

Listening Session + Regular Meeting of
the St. Anthony-New Brighton School
Board

Tuesday, June 2, 2026 6:00pm Listening
Session, 6:30pm Regular Meeting

St. Anthony Community Services (Council
Chambers)
Community Services
3301 Silver Lake Road NE
St. Anthony, MN 55418

Agenda

1. Listening Session (6:00 pm)
2. Call to Order School Board Regular Meeting (6:30pm)
Speaker(s): Dr. Cassandra Palmer - Chair
3. Approval of Agenda
Speaker(s): Dr. Cassandra Palmer - Chair
4. Recognitions
 - 4.1. Staff Retirements
Speaker(s): Chair Cassandra Palmer
 - 4.2. Athletic Recognitions
Speaker(s): JT Zell and Students
 - 4.3. Superintendent Corneille
Speaker(s): Dr. Cassandra Palmer - Chair
5. Motion to Amend Agenda for Communications Break
Speaker(s): Dr. Cassandra Palmer - Chair
6. Communications Break
Speaker(s): Dr. Cassandra Palmer - Chair
7. Approval of Consent Agenda
Speaker(s): Dr. Cassandra Palmer - Chair
8. Discussion Items
 - 8.1. Update on Success Metrics/Logic Models/Spring Data
Speaker(s): Dr. Renee Corneille, Superintendent and Laura Guerrero, Effective Instruction
9. Action Items
Speaker(s): Dr. Renee Corneille - Superintendent
 - 9.1. 2026-2027 Budget
Speaker(s): Dr. Renee Corneille - Superintendent
 - 9.2. 2028 Long Term Facility Maintenance Plan
Speaker(s): Dr. Renee Corneille - Superintendent
 - 9.3. Long Term Facilities Maintenance Agreement with NE Metro ISD 916
Speaker(s): Dr. Renee Corneille - Superintendent
 - 9.4. MSHSL Membership Renewal
Speaker(s): Dr. Renee Corneille - Superintendent
 - 9.5. IOwA
Speaker(s): Hope Fagerland, Assistant Superintendent
 - 9.6. Final Reading for Policies: 423, 722, 905, and 213
Speaker(s): Laura Haas, Policy Committee Chair
 - 9.6.a. Policy 423: Employee Student Relations

- Speaker(s):** Laura Haas, Policy Committee Chair
- 9.6.b. Policy 722: Public Data and Data Subject Requests
 - Speaker(s):** Laura Haas, Policy Committee Chair
- 9.6.c. Policy 905: Advertising
 - Speaker(s):** Laura Haas, Policy Committee Chair
- 9.6.d. Policy 213: School Board Committee
 - Speaker(s):** Laura Haas, Policy Committee Chair
- 9.7. Interim Superintendent Contract
 - Speaker(s):** Dr. Cassandra Palmer - Chair
- 10. Reports
 - 10.1. ISD282 Program and Building Report
 - Speaker(s):** Hope Fagerland, Assistant Superintendent
 - 10.2. Board Reports
 - Speaker(s):** Dr. Cassandra Palmer - Chair
- 11. Closed Session to discuss labor negotiations
 - Speaker(s):** Dr. Cassandra Palmer - Chair
- 12. Adjourn Closed Session
 - Speaker(s):** Dr. Cassandra Palmer - Chair
- 13. Action Item
 - 13.1. Custodial Contract
 - Speaker(s):** Dr. Renee Corneille - Superintendent
- 14. Adjourn School Board Meeting
 - Speaker(s):** Dr. Cassandra Palmer - Chair



St. Anthony New Brighton

INDEPENDENT SCHOOL DISTRICT 282

SCHOOL BOARD CONSENT AGENDA June 2, 2026

PRESENTER(S): School Board Chair

1. Personnel

Hire(s)

Last Name	First Name	Position	School	Date Effective
Gannon	Ashley	Third Grade Teacher	WP	05.18.26
Rund	Christian	Huskie Seminar	SAVHS	08.19.26
Nelson	Sebastian	Summer Custodian	District	05.25.26
Chavez Garcia	Viviana	EL Coordinator	District	07.01.26
Gibbs	Mark	Facilities & Operations Coordinator	District	07.01.26
Chandler	Maggie	Community Services Facilities Coordinator	CS	08.24.26

Resignation/Separation(s)

Last Name	First Name	Position	School	Date Effective
Castleberg	Joseph	Custodian	SAVHS/SAMS	05.20.26

Retirement

Last Name	First Name	Position	School	Date Effective
Trombley	James	Van Driver	CS	06.04.2026

2. Payment of Bills Checks Paid 05/06/2026 & April Wires

01- General Fund	\$1,205,749.04
02- Food Service Fund	\$49,965.83
03- Transportation Fund	\$11,126.00
04- Community Serv Fund	\$39,670.38
05- Capital Expenditure Fund	\$27,284.42
08- Agency Fund	\$1,500.00
09- Trust Fund	\$2,888.39
20- Internal Service Fund	\$18,876.73
25- Student Activities	\$4,642.09
Total: \$	\$1,361,702.88

3. Minutes - Meeting Minutes of May 19, 2026 work session

June 2, 2026



St. Anthony New Brighton Success Metrics



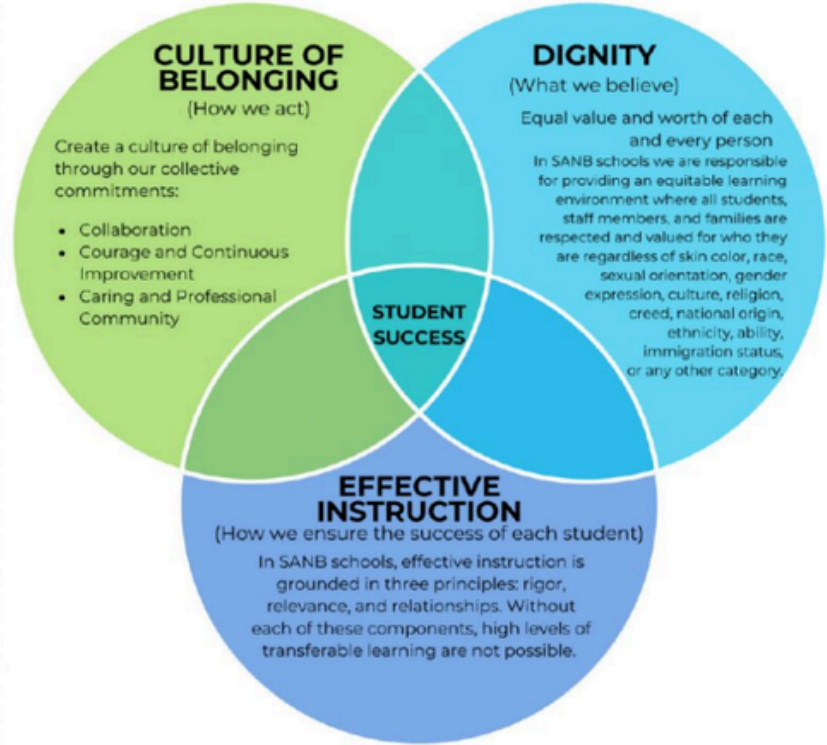
ST. ANTHONY - NEW BRIGHTON SCHOOLS
SYSTEMIC ALIGNMENT

OUR PURPOSE → OUR WORK → OUR OUTCOME

MISSION
 (Why we exist)
 We educate, prepare, and inspire community of lifelong learners in a small, caring environment.



VISION
 (Where we are going)
 We are committed to the success of every learner. We engage, inspire, and support each learner through collaboration and innovation.

