fleet Vehicles	$1,500,000	$1,500,000	$1,500,000
	General Obligation Bonds Subtotal	**$38,099,000**	**$32,735,000**	**$29,630,000**
	Long-Term Facilities Maintenance Plan			
Multi-Site	Building Envelope	$5,223,700	$5,626,900	$5,768,200
Multi-Site	Hardware & Equipment	$2,611,850	$2,813,450	$2,884,100
Multi-Site	Electrical Systems	$2,611,850	$2,813,450	$2,884,100
Multi-Site	Interior Surfaces	$7,835,550	$8,440,350	$8,652,300
Multi-Site	Mechanical Systems	$18,282,950	$19,694,150	$20,188,700
Multi-Site	Plumbing Systems	$3,917,775	$4,220,175	$4,326,150
Multi-Site	Professional Services	$3,917,775	$4,220,175	$4,326,150
Multi-Site	Roof Systems	$5,223,700	$5,626,900	$5,768,200
Multi-Site	Site Projects	$2,611,850	$2,813,450	$2,884,100
	LTFM Bonds Subtotal	**$52,237,000**	**$56,269,000**	**$57,682,000**
	Capital Plan Total	**$90,336,000**	**$89,004,000**	**$87,312,000**

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0038
June 9, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

Resolution Relating to General Obligation Long-Term Facilities Maintenance Bonds; Declaring Intent to Issue Bonds To Finance A Facilities Plan; Providing for Approval of the Plan and Approval of Bonds By The Commissioner of Education; And Authorizing the Publication of Notice

BE IT RESOLVED, by the Board of Directors of Special School District No. 1 (Minneapolis Public Schools), Minnesota (the "District"), as follows:

Section 1. Authorization and Approval 1.01.

The District is authorized, pursuant to Minnesota Statutes, Section 123B.595 and Chapter 475, to borrow money by the issuance of its general obligation long-term facilities maintenance bonds. This Board hereby determines that it is necessary and desirable and in the best interest of the District to issue a series of general obligation long-term facilities maintenance bonds (the "Bonds"), pursuant to Minnesota Statutes, Section 123B.595 and Chapter 475. The District will issue the Bonds in a par amount of approximately $52,237,000 to finance projects described in the District's ten-year facilities plan adopted by this Board (the "Plan").

1.02. The Plan has been submitted or will be submitted to the Commissioner of the Department of Education of the State of Minnesota (the "Commissioner of Education") for approval as required by Minnesota Statutes, Section 123B.595, subdivision 4, and such approval has been or will be received prior to the date on which the Bonds will be issued.

Section 2. Notice 2.01. The officers and employees of the District are hereby authorized and directed to cause notice of the intended projects, the amount of the facilities maintenance bonds to be issued, and the total amount of the District's indebtedness to be published in a legal newspaper of general circulation in the District as required by Minnesota Statutes, Section 123B.595, subdivision 5.

DRAFT

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0038
June 9, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

ADOPTED this 9th day of June 2026.

Collin Beachy, Chair

Lori Norvell, Clerk

RECORD OF BOARD VOTE

DIRECTOR	MOVE	SECOND	AYE	NAY	ABSTAIN	ABSENT
Abdi						
El-Amin						
Skjefte						
Cerrillo						
Norvell						
Callahan						
Beachy						
Ellison						
Emerick						

DRAFT

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0038
June 9, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

Certificate of Official Action

The undersigned, being the duly qualified and acting School District Clerk of Special School District No. 1 (Minneapolis Public Schools), Minnesota (the "District"), DOES HEREBY CERTIFY as follow:

Attached hereto is a true and correct copy of a resolution duly adopted by the affirmative vote of a majority of the members of the Board of Education of the District at a lawful meeting duly called and held on June 9, 2026, at which meeting a quorum was present and acting throughout. Such resolution remains in full force and effect in the form in which adopted.

IN WITNESS WHEREOF, the undersigned has hereunto set her/his hand and affixed the official seal of the District, this 9th day of June, 2026.

_____

Lori Norvell, Clerk

DRAFT

Priority Criteria Draft

Public Comment Guidelines (DRAFT)

The School Board will hear up to twenty-five (25) public comments at monthly regular business meetings. Individuals should pre-register to be considered to provide public comment prior to the meeting by filling out the public speaker form (20 slots). There will also be an opportunity to sign up in-person from 5-5:15 p.m. on the day of the meeting (5 slots).

Sign-up Guidelines:

Priority of speakers will be given in the following order:

- Current MPS students
- Current caregiver of an MPS student or current MPS staff speaking to a meeting agenda item.
- Current caregiver of an MPS student, current MPS staff or a current Minneapolis resident in the order the request is received. Priority will be given to those who have not spoken in the past three months.
- Community members in the order the request is received. Priority will be given to those who have not spoken in the past three months.

To ensure appropriate speaker priority, the board office may verify a speaker's relationship to the district, including student, caregiver, staff, or residency.

- Fill out the pre-registration form (20 slots) or the in-person sign-up form (5 slots) to be considered to provide public comment. You will be asked to provide your name, address, email, the subject you are addressing in your comment, noting if it is related to the meeting agenda and noting if you have provided a comment in the past 3 months. If you need assistance, contact Nandi O'Brien at nandi.obrien@mpls.k12.mn.us or 612-668-2090.

Draft

- The pre-registration form will close at 12 p.m. the day before the meeting. Individuals will be notified of their status on the speaking list that evening.
- Individuals participating in the in-person sign up will learn their status when in-person sign up closes (5:20 p.m.)

Guidelines for Speakers:

- Comments must not reference identifiable information about employees or students and must not use profanity, insults, or threats. Issues related to district employees may be submitted in writing to Human Resources or The School Board and may identify employees by name, title and location.
- Speakers may not transfer or yield their time to a different individual.
- Only one person may stand at the podium during a comment.
- If you have been given a slot to provide public comment in-person, your name will be projected and called to approach the podium.
- Each commenter will have up to two (2) minutes to provide their comment.
- Public commenters should state their name, relationship to MPS, and the topic on which they are commenting.
- By signing up to be considered to provide public comment, you agree to all public comment guidelines and you understand that your comment and information you provide in the registration form may be considered public data under the Minnesota Government Data Practices Act.
- Ensure that signs do not obstruct the view of others in the boardroom.
- Public comments are an opportunity for the Board to hear feedback and input. Board members will not respond to comments or questions.
- The Board Chair has full discretion over the public comment period and guidelines.

Draft

OFFICIAL MINUTES
MINNEAPOLIS BOARD OF EDUCATION (SPECIAL SCHOOL DISTRICT NO. 1)

REGULAR BUSINESS MEETING
April 14, 2026

CALL TO ORDER

In accordance with applicable requirements, notice was provided to each member of the Board of Education and to the public not less than three days prior to the meeting. Board members met in a regular meeting in the assembly room at the John B. Davis Educational Services Center (1250 West Broadway Ave. Minneapolis, MN) on April 14, 2026.

The meeting was called to order at 5:32 p.m. by Chair Beachy, a quorum being present.

ROLL CALL

Present: Directors Abdul Abdi, Sharon El-Amin, Lucie Skjefte, Lori Norvell, Greta Callahan, Kim Ellison, Joyner Emerick, Collin Beachy (8); Ex Officio member Superintendent Dr. Lisa Sayles-Adams (1)

Absent: Director Adriana Cerrillo (1)

Also Present: Student Representatives Boisey Corvah and Zion Webster.

APPROVAL OF AGENDA

Ellison moved to approve the agenda. Skjefte seconded the motion. On a roll call vote, the motion to approve the agenda was adopted with the following result:

Aye: Abdi, El-Amin, Skjefte, Norvell, Callahan, Ellison, Emerick, Beachy (8)
Nay: (0)
Abstain: (0)
Absent: Cerrillo (1)

PUBLIC COMMENTS

Comments were heard from members of the public.

RECESS

A recess was taken.

DRAFT

PRESENTATION BY REPRESENTATIVES FROM THE MPS AMERICAN INDIAN PARENT ADVISORY COMMITTEE (AIPAC)

A presentation was given by members of the MPS American Indian Parent Advisory Committee. This was an information item.

FISCAL YEAR 2024-2025 FINANCIAL AUDIT PRESENTATION

A presentation on the 2024-25 Financial Audit was given. This was an information item.

REPORTS AND RECOMMENDATIONS FROM THE SUPERINTENDENT OF SCHOOLS

Superintendent Dr. Sayles-Adams and staff provided presentations on the following topics:

- Superintendent's Update
- 2026-2027 Budget Development Process Update

No action was taken on these informational items.

POLICY COMMITTEE REPORT

A first reading of the Resolution Adopting Policy 4018 (Minnesota Paid Leave) was conducted.

ACTION ITEMS BY THE BOARD OF EDUCATION

Approval of the Consent Agenda

Abdi moved to approve the consent agenda. Ellison seconded the motion. The consent agenda included the following items:

<u>Acceptance of Minutes</u>

- March. 10, 2026 Regular Business Meeting

<u>Human Resources Transactions</u>

- Approval of List A personnel matters (2026-04-ER-A)
- Approval of List B personnel matters (2026-04-ER-B)

<u>Acceptance of Gifts and Donations</u>

- Acceptance of Gifts and Donations April 14, 2026 (2026-0034)

<u>Contracts</u>

- Contract with Advanced Masonry Restoration (4400003643)

DRAFT

- Amendment to Contract (4400003228) with Amerigas Propane PL
- Amendment to Contract (4400002780) with ATS&R Architects and Engineers
- Amendment to Contract (94400003556) with BerganKDV LTD
- Amendment to Contract (4400003145) with Bille Bus Transportation
- Contract with Construction Results Corporation (4400003683)
- Contract with Conscious Discipline Holdings LLC, dba Loving Guidance LLC (4400003621)
- Amendment to Contract (4400003126) with Curriculum Associates LLC
- Amendment to Contract (4400002855) with Cunningham Group Architecture, Inc
- Contract with Dering Pierson Group LLC (4400003676)
- Contract with Dimke Excavating Inc. (4400003662)
- Amendment to Contract (4400003086) with Ferndale Market
- Contract with Flagship Recreation (4400003672)
- Contract with Flagship Recreation (4400003678)
- Contract with Flagship Recreation (4400003674)
- Amendment to Contract (4400003146) with Frontier Transportation
- Amendment to Contract (4400003101) with GardaWorld Security Services
- Contract with Greiner Construction Inc. (4400003669)
- Amendment to Contract (4400002448) with Jamf Software LLC
- Contract with Landscape Structures Inc. (4400003679)
- Contract with Landscape Structures Inc. (4400003681)
- Contract with Landscape Structures Inc. (4400003680)
- Amendment to Contract (4400003044) with Morcon Construction Company
- Contract with Morcon Construction Co. Inc. (4400003675)
- Amendment to Contract (440003150) with Rift Valley Transportation
- Contract with SVL (4400003670)
- Contract with SVL (4400003673)
- Contract with SVL (4400003671)
- Contract with Teaching Strategies LLC (4400003667)
- Contract with Titan Environmental (4400003550)
- Amendment to Contract (4400003677) with Warshaw Group, DBA Intellis Labs

<u>Authorizations</u>

- Recommendation for the Approval of Girls' Flag Football for MSHSL Emerging Status (2026-00330

<u>Agreements</u>

- Amendment to 2026 Softball Field Lease Agreement Between MPS and MPRB (2025-0055-1)

On a roll call vote, the motion to approve the consent agenda was adopted with the following result:

Aye: Abdi, El-Amin, Skjefte, Norvell, Callahan, Ellison, Emerick, Beachy (8)
Nay: (0)

Abstain: (0)
Absent: Cerrillo (1)

Resolution Acknowledging Receipt of the Fiscal Year 2025 Financial Audit (2026-0032)

Director Abdi moved to approve Resolution 2026-0032. Ellison seconded the motion.

On a roll call vote, the motion was approved with the following result:

Aye: Abdi, El-Amin, Skjefte, Callahan, Norvell, Ellison, Emerick, Beachy (8)
Nay: (0)
Abstain: (0)
Absent: Cerrillo (1)

NEW BUSINESS

Committee Assignment Discussion

After some discussion, Callahan made a motion to change committee assignments by moving herself to the Policy Committee and Cerrillo to the Finance Committee. Sjefte seconded the motion.

On a roll call vote, the motion was adopted with the following result:

Aye: Abdi, Skjefte, Callahan, Norvell, Emerick, Beachy (6)
Nay: El-Amin (1)
Abstain: Ellison (1)
Absent: Cerrillo (1)

Resolution Authorizing Participation in Litigation (2026-0035)

Ellison made a motion to approve Resolution 2026-0035. Skjefte seconded the motion.

On a roll call vote, the motion was approved with the following result.

Aye: Abdi, El-Amin, Skjefte, Callahan, Norvell, Ellison, Beachy (7)
Nay: Emerick (0)
Abstain: (0)
Absent: Cerrillo (1)

REPORTS FROM BOARD OF EDUCATION DIRECTORS

The following directors and student representatives provided reports:

- Emerick
- Norvell

- Ellison
- Beachy

ADJOURNMENT

Without objection, Chair Beachy adjourned the meeting at 9:04 p.m.

DRAFT

Secretary Notations:

- Minutes submitted by Nandi Solórzano O'Brien, Assistant Clerk
- Meeting materials: https://meetings.boardbook.org/Public/Agenda/1807?meeting=739432
- Minutes approved: May 12, 2026.

Approvals:

Collin Beachy, Chair

Lori Norvell, Clerk

DRAFT

Request for Board Action (RBA)

Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Name:	Human Resources Transactions
Type:	HR Transaction Items
Meeting Date:	05/12/2026
File Number:	2026-05-ER-A, 2026-05-ER-B
Requesting Staff:	Alicia Miller, Senior Human Resources Officer

Background and Pertinent Facts

1. List A includes all hiring actions by the district since the previous board meeting. Effective upon board approval, per dates listed.
2. List B includes all employment separations that require board action since the previous board meeting. Effective upon board approval, per dates listed.

Recommendation

1. Authorize the appropriate board officer(s) or school district administrator(s) to sign all documents necessary to effectuate these agreements.

Attachments and Relevant Links

1. 2026-05-ER-A, 2026-05-ER-B.

