



Agenda
Regular School Board Meeting
Tuesday, April 22, 2025
6:30 PM

1. Call to Order, Roll Call
2. Agenda Adjustments
3. Announcements, Comments, Recognitions
 - 3.a. Roseville Area Schools Foundation
 - 3.b. New Parkview Center School Principal
4. Summary of Community Input Received for Action Items
5. Consent Agenda
 - 5.a. Minutes - Board Meeting of April 8, 2025
 - 5.b. Payment of Bills
 - 5.c. Personnel - Resignations, Appointments, Reductions
 - 5.d. Gifts
6. Reports and Non-Action Items
 - 6.a. AVID Update and Certification
Speaker(s): Anne Barnes, Tana Bogenholm, and Delon Smith
 - 6.b. Staffing Diversity Report
Speaker(s): Kenyatta McCarty and Delon Smith
7. Action Items
 - 7.a. Harambee Elementary School Flexible Learning Year Program Change
Speaker(s): Superintendent Jenny Loeck
 - 7.b. Resolution in Response to American Indian Parent Advisory Committee Letter of Non-Concurrence
Speaker(s): Chair Todd Anderson
 - 7.c. Direct Primary Care Services Contract - Kavira Health
Speaker(s): Shari Thompson and Kenyatta McCarty
 - 7.d. Policy 724: School Bus Transportation (reviewed) Second Reading
Speaker(s): Shari Thompson
 - 7.e. Policy 732: Student Transportation Safety (revised) Second Reading
Speaker(s): Shari Thompson
8. Study Session Report
9. Board Reports
Speaker(s): Board Members
10. Superintendent's Report
Speaker(s): Superintendent Jenny Loeck
11. Adjournment

MINUTES OF THE REGULAR MEETING, SCHOOL BOARD, INDEPENDENT
SCHOOL DISTRICT NO. 623, 1251 West County Road B2, Roseville, MN 55113

April 8, 2025

Chair Todd Anderson called the school board meeting to order at 6:30 p.m. Board members present: Todd Anderson, Mike Boguszewski, Rose Chu, Mannix Clark, Kitty Gogins, Frank Shaw. Board members absent: none. Also present: Jenny Loeck, superintendent of schools, and approximately ten other visitors or staff who attended all or part of the meeting.

Announcements, Comments, Recognitions. Clerk Chu read a land acknowledgment to begin the meeting.

Summary of Community Input Received for Action Items. The board received no community input regarding the evening's action items. Community input was received regarding a future action item; a summary will be provided at an upcoming board meeting.

- (57) Consent Agenda. Clark moved, Gogins seconded acceptance of the consent agenda, including the minutes of the school board meeting on March 18, 2025; payment of bills; resignations, appointments, reductions, adjustments; and gifts. Ayes: Anderson, Boguszewski, Chu, Clark, Gogins, Shaw. Nays: none. Motion carried unanimously.
- (58) Retirements. Boguszewski moved, Gogins seconded the retirements of Kathleen Froemming, Melissa Hein, Carla O'Neil, Kristen Smith Olson, and Joan Tighe with appreciation. Ayes: Anderson, Boguszewski, Chu, Clark, Gogins, Shaw. Nays: none. Motion carried unanimously.

Multilingual Program Report. Multilingual Program Administrator Lourdes Flores-Hanson, multilingual program educators and a student enrolled in the Dual Language Spanish Immersion program provided information about the district's programming and resources for multilingual learners.

Policy 564: Non-Resident Student Attendance (revised) First Reading. Shari Thompson, executive director of business services, presented a draft of Policy 564: Non-Resident Student Attendance. Proposed revisions address enrollment processes for incoming non-resident kindergarten students with an individualized education plan (IEP) who are enrolled in a licensed preschool program or child care setting located in the district.

Policy 724: School Bus Transportation (reviewed) First Reading. Executive Director Thompson reviewed Policy 724: School Bus Transportation. No policy revisions were recommended.

Policy 732: Student Transportation Safety (revised) First Reading. Executive Director Thompson presented proposed revisions to Policy 732: Student Transportation Safety. Recent legislation requires districts to provide age-appropriate safety training for electric-assisted bicycles.

Monthly Financial Report. Executive Director Thompson provided an update on budget development for the 2025-2026 school year. The district is also in the process of creating a long-term budget projection model. Finally, she shared that transportation services were recently put out for bid.

(59) Policy 500: Acceleration and Retention (reviewed) Second Reading. Boguszewski moved, Gogins seconded approval of Policy 500: Acceleration and Retention. Ayes: Anderson, Boguszewski, Chu, Clark, Gogins, Shaw. Nays: none. Motion carried unanimously.

(60) 2025-2026 School Board Meeting Calendar Revisions. Boguszewski moved, Chu seconded approval of revisions to the school board meeting calendar for the 2025-2026 school year. Ayes: Anderson, Boguszewski, Chu, Clark, Gogins, Shaw. Nays: none. Motion carried unanimously.

Study Session Report. Treasurer Clark reported on the March 18 study session. The board provided an overview of budgeting and staffing timelines and processes.

Board Reports. Director Shaw attended an American Indian Parent Advisory Committee meeting with Chair Anderson and Superintendent Loeck. He also attended a District Safety and Security Team meeting and went to two Roseville Area High School drama productions. Director Gogins attended meetings of the LGBTQ+ Equity Council, Equity Leadership Advisory Council, and Finance Advisory Committee. She also attended Harambee Elementary School’s PTO meeting. Treasurer Clark attended meetings of the Community Advisory Committee and Community Education Advisory Council. He also shared updates from the most recent Northeast Metro 916 board meeting. Several board members and district leaders met with legislators as part of the Association of Metropolitan School Districts’ Day at the Capitol. Clerk Chu attended meetings of the Finance Advisory Committee and Equity Leadership Advisory Committee. Chair Anderson attended a District Curriculum Advisory Committee meeting. He also visited Brimhall Elementary School to participate in Black Girl Magic Day activities and Emmet D. Williams Elementary School to observe in the art classroom.

Superintendent’s Report. Dr. Loeck shared the recommendation to transition Harambee Elementary School from a year-round program to a nine-month school year calendar starting with the 2026-2027 school year.

The Chair declared the meeting adjourned at 8:13 p.m.

Signed _____
Clerk

Approved _____
Chair

Meeting Date: April 22, 2025

PAYMENT OF BILLS:
-March 16 - March 31, 2025

That bills in the amount of: **\$8,751,244.17** by the following funds be approved:

GENERAL	\$6,710,346.17
FOOD SERVICE	\$233,391.50
COMMUNITY SERVICE	\$281,673.51
BUILDING FUND	\$173,892.01
DEBT FUND	\$1,239,249.96
READING RECOVERY	\$0.00
AMSD	\$13,125.05
OPEB DEBT	\$0.00
DENTAL INS FUND	\$126,643.51
NO SUBURBAN COLLABORATIVE	\$0.00
EXTRA CURRICULAR-STU ACTIVITY	(\$27,077.54)

RECOMMENDATION:

That above payments are included in check numbers:

WIRE TRANSFERS	202400466	through	202400507
CHECKS	361862	through	362093
CAPITAL ONE AP CHECKS	8953	through	8981
ACH A/P	242510892	through	242510925

PAYMENT DISTRIBUTION BY FUND:

	GENERAL	FOOD SERVICE	COMMUNITY SERVICE	BUILDING CONSTRUCT	DEBT FUND	Delta Dental Self Insured	28-RR Fiscal Agent	29-AMSD Fiscal Agent	OPEB	N SUB COLL/ SCHLSHP	EXTRA CURR-STU ACTIVITY	TOTAL DISBURSEMENTS
WIRE TRANSFERS	\$3,212,265.03	\$36,077.78	\$99,582.31		\$1,234,734.96	\$126,643.51		\$3,577.49			\$1,513.85	\$4,714,394.93
CHECKS	\$1,413,063.81	\$114,346.72	\$36,241.78	\$173,892.01	\$4,515.00			\$700.17			\$7,204.98	\$1,749,964.47
CAPITAL ONE A/P	\$33,295.44	\$12,161.35	\$57.51									\$45,514.30
ACH A/P	\$5,479.80	\$88.00	\$90.48								\$153.63	\$5,811.91
TRANSFER TO PAYROLL	\$2,048,422.09	\$70,717.65	\$147,726.43					\$8,847.39				\$2,275,713.56
VOID CHECKS	(\$2,180.00)	\$0.00	(\$2,025.00)								(\$35,950.00)	(\$40,155.00)
TOTAL	\$6,710,346.17	\$233,391.50	\$281,673.51	\$173,892.01	\$1,239,249.96	\$126,643.51	\$0.00	\$13,125.05	\$0.00	\$0.00	(\$27,077.54)	\$8,751,244.17

	March 1, 2025			
	Cash & Investments	Revenue	Disbursements	Balance
BOND CONSTRUCTION FUNDS	Balance	3/1 to 3/31	3/1 to 3/31	Remaining as of 3/31/25
	\$8,526,427.37	\$0.00	\$16,200.00	\$8,510,227.37

RECOMMENDATION:

The above disbursements include check numbers:

CHECKS March 16 - March 31, 2025	102731	through	102731	\$16,200.00
WIRES		through		\$0.00
VOID CHECKS				\$0.00

Human Resources Information

5-C

Meeting Date

04/22/2025

Change of Position

Brav. Ashlev

Effective Date 04/10/2025

Brimhall Elementary School

Elementary Teacher

Working as a 1.0 FTE Long Term Substitute Teacher effective April 10, 2025, through June 11, 2025.

Extended Leave MS 122A.46

Plathe. Ronda

Effective Date 08/25/2025

Falcon Heights Elementary School

Elementary Teacher

Amended extended leave through 2029-2030 school year.

Wever. Joseph

Effective Date 08/25/2025

Roseville Area High School

Math Teacher

Requesting an extended leave through the end of the 2029-2030 school year.

Hired-Non-Licensed

Balbas Garcia. Gabriela

Effective Date 04/14/2025

Roseville Area Middle School

DLSI/MLL Paraprofessional

Hired working 7 hours/day effective April 14, 2025.

Modahl. Julie

Effective Date 04/16/2025

Brimhall Elementary School

Nutrition Services

Hired working 5.5 hours/day effective April 16, 2025.

Ramos. Sarah

Effective Date 4/16/2025

Little Canada Elementary School

Special Education Paraprofessional

Hired working 6 hours/day effective April 16, 2025.

Meeting Date

04/22/2025

Resignation-Licensed

Ford, Jessica

Effective Date 06/11/2025

Falcon Heights Elementary School

Special Education Teacher

Resigning effective June 11, 2025.

Koenke, Emily

Effective Date 06/11/2025

Parkview Center School

Special Education Teacher

Resigning effective June 11, 2025.

Resignation-Non-Licensed

Gramith, Sue

Effective Date 02/28/2025

Annétu Téca Education Center

Early Childhood Paraprofessional

Resigned effective February 28, 2025.

Retirement

Schroeder, Sally

Effective Date 06/11/2025

Falcon Heights Elementary School

Elementary Teacher

Retiring effective June 11, 2025. Ms. Schroeder worked for the district for 32 years.

GIFTS TO SCHOOLS 2024/25

SCHOOL BUILDING	NAME/ADDRESS OF DONOR	GIFT	USE
Anpétu Téča Education Center	Robert Harms 44 Raven Road St. Paul, MN 55127	\$3,000.00	Meals On Wheels
Edgerton Elementary School	Eagle Brook Church 7015 20th Ave S Centerville, MN 55038	\$2,500.00	Community enrichment
Little Canada Elementary School	Rebecca Neamy via YourCause/Blackbaud 65 Fairchild St Charleston, SC 29492	\$34.00	School needs
Roseville Area High School	Natalie Price 1618 207th Ln NE Cedar, MN 55011	\$250.00	Girls track and field program
Roseville Area High School	John and Catherine Dalnes 17800 Halas St NW Ramsey, MN 55303	\$300.00	Trap team
Roseville Area High School	Mary and Robert Michels 11055 66th St N Grant, MN 55082	\$100.00	Trap team
Roseville Area High School	Royal Wombat Inc. DBA McCarron's Pub 1986 Rice St Maplewood, MN 55113	\$300.00	Trap team
Roseville Area High School	Ace Auto Parts 754 Rice Street St. Paul, MN 55117	\$100.00	Trap team
Roseville Area High School	Roseville Anderson Nelson VFW Post 7555 1145 Woodhill Dr Roseville, MN 55113	\$250.00	Trap team

Roseville Area High School	Heuring Commercial Decorating Inc. 468 Judith Ave St. Paul, MN 55113	\$300.00	Trap team
Roseville Area High School	Minnesota Vikings Football LLC - Youth & High School Football 2600 Viking Circle Eagan, MN 55121	\$15,000.00	Girls flag football program
Roseville Area High School	Katherine and Paul Moeller 1358 Edgerton St St. Paul, MN 55130	\$50.00	Boys track and field program
Roseville Area High School	Roseville Boys Backcourt Club 1240 County Rd B2 W Roseville, MN 55113	\$680.94	Boys basketball uniforms and gear
Roseville Area High School	Gerald and Sally Haugen 4835 Gaywood Dr Minnetonka, MN 55345	\$250.00	Band club
Roseville Area High School	Emily Bloomquist 3021 Little Bay Road Roseville, MN 55113	\$200.00	Boys golf program
Roseville Area Schools	Beauty Craft, Attn: Natalie Scott 11110 Bren Rd W Hopkins, MN 55343	Hair care products	Students in need

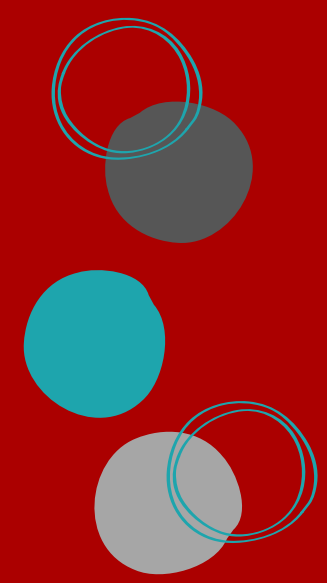
Agenda Topic: AVID Update and Certification
Meeting Date: April 22, 2025
Contact Person: Delon Smith, Anne Barnes and Tana Bogenholm

Background:

AVID District Directors Anne Barnes and Tana Bogenholm and Associate Superintendent of Equity and Innovation Delon Smith will provide information about the AVID program in Roseville Area Schools.

Recommendation:

Action Required Informational – No Board Action Requested



ROSEVILLE AREA SCHOOLS

AVID



April 22, 2025

MISSION *Excellence, Innovation & Equity in All We Do*

Each learner experiences a sense of belonging and a joy of learning, is inspired and prepared to reach their potential, and contributes to our communities.

VISION

**EQUITY
VISION**

Roseville Area Schools is committed to ensuring an equitable and respectful learning environment for every student, family, and staff member regardless of race, gender, gender identity, sexual orientation, socioeconomic status, ability, home or first language, religion, national origin, age, and physical appearance.