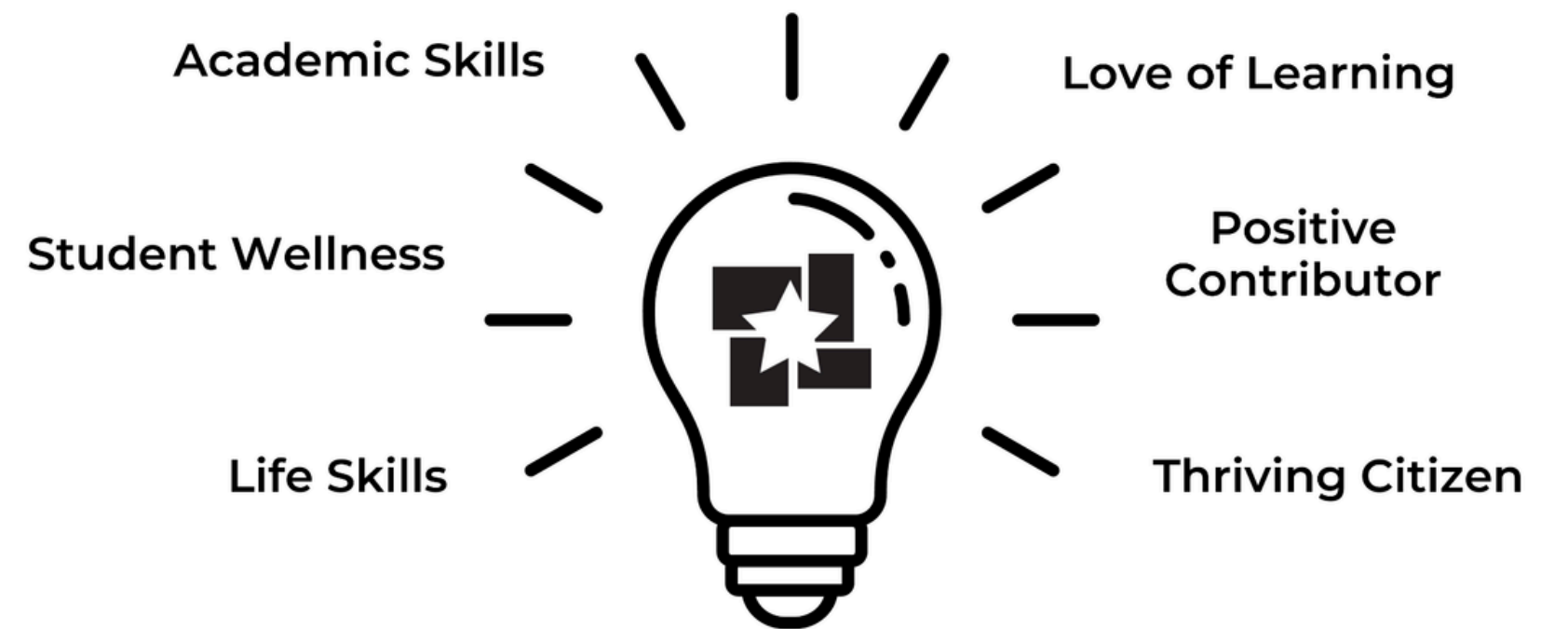


HOW WE MEASURE OUR WORK
 Student and adult data are collected and analyzed internally by educators and administrators to inform the impact of our work and make any necessary changes.

STUDENT SUCCESS
 (The expected outcome)
 A successful student is one who has acquired both the *academic skills and life skills* to *positively contribute to society*.
 They have a *love for learning* and are able to *meet the social-emotional needs of themselves and others*.
 A successful student becomes a *thriving citizen*.

HOW WE MEASURE STUDENT SUCCESS
 Assessments, surveys, and grade reporting will communicate an individual student's levels of achievement for each of the success elements.

Draft 10 - September 2023



We are committed to the success of every learner.

