Business Meeting

Tuesday, September 8, 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

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

6)a. Approval of the Consent Agenda

6)a.1. Acceptance of Minutes

6)a.1.a. July 28, 2026 Regular Business Meeting

6)a.1.b. Aug. 14, 2026 Special Meeting

6)a.2. Human Resources Transactions

6)a.2.a. Approval of List A personnel matters (2026-09-ER-A)

6)a.2.b. Approval of List B personnel matters (2026-09-ER-B)

6)a.3. Acceptance of Gifts and Donations (2026-0066)

6)a.4. Contracts

6)a.4.a. Amendment to contract 4400003643 with Advanced Mason Restoration

6)a.4.b. Amendment to contract 4400002941 with B&D Associates, Inc.

6)a.4.c. Amendment to contract 4400002941 with B&D Associates, Inc.

6)a.4.d. Amendment to contract 4400003250 with Bolton & Menk, Inc.

6)a.4.e. Contract 4400004028 with Bolton & Menk, Inc.

6)a.4.f. Contract 4400003936 with College of Nannies & Tutors

6)a.4.g. Amendment to contract 4400000985 with Concur Technologies

6)a.4.h. Contract 4400003925 with Comport Consulting Corp

6)a.4.i. Contract 4400003991 with David Hoy & Associates (DHA)

6)a.4.j. Amendment to contract 4400003949 with Eastside Neighborhood Services- Menlo Park

6)a.4.k. Contract 440000TBD with International Baccalaureate Organization

6)a.4.l. Contract 4400004021 with Johnson Litho Graphics

6)a.4.m. Amendment to contract 4400003338 with Kraft Contracting & Mechanical, LLC

6)a.4.n. Contract 4400004011 with Kone

6)a.4.o. Contract 4400004017 with Learning Disabilities Association of Minnesota

6)a.4.p. Contract 4400004030 with Paragon Development Systems, (aka Pellera)

6)a.4.q. Amendment to contract 4400003947 with Project For Pride In Living (LNAS)

6)a.4.r. Amendment to contract 4400003946 with Project For Pride In Living- MERC

6)a.4.s. Amendment to contract 4400003943 with PYC School

6)a.4.t. Contract 4400003727 with Reading & Math, Inc dba Ampact

6)a.4.u. Contract 4400001641 with Ricoh

6)a.4.v. Amendment to contract 4400003945 with Takoda Prep

6)a.4.w. Contract 4400003924 with Total Filtration Services

6)a.4.x. Contract 4400004036 with True North Consulting

6)b. Resolution certifying the proposed property tax levy for payable 2027 (2026-0064)

6)c. Approval of a Superintendent Employment Contract (2026-0067)

7) **New Business**

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

9) **Adjournment**

Superintendent’s Report

Regular Business Meeting

September 8, 2026

MINNEAPOLIS PUBLIC SCHOOLS

Superintendent’s Update

Superintendent Dr. Lisa Sayles-Adams

MINNEAPOLIS PUBLIC SCHOOLS

NEW Principals

Shirrie Jackson
Loring

Dr. Alisha Raabe
Washburn

Tara FitzGerald
South (Interim)

Tonya Matthews
Wenonah (Interim)

NEW

Assistant Principals

Miles Webb
Franklin

Jennifer Dooper Salazar
Green Central

Dr. Emily Renner
Jenny Lind

Norma Alejandro -Mattson
Roosevelt

NEW

Assistant Principals

Ashleigh Miller
Sanford

Dr. Norma Sciarra
South

Barbara Rundles
Whittier

Camden Field

Washburn Bleachers

South Entrance

Pillsbury and Sullivan Playgrounds

2027 Property Tax Levy Update

Agenda

- Levy background and process overview
- MPS property tax levies
- Levy certification process
- Next steps for 2027 levy
- Questions
- Resources

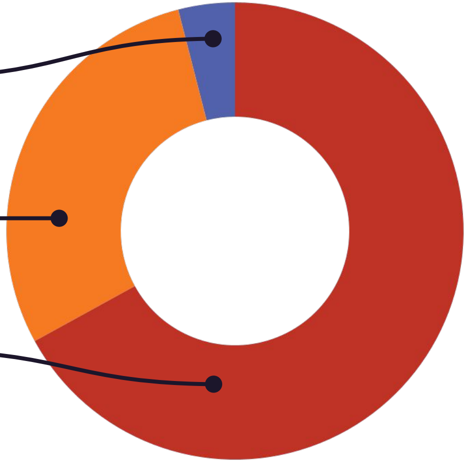
Reminder: Minnesota school finance

Education is funded by three primary sources (using the 2024-2025 school year statewide as a reference)

Federal **4%**

Local Property Taxes **29%**

State **67%**



An excellent resource on how education funding works in our state is the [Minnesota School Finance: A Guide for Legislators]
(also accessible via the QR code)

What is a levy?

- A levy is the mechanism by which taxing authorities (cities, counties, school districts, etc.) impose and collect property taxes
- School board authority to levy property taxes is granted by the Legislature in MN Statutes Section 123B.02, subd. 8:
    - *"The board must provide by levy of tax necessary funds for the conduct of schools, the payment of indebtedness, and all proper expenses of the district."*
- School districts have different levy limitations than other taxing authorities, which are determined by statute

Levy process 101

STEP 1

Tax bases and valuations of individual properties are calculated (county, city, and state)

STEP 2

Taxing authorities set initial levies (must occur before September 30)

STEP 3

Tax rates are calculated and individual impacts are estimated (county)

STEP 4

Notify property taxpayers (county)

STEP 5

Discuss levy and allow public comments (at a meeting held after November 24 but before levy is certified, which can happen at the same meeting)

STEP 6

Final levies are set (must be after November 24 and before December 28)

STEP 7

Taxes are collected and requisite shares are provided to the taxing authorities (county)

Levy reminders

- The change in the amount of money a taxing authority will levy from the current year is measured by a percentage
- That percentage change does not necessarily equal the impact for an individual property
- The overall tax base and individual property valuation are key factors to determine the change for an individual property
- There are state equalization programs in place meant to help defer the impact on taxpayers due to variation in tax bases and individual programs for certain taxpayers based in their individual situation

Levy reminders

- Each taxing authority sets and communicates about its own levy, but the impact on property taxpayers is the combination of all respective authorities
    - For 2026 in Minneapolis, the school district portion represents approximately 24% of a typical homeowner's property taxes
- The property tax statements provided by the county include a breakdown of estimated impact by taxing authority
- School district taxes are shown by what is voter-approved and other

Levy reminders

- The larger the tax base, the smaller the impact on the individual properties (the amount being levied is spread out across more)
- The less commercial and industrial property, the greater burden on homeowners
- A change in a property's individual valuation can cause an increase in property taxes from the prior year, even if there was no levy increase
- A taxing authority's year-over-year levy change percentage matters less to the impact on an individual property than the overall amount the authority levies
    - If 'Taxing Authority A' is increasing its levy by 10% and its current year levy is $100,000, there's a $10,000 increase for taxpayers to collectively cover
    - If 'Taxing Authority B' is increasing its levy by 1% and its current year levy is $10,000,000, there's a $100,000 increase for taxpayers to collectively cover

School district levy primary components

General

SHARE OF 2026 LEVY

~62%

- Includes voter-approved measures
- Has several sub-categories with use restrictions (operating capital, QComp, OPEB, CTE, pension, etc.)

Community Service

SHARE OF 2026 LEVY

~2%

- Used for Community Education programming
- Has restricted use sub-categories for programs like early childhood, home visiting, school-age care, and others

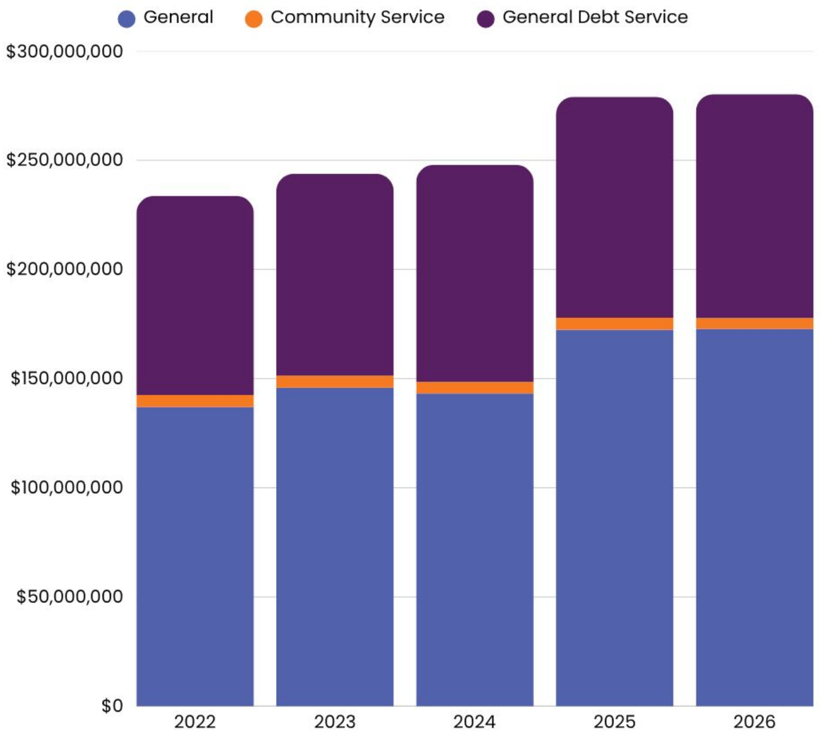
General Debt Service

SHARE OF 2026 LEVY

~36%

- The principal, interest, and fees on bonds that fund construction and capital projects
- Interest rates are determined in part by school credit rating
- The bonded interest rate in determines the amount levied for interest on debt

Review of recent MPS property tax levies



Year	General	Community Service	General Debt Service	Total	Prior Year Change
2022	$136,999,973.39	$5,541,221.76	$91,134,709.62	$233,675,904.77	--
2023	$145,848,250.15	$5,474,604.23	$92,497,294.42	$243,820,148.80	4.34%
2024	$143,236,728.34	$5,282,471.74	$99,384,597.68	$247,903,797.76	1.67%
2025	$172,441,562.01	$5,417,372.67	$101,248,919.86	$279,107,854.54	12.59%*
2026	$172,855,808.82	$4,935,187.27	$102,482,078.42	$280,273,074.51	0.42%

* First year of new voter-approved tech levy increase

Source: MDE Data Center > Data Reports and Analytics > Minnesota Funding Reports (MFR) > MPS Levy Limitation and Certification Reports

MPS voter-approved levies

Operating Referendum

2026 LEVY AMOUNT

$73,629,853.53

TYPE: Per pupil amount with an automatic inflation increase each year

USE: “to manage class sizes and provide supportive services and activities for students.”