Minneapolis Public Schools
List A: All Employees: Tuesday, May 12, 2026

Hiring - Licensed

Thomas Amon	Early Contract Hires	Teacher, Elementary	4/3/2026
Nicole Buster	Early Contract Hires	Teacher, Elementary	4/3/2026
Matthew Fricke	Early Contract Hires	Teacher, Elementary	4/3/2026
Katherine Kazemba	Early Contract Hires	Teacher, Elementary	4/3/2026
Dalianna Ramos	Early Contract Hires	Teacher, Elementary	4/3/2026

Hiring - Non Licensed

Anne Dier	Jenny Lind Elementary	Special Education Assistant (Program)	4/6/2026
Shannon Maroney	Bryn Mawr Elementary	Special Education Assistant (Program)	4/15/2026
Naomi Stephens	Minneapolis Kids	Child Care Assistant	4/6/2026
Eryn Vincent	Sullivan PK-8	Special Education Assistant (SERIS)	4/30/2026

Discharges

Licensed

Non-Licensed

Special Education Assistant	04-29-2026	2026-05-ER-8500

Non-Represented

Probationary Separations

Licensed

Teacher	06-30-2026	2026-05-ER-8411
Teacher	06-30-2026	2026-05-ER-8528
Teacher	06-30-2026	2026-05-ER-8529
Teacher	06-30-2026	2026-05-ER-8502
Teacher	06-30-2026	2026-05-ER-8530
Teacher	06-30-2026	2026-05-ER-8531
Teacher	05-15-2026	2026-05-ER-8414
Teacher	06-30-2026	2026-05-ER-8532
Teacher	06-30-2026	2026-05-ER-8533
Teacher	06-30-2026	2026-05-ER-8534
Teacher	06-30-2026	2026-05-ER-8131
Teacher	06-30-2026	2026-05-ER-8535
Teacher	06-30-2026	2026-05-ER-8536
Teacher	06-30-2026	2026-05-ER-8537
Teacher	06-30-2026	2026-05-ER-8538
Teacher	06-30-2026	2026-05-ER-8539

Non-Licensed

Staff Reduction, Licensed

Staff Reduction, Non-Licensed

Discontinuance of Contract

Discontinuance of Contract, Licensed,

Discontinuance of Contract, Non-Licensed,

Layoffs

Licensed

Teacher	05-12-2026	2026-05-ER-8384

Non-Licensed

Administrative Contract Non-Renewals

Acceptance of Gifts and Donations

May 12, 2026

Description	Value	Terms/Restrictions	Donor	ID
Cash gift to KBEM	$1,000.00	For KBEM	Hansen Halla Charitable Fund	KBEM-231
Cash gift to KBEM	$500.00	For KBEM	Alex Macmurdo	KBEM-232
Cash gift to KBEM	$1,473.00	For KBEM	Amit Bhati	KBEM-233
Cash gift to KBEM	$515.30	For KBEM	Andrea Dahl	KBEM-234
Cash gift to KBEM	$500.0	For KBEM	Andrew Horstman	KBEM-235
Cash gift to KBEM	$515.30	For KBEM	Andy Thomson	KBEM-236
Cash gift to KBEM	$1,000.00	For KBEM	Ann Oelschlager	KBEM-237
Cash gift to KBEM	$750.00	For KBEM	Anonymous	KBEM-238
Cash gift to KBEM	$500.00	For KBEM	Bob Galinson	KBEM-239
Cash gift to KBEM	$1,000.00	For KBEM	Bobbie Gjersvig	KBEM-240
Cash gift to KBEM	$1,000.00	For KBEM	Bruce Karstadt	KBEM-241
Cash gift to KBEM	$1,000.00	For KBEM	Bryan Schueler	KBEM-242
Cash gift to KBEM	$500.00	For KBEM	Caroline (Carrie) MacLeod	KBEM-243
Cash gift to KBEM	$1,000.00	For KBEM	Christopher Bingham	KBEM-244
Cash gift to KBEM	$500.00	For KBEM	Claire Nelson	KBEM-245

Acceptance of Gifts and Donations

May 12, 2026

Cash gift to KBEM	$500.00	For KBEM	Dennis Wallaker	KBEM-246
Cash gift to KBEM	$1,000.00	For KBEM	Doris Overby	KBEM-247
Cash gift to KBEM	$500.00	For KBEM	Ellen McVeigh	KBEM-248
Cash gift to KBEM	$1,234.56	For KBEM	Elsa Frettem	KBEM-249
Cash gift to KBEM	$500.00	For KBEM	G Patrick Lilja	KBEM-250
Cash gift to KBEM	$515.30	For KBEM	Gary Lesney	KBEM-251
Cash gift to KBEM	$500.00	For KBEM	Gary Smith	KBEM-252
Cash gift to KBEM	$515.30	For KBEM	Harlan Jones	KBEM-253
Cash gift to KBEM	$500.00	For KBEM	Henry Dutton Foster	KBEM-254
Cash gift to KBEM	$500.00	For KBEM	Jack Sielaff	KBEM-255
Cash gift to KBEM	$515.30	For KBEM	James Kargas	KBEM-256
Cash gift to KBEM	$1,875.00	For KBEM	James Utt	KBEM-257
Cash gift to KBEM	$750.00	For KBEM	Jamin Marks	KBEM-258
Cash gift to KBEM	$500.00	For KBEM	Jeffrey Zeitler	KBEM-259
Cash gift to KBEM	$1,000.00	For KBEM	Jennie Eukel	KBEM-260
Cash gift to KBEM	$500.00	For KBEM	Jill Hamilton	KBEM-261
Cash gift to KBEM	$515.30	For KBEM	Jo Davison	KBEM-262

Acceptance of Gifts and Donations

May 12, 2026

Cash gift to KBEM	$772.80	For KBEM	John Vong	KBEM-263
Cash gift to KBEM	$1,500	For KBEM	John Huss	KBEM-264
Cash gift to KBEM	$500.00	For KBEM	John Johnson	KBEM-265
Cash gift to KBEM	$515.30	For KBEM	John Kirr	KBEM-266
Cash gift to KBEM	$500.00	For KBEM	Joline Gitis	KBEM-267
Cash gift to KBEM	$600.00	For KBEM	Joseph Christensen	KBEM-268
Cash gift to KBEM	$1030.30	For KBEM	Julia Morgan	KBEM-269
Cash gift to KBEM	$2,500	For KBEM	Kathryn Strom	KBEM-270
Cash gift to KBEM	$515.30	For KBEM	Kathy Manderscheid	KBEM-271
Cash gift to KBEM	$500.00	For KBEM	Kenneth Smith	KBEM-272
Cash gift to KBEM	$515.30	For KBEM	Kent Lee	KBEM-273
Cash gift to KBEM	$1000.00	For KBEM	KJ	KBEM-274
Cash gift to KBEM	$1622.07	For KBEM	LaVonne Easter	KBEM-275
Cash gift to KBEM	$500.00	For KBEM	Maggie Vogel-Martin	KBEM-276
Cash gift to KBEM	$500.00	For KBEM	Marietta McLeod	KBEM-277
Cash gift to KBEM	$500.00	For KBEM	Marilyn Miller	KBEM-278
Cash gift to KBEM	$1,000.00	For KBEM	Martin mikus	KBEM-279

Acceptance of Gifts and Donations

May 12, 2026

Cash gift to KBEM	$515.30	For KBEM	Matt Spector	KBEM-280
Cash gift to KBEM	$500.00	For KBEM	Matthew Pierce	KBEM-281
Cash gift to KBEM	$515.30	For KBEM	Michael Fandal	KBEM-282
Cash gift to KBEM	$500.00	For KBEM	Michael Goldman	KBEM-283
Cash gift to KBEM	$500.00	For KBEM	Michelle Howd	KBEM-284
Cash gift to KBEM	$761.40	For KBEM	Mildred Oudhoff	KBEM-285
Cash gift to KBEM	$10,000.00	For KBEM	Pamela Kaufman	KBEM-286
Cash gift to KBEM	$1,000.00	For KBEM	Pat Barrett	KBEM-287
Cash gift to KBEM	$1,000.00	For KBEM	Patricia kurt	KBEM-288
Cash gift to KBEM	$530.00	For KBEM	Patricia Martinson	KBEM-289
Cash gift to KBEM	$1030.30	For KBEM	Peter Dascoli	KBEM-290
Cash gift to KBEM	$500.00	For KBEM	PixelPete and Cat	KBEM-291
Cash gift to KBEM	$750.00	For KBEM	R. Mark Frey	KBEM-292
Cash gift to KBEM	$1,000.00	For KBEM	Robert Jacob	KBEM-293
Cash gift to KBEM	$515.30	For KBEM	Romaine Scharlemann	KBEM-294
Cash gift to KBEM	$500.00	For KBEM	Ruth Lemeir	KBEM-295
Cash gift to KBEM	$500.00	For KBEM	Sarah Juon	KBEM-296

Acceptance of Gifts and Donations

May 12, 2026

Cash gift to KBEM	$2,500.00	For KBEM	Shane Johnson	KBEM-297
Cash gift to KBEM	$500.00	For KBEM	Steve Carlson	KBEM-298
Cash gift to KBEM	$500.00	For KBEM	Steven Potach	KBEM-299
Cash gift to KBEM	$515.30	For KBEM	Suzanne Jiwani	KBEM-300
Cash gift to KBEM	$2,000.00	For KBEM	Terrance Brueck	KBEM-301
Cash gift to KBEM	$2,400.00	For KBEM	Thomas Selwold	KBEM-302
Cash gift to KBEM	$515.30	For KBEM	Trevor and MC Person	KBEM-303
Cash gift to KBEM	$515.30	For KBEM	Vincent Barnett	KBEM-304
Cash gift to KBEM	$515.30	For KBEM	Walt Polley	KBEM-305
Cash gift to KBEM	$500.00	For KBEM	Dakota Cooks, LLC	KBEM-306
Cash gift to KBEM	$1,500.00	For KBEM	Metro State University	KBEM-307
Cash gift to MPS	$6,000.00	Bike helmets for Safe Routes to School Program	American Academy of Neurology (Jessica Diede)	MPS-72
Cash gift to MPS	$500.00	For MPS	William Ehrhardt	MPS-73
Cash gift to MPS	$5,000.00	For Anishinabe School	Elizabeth Hinz- First Congregational	MPS-74
Cash gift to MPS	$9,000.00	Bicycle trailer for Marcy	Mark Trumper	MPS-75
Cash gift to MPS	$1,950.00	For Loring and HHM	Samantha Trebesch	MPS-76

		department		
Cash gift to MPS	$750.00	For Field Trips at NE Middle School.	Gustavus Adolpus Lutheran Church	MPS-77
Cash gift to MPS	$6,750.00	For Bancroft Field trips	Bancroft PTO - Joe Hout (treasurer)	MPS-78

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Active Internet Technologies, dba (Finalsite)
Type:	New Master Contract
Meeting Date:	05/12/2026
Contract Number:	4400003618
Requesting Staff:	Ryan Strack, Senior Executive Officer
Term:	6/1/2026 to 6/30/2030
Total Fiscal Obligation:	$249,250.00
Amendment Amount:	N/A
Funding Sources:	● General Fund (100%)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. Finalsite will provide a mass communication platform that includes the following capabilities and features: email, voice, text, translations, accessibility, newsletter design capabilities, data integrity, and training and support.
2. A request for proposals (RFP) was conducted, and the Finalsite Messages XR system most closely met all the stated goals and needs for a mass communications platform.

Recommendation

Authorize the Senior Executive Officer to execute a contract with Active Internet Technologies (dba “Finalsite”) for a term of 6/1/2026 to 6/30/2030, for an amount not to exceed $249,250.00.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	CAL Interpreting & Translations
Type:	New Master Contract
Meeting Date:	05/12/2026
Contract Number:	4400003694
Requesting Staff:	Ryan Strack, Senior Executive Officer
Term:	08/04/2026 to 06/30/2027
Total Fiscal Obligation:	$372,430.00
Amendment Amount:	N/A
Funding Sources:	• Funded by several sources across multiple departments and schools based on usage
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. MPS contracts with translation and interpretation vendors in order to provide face to face interpreting, document translation, telephone interpreting, family-teacher conference and on-site interpretation.
2. MPS is a diverse multilingual community (representing 93 different home languages). MPS contracts with these translation and interpretation vendors to ensure students and families can access information from their schools and the district.
3. MPS went through an RFP process in order to gain an understanding of the service capability to implement and operate translation and interpretation services and costs as well as to find vendors that align with our mission, needs

and values which include accuracy, impartiality, cultural competence, confidentiality, reliability, timeliness and integrity.

4. The district needs to contract with multiple vendors because no single vendor has the capacity to provide services on high volume interpreter days including family teacher conferences.

Recommendation

Authorize the Senior Executive Officer to execute a contract with CAL Interpreting & Translations to provide culturally appropriate and accurate language translation services districtwide for a term of 08/04/2026 to 06/30/2027, for an amount not to exceed $372,430.00.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Innovative Office Solutions
Type:	New Master Contract
Meeting Date:	5/12/2026
Contract Number:	4400003723
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	5/12/26 - 12/31/26
Total Fiscal Obligation:	$497,534.81
Amendment Amount:	N/A
Funding Sources:	● 100% Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Provide new furniture for several classrooms at Marcy Elementary Schools. Reusable furniture from the rooms will be repurposed throughout the District.
2. These services are procured using Cooperative Purchasing contract with cmERDC, Smith System #031328 and HON #05312025.

Recommendation

Authorize the Senior Operations Officer to execute a contract with Innovative Office Solutions for new furniture at Marcy Elementary, for a term of 5/12/2026 - 12/31/2026, for an amount not to exceed $497,534.81.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Innovative Office Solutions
Type:	New Master Contract
Meeting Date:	5/12/2026
Contract Number:	4400003722
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	5/12/26 - 12/31/26
Total Fiscal Obligation:	$111,637.18
Amendment Amount:	N/A
Funding Sources:	● 100% - Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Provide new furniture for the newly remodeled office suite and other project work related areas at South H.S.
2. These services are procured using Cooperative Purchasing contract with cmERDC, Smith System #031328 and HON #05312025.

Recommendation

Authorize the Senior Operations Officer to execute a contract with Innovative Office Solutions for new furniture, for a term of 5/12/2026 - 12/31/2026, for an amount not to exceed $111,637.18.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Innovative Office Solutions
Type:	New Master Contract
Meeting Date:	5/12/2026
Contract Number:	4400003721
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	5/12/26 - 12/31/26
Total Fiscal Obligation:	$145,954.60
Amendment Amount:	N/A
Funding Sources:	● 100% - Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Provide new furniture for several classrooms at Roosevelt H.S. Reusable furniture from the rooms will be repurposed throughout the District.
2. These services are procured using Cooperative Purchasing contract with cmERDC, Smith System #031328 and HON #05312025.

Recommendation

Authorize the Senior Operating Officer to execute a contract with Innovative Office Solutions for new furniture, for a term of 5/12/26 - 12/31/26, for an amount not to exceed $145,954.60.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Indrotec - Amendment #2
Type:	Amendment
Meeting Date:	05/13/2026
Contract Number:	4400003239
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	7/10/2025 to 6/30/2026
Total Fiscal Obligation:	$360,035
Amendment Amount:	Increase of $109,091
Funding Sources:	● General Fund (1001)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This service provides temporary staff for vacant Custodial positions in order to maintain the level of service at our sites.
2. This service is funded by actual vacancies in staff positions and meant to bridge until permanent staff are able to be hired.
3. The School Board has previously approved Amendment #1 to this contract such that the contract currently is as follows:

Original FY26 Contract:	$20,000
Amendment #1:	$230,943
Current Contract Value:	$250,943

Request for Board Action (RBA)

Contracts Memo

Recommendation

Authorize the Senior Operations Officer to execute an amendment to contract 4400003239 with Indrotec to increase the contract amount by $109,091, for the term of 7/10/25 - 6/30/26. The cumulative contract amount with the amendment will be $360,035.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Indrotec - Amendment #2
Type:	Amendment
Meeting Date:	05/13/2026
Contract Number:	4400003239
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	7/10/2025 to 6/30/2026
Total Fiscal Obligation:	$360,035
Amendment Amount:	Increase of $109,091
Funding Sources:	● General Fund (1001)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This service provides temporary staff for vacant Custodial positions in order to maintain the level of service at our sites.
2. This service is funded by actual vacancies in staff positions and meant to bridge until permanent staff are able to be hired.
3. The School Board has previously approved Amendment #1 to this contract such that the contract currently is as follows:

Original FY26 Contract:	$20,000
Amendment #1:	$230,943
Current Contract Value:	$250,943

Request for Board Action (RBA)

Contracts Memo

Recommendation

Authorize the Senior Operations Officer to execute an amendment to contract 4400003239 with Indrotec to increase the contract amount by $109,091, for the term of 7/10/25 - 6/30/26. The cumulative contract amount with the amendment will be $360,035.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Genesis Consulting
Type:	Amendment
Meeting Date:	05/12/2026
Contract Number:	4400003429
Requesting Staff:	Alicia Miller, Senior Human Resources Officer
Term:	October 1, 2025 to February 1, 2026
Total Fiscal Obligation:	$172,128.00
Amendment Amount:	Increase of $23,328.00
Funding Sources:	• General fund (100%)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. MPS has a current contract with Genesis Consulting for the integration of onboarding features into SAP SuccessFactors - MPS' Human Resources Information System.
2. The project was originally scheduled to be completed in four months. The vendor identified the need for an additional month of work time due to development items that were not anticipated during project scoping. This amendment will allow for additional development and testing with no change to the goals stated in the original statement of work.
3. The parties have agreed to extend the project timeline by one month to allow for more time for the successful completion of the project.