Academic Excellence

Students think critically and apply their acquired knowledge and skills to solve problems. Even when confronted with challenges, students have the capacity, motivation, and persistence to acquire new knowledge and skills, creatively seek out solutions, and confidently take action.

Data Measure: MCA



Data Measure: FastBridge Reading

	Proficient Fall	Proficient Winter	Proficient Spring
3	78%	79%	78%
5	68%	67%	73%
8	69%	69%	74%

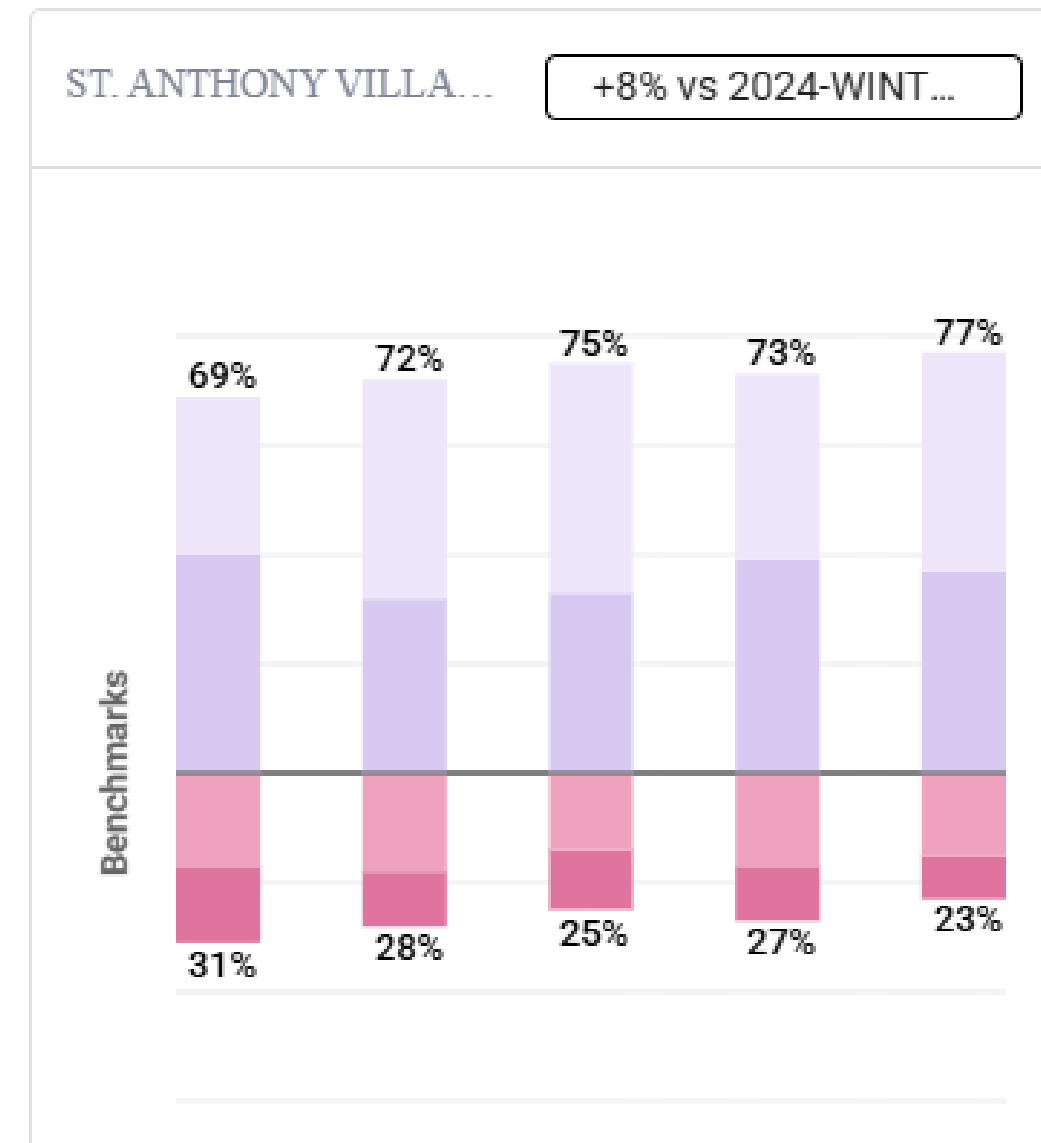
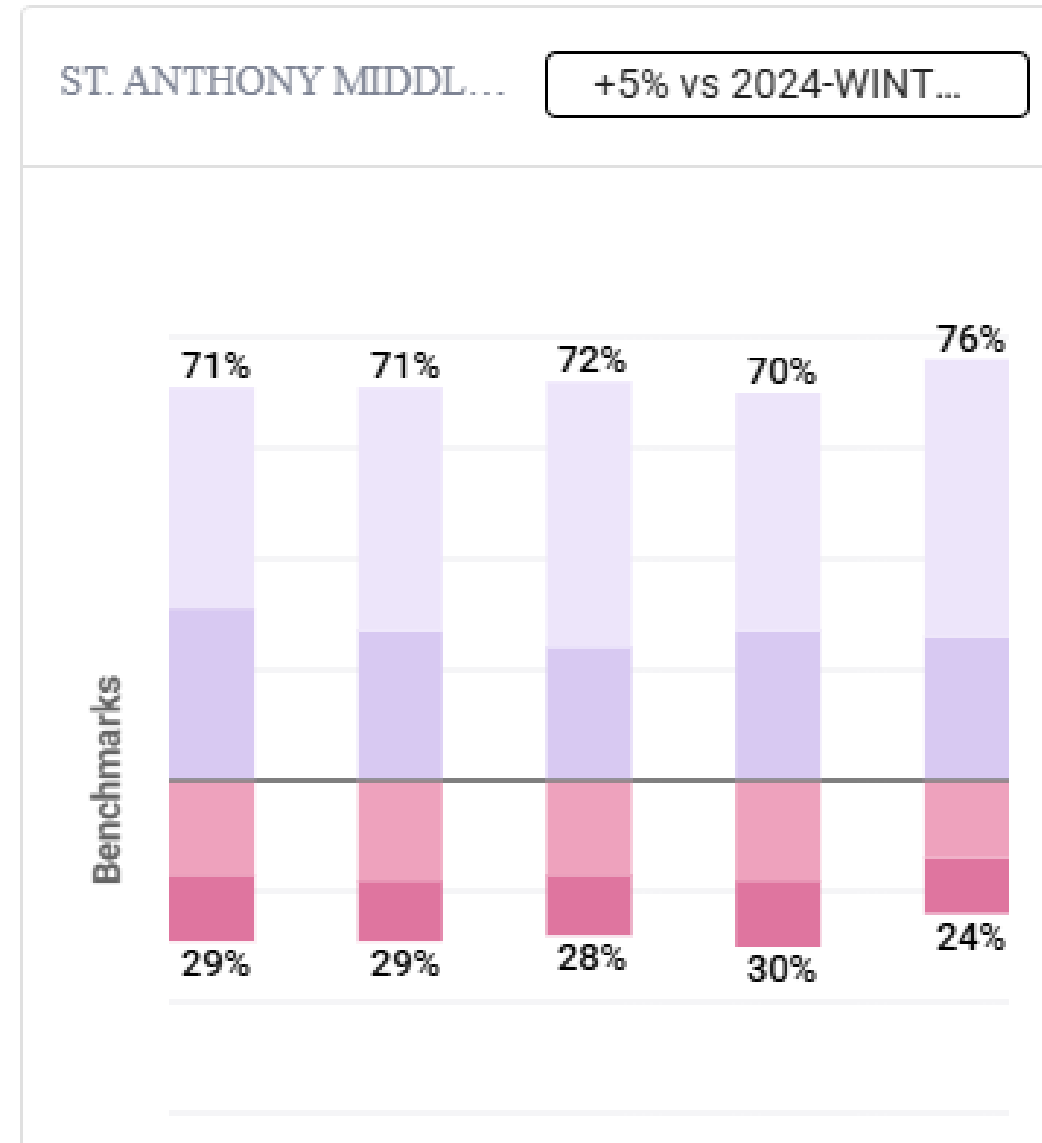
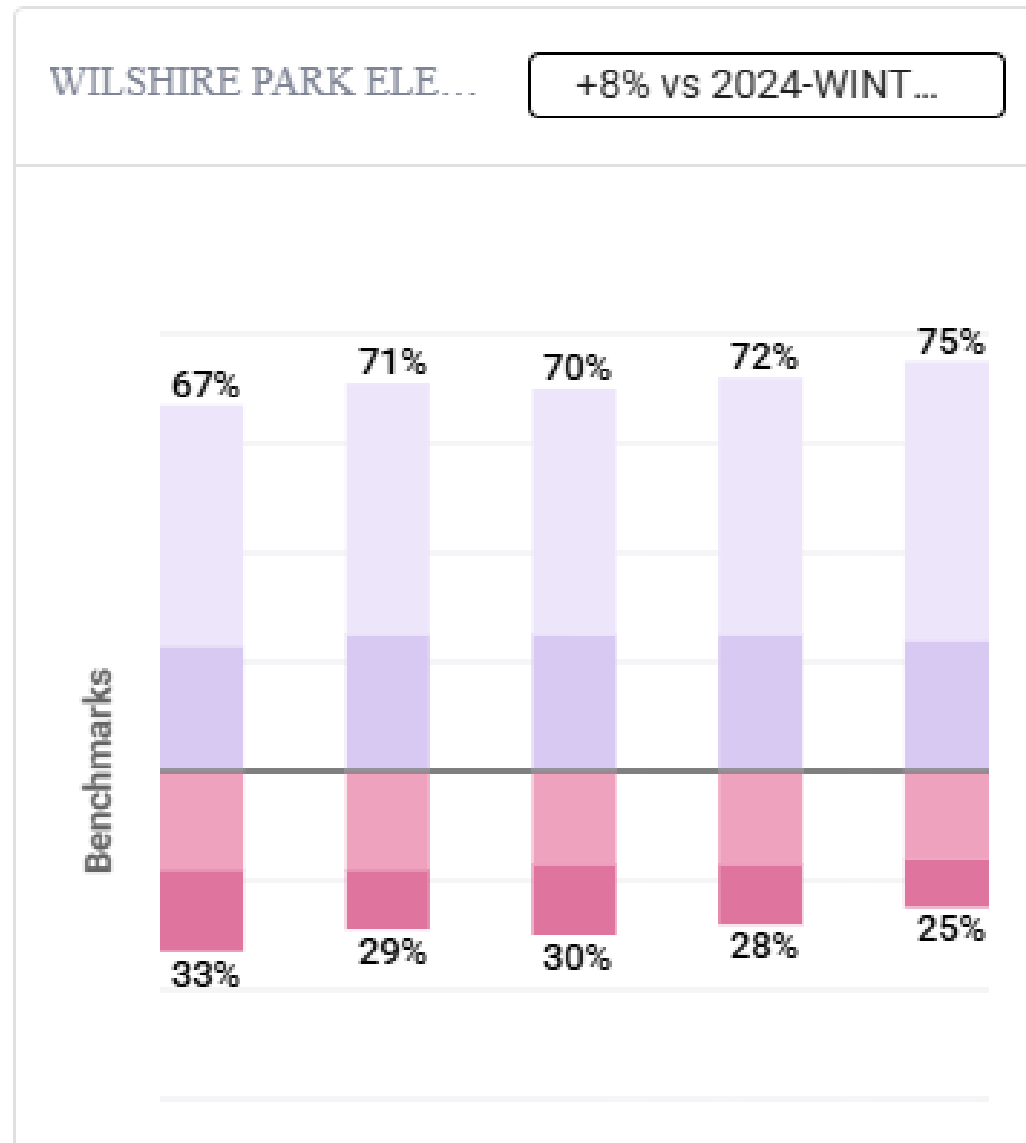
	Black/ African American	Hispanic/ Latino	2 or More	White	Asian	ML	SPED	Female	Male
3	57%	45%	89%	85%	66%	33%	12%	78%	77%
5	93%	28%	87%	83%	60%	46%	54%	70%	81%
8	75%	45%	80%	87%	78%	28%	50%	77%	75%