STATUS: As permitted by statute, the school board extended the two voter-approved operating referendums for 7 and 9 years respectively in 2024 (pay 2026 was first year of renewed authorizations)

Capital Projects Levy (Tech Levy)

2026 LEVY AMOUNT

$36,344,809.79

TYPE: Percentage of adjusted net tax capacity

USE: “Provide funds for the purchase, installation, and maintenance of technology systems, technology equipment, technology infrastructure and security, and technology support staffing.”

STATUS: Authorized by voters for 10 years in 2024 (pay 2025 was first year levied)

Certifying proposed levy at maximum in September

- Applies only to proposed levy
  - Final levy certified at specific dollar amount following the Truth in Taxation Hearing
  - Most districts in MN use this process to certify proposed levy
- Provides maximum flexibility (the final levy can be less than the pre-certified amount, but it cannot be greater)
- Ensures maximum time to coordinate and calculate levies
- Guards against calculation and processing errors

MPS tax levy process next steps

By Sept 30, 2026

September 8 Meeting
School Board approves preliminary levy

Certification
Staff certify preliminary levy with Hennepin County and MDE

Nov 10 – 14, 2026

Notices Mailed
Parcel-specific notices mailed by Hennepin County

December 8, 2026

Truth-in-Taxation Meeting (6pm start)
Provide levy overview and receive public comment

Final Certification
Certify final 2027 levy

Resources and Guidance

- [MN Department of Education (MDE) Levy Certification Process]
- [MDE Levy Calendar]
- [2025 Payable 2026 Levy Limitation and Certification Report]
- [MN Department of Revenue Truth in Taxation Link]

Questions

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

REGULAR BUSINESS MEETING
July 28, 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 July 28, 2026.

The meeting was called to order at 5:30 p.m. by Chair Beachy, a quorum being present.

ROLL CALL

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

Absent: Lucie Skjefte (1)

Also Present: Student Representative Zion Webster.

Participated by Interactive Technology (pursuant to Minnesota Statutes Section 13D.02) for Scheduling Reasons: Emerick, Callahan, and El-Amin

APPROVAL OF AGENDA

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

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

PUBLIC COMMENTS

Comments were heard from members of the public.

RECESS

A recess was taken.

REPORTS AND RECOMMENDATIONS FROM THE SUPERINTENDENT OF SCHOOLS

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

- Superintendent's Update
- 2026 Legislative Session Summary

No action was taken on these informational items.

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:

Acceptance of Minutes
- June 9, 2026 Regular Business Meeting

Human Resources Transactions
- Approval of List A personnel matters (2026-07-ER-A)
- Approval of List B personnel matters (2026-07-ER-B)

Acceptance of Gifts and Donations
- Acceptance of Gifts and Donations July 28, 2026 (2026-0063)

Contracts
- Contract 4400003885 with Achieve Twin Cities
- Contract 4400003759 with Active Internet Technologies (Finalsite)
- Contract 4400003794 with Advanced Commercial Kitchens
- Contract 4400003937 with Airport Taxi/Transportation Plus
- Contract 4400003900 with BerganKDV
- Contract 4400003936 with Bille Bus
- Amendment to contract 4400003145 with BILLE BUS
- Amendment to contract 400003321 with Bolton & Menk, Inc.
- Contract 4400003927 with Cuningham Group Architecture, Inc.
- Contract 4400003717 with Curriculum Associates, LLC
- Contract 4400003769 with Cybersoft
- Contract 4400003889 with Everway ULS NWS
- Amendment to Contract 4400003146 with Frontier Transportation
- Contract 4400003693 with GBR Interpreting and Translation Services
- Contract 4400003895 with HealthPartners

- Amendment to contract 4400003338 with Kraft Contracting & Mechanical, LLC
- Contract 4400003701 with Language Line
- Contract 4400003891 with Rethink Ed
- Amendment to contract 4400003294 with Stages Theater Company
- Contract 4400003848 with SVL
- Contract 4400003916 with Trafera, LLC
- Contract 4400003926 with Transportation Plus
- Contract 4400003915 with Trane Inc
- Contract 4400003918 with the University of Minnesota
- Amendment to Contract 4400003097 with Waste Management of Minnesota, LLC
- Contract 4400003858 with Xello
- Contract 4400003945 with Takoda Prep
- Contract 4400003948 with Nawayee Center School
- Contract 4400003949 with Menlo Park
- Contract 4400003943 with PYC
- Contract 4400003947 with LNAS
- Contract 4400003946 with MERC
- Contract 4400003328 with VOA

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

Resolution Amending Policy 6690 (Wellness Policy) (2026-0045)

Director Norvell moved to approve Resolution 2026-0045. Ellison seconded the motion.

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

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

Approval of the 2026-2027 e-learning day plan (2026-0057)

Director Ellison moved to approve Resolution 2026-0057. Cerrillo seconded the motion.

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

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

Abstain: (0)
Absent: Skjefte (1)

Approval of the 2026-2028 Non-Represented Employees Compensation Plan (2026-0058)

Director Ellison moved to approve Resolution 2026-0058. Abdi seconded the motion.

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

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

2026-2027 First Budget Amendment (2026-0060)

Director Norvell moved to approve Resolution 2026-0060. Ellison seconded the motion.

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

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

Resolution Authorizing Changes in the Contemplated Use of Bond Proceeds Under Applicable Minnesota Statutes (2026-0044)

Director Ellison moved to approve Resolution 2026-0044. Abdi seconded the motion.

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

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

NEW BUSINESS

2025-2026 Superintendent Evaluation Summary

The following summary of the 2025-2026 superintendent evaluation was provided.

On June 25th, School Board met in a duly noticed meeting that was closed meeting pursuant to Minnesota Statutes Section 13D.05, to conduct the evaluation of the Superintendent for the 2025-2026 school year.

In accordance with that same statute, this summary of the conclusions regarding the evaluation is being provided now, at the Board's next open meeting following the closed meeting.

The superintendent's evaluation was conducted on four goals:

- Goal A: Provide leadership and strategic vision to ensure students receive standards-based core literacy instruction.
- Goal B: Provide leadership and strategic vision to ensure equitable student access to culturally responsive counseling and mental health services.
- Goal C: Provide leadership and strategic vision to strengthen pathways and reduce barriers for talented and diverse MPS employees and potential employees to become teachers; and
- Goal D: Provide leadership and strategic vision to develop and implement a streamlined fiscal process and budget that maximize resource efficiency and aligns expenditure allocation with the district's vision, mission, and strategic goals.

Each evaluation area was assigned a potential rating of ineffective, developing, effective, or highly effective.

- On goal A, the Board determined that the Superintendent received a rating of highly effective.
- On goal B, the Board determined that the Superintendent received a rating of highly effective.
- On goal C, the Board determined that the Superintendent received a rating of highly effective.
- Finally, on goal D, the Board determined that the Superintendent received a rating of highly effective.

Resolution Authorizing Negotiations for a Subsequent Superintendent Employment Contract (2026-0059)

Director Ellison moved to approve Resolution 2026-0059. Norvell seconded the motion.

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

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

Resolution Extending Equity and Diversity Impact Assessment (EDIA) Focus on Early Literacy for the 2026-2027 School Year (2026-0061)

Director Ellison moved to approve Resolution 2026-0061. Abdi seconded the motion.

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

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

Resolution Approving the Strategic Plan Prioritized Strategies for the 2026-27 School Year (2026-0062)

Director Ellison moved to approve Resolution 2026-0062. Cerrillo seconded the motion.

On a roll call vote, the motion to approve the resolution, as approved with the following result:

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

REPORTS FROM BOARD OF EDUCATION DIRECTORS

The following directors and student representatives provided reports:

- Emerick
- Cerrillo
- Norvell
- Ellison
- Beachy

ADJOURNMENT

Without objection, Chair Beachy adjourned the meeting at 7:16 p.m.

Secretary Notations:

- Minutes submitted by Nandi Solórzano O'Brien, Assistant Clerk
- Meeting materials: https://meetings.boardbook.org/Public/Agenda/1807?meeting=754770
- Minutes approved: Sept. 8, 2026.

Approvals:

[redacted]

Collin Beachy, Chair

[redacted]

Lori Norvell, Clerk

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

SPECIAL MEETING
Aug. 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 special meeting to serve as the canvassing board at the John B. Davis Educational Services Center (1250 West Broadway Ave. Minneapolis, MN) on August 14, 2026.

Chair Collin Beachy called the meeting to order at 2:47 p.m., a quorum being present.

ROLL CALL

Present: Directors Abdul Abdi, Lori Norvell, Greta Callahan, Kim Ellison, Joyner Emerick, Collin Beachy (6)

Absent: Directors, Sharon El-Amin, Adriana Cerrillo, Lucie Skjefte (3)

Participated by Interactive Technology (pursuant to Minnesota Statutes Section 13D.02) for Scheduling Reasons: Abdi, Norvell, Callahan, Ellison, Emerick

APPROVAL OF AGENDA

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

Aye: Abdi, Norvell, Callahan, Ellison, Emerick, Beachy (6)
Nay: (0)
Abstain: (0)
Absent: El-Amin, Skjefte, Cerrillo (3)

ACTION ITEMS BY THE BOARD OF EDUCATION

Canvass August 14, 2026 Primary Election Results (2026-0065)

Ellison moved to approve Resolution 2026-0065, Canvassing the Votes for the August 11, 2026 Primary Election for the Nomination of Candidates for the offices of School Board Member At Large for Minneapolis Special School District No.1. Abdi seconded the motion.