Recommendation

Request for Board Action (RBA)

Contracts Memo

Authorize the Senior Human Resources Officer to execute an amendment to contract 4400003429 with Genesis Consulting to increase the contract amount by $23,328.00 for the term of 10/1/2025 to 2/1/2026. The cumulative contract amount with the amendment is $172,128.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Kraus Anderson Construction
Type:	Amendment
Meeting Date:	5/12/2026
Contract Number:	4400002214
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	3/20/2024 to 12/31/2027
Total Fiscal Obligation:	$1,517,640.00 (CO#1 $1,418,640.00 plus Original Contract Amount $99,000)
Amendment Amount:	Increase of $1,418,640.00
Funding Sources:	Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This Amendment #1 is for Construction Management Services for Phases 1 & 2 of Southwest H.S. HVAC & LED Upgrades. The original contract scope of work was limited to preconstruction consulting.
2. Includes Construction Management services, pass-thru building permit costs, and General Conditions and reimbursable construction expenses.

Recommendation

Authorize the Senior Operations Officer to execute an amendment to contract #4400002214 with Kraus-Anderson Construction to increase the contract amount by $1,418,640.00, for a term of 3/20/2024 - 12/31/2027. The cumulative contract amount with the amendment is $1,517,640.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Lawson Scott Ericson Architects (LSE)
Type:	Amendment
Meeting Date:	05/12/2026
Contract Number:	4400003062
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	May 12, 2026 to September 10, 2027
Total Fiscal Obligation:	$1,093,299.09
Amendment Amount:	Increase of $213,369.09
Funding Sources:	• Capital Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This contract amendment (#2) is for design services related to the re-scoping of the second construction phase (Phase 2) for the Career & Technical Education (CTE) Center at Roosevelt High School in preparation for a second posting of the call for bids.

Recommendation

Authorize the Senior Operations Officer to execute an amendment to contract 4400003062 with Lawson Scott Ericson Architects (LSE) to increase the contract amount by $213,369.09, for the term of May 12, 2026 to September 2027. The cumulative contract amount with the amendment is $1,093,299.09.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	MN Urban Debate League (Augsburg University)
Type:	Amendment
Meeting Date:	5/12/2026
Contract Number:	4400003440
Requesting Staff:	Melissa Sonnek, Senior Academic Officer
Term:	October 10, 2025 to Sep 30, 2026
Total Fiscal Obligation:	$206,388.00
Amendment Amount:	Increase of $106,388.00(*or write N/A if not an amendment*)
Funding Sources:	• General fund (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. The Minnesota Urban Debate League (Augsburg University) will continue to provide academic and competitive debate programming for Minneapolis Public Schools (MPS). This programming will serve both high school and middle school students by offering policy debate opportunities designed to strengthen critical thinking, increase academic engagement, and amplify student voice. Participating high schools will include Thomas Edison, Roosevelt, South, Southwest, and Washburn. Participating middle schools will include Justice Page, Anthony, Franklin, Sanford, and Sullivan. Through structured debate activities, students will develop research, argumentation, and public speaking skills while engaging in meaningful discussions on public policy and civic issues.
2. Original contract amount: $100,000
3. Amendment amount: $106,388

4. Cumulative Contract amount (including all amendments): $206,388.00

Recommendation

Authorize the Senior Academic Officer to execute an amendment to contract 4400003440 with MN Urban Debate League (Augsburg University) to increase the contract amount by $106,388, for the term of 10/20/2025 through 9/30/2026. The cumulative contract amount with the amendment is $206,388.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Park Construction
Type:	New Master Contract
Meeting Date:	5/12/2026
Contract Number:	440000TBD
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	4/23/2024 to 12/31/2026
Total Fiscal Obligation:	$1,518,716.00 ($1,670,587.60 with 10% construction contingency)
Amendment Amount:	n/a
Funding Sources:	Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This Contract Agreement is for General Construction Services for FY26 Site Work including parking lots and sidewalks at Camden, Franklin, Riverbend, Emerson, Washburn, Hiawatha, Wenonah, and Transportation.
2. This work is procured via public bid OP#26-2617.
3. Due to the potential impact to schedule and costs due to unforeseen conditions or other changes to the work during construction, an amount of 10% of the original contract is prudent to be established as a construction contingency fund.

Recommendation

Authorize the Senior Operations Officer to execute contract440000TBD with Park Construction in the amount of $1,518,716.00, for a term ending 12/31/2026.

Furthermore, authorize the Senior Operations Officer to administer a 10% construction contingency appropriation of $151,871.60 in the performance of this contract, for a total fiscal obligation of 1,670,587.60.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Propio
Type:	New Master Contract
Meeting Date:	05/12/2026
Contract Number:	4400003648
Requesting Staff:	Ryan Strack, Senior Executive Officer
Term:	08/04/2026 to 6/30/2027
Total Fiscal Obligation:	$128,240.00
Amendment Amount:	N/A
Funding Sources:	• Funded by several sources across multiple departments and schools based on usage
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Provide district wide interpretation services over the phone in effort to increase the capacity of MPS schools and department to secure interpreters to all schools Multilingual, Communications, Engagement and External Relations; Board of Education; Special Education, Early Childhood Education and ECFE; Adult basic Ed; Extended Learning.
2. MPS is a diverse multilingual community (representing 93 different home languages). MPS contracts with these translation and interpretation vendors to ensure students and families can access information from their schools and the district.
3. MPS went through an RFP process in order to gain an understanding of the service capability to implement and operate translation and interpretation services and costs as well as to find vendors that align with our mission, needs

and values which include accuracy, impartiality, cultural competence, confidentiality, reliability, timeliness and integrity.

Recommendation

Authorize the Senior Executive Officer to execute a contract with Propio to provide district wide interpretation services over the phone for a term of 08/04/2026 to 06/30/2027, for an amount not to exceed $372,430.00.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Open Up Resources
Type:	New Master Contract
Meeting Date:	05/12/2026
Contract Number:	4400003711
Requesting Staff:	Melissa Sonnek, Senior Academic Officer
Term:	7/1/2026 to 6/ 30/2027
Total Fiscal Obligation:	$291,507.00
Amendment Amount:	N/A
Funding Sources:	● General Fund-100%
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Open Up Student Curriculum Books for Grades 6-12 Students. This is for Math Curriculum Workbooks-including Algebra, Geometry, Algebra 2.

Recommendation

Authorize the Senior Academic Officer to execute a contract with Open Up Resources for Open Up Student Curriculum Books for Grades 6-12 Students, for a term of 7/1/2026 - 6/30/2027, for an amount not to exceed $291,507.00.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	SAP America, Inc.
Type:	Renewal of Expiring Contract
Meeting Date:	5/12/2026
Contract Number:	4400003698
Requesting Staff:	Alicia Miller, Senior Human Resources Officer
Term:	7/1/ 2026 - 6/30/2029
Total Fiscal Obligation:	$524,591.58 FY27 - $174,863.86 FY28 - $174,863.86 FY29 - $174,863.86
Amendment Amount:	N/A
Funding Sources:	Tech Levy Fund | FY27 (33% of total contract term)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. MPS last entered into a contract with SAP America, Inc. on July 1 2025 for one year. This contract is expiring June 30, 2026. SAP provides MPS with Human Resources information systems for including recruiting, performance & goal tracking as well as the learning management system.
2. The parties have agreed to renew the contract for another three-year term.
3. The Board last authorized the Senior Human Resources Officer to contract with SAP America Inc. at the May 13, 2025 Business Meeting.

Recommendation

Authorize the Senior Human Resources Officer to execute a contract with SAP America, Inc. for cloud services as part of the Human Resources information systems, for a term of 7/1/ 2026 to 6/30/2029, for an amount not to exceed $524,591.58.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Versacon, Inc.
Type:	New Master Contract
Meeting Date:	5/12/2026
Contract Number:	4400003725
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	5/12/2026 - 12/31/2026
Total Fiscal Obligation:	$2,075,000 ($2,282,500.00 with 10% construction contingency)
Amendment Amount:	N/A
Funding Sources:	• Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This contract is for new switchgear and lighting upgrades to LED in classrooms at Andersen United Middle School, procured via public bid OP #26-2621.

2. Due to the potential impact to schedule and costs due to unforeseen conditions or other changes to the work during construction, an amount of 10% of the original contract is prudent to be established as a construction contingency fund.

Recommendation

Authorize the Senior Operations Officer to execute a contract with Verscon, Inc. for electrical upgrades at Andersen United Middle School in the amount of $2,075,000.00 for a term of 5/12/2026 - 12/31/2026. Furthermore, authorize

the Senior Operations Officer to administer a 10% construction contingency appropriation of $207,500.00 in the performance of this contract, for a total fiscal obligation of $2,282,500.00.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Versacon Inc.
Type:	New Master Contract
Meeting Date:	05/12/2026
Contract Number:	4400003696
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	05/13/2026 to 10/31/2026
Total Fiscal Obligation:	$1,787,500.00 (1,625,000.00 with 10% construction contingency
Amendment Amount:	N/A
Funding Sources:	• Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This contract is for upgrading the fire alarm system at Justice Page Middle School, and upgrading the clocks and PA systems at Roosevelt High School.
2. Procured via public bid OP#26-2616.

Recommendation

Authorize the Senior Operation Officer to execute a contract with Versacon Inc. for construction services at Justice Page Middle School and Roosevelt High School in the amount of $1,625,000 for a term of 5/13/26 - 10/31/26. Furthermore, authorize the Senior Operations Officer to administer a 10% construction contingency appropriation of $162,500 in the performance of this contract, for a total fiscal obligation of $1,787,500.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Wold Architects and Engineers
Type:	Amendment
Meeting Date:	5/12/2026
Contract Number:	4400003051
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	5/13/2025-12/31/2026
Total Fiscal Obligation:	$156,750.00
Amendment Amount:	Increase of $48,199.00
Funding Sources:	• Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This is the first amendment to the original contract.
2. Additional scope was added to the original project to increase the number of classrooms to receive lighting upgrades requiring additional design services.

Recommendation

Authorize the Senior Operations Officer to execute an amendment to contract 4400003051 with Wold Architects and Engineers to increase the contract amount by $48,199.00, for the term of 5/13/2025 to 12/31/2026. The cumulative contract amount with the amendment is $156,750.00.

Request for Board Action (RBA)

Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Name:	Recommendation to Approve Equal Treatment in Transporting Student Funding to Non-Public Schools
Type:	Resolution
Meeting Date:	05/12/2026
File Number:	2026-0040
Requesting Staff:	Tom Parent, Senior Operations Officer

Background and Pertinent Facts

1. Provide Equal Treatment in Transporting Students to three Non Pub Schools.
2. The three Non Pub Schools are: DeLaSalle High School in the amount of $151,583.58; to Minnehaha Academy in the amount of $157,919.87; Cristo Rey Jesuit School in the amount of $103,817.69; for the 2025-2026 transportation of students.
3. Minnesota Statutes Section 123B.84-.87, titled Equal Treatment in Transporting Students ("Statute"), ensures that all students in the State of Minnesota who are required to attend elementary and secondary schools receive equal treatment in transportation to school. The Statute allows the Board of nonpublic schools to either utilize Special School District No. 1 transportation or the nonpublic school may provide its own transportation. Special School District No. 1 receives transportation funding from the State of Minnesota for students residing in the city of Minneapolis. When a nonpublic school elects to provide its own transportation, then Special School District No. 1 must provide ninety-five percent of funding it receives from the State of Minnesota to the nonpublic school and is allowed to hold five percent for administration purposes.

4. Annual Payment paid out in May or June of the Fiscal year.

Recommendation

The Board of Directors of Special School District No. 1 approves providing the Equal Treatment in Transporting Students funding owed to DeLaSalle High School in the amount of $151,583.58; to Minnehaha Academy in the amount of $157,919.87; Cristo Rey Jesuit School in the amount of $103,817.69; for the 2025-2026 transportation of students.

Attachments and Relevant Links

1. Resolution to Approve Equal Treatment in Transporting Students (2026-0040)
2. Resolution number 05-12-2026

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0040
May 12, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

Resolution To Approve Equal Treatment In Transporting Students

Funding To Non-Public Schools

WHEREAS, Minnesota Statutes Section 123B.84-.87 titled Equal Treatment in Transporting Students ("Statute"), ensures that all students in the State of Minnesota who are required to attend elementary and secondary schools receive equal treatment in transportation to school;

WHEREAS, the Statute allows the Board of nonpublic schools to either utilize Special School District No. 1 transportation or the nonpublic school may provide its own transportation;

WHEREAS, Special School District No. 1 receives transportation funding from the State of Minnesota for students residing in the city of Minneapolis;

WHEREAS, when a nonpublic school elects to provide its own transportation, then Special School District No. 1 must provide ninety-five percent of funding it receives from the State of Minnesota to the nonpublic school and is allowed to hold five percent for administration purposes;

WHEREAS, three nonpublic school including DeLaSalle High School, Minnehaha Academy, and Cristo Rey Jesuit School during the 2025-2026 school year elected to provide their own transportation;

WHEREAS, the funding owed to the three identified nonpublic school is in the amount as follows:

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0040
May 12, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

School	# of Resident Students	State Funding per Student	Total State Funding Provided	5% Administrative Costs Withheld	Total Pass-Thru Funding to School
DeLaSalle High School	311	$513.06	$159,561.66	$7,978.08	$151,583.58
Minnehaha Academy	324	$513.06	$166,231.44	$8,311.57	$157,919.87
Cristo Rey Jesuit School	213	$513.06	$109,281.78	$5,464.09	$103,817.69

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of Special School District No. 1 (Minneapolis Public Schools) hereby approves providing the Equal Treatment in Transporting Students funding owed to DeLaSalle High School in the amount of $151,583.58; to Minnehaha Academy in the amount of $157,919.87; Cristo Rey Jesuit School in the amount of $103,817.69; for the 2025-2026 transportation of students.

ADOPTED this 12th day of May, 2026.

Collin Beachy, Chair

Lori Norvell, Clerk

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0040
May 12, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

RECORD OF BOARD VOTE

DIRECTOR	MOVE	SECOND	AYE	NAY	ABSTAIN	ABSENT
Abdi						
El-Amin						
Skjefte						
Cerrillo						
Norvell						
Callahan						
Beachy						
Ellison						
Emerick						

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Bille Bus MMA Brothers Monarch MTN Transit Team
Type:	New Master Contract
Meeting Date:	5/12/2026
Contract Number:	To be assigned
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	7/1/2026 - 6/30/2029
Total Fiscal Obligation:	To be determined by routes assigned and each vendor contract approved by the board.
Amendment Amount:	N/A
Funding Sources:	• General Fund (95%) • Fund Five (5%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This item establishes a master services contract for yellow bus pupil transportation services for the term of 7/1/2026 - 6/30/2029, per RFP 26-11. This contract is inclusive of general and specialized transportation services.
2. This master contract locks in the terms and unit pricing from the RFP, but does not commit MPS to any financial obligation.

3. A subsequent Request for Board Action will follow at the start of each fiscal year with vendor-specific fiscal obligations for that year on the basis of this master contract.

4. Unit pricing is fixed for the first two (2) years of the Contract, with additional year unit price increases capped at the Consumer Price Index inflation amount for the previous twelve (12) months. Though other unit pricing is included in the master contract, the primary unit pricing for services for each vendor is:

Live Route Time Blocks	Bille Bus	MMA Brothers	Monarch	MTN	Transit Team
2 hour	$595.00	$470.00	$641.32	-	$620.68
4 hour	$595.00	$625.00	$641.32	$619.00	$631.20
6 hour	$730.00	$785.00	$766.83	$746.00	$780.00
8 hour	$800.00	$925.00	$917.49	$841.00	$1152.96

Recommendation

Authorize the Senior Operations Officer to execute a master services contract with Bille Bus, MMA Brothers, Monarch, MTN, and Transit Team for yellow bus student transportation services for a term of 7/1/2026 - 6/30/2029, based on the terms of RFP 26-11.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	Bille Bus Frontier ITC Transit MTN Rift Valley
Type:	New Master Contract
Meeting Date:	5/12/2026
Contract Number:	To be assigned by vendor
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	7/1/2026 - 6/30/2029
Total Fiscal Obligation:	To be determined by routes assigned and each vendor contract approved by the board.
Amendment Amount:	N/A
Funding Sources:	● General fund (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This item establishes a master services contract for Type III vehicle pupil transportation services for the term of 7/1/2026 - 6/30/2029, per RFP 26-12. This contract is inclusive of general and specialized Type III transportation services.
2. This master contract locks in the terms and unit pricing from the RFP, but does not commit MPS to any financial obligation.