GOALS & KEY STRATEGIES

- #1 Our graduates are prepared to achieve their goals and aspirations.**
 - Ensure students are college- and career-ready
 - Deliver a challenging, joyful, and safe learning environment
 - Deliver innovative, effective practices and systems
- #2 Our learners contribute to an equitable, caring society.**
 - Cultivate student engagement and joy in learning
 - Support learner resiliency (student social and emotional learning and mental health)
 - Amplify student leadership and voice in decision-making
 - Prepare learners to be racially and socially responsive
- #3 We are a culturally responsive, inclusive, anti-racist district.**
 - Ensure educator commitment to anti-racist practices
 - Hire and retain a diverse workforce
 - Develop equitable leaders
 - Develop a culturally responsive evaluation system
 - Build a culture of belonging where all feel welcome, included, and safe
- #4 The community is united behind meeting student needs.**
 - Partner with families and the community to support student success
 - Build a culture of belonging
- #5 We are financially secure.**
 - Cultivate and maintain community trust
 - Secure and allocate financial resources to support the district's mission and vision

**AVID is a key strategy
that helps Roseville
Area Schools meet
these strategic plan
goals...**

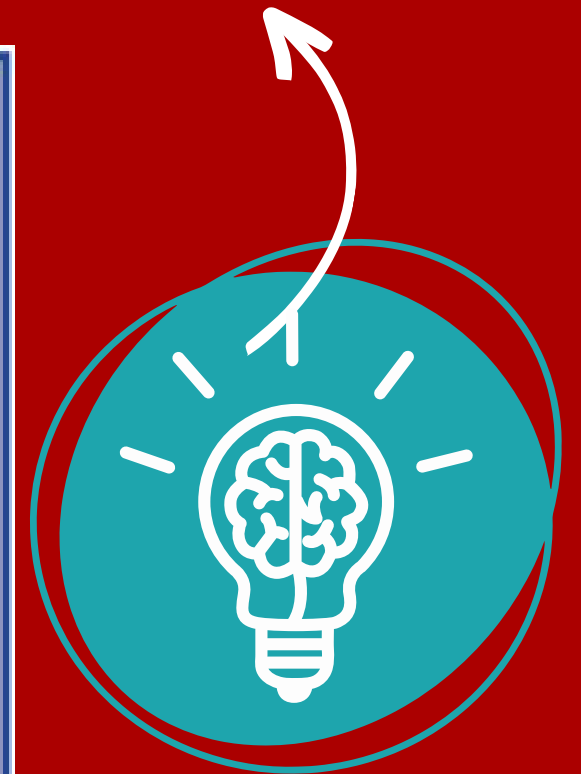
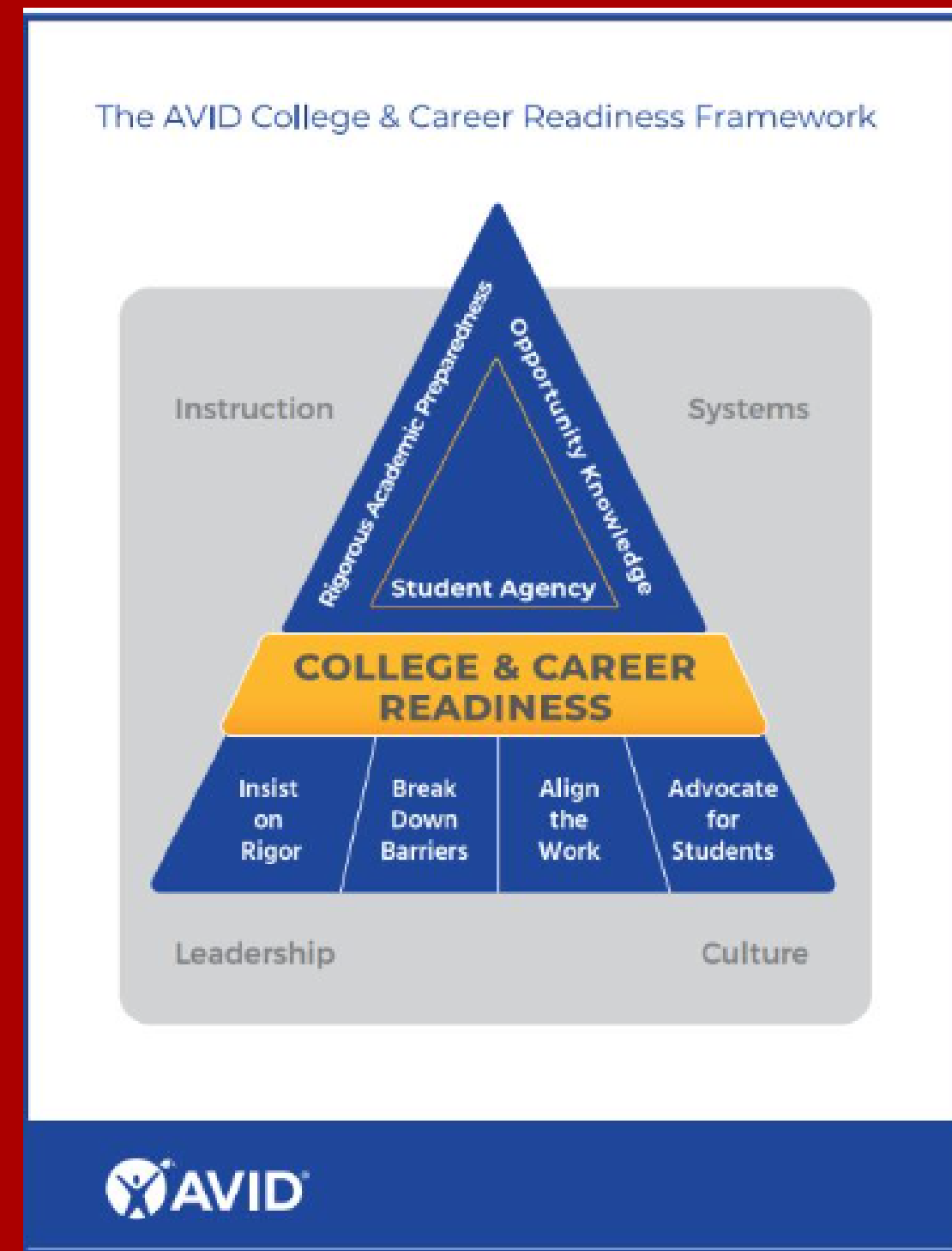


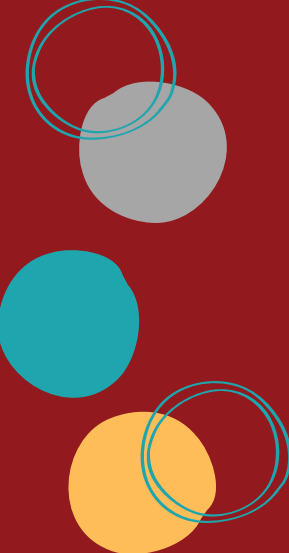
- A**dvancement >>> **improvement and growth**
- V**ia >>> **through a purposeful route**
- I**ia >>> **independent thinking & learning**
- D**etermination >>> **sense of purpose & drive**

**AVID's mission is to close
the opportunity gap by preparing
all students for college and career readiness
and success in a global society.**

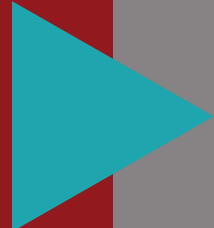
College & Career Knowledge

College and Career knowledge begins in elementary school. It's important that Roseville Area Schools ensure that all students know they are learning about their future options and pathways and, most importantly, that we believe they can make choices for their own skills and interests.





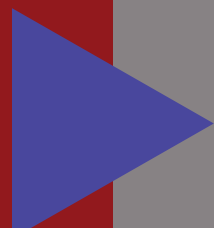
AVID Timeline



Parkview: 2008-2010 & 2023-2025



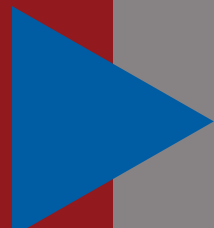
RAMS: 2008-2025



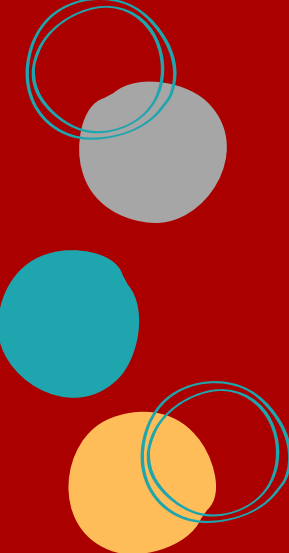
RAHS: 2008-2025



FAHS: 2015-2025



Elementary 5/6: 2023-2025



Professional Development Grades 5-12



AVID is now embedded in the district professional development calendar. For the past three years, there has been 7-12 district AVID training and now is including 5-6.

- **90 minutes:** AVID Professional Development Modules related to secondary school improvement goals and chosen with staff input
- **90 minutes:** Vertical articulation 7-12 about AVID college and career readiness framework areas of opportunity knowledge and rigorous academic preparedness



Roseville Area Schools: Why AVID?



Share

WHY AVID?



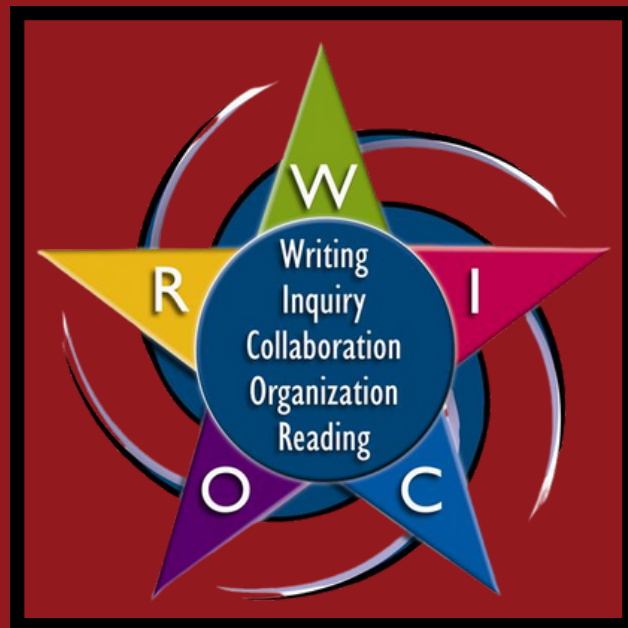
Watch on  YouTube

How, when, and why does AVID deepen the learning in classrooms?

AVID
Family and
Collaboration

Literacy
Writing
Reading

Leadership



**Organization/
Time
Management/
Goal Setting**

Tutorials

**Critical
Thinking
Inquiry**

**Focused
Note Taking**

**Community
Service**

**College and
Career
Exploration**

Mentorship

**What is the
difference
AVID
Schoolwide
and the
AVID
Elective?**



AVID Schoolwide 5-12

Embedded AVID strategies used across all departments and subjects grades 5-12

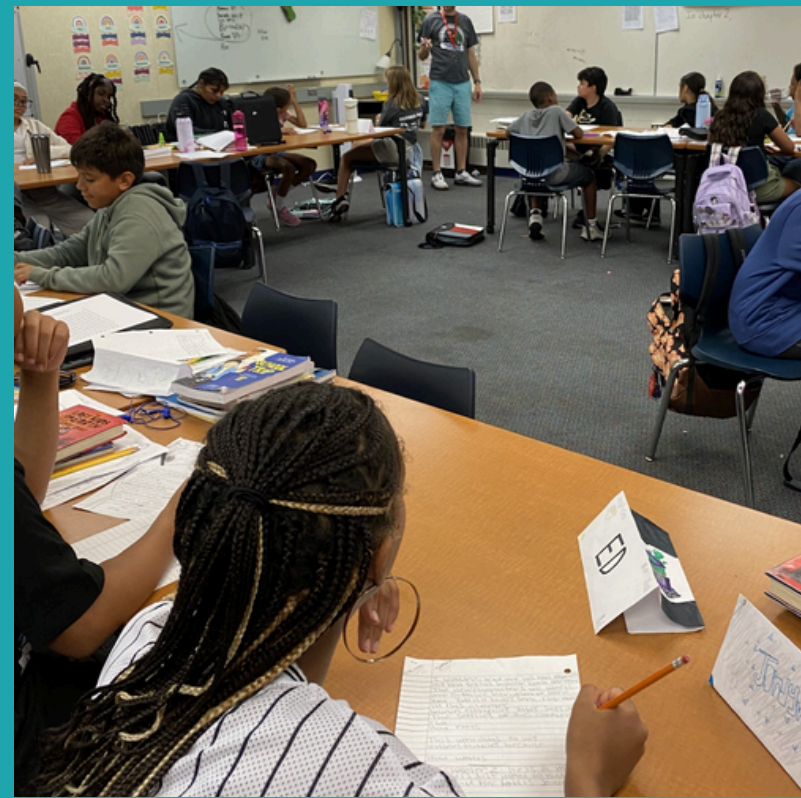
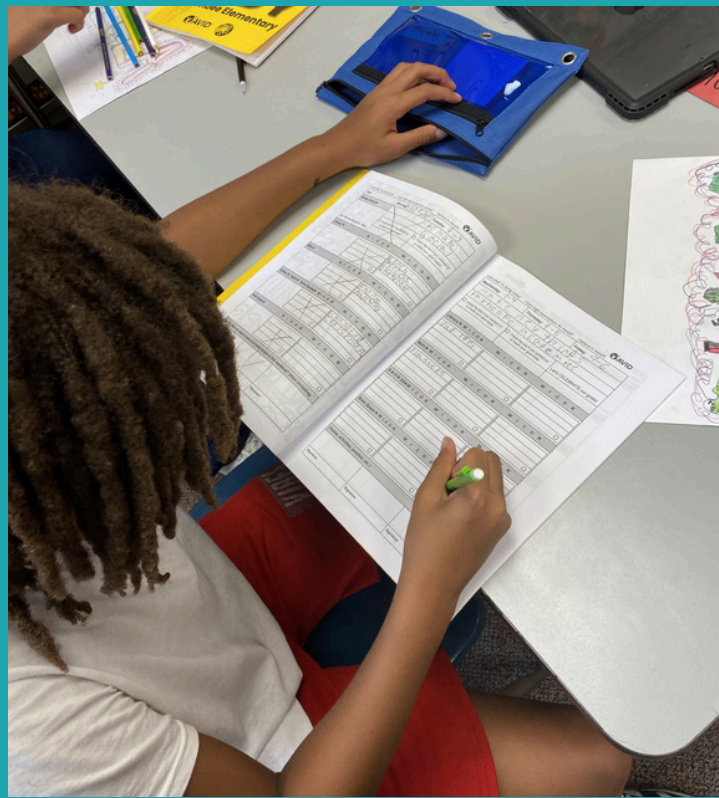
AVID Elective

Year-long elective offered ONLY in grades 7-12. Application process and curriculum designed specifically for college and career readiness.