On a voice note the motion was adopted with the following result:

Aye: Abdi, Norvell, Callahan, Ellison, Emerick, Beachy (6)
Nay: (0)
Abstain: (0)
Absent: El-Amin, Skjefte, Cerrillo (3)

ADJOURNMENT

Without objection, Chair Beachy adjourned the meeting at 2:54 p.m.

Secretary Notations:

- Minutes submitted by Nandi Solórzano O'Brien, Assistant Clerk
- Meeting materials: https://meetings.boardbook.org/Public/Agenda/1807?meeting=761551
- Minutes approved: Sept. 8, 2026.

Approvals:

[redacted]
Collin Beachy, Chair

[redacted]
Lori Norvell, Clerk

Minneapolis Public Schools
List A: All Employees: Tuesday, September 8, 2026

Hiring - Licensed

Julie Alrai	Deaf & Hard of Hearing Support	Teacher, Special Education (D/HH)	08/09/2026
Erik Arntson	Lyndale Elementary	Teacher, Music	07/01/2026
John Bauer	Literacy & Humanities	Teacher, TOSA Literacy Specialist	08/03/2026
Angelina Dimitrov	Pillsbury Elementary	Teacher, Library Media Specialist	08/09/2026
Kyle Duesler	Northeast Middle	Teacher, Interventionist (Reading)	08/09/2026
Chez Evans	Bethune Elementary	Teacher, Social Worker	09/01/2026
Gatha Felician	Kenny Elementary	Teacher, Special Education (ASD)	08/09/2026
Holly Fudge	South High	Teacher, Social Worker	08/09/2026
Andrea Gelle	FAIR High	Teacher, Advanced Learner	07/01/2026
Muna Jama	Pratt Elementary	Teacher, Elementary	08/09/2026
Molly Keenan	Adult Education	Teacher, Adult Basic Ed	08/09/2026
Sarah Labin	Lucy Laney Elementary	Teacher, Psychologist Spec Asgn (PSYOSA)	07/01/2026
Rebecca Marshall	Bryn Mawr Elementary	Teacher, Elementary	08/09/2026
Faith Mccollow	Ella Baker PK-8	Teacher, Special Education (DCD-MM)	08/09/2026
Danette Mcdeid	Bryn Mawr Elementary	Teacher, Special Education (SERT)	08/09/2026
Patrick Mcinerny	Barton Elementary	Teacher, Elementary	08/09/2026
Catherine Mcnaughton	Justice Page Middle	Teacher, Social Worker	08/06/2026
Ashely Reese	Olson Middle	Teacher, Special Education (SERT)	08/09/2026
Maggie Stotts	Kenny Elementary	Teacher, Elementary	08/09/2026
Sabrina Winkleman	Ella Baker PK-8	Teacher, Elementary	08/17/2026
Natalie Wood	Bancroft Elementary	Teacher, Social Worker	08/09/2026
Vilai Xiong	Anthony Middle	Teacher, Physical Education	08/09/2026

Hiring - Non Licensed

Shannon Adams	Anishinabe Academy Elementary	Student Support Specialist	08/11/2026
Annie Arnold	Lyndale Elementary	School Secretary	08/10/2026
Andrew Blissenbach	Lake Nokomis Keewaydin Elementary	Associate Educator	07/01/2026
Eshay Brantley	Dowling Elementary	Associate Educator	08/30/2026
Jonathan Brown	Lake Harriet Upper Elementary	Special Education Assistant (SERIS)	08/30/2026
Gwendolyn Burkhalter	CWS, Site Group 5	Food Service Coordinator II	08/25/2026
Kendra Edlund	Capital Project Delivery	Project Manager, Planning & Construction	08/03/2026
Jordan Garcia	EMSS, Zone B	Emergency Mgmt, Safety & Security Spec.	09/03/2026
Justine Gilbertson	Olson Middle	Special Education Assistant (SERIS)	08/30/2026
Ashley Gillingham	School Improvement Specialists	School Improvement Specialist	08/31/2026

Peter Graupner	Lake Nokomis Keewaydin Elementary	Special Education Assistant (Program)	08/30/2026
Jason Harrell	Southwest High	Security Monitor	09/08/2026
Katherine Harriss	Pratt Elementary	Associate Educator	08/30/2026
Torrance Hill	South High	School Athletic Director	09/08/2026
Nikolas Klinkner	Heritage Academy High	Special Education Assistant (Program)	08/30/2026
Malia Knoblauch Killian	Edison High	Special Education Assistant (Program)	08/30/2026
Yusuf Nur	Transportation, Safety & Operations C	School Bus Driver	08/18/2026
Leah O'Neil	Lake Nokomis Wenonah Elementary	Special Education Assistant (Program)	08/30/2026
Haydee Quezada Hernandez	CWS, Production	CWS Production Assistant	09/21/2026
Rashad Rich	MPS Metro HA	Special Education Assistant (Program)	08/27/2026
Sabri Sabri	Transportation, Safety & Operations C	School Bus Driver	08/18/2026
Trinity Taylor	Contract Alternatives	School Secretary	07/01/2026
Krista Tinei	Kenny Elementary	Special Education Assistant (Program)	08/30/2026
Ann Webster	Dowling Elementary	Special Education Assistant (Program)	08/30/2026
Marcus Zackery	Youth & Adult Enrichment	Coordinator, Youth & Adult Programs	08/24/2026

Discharges

Licensed

Non-Licensed

Non-Represented

Probationary Separations

Licensed

Non-Licensed

Custodian	08-21-2026	2026-09-ER-8792

Staff Reduction, Licensed

Teacher	08-09-2026	2026-09-ER-9924
Teacher	08-09-2026	2026-09-ER-9925
Teacher	08-09-2026	2026-09-ER-9926
Teacher	08-09-2026	2026-09-ER-9927
Teacher	08-09-2026	2026-09-ER-9928
Teacher	08-09-2026	2026-09-ER-9929
Teacher	08-09-2026	2026-09-ER-9930
Teacher	08-09-2026	2026-09-ER-9931
Teacher	08-09-2026	2026-09-ER-9932
Teacher	08-09-2026	2026-09-ER-9933
Teacher	08-09-2026	2026-09-ER-9934
Teacher	08-09-2026	2026-09-ER-9935
Teacher	08-09-2026	2026-09-ER-9936
Teacher	08-09-2026	2026-09-ER-9937
Teacher	08-09-2026	2026-09-ER-9938
Teacher	08-09-2026	2026-09-ER-9939
Teacher	08-09-2026	2026-09-ER-9940
Teacher	08-09-2026	2026-09-ER-9941
Teacher	08-09-2026	2026-09-ER-9942
Teacher	08-09-2026	2026-09-ER-9943
Teacher	08-09-2026	2026-09-ER-9944
Teacher	08-09-2026	2026-09-ER-9945
Teacher	08-09-2026	2026-09-ER-9946
Teacher	08-09-2026	2026-09-ER-9947

Staff Reduction, Non-Licensed

Discontinuance of Contract

Discontinuance of Contract, Licensed,

Teacher	08-09-2026	2026-09-ER-9901
Teacher	08-09-2026	2026-09-ER-9902
Teacher	06-30-2026	2026-09-ER-8751

Discontinuance of Contract, Non-Licensed

Special Education Assistant (1:1)	08-23-2026	2026-09-ER-9903
Special Education Assistant (Program)	08-23-2026	2026-09-ER-9904
ESP Resident, Elementary	08-23-2026	2026-09-ER-9905
Special Education Assistant (Program)	08-23-2026	2026-09-ER-9906
ESP Resident, Elementary	08-23-2026	2026-09-ER-9907
Special Education Assistant (Program)	08-23-2026	2026-09-ER-9908

Layoffs

Licensed

Non-Licensed

Bilingual Program Assistant	08-23-2026	2026-09-ER-9909
Bilingual Program Assistant	08-23-2026	2026-09-ER-9910
Special Education Assistant (Program)	08-23-2026	2026-09-ER-9911
Special Education Assistant (Program)	08-23-2026	2026-09-ER-9912

Associate Educator (Bilingual)	08-23-2026	2026-09-ER-9913
Family & Community Liaison (ESP)	08-23-2026	2026-09-ER-9914
Special Education Assistant (Program)	08-23-2026	2026-09-ER-9915
Family & Community Liaison (ESP)	08-23-2026	2026-09-ER-9916
Associate Educator	08-23-2026	2026-09-ER-9917
Bilingual Program Assistant	08-23-2026	2026-09-ER-9918
Accounts Specialist	07-01-2026	2026-09-ER-9919
Radio Announcer	07-01-2026	2026-09-ER-9920
Associate Educator (Interventionist)	08-23-2026	2026-09-ER-9921
Engagement, Education & Outreach Spec.	07-01-2026	2026-09-ER-9922
Unpaid LOA, ESP	08-23-2026	2026-09-ER-9923

Administrative Contract Non-Renewals

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0066
September 8, 2026

MINNEAPOLIS PUBLIC SCHOOLS

Resolution accepting gifts and donations

WHEREAS, Minnesota Statutes 123B.02, Subd. 6 provides: "The board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education."; and

WHEREAS, Minnesota Statutes 465.03 provides: "Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full."; and

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of Special School District No. 1 (Minneapolis Public Schools) hereby accepts the following donations as identified below.