3. A subsequent Request for Board Action will follow at the start of each fiscal year with vendor-specific fiscal obligations for that year on the basis of this master contract.

4. Unit pricing is fixed for the first two (2) years of the Contract, with additional year unit price increases capped at the Consumer Price Index inflation amount for the previous twelve (12) months. Though other unit pricing is included in the master contract, the primary unit pricing for services for each vendor is:

Live Route Time Blocks	Bille Bus	Frontier	ITC Transit	MTN	Rift Valley
2 hour	$245.00	$249.00	$215.00	$267.00	$252.00
3 hour	$271.00	$265.00	$225.00	$267.00	$263.00
4 hour	$295.00	$295.00	$245.00	$267.00	$270.00
5 hour	$345.00	$315.00	$265.00	$297.00	$282.00
6 hour	$395.00	$345.00	$275.00	$297.00	$295.00

Recommendation

Authorize the Senior Operations Officer to execute a master services contract with Bille Bus, Frontier, ITC Transit, MTN, and Rift Valley for Type III vehicle pupil transportation services for a term of 7/1/2026 - 6/30/2029, based on the terms of RFP 26-12.

Request for Board Action (RBA)

Memo

Item Overview

Name:	Resolution Amending Policy 5635 (Mandated Reporting Of Child Neglect Or Physical Or Sexual Abuse)
Type:	Resolution
Meeting Date:	5/12/2026
File Number:	2026-0037
Requesting Staff:	Ty Thompson, Deputy Superintendent

Background and Pertinent Facts

1. MPS utilizes the Minnesota School Boards Association (MSBA) model template for this required policy.
2. MSBA has recommended the minor and technical revisions to the policy to section 3.M. (Definitions) to include statutory and legal references for several defined terms.
3. The Board's Policy Committee has recommended adoption of this new policy, including for approval in one meeting due to the legal and technical nature of the proposed revisions.

Recommendation

Approve the resolution and adopt the proposed policy as presented, in one meeting.

Attachments and Relevant Links

1. Resolution 2026-0037

MINNEAPOLIS PUBLIC SCHOOLS
RESOLUTION 2026-0037

RESOLUTION AMENDING POLICY 5635

WHEREAS, The Board's Policy Committee has recommended the proposed changes.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors, Special School District No. 1 (Minneapolis Public Schools) adopts the changes as follows:

SECTION 1: **AMENDMENT** "Policy 5635: Mandated Reporting Of Child Neglect Or Physical Or Sexual Abuse" of the Minneapolis Public Schools Policies & Regulations is hereby *amended* as follows:

BEFORE AMENDMENT

Policy 5635: Mandated Reporting Of Child Neglect Or Physical Or Sexual Abuse

1. **PURPOSE**
   The purpose of this policy is to make clear the statutory requirements of school personnel to report suspected suspected child neglect or physical or sexual abuse.
2. **GENERAL STATEMENT OF POLICY**
   a. It is the policy of the District to fully comply with Minnesota Statutes requiring school personnel to report chapter 260E requiring school personnel to report suspected child neglect or physical or sexual abuse.
   b. A violation of this policy occurs when any school personnel fails to immediately report instances of child neglect or physical or sexual abuse when the school personnel knows or has reason to believe a child is being neglected or physically or sexually abused or has been neglected or physically or sexually abused within the preceding three years.
3. **DEFINITIONS**
   a. "Accidental" means a sudden, not reasonably foreseeable, and unexpected occurrence or event that:
   b. "Child" means one under age 18 and, for purposes of Minnesota Statutes chapter 260C (Juvenile Safety and Placement) and Minnesota Statutes chapter 260D (Child in Voluntary Foster Care for Treatment), includes an individual under age 21 who is in foster care pursuant to Minnesota Statutes chapter 260C.451 (Foster Care Benefits Past Age 18).
   c. "Immediately" means as soon as possible but in no event longer than 24 hours.
   d. "Mandated reporter" means any school personnel who knows or has reason to believe a child is being maltreated or has been maltreated within the preceding three years.

e. “Mental injury” means an injury to the psychological capacity or emotional stability of a child as evidenced by an observable or substantial impairment in the child’s ability to function within a normal range of performance and behavior with due regard to the child’s culture.
f. “Neglect” means the commission or omission of any of the acts specified below, other than by accidental means:
    i. failure by a person responsible for a child’s care to supply a child with necessary food, clothing, shelter, health care, medical, or other care required for the child’s physical or mental health when reasonably able to do so;
    ii. failure to protect a child from conditions or actions that seriously endanger the child’s physical or mental health when reasonably able to do so, including a growth delay, which may be referred to as a failure to thrive, that has been diagnosed by a physician and is due to parental neglect;
    iii. failure to provide for necessary supervision or child care arrangements appropriate for a child after considering factors as the child’s age, mental ability, physical condition, length of absence, or environment, when the child is unable to care for the child’s own basic needs or safety, or the basic needs or safety of another child in his or her care;
    iv. failure to ensure that a child is educated in accordance with state law, which does not include a parent’s refusal to provide his or her child with sympathomimetic medications;
    v. prenatal exposure to a controlled substance as defined in state law used by the pregnant person for a nonmedical purpose, as evidenced by withdrawal symptoms in the child at birth, results of a toxicology test performed on the pregnant person at delivery or the child’s birth, medical effects or developmental delays during the child’s first year of life that medically indicate prenatal exposure to a controlled substance, or the presence of a fetal alcohol spectrum disorder;
    vi. medical neglect as defined by Minnesota Statutes section 260C.007, subdivision. 6, clause (5);
    vii. chronic and severe use of alcohol or a controlled substance by a person responsible for the care of the child that adversely affects the child’s basic needs and safety; or
    viii. emotional harm from a pattern of behavior that contributes to impaired emotional functioning of the child, which may be demonstrated by a substantial and observable effect in the child’s behavior, emotional response, or cognition that is not within the normal range for the child’s age and stage of development, with due regard to the child’s culture.

    Neglect does not occur solely because the child’s parent, guardian, or other person responsible for the child’s care in good faith selects and depends upon spiritual means or prayer for treatment or care of

disease or remedial care of the child in lieu of medical care.

g. "Nonmaltreatment mistake" occurs when: (1) at the time of the incident, the individual was performing duties identified in the center's child care program plan required under Minnesota Rules part 9503.0045; (2) the individual has not been determined responsible for a similar incident that resulted in a finding of maltreatment for at least seven years; (3) the individual has not been determined to have committed a similar nonmaltreatment mistake under this paragraph for at least four years; (4) any injury to a child resulting from the incident, if treated, is treated only with remedies that are available over the counter, whether ordered by a medical professional or not; and (5) except for the period when the incident occurred, the facility and the individual providing services were both in compliance with all licensing requirements relevant to the incident. This definition only applies to child care centers licensed under Minnesota Rules chapter 9503.
h. "Person responsible for the child's care" means (1) an individual functioning within the family unit and having responsibilities for the care of the child such as a parent, guardian, or other person having similar care responsibilities, or (2) an individual functioning outside the family unit and having responsibilities for the care of the child such as a teacher, school administrator, other school employee or agent, or other lawful custodian of a child having either full-time or short-term care responsibilities including, but not limited to, day care, babysitting whether paid or unpaid, counseling, teaching, and coaching.
i. "Physical abuse" means any physical injury, mental injury (under subdivision 13), or threatened injury (under subdivision 23), inflicted by a person responsible for the child's care on a child other than by accidental means; or any physical or mental injury that cannot reasonably be explained by the child's history of injuries, or any aversive or deprivation procedures, or regulated interventions, that have not been authorized by Minnesota Statutes section 125A.0942 or 245.825.

   Abuse does not include reasonable and moderate physical discipline of a child administered by a parent or legal guardian that does not result in an injury. Abuse does not include the use of reasonable force by a teacher, principal, or school employee as allowed by Minnesota Statutes section 121A.582.

   Actions that are not reasonable and moderate include, but are not limited to, any of the following: (1) throwing, kicking, burning, biting, or cutting a child; (2) striking a child with a closed fist; (3) shaking a child under age three; (4) striking or other actions that result in any nonaccidental injury to a child under 18 months of age; (5) unreasonable interference with a child's breathing; (6) threatening a child with a weapon, as defined in Minnesota Statutes section 609.02, subdivision 6; (7) striking a child under age one on the face or head; (8) striking a child who is at least age one but under age four on the face or head, which results in an injury; (9) purposely giving a child poison, alcohol,

or dangerous, harmful, or controlled substances that were not prescribed for the child by a practitioner, in order to control or punish the child, or other substances that substantially affect the child's behavior, motor coordination, or judgment, or that result in sickness or internal injury, or that subject the child to medical procedures that would be unnecessary if the child were not exposed to the substances; (10) unreasonable physical confinement or restraint not permitted under Minnesota Statutes section 609.379, including, but not limited to, tying, caging, or chaining; or (11) in a school facility or school zone, an act by a person responsible for the child's care that is a violation under Minnesota Statutes section 121A.58.

j. "Report" means any communication received by the local welfare agency, police department, county sheriff, or agency responsible for child protection pursuant to this section that describes maltreatment of a child and contains sufficient content to identify the child and any person believed to be responsible for the maltreatment, if known.
k. "School personnel" means professional employee or professional's delegate of the school district who provides health, educational, social, psychological, law enforcement, or child care services.
l. "Sexual abuse" means the subjection of a child by a person responsible for the child's care, by a person who has a significant relationship to the child (as defined in Minnesota Statutes section 609.341, subdivision 15), or by a person in a current or recent position of authority (as defined in Minnesota Statutes section 609.341, subdivision 10) to any act which constitutes a violation of Minnesota statutes prohibiting criminal sexual conduct. Such acts include sexual penetration, sexual contact, solicitation of children to engage in sexual conduct, and communication of sexually explicit materials to children. Sexual abuse also includes any act involving a minor that constitutes a violation of Minnesota statutes prohibiting prostitution or use of a minor in a sexual performance. Sexual abuse includes all reports of known or suspected child sex trafficking involving a child who is identified as a victim of sex trafficking. Sexual abuse includes threatened sexual abuse which includes the status of a parent or household member who has committed a violation that requires registration under Minnesota Statutes section 243.166, Subd. 1b(a) or (b).
m. "Threatened injury" means a statement, overt act, condition, or status that represents a substantial risk of physical or sexual abuse or mental injury. Threatened injury includes, but is not limited to, exposing a child to a person responsible for the child's care who has (1) subjected the child to, or failed to protect a child from, an overt act or condition that constitutes egregious harm; (2) been found to be palpably unfit; (3) committed an act that resulted in an involuntary termination of parental rights; (4) , or committed an act that resulted in the involuntary transfer of permanent legal and physical custody of a child to a relative.

4. **REPORTING PROCEDURES**
   a. A mandated reporter shall immediately report the information to the local

welfare agency, agency responsible for assessing or investigating the report, police department, county sheriff, tribal social services agency, or tribal police department. The reporter will include his or her name and address in the report.

b. An oral report shall be made immediately by telephone or otherwise., The oral report shall be followed by a written report within 72 hours (exclusive of weekends and holidays) to the appropriate police department, the county sheriff, local welfare agency, or agency responsible for assessing or investigating the report. Any report shall be of sufficient content to identify the child, any person believed to be responsible for the maltreatment of the child if the person is known, the nature and extent of the maltreatment, and the name and address of the reporter.
c. Regardless of whether a report is made, as soon as practicable after a school receives information regarding an incident that may constitute maltreatment of a child in a school facility, the school shall inform the parent, legal guardian, or custodian of the child that an incident has occurred that may constitute maltreatment of the child, when the incident occurred, and the nature of the conduct that may constitute maltreatment.
d. A mandated reporter who knows or has reason to know of the deprivation of custodial or parental rights or the kidnapping of a child shall report the information to the local police department or the county sheriff.
e. With the exception of a health care professional or a social service professional who is providing the woman with prenatal care or other health care services, a mandated reporter shall immediately report to the local welfare agency if the person knows or has reason to believe that a woman is pregnant and has used a controlled substance for a nonmedical purpose during the pregnancy, including, but not limited to, tetrahydrocannabinol, or has consumed alcoholic beverages during the pregnancy in any way that is habitual or excessive.
f. A person mandated by Minnesota law and this policy to report who fails to report may be subject to criminal penalties and/or discipline, up to and including termination of employment.
g. An employer of a mandated reporter shall not retaliate against the person for reporting in good faith maltreatment against a child with respect to whom a report is made, because of the report.
h. Any person who knowingly or recklessly makes a false report under the provisions of applicable Minnesota law or this policy shall be liable in a civil suit for any actual damages suffered by the person or persons so reported and for any punitive damages set by the court or jury, plus costs and reasonable attorney fees. Knowingly or recklessly making a false report also may result in discipline.

5. **INVESTIGATION**
   a. The responsibility for assessing or investigating reports of suspected maltreatment rests with the appropriate state, county, or local agency or agencies. The agency responsible for assessing or investigating reports of

maltreatment has the authority to interview the child, the person or persons responsible for the child's care, the alleged offender, and any other person with knowledge of the maltreatment for the purpose of gathering facts, assessing safety and risk to the child, and formulating a plan. The investigating agency may interview the child at school. The interview may take place outside the presence of the alleged offender or parent, legal guardian, or school official. The investigating agency, not the school, is responsible for either notifying or withholding notification of the interview to the parent, guardian, or person responsible for the child's care. School officials may not disclose to the parent, legal custodian, or guardian the contents of the notification or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation or assessment has been concluded.

b. When the investigating agency determines that an interview should take place on school property, written notification of intent to interview the child on school property must be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct an interview on school property.
c. Except where the alleged offender is believed to be a school official or employee, the time and place, and manner of the interview on school premises shall be within the discretion of school officials, but the local welfare or law enforcement agency shall have the exclusive authority to determine who may attend the interview. The conditions as to time, place, and manner of the interview set by the school officials shall be reasonable, and the interview shall be conducted not more than 24 hours after the receipt of the notification unless another time is considered necessary by agreement between the school officials and the local welfare or law enforcement agency. Every effort must be made to reduce the disruption of the educational program of the child, other students, or school employees when an interview is conducted on school premises.
d. Where the alleged offender is believed to be a school official or employee, the school district shall conduct its own investigation independent of MDE and, if involved, the local welfare or law enforcement agency.
e. Upon request by MDE, the school district shall provide all requested data that are relevant to a report of maltreatment and are in the possession of a school facility, pursuant to an assessment or investigation of a maltreatment report of a student in school. The school district shall provide the requested data in accordance with the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes chapter 13, and the Family Educational Rights and Privacy Act, 20 United States Code section 1232g.

6. **MAINTENANCE OF SCHOOL RECORDS CONCERNING ABUSE OR POTENTIAL ABUSE**
    a. When a local welfare or local law enforcement agency determines that a potentially abused or abused child should be interviewed on school property,

written notification of the agency's intent to interview on school property must be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct the interview. The notification shall be private data. School officials may not disclose to the parent, legal custodian, or guardian the contents of the notice or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation has been concluded.

b. All records regarding a report of maltreatment, including any notification of intent to interview which was received by the school as described above in Paragraph a., shall be destroyed by the school only when ordered by the agency conducting the investigation or by a court of competent jurisdiction.

7. **PHYSICAL OR SEXUAL ABUSE AS SEXUAL HARASSMENT OR VIOLENCE**
   Under certain circumstances, alleged physical or sexual abuse may also be sexual harassment or violence under Minnesota law. If so, the duties relating to the reporting and investigation of such harassment or violence may be applicable.
8. **DISSEMINATION OF POLICY AND TRAINING**
   a. This policy shall appear in school personnel handbooks.
   b. The school district will develop a method of discussing this policy with school personnel.
   c. This policy shall be reviewed at least annually for compliance with state law.