Data Measure: FastBridge Math

	Proficient Fall	Proficient Winter	Proficient Spring
3	74%	78%	78%
5	67%	70%	73%
8	67%	62%	67%

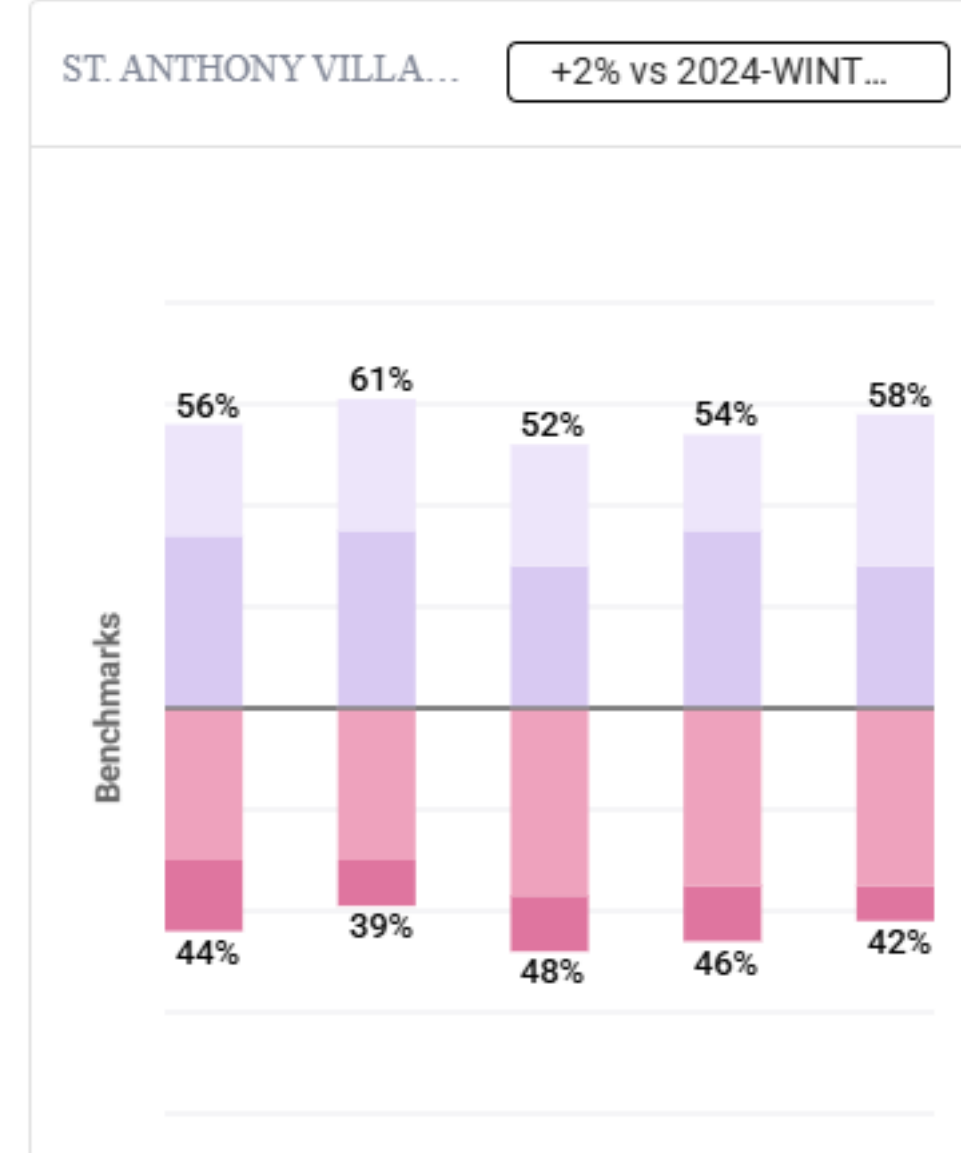
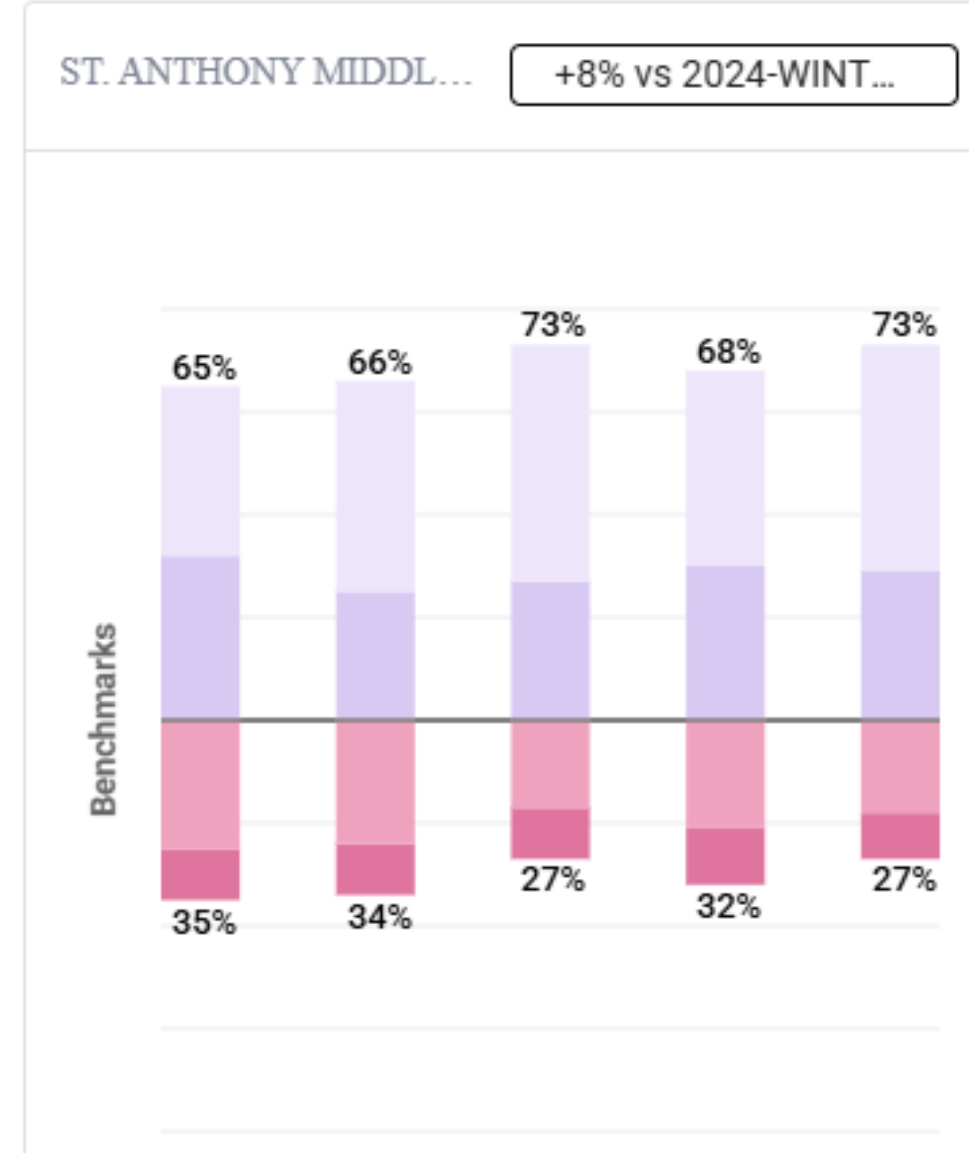
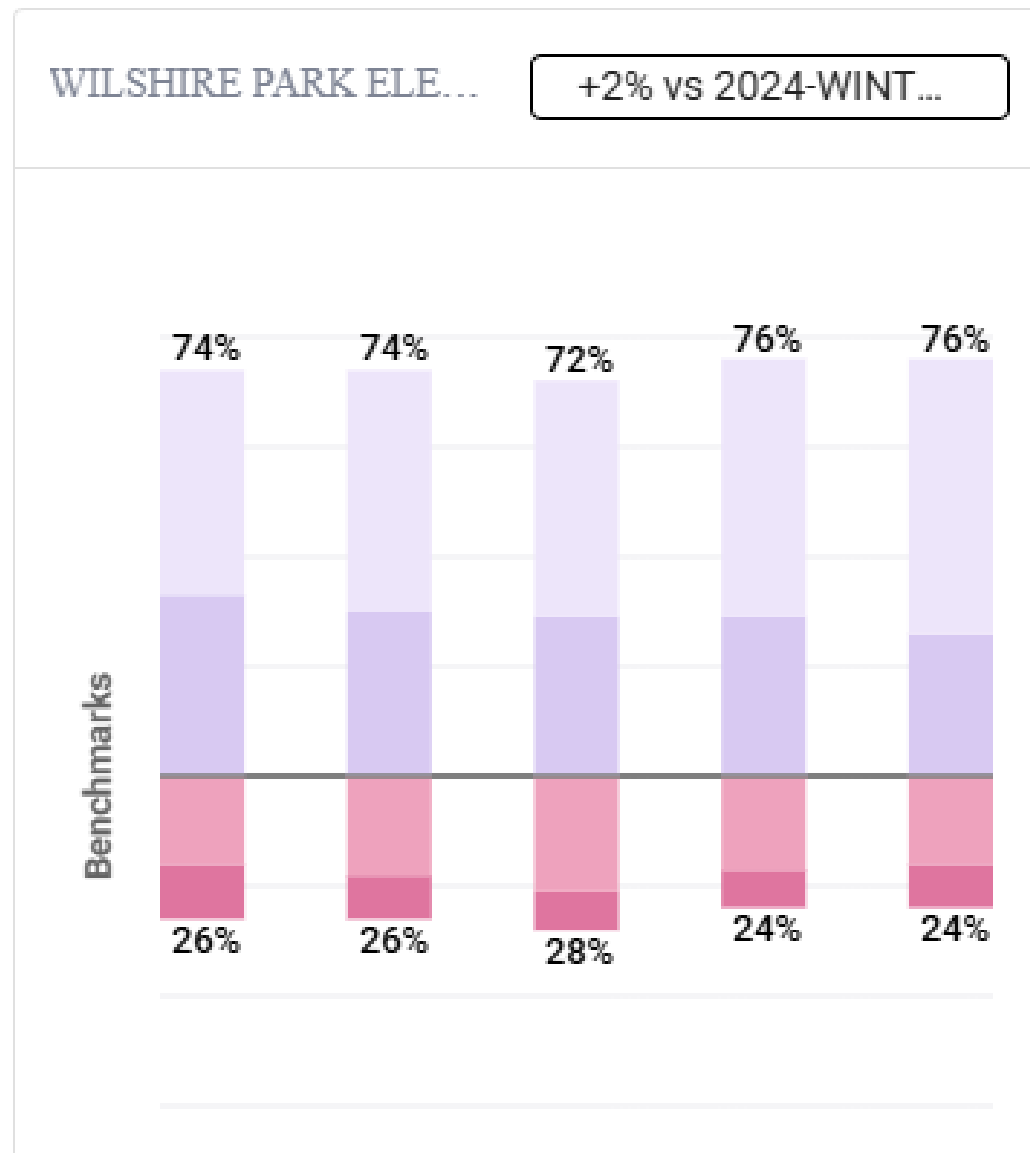
	Black/ African American	Hispanic/ Latino	2 or More	White	Asian	ML	SPED	Female	Male
3	69%	60%	73%	83%	50%	46%	46%	65%	86%
5	80%	34%	67%	85%	40%	52%	56%	70%	77%
8	56%	58%	40%	74%	78%	35%	36%	70%	64%

Data Measure: FastBridge Reading



Longitudinal: Winter 2024-Spring 2026

Data Measure: FastBridge Math



Longitudinal: Winter 2024-Spring 2026

Data Measure: ACT

Year	Composite	
	Valid Number	Mean Score
2025-2026	196	21.6
2024-2025	194	20.4
2023-2024	192	21.2
2022-2023	172	21.6
2021-2022	199	22.0

Area	2024 Level (base)	Actual 2025	(goal) 2026	Actual 2026	Difference from Goal	(goal) 2027	Goal Level 2028
Composite	21.2	20.5	22.5	21.6	-0.9	23	23
Math	20.7	20.1	21.7	21.4	-0.3	22.2	23
Reading	21.9	21.3	24.2	23.2	-1	24.7	25
English	20.3	19.7	21.5	20.1	-1.4	22	23
Science	21.4	20.6	21.9	22	0.1	22.4	23

*In all subtests (with the exception of English) students scored equal to or higher than 2021-2022