ADOPTED this 8th day of September 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						

ID	Description	Donor	Value	Terms/Restrictions
347	For KBEM	Pat and Diana Morrissey Charitable Fund	$500.00	For KBEM
348	For KBEM	Multiple donors through Benevity	$699.34	For KBEM
349	For KBEM	Camille M. Meyer	$500.00	For KBEM
350	For KBEM	Gloria Peterson and Jim McCarthy	$1,000.00	For KBEM
351	For KBEM	Dakota Cooks, LLC	$500.00	For KBEM
352	For KBEM	City of Hopkins	$2,500.00	For KBEM
353	For KBEM	Minnesota Orchestra	$900.00	For KBEM
354	For KBEM	Vicki Chouinard	$500.00	For KBEM
355	For KBEM	Cindy Garretson	$515.30	For KBEM
356	For KBEM	Alan Gierke	$1,000.00	For KBEM
357	For KBEM	John Greiling	$1,000.00	For KBEM
358	For KBEM	Megan Huber	$510.12	For KBEM
359	For KBEM	Cynthia Lee	$1,433.32	For KBEM
360	For KBEM	John Lee	$850.00	For KBEM
361	For KBEM	Nancy Lines	$500.00	For KBEM
362	For KBEM	Beverly Rhodes- Johnson	$515.30	For KBEM
363	For KBEM	Megan Schaack	$515.30	For KBEM

364	For KBEM	Beth Scheunemann	$3,000.00	For KBEM
365	For KBEM	Bryan Schueler	$1,000.00	For KBEM
366	For KBEM	John Sielaff	$500.00	For KBEM
367	For KBEM	William Sippel	$500.00	For KBEM
368	For KBEM	Kenneth Smith	$500.00	For KBEM
369	For KBEM	Kevin Vogel	$758.52	For KBEM
370	For KBEM	Karen Winkelman	$2,000.00	For KBEM
103	For MPS	Kimberly Jones	$500.000	Artwork from Ace Rice's from the Loppet Foundations.
104	For MPS	Barton Foundation	$500.00	Barton field trip bus donation to the MIA
105	For MPS	Minneapolis Institute of Art	$550.00	Transportation Grant from MIA
106	For MPS	Gamadias	$4,600.00	23 robotics tables
107	For MPS	ECMC	$5,000.00	Donation to the Assistive Technology Center for adaptive bikes.
108	For MPS	Waite Park PTA	$771.00	Field Trip for Waite Park
109	For MPS	University of Minnesota	$525.00	Reimbursement for Field trip to U of M bus, Seward.
110	For MPS	Donors Choose	$1,150.46	In-kind donation of office and school supplies for Edison.
111	For MPS	Costco	$700.00	Backpacks and $500 Costco gift card for school supplies for North High.
112	For MPS	Roosevelt Football Boosters	$1,083.20	Bus for Roosevelt football team to go to summer training.

115	For MPS	Minneapolis Foundation	$2,200.00	Conference registration, hotel, airfare and expense for CTE Content Lead to attend Jobs for the Future Pathways to Prosperity Conference in Seattle, Washington.
118	For MPS	Achieve Twin Cities	$1,509.76	Table for eight MPS board and staff guests at annual celebration event.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Advanced Masonry Restoration
Type:	Amendment
Meeting Date:	9/8/2026
Contract Number:	4400003643
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	3/10/2026-12/31/2026
Total Fiscal Obligation:	$324,251.00 ($359,531.00 with this amendment)
Amendment Amount:	Increase of $35,280.00
Funding Sources:	• Fund 6 (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. The primary contract is for repairs of the brick facade at Hale School, procured via public bid OP #26-2611.
2. This amendment addresses additional through-wall flashing on 6 window locations, which included removal and replacement of lintels and reconstruction of the exposed areas, identified during the course of construction.

Recommendation

Authorize the Senior Operations Officer to execute an amendment to contract 4400003643 with Advanced Masonry Restoration to increase the contract amount by $35,280.00, for the term of 9/8/2026-12/31/2026. The cumulative contract amount with the amendment is $359,531.00.

Request for Board Action (RBA)

Contracts Memo

Item Overview

Vendor Name:	B&D Associates, Inc.
Type:	Amendment
Meeting Date:	9/8/2026
Contract Number:	4400002941
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	3/11/2025-12/31/2026
Total Fiscal Obligation:	$598,746.00 ($619,358.00 with this amendment)
Amendment Amount:	Increase of $*20,612.00*
Funding Sources:	• Fund 6 (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. The primary contract is for concrete and masonry work in accordance with Work Scope 03-A for the North High School Phase 4 renovations.
2. Several unforeseen conditions uncovered during the course of construction required concrete and masonry changes.

Recommendation

Authorize the Senior Operations Officer to execute amendment #6 to contract 4400002941 with B&D Associates, Inc. to increase the contract amount by $20,612.00, for the term of 9/8/2026-12/31/2026. The cumulative contract amount with the amendment is $619,358.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	B&D Associates, Inc.
Type:	Amendment
Meeting Date:	9/8/2026
Contract Number:	4400002941
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	3/11/2025-12/31/2026
Total Fiscal Obligation:	$619,358.00 ($653,085.57 with this amendment)
Amendment Amount:	Increase of $33,727.57
Funding Sources:	• Fund 6 (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. The primary contract is for concrete and masonry work in accordance with Work Scope 03-A for the North High School Phase 4 renovations.
2. This amendment is for additional concrete and fencing for the exterior gas meter enclosure at the school. Credit was also included for a masonry wall in the laundry room that was completed with drywall.

Recommendation

Authorize the Senior Operations Officer to execute amendment #7 to contract 4400002941 with B&D Associates, Inc. to increase the contract amount by $33,727.57, for the term of 9/8/2026-12/31/2026. The cumulative contract amount with the amendment is $653,085.57.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Bolton & Menk, Inc.
Type:	Amendment
Meeting Date:	9/8/2026
Contract Number:	4400003250
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	8/05/2025-12/31/2027
Total Fiscal Obligation:	$588,035.00
Amendment Amount:	Increase of $8,635.00
Funding Sources:	• Fund 6 (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This amendment is for professional services related to the addition of a turf field, running track replacement, site and building improvements at the Camden High School Field.
2. The additional services requested are associated with the City of Minneapolis PDR/Land Use Permit fees, Filing and Recording Fees for the Conditional Use Permit, and survey services to correct title issues related to an old right-of way through the track and field.

Recommendation

Authorize the Senior Operations Officer to execute an amendment to contract 4400003250 with Bolton & Menk, Inc. to increase the contract amount by $8,635.00, for the term of 9/08/2026-12/31/2027 . The cumulative contract amount with the amendment is $588,035.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Bolton & Menk, Inc.
Type:	New Master Contract
Meeting Date:	9/8/2026
Contract Number:	4400004028
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	9/8/2026 to 12/30/2028
Total Fiscal Obligation:	$642,100.00
Amendment Amount:	*N/A*
Funding Sources:	• Fund 6 (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. This contract is for professional services related to the addition of a turf field, running track replacement, and site and building improvements at Southwest High School, as approved in the MPS Capital Plan.
2. This contract was procured via RFP 25-06, in accordance with Policy 7620 - Architect and Design Consultant Selection.

Recommendation

Authorize the Senior Operation Officer to execute a contract with Bolton & Menk Inc, for design services, for a term of 9/8/2026 to 12/30/2028, for an amount not to exceed $642,100.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	College of Nannies & Tutors
Type:	New Master Contract
Meeting Date:	09/08/2026
Contract Number:	4400003936
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	09/18/2026 to 07/30/2027
Total Fiscal Obligation:	$632,301.00
Amendment Amount:	NA
Funding Sources:	**Title I (100%)** ● Cristo Rey-$79,685.00 ● Hope Academy-$477,031.00 ● Minnehaha Upper- $20,382.00 ● Minnehaha Lower- $16,305.00 ● Iqra - $14,440.00 ● St. Helena - $24,458.00
Contract Template:	Select

Summary of Services, Purpose, and Terms

1. To provide Title I instructional services to Title eligible students in the nonpublic schools for the purpose of accelerating reading and math proficiency for participating students. Services are provided to Title I eligible students attending Cristo Rey Jesuit High School, Hope Academy, Iqra School, Minnehaha Academy,

and St. Helena Catholic School. At each school, services are designed to help students achieve grade level proficiency, based on standardized assessments, in the area of reading and math proficiency.

Recommendation

Authorize the Deputy Superintendent to execute a contract with College Nannies and Tutors for tutoring services for a term of 9/18/26-7/30/27, for an amount not to exceed $632,301.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Concur Technologies
Type:	Amendment
Meeting Date:	09/08/2026
Contract Number:	4400000985
Requesting Staff:	Ryan Strack, Senior Executive Officer
Term:	07/01/26 to 06/30/2027
Total Fiscal Obligation:	$604,961.64
Amendment Amount:	Increase of $77,927.04
Funding Sources:	• Tech Levy: 75% • General Fund Unrestricted: 25%
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. An increase in board-authority is needed for a contract with Concur Technologies, which is an add-on software application that interfaces with SAP for the invoicing process.
2. The cost will exceed the amount that was estimated in 2021 when the contract was initially signed by $77,927.04 for a total of $604,961.64.
3. The amended amount was accounted for in the fiscal year 2027 budget.

Recommendation

Authorize the Senior Executive Officer to execute an amendment to contract 4400000985 with Concur Technologies to increase the contract amount by $77,927.04

for the term of 07/01/26 to 06/30/2027. The cumulative contract amount with the amendment is $604,961.64.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Comport Consulting Corp
Type:	New Master Contract
Meeting Date:	9/08/2026
Contract Number:	4400003925
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	7/28/2026 - 7/27/2028
Total Fiscal Obligation:	$4,733,570.34
Amendment Amount:	NA
Funding Sources:	• 1097 (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. To provide Erate Switches, Wireless Access Points, and associated equipment per the terms of the district's Erate program.
2. MPS will issue a PO each year for the total amount (Year 1 - $2,219,511.76+ freight, Year 2- $2,083,734.00 + freight). Comport will then bill USAC for 80% of that amount, and MPS will pay the remaining 20%. The MPS PO will be reduced and closed once MPS has paid the invoices.