Original Adoption:
05/10/1977

Revision Dates:
06/12/1984, 05/27/2008, 06/13/2023

Legal References:
Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)

Minn. Stat. § 121A.58 (Corporal Punishment)

Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 125A.0942 (Standards for Restrictive Procedures) Minn. Stat. § 243.166, Subd. 1b(a)(b) (Registration of Predatory Offenders) Minn. Stat. § 245.825 (Use of Aversive or Deprivation Procedures) Minn. Stat. § 260C.007, Subd. 6, Clause (5) (Child in Need of Protection) Minn. Stat. § 260C.451 (Foster Care Benefits Past Age 18) Minn. Stat. Ch. 260D (Child in Voluntary Foster Care for Treatment) Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors) Minn. Stat. § 609.02, Subd. 6 (Definitions – Dangerous Weapon) Minn. Stat. § 609.341, Subd. 10 (Definitions – Position of Authority) Minn. Stat. § 609.341, Subd. 15 (Definitions – Significant Relationship) Minn. Stat. § 609.379 (Reasonable Force)20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)

MPS Policy Cross References:
Policy 4200 (Personnel Data) Policy 5690 (Student Data) Policy 4002 (Harassment and Violence Prohibition) Policy 5201 (Bullying and Hazing Prohibition)

AFTER AMENDMENT

Policy 5635: Mandated Reporting Of Child Neglect Or Physical Or Sexual Abuse

1. **PURPOSE**
   The purpose of this policy is to make clear the statutory requirements of school personnel to report suspected suspected child neglect or physical or sexual abuse.
2. **GENERAL STATEMENT OF POLICY**
   a. It is the policy of the District to fully comply with Minnesota Statutes requiring school personnel to report chapter 260E requiring school personnel to report suspected child neglect or physical or sexual abuse.
   b. A violation of this policy occurs when any school personnel fails to immediately report instances of child neglect or physical or sexual abuse when the school personnel knows or has reason to believe a child is being neglected or physically or sexually abused or has been neglected or physically or sexually abused within the preceding three years.
3. **DEFINITIONS**
   a. "Accidental" means a sudden, not reasonably foreseeable, and unexpected occurrence or event that:
   b. "Child" means one under age 18 and, for purposes of Minnesota Statutes chapter 260C (Juvenile Safety and Placement) and Minnesota Statutes chapter 260D (Child in Voluntary Foster Care for Treatment), includes an individual under age 21 who is in foster care pursuant to Minnesota Statutes chapter 260C.451 (Foster Care Benefits Past Age 18).
   c. "Immediately" means as soon as possible but in no event longer than 24 hours.
   d. "Mandated reporter" means any school personnel who knows or has reason to believe a child is being maltreated or has been maltreated within the preceding three years.
   e. "Mental injury" means an injury to the psychological capacity or emotional stability of a child as evidenced by an observable or substantial impairment in the child's ability to function within a normal range of performance and behavior with due regard to the child's culture.
   f. "Neglect" means the commission or omission of any of the acts specified below, other than by accidental means:
      i. failure by a person responsible for a child's care to supply a child with necessary food, clothing, shelter, health care, medical, or other care required for the child's physical or mental health when reasonably able to do so;
      ii. failure to protect a child from conditions or actions that seriously endanger the child's physical or mental health when reasonably able

to do so, including a growth delay, which may be referred to as a failure to thrive, that has been diagnosed by a physician and is due to parental neglect;

iii. failure to provide for necessary supervision or child care arrangements appropriate for a child after considering factors as the child's age, mental ability, physical condition, length of absence, or environment, when the child is unable to care for the child's own basic needs or safety, or the basic needs or safety of another child in his or her care;

iv. failure to ensure that a child is educated in accordance with state law, which does not include a parent's refusal to provide his or her child with sympathomimetic medications;

v. prenatal exposure to a controlled substance as defined in state law used by the pregnant person for a nonmedical purpose, as evidenced by withdrawal symptoms in the child at birth, results of a toxicology test performed on the pregnant person at delivery or the child's birth, medical effects or developmental delays during the child's first year of life that medically indicate prenatal exposure to a controlled substance, or the presence of a fetal alcohol spectrum disorder;

vi. medical neglect as defined by Minnesota Statutes section 260C.007, subdivision. 6, clause (5);

vii. chronic and severe use of alcohol or a controlled substance by a person responsible for the care of the child that adversely affects the child's basic needs and safety; or

viii. emotional harm from a pattern of behavior that contributes to impaired emotional functioning of the child, which may be demonstrated by a substantial and observable effect in the child's behavior, emotional response, or cognition that is not within the normal range for the child's age and stage of development, with due regard to the child's culture.

Neglect does not occur solely because the child's parent, guardian, or other person responsible for the child's care in good faith selects and depends upon spiritual means or prayer for treatment or care of disease or remedial care of the child in lieu of medical care.

g. "Nonmaltreatment mistake" occurs when: (1) at the time of the incident, the individual was performing duties identified in the center's child care program plan required under Minnesota Rules part 9503.0045; (2) the individual has not been determined responsible for a similar incident that resulted in a finding of maltreatment for at least seven years; (3) the individual has not been determined to have committed a similar nonmaltreatment mistake under this paragraph for at least four years; (4) any injury to a child resulting from the incident, if treated, is treated only with remedies that are available over the counter, whether ordered by a medical professional or not; and (5) except for the period when the incident occurred, the facility and the individual providing services were both in compliance with all licensing requirements relevant to

the incident. This definition only applies to child care centers licensed under Minnesota Rules chapter 9503.

h. "Person responsible for the child's care" means (1) an individual functioning within the family unit and having responsibilities for the care of the child such as a parent, guardian, or other person having similar care responsibilities, or (2) an individual functioning outside the family unit and having responsibilities for the care of the child such as a teacher, school administrator, other school employee or agent, or other lawful custodian of a child having either full-time or short-term care responsibilities including, but not limited to, day care, babysitting whether paid or unpaid, counseling, teaching, and coaching.

i. "Physical abuse" means any physical injury, mental injury (under subdivision 13), or threatened injury (under subdivision 23), inflicted by a person responsible for the child's care on a child other than by accidental means; or any physical or mental injury that cannot reasonably be explained by the child's history of injuries, or any aversive or deprivation procedures, or regulated interventions, that have not been authorized by Minnesota Statutes section 125A.0942 or 245.825.

   Abuse does not include reasonable and moderate physical discipline of a child administered by a parent or legal guardian that does not result in an injury. Abuse does not include the use of reasonable force by a teacher, principal, or school employee as allowed by Minnesota Statutes section 121A.582.

   Actions that are not reasonable and moderate include, but are not limited to, any of the following: (1) throwing, kicking, burning, biting, or cutting a child; (2) striking a child with a closed fist; (3) shaking a child under age three; (4) striking or other actions that result in any nonaccidental injury to a child under 18 months of age; (5) unreasonable interference with a child's breathing; (6) threatening a child with a weapon, as defined in Minnesota Statutes section 609.02, subdivision 6; (7) striking a child under age one on the face or head; (8) striking a child who is at least age one but under age four on the face or head, which results in an injury; (9) purposely giving a child poison, alcohol, or dangerous, harmful, or controlled substances that were not prescribed for the child by a practitioner, in order to control or punish the child, or other substances that substantially affect the child's behavior, motor coordination, or judgment, or that result in sickness or internal injury, or that subject the child to medical procedures that would be unnecessary if the child were not exposed to the substances; (10) unreasonable physical confinement or restraint not permitted under Minnesota Statutes section 609.379, including, but not limited to, tying, caging, or chaining; or (11) in a school facility or school zone, an act by a person responsible for the child's care that is a violation under Minnesota Statutes section 121A.58.

j. "Report" means any communication received by the local welfare agency, police department, county sheriff, or agency responsible for child protection

pursuant to this section that describes maltreatment of a child and contains sufficient content to identify the child and any person believed to be responsible for the maltreatment, if known.

k. "School personnel" means professional employee or professional's delegate of the school district who provides health, educational, social, psychological, law enforcement, or child care services.

l. "Sexual abuse" means the subjection of a child by a person responsible for the child's care, by a person who has a significant relationship to the child (as defined in Minnesota Statutes section 609.341, subdivision 15), or by a person in a current or recent position of authority (as defined in Minnesota Statutes section 609.341, subdivision 10) to any act which constitutes a violation of Minnesota statutes prohibiting criminal sexual conduct. Such acts include sexual penetration, sexual contact, solicitation of children to engage in sexual conduct, and communication of sexually explicit materials to children. Sexual abuse also includes any act involving a minor that constitutes a violation of Minnesota statutes prohibiting prostitution or use of a minor in a sexual performance. Sexual abuse includes all reports of known or suspected child sex trafficking involving a child who is identified as a victim of sex trafficking. Sexual abuse includes threatened sexual abuse which includes the status of a parent or household member who has committed a violation that requires registration under Minnesota Statutes section 243.166, Subd. 1b(a) or (b).

m. "Threatened injury" means a statement, overt act, condition, or status that represents a substantial risk of physical or sexual abuse or mental injury. Threatened injury includes, but is not limited to, exposing a child to a person responsible for the child's care who has (1) subjected the child to, or failed to protect a child from, an overt act or condition that constitutes egregious harm under Minnesota Statutes, section 260E.03, subdivision 5, or a similar law of another jurisdiction; (2) been found to be palpably unfit under Minnesota Statutes, section 260C.301, subdivision 1, paragraph (b), clause 3, or a similar law of another jurisdiction; (3) committed an act that resulted in an involuntary termination of parental rights under Minnesota Statutes, section 260C.301, or a similar law of another jurisdiction; or (4) ~~,~~ or committed an act that resulted in the involuntary transfer of permanent legal and physical custody of a child to a relative or parent under Minnesota Statutes, section 260C.515, subdivision 4, or a similar law of another jurisdiction.

4. **REPORTING PROCEDURES**

a. A mandated reporter shall immediately report the information to the local welfare agency, agency responsible for assessing or investigating the report, police department, county sheriff, tribal social services agency, or tribal police department. The reporter will include his or her name and address in the report.

b. An oral report shall be made immediately by telephone or otherwise., The oral report shall be followed by a written report within 72 hours (exclusive of weekends and holidays) to the appropriate police department, the county

sheriff, local welfare agency, or agency responsible for assessing or investigating the report. Any report shall be of sufficient content to identify the child, any person believed to be responsible for the maltreatment of the child if the person is known, the nature and extent of the maltreatment, and the name and address of the reporter.

c. Regardless of whether a report is made, as soon as practicable after a school receives information regarding an incident that may constitute maltreatment of a child in a school facility, the school shall inform the parent, legal guardian, or custodian of the child that an incident has occurred that may constitute maltreatment of the child, when the incident occurred, and the nature of the conduct that may constitute maltreatment.
d. A mandated reporter who knows or has reason to know of the deprivation of custodial or parental rights or the kidnapping of a child shall report the information to the local police department or the county sheriff.
e. With the exception of a health care professional or a social service professional who is providing the woman with prenatal care or other health care services, a mandated reporter shall immediately report to the local welfare agency if the person knows or has reason to believe that a woman is pregnant and has used a controlled substance for a nonmedical purpose during the pregnancy, including, but not limited to, tetrahydrocannabinol, or has consumed alcoholic beverages during the pregnancy in any way that is habitual or excessive.
f. A person mandated by Minnesota law and this policy to report who fails to report may be subject to criminal penalties and/or discipline, up to and including termination of employment.
g. An employer of a mandated reporter shall not retaliate against the person for reporting in good faith maltreatment against a child with respect to whom a report is made, because of the report.
h. Any person who knowingly or recklessly makes a false report under the provisions of applicable Minnesota law or this policy shall be liable in a civil suit for any actual damages suffered by the person or persons so reported and for any punitive damages set by the court or jury, plus costs and reasonable attorney fees. Knowingly or recklessly making a false report also may result in discipline.

5. **INVESTIGATION**

a. The responsibility for assessing or investigating reports of suspected maltreatment rests with the appropriate state, county, or local agency or agencies. The agency responsible for assessing or investigating reports of maltreatment has the authority to interview the child, the person or persons responsible for the child's care, the alleged offender, and any other person with knowledge of the maltreatment for the purpose of gathering facts, assessing safety and risk to the child, and formulating a plan. The investigating agency may interview the child at school. The interview may take place outside the presence of the alleged offender or parent, legal guardian, or school official. The investigating agency, not the school, is responsible for either notifying or withholding notification of the interview to the parent,

guardian, or person responsible for the child's care. School officials may not disclose to the parent, legal custodian, or guardian the contents of the notification or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation or assessment has been concluded.

b. When the investigating agency determines that an interview should take place on school property, written notification of intent to interview the child on school property must be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct an interview on school property.
c. Except where the alleged offender is believed to be a school official or employee, the time and place, and manner of the interview on school premises shall be within the discretion of school officials, but the local welfare or law enforcement agency shall have the exclusive authority to determine who may attend the interview. The conditions as to time, place, and manner of the interview set by the school officials shall be reasonable, and the interview shall be conducted not more than 24 hours after the receipt of the notification unless another time is considered necessary by agreement between the school officials and the local welfare or law enforcement agency. Every effort must be made to reduce the disruption of the educational program of the child, other students, or school employees when an interview is conducted on school premises.
d. Where the alleged offender is believed to be a school official or employee, the school district shall conduct its own investigation independent of MDE and, if involved, the local welfare or law enforcement agency.
e. Upon request by MDE, the school district shall provide all requested data that are relevant to a report of maltreatment and are in the possession of a school facility, pursuant to an assessment or investigation of a maltreatment report of a student in school. The school district shall provide the requested data in accordance with the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes chapter 13, and the Family Educational Rights and Privacy Act, 20 United States Code section 1232g.

6. **MAINTENANCE OF SCHOOL RECORDS CONCERNING ABUSE OR POTENTIAL ABUSE**
   a. When a local welfare or local law enforcement agency determines that a potentially abused or abused child should be interviewed on school property, written notification of the agency's intent to interview on school property must be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct the interview. The notification shall be private data. School officials may not disclose to the parent, legal custodian, or guardian the contents of the notice or any other related information regarding the interview until notified in writing by the

local welfare or law enforcement agency that the investigation has been concluded.

b. All records regarding a report of maltreatment, including any notification of intent to interview which was received by the school as described above in Paragraph a., shall be destroyed by the school only when ordered by the agency conducting the investigation or by a court of competent jurisdiction.

7. **PHYSICAL OR SEXUAL ABUSE AS SEXUAL HARASSMENT OR VIOLENCE**
   Under certain circumstances, alleged physical or sexual abuse may also be sexual harassment or violence under Minnesota law. If so, the duties relating to the reporting and investigation of such harassment or violence may be applicable.
8. **DISSEMINATION OF POLICY AND TRAINING**
   a. This policy shall appear in school personnel handbooks.
   b. The school district will develop a method of discussing this policy with school personnel.
   c. This policy shall be reviewed at least annually for compliance with state law.

Original Adoption:
05/10/1977

Revision Dates:
06/12/1984, 05/27/2008, 06/13/2023

Legal References:
Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 121A.58 (Corporal Punishment)
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 125A.0942 (Standards for Restrictive Procedures) Minn. Stat. § 243.166, Subd. 1b(a)(b) (Registration of Predatory Offenders) Minn. Stat. § 245.825 (Use of Aversive or Deprivation Procedures) Minn. Stat. § 260C.007, Subd. 6, Clause (5) (Child in Need of Protection)
Minn. Stat. § 260C.301 (Termination of Parental Rights) Minn. Stat. § 260C.451 (Foster Care Benefits Past Age 18) Minn. Stat. Ch. 260D (Child in Voluntary Foster Care for Treatment) Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors) Minn. Stat. § 609.02, Subd. 6 (Definitions – Dangerous Weapon) Minn. Stat. § 609.341, Subd. 10 (Definitions – Position of Authority) Minn. Stat. § 609.341, Subd. 15 (Definitions – Significant Relationship) Minn. Stat. § 609.379 (Reasonable Force)20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)

MPS Policy Cross References:
Policy 4200 (Personnel Data) Policy 5690 (Student Data) Policy 4002 (Harassment and Violence Prohibition) Policy 5201 (Bullying and Hazing Prohibition)

PASSED AND ADOPTED BY THE MINNEAPOLIS PUBLIC SCHOOLS BOARD OF DIRECTORS _____.