RAMS, PV 7/8, FAHS, RAHS

Elementary Highlights

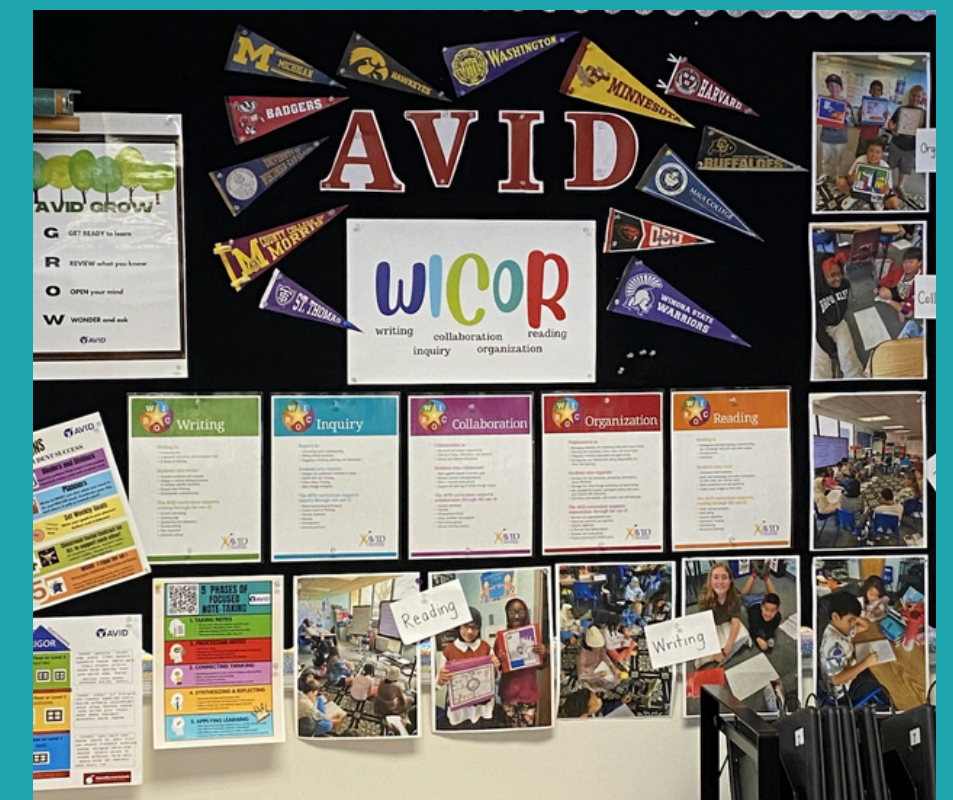
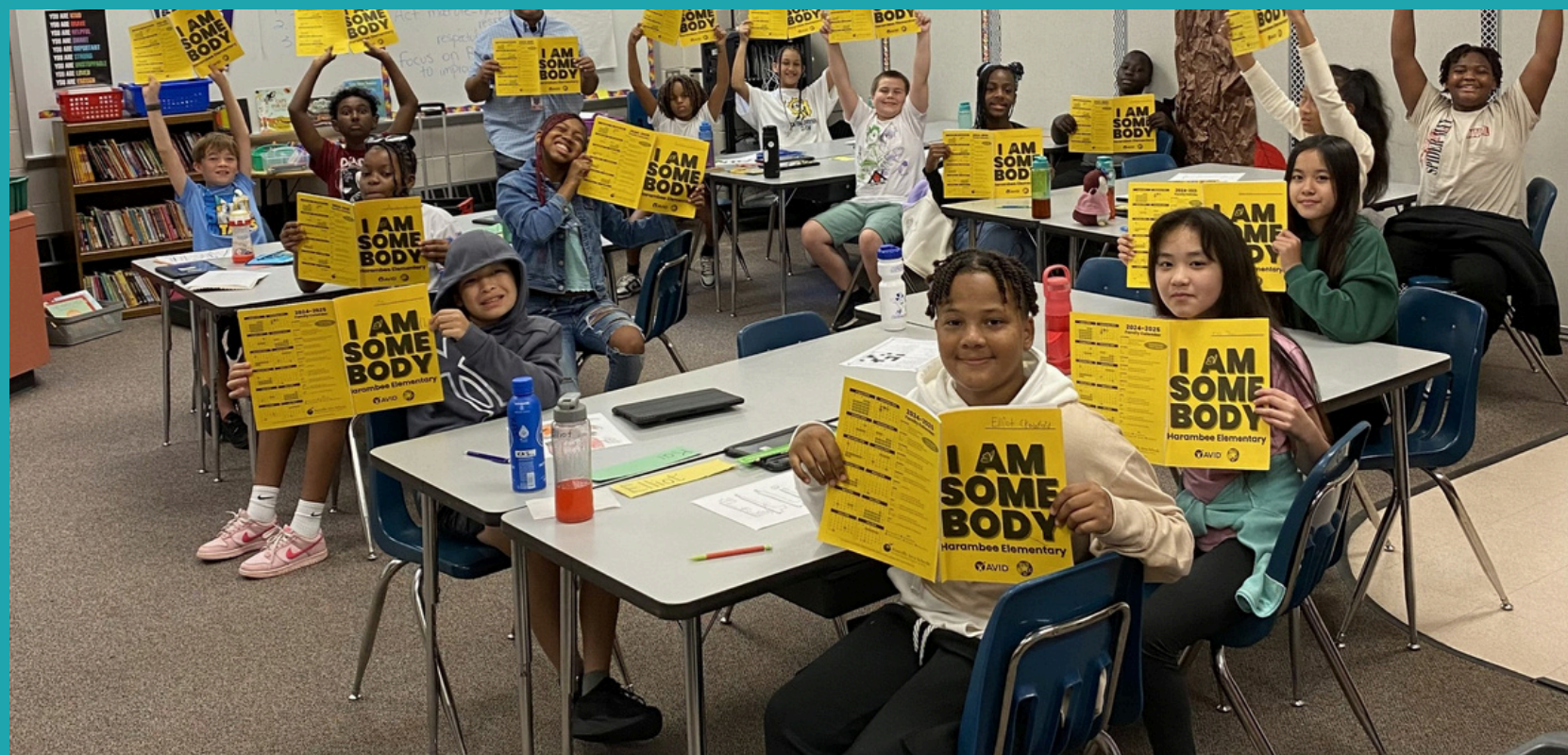




- Promotes active learning & student engagement
- Encourages collaboration and student voice
- Provides academic strategies across subjects
- Fosters self-advocacy and deeper reflection
- Builds independent, confident learners through consistent routines and strategies across grades

ORGANIZATION

- Binder, Dividers
- Daily use of Planner
- Class Social Agreements
- Time Management
- Weekly Goal setting



Parkview 7-8

AVID Elective Highlights

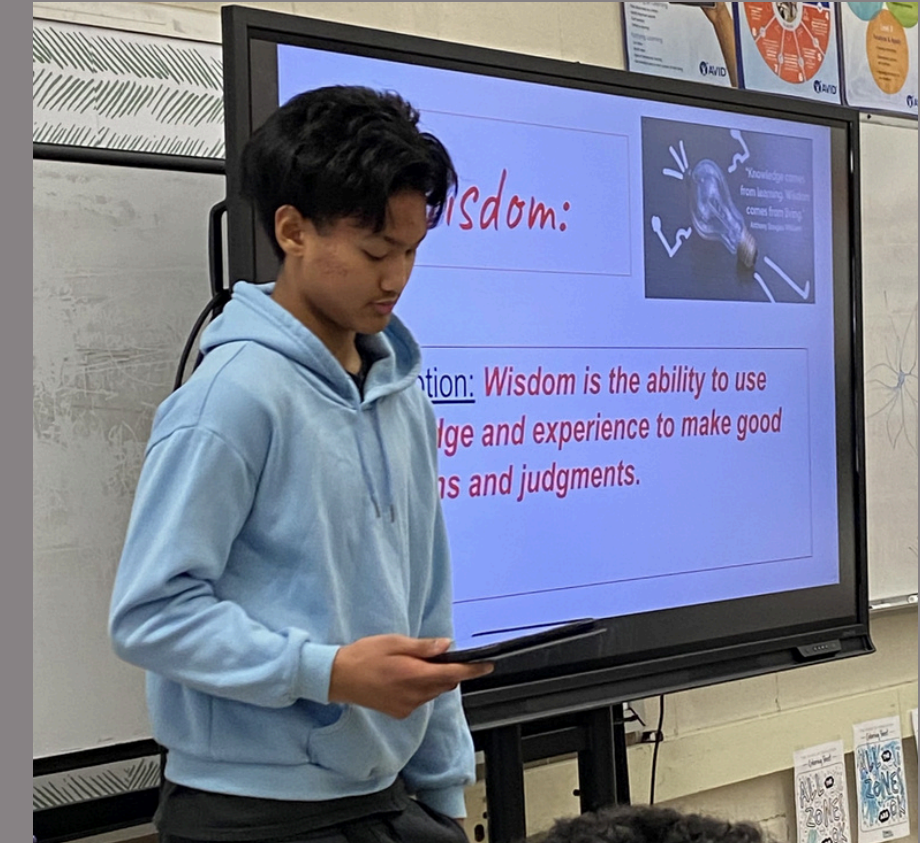




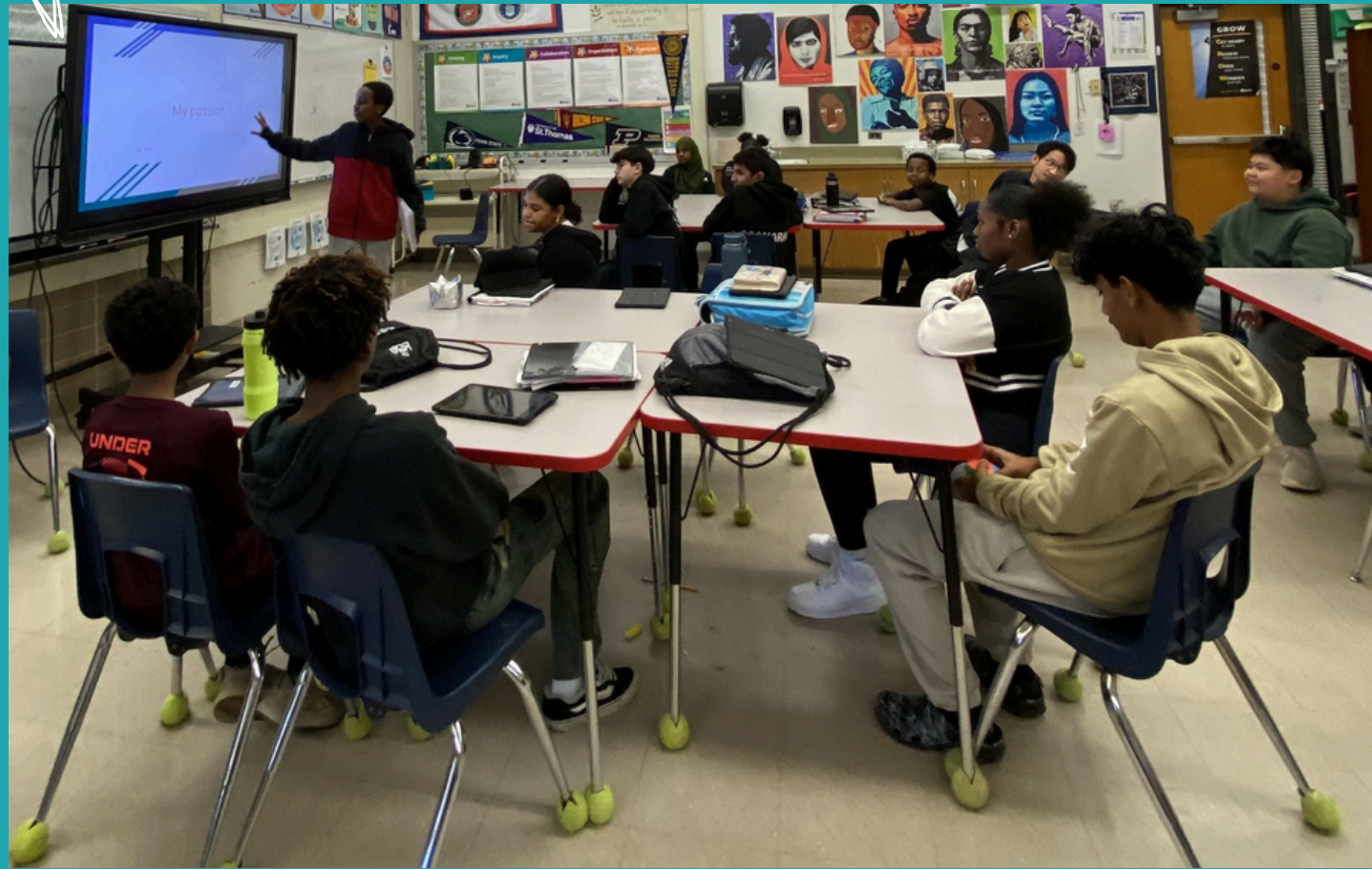
**Building relational
capacity through
mentorships and
community
service**



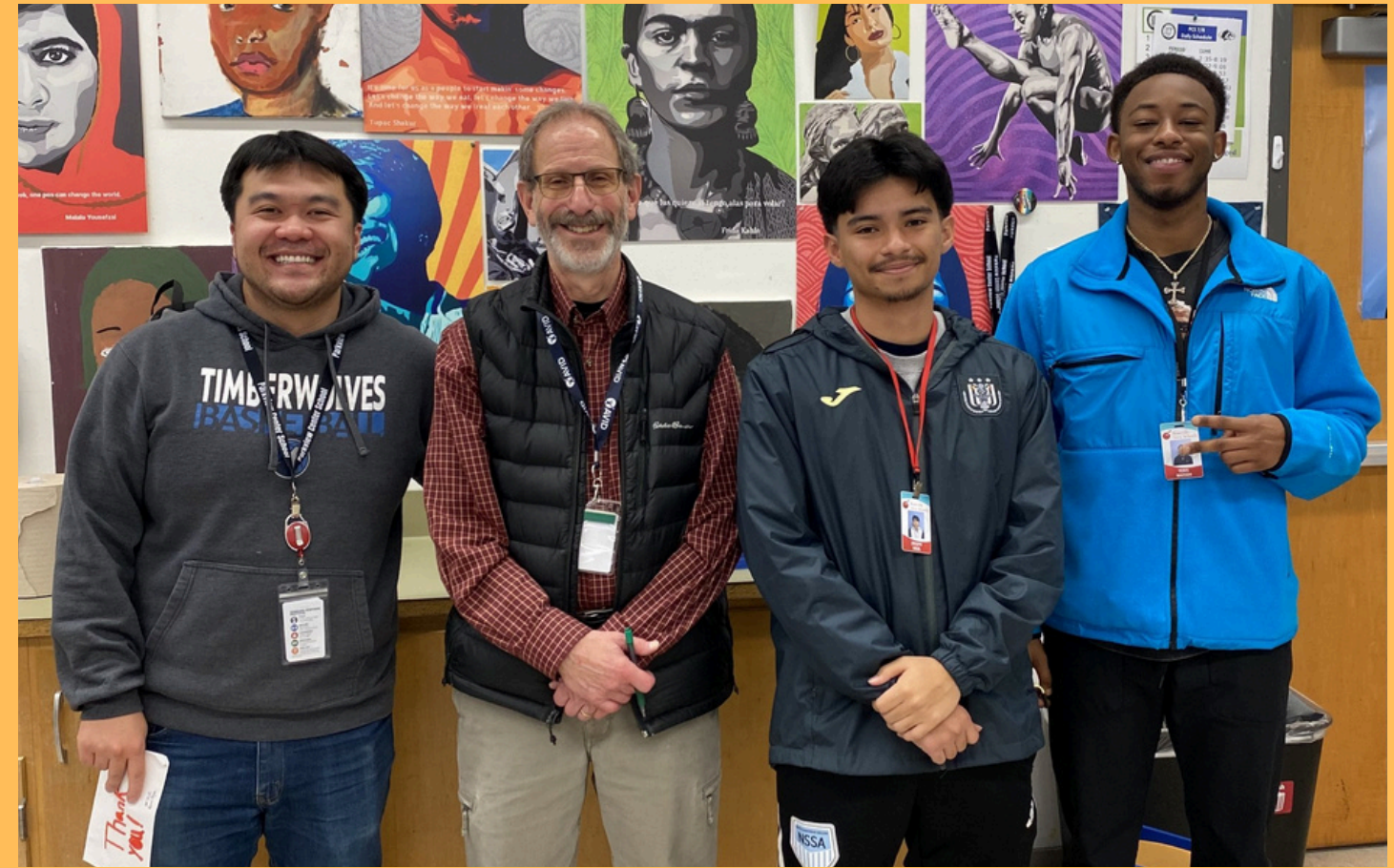
**College Field Trip
to University of
Minnesota**



**Passion Speeches:
Public Speaking**



AVID 10-step inquiry process: Tutorials



AVID tutors are current college students and former grades 7-12 AVID students!



Parkview and RAMS: Partnering to Build Community



**College field
trip to the
University of
Minnesota with
all six grades 7-
8 AVID elective
classes from
Parkview and
RAMS**



Career Cafe
Hosting together for
ALL 5th-8th grade
Roseville Area students
and families to learn
and build community



COME TO AN EXCITING NIGHT!