Recommendation

Authorize the Senior Operations Officer to execute a contract with Comport Consulting Corp for Erate Switches, Wireless Access Points, and associated equipment, for a term of 7/28/2026 - 7/27/2028, for an amount not to exceed $4,733,570.34.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	David Hoy & Associates (DHA)
Type:	New Master Contract
Meeting Date:	09/08/2026
Contract Number:	4400003991
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	09/14/2026 to 07/30/2027
Total Fiscal Obligation:	$236,114.42
Amendment Amount:	NA
Funding Sources:	• Title I (Cristo Rey) - $134,927.47 • Title I (Ascension) - $94,526.39 • Title IV (Ascension)- $6,660.56
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. David Hoy & Associates (DHA) School-Based Counseling Services program provides access to master's-level and licensed clinical social workers, marriage and family therapists, and clinical counselors. These professionals have experience serving children, minorities, and families living in poverty. The program provides academic counseling and social services at non-public schools, with services available one to 4.5 days per week.

2. Students are identified for eligibility by school administrators based on testing scores in math and reading, as well as financial need. A majority of students come from families of color experiencing poverty, and many have or are experiencing trauma and/or toxic stress. The counselor meets with the

administrator and teachers to prioritize the eligibility list based on academic, behavioral, and social/emotional needs.

Recommendation

Authorize the Deputy Superintendent to execute a contract with David Hoy & Associates (DHA) to provide counseling and social services at Cristo Rey and Ascension Schools for the term of 9/14/2026, through 7/30/2027, for an amount not to exceed $236,114.42.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Eastside Neighborhood Services- Menlo Park
Type:	Amendment
Meeting Date:	9/08/2026
Contract Number:	4400003949
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	7/1/2026 to 6/30/ 2027
Total Fiscal Obligation:	$712,858.00
Amendment Amount:	N/A
Funding Sources:	• General fund (100%)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. Minneapolis Public Schools (MPS) currently has a contract with Menlo Park to provide alternative educational services to eligible students under Minnesota Statute 124D.68, the Graduation Incentives Program. The original contract amount for the 2026–2027 school year is $695,358.
   This amendment adds $17,500 in ESSA grant funding to the existing agreement. The additional funding will support activities directly connected to Menlo Park's School Improvement Plan (SIP) goals, evidence-based practices, and student achievement priorities. The amendment increases the total contract amount from $695,358 to $712,858.
2. The amendment modifies Section V.A – Financial Support for Agreement to incorporate the additional funding. The ESSA grant funds will support

implementation of school improvement strategies aligned with Menlo Park's SIP goals and identified student achievement priorities.

3. Approval of this amendment allows Menlo Park to utilize the additional $17,500 during the 2026–2027 school year while maintaining the existing terms and responsibilities established in the original agreement. All other provisions of the contract remain unchanged.

Recommendation

Authorize the Deputy Superintendent to execute a one-year contract with Eastside Neighborhood Services for Menlo Park to provide alternative educational services for eligible Minneapolis Public Schools students during the 2026–2027 school year, for the period of 7/1/2026, through 6/30/2027, in an amount not to exceed $712,858.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	International Baccalaureate Organization
Type:	New Master Contract
Meeting Date:	09/08/2026
Contract Number:	440000TBD
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	7/1/2026 to 6/30/2027
Total Fiscal Obligation:	$665,000.00
Amendment Amount:	*N/A*
Funding Sources:	• General fund (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. To provide services to support IB programming and to pay IB Diploma Exam fees.
2. Outcome is that every student who signs up for an IB exam will be able to take an IB exam and potentially earn college credit. Outcome for payment of Annual Fees and required workshops are that IB programs will continue to be considered official and authorized IB schools.

Recommendation

Authorize the Deputy Superintendent to execute a contract with International Baccalaureate Organization for IB exams and program support , for a term of 7/1/2026 to 6/30/2027, for an amount not to exceed $665,000.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Johnson Litho Graphics
Type:	New Master Contract
Meeting Date:	9/08/2026
Contract Number:	4400004021
Requesting Staff:	Melissa Sonnek, Senior Academic Officer
Term:	10/1/ 2026 to 9/30/2027
Total Fiscal Obligation:	$214,000.00
Amendment Amount:	N/A
Funding Sources:	• Community Education (2004) 100%
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Johnson Litho Graphics will provide printing, preparation, and mailing services for four (4)Community Education and two (2) Early Childhood Family Education brochures for the 2026-2027 program year. Service will be provided in accordance with proposals MCE #8034-R19 & MPS-MCE #6613Rev.2 and will include production, addressing, sorting, and distribution of brochures to designated households and the mailing list.

2. The service will support timely distribution of Community Education and ECFE program information to Minneapolis residents, helping to increase awareness of available programs, classes and services. The brochures will serve as primary communication and outreach tools to promote program participation and community engagement.

3. Include prior related board action, if applicable.

Recommendation

Authorize the Senior Academic Officer to execute a contract with Johnson Litho Graphics for printing and mailing the Community Education Brochure and postcards, for a term of 10/1/2026 to 9/30/2027, for an amount not to exceed $214,000.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Kraft Contracting & Mechanical, LLC
Type:	Amendment
Meeting Date:	9/08/2026
Contract Number:	4400003338
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	09/09/2025 to 9/30/2027
Total Fiscal Obligation:	$519,584.87 ($560,616.91 with this amendment)
Amendment Amount:	Increase of $41,032.04
Funding Sources:	• Capital Fund 6
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. The primary contract is for construction services for the upgrade of the Building Automation System at FAIR school, procured via public bid OP#25-2531.
2. This contract amendment (#2) is for additional building automation system scope to complete the upgrade.

Recommendation

Authorize the Senior Operation Officer to execute an amendment to contract 4400003338 with Kraft Contracting & Mechanical, LLC for construction service at FAIR School, to increase the contract amount by $41,032.04, for the term of 09/09/2025 to 9/30/2027. The cumulative contract amount with the amendment is $560,616.91.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Kone
Type:	New Master Contract
Meeting Date:	9/08/2026
Contract Number:	4400004011
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	July 1, 2026 to June 30, 2027
Total Fiscal Obligation:	$192,500.00
Amendment Amount:	N/A
Funding Sources:	• 4251 (fund 6)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Provide districtwide elevator maintenance, procured via omnia #2019001564.

Recommendation

Authorize the Senior Operations Officer to execute a contract with Kone for providing districtwide elevator maintenance, for a term of 7/1/2026 to 6/30/2027, for an amount not to exceed $192,500.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Learning Disabilities Association of Minnesota
Type:	New Master Contract
Meeting Date:	09/08/2026
Contract Number:	4400004017
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	9/14/26 - 7/30/27
Total Fiscal Obligation:	$577,983.00
Amendment Amount:	NA
Funding Sources:	Ascension (Title I) $159,563.00 Ascension (Title III) $4,750.00 DeLaSalle (Title I) $91,038.00 Hope Academy (Title III) $12,345.00 Risen Christ (Title I) $225,705.00 Risen Christ (Title III) $20,461.00 St.Helena (Title III) $4,335.00 Trinity (Title I) $59,786.00
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. The Learning Disabilities Association of Minnesota (LDAMN) will provide Title I and Title III instructional services to eligible students enrolled in nonpublic schools in grades K–12. The purpose of these services is to accelerate student achievement and support participating students in reaching grade-level

proficiency in reading, mathematics, and English language skills, as measured through standardized assessments and other appropriate academic measures.

2. **Title I Services** will focus on strengthening reading and mathematics skills for eligible students in grades K–12. Instruction will primarily be provided in small groups of no more than six students, with typical group sizes of three to four students. One-to-one instruction may also be provided based on student needs, scheduling, and availability.

3. **Title III Services** will support multilingual learners by providing targeted instruction to strengthen English oral language and reading skills. Services will be delivered through small-group or one-to-one instruction, depending on student needs, scheduling, and availability. Through these services, LDAMN will provide targeted academic support designed to address individual student needs, improve academic performance, and help eligible students make meaningful progress toward grade-level proficiency.

Recommendation

Authorize the Deputy Superintendent to execute a contract with the Learning Disabilities Association of Minnesota (LDAMN) to provide Title I and Title III instructional services to eligible students in grades K–12 attending nonpublic schools. The services are designed to accelerate student achievement in reading and mathematics and support eligible students in achieving grade-level proficiency, based on standardized assessments, in reading, mathematics, and English language proficiency. The term of the contract is 9/ 14/2026 - 7/30/2027, in an amount not to exceed $577,983.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Paragon Development Systems, aka Pellera
Type:	Renewal of Expiring Contract
Meeting Date:	9/08/2026
Contract Number:	4400004030
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	9/09/2026 - 6/30/2027
Total Fiscal Obligation:	$194,585.52
Amendment Amount:	NA
Funding Sources:	• 1097
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Hewlett Packard Enterprise (HPE) contract renewal, procure via Paragon Development Systems, aka Pellera.
2. This is a contract that helps maintain our IT equipment.

Recommendation

Authorize the Senior Operations Officer to execute a contract with Paragon Development Systems, aka Pellera for HPE contract renewal, for a term of 9/09/2026-6/30/2027, for an amount not to exceed $194,585.52.

Request for Board Action (RBA)
Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Project For Pride In Living- LNAS
Type:	Amendment
Meeting Date:	9/08/2026
Contract Number:	4400003947
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	7/1/2026 to 6/30/2027
Total Fiscal Obligation:	$531,836.00
Amendment Amount:	N/A
Funding Sources:	• General fund (100%)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. Minneapolis Public Schools (MPS) currently has a contract with Project For Pride In Living–LNAS to provide alternative educational services to eligible students under Minnesota Statute 124D.68, the Graduation Incentives Program. The original contract amount for the 2026–2027 school year is $514,336.
   This amendment adds $17,500 in ESSA grant funding to the existing agreement. The additional funding will support activities directly connected to LNAS's School Improvement Plan (SIP) goals, evidence-based practices, and student achievement priorities. The amendment increases the total contract amount from $514,336 to $531,836.
2. The amendment modifies Section V.A – Financial Support for Agreement to incorporate the additional funding. The ESSA grant funds will support

implementation of school improvement strategies aligned with LNAS's SIP goals and identified student achievement priorities.