Data Measure: Curriculum Implementation

Standards Performance by Programs



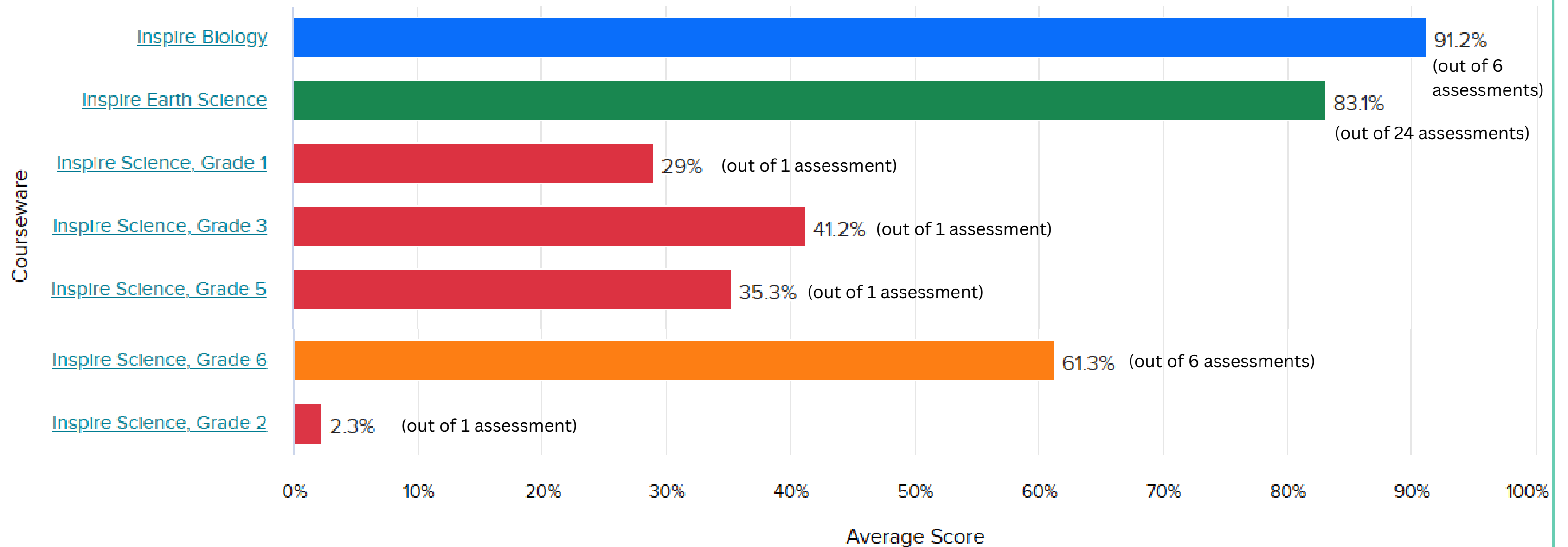
■ Standards with 70% or more of students showing proficiency ■ Standards with less than 70% of students showing proficiency

Program	Total number of standards assessed	% of Assessed Standards Mastered
myView Literacy 2025 Grade 3	52	29%
myView Literacy 2025 Grade 1	38	32%
myView Literacy 2025 Grade 2	36	36%
myView Literacy 2025 Grade 4	23	17%
myPerspectives 2025 Grade 6	21	10%
myView Literacy 2025 Grade 5	21	38%
myPerspectives 2025 Grade 7	16	19%
myPerspectives 2025 Grade 9	12	50%
myPerspectives 2025 Grade 8	11	18%
myPerspectives 2025 Grade 12	4	25%

Data Measure: Curriculum Implementation

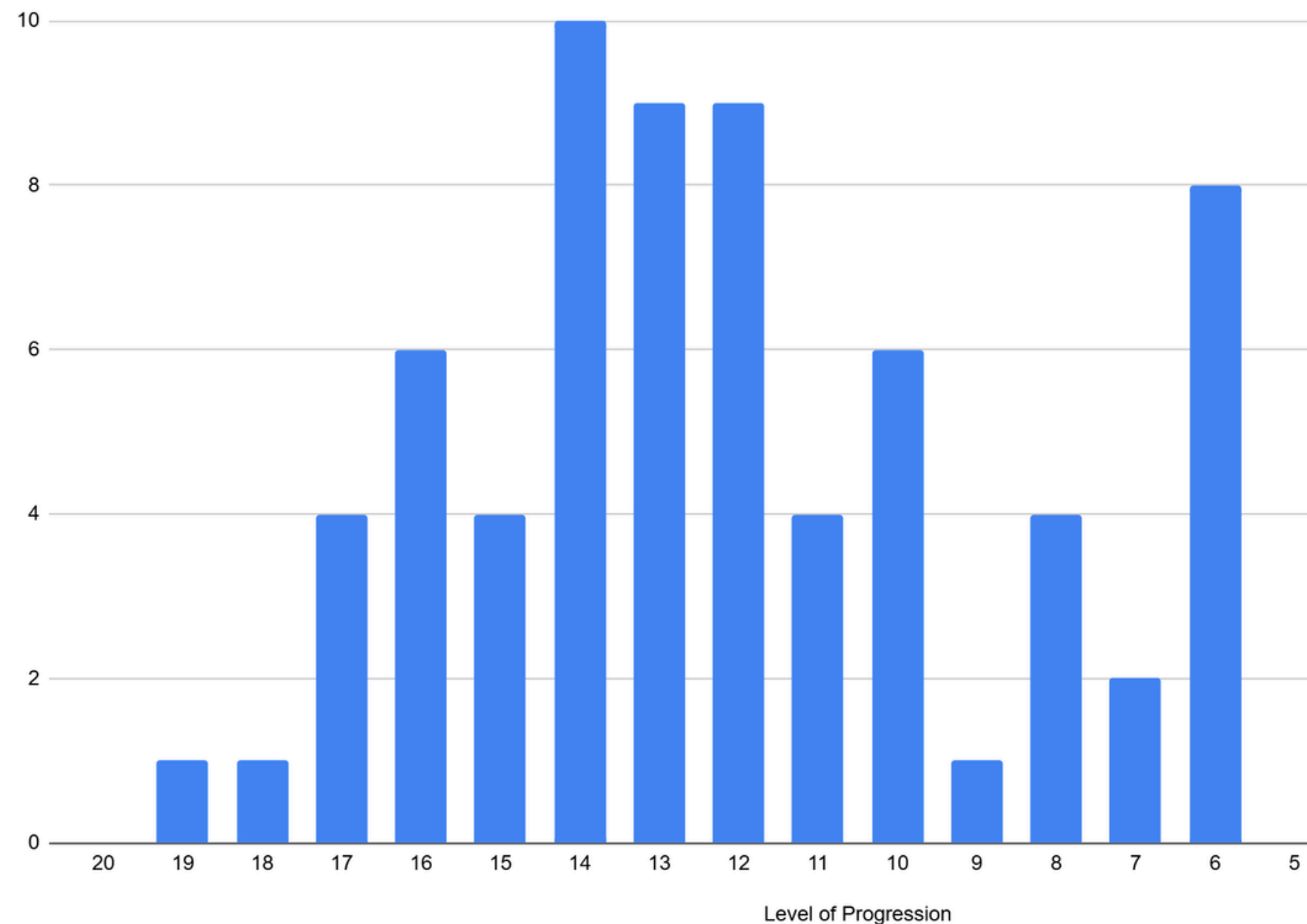
Student Performance on Standards

How did students in the district perform on average?



Data Measure: Coaching Cycles

Professional Learning Progression: Staff Self Report



14. Effectively builds on prior learner knowledge and interest, uses relevant representations and explanations that capture key ideas across disciplines, guide learners through learning progressions, and ensure each learner's mastery of rigorous content standards.

13. Plans collaboratively with professionals who have specialized expertise (e.g., special educators, related service providers, language learning specialists, media specialists, community organizations) to design and jointly deliver inclusive learning experiences to meet unique learning needs.

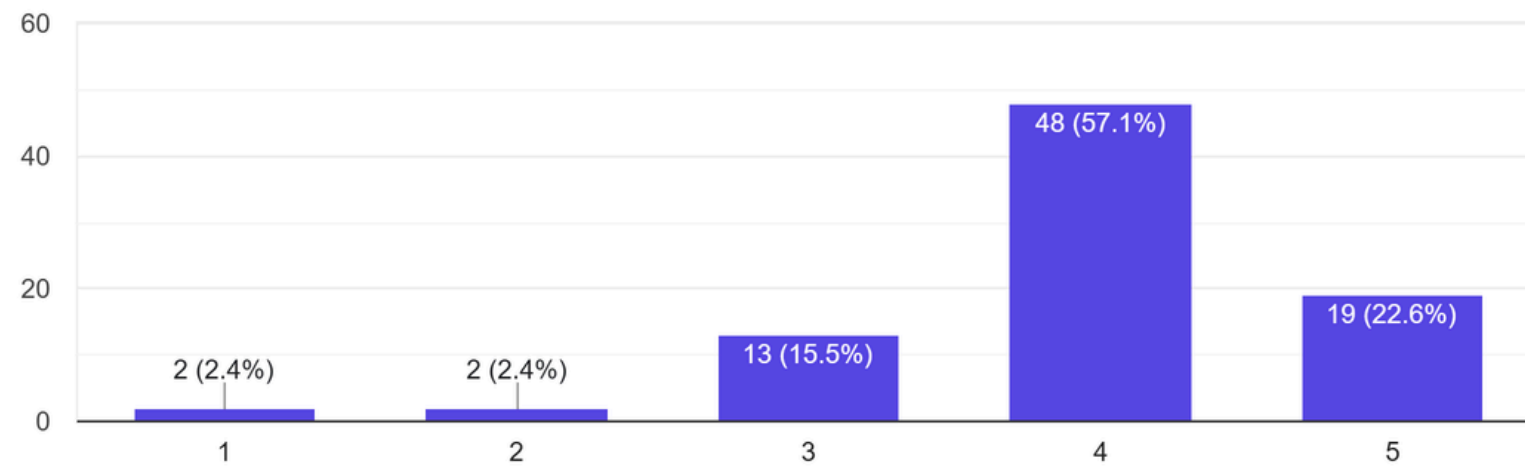
12. Incorporates and assesses evidence-based and inclusive instructional strategies, accommodations, resources, materials, and technological tools to differentiate instruction and achieve the goal of academic success for each student.