CAREER CAFE



EXPLORE

WEDNESDAY
23
APR

5:30PM- 7:30PM
RAMS NEW GYM

ALL Roseville 5th-8th
grade students and
families are invited!

Food Trucks

La Tapatia Egg Roll Queen Parkway Pizza Cheese Curd Tacos Macrons

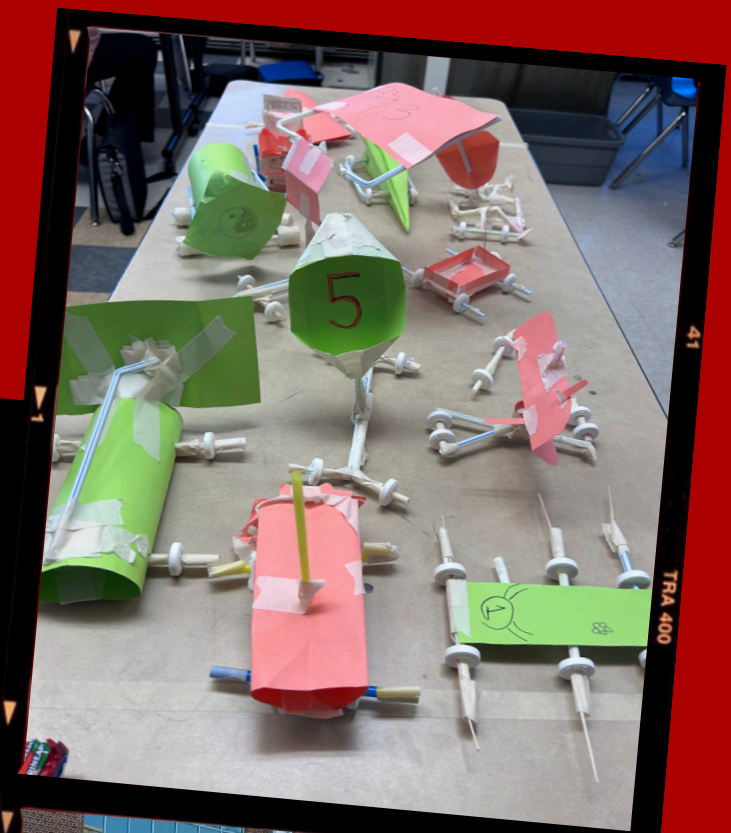


HOSTED BY AVID 7/8 STUDENTS FROM ROSEVILLE
AREA MIDDLE SCHOOL AND PARKVIEW

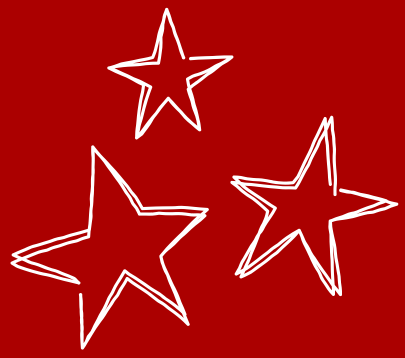


RAMS AVID Highlights

- 6th grade recruitment
- Staff professional development
- Impact of grades 5-6 AVID implementation
- Team building
- AVID students in robotics competition
- Field trip to the University of Minnesota
- Community service
- Multiple speakers!



RAHS AVID Highlights



- **Best Prep Career Day**
- **Best Prep E-Mentors**
- **INSPIRE Conference**
- **Field trips**
- **Page Grant and Wallin Scholars Partnerships**
- **AVID Leadership Council**
- **Raider Reach Mentoring Pilot**
- **Do Good Roseville - Roseville Cares Partnership**
- **Student representatives at Optimist Club**
- **Service partnerships**

FAHS AVID Highlights



- **Best Prep E-Mentors**
- **Optimist Club, Best Prep speakers**
- **Six AVID elective students graduated early**
- **Schoolwide field trip to National College Fair**
- **Schoolwide college campus visits**
- **Multilingual seal test**
- **Xello implementation**
- **AP Computer Science**
- **Do Good Roseville and ECSE partnerships**
- **Digital organization and tools**





AVID Impact: Roseville Alumni Reflections (Part 2)



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AVID Schoolwide Sites of Distinction

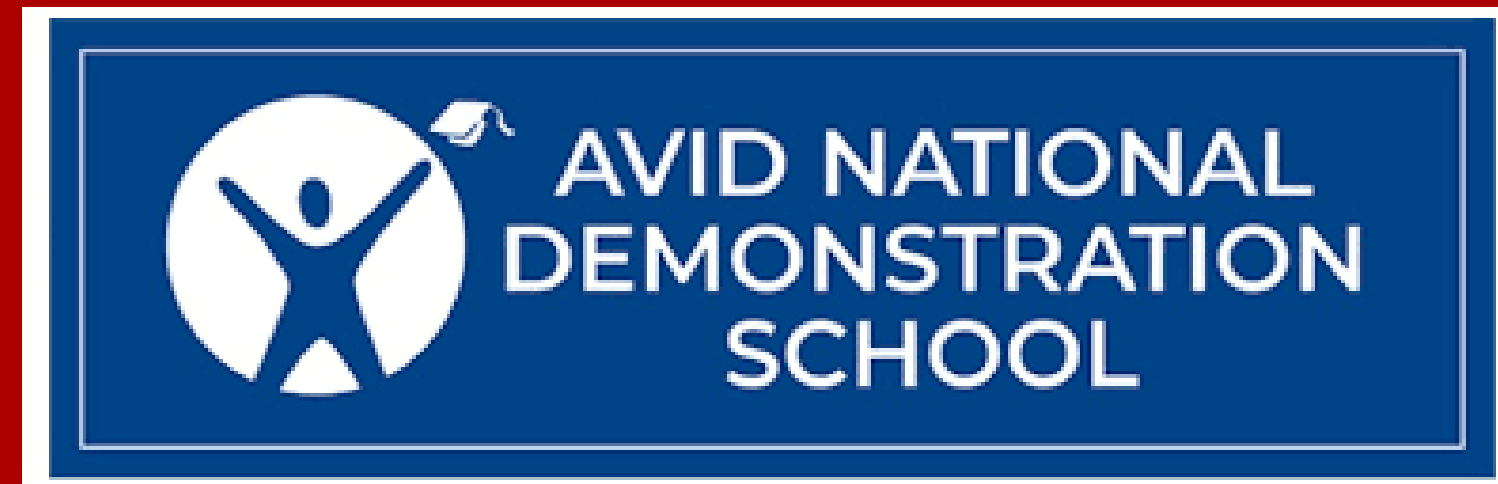
RAMS and RAHS
 were both named
 AVID Schoolwide
 Sites of
 Distinction for
 the 2024-2025
 school year



	Sustaining AVID Schoolwide/ Distinction Benchmark	CCI Domain, Subdomain, Indicator
Process Metrics Process Metrics are intended to ensure that teachers and staff are appropriately trained in AVID philosophy and strategies, WICOR strategies are routinely used, and leadership decision-making is informed by AVID's impact, growth, and level of sustainability. Secondary sites must meet <u>all three</u> Process Metric benchmarks to be recognized as a Schoolwide Site of Distinction.		
% of staff AVID-trained (AVID-Center-approved national training, have graduated from an AVID Teacher Preparation program, attendance at regional trainings equaling 12 hours, and/or a minimum of 12 hours of training provided by a District Director or district Staff Developer using AVID Professional Learning Modules.)	60%	Systems, Subdomain 4, Indicator 37
% of staff routinely using WICOR strategies	70%	Instruction, Indicator 15
% of School Leadership Team on the AVID Site Team	50%	Leadership, Subdomain 2, Indicator 4
Impact Metrics Impact Metrics are intended to document schoolwide growth and performance, and to demonstrate an increase in college entrance requirement completion, an increase in rigorous course offerings and enrollment, and the development of a college-going culture, both philosophically and environmentally. Secondary sites must meet <u>a minimum of two</u> Impact Metric benchmarks to be recognized as a Schoolwide Site of Distinction.		
Middle School		
% of all 8th-grade students enrolled in or having taken at least one course of rigor (e.g., Algebra, Geometry, or honors)	60%	Systems, Subdomain 3, Indicator 21
% of all 7th- and 8th-grade students having taken pre-collegiate exams, such as ACT Aspire™, Stanford 10, retired ACT Explore®, etc. (paid or practice)	70%	Systems, Subdomain 3, Indicator 23
High School		
% of all 11th- and 12th-grade students enrolled in or having taken at least one course rigor, including but not limited to AP®, IB®, AICE®, or dual enrollment	60%	Systems, Subdomain 3, Indicator 28
% of all 11th- and 12th-grade students having taken at least one end-of-course exam tied to a course of rigor, including but not limited to, AP, IB, AICE, or dual enrollment	60%	Systems, Subdomain 3, Indicator 29
% of all 12th-grade students completing college entrance requirements	80%	Systems, Subdomain 3, Indicator 30
% of all students having taken pre-collegiate exams, such as ACT Aspire, PSAT/NMSQT® and/or PSAT 10, ACT®, SAT®, etc. (paid or practice)	70%	Systems, Subdomain 3, Indicator 31
% of all 12th-grade students who applied to college	70%	Systems, Subdomain 3, Indicator 32
% of all 12th-grade students accepted to college	70%	Systems, Subdomain 3, Indicator 33

RAMS & RAHS

National Demonstration Schools



2024-2025: Both sites had National Demonstration coaching visits with an AVID implementation strategist

2025-2026: The final year of preparation for National Demonstration revalidation

2026-2027 (Fall): Revalidation (every three years)

AVID Snapshot

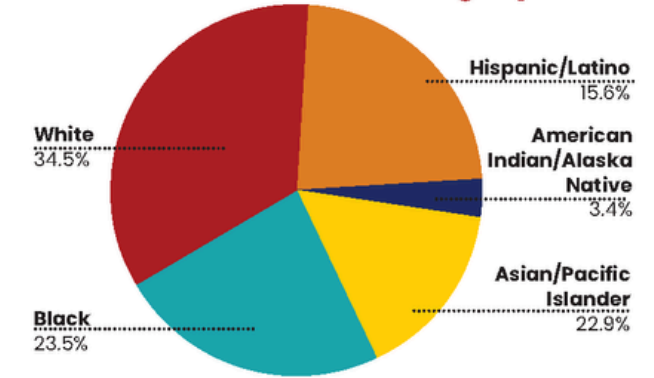


Advancement Via Individual Determination **AVID** 2024-2025

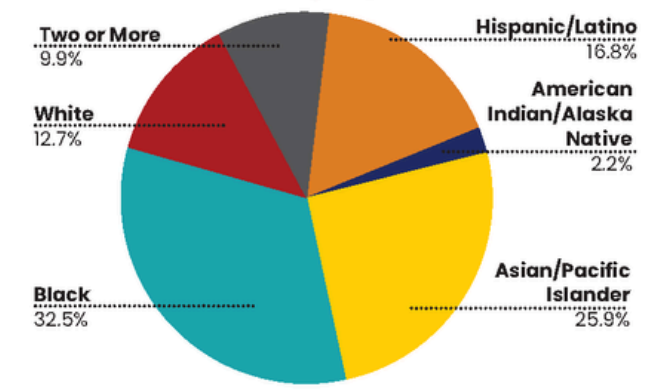
Schoolwide AVID
Used in all grades 5-12 classrooms
4,415 students



Grades 5-6 AVID Demographics



Grades 7-12 AVID Elective Demographics



AVID Elective Advanced College and Career Curriculum

- Grades 5-6**
1,084 students
- Grades 7-12 AVID Elective**
464 students
 - Parkview: 53 students
 - Roseville Area Middle School (RAMS): 120 students
 - Roseville Area High School (RAHS): 272 students
 - Fairview Alternative High School (FAHS): 19 students

RAMS and Parkview High School Credit-bearing Classes

World Language: 44 students
Math (Algebra/Geometry): 79 students

High School AVID

- Concurrent Courses**
RAHS: 68 students
FAHS: 2 students
- Advanced Placement Classes**
RAHS: 146 students
FAHS: 13 students
- 2 or more Career & Technical Courses**
RAHS: 146 students
FAHS: 17 students

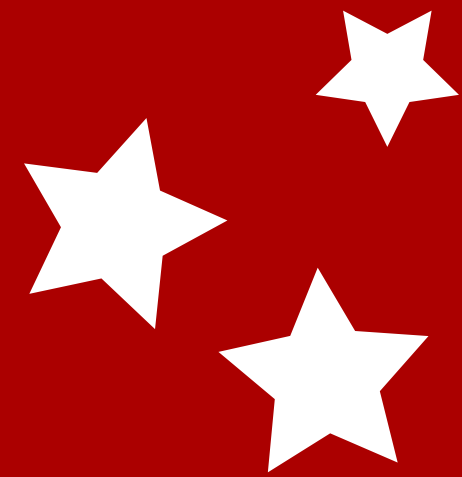
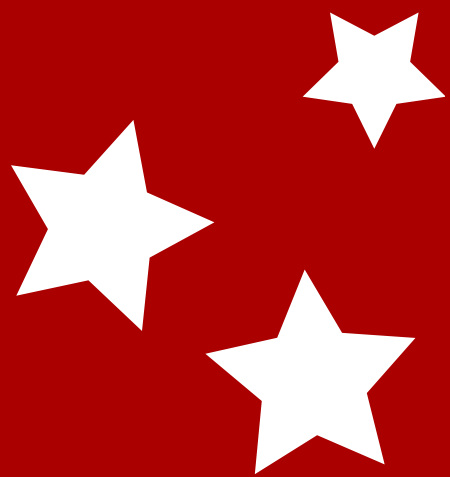
% of staff with training in AVID teaching strategies (e.g., PATH, Ignite, or Summer Institute)

Grades 5-6 Teachers: 97.0%
Grades 7-12 Teachers: 91.7%

Schoolwide WICOR

AVID (Advancement Via Individual Determination) is an instructional model designed to help students enhance their learning by focusing on writing, inquiry, collaboration, organization, and reading (WICOR). This approach aims to elevate student rigor and engagement, fostering higher-level thinking skills for academic success. It emphasizes structured learning strategies to prepare students for college and beyond.

Questions



Agenda Topic: Staffing Diversity Report
Meeting Date: April 22, 2025
Contact Person: Kenyatta McCarty and Delon Smith

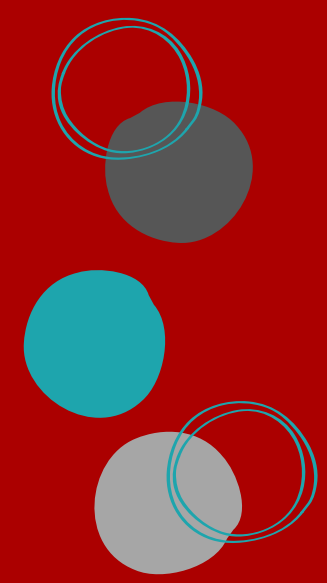
Background:

Kenyatta McCarty, executive director of human resources, will review data on the diversity of district staff. Ms. McCarty will be joined by Amanda Cotton, recruitment and retention specialist; and members of FOCUS, the district's affinity group for BIPOC educators.

Delon Smith, associate superintendent of equity and innovation, will also present data collected from stay interviews with BIPOC staff members.

Recommendation:

 Action Required X Informational – No Board Action Requested



ROSEVILLE AREA SCHOOLS

CHOOSE ROSEVILLE

Annual Report

April 22, 2025

MISSION *Excellence, Innovation & Equity in All We Do*

Each learner experiences a sense of belonging and a joy of learning, is inspired and prepared to reach their potential, and contributes to our communities.

VISION

EQUITY VISION

Roseville Area Schools is committed to ensuring an equitable and respectful learning environment for every student, family, and staff member regardless of race, gender, gender identity, sexual orientation, socioeconomic status, ability, home or first language, religion, national origin, age, and physical appearance.