3. Approval of this amendment allows Project For Pride In Living–LNAS to utilize the additional $17,500 during the 2026–2027 school year while maintaining the existing terms and responsibilities established in the original agreement. All other provisions of the contract remain unchanged.

Recommendation

Authorize the Deputy Superintendent to execute a contract with Project For Pride In Living- LNAS for 7/1/2026 through 6/30/2027, for a term of one year, for an amount not to exceed $531,836.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Project For Pride In Living- MERC
Type:	Amendment
Meeting Date:	09/08/2026
Contract Number:	4400003946
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	7/1/2026 to 6/30/2027
Total Fiscal Obligation:	$834,140.00
Amendment Amount:	N/A
Funding Sources:	• General fund (100%)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. Minneapolis Public Schools (MPS) currently has a contract with MERC to provide alternative educational services to eligible students under Minnesota Statute 124D.68, the Graduation Incentives Program. The original contract amount for the 2026–2027 school year is $778,155.
   This amendment adds $55,985 to the existing agreement. Of this amount, $17,500 is ESSA grant funding to support activities directly connected to MERC's School Improvement Plan (SIP) goals, evidence-based practices, and student achievement priorities. An additional $38,485 in compensatory education revenue is being provided following the conclusion of the legislative session and the Minneapolis Board of Education's approval of the recent FY27 budget amendment. The amendment increases the total contract amount from $778,155 to $834,140.

2. The amendment updates the financial support provided under the agreement to incorporate the additional funding. The ESSA grant funds will support implementation of school improvement strategies aligned with MERC's SIP goals and identified student achievement priorities, while the additional compensatory education revenue will provide increased financial support for MERC's educational programming and services for eligible students.
3. Approval of this amendment allows MERC to utilize the additional $55,985 during the 2026–2027 school year while maintaining the existing terms and responsibilities established in the original agreement. All other provisions of the contract remain unchanged.

Recommendation

Authorize the Deputy Superintendent to execute a contract with Project For Pride In Living- MERC for 7/1/2026 through 6/30/2027, for a term of one year, for an amount not to exceed $834,140.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	PYC
Type:	Amendment
Meeting Date:	7/28/2026
Contract Number:	4400003943
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	7/1/ 2026 to 6/30/2027
Total Fiscal Obligation:	$1,246,466.00
Amendment Amount:	N/A
Funding Sources:	• General fund (100%)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. Minneapolis Public Schools (MPS) currently has a contract with PYC to provide alternative educational services to eligible students under Minnesota Statute 124D.68, the Graduation Incentives Program. The original contract amount for the 2026–2027 school year is $1,228,966.
   This amendment adds $17,500 in ESSA grant funding to the existing agreement. The additional funding will support activities directly connected to PYC's School Improvement Plan (SIP) goals, evidence-based practices, and student achievement priorities. The amendment increases the total contract amount from $1,228,966 to $1,246,466.
2. The amendment modifies Section V.A – Financial Support for Agreement to incorporate the additional funding. The ESSA grant funds will support

implementation of school improvement strategies aligned with PYC's SIP goals and identified student achievement priorities.

3. Approval of this amendment allows PYC to utilize the additional $17,500 during the 2026–2027 school year while maintaining the existing terms and responsibilities established in the original agreement. All other provisions of the contract remain unchanged.

Recommendation

Authorize the Deputy Superintendent to execute a contract with PYC for a term of 7/1/2026 through 6/30/2027, for an amount not to exceed $1,246,466.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Reading & Math, Inc dba Ampact
Type:	New Master Contract
Meeting Date:	09/08/2026
Contract Number:	4400003727
Requesting Staff:	Melissa Sonnek, Senior Academic Officer
Term:	07/01/2026 - 06/30/2027
Total Fiscal Obligation:	$174,000
Amendment Amount:	NA
Funding Sources:	• General fund (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Reading & Math, Inc dba Ampact will provide math tutoring services for student K-8 across all designated MPS K-5 and 6-8 sites
2. Reading & Math, Inc dba Ampact will maintain sufficient qualified tutors to meet student demand

Recommendation

Authorize the Senior Academic Officer to execute a contract with Reading & Math, Inc dba Ampact for math tutoring services for student K-8, for a term of 7/1/2026 - 6/30/2027, for an amount not to exceed $174,000.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Ricoh USA
Type:	Other
Meeting Date:	9/08/2026
Contract Number:	4400001641
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	Initial term 1/01/2023-12/31/2025, now month-to-month
Total Fiscal Obligation:	$408,000.00
Amendment Amount:	NA
Funding Sources:	• 100% 1097 (Referendum)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. Equipment rental, labor, and printing fulfillment at the Document Center. Actual costs determined by specific usage.
2. The contract was for an initial term of 3 years, then became month-to-month.

Recommendation

Authorize the Senior Operations Officer to continue the contract with Ricoh for Document Center printing services, for a month-to-month term, for an amount not to exceed $408,000.00 annually.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	American Indian OIC - Takoda Prep
Type:	Amendment
Meeting Date:	9/08/2026
Contract Number:	4400003945
Requesting Staff:	Ty Thompson, Deputy Superintendent
Term:	7/1/2026 to 6/30/2027
Total Fiscal Obligation:	$542,691
Amendment Amount:	NA
Funding Sources:	• General fund (100%)
Contract Template:	Vendor

Summary of Services, Purpose, and Terms

1. Minneapolis Public Schools (MPS) currently has a contract with Takoda Prep to provide alternative educational services to eligible students under Minnesota Statute 124D.68, the Graduation Incentives Program. The original contract amount for the 2026–2027 school year is $535,859.
   This amendment adds $6,832 in compensatory education revenue to the existing agreement following the conclusion of the legislative session and the Minneapolis Board of Education's approval of the recent FY27 budget amendment. The amendment increases the total contract amount from $535,859 to $542,691.
2. The amendment modifies Section V.A – Financial Support for Agreement to incorporate the additional funding. The additional compensatory education revenue will provide increased financial support for Takoda Prep's educational programming and services for eligible students.

3. Approval of this amendment allows Takoda Prep to utilize the additional $6,832 during the 2026–2027 school year while maintaining the existing terms and responsibilities established in the original agreement. All other provisions of the contract remain unchanged.

Recommendation

Authorize the Deputy Superintendent to execute an amendment to contract 4400003945 with American Indian OIC Takoda Prep to provide alternative educational services for eligible Minneapolis Public Schools students during the 2026–2027 school year, for the period of 7/ 1/2026, through 6/30/2027, in an amount not to exceed $542,691.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	Total Filtration Services
Type:	New Master Contract
Meeting Date:	9/08/2026
Contract Number:	4400003924
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	September 8, 2026 to June 30, 2027
Total Fiscal Obligation:	$240,000.00
Amendment Amount:	N/A
Funding Sources:	• 4251 (Fund 6)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

1. Provide air quality filters and other materials to sites districtwide, procured via Minnesota State Swift Contract No. 209167.

Recommendation

Authorize the Senior Operations Officer to execute a contract with Total Filtration Services for providing air quality materials to districtwide sites, for a term of 9/8/2026 to 6/30/2027, for an amount not to exceed $240,000.00.

Request for Board Action (RBA)

Contracts Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Vendor Name:	True North Consulting
Type:	New Master Contract
Meeting Date:	9/08/2026
Contract Number:	4400004036
Requesting Staff:	Tom Parent, Senior Operations Officer
Term:	9/08/2026-6/30/2028
Total Fiscal Obligation:	$*108,250.00*
Amendment Amount:	*N/A*
Funding Sources:	• Fund 6 (100%)
Contract Template:	MPS

Summary of Services, Purpose, and Terms

Professional services for design and construction associated with security camera, intrusion detection, and access controls upgrades at Barton School, Bethune School, Dowling School, Las Estrellas School, Lake Harriet School-Lower Campus, Longfellow School, Olson Middle School, Pratt School, South High School and the Wilder Complex.

Recommendation

Authorize the Senior Operations Officer to execute a contract with True North Consulting for Security Design Services, for a term of 9/08/2026-6/30/2028, for an amount not to exceed $108,250.00.

Request for Board Action (RBA)

Memo

MINNEAPOLIS PUBLIC SCHOOLS

Item Overview

Name:	Resolution certifying the proposed property tax levy for payable 2027
Type:	Resolution
Meeting Date:	09/08/2026
File Number:	2026-0064
Requesting Staff:	Ryan Strack, Senior Executive Officer

Background and Pertinent Facts

1. This item is referred by the Finance Committee for recommended board action.
2. Minnesota Statutes Section 275.065, subdivision 1(a), requires each school district to certify its proposed levy to the county auditor on or before September 30 of each year.
3. The final levy certification will be determined at the December 8, 2026 school board meeting that will include public comments on the levy and will begin at 6:00 p.m.
4. The Senior Executive Officer and Superintendent recommend that the proposed levy be certified at the maximum levy limitation.

Recommendation

Approve the resolution and pre-certify the property tax levy to the maximum.

Attachments and Relevant Links

1. Resolution certifying the proposed property tax levy for payable 2027 (2026-0064)

2. Informational presentation on property tax levy (8/26/2026 Finance Committee meeting)
3. Minnesota Department of Education (MDE) levy certification webpage

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0064
September 8, 2026

MINNEAPOLIS
PUBLIC SCHOOLS

Resolution certifying the proposed property tax levy for payable 2027

WHEREAS, Minnesota Statutes Section 275.065, subdivision 1(a), requires each school district to certify its proposed levy to the county auditor on or before September 30 of each year; and

WHEREAS, the final levy certification will be determined at the December 8, 2026 school board meeting that will include public comments on the levy and will begin at 6:00 p.m.; and

WHEREAS, the Senior Executive Officer and Superintendent recommend that the proposed levy be certified at the maximum levy limitation.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of Special School District No. 1 (Minneapolis Public Schools) hereby certifies the proposed property tax levy for payable 2026 at the maximum levy limitation set by the Commissioner of Education.