	AYE	**NAY**	**ABSENT**	**ABSTAIN**
Abdi	_____	_____	_____	_____
Beachy	_____	_____	_____	_____
Cerrillo	_____	_____	_____	_____
El-Amin	_____	_____	_____	_____
Ellison	_____	_____	_____	_____
Emerick	_____	_____	_____	_____
Callahan	_____	_____	_____	_____
Norvell	_____	_____	_____	_____
Skjefte	_____	_____	_____	_____

Presiding Officer

_____
Collin Beachy, Chair, Minneapolis Public Schools

Attest

_____
Lori Norvell, Clerk, Minneapolis Public Schools

Request for Board Action (RBA)

Memo

Item Overview

Name:	Adoption of Policy 4018 (Minnesota Paid Leave)
Type:	Resolution
Meeting Date:	5/12/2026
File Number:	2026-0020
Requesting Staff:	Alicia Miller, Senior Human Resources Officer

Background and Pertinent Facts

1. List items here
2. Minnesota enacted a statewide comprehensive paid family and medical leave program, known as Minnesota Paid Leave ("MPL"), which took effect January 1, 2026. The program is administered by the state and provides partial wage replacement to eligible employees for qualifying leaves.
3. MPL operates alongside existing leave laws and district-administered benefits, including the Family Medical Leave Act (FMLA), Americans with Disabilities Act (ADA), and applicable collective bargaining agreements. In most cases, leaves shall run concurrently, meaning employees may not stack multiple leave entitlements for the same qualifying reason, to the extent allowed by law.
4. Because MPL is a state-sponsored benefit, the state determines employee eligibility and payment amounts, while the District remains responsible for administering leave requests and coordinating benefits.
5. This policy establishes clear procedures for employees and administrators regarding eligibility, notice, documentation, and coordination with other leave programs.

6. The Board's Policy Committee has recommended adoption of this new policy.

Recommendation

Approve the resolution and adopt the proposed policy as presented.

Attachments and Relevant Links

1. Resolution 2026-0020

MINNEAPOLIS PUBLIC SCHOOLS
RESOLUTION 2026-0020

ADOPTION OF POLICY 4018

WHEREAS, The Board's Policy Committee has recommended the proposed new policy.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors, Special School District No. 1 (Minneapolis Public Schools) adopts the changes as follows:

SECTION 1: **ADOPTION** "Policy 4018: Minnesota Paid Leave" of the Minneapolis Public Schools Policies & Regulations is hereby *added* as follows:

A D O P T I O N

Policy 4018: Minnesota Paid Leave*(Added)*

1. **PURPOSE**
   The purpose of this policy is to establish a consistent understanding and administration of Minnesota Paid Leave ("MPL") law benefits, which provide partial wage replacement to eligible employees who take leave for qualifying reasons such as their own serious health condition, family care, bonding, safety leave, or military exigency. It provides guidance on eligibility, notification requirements, coordination with other leave laws, and employee responsibilities before, during, and after leave.
2. **GENERAL STATEMENT OF POLICY**
   The MPL law establishes a state-run insurance program that provides partial wage replacement to eligible employees when they take leave for a qualifying reason. MPL is funded through premiums that are split between employers and employees. Employees can apply for leave from the District and paid benefits from the state, as discussed below, and, if approved, the state will pay employees a portion of their usual wages during their leave as MPL benefits. The state, not the District, determines employees' eligibility to receive paid benefits and the amount of paid benefits that employees receive.
3. **DEFINITION**
   The following terms are fully defined in either the MPL law (Minn. Stat. ch. 268B) or the Minnesota Department of Employment and Economic Development Administrative Rules Regulating Paid Leave (Minn. R. ch. 3317). For employees' convenience, these definitions are summarized below but the full legal definitions apply to the District's administration of MPL:
   a. "MPL year" means the period of 52 calendar weeks beginning the effective date of leave under the MPL law.
   b. "Bonding" means time spent by an employee who is the biological, adoptive,

or foster parent with a biological, adopted, or foster child in connection with the child's birth, adoption, or placement.

c. "Child" includes a biological child, adopted child, foster child, stepchild, child of a domestic partner, or child to whom the employee stands in loco parentis, is a legal guardian, or is a de facto custodian.

d. A "covered family member" means a spouse or domestic partner, child, parent or legal guardian, sibling, grandchild, grandparent or spouse's grandparent, a son-in-law or daughter-in law, and an individual with whom the employee has a personal relationship that creates an expectation and reliance that the employee care for the individual without compensation, whether or not the employee and individual reside together.

e. "Grandchild" means a child of the employee's child.

f. "Grandparent" means a parent of the employee's parent.

g. "Health care provider" includes an individual who is licensed, certified, or otherwise authorized under law to practice in the individual's scope of practice as a physician, physician assistant, podiatrist, osteopath, surgeon, advanced practice registered nurse, an alcohol and drug counselor, or a mental health professional.

h. "Incapacity" means inability to perform regular work, attend school, or perform regular daily activities due to a serious health condition or treatment or recovery from such condition.

i. "Inpatient care" means an overnight stay in a hospital, hospice, or residential medical care facility, including any period of incapacity, or any subsequent treatment in connection with such inpatient care.

j. "Medical care related to pregnancy" includes prenatal care or incapacity due to pregnancy or recovery from childbirth, stillbirth, miscarriage, or related health conditions.

k. "Military member" means a current or former member of the U.S. armed forces, including a member of the National Guard or reserves, who, except for a deceased military member, is a resident of the state and is a covered family member of the employee.

l. "Qualifying exigency" means a need arising out of a military member's active duty service or notice of an impending call or order to active duty in the U.S. armed forces, including providing for the care or other needs of the covered family member's child or other dependent, making financial or legal arrangements for the covered family member, attending counseling, attending military events or ceremonies, spending time with the covered family member during a rest and recuperation leave or following return from deployment, or making arrangements following the death of a military member.

m. "Safety leave" means leave from work because of domestic abuse, sexual assault, or stalking of the employee or the employee's covered family member, provided the leave is to:

    i. seek medical attention related to the physical or psychological injury or disability caused by domestic abuse, sexual assault, or stalking;

    ii. obtain services from a victim services organization;

iii. obtain psychological or other counseling;

iv. seek relocation due to the domestic abuse, sexual assault, or stalking; or

v. seek legal advice or take legal action, including preparing for or participating in any civil or criminal legal proceeding related, or resulting from, the domestic abuse, sexual assault, or stalking.

n. "Seasonal employee" means an individual who is employed for not more than 150 days during any consecutive 52-week period in hospitality by an employer whose average receipts during any six months of the preceding calendar year were not more than 33% percent of its average receipts for the other six months of such year.

o. "Serious health condition" means a physical or mental illness, injury, impairment, condition, or substance use disorder that involves:

i. inpatient care in a hospital, hospice, or residential medical care facility, including any period of incapacity; or

ii. continuing treatment or supervision by a health care provider, which includes any one or more of the following:

(1) a period of incapacity of seven or more days, and any subsequent treatment or period of incapacity relating to the same condition, that also involves treatment by a health care provider as specified by law;

(2) a period of incapacity due to medical care related to pregnancy;

(3) a period of incapacity or treatment for a chronic health condition that:

(A) requires periodic visits (at least twice a year) for treatment by a health care provider or under orders of or referral by a health care provider;

(B) continues over an extended period of time; and

(C) may cause episodic rather than continuing periods of incapacity

(4) a period of permanent or long-term incapacity due to a condition for which treatment may not be effective and for which the individual is under continuing supervision of a health care provider (though may not be receiving active treatment);

(5) a period of absence to receive multiple treatments by a health care provider for (1) restorative surgery after an accident or other injury, or (2) a condition that would likely result in a period of incapacity of more than seven calendar days in the absence of medical intervention or treatment.

4. **ELIGIBILITY, LENGTH, AND WAGE REPLACEMENT**

a. Qualifying Reasons for MPL Leave: An eligible employee may take MPL leave for the following reasons:

i. their own qualifying serious health condition;
ii. bonding with their child during the first 12 months after the child's birth, adoption or placement;
iii. providing care for a covered family member with a qualifying serious health condition;
iv. safety leave because of domestic abuse, sexual assault, or stalking of the employee or employee's covered family member; or
v. any qualifying exigency arising from the active-duty service (or notice of an impending call or order to active duty) in the U.S. armed forces of an employee's covered family member.

Except for bonding leave, the period for which an employee is seeking MPL leave must be based on a seven-day qualifying event.

b. Eligibility: To be eligible for leave under the MPL law, an employee must:
   i. have earned at least 5.3% of the statewide average annual wage in the past year;
   ii. have worked 50% or more of the prior year in Minnesota, or, for employees who did not work 50% or more of the year in any one state, live in Minnesota;
   iii. Seasonal employees, as defined below, are not eligible for MPL.
c. Length: An eligible employee may take up to 12 weeks of MPL per MPL leave and benefit year (the "MPL year") for their own serious health condition and up to 12 weeks of MPL per MPL year for bonding, safety leave, family care, and qualifying exigency, except that the total amount of MPL cannot exceed more than 20 weeks in a single MPL year. Employees may take MPL in blocks or intermittently. For leave covered by both the federal Family Medical Leave Act (FMLA) and MPL law, except for bonding leave, intermittent leave may be taken in increments of no less than one hour. For bonding leave, and for MPL family and medical leave not covered by FMLA, intermittent leave may be taken in increments of no less than one calendar day. Leave based on a serious health condition of the employee or a covered family member may be taken intermittently only if such leave is reasonable and appropriate to the needs of the individual with the serious health condition. Employees may take up to no more than 480 hours of intermittent leave in the applicable MPL year
d. Wage Replacement: The wage replacement that an eligible employee will receive during a leave covered under the MPL law are calculated as follows, up to the maximum weekly benefit amount:
   i. 90% of wages that do not exceed 50% of the state average weekly wage; plus
   ii. 66% of wages that exceed 50% of the state's average weekly wage but not 100%; plus
   iii. 55% of wages that exceed 100% of the state average weekly wage.

Employees may calculate their estimated MPL benefits using this online calculator, which has been established by the Minnesota Department of Employment and Economic Development's ("DEED") Paid Leave Division.

5. **NOTIFICATION REQUIREMENTS**
   a. Eligible employees must notify the District in advance of the anticipated timing and duration of MPL leave by making a leave request to the Total Compensation department.
   b. If the need for leave is foreseeable, employees must provide the District with at least 30 days' advance notice before the leave is to begin. Foreseeable qualifying events include, for example, an expected birth, placement for adoption or foster care; planned medical treatment for the employee's or covered family member's serious health condition; or other known military exigency. If an employee does not provide at least 30 days advance notice of foreseeable leave, the District may request that the employee explain the reasons why notice was not practicable.
   c. If 30 days advance notice is not practicable for reasons such as a lack of knowledge of approximately when leave will be required to begin, a change in circumstances, or a medical emergency, notice must be given as soon as practicable. As soon as practicable means as soon as both possible and practical, taking into account all of the facts and circumstances in the individual case. When an employee becomes aware of a qualifying event less than 30 days in advance, it should be practicable for the employee to provide notice of the need for leave either the same day or the next business day that the employee recognizes the need for leave, unless the need for leave is based on a medical emergency.
   d. The employee must inform the District as soon as practicable if dates of scheduled leave change or are extended or were initially unknown.
   e. When an employee takes intermittent MPL, the employee must provide the District with a schedule of needed workdays off as soon as practicable and must make a reasonable effort to schedule the intermittent leave so as not to unduly disrupt the operations of the District.
   f. The District may request certification of the reason for leave from the employee consistent with the MPL law, which the employee must provide as soon as practicable.
6. **BENEFITS DURING MPL**
   a. Benefits: During MPL, an employee's eligibility status for any group insurance policy or health care plan will not change and the employee may continue their participation in such policy or plan. All employee contributions (if any) must be paid on a timely basis to the District's third-party provider ("Benefit Resource, Inc." or "BRI") in order to maintain the continuous coverage of benefits. Contributions will be at the same level as if the employee was working. Coverage will cease if payments are not made within a thirty-calendar day grace period of the due date. Premium payments or policy coverage are subject to change.

b. Use of Accrued Leave to Supplement PML: An employee who has accrued sick or vacation time and applies for Paid Medical Leave (PML) may use that accrued time to supplement, or "top off," benefits paid by the state. For PML that occurs outside of the employee's regular contract year (such as summer break), supplementation is not permitted. However, winter break, spring break, and other workshop days are eligible for supplementation using accrued leave.

When an employee chooses to supplement PML benefits with accrued sick or vacation time, pension contributions, union dues, and applicable taxes will be deducted. If the employee supplements with short-term disability payments or chooses not to supplement PML benefits, no pension contributions or union dues will be deducted, and the employee is responsible for contacting TRA or PERA to purchase any applicable pension credits.

c. Disability Benefits and Sick Leave Bank or Donation: An employee who is eligible for both disability benefits and MPL may receive disability insurance payments in addition to MPL benefits. Disability insurance benefits may be offset by MPL benefits paid to employees under the terms of the disability insurance plan.

For Unions Groups with a "Sick Bank" of donated hours by fellow employees, any sick leave bank hours may only be credited if the applicant falls under the provisions within the contract (i.e., FMLA). Sick bank hours shall not be used to extend any leave of absence outside of the PML or FMLA entitlement.

The total amount of MPL benefits and vacation and/or sick time will not exceed an employee's usual salary. The use of vacation and/or sick time to supplement MPL benefits does not extend the length of MPL.

d. Time Accrual: Employees will continue to accrue vacation, and/or sick time only for hours paid by the district. Employees will not accrue vacation and/or sick time for any hours paid by the state. Holidays may only be "topped off" if the employee has elected to "top off" the rest of their PML leave.

7. **APPLYING FOR MPL BENEFITS**

a. Employees who wish to submit an application for MPL benefits must first request leave from Total Compensation and then complete any portion of the MPL paid benefits application form that is designated to be completed by the employee and submit the application for MPL benefits along with any necessary certifications (medical or otherwise) to the state. The District will respond to requests for information about an employee's application for MPL benefits within seven calendar days of the request.

8. **RETURN TO WORK**

a. Reinstatement: At the conclusion of the leave of absence, an employee who has been employed by the district for ninety (90) or more days is entitled to be returned to the position the employee held when the leave began, or an equivalent position with equivalent benefits, pay and working conditions, provided that the employee returns to work immediately following such leave.

For employees who have not completed 90 days of employment, MPL leave is not job-protected, and the District will determine reinstatement based on the circumstances of the employee's leave, the district's needs and other relevant factors.

b. Early Return: When it is foreseeable, an employee who intends to return to work earlier than anticipated must notify the Total Compensation at least one week prior to the date the employee is able to return. The Total Compensation shall in turn notify the employee's immediate supervisor.

9. **COORDINATION WITH OTHER LEAVES**
   If any employee is eligible for MPL and leave under any other District policy or applicable law, including the federal Family and Medical Leave Act and the Minnesota Pregnancy and Parenting Leave law, the leaves run concurrently unless prohibited by law and employees will be required to follow notice and documentation obligations under such policies or applicable laws in addition to the steps required for MPL.
10. **EMPLOYMENT RESTRICTIONS DURING MPL**
    a. While on MPL, the employee may not be employed by another employer during the same hours that the employee was normally scheduled to work for the district.
    b. While on MPL for an individuals' own serious health condition, working at other positions (such as summer school, curriculum writing, extended day, extended school year, etc.) is not allowed. While on MPL for care of a family member or bonding leave, working of other positions must be approved, in writing, by the employee's supervisor and Total Compensation, prior to the start of any such position.
11. **RETALIATION PROHIBITED**
    The District will not discharge, discipline, penalize, interfere with, threaten, restrain, coerce, or otherwise retaliate or discriminate against any employee for requesting or obtaining benefits or leave, or for exercising any other right under the MPL law.