GOALS & KEY STRATEGIES

- #1 Our graduates are prepared to achieve their goals and aspirations.**
 - Ensure students are college- and career-ready
 - Deliver a challenging, joyful, and safe learning environment
 - Deliver innovative, effective practices and systems
- #2 Our learners contribute to an equitable, caring society.**
 - Cultivate student engagement and joy in learning
 - Support learner resiliency (student social and emotional learning and mental health)
 - Amplify student leadership and voice in decision-making
 - Prepare learners to be racially and socially responsive
- #3 We are a culturally responsive, inclusive, anti-racist district.**
 - Ensure educator commitment to anti-racist practices
 - Hire and retain a diverse workforce
 - Develop equitable leaders
 - Develop a culturally responsive evaluation system
 - Build a culture of belonging where all feel welcome, included, and safe
- #4 The community is united behind meeting student needs.**
 - Partner with families and the community to support student success
 - Build a culture of belonging
- #5 We are financially secure.**
 - Cultivate and maintain community trust
 - Secure and allocate financial resources to support the district's mission and vision

Reflecting a workforce
that celebrates the
excellence and
innovation of our rich
community

Why Representation Matters

Quantitative Impact

“While White students also benefit by learning from teachers of color, the impact is especially significant for students of color, who have higher test scores, are more likely to graduate high school, and more likely to succeed in college when they have had teachers of color who serve as role models and support their attachment to school and learning. Students with racially diverse teachers also have fewer unexcused absences and are less likely to be chronically absent.”

– Learning Policy Institute

Qualitative Impact

“Representing diverse groups helps improve the school culture and student outcomes. Research has shown that when students see representations of themselves, it shapes how they imagine their place in the world now and in the future. As a result, what they see forms their expectations for themselves and their peers.”

– Thomas, 2016

Recruitment & Retention

Improving our recruitment and retention of Roseville Area Schools teachers who Identify as BIPOC based on Goal and Key Strategy #3

Recruitment

Develop a system for recruitment of college and university partners

- Intentional partnerships with colleges and universities, and active engagement
- FOCUS BIPOC affinity group
- Career fairs

GYO exploration

- Grow Your Own – The RISE Movement

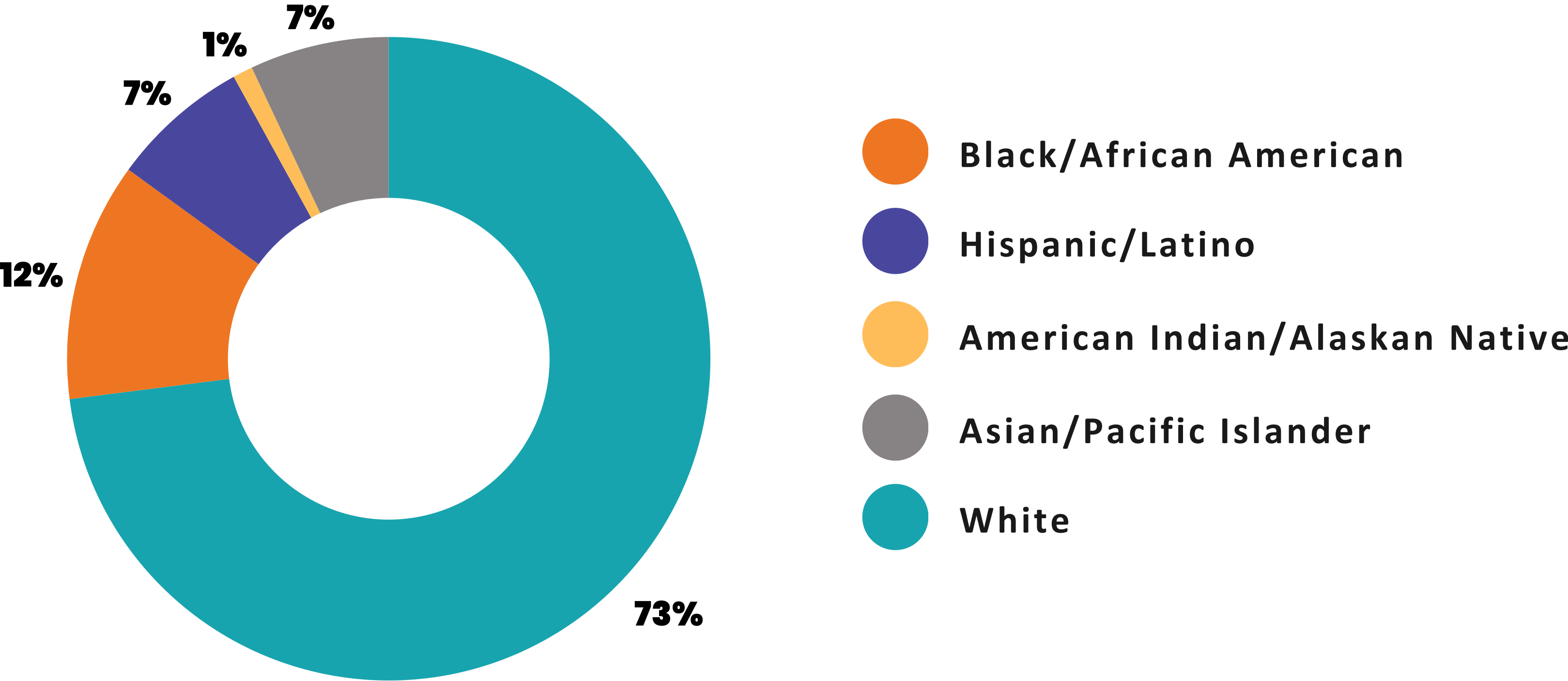
Retention

Elevating the voice of the educator

- Welcoming environment
- Additional mentor support through FOCUS
- Stay/insight Interview process
- Partnerships & best practices
- Shared commitment & priority districtwide

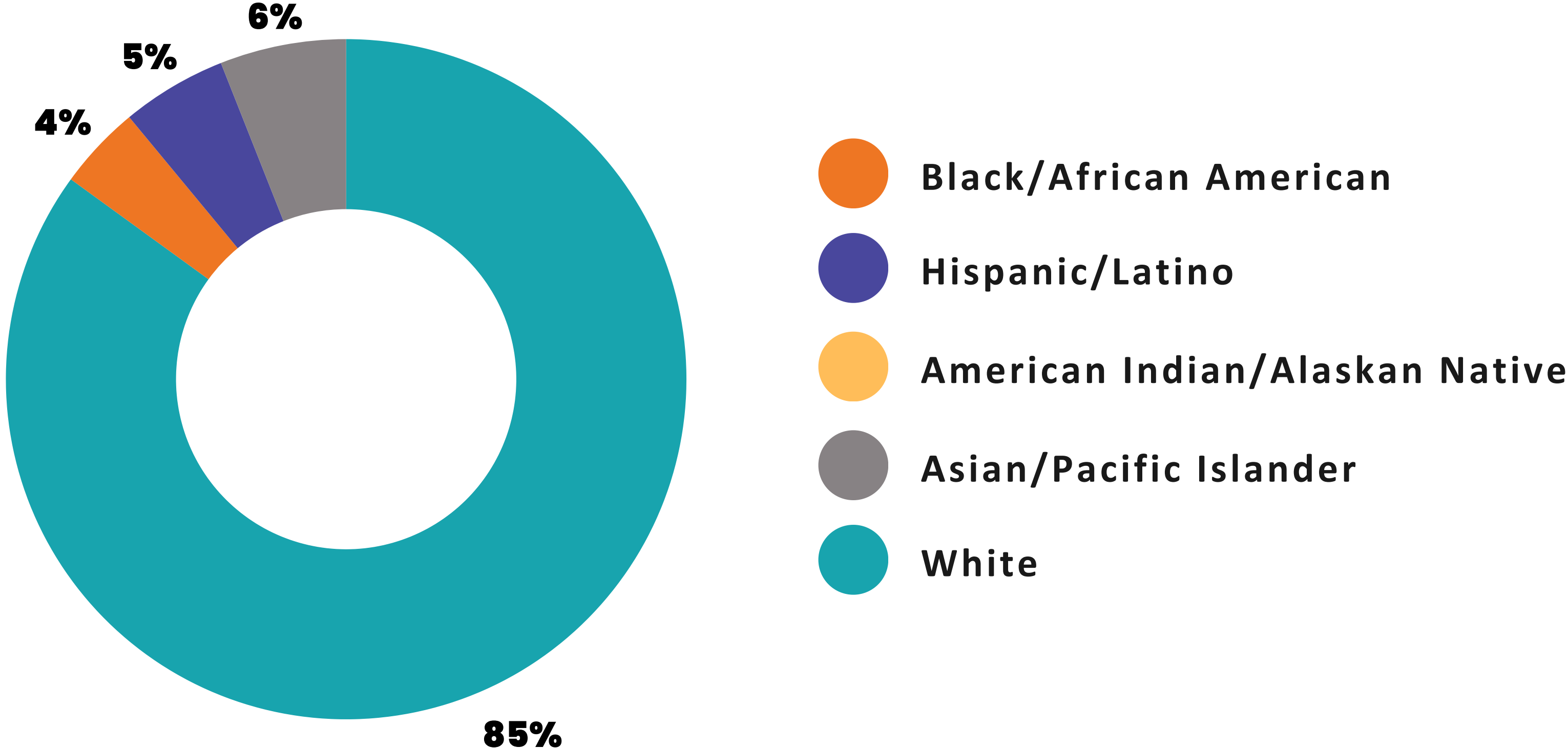
Roseville Area Schools Demographics

Districtwide 2024-2025



Roseville Area Schools Demographics

Teachers 2024-2025



Recruitment Through Partnerships



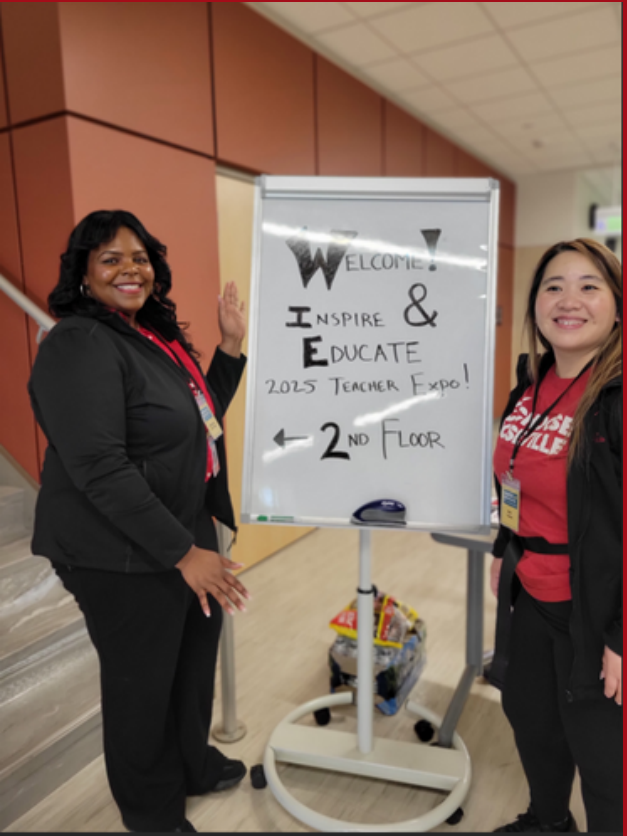
BETHEL
UNIVERSITY



HOWARD
UNIVERSITY

The RISE Movement
Roseville Area Schools: Grow Your Own

2024-2025 Recruitment Initiatives



FOCUS in Action

Future-Oriented Community of United Support **FOCUS**



»»» Vision Statement

- Establish the ecosystem needed not only to retain but to make a way for our BIPOC educators to flourish
- Represent and restore authentic and holistic ways of being and knowing, which is demonstrated through our culturally sustaining teaching.

»»» Group Goals

Community

Racial Literacy

Community
Cultural Wealth

Capacity for
Transformation

»»» Intentional Activities



Developing
critical
leadership
skills



Creating space
to share successes
and dilemmas
of practice



Engaging in
dialogical
professional
learning



Engaging in collective
knowledge making
and network with
others to learn from
each other



Engaging in
wellness
practices



Connecting
with RAHS
Urban Pathways
course

BIPOC Stay Interviews

BIPOC Stay Interviews



THE WHY

- Because representation matters...
- To increase the number of teachers and staff who are indigenous and of color (recruitment)
- To meet the needs of our staff of color and indigenous staff (retention)
- To gather meaningful "street data" that helps co-create improvements to the experiences of indigenous staff and staff of color
- To actively listen to indigenous staff and staff of color during their time with us—not just during exit interviews

BIPOC Stay Interviews



THE PROCESS

- 15-minute scheduled meetings with each individual BIPOC staff member (sometimes as a group)
- Conducted by the director of equity and innovation (recorder), human resources (recorder), and principals/supervisors (interviewer)
- Use of interpreter when preferred by staff
- Determine themes for each question
- Brainstorm next steps based off themes
- Communicate next steps to entire staff

BIPOC Stay Interviews



THE QUESTIONS

As a person of color:

- What keeps you working at (school/district)?
- Do you feel you can show up to (school/district) as your authentic self?
- If so, why?
- If not, why?
- What aspects of your job do you wish you could change?
- What can I do to ensure you feel supported here at (school/district)?

BIPOC Stay Interviews – Themes

QUESTION #1: What keeps you working here at (your school/RAS)?

SENSE OF BELONGING AND COMMUNITY: Individuals express a deep connection to the Roseville Area Schools community, feeling welcomed, valued, and part of a supportive family. This sense of belonging is critical for their job satisfaction and commitment.

COMMITMENT TO DIVERSITY AND EQUITY: A strong emphasis on diversity, equity, and inclusion is evident. Staff members appreciate the district's efforts in promoting cultural representation and addressing biases, and they are motivated by the opportunity to contribute to these goals.

Supportive Environment and Relationships: Positive relationships with colleagues, supportive leadership, and a non-toxic work environment are highlighted as significant factors in their job satisfaction. This support fosters personal and professional growth.

BIPOC Stay Interviews – Themes

QUESTION #1: What keeps you working here at (your school/RAS)?

PASSION FOR STUDENT IMPACT: Many individuals express a profound dedication to making a positive impact on students' lives. They find fulfillment in working with a diverse student population and are driven by the opportunity to be role models and advocates for their students.

OPPORTUNITIES FOR GROWTH AND DEVELOPMENT: There is a recurring theme of valuing professional growth opportunities provided by the district. Staff members appreciate the support for career advancement and the chance to continually develop their skills.

BIPOC Stay Interviews – Themes

QUESTION #2: Do you feel you can show up to (your school/RAS) as your authentic self?

CHALLENGES FOR BIPOC EDUCATORS: BIPOC staff members often face challenges in predominantly white educational settings, including feeling judged, needing to code-switch, and navigating stereotypes.

AUTHENTICITY AND REPRESENTATION: Many individuals express a strong desire to be authentic and represent their cultural identities, but they encounter varying degrees of acceptance and understanding from colleagues and students.

MIXED EXPERIENCES: Staff members have diverse experiences with authenticity. Some feel comfortable and supported, while others face microaggressions and misunderstandings, leading to feelings of guardedness or the need to adapt their behavior.

BIPOC Stay Interviews – Themes

QUESTION #2: Do you feel you can show up to (your school/RAS) as your authentic self?

SUPPORTIVE ENVIRONMENTS: Positive work environments that embrace diversity and inclusivity help individuals feel more authentic and valued. Support from colleagues and a culture of respect are crucial for staff satisfaction.

NEED FOR INCLUSIVITY: There is a call for more proactive steps towards cultural sensitivity and inclusivity to enhance comfort and authenticity at work, addressing issues like microaggressions and cultural misunderstandings.

BIPOC Stay Interviews – Themes

QUESTION #3: What aspects of your job do you wish you could change?