ADOPTED this 8th day of September 2026.

Collin Beachy, Chair

Lori Norvell, Clerk

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0064
September 8, 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						

Special School District Number 1
Board of Education Resolution

Resolution: 2026-0067
September 8, 2026

MINNEAPOLIS PUBLIC SCHOOLS

Resolution Approving a Superintendent Employment Contract

BE IT RESOLVED, that the Board of Directors of Special School District No. 1 (Minneapolis Public Schools) hereby approves the July 1, 2027 to June 30, 2030 superintendent employment contract with Dr. Lisa Sayles-Adams, labeled as 2026-0067A.

FURTHER BE IT RESOLVED, that the Board Chair and Clerk are authorized to execute the agreement.

ADOPTED this 8th day of September 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						

SUPERINTENDENT CONTRACT

The Board of Education of Special School District No. 1, Minneapolis, Minnesota ("School District") enters into this agreement with Lisa Sayles-Adams ("Superintendent"), who agrees to perform the duties of Superintendent of the School District.

The School District and the Superintendent agree as follows:

I. Applicable Statute:

This Contract is entered into between the School District and the Superintendent in accordance with Minn. Stat. §123B.143, Subd. 1.

II. Licensure:

The Superintendent shall furnish, throughout the life of this Contract, a valid and appropriate license, or valid waiver or variance, to act as Superintendent in the State of Minnesota as provided by applicable state laws, rules and regulations.

III. Duration, Expiration, Termination and Mutual Consent:

1. Duration.

This Contract is for a term of three years commencing July 1, 2027, and ending June 30, 2030. It shall remain in full force and effect unless modified by mutual consent of the School Board and the Superintendent, or unless terminated as provided herein. The term "Contract Year" refers to each year beginning on July 1st, and ending on June 30th of the subsequent year. Beginning one year prior to the expiration date of an existing contract, the School District and Superintendent may negotiate and enter into a subsequent contract.

2. Expiration.

This Contract shall expire at the end of the term specified in Section 1 above. At the conclusion of its term, neither party shall have any further claim against the other except as provided in this Contract, and the School District's employment of the Superintendent shall cease, unless a subsequent Contract is entered into in accordance with Minn. Stat. §123B.143, Subd. 1.

2. Termination for Cause during the Term.

The Superintendent's employment may be terminated during the term of this contract only for cause as defined in Minn. Stat. §122A.40, Subds. 9 or 13. Except for purposes of describing grounds for discharge, the provisions of Minn. Stat. §122A.40 shall not be applicable. If the School Board proposes to terminate the Superintendent during the Contract term for cause as described in Minn. Stat.

§122A.40, Subds. 9 or 13, it shall notify the Superintendent in writing of the proposed grounds for termination. The Superintendent shall be entitled to a hearing before an arbitrator, provided the Superintendent makes such a request in writing within fifteen (15) calendar days after receipt of the written notice of the proposed termination. In such event, the parties shall jointly petition the Bureau of Mediation Services ("BMS") for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the normal striking process as provided by BMS rules. The arbitrator shall conduct a hearing under normal arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and binding upon the parties, subject to normal judicial review of arbitration decisions as provided by law. The Superintendent may be suspended with pay pending final determination by the arbitrator. If the Superintendent fails to request a hearing as provided herein within fifteen (15) calendar days after receipt of the written notice of the proposed termination, it shall be deemed acquiescence by the Superintendent to the School Board's proposed action and the proposed action shall become final on such date as determined by the School Board, and the Superintendent shall have no further claim or recourse.

3. Mutual Consent.

This Contract may be terminated at any time by the parties by mutual consent.

IV. Duties:

The Superintendent shall have charge of the administration of the schools under the direction of the School Board. The Superintendent shall be the chief executive officer of the School District; shall direct and assign teachers and other School District employees under the Superintendent's supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the School District subject to the approval of the School Board; shall select all personnel subject to the approval of the School Board; shall, from time to time, suggest policies, regulations, rules, and procedures deemed necessary for the School district, and, in general, perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the School Board from time to time. The Superintendent shall abide by the policies, regulations, rules, and procedures established by the School Board and the State of Minnesota. The Superintendent shall have the right to attend all School Board meetings and all School Board and citizen committee meetings, serve as ex-officio member of the School Board and all School Board committees, and provide administrative recommendations on each item of business considered by each of these groups. Without the written consent of the Superintendent the School Board shall not reassign the Superintendent to another position in the School District, nor shall it reassign her duties to other employees in the School District, unless the Superintendent is unavailable, including due to suspension, physical or mental incapacitation.

V. Working Relationships and Communication:

By July 1, 2027, the School Board and the Superintendent shall meet to discuss and agree on the process and procedures for how they will communicate and work together. The agreed upon process and procedures will be consistent with School District policies. The School Board and the Superintendent shall meet annually thereafter to review the agreed upon process and procedures and to make any necessary changes. In addition, the School Board, individually and collectively, will promptly refer to the Superintendent any material criticisms, complaints and suggestions concerning the operation of the School District or the performance of the Superintendent for investigation, study, review and recommendations, as necessary.

VI. Duty Year and Leaves:

1. Basic Work Year.

The Superintendent's duty year shall be for the entire twelve (12) month Contract Year as provided herein, and the Superintendent shall perform services on those legal holidays on which the School District is authorized to conduct school if the School Board so determines. The Superintendent shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with School Board administrative policy.

2. Vacation.

The Superintendent shall, at the commencement of each Contract Year, earn 35 working days of annual paid vacation each Contract Year. The Superintendent has the option to cash out no more than 15 of those unused vacation days earned for that Contract Year by providing notice to the Board and the Benefits Department by June 1st. Upon contract expiration or earlier termination of employment, the Superintendent shall be entitled to payment for any unused vacation days, accrued and earned pursuant to the provisions of this paragraph. Cash out shall be at a per-day rate determined by dividing the Superintendent's then-annual salary by 260 days.

3. Holidays.

The Superintendent shall be entitled to the paid holidays each Contract Year as designated in the Non-Represented Employee Compensation and Benefit Plan.

4. Sick Leave.

The Superintendent shall earn paid sick leave at the rate of 18 days for each Contract Year, which may be accumulated over the duration of this Contract period. Unused sick leave days shall be paid to the Superintendent upon contract expiration or earlier termination of employment. Cash out shall be at a per-day rate determined by dividing the Superintendent's then-annual salary by 260 days.

5. Disability.

If the Superintendent is unable to perform regular duties because of personal illness or disability and has exhausted all accumulated sick leave, the School District shall provide additional paid sick leave at a salary equal to 66.67 percent of the Superintendent's regular salary until the expiration of the waiting period for long term disability insurance.

6. Medical Leave.

a. The Superintendent and School District agree to incorporate by reference and be bound by the provisions of Minn. Stat. §122A.40, Subd. 12 relating to suspension and leave of absence for health reasons.

b. If the Superintendent is unable to perform regular duties, with or without accommodations, because of personal illness or disability and has exhausted all sick leave credit available or has become eligible for long-term disability compensation and has not been suspended or placed on leave of absence pursuant to Minn. Stat. §122A.40, Subd. 12, the Superintendent shall, upon request, be granted a medical leave of absence up to one year in duration. The School Board may, in its discretion, extend such a leave upon written request. A request for medical leave of absence or extension thereof pursuant to this section shall be accompanied by a written statement from a physician outlining the condition of health and estimated time at which the Superintendent is expected to be able to resume normal responsibilities. The Superintendent, when on medical leave of absence, is eligible to continue to participate in group insurance programs as permitted under the insurance policy provisions, but the Superintendent shall pay the entire premium for such programs as the Superintendent wishes to retain commencing with the beginning of the leave. If medical leave of at least one full year is granted pursuant to this section, the Superintendent voluntarily waives any right to a leave of absence to which the Superintendent might otherwise be entitled pursuant to Minn. Stat. §122A.40, Subd. 12.

c. The District will pay 50% of the required annual premium for Minnesota Paid Family and Medical Leave Act (PFML) and the Superintendent is responsible for the remaining 50% of the premium, which will be paid by equal payroll deductions. The Superintendent may supplement PFML payments made by the Department of Employment and Economic Development (DEED) with accrued sick leave or vacation leave.

VII. Insurance:

1. Health and Hospitalization, Vision and Dental.

The School District shall provide the Superintendent and the Superintendent's dependents with health and hospitalization, vision, and dental insurance coverage under the School District's group plans. The Superintendent agrees to pay the employee share of the cost of such coverage on the same basis as the employee share of the cost of such cover that is payable by employees who have coverage pursuant to the Non-Represented Employee Compensation and Benefit Plan.

Alternatively, for each Contract Year, the Superintendent may waive health and hospitalization, vision, and dental insurance individual and dependent coverage upon demonstrating proof of other coverage. In the event the Superintendent waives coverage, the School District shall provide to the Superintendent an amount equal to the School District's share of the costs ("School District Costs") of the Non-Represented Employee Compensation and Benefit Plan. The School District shall purchase on behalf of the Superintendent a tax-sheltered annuity and deposit those School District Costs. Any annuity funded under this provision shall be owned by the Superintendent, and the choice of program or programs, as well as the tax consequences, shall be the sole responsibility of the Superintendent.

2. Life Insurance.

The School District shall provide a group term life insurance plan in an amount two and a half times the base salary for the Superintendent, payable to the Superintendent's named beneficiary, at the expense of the School District.