6. Appreciates multiple perspectives within the discipline and is committed to work toward each learner's mastery of disciplinary content and skills using deep knowledge of content standards and learning progressions.

Data Measure: Coaching Cycles (Educator Feedback)

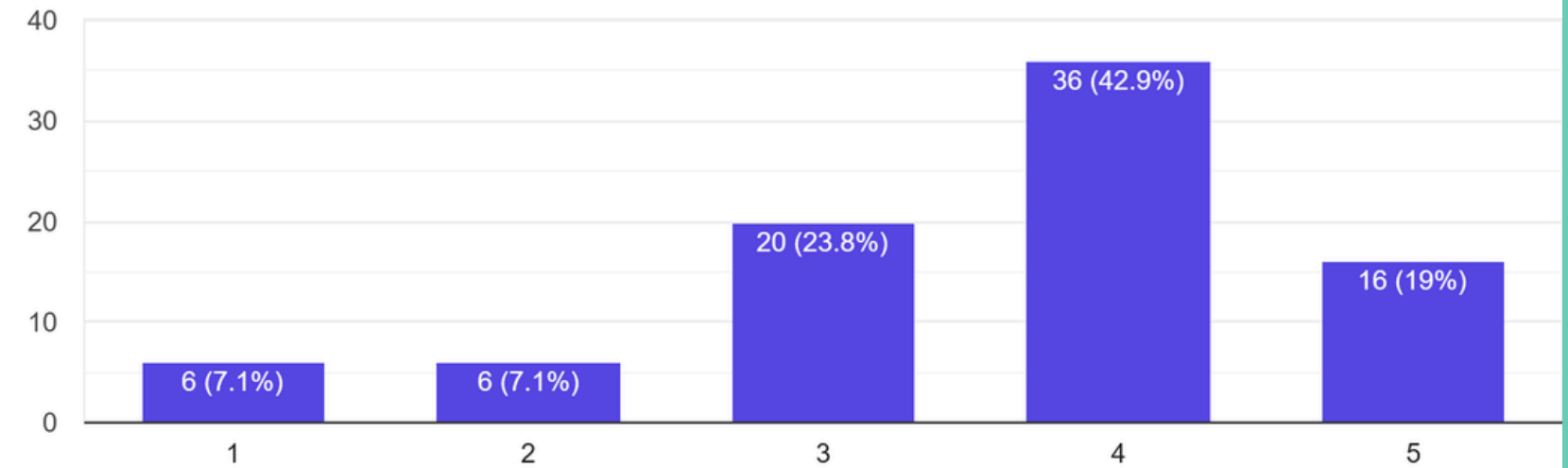
My instructional practices have been impacted after working with my Effective Instruction Coordinator.

84 responses



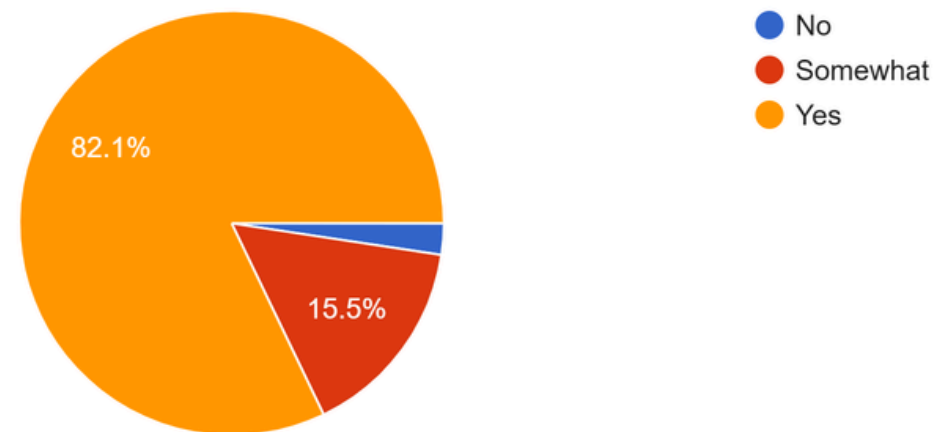
I have sustained the instructional practices discussed with my Effective Instruction Coordinator.

84 responses



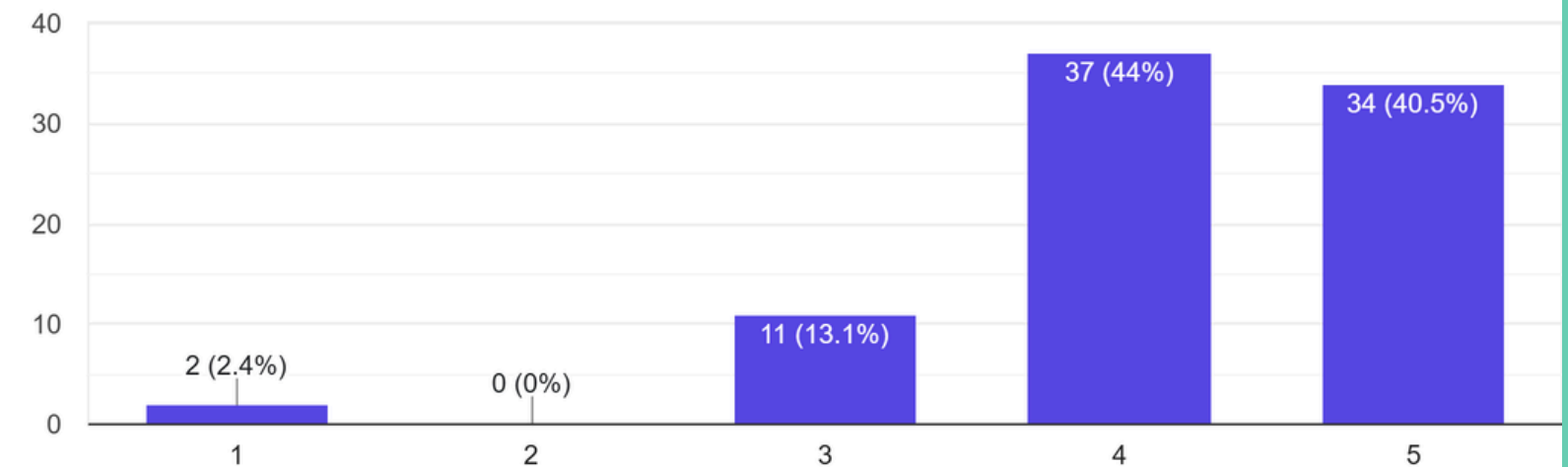
I receive thoughtful/meaningful feedback on my instructional practices and/ or lesson plans.

84 responses



I am satisfied with the overall quality of support provided by my Effective Instruction Coordinator.

84 responses



Data Measure: Coaching Cycles (Educator Feedback)

I greatly appreciate the flexibility that my EI coach gave me. They understood that my teaching situation is unique with significantly less instructional hours compared to the amount of instructional hours that a grade level teacher has. It made the process much more positive and attainable.

I felt so super supported by [my coach]. If I didn't understand something, she helped me. If I felt I needed to slow it down, she said "slow it down". I felt she understood me.

I am more reflective and purposeful in planning. [My coach] helped me look at data and resources available to me and prioritize what I should be teaching and how I should be teaching it.

My coach held me accountable for making progress and effort on the changes I wanted to implement. This helped move me along to achieve what I set out to do.

The coaching was realistic and helped create attainable goals. I didn't feel that I was told to do something it was more of a partnership and she gave me ideas and support through the coaching cycles.

Effective Instruction hoops to jump through is not the kind of support I need for professional growth. Checklists, and boxes are just a means to an end. Don't get me wrong, I do not fault my coach for this. This is the system that was set up to "support" teachers and they can only do what they can do based on those parameters. What I actually need is time in collaboration with my team, and good quality teaching materials and resources; not a lacking curriculum.

Over the course of EI coaching, I often felt overwhelmed rather than supported in a practical, sustainable way.

While I deeply value learning progressions, differentiation, meeting students where they are, and using data-informed instruction, the implementation process frequently felt unrealistic within the demands of daily teaching.

In trying to adopt new practices, I abandoned several differentiation and instructional strategies that had previously been highly effective for my students, only to find myself without enough clear, practical coaching to successfully implement the new expectations.

Student Wellness

Students holistically develop an adaptive skill-set that includes empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, and coping skills to thrive in a constantly changing world. Students are equipped to navigate demands and opportunities they encounter, enabling them to enjoy meaningful, productive, healthy lives.