POSITIVE FEEDBACK AND INITIATIVES: Staff appreciate recent improvements like increased professional development and collaboration days.

WORKLOAD AND SUPPORT CONCERNS: Heavy workloads, inadequate support, and communication issues are significant concerns.

DESIRE FOR CULTURAL AWARENESS: Staff seek more cultural representation and tailored professional development, with an emphasis on inclusion.

BIPOC Stay Interviews – Themes

QUESTION #3: What aspects of your job do you wish you could change?

RACE AND EQUITY ISSUES: There are concerns about perceived biases and unequal treatment of BIPOC staff compared to their white counterparts.

NEED FOR BETTER SYSTEMS: Staff call for improved support systems, clearer communication, and more growth opportunities, along with inclusive practices and understanding.

BIPOC Stay Interviews – Themes

QUESTION #4: What can I do to ensure you feel supported here at (your school/RAS)?

SUPPORT AND COMMUNICATION: Staff feel well-supported by leaders and value open communication, regular check-ins, and the opportunity to voice concerns. They appreciate timely responses and a supportive environment.

INCLUSIVITY AND REPRESENTATION: There is a call for more opportunities for cultural liaisons, structured onboarding for new staff, and increased representation in decision-making processes, especially for BIPOC staff.

PROFESSIONAL DEVELOPMENT AND ACCOUNTABILITY: Staff seek structured professional development, financial support for initiatives, and clear communication on policies. They also want fair treatment and accountability across all staff.

BIPOC Stay Interviews – Themes

QUESTION #4: What can I do to ensure you feel supported here at (your school/RAS)?

CONTINUOUS IMPROVEMENT: While the supportive environment is valued, staff desire ongoing improvements in inclusivity, affirmation, and resources, along with better communication and support for BIPOC students and staff.

BIPOC Stay Interviews: Principal Next Steps



NEXT STEPS

- Conducting regular check-ins with BIPOC staff
- Hiring more BIPOC staff to increase representation
- Creating affinity spaces for support and community
- Providing professional development focused on microaggressions
- Sharing one-pagers and “I Am” poems
- Surveying BIPOC staff on impact of staffing changes
- Collecting street data to understand why some BIPOC staff chose not to participate in stay interviews

BIPOC Stay Interviews: Principal Next Steps



NEXT STEPS

- Hosting BIPOC staff circles
- Encouraging staff to show up as their authentic selves
- Expanding BIPOC leadership opportunities
- Holding regular meetings with paraprofessionals
- Forming school-level teams with intentional BIPOC staff participation
- Clustering BIPOC teachers
- Outlining next steps in School Improvement Plans (SIP) and action plans to advance equity

BIPOC Stay Interviews: Districtwide Next Steps



CONTINUE

- Scheduling regular check-ins between principals, supervisors, and their BIPOC staff
- Hiring more BIPOC staff
- Recognizing Heritage Months
- Providing explicit PD focused on race and equity
- Providing professional growth and advancement opportunities for BIPOC staff
- Listening & responding to the concerns of BIPOC staff
- Creating affinity spaces for staff to engage in conversations about race within buildings/programs

BIPOC Stay Interviews: Districtwide Next Steps



START

- Including multiple perspectives on all interview teams, including at the building level
- Implementing term limits on lead teacher positions
- Developing a five-year plan in response to staff feedback, clearly outlining how data will be used, with stay interviews in year 6 and focus groups in interim
- Amplifying BIPOC voices in Staff Weekly

BIPOC Stay Interviews: Districtwide Next Steps



START

- Identifying Raider Support staff who have the potential to thrive in the teaching profession
- Ensuring staff of color are paired with positive, trusted, equity-minded colleagues
- Addressing microaggressions both in the moment and through ongoing professional development

Questions

Agenda Topic: Harambee Elementary School Flexible Learning Year Program Change
Meeting Date: April 22, 2025
Contact Person: Superintendent Jenny Loeck

Background:

Superintendent Jenny Loeck will present a proposal to change the flexible learning year program at Harambee Elementary School.

Harambee currently operates a year-round program. District administration is recommending a transition from the year-round calendar to a nine-month calendar, starting with the 2026-2027 school year.

Recommendation:

It is recommended that the board approve the proposal to transition Harambee Elementary School from a year-round flexible learning year program to a nine-month calendar, effective with the 2026-2027 school year.

Action Required

Informational – No Board Action Requested

Agenda Topic: Resolution in Response to American Indian Parent Advisory Committee
Letter of Non-Concurrence
Meeting Date: April 22, 2025
Contact Person: Chair Todd Anderson

Background:

Roseville Area Schools' American Indian Parent Advisory Committee issued a resolution of non-concurrence on February 18, 2025. A resolution of non-concurrence means that the Parent Committee finds that the district has not been meeting the needs of American Indian students. The AIPAC communicated its reasons for nonconcurrency and recommendations in a presentation to the school board on February 26, 2025.

Per Minnesota Statute 124D.78, subd. 2, by resolution, the board must respond in writing within 60 days, in cases of nonconcurrency, to each recommendation made by the committee and state its reasons for not implementing the recommendations.

Recommendation:

It is recommended that the board adopt the Resolution in Response to Letter of Non-Concurrence as presented.

Action Required

Informational – No Board Action Requested

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION IN RESPONSE TO LETTER OF NON-CONCURRENCE

WHEREAS, Minnesota Statutes 124D.78 outlines expectations for parent and community participation in the education program for American Indian students;

WHEREAS, as per Minnesota Statutes 124D.78, subd. 2, in a communication to the school board dated February 18, 2025, the American Indian Parent Advisory Committee issued a resolution of non-concurrence with educational programming for American Indian children as well as the following recommendations;

1. Follow through with American Indian Education Aid strategies (from the Office of Educational Equity)
2. Policy change regarding inviting Native American programming staff to (Individualized Education Program, Discipline Review Board, and attendance) meetings
3. American Indian Education Aid funding for programming
4. Staff retention
5. Increase staff by .5 FTE

WHEREAS, as per Minnesota Statutes 124D.78, subd. 2, the school board must respond in writing within 60 days, in cases of non-concurrence, to each recommendation made by the parent committee and state its reasons for not implementing the recommendations.

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 623, Roseville, hereby responds to the Resolution of Non-Concurrence:

1. In response to Recommendation 1:

The Board agrees that the strategies in the AIEA plan would contribute to meeting the goals of the AIEA plan. The Board is concerned with the number of strategies that were not fully implemented in this year's AIEA grant. Roseville Area Schools is committed to ensuring our school staff are aware of the strategies in the AIEA grant and understand their role in supporting those strategies. Associate Superintendent Smith will work closely with principals to monitor progress and accountability as it pertains to AIEA grant strategies.

2. In response to Recommendation 2:

The Board agrees that it is important to have representation from our Native American program staff in all IEP, DRB, and attendance meetings. This allows our students and families to have representation from a cultural lens that they may not have otherwise. There has been some progress in this area and the Board agrees that this progress is not sufficient. Associate Superintendent Smith will work closely with principals and Student Services staff to refine our process of notifications for IEP, DRB, and attendance meetings. This will include monitoring of progress around this goal and implementation of accountability measures to ensure we are meeting the needs of our students and families.

3. In response to Recommendation 3:

During the 2022-2023 school year, funding for the Native American Cultural Liaison was removed from the AIEA grant budget. The only funds currently allotted for staff in the AIEA grant budget are for the American Indian Education Program Coordinator. This use of funds has been approved by AIPAC in the past, including an increase to the salary for the American Indian Education Program Coordinator which was approved by AIPAC in spring 2024. Roseville Area Schools plans to continue to use the AIEA grant funds in line with recommendations from AIPAC.

4. In response to Recommendation 4:

This school year, our Native American Cultural Liaison and our American Indian Education Program Coordinator are completing their 3rd and 4th years, respectively, in their roles. Roseville Area Schools increased the Native American Cultural Liaison position to a full-time position in March of 2023. In June of 2024, Roseville Area Schools increased the compensation for the American Indian Education Program Coordinator by 50%. Roseville Area Schools is committed to retaining our American Indian Education program staff and will continue to set the conditions that foster healthy retention of our American Indian Education program staff.

5. In response to Recommendation 5:

Roseville Area Schools is experiencing a budget shortfall of \$4 million for the 2025-2026 school year. This will result in Roseville Area Schools having to cut ten full-time teaching positions from our budget for the next school year. Roseville Area Schools is not currently in the position to add any staffing for the 2025-2026 school year. We will continue to monitor our financial situation and hope to revisit this recommendation in the future.

The motion for the adoption of the foregoing Resolution was duly seconded by member _____,
and upon a vote being taken thereon, the following voted in favor of the motion:

And the following voted against the same:

Whereupon, said Resolution was declared duly passed and adopted.

School Board Clerk

Date: April 22, 2025

Agenda Topic: Direct Primary Care Services Contract with Kavira
Meeting Date: April 22, 2025
Contact Person: Shari Thompson and Kenyatta McCarty

Background:

Kavira is a direct-to-employer healthcare provider. Their goal is to provide employees with better care and outcomes, which lead to lower healthcare costs.

The district is currently in its second year of a three-year contract with HealthPartners for medical insurance, which includes an 11% cap on the rate increase for next year. After reviewing the renewal data, the district's actual claims experience over the past year calls for a 28% increase to current health insurance premiums.

The contract cap limits the increase to 11%, and in exploring options to offset the increase, we received a proposal from Kavira. Using an app, Kavira provides care through home, video, and office visits to patients. The cost of the service is paid by the employer through a membership fee of \$27.00 per month per employee covered under our health insurance. The fee is paid entirely by the district, and the annual cost is approximately \$308,000 per year.

In exchange, HealthPartners has offered to decrease the premium renewal from 11% to 7.67% for the upcoming year. The reduction in the HealthPartners rate will result in gross savings of \$572,000 from the original renewal rate. The net savings after paying Kavira will be \$265,000.

The district will utilize the service for one year and evaluate the impact on healthcare costs. We will also be putting our health insurance out for bid again next year as required under the Minnesota Health Insurance Transparency Act (HITA).

The proposal has been reviewed by the district's Insurance Committee and the Finance Advisory Committee.

We are planning a marketing promotion with Kavira for our employees and are hopeful the service will be more convenient and less costly for many of the medical services people already utilize.

Recommendation:

It is recommended that the board approve a one-year contract with Kavira Direct Primary Care Services.

Action Required Informational – No Board Action Requested

**DIRECT PRIMARY CARE PROGRAM
CORPORATE CONTRACT**

PARTIES:

Kavira Health, LLC	("Kavira")
<u>ISD #623 Roseville Area Schools</u>	("Company")

RECITALS:

A. Kavira provides routine health care services through its Direct Primary Care ("DPC") Program, as further described in this DPC Agreement.

B. Company and Kavira are entering into this DPC Agreement to provide access to DPC Services (as defined herein) to eligible Program Members (as defined herein) on the terms and conditions set forth herein.

C. NOW, THEREFORE, in consideration of the foregoing and of the mutual promises herein contained, Kavira and Company agree as follows:

**ARTICLE 1
OBLIGATIONS OF THE PARTIES**

1.1 DPC Program. Kavira offers, through its employed or contracted non-physician health care professionals ("DPC Practitioners"), specified routine health care services ("DPC Services") via a direct primary care program ("DPC Program"), as further described in **Exhibit A** to this Agreement, in exchange for the monthly membership fees described in Section 1.3 of this Agreement. Beginning on 7/1/2025 (the "Commencement Date"), Kavira agrees to provide DPC Program membership to all of Company's eligible Program Members. "Program Members" means and includes individuals who meet the criteria described in **Exhibit B**.

1.2 Program Members. Company shall provide, via an electronic platform and in a format reasonably requested by Kavira, all information reasonably required by Kavira to accurately and timely determine current Program Members. Company agrees to maintain and update the Program Member list(s) in accordance with **Exhibit B**.

1.3 Membership Fees. Kavira charges a flat monthly membership fee as payment for those DPC Services defined as included in the membership fee, regardless of a Program Member's utilization during the month. During the term of this Agreement, Company agrees to pay the fees for all Program Members' membership in the DPC Program in the amounts and in accordance with the payment schedule set forth in **Exhibit B** to this Agreement ("Membership Fees"). The Membership Fees may be modified by Kavira no more often than once every 12 months during the term of this Agreement by providing at least 60 days' prior written notice to

Company. Some DPC Services are not included in the Membership Fees; these are called “Additional Fee Services” and are described in **Exhibit A**.

1.4 Qualifications; Malpractice Insurance. DPC Practitioners will provide DPC Services in a competent, efficient, safe and satisfactory manner, consistent with accepted standards of practice for the practitioners’ professions. DPC Practitioners will be duly licensed, certified or registered, as applicable, to provide DPC Services. Kavira will obtain and maintain malpractice liability insurance covering DPC Practitioners, in amounts no less than the coverage limits typically obtained for such practitioners.

1.5 Health Insurance. The DPC Program **is not insurance and is not a substitute for health insurance or health plan coverage**. The DPC Program consists of limited routine health services as further described in this Agreement. The DPC Program does not include or provide hospitalization, specialty care, surgeries, or any services not personally provided by DPC Practitioners.

1.6 No Insurance Billing. Kavira does not and will not submit a bill to any insurer for any services provided by Kavira to Program Members. If Kavira is mistakenly paid by an insurance plan on behalf of a Program Member, Kavira will return the check to the insurance plan.

1.7 Legal Advice and Compliance. Company acknowledges and agrees that Kavira has not provided, is not providing, and is not responsible for, any tax advice, legal advice, or other advice or recommendations regarding Company’s decision to enter into this Agreement or Company’s implementation of the arrangement described herein. Company acknowledges and agrees that it has and retains all responsibility for compliance with applicable state and federal laws and regulations applicable to it, and for any associated liability.

1.8 Disclosure of Health Information. Kavira and Company agree to comply with all laws regarding the confidentiality of patient health information, including state and federal privacy laws. All health records for Program Members treated by Kavira belong to Kavira. Kavira shall not release identifiable patient health information of any Program Member to Company except as required or permitted by applicable state and federal laws.

1.8.1 HIPAA Compliance. Specifically, and without limiting the generality of the paragraph above, each party agrees to comply with all applicable provisions of the Health Insurance Portability and Accountability Act of 1996 (42 U.S.C. § 1320d) and any current and future regulations promulgated thereunder (collectively “HIPAA Requirements”), including without limitation the federal privacy regulations as contained in 45 C.F.R. Part 164, the federal security standards as contained in 45 C.F.R. Part 142, and the federal standards for electronic transactions contained in 45 C.F.R. Parts 160 and 162. Each party shall refrain from any use or further disclosure of any Protected Health Information, as defined in 45 C.F.R. § 164.504, or Individually Identifiable Health Information, as defined in 42 U.S.C. § 1320d, other than as permitted by HIPAA Requirements and the terms of this Agreement.

1.9 Use of Company Name. Company agrees that Kavira may use Company's name and/or logo on Kavira's website and marketing materials during the term of this Agreement. Kavira will discontinue use of Company's name and logo promptly following termination of this Agreement.

ARTICLE 2 TERM AND TERMINATION

2.1 Term. This Agreement will be effective on the day it has been signed by both parties (the "Effective Date") and continue for an initial term ending on the first anniversary of the Commencement Date (defined in Section 1.1), unless sooner terminated in accordance with Section 2.2. Thereafter, this Agreement will renew automatically on the anniversary of the Commencement Date for successive terms of one year each, until terminated in accordance with Section 2.2.

2.2 Termination. This Agreement may be terminated as follows:

2.2.1 By mutual written agreement of the parties.

2.2.2 By either party, effective at the end of the initial term or the end of any renewal term, by providing to the other party at least 60 days' written notice of nonrenewal prior to the end of the term.