3. Short-Term and Long-Term Disability Insurance.

The School District shall provide, at School District expense, short-term and long-term disability insurance coverage for the Superintendent under the Non-Represented Employee Compensation and Benefit Plan.

4. Liability Insurance.

The School District shall provide, at School District expense, liability insurance naming the Superintendent as an insured, along with the School District, in an amount not less than that which is required by law for the School District.

5. Claims against the School District.

The eligibility of the Superintendent or the Superintendent's dependents or beneficiary(ies), for insurance benefits shall be governed by the terms of the insurance policies purchased by the School District pursuant to this section. It is understood that the School District's only obligation is to purchase the insurance policies described herein, and no claim shall be made against the School District as a result of denial by an insurer of insurance benefits if the School District has purchased the policies and paid the premiums described herein.

6. Health Savings Account.

The School District shall make a contribution in the amount of $2,000 for each Contract Year during the term of this Agreement to a health savings account established for the Superintendent. The annual contribution shall be made within 30 days after the commencement of each Contract Year during the term of this Contract.

VIII. Other Benefits:

Unless a benefit is explicitly referred to in a provision of this Contract, the Superintendent will be eligible to participate in all other benefits which are available to employees in the Non-Represented Employee Compensation and Benefit Plan.

1. Retirement Plans.

a. The Superintendent will be eligible to participate in all retirement plans which are available to employees in the Non-Represented Employee Compensation and Benefit Plan. These retirement plans are the State of Minnesota Deferred Compensation Plan (457) and the Special School District 1 403(b) Plan. The School District shall pay the employer match at the statutory maximum amount.

b. The Superintendent shall receive a Retirement Allocation of 10% of her base salary for each year of the contract for deposit into a 403(b) or 457 tax-deferred savings account at the Superintendent's discretion. The year for the allocation shall be July 1 through June 30. The allocation shall be pro-rated for any partial year of service. Tax Sheltered Annuity or Deferred Compensation enrollment will be limited to companies currently having employees enrolled in the program.

2. Automobile Allowance.

During each Contract Year of this Contract, the School District shall provide the Superintendent with a monthly allowance of $600 for business use of the Superintendent's private automobile, pursuant to Minn. Stat. §471.665, Subd. 3.

3. Conferences and Meetings.

The School District shall pay all legally valid expenses and fees for the Superintendent's attendance at professional conferences and meetings with educational professional organizations and educational agencies when attendance is required, directed, or permitted by the School Board. The Superintendent shall periodically report to the School Board relative to all meetings and conferences attended. The Superintendent shall file itemized expense of statements to be processed and approved as provided by law.

4. Business Expenses and Support.

The School District shall provide the Superintendent with the technology and related support necessary to carry out her duties in an efficient and effective manner, and the School District shall reimburse all of the Superintendent's reasonable and necessary business expenses incurred in the performance of her duties, including but not limited to:

- smart phone
- laptop computer
- tablet
- printer/scanner for home use

The School District will reimburse the Superintendent for expenses incurred in the performance of her official duties up to a maximum of $1,200 per contract year, as approved by the School Board. To receive reimbursement, the Superintendent will file itemized expense statements to be processed and approved, as provided by the law and/or School District policy.

5. Personal and Professional Growth and Development.

Separate and apart from any other provision in this Contract, the Superintendent may utilize ten (10) working days per Contract Year, without compensation from any other entity or organization other than honorarium, as personal professional growth days during which the Superintendent may engage in writing, consulting, lecturing, and other personal and professional growth activities. The Superintendent shall report annually to the School Board regarding these activities.

IX. Salary; Annual Evaluation:

1. Annual Salary

In year one of the contract (July 1, 2027-June 30, 2028), the Superintendent shall be paid an annual salary of $281,520. Effective July 1, 2028, the Superintendent's salary shall be increased by 2.0% over the July 1, 2027, salary. Effective July 1, 2029, the Superintendent's salary shall be increased by 2.0%

over the July 1, 2028, salary. The salary shall be paid in equal installments during the Contract Year in accordance with the School District's customary payroll practices.

2. Annual Evaluation

No later than August 1 of each Contract year, using the agreed-upon evaluation instrument, the Board shall evaluate the Superintendent based on the Superintendent's progress in meeting the agreed-upon goals and the Superintendent's carrying out her responsibilities of this Contract. At least 30 days prior to her evaluation, the Superintendent shall complete a self-appraisal using the agreed-upon evaluation instrument. This self-appraisal shall include information regarding the Superintendent's progress in meeting the agreed-upon goals and carrying out her responsibilities pursuant to this Contract. The Superintendent shall provide the self-appraisal to the Board at least 30 days prior to her evaluation and the Board shall take this self-appraisal into consideration in conducting the Superintendent's evaluation. The Board and the Superintendent shall meet in closed session to evaluate the Superintendent pursuant to Minn. Stat. § 13D.05, Subd. 3. The School Board and the Superintendent may agree to an informal evaluation during the contract year.

X. Other Provisions:

1. Outside Activities.

While the Superintendent shall devote full time and due diligence to the affairs and the activities of the School District, the Superintendent may serve as a consultant to other school districts or educational associations or agencies, lecture, engage in writing and speaking activities, and engage in other activities if such activities do not impede the Superintendent's ability to perform the duties of the Superintendency. The Superintendent can engage in other reasonable outside teaching activities and will inform the School Board of such engagements on the Superintendent's own time.

2. Indemnification and Provision of Counsel.

In the event that an action is brought or a claim is made against the Superintendent arising out of or in connection with the Superintendent's employment, and the Superintendent is acting within the scope of employment or official duties, the School District shall defend and indemnify to the extent permitted by law. Indemnification, as provided in this section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District herein shall be subject to the limitations as provided in Minnesota Statutes, Chapter 466.

3. Dues.

The Superintendent is encouraged to belong to and participate in appropriate civic, professional and educational organizations when such membership will serve the best interests of the School District. Accordingly, the School District will pay the membership dues for professional and educational organizations as are required, directed, or permitted by the School Board. The Superintendent shall present appropriate statements for approval as provided by law.

4. Payments upon Termination of Employment.

a. If the School District terminates the Superintendent's employment without cause during the term, or if it terminates after the term of the Contract expires and no subsequent contract is entered into pursuant to decision by the School Board, the School District shall make the following payments:

1) Payment to the Superintendent of the Vacation Balance, the Sick Leave Balance, and any unused vacation for the Contract Year immediately preceding the termination of employment; and

2) Payment of the full premiums for the Superintendent and the Superintendent's dependents for health and hospitalization, vision, and dental insurance coverage under the School District's group health plans from the termination date for the six months following termination, or until the date the Superintendent and her dependents become eligible for health and hospitalization coverage from a subsequent employer, whichever is earlier, and

3) Payment to the Superintendent in an amount equal to six months' pay at the Superintendent's salary rate in effect at the time of termination. This amount shall be paid periodically over the six months following termination, on the same schedule as if the Superintendent had continued to work during the six-month period.

b. If the Superintendent's employment with the School District terminates before the end of the term of this Contract, by reason of the Superintendent's disability or death, the School District shall make the following payments:

1) Payment to the Superintendent of the Vacation Balance, the Sick Leave Balance, and any unused vacation to which the Superintendent was entitled under this Contract as of the date of such termination of employment; and

2) Payment of the full premiums for the Superintendent and the Superintendent's dependents for health and hospitalization, vision, and dental insurance coverage under the School District's group health plans from the termination date for the three months following termination, or until the date the Superintendent and her dependents become eligible for health and hospitalization coverage from a subsequent employer, whichever is earlier, and

3) Payment to the Superintendent in an amount equal to three month's pay at the Superintendent's salary rate in effect at the time of termination. This amount shall be paid periodically over the three months following termination, on the same schedule as if the Superintendent had continued to work during the three-month period.

c. If the Superintendent's employment with the School District terminates by choice of the Superintendent without cause during the term, or if it terminates after the term of the Contract expires and no subsequent contract is entered into pursuant to decision of the Superintendent, the School District shall make the following payments only:

Payment to the Superintendent of the Vacation Balance, the Sick Leave Balance, and any unused vacation to which the Superintendent was entitled under this Contract as of the date of such termination.

d. If the Superintendent's employment with the School District terminates before the end of the term of this Contract, by mutual consent of the Superintendent and the School Board, accompanied by a mutual release of claims, the School District shall make the following payments:

1) Payment to the Superintendent of the Vacation Balance, the Sick Leave Balance, any unused vacation to which the Superintendent was entitled under this Contract as of the date of such termination of employment and such other amounts as mutually agreed by the School District and the Superintendent; and

2) Payment of the full premiums for the Superintendent and the Superintendent's dependents for health and hospitalization, vision, and dental insurance coverage under the School District's group health plans from the termination date for the three months following termination, or until the date the Superintendent and her dependents become eligible for health and hospitalization coverage from a subsequent employer, whichever is earlier, and

3) Payment of such other amounts, if any, as the School Board and Superintendent may mutually agreement.

e. If the Superintendent's employment with the School District terminates before the end of the term of this Contract for cause as provided in Paragraph III.2, the School District shall pay to the Superintendent the Vacation Balance, the Sick Leave Balance, the Compensatory Days Balance, and any unused vacation to which the Superintendent was entitled under this Contract as of the date of such termination of employment.

f. If the Superintendent dies before any or all of the payments have been made under paragraphs a., b., c. or d., the remaining amounts shall be paid to the Superintendent's beneficiary(ies) or, if there is none, to the Superintendent's estate.

XI. Severability:

If any provision of this Contract is held to be invalid by operation of law, the remainder of the Contract shall not be affected thereby and shall remain in full force and effect.

This Contract shall be effective only upon signatures of the Superintendent and of the officers of the School Board after authorization for such signatures by the officers is given by the School Board in appropriate action in its minutes.

Signed by:

__________________________________ __________________
Collin Beachy Date
Board of Education Chair

__________________________________ __________________
Lori Norvell Date
Board of Education Clerk

__________________________________ __________________
Lisa Sayles-Adams Date