Data Measure: Panorama

SAMS

Grades 6-8

380 responses | [show breakdown](#)

[Save as PDF](#)











Topic	Percent Favorable	Compared to others nationally	Change since Winter 2025-2026
Classroom Effort	66%	20th-39th percentile	-2
Rigorous Expectations	58%	0th-19th percentile	+1
Sense of Belonging	49%	20th-39th percentile	-1
Self-Efficacy	47%	40th-59th percentile	+2 Greatest increase

Data Measure: Panorama SAVHS

Grades 9-12

352 responses | [show breakdown](#)

 Save as PDF

Topic	Percent Favorable	Compared to others nationally	Change since Winter 2025-2026
Classroom Effort <i>i</i>	69% 	 40th-59th percentile	▼ 3
Challenging Feelings <i>i</i>	67% 	 80th-99th percentile	▲ 1
Teacher-Student Relationships <i>i</i>	56% 	 20th-39th percentile	▼ 4
Self-Efficacy <i>i</i>	55% 	 60th-79th percentile	▲ 2 Greatest increase
Engagement <i>i</i>	35% 	 20th-39th percentile	▲ 1

Data Measure: Panorama

Winter Panorama Assessment 2026 Grades 6-12

Topic	Percent Favorable	Favorable Black	Favorable Hispanic	Favorable Two or More Races	Favorable White	Favorable NonEL	Favorable EL	Favorable NonSPED	Favorable SPED	Favorable Female	Favorable Male
Classroom Effort	70%	76%	68%	66%	69%	70%	74%	72%	59%	73%	67%
Self-Efficacy	49%	46%	41%	46%	52%	50%	45%	51%	39%	46%	54%
Challenging Feelings	66%	74%	64%	68%	64%	66%	68%	66%	65%	55%	77%
School Engagement	34%	34%	37%	25%	33%	33%	38%	34%	34%	32%	35%
Teacher-Student Relationships	60%	53%	63%	56%	61%	60%	54%	60%	50%	55%	64%
Rigorous Expectations	57%	58%	57%	55%	57%	57%	59%	58%	56%	56%	59%
Sense of Belonging	50%	51%	52%	47%	50%	50%	54%	51%	49%	45%	56%

Spring Panorama Assessment 2026 Grades 6-12

Topic	Percent Favorable	Favorable Black	Favorable Hispanic	Favorable Two or More Races	Favorable White	Favorable NonEL	Favorable EL	Favorable NonSPED	Favorable SPED	Favorable Female	Favorable Male
Classroom Effort	67.5%	68%	67%	62.5%	67%	67%	75.5%	68.5%	62%	69.5%	67%
Self-Efficacy	51%	50.5%	39.5%	48%	53%	52%	39.5%	52%	40.5%	48.5%	53%
Challenging Feelings	67%	68%	75%	61%	68%	66%	72%	66%	72%	56%	76%
School Engagement	35%	36%	36%	25%	35%	35%	40%	35%	36%	32%	38%
Teacher-Student Relationships	56%	46%	58%	56%	58%	56%	61%	56%	55%	51%	61%
Rigorous Expectations	58%	65%	57%	54%	58%	57%	60%	57%	59%	56%	59%
Sense of Belonging	49%	58%	45%	50%	48%	49%	49%	49%	52%	45%	53%

● District-Wide

● SAVHS

● SAMS

Data Measure: Panorama

Trends

- Common decrease district-wide is in “Classroom Effort”
 - Questions include:
 - How much effort do you put into getting involved in discussions, paying attention, learning the material for this class?
- Greatest increase district-wide is in “Self Efficacy”
 - Questions include:
 - How sure are you you will remember what you learned next year?
 - How sure are you that you can do the hardest work given to you?
 - When complicated ideas are discussed in class, how sure are you that you can understand them?
- Overall decrease in “Sense of Belonging” and “Teacher-Student Relationships”

Positive Contributor

Students understand their brilliance as well as their rights and responsibilities as an individual, and as a member of society. Students can reflect on the needs of a diverse community, activating their resourcefulness, intellect, and skills to positively and authentically contribute to and serve their community.

Data Measure: Student Involvement

Organization	2024-2025 Hours	2025-2026 Hours
K-Kids	519	435
National Honors Society	4511	4700
Athletics and Activities	1400.5	1062
Total	6430.5	6197

Goal 2025	2026	2027	2028 Service Hour Accumulated Goal
7000	8000	9000	10,000

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Questions

St. Anthony - New Brighton ISD 282 FY2026-27 PROPOSED BUDGET DRAFT
1,840 ADM

	Nonspendable A	Assigned B	Committed C	Restricted D	Unassigned E	General Fund Total F (A+B+C+D+E)	Reserved Capital G	Transportation H	Student Activity I
Estimated Revenues	-	7,000	-	2,349,630	25,703,491	28,060,121	2,741,620	1,865,849	294,952
Estimated Expenditures	-	68,000	-	2,573,903	25,703,491	28,345,394	3,229,555	1,864,535	294,952
Estimated Fund Balance 7/1/25	85,940	2,859,690	716,921	1,384,422	3,261,432	8,308,405	1,535,850	952,476	227,808
Estimated Fund Balance 6/30/26	85,940	2,798,690	716,921	1,160,149	3,261,432	8,023,132	1,047,915	953,789	227,808
Projected Surplus (Deficit)	-	(61,000)	-	(224,273)	-	(285,273)	(487,934)	1,313	-

EXPLANATION OF COLUMNS

- Nonspendable** = Amounts that cannot be spent due to form such as inventories and prepaid amounts.
- Assigned** = Money received that has a designation of how it is spent. Severance, vacation, sick, and OPEB, federal, integration
- Committed** = Amounts constrained for a specific purpose by the district using the highest level of decision making authority. Capital and technology and curriculum
- Restricted** = Available resources deidcated by statute for specific purposes. Staff Development, Gifted & Talented, Career & Tech, etc.
- Unassigned** = Money that has no specific designation on how it is spent.
- Reserved Capital** = Includes operating capital, LTFM, and capital projects levy. Referred to as Fund 05.
- Transportation** = Busing to bring children to and from school. Does not include most activities/athletic/field trip transportation. Referred to as Fund 03
- Student Activity** = Student activity accounts
- Food Service** = All financial activities of our food service program. Fund 02
- Community Services** = All function related to our community services program. Fund 04
- Debt Service** = Records outstanding indebtedness. Fund 07
- Trust** = District acts as trustee, in our case used for scholarships. Fund 08
- Agency** = Formal agency agreements with other gov't units, employees, students. Examples are SANBE and Patriots. Fund 09
- Internal Service** = Dental self insurance program. Fund 20

St. Anthony - New Brighton ISD 282 FY2026-27 PROPOSED BUDGET DRAFT
1,840 ADM

	Food Service J	Community Services K	Debt Service L	Trust Fund M	Agency Fund N	Internal Service O	OPEB Trust P	ALL FUNDS TOTAL
Estimated Revenues	1,528,653	1,982,257	2,217,107	63,582	114,541	187,615	50,000	39,106,297
Estimated Expenditures	1,585,037	1,932,717	2,271,935	63,582	114,541	209,055	39,430	39,950,731
Estimated Fund Balance 7/1/25	433,639	1,345,256	818,856	79,980	-	165,359	1,150,447	15,018,075
Estimated Fund Balance 6/30/26	377,255	1,394,796	764,028	79,980	-	143,920	1,161,017	14,173,641
Projected Surplus (Deficit)	(56,384)	49,540	(54,827)	-	-	(21,439)	10,570	(844,434)

EXPLANATION OF COLUMNS

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Internal Service = Self insurance program. Fund 20

St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Fund Balance Detail

General Fund (01)

Fund Balance	Fund Balance Description	Est. FY 25-26 Fund Balance	Proposed FY26-27 Revenue	Proposed FY26-27 Expenditure	Est. FY 26-27 Net Surplus/Deficit	Est. FY26-27 Ending Fund Balance
Assigned	Achievement & Integration	\$ -			-	\$ -
Assigned	ADSI	300,000			-	300,000
Assigned	Effective Instruction and Read Act	237,958			-	237,958
Assigned	Device Insurance	22,907	7,000	3,000	4,000	26,907
Assigned	District Technology	53,371			-	53,371
Assigned	Equity and Instruction	215,221		65,000	(65,000)	150,221
Assigned	Legal	110,000			-	110,000
Assigned	Q-Comp	679,856			-	679,856
Assigned	Severance, Vacation & Sick	590,377			-	590,377
Assigned	SPED and Federal Programs	650,000			-	650,000
Assigned	WMEP	-			-	-
Assigned Fund Balance Subtotal		\$ 2,859,690	\$ 7,000	\$ 68,000	(61,000)	\$ 2,798,690
Board Committed	Capital	\$ 581,046	-	-	-	\$ 581,046
Board Committed	Technology and Curriculum	135,875	-	-	-	135,875
Board Committed Fund Balance Subtotal		716,921	-	-	-	716,921
Restricted	Achievement & Integration	-	299,325	299,325	-	-
Restricted	Athletic Trainer	5,245		5,245	(5,245)	-
Restricted	Career and Tech	-	104,060	104,060	-	-
Restricted	Compensatory/Basic Skills	679,065	661,406	661,406	0	679,065
Restricted	EL State Aid	-	271,076	271,076	0	0
Restricted	Eagle Bluff Fieldtrip	-			-	-
Restricted	Endowment	-		-	-	-
Restricted	Extended Learning Op	6,622			-	6,622
Restricted	FS Angel Fund	-			-	-
Restricted	Gifted & Talented	-	26,502	26,502	-	-
Restricted	American Indian Education	36,538	-	-	-	36,538
Restricted	Learning & Development	-	366,583	366,583	-	-
Restricted	Read Act - Literacy Aid	74,129	-	74,129	(74,129)	-
Restricted	Literacy Incentive Aid	72,928	76,586	149,514	(72,928)	-
Restricted	Read Act - Teacher Training	-		-	-	-
Restricted	Safe Schools	80,138	104,228	160,722	(56,493)	23,645
Restricted	School Library Aid	-	20,771	20,771	-	-
Restricted	SPED Medical Assistance	297,050	45,000	39,534	5,466	302,517
Restricted	Staff Development	132,707	313,067	334,011	(20,944)	111,763
Restricted	Student support personnel aid	-	61,026	61,026	-	-
Restricted Fund Balance Subtotal		\$ 1,384,422	\$ 2,349,630	\$ 2,573,903	(224,273)	\$ 1,160,149