2.2.3 By either party, upon written notice to the other, due to either party's insolvency or bankruptcy.

2.2.4 By either party due to the material breach of the Agreement by the other party, which breach is not cured to the non-breaching party's reasonable satisfaction within 30 days after such party has provided the breaching party with written notice of the breach.

2.3 Effect of Termination. Once notice of termination has been provided, Company will ensure that all Program Members are made aware of the termination of this Agreement. The parties will mutually agree on the content of all communications to Program Members regarding termination of this Agreement. All obligations that by their terms survive the termination of this Agreement shall survive the termination of this Agreement, together with Sections 1.7 and 1.8 of this Agreement.

ARTICLE 3 GENERAL PROVISIONS

3.1 Confidentiality of Agreement. Company shall not disclose the terms or provisions of this Agreement, in whole or in part, without the prior written consent of Kavira, except pursuant to a compulsory legal process (which Company shall resist and give immediate notice of to Kavira) or except to Company's business consultant, attorney and/or accountant provided each such professional has agreed prior to disclosure to maintain in confidence any such

confidential information disclosed to them and to not use such information for any purpose unrelated to this Agreement. This section shall survive termination of this Agreement.

3.2 Indemnification. Each party agrees to indemnify, hold harmless and, at the other party's instruction, defend the other party and its directors, officers, employees, affiliates, successors and assigns from and against any third party claims and charges, and any and all loss, costs, liability, damages, and expense of a third party claim (including, without limitation, reasonable attorneys' fees) which the indemnified party suffers that are directly attributable to (a) a breach of any representation, covenant or agreement of the indemnifying party contained in this Agreement; (b) a violation of applicable federal, state or local laws, rules or regulations by the indemnifying party or any of the indemnifying party's employees or representatives; and/or (c) the negligent or intentional acts or omissions of the indemnifying party; provided that in the event the law would allocate a portion of such liability to the non-indemnifying party because of its own fault, the indemnifying party shall not be required to indemnify for such portion. The indemnified party will notify the other party of any third party claim made against it within 10 days of knowledge of the claim if the indemnified party intends to seek indemnity under this paragraph with respect to such claim. This section shall survive termination of this Agreement.

3.3 Notice. Any notice required to be given pursuant to this Agreement shall be in writing and shall be sent by certified or registered mail or courier, with return receipt requested, or sent by secure email with use of a verifiable read-receipt function, to the party for which the notice is intended, at the address set forth in the signature block of this Agreement, or such other address of which a party has provided notice to the other pursuant to this section. The notice shall be deemed given and effective on the date indicated on the return or read receipt.

3.4 Entire Agreement; Amendment. This Agreement constitutes the entire agreement between the parties and supersedes all prior oral and written agreements relating to the same subject matter. This Agreement may be amended only in a writing signed by both parties, except that Kavira may change the terms hereof without Company's consent (i) if and to the extent necessary to comply with applicable law or regulatory obligations, and (ii) as expressly permitted by the terms of this Agreement.

3.5 Severability. If any part of this Agreement is declared invalid or unenforceable by any court of competent jurisdiction, the remaining provisions will not be affected. Should a regulatory agency or court demand, as the result of a change in law or policy regarding direct primary care programs, that Kavira return to Company any Membership Fees paid hereunder, Company agrees that Kavira shall be entitled to payment from Company in an amount equal to the reasonable value of the DPC Services actually rendered to Program Members during the period for which the refunded fees were paid, not to exceed the total fees paid by Company, and that Kavira may offset such amount against the amount to be refunded. This section shall survive termination of this Agreement.

3.6 Binding Effect; Assignment. This Agreement shall be binding upon and be enforceable against the parties and their respective heirs, successors and permitted assigns. Neither party may assign any of its rights or obligations under this Agreement without the prior written consent of the other party; except that Kavira may assign this Agreement to an affiliated entity.

3.7 Governing Law. This Agreement is made in and shall be construed under the laws of the State of Minnesota.

3.8 Independent Contractor Status. The parties shall at all times be acting and performing as independent contractors. Nothing in this Agreement shall be construed to create an employer/employee relationship, joint venture, partnership, or similar relationship between Kavira and Company or between any DPC Practitioner and Company.

3.9 No Waiver. The failure of either party to complain of any default by the other party hereunder or to enforce any of such party's rights hereunder, no matter how long such failure may continue, shall never constitute a waiver of such party's rights hereunder, including the right to seek monetary damages for a default. No waiver of any provision hereof shall constitute a waiver of any other provision hereof, nor a waiver of the same provision at any subsequent time.

3.10 Dispute Resolution. Kavira and Company will work together in good faith to resolve any dispute(s) that arise between them relating to this Agreement ("Dispute"). To commence the resolution process, one party shall provide to the other written notice, in reasonable detail, of the Dispute. Within 10 days after receipt of such notice, a meeting will occur between representatives of each party with authority to resolve the issue in Dispute. If the parties are unable to resolve the issue to the parties' mutual satisfaction within a reasonable period of time, either party may submit the Dispute to binding arbitration in Hennepin County, Minnesota before a single arbitrator. If the parties cannot agree on an arbitrator, each party shall select one arbitrator, and the selected arbitrators shall nominate a third arbitrator, who shall act as the sole arbitrator of the Dispute. The parties shall equally share the costs of the arbitrator. Arbitration proceedings initiated pursuant to this Agreement shall be conducted in accordance with the Commercial Dispute Procedures of the American Arbitration Association and Minnesota law. This section shall survive termination of this Agreement.

3.11 Force Majeure. Neither party shall be deemed to have breached this Agreement, nor be held liable for any failure or delay in the performance of any portion of its obligations under this Agreement if prevented from doing so by a cause or causes beyond the reasonable control of the party, such as natural disasters, pandemic, civil unrest, war, labor shortages, changes in the law, etc. ("Force Majeure Event"). If either party is prevented from, or delayed in, performing any of its obligations under this Agreement by a Force Majeure Event, it will promptly notify the other party as soon as reasonably practicable (to be confirmed in writing as soon as reasonably practicable) and describe, in reasonable detail, the circumstances constituting the Force Majeure Event and the performance that is or will be affected. Such party will continue to use commercially reasonable efforts to recommence performance as soon as reasonably practicable.

IN WITNESS WHEREOF, each party has caused this Agreement to be executed on its behalf by its duly authorized representative as of the date first written above.

Kavira Health, LLC

ISD #623 Roseville Area Schools

By: Andrew Headrick

By: Shari L. Thompson

Its: CEO

Its: Executive Director

Signed: Andrew Headrick

Signed: _____

Address for delivery of Notices:

Address for delivery of Notices:

1161 Wayzata Blvd E #162

1251 County Road B2 W

Wayzata, MN 55391

Roseville, MN 55113

Email address for Notices:

Email address for Notice:

Andrew.headrick@kavira.health

shari.thompson@isd623.org

EXHIBIT A
DESCRIPTION OF DPC PROGRAM

The DPC Program provides members with routine primary care services as specified in Kavira's services listings and program overview posted at www.kavirahealth.com/services, as revised by Kavira from time to time ("DPC Services"). DPC Services will be provided when appropriate and medically indicated based on scientific evidence, sound medical judgment, and relevant professional guidelines. DPC Practitioners provide DPC Services through one or more of the following: text messaging, telehealth visits, other remote means, or house visits (including locations other than a member's residence if mutually agreed). Kavira's days and hours of operation and service availability are posted at www.kavirahealth.com/services. Kavira does not guarantee same day visits.

Certain DPC Services are not included in the Membership Fee, for example, certain screenings, diagnostic tests, labs and specialty labs, and medications, as indicated in Kavira's services listing. These DPC Services may be available from Kavira for an additional fee ("Additional Fee Services").

Any service that is not described in Kavira's services listings and program overview as included in the DPC Program is not a DPC Service (for example, hospital services and care normally provided by a specialist). Without limiting the scope of the prior sentence, DPC Services excludes professional services that DPC Practitioners are not authorized to perform or provide under the laws of the State of Minnesota and services that are not consistent with the training and experience of a primary care provider and/or that cannot be safely and appropriately provided via the DPC Program. Program Members requiring emergency services should call 911.

Additional terms of the DPC Program are set forth in the registration agreement between Kavira and the Program Member.

EXHIBIT B
PROGRAM MEMBERS; PAYMENT

1. **Program Members.**

Program Members are all individuals who meet, and are not excluded by, the following criteria:

- a. Program Members will include all individuals in the following categories, subject to paragraphs 1(b) and 1(c) below.
 - All Company employees enrolled in the medical plan.
 - The spouse (if any) and dependents (if any) of each Company employee who is a Program Member. For purposes of eligibility as a Program Member:
 - (a) “spouse” means an individual to whom the employee is legally married, including partners of the same sex, and shall include an employee’s domestic partner if and to the extent Company makes other employee benefits available on such basis; and
 - (b) “dependents” means children who are eligible as an employee’s dependents for other employee benefits offered by Company, as determined by Company.
- b. Program Members will exclude the following categories of individuals who otherwise qualify as Program Members under paragraph 1(a) above:
 - Employees who do not live in Kavira’s service area; in which case the dependents, if any, of such employees will also be ineligible to be Program Members under this Agreement.
 - The dependents of any Company employees who are not Program Members.
- c. Any individual who otherwise qualifies as a Program Member will be excluded as a Program Member for purposes of this Agreement if one or more of the following circumstances occur, effective as of the date any of the following occur:
 - The individual’s employment by Company has terminated, and Company does not have or no longer has any state or federal continuation of coverage requirement (if applicable).
 - In the case of a spouse or dependent, the employment of the person through whom such individual is eligible under this Agreement is terminated, and Company does not have or no longer has any state or federal continuation of coverage requirement (if applicable).

In the event a Program Member becomes no longer employed with Company, and is disenrolled from the DPC Program, that Member (and his or her spouse/dependents) may continue their membership directly with Kavira at the

Membership Fee applicable under this Agreement, for up to the maximum period required under the Consolidated Omnibus Budget Reconciliation Act (“COBRA”) and applicable guidance, by re-enrolling into the DPC Program through the Company’s COBRA administrator.

2. **Program Member Listing; Onboarding.**

Prior to the Commencement Date (the first day of the first month upon which Kavira is implemented) of this Agreement, or such other date as the parties mutually identify in writing, Company will input all initial Program Members information into the electronic platform identified by Kavira.

Company will ensure that the Program Members listing remains up-to-date from month to month consistent with the qualifications set forth in Section 1 of this Exhibit B. Company will use best efforts to add all newly eligible individuals to and delete any newly ineligible individuals from the listing promptly after becoming aware of the change, indicating the effective date of the change.

Newly eligible individuals will become Program Members as of the date the individual becomes eligible to be a Program Member. Program Member deletions will be effective as of the end of the month in which the individual ceases to meet the eligibility requirements.

Company will assist and cooperate with Kavira to ensure that Program Members are informed about the DPC Program, receive appropriate materials from Kavira, and complete applicable registration activities in a timely manner.

3. **Membership Fees.**

As of the Effective Date, the Membership Fees per Program Member per month or per partial month of membership are the following:

Monthly Membership Fee for each Program Member who is:	
Employee of Company Receiving House Visits	\$27.00
Employee of Company Receiving Telehealth Only Visits	\$10.00
Spouse of an Employee of Company	\$0.00
Dependent of an Employee of Company	\$0.00

Kavira does not offer pro-rated monthly Membership Fees. Accordingly, Company will be charged the full monthly amount of Membership Fees regardless of whether the Program Member joins the DPC Program after the first of the month or disenrolls prior to the end of the month. Membership benefits will continue through the last day of the month in which the termination or dis-enrollment occurs. Company agrees that it will communicate to Program Members the language contained in this paragraph pertaining to continued benefits for dis-enrolled Program Members.

The Membership Fees are subject to change as permitted by the Agreement.

Kavira will not charge or seek to collect directly from any Program Member any Membership Fees that are the obligation of Company hereunder.

4. **Payment Schedule.**

From and after the Commencement Date, Company agrees to pay the Membership Fees on a monthly basis, in advance, for all Program Members. Kavira will invoice Company by the 7th day of each month based on Program Member census data available on or about the 1st day of the month.

Company agrees to pay by the 15th day of each month.

Any discrepancy in Membership Fees paid for a given month as compared to Membership Fees owed for the actual Program Member census in that month due to adjustments made after invoicing will be reconciled and reflected in the invoice for the next month.

5. **Clinic Holiday Closures**

Kavira's clinic is closed, and does not provide care, on the following holidays: New Year's Day, Martin Luther King Day, Presidents Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving, the Friday after Thanksgiving (virtual only 10am-2pm CT) Christmas Eve (Virtual only 10am-2pm CT), Christmas, and New Year's Eve (virtual only 10am-2pm CT). If the holiday falls on a Saturday, the preceding Friday will be the observed holiday; if the holiday falls on a Sunday, the following Monday will be the observed holiday.

6. **Additional Fee Services**

Program Members who elect to receive Additional Fee Services from Kavira are responsible for paying Kavira directly for such services in accordance with the member registration agreement.

Kavira

Reduced Rates with Kavira



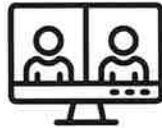
Roseville Area Schools
 Medical | Fully-Insured Renewal | Effective 07/01/2025

UNALIGNED RATES

with Kavira

			CURRENT		RENEWAL		ALT NETWORK		ALT NETWORK	
NETWORK			Open Access		Open Access		Select		Achieve	
Plan Name			\$1,500 Ded Plan	\$35 Copay Plan	\$1,500 Ded Plan	\$35 Copay Plan	\$1,500 Ded Plan	\$35 Copay Plan	\$1,500 Ded Plan	\$35 Copay Plan
COST ANALYSIS										
PEPM Rates	Plan 1	Plan 2	\$1,500 Ded Plan	\$35 Copay Plan	\$1,500 Ded Plan	\$35 Copay Plan	\$1,500 Ded Plan	\$35 Copay Plan	\$1,500 Ded Plan	\$35 Copay Plan
Employee (EE) Only	495	35	\$872.88	\$1,015.36	\$939.83	\$1,093.24	\$798.86	\$931.81	\$883.44	\$1,030.47
EE + Family	392	19	\$2,331.49	\$2,712.04	\$2,510.32	\$2,920.05	\$2,133.77	\$2,488.89	\$2,359.70	\$2,752.41
Total Enrollment	887	54								
Estimated Monthly Premium			\$1,346,020	\$87,066	\$1,449,261	\$93,744	Monthly premium difference from RENEWAL OA		Monthly premium difference from RENEWAL OA	
Estimated Annual Premium			\$16,152,236	\$1,044,796	\$17,391,135	\$1,124,932	(\$140.97)	(\$161.43)	(\$56.39)	(\$62.77)
Dollar Difference from Current					\$1,238,899	\$80,136	(\$376.55)	(\$431.16)	(\$150.62)	(\$167.64)
Percent Change from Current					7.67%	7.67%				
Total Combined Annual Cost										
			CURRENT		RENEWAL					
Estimated Annual Premium			\$17,197,032		\$18,516,068					
Dollar Difference from Current (Open Access Network)					\$1,319,035					
Percent Change from Current (Open Access Network)					7.67%					

Annual Premium Savings with Kavira: **\$572,779**
 Annual Kavira Cost: **\$307,920**
Net "Savings" \$264,859



Virtual First

On-demand messaging and video chats with expert providers



House Visits

When in-person care is needed, our clinicians come to you – providing in-home tests, bloodwork, x-rays, and exams



Free Care

Employees and their families receive *free, on-demand access

*First dollar coverage regulations apply for HSA-eligible individuals. Some labs may cost extra.



Rx Refills & Delivery

Prescription management, free Rx's, and Rx delivery

High ROI: HealthPartners will consider up to a 3% reduction on premiums when a company implements Kavira

kavira.