Original Adoption:

[Date of adoption]

Legal References:

- Minn. Stat. § 268B (Paid Family and Medical Leave) Minn. Stat. § 181.941 (Pregnancy and Parenting Leave)
- Minn. Stat. § 181.9412 (School Conference and Activities Leave) Minn. Stat. § 181.9413 (Sick Leave Benefits; Care of Relatives)
- Minn. Statutes § 181.9414 (Bone Marrow and Organ Donation Leave) Federal Family and Medical Leave Act (FMLA), 29 U.S.C. § 2601 et seq.

PASSED AND ADOPTED BY THE MINNEAPOLIS PUBLIC SCHOOLS BOARD OF DIRECTORS _____.

	AYE	**NAY**	**ABSENT**	**ABSTAIN**
Abdi	_____	_____	_____	_____
Beachy	_____	_____	_____	_____
Cerrillo	_____	_____	_____	_____
El-Amin	_____	_____	_____	_____
Ellison	_____	_____	_____	_____
Emerick	_____	_____	_____	_____
Callahan	_____	_____	_____	_____
Norvell	_____	_____	_____	_____
Skjefte	_____	_____	_____	_____

Presiding Officer

_____
Collin Beachy, Chair, Minneapolis Public Schools

Attest

_____
Lori Norvell, Clerk, Minneapolis Public Schools

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0043
May 12, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

Resolution approving the 2025-2027 Collective Bargaining Agreement between Special School District No.1 and Service Employees International Union, Local 284 Custodial Employees

WHEREAS, Special School District No. 1 ("District") and Service Employees International Union, Local 284, Custodial Employees ("Union") are parties to a collective bargaining agreement for the period of July 1, 2022 through July 1, 2025;

WHEREAS, the collective bargaining agreement between the District and Union expired on June 30, 2025; and

WHEREAS, the District and Union engaged in collective bargaining negotiations, and reached a tentative agreement on a successor agreement effective July 1, 2025 through June 30, 2027; and

WHEREAS, generally on one of the last whereas clauses mention that the item is recommended by the respective senior officer and superintendent; and

WHEREAS,the Union membership voted affirmatively to ratify the successor agreement.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of Special School District No. 1 hereby approves the collective bargaining agreement between Special School District No. 1, and Service Employees International Union, Local 284, Custodial Employees, effective July 1, 2025, through June 30, 2027. **FURTHER BE IT RESOLVED**,

ADOPTED this 12th day of May 2026.

Collin Beachy, Chair

Lori Norvell, Clerk

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0043
May 12, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

RECORD OF BOARD VOTE

DIRECTOR	MOVE	SECOND	AYE	NAY	ABSTAIN	ABSENT
Abdi						
El-Amin						
Skjefte						
Cerrillo						
Norvell						
Callahan						
Beachy						
Ellison						
Emerick						

Request for Board Action (RBA)

Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Name:	Approval of the 2025-2027 Bargaining Agreement between MPS and the Service Employees International Union (SEIU) Local 284, for custodial and certain physical plant and facilities employees.
Type:	Collective Bargaining Agreement
Meeting Date:	06/12/2026
File Number:	2026-04-ER-CBA-SEIU
Requesting Staff:	Alicia Miller, Senior HR Officer

Background and Pertinent Facts

1. 2025-2027 Bargaining Agreement between MPS and the Service Employees International Union (SEIU) Local 284, Custodial and certain physical plant and facilities employees.
2. This bargaining agreement contains the terms and conditions of employment for the Service Employees International Union (SEIU) Local 284, Custodial and certain physical plant and facilities employees.
3. The two-year total package cost of this agreement is $764,000, representing a 5.4% increase spread over the two years.

Recommendation

Approve the 2025-2027 Collective Bargaining Agreement between Special School District No. 1 and the Service Employees International Union (SEIU) Local 284, custodial and certain physical plant and facilities employees.

Attachments and Relevant Links

Resolution 2026-0043

Custodial 2025-2027 Board Summary

Custodial Tentative Agreement, 2025-2027

SEIU Local 284

In Negotiations with Minneapolis Public Schools

Custodial Unit

TA SUMMARY

For the period: July 1, 2025 – June 30, 2027

Union Bargaining Team:

Scott Edwards (Steward); Selena Engstran (Steward); Ernie Gonzales (Steward); Jim Likely (Steward); Mike Traeger (Steward); Fred Bennett, Jr.; Tremont Bryant; Marvin Johnson; Patrick Scully, Jr.; Aislinn Stein; Hal Goetz (Contract Organizer)

District Bargaining Team:

Alicia miller (Senior HR Officer), Kim Neal (Director, Facilities Maintenance & Operations), Anthony Newman (Supervisor, Physical Plant Operations), Joseph Hayes (Supervisor, Physical Plant Operations), and Brittany Palmer (Human Resources Business Partner)

In the following proposals: (1) underlined language is new language that would be added to the contract; (2) ~~struck through language~~ is current language that would be removed from the contract; and (3) plain language is current contract language that would remain in the contract.

Unless otherwise noted all agreements are effective July 1, 2025.

The Union reserves the right to delete, amend, or add to any of its proposals.

Tentative Agreement 1

Modify all dates in the contract to reflect a two-year contract with a term of July 1, 2025, through June 30, 2027.

Tentative Agreement 2

Article 4
Rights and Obligations of Employees

4.3 **Request for Dues Check Off:** Employees have the right to request and be allowed payroll deduction for the Union and for the Union's political action committee. The District will commence deductions within thirty days of receiving notice from the Union of the authorized deduction(s). The District will remit deductions to the Union within thirty days of the deduction.

The notice will include certification from the Union that the Union has and will maintain a signed authorization from the employee for whom deductions will be made. A valid signed authorization includes, but is not limited to, an electronically signed authorization. The District may require a copy of the signed authorization form only if a dispute arises about the existence or terms of the authorization. The dues deduction authorization remains in effect until the District receives notice from the Union that an employee has changed or cancelled their authorization in writing in accordance with the terms of the original authorizing document.

The Union will indemnify the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union.

~~Pursuant to PELRA, the exclusive representative, shall be allowed dues checkoff. Upon receipt by the District of a properly executed authorization card or data provided by Local No. 284 indicating which members have properly executed an authorization card, the District agrees to deduct during each payroll period an~~

~~amount sufficient to provide the payment of dues established by Local No. 284 from the wages of all employees authorizing such deductions. Deductions shall be made and may be terminated in accordance with the provisions outlined on the dues authorization. Local No. 284 will indemnify, defend, and hold the Board of Education harmless against any claims made and against any suits instituted against the Board of Education, its officers, or employees, by reason of payroll deductions for dues.~~

Tentative Agreement 3

Article 5
Union Rights

5.5 **Information Provided to Union:** ~~On a monthly, the District shall make available to Local No. 284 a list of bargaining unit members including name, address, FTE, work location, position, classification, wage schedule placement, date of employment and District electronic mailing addresses.~~ The District shall, on a monthly basis, provide the Union with an Excel report, inclusive of the following information for all bargaining unit employees: legal name, hire date, job title, worksite location, home address, personal phone number(s), work and personal email address(es), hourly wage, number of hours normally scheduled in a day, and number of duty days and weeks contracted for.

Tentative Agreement 4

Article 5
Union Rights

~~5.6 **Organizational Leave:** The Board of Education will provide for leaves of absence without pay to elected officers or appointed representatives of Local No. 284.~~

Note: Renumber all subsequent Sections of Article 5 as appropriate.

Tentative Agreement 5

Article 5
Union Rights

5.7 **Union Orientation ~~Packet~~:** The District will allow a Union designated representative to meet in person with newly hired employees for thirty minutes

within thirty calendar days from the date of hire, during new employee orientations or (if the District does not conduct new employee orientations) at individual or group meetings. All employees participating in these meetings will be in paid status. The District shall provide at least ten days notice in advance of an orientation. Meetings may be held virtually or for longer than 30 minutes only by mutual agreement of the District and the Union.

~~5.7.1 New Hires – Each newly hired bargaining unit employee shall, during the employee's department onboarding meeting, be provided with a union orientation packet comprised of materials and documents provided by Local No. 284. Local No. 284 shall bear the burden of ensuring packet materials are updated and current, and that the District has sufficient copies of the packets at all times.~~

Tentative Agreement 6

Article 5
Union Rights

5.8 **Use of Facilities/Email:** ~~The Board of Education will allow the use of conference rooms or facilities upon permits secured from the proper authority in accordance with rules and regulations of the Board of Education.~~ The Union may use the District mail service, staff mailboxes, and District email for communications with bargaining unit employees. The District shall allow the Union to meet with bargaining unit members in District facilities regarding collective bargaining, the administration of the collective bargaining agreement, grievances and other workplace-related complaints and issues, and internal matters involving the governance or business of the Union, provided such use does not interfere with the District's business operations.

Tentative Agreement 7

Article 7
Joint Labor Management Committee

7.1 **Labor Management Committee:** For the purposes of maintaining communications between labor and management in order to cooperatively discuss and solve problems of mutual concern, the parties agree to meet quarterly unless mutually agreed otherwise.

a. **Membership:** The committee shall consist of not more than five (5) representatives of the Union and not more than five (5) representatives of the District, to which the parties shall assign their own representation. ~~Should temporary expansion of the committee be deemed necessary sur to matters of specialized concern or expertise, the number of Committee participants may be expanded through mutual agreement.~~ By mutual agreement, the

Committee may be temporarily expanded to include additional participants when specialized expertise or subject matter knowledge is needed to address specific agenda items. Such expansion shall be limited in scope and duration to the matter at hand.

Tentative Agreement 8

Article 8
Vacation and Leaves

8.4 **Sick Leave:** Employees in this bargaining unit will be entitled to leave with full pay for actual illness, temporary physical disability, or illness in the immediate family or quarantine. Sick leave will be granted in accordance with the provisions of this labor/management agreement. The word "illness" as it occurs in this contract is understood to include bodily disease or injury or mental affliction, whether or not a precise diagnosis is possible, when such disease or affliction is, in fact, disabling. Employees in this bargaining unit shall accrue sick leave based on hours worked at a rate equivalent to one (1) day per month, prorated according to the employee's regular daily schedule. This equates to an accrual rate of 0.0462 hours of sick leave for each hour paid. Other factors defining sick leave are as follows:

Tentative Agreement 9

Article 8
Vacation and Leaves

8.4.6 **Sick Leave Use:** All earned sick leave will be credited to the employee's sick leave balance for use as needed. The following balance stipulations will apply.

a. After three (3) or more consecutive days of paid sick leave the District may require an appropriate health care provider in attendance and verification of this attendance. "In attendance" will be interpreted to include a written statement by the health care provider. The District may require such a note for any unpaid absence which is not otherwise covered or excused under an approved leave of absence.

b. No employee may borrow against their sick leave balance except those employees who are injured on duty. Such injured employees

will be permitted to borrow up to twelve (12) days.

An approved leave of absence for medical reasons in excess of 120 working days will be wholly discretionary with the employer, except that an employee who, in the opinion of the District's health care provider, is permanently and totally disabled from any gainful employment whatsoever, will be entitled to use all sick leave accrual.

8.10 **Unpaid Leave ~~of Absence~~**

8.10.2 **General:** Unless otherwise provided in this Agreement or required by applicable state or federal law, unpaid time off for any reason other than emergency illness must be pre-approved by a supervisor or taken as part of an approved leave of absence. For unpaid absences due to emergency illness the district may require a note from a qualified physician stating the reason for the absence before an employee can return to work.

Tentative Agreement 10

Article 8
Vacation and Leaves

8.6.2 **Sick Leave Severance**

c. Selling Back Sick Leave:

- **Sick Leave:** Every employee of this bargaining unit with at least 60 ~~90~~ or more days of sick leave shall have the option of selling back to the District up to ten (10) days each fiscal year to be placed in their deferred compensation account (or 403B plan) at their current rate of pay.

Tentative Agreement 11

Article 10
Civil Service Rules and Employee Discipline

10.3 **Probationary Periods:**

10.3.1 **New Hire Probationary Period:** ~~An employee is a probationary employee for his/her first six (6) months of employment~~ An employee on initial employment or reinstatement probation shall have passed their probation when they have worked one hundred and thirty (130) days in their new assignment. During any employee's probationary period, an employee may be disciplined for any reason without recourse to the grievance procedure for the employee or for the union. However, new hire

probationary employees and the union are able to file grievances on any conditions of employment other than discipline for new hire probationary employees.

10.3.2 **New Classification Probationary Period:** Employees who move from one classification to another shall serve a probationary period of sixty (60 days worked (a minimum of thirty calendar days of which much be between the first and last student contact days of a school year) in any such new classification. During this period, if it is determined by the School District that the employee's performance in the new classification is unsatisfactory, the School District shall have the right to reassign the employee to their former classification and shift. Likewise, an employee shall be afforded the same opportunity within the probationary period. If an employee fills in for a vacant position and eventually gets the position, their probationary period shall be retroactive back to the first full-time day in said position.

~~10.4 **Probationary Employees.** This Article does not apply to or impose additional conditions of the release of probationary employees, and nothing contained in Article 8 prohibits the District from releasing an employee during his/her probationary period.~~

Tentative Agreement 12

Article 11
Grievance Procedure

11.2.5 **Days:** Workdays excluding Saturday, Sunday and holidays as defined by this Agreement ~~the District~~, or other recess periods during the grievant's work year.

Tentative Agreement 13

Article 11
Grievance Procedure

11.7.2 Step 2, Human Resources Business Partners: If the grievance is not resolved at the time of the Step 1, the grievance shall be reduced to writing by the exclusive representative. The written grievance shall set forth the natures of the grievance, the specific facts giving rise to the grievance, the specific provisions of this Agreement allegedly violated, and the specific remedy sought. The written grievance must be submitted

within twenty (20) working days after the event giving rise to the grievance. Within ten (10) workdays of receiving the written grievances, the Director of Human resources Business Partners or their designee shall provide a written response to the exclusive representative. ~~Employee Relations: The Employee Relations Department shall answer the grievance in writing within ten (10) workdays of submission of the written grievance. A meeting to discuss the grievance may be scheduled, with mutual consent of the parties.~~

11.7.3 **Step 3, Mediation:**

a. If the grievance is not resolved at Step 2, either party may request mediation by filing a request to the Bureau of Mediation Services.
b. For grievances arising out of the due process or disciplinary process, the grievance may skip Steps 1 and 2 and proceed directly to mediation with the mutual agreement of Local No. 284 and Human Resources.

Note: Proceeding steps and Sections to be re-numbered as appropriate.

Tentative Agreement 14

Article 12
Salaries

Cut the entirety of Sections 12.1.1, 12.1.2, and 12.1.3 and replace them with the following:

12.1.1 **YEAR ONE (7/1/2025 – 6/30/2026)**

a. Add $.30 to all Pay Grades/Steps.

12.1.2 **YEAR TWO (7/1/2026 – 6/30/2027)**

a. Add $.40 to all Pay Grades/Steps.

Tentative Agreement 15

Article 12
Salaries

12.2 **Salary Progression (Step Increases):** Employees shall advance one step on the salary schedule and for longevity each July 1st provided they were hired into their current classification prior to the immediately preceding February 1st. ~~To be eligible for a step increase in a given job classification, an employee must be employed in that classification as of February 1st of the contract year preceding the fiscal year in which steps are being awarded.~~

Tentative Agreement 16

Article 12
Salaries

12.3 **Specific Provisions:**

b. **Shift Differential:** Employees whose regularly-assigned school year shift starts ~~starting their shift~~ on or after 1:00 p.m. (or after 12:00 p.m. per Section 13.6.3) shall be given differential pay of $0.75 (seventy-five cents) ~~$0.60 (sixty cents)~~ per hour for their regular shifts between the first and last student contact days of the school year (i.e., excluding those shifts assigned according to Section 13.5 of this Agreement) ~~the entire shift~~ above and beyond the basic pay. Between the last student contact day of one school year and the first student contact day of the next school year employees will receive the differential only if they start their shift on or after 1:00 p.m. on the day in question (or on or after 12:00 p.m. per Section 13.6.3).