Services List

Acute Conditions We Treat:

- Asthma
- Athlete's foot
- Bronchitis
- Bug bites
- Cold sores
- Cough, cold & flu
- Diarrhea
- Ear concerns (pain, drainage, wax)
- Gout flare up
- Hand, foot, mouth
- Insomnia
- Muscle or joint pain
- Pink eye
- Rashes, skin conditions, burns
- Sprains and strains
- Sinus infection
- Sore throat
- Stitch removal
- UTI (female)
- Vaginitis (yeast or BV infection)
- Various viral illnesses
- Wart evaluation
- Many more

Chronic Conditions We Treat:

- Acne
- Anemia (mild) evaluation
- Anxiety / Mild-moderate depression
- Asthma
- Constipation
- Diabetes type 2
- Eczema
- Epi-pen refills
- Gout
- Hair Loss
- Heartburn (GERD)
- High cholesterol
- Hypertension
- Hypothyroidism
- Obesity
- Osteoarthritis
- Seasonal allergies

Imaging (non-emergency):

- X-rays
- EKGs

Additional Services:

- 30 free labs
- 300 free Rx's

Preventive:

- Wellness exams
- Contraception
- Sports physicals
- Tobacco / nicotine cessation
- Wellness goals

Behavioral Health Counseling:

- Abuse
- Addiction
- Anxiety
- Depression
- Domestic violence
- Trauma
- Relationship counseling
- Stress
- Workplace challenges

Corporate Benefits:

- DOT physicals
- In-office biometric screens
- Facilitate vaccine clinics

Note: Behavioral Health Counseling services are an additional \$3 PEP. This is not a comprehensive list of treatable conditions. Decisions to treat specific medical conditions will be based on patient medical history, complexity, and provider discretion.



Your All-Inclusive Membership

Kavira Pricing for all Employees Enrolled in the Medical Plan

	# of Employees	PEPM	Monthly Cost	Annual Cost
In-Person Care + Telehealth	950	\$27.00	\$25,650	\$307,800
Telehealth Only	1	\$10.00	\$10	\$120
No Services Available	1	\$0.00	\$0	\$0
Total	952		\$25,660	\$307,920

Note: Monthly billing will fluctuate as employees are added (hired) / removed (fired, or otherwise leave) the company.

Note: Behavioral Health Services would be an additional cost of \$3 PEPM.

Note: Employee in Aitkin, MN would be eligible for telehealth only based on March 2025 service area (www.kavirahealth.com/service-area).

Note: Employee in Florida would not be covered by Kavira services.



Utilization Guarantee

We are so confident that your employees and their families will love and utilize Kavira, that we provide a utilization guarantee.

Kavira guarantees that over the full 12-month term of this Agreement, the Total Value Provided (as defined below) by Kavira to Program Members will be at least equivalent to the Membership Fees paid by the Company. If, at the end of the 12-month term of this Agreement, the Total Value Provided by Kavira to Program Members is not at least equivalent to the Membership Fees paid by the Company, Kavira will provide an invoice credit to the Company equivalent to the difference between the Membership Fees and the actual Total Value Provided, not exceeding the entire Membership Fees paid by the company. This credit will be provided upon renewal of a 12-month Kavira contract.

Total Value Provided is calculated as:

Per Chat Visit, Videochat, or Home Visit: \$340

Per Visit Follow-Up: \$100

Per In-Home X-Ray or EKG: \$150

Per Lab Drawn: \$75

Per Month's Supply of Free Kavira Medication: \$50

Per In-Office Biometric Screen: \$150

Per Care Navigation / Specialty Referral: \$85

Total Value Provided equals: (# of chat, videochat, or home visits x \$340) + (# of follow-ups x \$100) + (# of x-rays or EKGs x \$150) + (# of labs x \$75) + (# of month's supply of free Kavira medications x \$50) + (# of in-office biometric screens x \$150) + (# of care navigation referrals x \$85)

Agenda Topic: Policy 724: School Bus Transportation (reviewed) Second Reading
Meeting Date: April 22, 2025
Contact Person: Shari Thompson

Background:

Shari Thompson, executive director of business services, will review Policy 724: School Bus Transportation. There were no changes requested from the first reading on April 8, 2025. This will be the second reading of the policy.

Recommendation:

It is recommended that the board approve Policy 724: School Bus Transportation as presented.

Action Required

Informational – No Board Action Requested

ROSEVILLE AREA SCHOOLS
Independent School District No. 623

Policy 724 – School Bus Transportation

Purpose: To provide a framework for safe and efficient transportation of students consistent with the law.

1.0 Public School Students

- 1.1 Bus transportation to and from school will be furnished by the District for K-6 pupils residing one mile or more from school, and grades 7-12 pupils residing two mile(s) or more from school on bus routes established by the Superintendent of Schools in accordance with the provisions of MS 123B.88.
- 1.2 A walking area for each school shall be established that allows students to safely walk to school.
- 1.3 Maximum walking distance to bus stops shall be one-half the maximum walking distances to school, as identified in 1.1.
- 1.4 The school through the contracted bus company has control over and responsibility for pupils while they are on school contracted buses.
- 1.5 Limited summer program service will be offered depending on program requirements.
- 1.6 Students attending Roseville Area Schools under the Enrollment Options Program may ride to school from existing bus stops within the school attendance area.

2.0 Nonpublic School Students

District 623 shall provide transportation for school children who are residents of the District to schools within the District and within the parameters described below:

- 2.1 The scheduling of routes, manner and method of transportation, control and discipline of school children and any other matter relating thereto shall be within the sole discretion, control, and management of the School Board and administration of District 623 in accordance with the provisions of MS 123B.88.
- 2.2 Nonpublic school principals shall be responsible for student bus patrol and appropriate measures for pupil control when students from their schools are involved.
- 2.3 Attendance areas for schools with similar departments (i.e., religious or facility) shall not overlap.

Policy 724 – School Bus Transportation

3.0 Transportation to the Boundary

3.1 Nonpublic school students attending schools outside of the District and conforming to any of the following criteria below shall receive school bus transportation to the boundary, or alternatively, reimbursement of transportation costs to the boundary, when:

3.1.1 There is no school in District 623 maintaining appropriate grades or department including a department of religion.

3.1.2 There is no space available in schools in District 623 maintaining appropriate grades or departments, as determined by July 1 on the basis of classrooms available.

3.1.3 The transportation of children to the nonpublic schools can be provided more safely, economically, and conveniently than at another nonpublic school within the District.

4.0 Bus Service for students attending Other Educational Programs

4.1 District 623 will provide pupil transportation for school children who are enrolled in other appropriate educational programs, either in or outside of the School District, as determined by District 623 administration. (42 U.S.C. § 11432 (e) (3) (C) (i) (III) (cc) and (g) (4) (A))

4.2 Determination of transportation services, including special equipment or supervision, will be based upon the needs of the student, through IEP, 504 plan, or diagnosed mental health needs with appropriate authorization of Student Services Staff.

Adopted: 08/11/69

Revised: 9/23/08

Revised: 11/10/16

Revised: 5/9/23

Agenda Topic: Policy 732: Student Transportation Safety (revised) Second Reading
Meeting Date: April 22, 2025
Contact Person: Shari Thompson

Background:

Shari Thompson, executive director of business services, will review recommended revisions to Policy 732: Student Transportation Safety. Requested changes from the first reading on April 8, 2025, have been incorporated into the attached draft. This will be the second reading of the policy.

Recommendation:

It is recommended that the board approve Policy 732: Student Transportation Safety as presented.

Action Required

Informational – No Board Action Requested

ROSEVILLE AREA SCHOOLS
Independent Schools District No. 623

Policy 732 – Student Transportation Safety

1.0 Student Transportation Safety Training

1.1 The School District shall provide students enrolled in grades kindergarten through 10 with school bus safety training so that they become competent bus riders.

1.2 ~~Kindergarten-58~~ students will also receive student safety education for ~~bicycling and pedestrian safety.~~ age-appropriate active transportation safety training, including:

1.2.1 pedestrian safety, including crossing roads safely;

1.2.2 bicycle safety, including relevant traffic laws and use and proper fit of protective head gear; and

1.2.3 electric-assisted bicycle safety, including that a person under the age of 15 is not allowed to operate an electric-assisted bicycle.

1.3 Each school's curriculum for transportation is maintained and available for review in each building.

2.0 Conduct on School Buses and Consequences for Misbehavior

2.1 The student day begins when the student enters the bus and lasts until the student exits the bus after school. In the intervening time, student behavior is governed by Policy 520, Student Discipline. School bus rules are an adaptation of the behavior standards set in Policy 520, with consequences directly related to behavior on the bus ride except in the most severe cases where further action may be warranted.

2.2 Disciplinary action in response to student behavior on school buses will be administered in the same manner as the response to student behavior in the school.

2.3 School bus safety incident reports will be recorded in the same manner as other student behavior reports in the school. Copies of incident reports will be made to the district transportation office when the incident is of a serious or repetitive nature.

3.0 Parent and Guardian Involvement

An integral part of a safe transportation system is the reinforcement of safe rider practices in the home. The district will communicate all bus rules and safety

Policy 732 – Student Transportation Safety

principles to the parents or guardians. Parents are encouraged to be aware of these rules and standards and to educate and encourage their students to become safe bus riders.

- 4.0 School Bus Operating Rules and Procedures, School Bus Driver Duties and Responsibilities and School Bus Driver Training
 - 4.1 The School District will maintain safe school bus rules and procedures through its transportation contract or referenced documents. These rules and procedures will at least comply with state and federal requirements.
 - 4.2 Records of serious accidents or driver behavior will be maintained at the district.
 - 4.3 School bus driver training standards shall also be defined in the transportation contract or its referenced requirements.
 - 4.4 Emergency procedures to be followed by school bus drivers and school staff will be defined in the transportation contract or referenced requirements. School staff will also be informed of the Emergency procedures to be followed while on a school bus.
 - 4.5 School bus maintenance standards will be defined in the transportation contract or referenced documents.
 - 4.6 Type III or Activity (Type A) Buses Inspected by the state
 - 4.6.1 A Type III Bus is any vehicle with a capacity of less than 10 passengers that carries students to or from school or on school-sponsored activities. Any Type III Bus used to transport students must carry all emergency equipment required by law.
 - 4.6.2 A Type “A” school bus is a van conversion or bus constructed utilizing a cutaway front section vehicle with a left-side driver’s door. This definition includes two classifications: Type A-I, with a Gross Vehicle Weight Rating (GVWR) less than or equal to 14,500 pounds; and Type A II, with a GVWR greater than 14,500 pounds and less than or equal to 21,500 pounds.
 - 4.6.3 Students will not be regularly transported in uninspected private vehicles for school related activities. However, private vehicles may be used in an emergency. The District has no system of inspection for private vehicles, however all private vehicles used for non-emergency transportation shall be inspected by the state as Type III Buses prior to transporting students.

Policy 732 – Student Transportation Safety

- 4.6.4 Staff members who transport students in Type III or Activity (Type A) Buses shall conform to the following requirements:
 - 4.6.4.1 Receive annual training or competence evaluation in safe operation of Type III or Activity (Type A) Buses, student behavior management and relevant laws and rules of the road.
 - 4.6.4.2 Driver license checks shall be conducted ~~semi~~-annually to ensure that all drivers meet district and state requirements.
 - 4.6.4.3 Driver shall perform all safety checks both pre-trip and post-trip to ensure that the vehicle is safe to operate, and carry documentation of these activities.
 - 4.6.4.4 Drivers shall register with the district transportation office prior to driving any students.
 - 4.6.4.5 Drivers shall further conform to the Bus Driver Standards maintained by the Transportation Office.

Adopted: 11/22/94
Revised: 9/23/08
Revised: 11/10/16
Revised: 5/9/23

ROSEVILLE AREA SCHOOLS
Independent Schools District No. 623

Policy 732 – Student Transportation Safety

1.0 Student Transportation Safety Training

- 1.1 The School District shall provide students enrolled in grades kindergarten through 10 with school bus safety training so that they become competent bus riders.
- 1.2 Kindergarten-8 students will also receive age-appropriate active transportation safety training, including:
 - 1.2.1 pedestrian safety, including crossing roads safely;
 - 1.2.2 bicycle safety, including relevant traffic laws and use and proper fit of protective head gear; and
 - 1.2.3 electric-assisted bicycle safety, including that a person under the age of 15 is not allowed to operate an electric-assisted bicycle.
- 1.3 Each school's curriculum for transportation is maintained and available for review in each building.

2.0 Conduct on School Buses and Consequences for Misbehavior

- 2.1 The student day begins when the student enters the bus and lasts until the student exits the bus after school. In the intervening time, student behavior is governed by Policy 520, Student Discipline. School bus rules are an adaptation of the behavior standards set in Policy 520, with consequences directly related to behavior on the bus ride except in the most severe cases where further action may be warranted.
- 2.2 Disciplinary action in response to student behavior on school buses will be administered in the same manner as the response to student behavior in the school.
- 2.3 School bus safety incident reports will be recorded in the same manner as other student behavior reports in the school. Copies of incident reports will be made to the district transportation office when the incident is of a serious or repetitive nature.

3.0 Parent and Guardian Involvement

An integral part of a safe transportation system is the reinforcement of safe rider practices in the home. The district will communicate all bus rules and safety principles to the parents or guardians. Parents are encouraged to be aware of

Policy 732 – Student Transportation Safety

these rules and standards and to educate and encourage their students to become safe bus riders.

4.0 School Bus Operating Rules and Procedures, School Bus Driver Duties and Responsibilities and School Bus Driver Training

- 4.1 The School District will maintain safe school bus rules and procedures through its transportation contract or referenced documents. These rules and procedures will at least comply with state and federal requirements.
- 4.2 Records of serious accidents or driver behavior will be maintained at the district.
- 4.3 School bus driver training standards shall also be defined in the transportation contract or its referenced requirements.
- 4.4 Emergency procedures to be followed by school bus drivers and school staff will be defined in the transportation contract or referenced requirements. School staff will also be informed of the Emergency procedures to be followed while on a school bus.
- 4.5 School bus maintenance standards will be defined in the transportation contract or referenced documents.
- 4.6 Type III or Activity (Type A) Buses Inspected by the state
 - 4.6.1 A Type III Bus is any vehicle with a capacity of less than 10 passengers that carries students to or from school or on school-sponsored activities. Any Type III Bus used to transport students must carry all emergency equipment required by law.
 - 4.6.2 A Type “A” school bus is a van conversion or bus constructed utilizing a cutaway front section vehicle with a left-side driver’s door. This definition includes two classifications: Type A-I, with a Gross Vehicle Weight Rating (GVWR) less than or equal to 14,500 pounds; and Type A II, with a GVWR greater than 14,500 pounds and less than or equal to 21,500 pounds.
 - 4.6.3 Students will not be regularly transported in uninspected private vehicles for school related activities. However, private vehicles may be used in an emergency. The District has no system of inspection for private vehicles, however all private vehicles used for non-emergency transportation shall be inspected by the state as Type III Buses prior to transporting students.

Policy 732 – Student Transportation Safety

4.6.4 Staff members who transport students in Type III or Activity (Type A) Buses shall conform to the following requirements:

4.6.4.1 Receive annual training or competence evaluation in safe operation of Type III or Activity (Type A) Buses, student behavior management and relevant laws and rules of the road.

4.6.4.2 Driver license checks shall be conducted annually to ensure that all drivers meet district and state requirements.

4.6.4.3 Driver shall perform all safety checks both pre-trip and post-trip to ensure that the vehicle is safe to operate, and carry documentation of these activities.

4.6.4.4 Drivers shall register with the district transportation office prior to driving any students.

4.6.4.5 Drivers shall further conform to the Bus Driver Standards maintained by the Transportation Office.

Adopted: 11/22/94
Revised: 9/23/08
Revised: 11/10/16
Revised: 5/9/23