Tentative Agreement 17

Article 12
Salaries

12.8 **Longevity:** Employees will be paid the following Longevity differential(s) on top of any other pay they qualify for under this agreement based on their years of service as defined in Section 12.2 of this agreement.

Years of Service	Differential
20+	$0.25

Tentative Agreement 18

Article 13
Hours

13.4 **Overtime:**

13.4.2 **Sunday and Holiday Work (non-callback):** ~~Planned, non-callback, and non- emergency work performed~~ Hours on Sundays and holidays

shall be paid at a premium rate of two (2) times an employee's regular rate of pay. Holiday shall be defined as the actual holiday, regardless of the day observed as the holiday. ~~according to the terms outlined below (see section 13.4.3 for provisions on callback pay):~~

- ~~For non-school related activities, employees shall receive two (2) times their regular rate of pay for hours worked on a Sunday or holiday.~~

- ~~For school-related activities, employees shall receive one and one half (1 ½) times their regular rate of pay for hours worked on a Sunday or holiday.~~

- ~~For purposes of this section 13.4.2, the holiday shall be the actual holiday regardless of the day observed as the holiday.~~

Tentative Agreement 19

Article 13
Hours

13.8 **Emergency Closing:** On days that were going to be student-contact days but school buildings are closed to in-person instruction, or on days that were not student-contact days but school buildings are unexpectedly closed due to inclement weather to staff outside this bargaining unit, employees in this unit who are unable to report to work in person may use any available paid leave (e.g., vacation, sick) to be kept whole or take the time unpaid. If they are able to report to work in person on any such day they will receive pay at the rate of time and one half for all hours worked in-person on such days.

Tentative Agreement 20

Article 14
Other Terms and Conditions of Employment

14.2.2 **Uniform Requirements:** Each employee shall have at least three (3) uniforms at all times. The uniforms must be in good condition and must be worn while on duty, regardless of shift, at all times. The designated uniform must consist of a tan shirt with the proper name embroidered over the right pocket and the MPS patch over the left sleeve. Either long or short sleeves are acceptable. Pants or shorts must be dark brown or black and must be in good condition. Uniforms must be worn in a professional manner with the shirt burroned and shirts with tails will be tucked in. Designated means – only from the approved sales locations, material, color, and quality. ~~NO SUBSITUTIONS.~~

b. Female uniform options will be made available to employees in the

bargaining unit.

Tentative Agreement 21

Article 15
Bidding System, Transfer and Reassignment

15.1 **General**

15.1.1 **Right to Bid:** All permanent employees covered by this agreement shall have the right to bid on a building position within his/her classification of his/her choice.

15.2 **Posting and Bidding:**

15.1.2 **Postings:** When~~ever~~ the District intends to fill a vacancy, ~~a~~ notice of such vacancy shall be posted on the District's website for no less than ten (10) business days.

15.2.2 **Bidding:** Bids must be submitted online using the District's online ~~website and~~ employment application system.

a. ~~The~~ Bidding ~~system~~ for lateral transfers shall be based on a seniority system, and pertain to each classification and category. The employee within classification with the highest classification seniority from the list of eligible bidders ~~will~~ shall be given the lateral transfer and must accept the lateral movement.

d. Positions that remain vacant after the lateral transfer process has been completed shall be filled through the interview and select process of qualified applicants. Candidates shall be considered and bids shall be awarded based on educational qualifications, work experience, satisfactory work performance, years of service, and performance in the interview process. ~~At their discretion, and dependent on notification of Human Resources, a Union representative may attend as an observer.~~

~~For the purposes of this section 15.2.2, the District will comply with all requirements of the Veterans Preference Act.~~

f. **Administrative Transfers:** If it is deemed to be in the best interest for the building and staff that an employee should be moved or transferred from any building, ~~the building principal or the Physical Plant Operations Supervisor~~ Human Resources may recommend an administrative transfer to the appropriate Employee Relations designee. The Employee Relations designee will review the

recommendation with the appropriate supervisor and, with the employee's consent, discuss the recommended move with Local No. 284 before such a move is made.

Note: The Union agrees to the District's proposal to change "will" to shall" in Sections 15.1 and 15.2.

Tentative Agreement 22

Article 15
Bidding System, Transfer and Reassignment

15.3 **Required Training**

15.3.1 All new employees must attend at least twenty-hour (24) hours of job-specific training in the first ~~four (4) years~~ of employment (at least 75% of which much be in-person). All required in-person training shall be conducted by a Senior Custodian, a higher-graded position, or a supervisory staff member within the department. After completion of the first ~~four~~-year program, every employee shall complete twelve (12) hours of in-service training in each school year (at 75% of which must be in-person).

15.3.2 Each promotion will involve an additional twenty-four (24) hours of in-service training (at least 75% of which must be in-person). If these twenty-four (24) hours are not accumulated prior to a promotion, they must be completed within one (1) year after the promotion.

15.3.3 Each employee must attend and complete training school classes to receive credit.

15.3.4 Ongoing training classes, including scheduled make-up classes, will afford all employees the opportunity to attend training and make-up any missed classes due to exigent circumstances, (i.e. illness, death in the family, etc.) The District and Union may meet and confer annually regarding the training calendar.

Tentative Agreement 23

Delete now-unnecessary dates from when provisions entered into effect (e.g., the "Effective July 1, 2019," provisions in Dental coverage (Sections 16.5.1, 2, and 3)).

Tentative Agreement 24

Update all references to gendered pronouns such as “her,” “her,” “she,” and “hers” within the collective bargaining agreement to inclusive non-gendered language, such as “they/them/theirs.”

Tentative Agreement 25

MEMORANDUM OF AGREEMENT BETWEEN
MINNEAPOLIS PUBLIC SCHOOLS, SPECIAL SCHOOL DISTRICT NO. 1
AND
SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284

Senior Engineer

WHEREAS, Minneapolis Public Schools, Special School District No. 1 (the “District”), and Service Employees International Union Local 284 (“Union”), collectively referred to as the “Parties,” have entered into a collective bargaining agreement governing the terms and conditions of employment;

WHEREAS, certain District facilities are large and complex, requiring specialized operation and oversight of building systems, including boilers;

WHEREAS, to recognize the technical expertise, licensure, and leadership required to lead the District’s largest and most complex facilities, the District desires to create a new classification, Senior Engineer, which shall require a Chief Boiler Operator license;

WHEREAS, the Parties wish to provide a pathway for existing Senior Custodians at these sites to transition into the Senior Engineer role, or find an appropriate role that aligns with each employee’s existing licensure, so employees’ skills and qualifications are fully utilized;

WHEREAS, the Parties agree to provide a defined timeline of ____ months from the effective date of this MOA for eligible Senior Custodians in these buildings to obtain the Chief Boiler Operator license; during this period, employees shall remain compensated at the senior custodian rate; and

WHEREAS, the Parties desire to ensure a smooth transition for affected Employees and to memorialize a shared understanding regarding the creation of this new classification and the process for staffing it;

THEREFORE, BE IT RESOLVED THAT the Parties agree to this Memorandum of Agreement (MOA) jointly agree to the following:

1. **Creation of New Classification**
    a. The District shall establish a new classification of “Senior Engineer”, which will require a Chief Boiler Operator license. In addition to the responsibilities of a Senior Custodian, this role will be responsible for the oversight, operation, and maintenance of the site’s boiler.

b. The Senior Engineer position shall be classified as J10. The site differential for Senior Custodians at Tier 3 sites shall no longer apply.

2. Designated Sites

a. The Senior Engineer classification may be established at the following District facilities:
   i. Andersen United Middle School
   ii. Camden High School
   iii. Edison High School
   iv. Ella Baker Elementary School
   v. Justice Paige Middle School
   vi. Las Estrellas Dual Language School
   vii. Laura Ingalls Wilder School
   viii. North Community High School
   ix. Northeast Middle School
   x. Olson Middle School
   xi. Roosevelt High School
   xii. South High School
   xiii. Southwest High School
   xiv. Sullivan STEAM School
   xv. Washburn High School

3. **Transition of Positions**

a. **Rights to Position:** Existing Senior Custodians at designated sites may maintain their placements and their titles indefinitely.
b. **Compensation:** Senior Custodians at the relevant facilities shall continue to be employed and compensated at their current Senior Custodian rate. If they obtain a Chief Boiler License and communicate such information to the District they shall be upgraded to a Senior Engineer.
c. **Posting of Open Positions:** If the Senior Custodian at any relevant facility leaves their position for any reason during the life of the MOA that position will be posted according to the following procedures:
   i. **Internal:** First, the position will be posted internally as a Senior Engineer according to the provisions of Section 15.2 of the CBA.
   ii. **External:** If the Senior Engineer position is not filled internally it may be posted externally.
   iii. **Change of Position:** If the Senior Engineer position is not filled internally and has not been filed after being posted externally for at least two calendar weeks the District may repost it for bidding as a Senior Custodian position.

This MOA will take effect upon signature by both parties and will remain in effect until a successor to the CBA has been ratified by both parties and has taken effect.

In the event any person asserts that a provision of this MOA is ambiguous, this MOA must be construed to have been drafted equally by all parties.

The parties recognize that this MOA is arising out of unique circumstances and therefore cannot be construed by either party in any proceeding, negotiation, or grievance as creating any past practice or establishing a precedent that in any way binds either party.

This MOA is enforceable under the grievance and arbitration procedures in the CBA and can be used in any proceedings for the purposes of its own enforcement. The parties agree that this MOA may not be used to contradict the other party's position or introduced as evidence of a past practice in any future proceeding, including a grievance arbitration, other than a proceeding related to the application of this MOA while it is in effect.

This MOA constitutes the entire agreement between the parties relating to the subject matter addressed in this MOA. This MOA controls to the extent that it conflicts with the terms of the CBA, but only with respect to the subject matter of the MOA. No changes to this MOA are valid until they are in writing and are signed by both parties.

The provisions of this MOA shall be severable if any provision hereof or the application of any such provision under any circumstances is held invalid by a court of competent jurisdiction it shall not affect any other provisions of this agreement or the application of any other provision hereof.

FOR THE UNION:

_____ _____

Hal Goetz **Date**
Business Agent
SEIU, Local No. 284

FOR THE DISTRICT:

_____ _____

Alicia Miller **Date**
Senior Human Resources Officer
Minneapolis Public Schools

Tentative Agreement 26

MEMORANDUM OF AGREEMENT BETWEEN
MINNEAPOLIS PUBLIC SCHOOLS, SPECIAL SCHOOL DISTRICT NO. 1
AND

SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 284

Senior Engineer

WHEREAS, Minneapolis Public Schools, Special School District No. 1 (the "District"), and Service Employees International Union Local 284 ("Union"), collectively referred to as the "Parties," have entered into a collective bargaining agreement governing the terms and conditions of employment;

WHEREAS, the District seeks to incentivize employees to obtain and maintain boiler licenses above the minimum required for the their current positions, including during periods when no position requiring such licensure may be available;

THEREFORE, BE IT RESOLVED THAT the Parties agree to this Memorandum of Agreement (MOA) jointly agree to the following:

2. The District shall pay an above-grade licensure differential to employees who possess and boiler license above the minimum required for their current position, upon submission of proof of such licensure to the District, in accordance with the following schedule

Boiler License	Above-grade Differential
Special	$0.30/hr.
2nd Class	$0.60/hr.
1st Class	$0.90/hr.
High Pressure	$1.20/hr.
Chief	$1.50/hr.

3. Continued payment of the above-grade licensure differential shall be contingent upon the employee continuing to bid on all posted vacant positions requiring the applicable above-grade license for which the employee is qualified. If an employee bids on and is awarded a position requiring the applicable license, the employee shall be required to accept the position.

4. An employee's failure to bid on a posted vacant position requiring the applicable above-grade license, or failure to accept a position awarded as a result of such bid, shall result in the immediate cessation of the above-grade licensure differential.

5. Upon expiration, the Parties agree to review the effectiveness of this MOA in incentivizing employees to obtain and maintain above-grade licensure.

This MOA will take effect upon signature by both parties retroactive to July 1, 2025, and will remain in effect until a successor to the CBA has been ratified by both parties and has taken effect.

In the event any person asserts that a provision of this MOA is ambiguous, this MOA must be construed to have been drafted equally by all parties.

The parties recognize that this MOA is arising out of unique circumstances and therefore cannot be construed by either party in any proceeding, negotiation, or grievance as creating any past practice or establishing a precedent that in any way binds either party.

This MOA is enforceable under the grievance and arbitration procedures in the CBA and can be used in any proceedings for the purposes of its own enforcement. The parties agree that this MOA may not be used to contradict the other party's position or introduced as evidence of a past practice in any future proceeding, including a grievance arbitration, other than a proceeding related to the application of this MOA while it is in effect.

This MOA constitutes the entire agreement between the parties relating to the subject matter addressed in this MOA. This MOA controls to the extent that it conflicts with the terms of the CBA, but only with respect to the subject matter of the MOA. No changes to this MOA are valid until they are in writing and are signed by both parties.

The provisions of this MOA shall be severable if any provision hereof or the application of any such provision under any circumstances is held invalid by a court of competent jurisdiction it shall not affect any other provisions of this agreement or the application of any other provision hereof.

FOR THE UNION:

_____ _____

Hal Goetz **Date**
Business Agent
SEIU, Local No. 284

FOR THE DISTRICT:

_____ _____

Alicia Miller **Date**
Senior Human Resources Officer
Minneapolis Public Schools

SUMMARY OF TENTATIVE AGREEMENT

SPECIAL SCHOOL DISTRICT NO.1

and

SEIU, LOCAL 284 – CUSTODIAL

2025-2027

Board Meeting – May 12, 2026

Term: Two (2) years, July 1, 2025, through June 30, 2027

Article 12 – Salaries

- Add $0.30 to all Pay Grades/Steps, effective July 1, 2025
- Add $0.40 to all Pay Grades/Steps, effective July 1, 2026
- Revised language redefines eligibility for step increases, providing that employees automatically advance one step on the salary schedule and receive longevity increases each July 1, provided they were hired into their current classification prior to the immediately preceding February 1
- Updated provisions increase the shift differential from $0.60 to $0.75 per hour and clarify eligibility requirements for work performed during the regular school year as well as the period between the last student contact day of one school year and the first student contact day of the next
- New longevity language establishes an additional $0.25 per hour differential for employees with 20 or more years of service, as defined in Section 12.2 of the bargaining agreement

Article 4 – Rights and Obligations of Employees

- Expanded contract language provides clarification and additional requirements related to commencement of payments, maintenance of the signed agreement, cancellation of the authorization, and Union's indemnification for the District for any successful claims made by an employee for unauthorized deductions made in reliance upon certification or information received from the Union

Article 5 – Union Rights

- Expanded language clarifies and increases the scope of information the District is required to provide to the Union on a monthly basis
- Revised Union orientation provisions expand the Union's right to meet with each new employee for up to thirty (30) minutes, with such meetings conducted in a paid status.
- New and expanded language addresses the Union's use of District email for communication with bargaining unit employees and further defines permissible use of District facilities

Article 8 - Vacation and Leaves

- Addition of a provision defining the accrual rate for sick leave. The rate will be equivalent to one (1) day per month, prorated according to the employee's regular daily schedule
- Additional language related to requirements for a written statement by a health care provider for any unpaid abence not otherwise covered or excused under an approved leave of absence or law
- Addition of a requirement for pre-approval by a supervisor, and requirement for a note from a physician in the event of emergency illness
- Reduces the sick leave balance requirement for selling back sick leave from 90 days to 60 days

Article 10 – Civil Services Rules and Employee Discipline

- Replaces the existing six-month probationary period for new hires with a requirement to complete 130 duty days worked

Article 13 - Hours

- Clarifies that when buildings are closed due to inclement weather and an employee cannot report to work, they may use available paid leave (such as vacation or sick leave) to maintain pay, or elect to take unpaid leave. Employees who are required to report in person during such closures will be compensated at time-and-a-half for hours worked

Fiscal Impact:

The two-year total package cost of this agreement is $764,000, representing a 5.4% increase spread over the two years.