**St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Fund Balance Detail**

Fund Balance	Fund Balance Description	Est. FY 25-26 Fund Balance	Proposed FY26-27 Revenue	Proposed FY26-27 Expenditure	Est. FY 26-27 Net Surplus/Deficit	Est. FY26-27 Ending Fund Balance
Unassigned	Unrestricted Levy Revenue	\$ -	\$ 5,497,390	\$ 5,497,390	\$ -	\$ -
Unassigned	Unrestricted State Aid	\$ -	\$ 14,758,105	\$ 11,665,837	\$ 3,092,268	\$ 3,092,268
Unassigned	State Aid Special Education	-	3,569,779	5,586,041	(2,016,262)	(2,016,262)
Unassigned	Federal Special Ed Grant	-	400,000	400,000	-	-
Unassigned	ECSE Federal grant	-	10,900	10,900	-	-
Unassigned	Title I	-	170,000	170,000	-	-
Unassigned	Title II	-	40,000	40,000	-	-
Unassigned	Title III/IV	-	22,000	22,000	-	-
Unassigned	Q comp	-	489,931	489,931	-	-
Unassigned	Student Fees Athletics/Activities	-	317,568	1,001,704	(684,137)	(684,137)
Unassigned	Draw from OPEB Trust	-	36,430	36,430	-	-
Unassigned	Other Misc Revenue	-	391,389	391,389	-	-
Unassigned	Unassigned Fund Balance	\$ 3,261,432		391,869	(391,869)	2,869,563
	Unassigned Fund Balance Subtotal	\$ 3,261,432	\$ 25,703,491	\$ 25,703,491	0	\$ 3,261,432
	General Fund (01) Total Fund Balances	\$ 8,222,465	\$ 28,060,121	\$ 28,345,394	(285,273)	\$ 7,937,192

Transportation Fund (3)

Fund Balance	Fund Balance Description	Est. FY 25-26 Fund	Proposed FY26-27	Proposed FY26-27	Est. FY 26-27 Net	Est. FY26-27
Transportation	Regular Transportation	\$ 1,082,908	\$ 745,162	\$ 484,537	\$ 260,626	\$ 1,343,533
Transportation	Special Transportation	(50,292)	1,062,000	1,118,961	(56,961)	(107,253)
Transportation	NonResident Transportation	(80,139)	58,686	261,038	(202,351)	(282,491)
	Transportation Fund Balance Subtotal	\$ 952,476	\$ 1,865,849	\$ 1,864,535	1,313	\$ 953,789

Capital Fund (5)

Fund Balance	Fund Balance Description	Est. FY 25-26 Fund	Proposed FY26-27	Proposed FY26-27	Est. FY 26-27 Net	Est. FY26-27
Reserved Capital	Capital Projects Levy	\$ 399,127	\$ 1,080,082	\$ 1,267,697	\$ (187,615)	\$ 211,512
Reserved Capital	Operating Capital	729,947	886,718	1,000,798	(114,079)	615,867
Reserved Capital	Long Term Facilities Maintenance	406,776	774,820	961,060	(186,240)	220,536
	Capital Fund Balance Subtotal	\$ 1,535,850	\$ 2,741,620	\$ 3,229,555	(487,934)	\$ 1,047,915

St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Revenue and Expense Summary

General Fund Revenue by Source

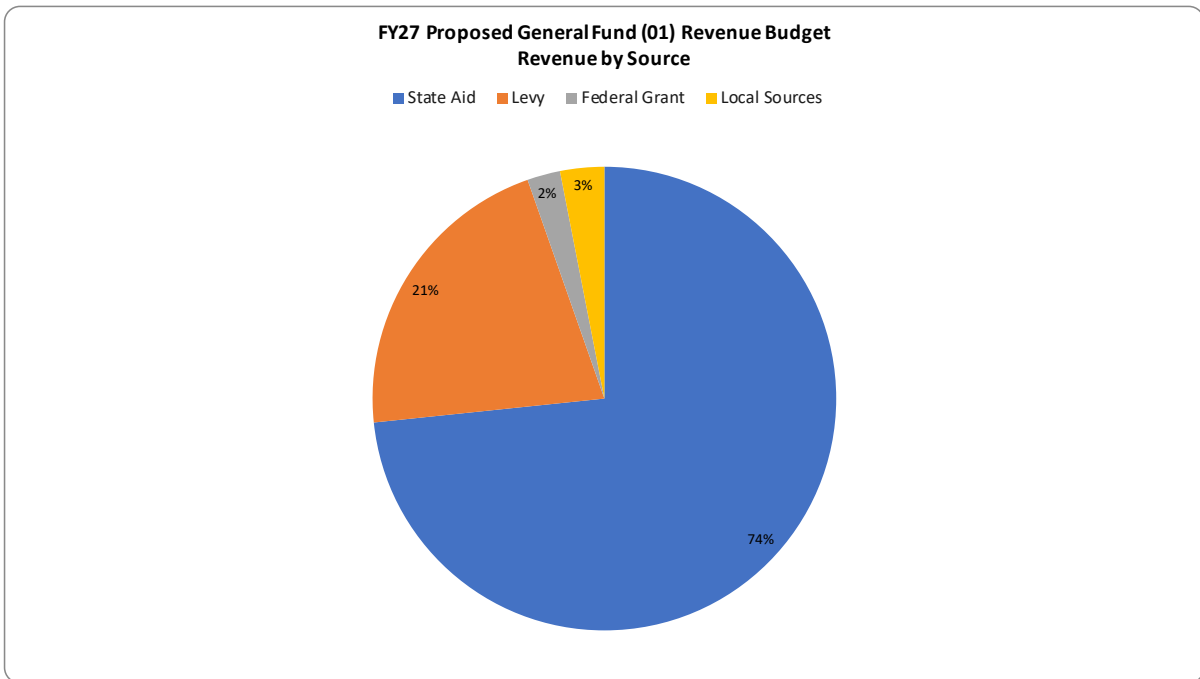
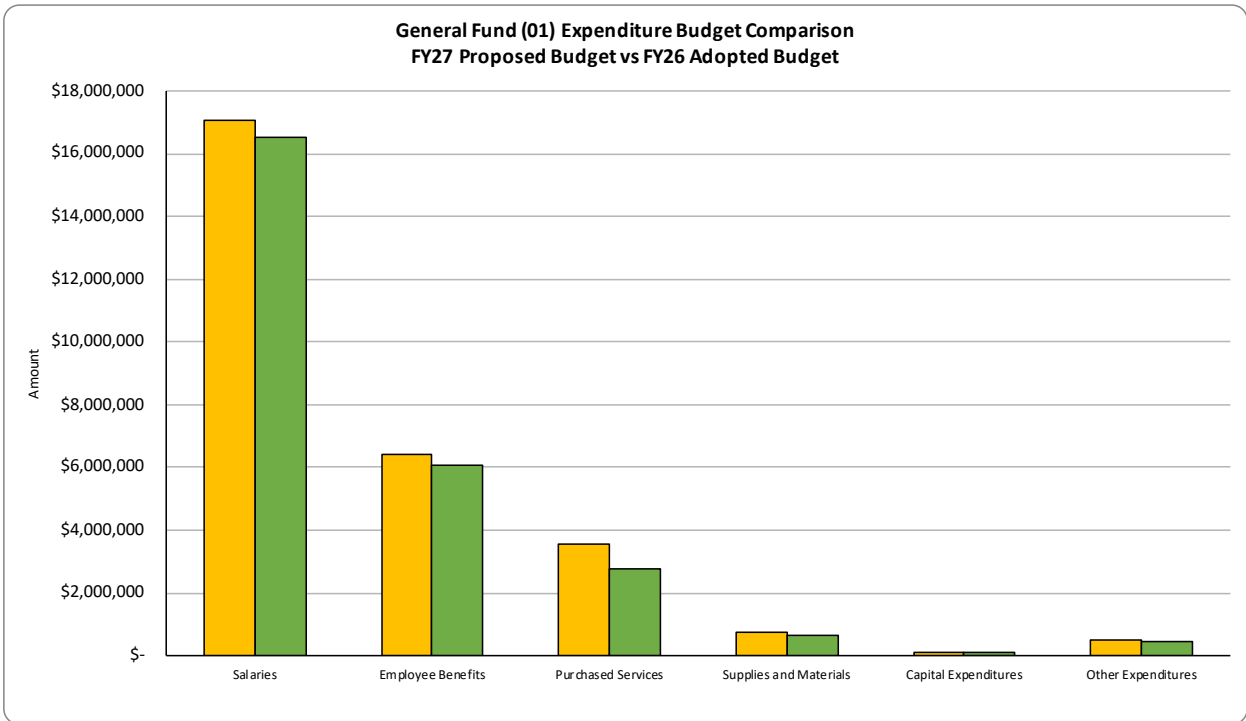
Revenue Source	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	\$ Change	% Change
State Aid	\$ 20,583,160	74%	\$ 19,375,765	72%	\$ 1,207,395	6%
Levy	\$ 5,968,475	21%	\$ 6,216,833	23%	\$ (248,358)	-4%
Federal Grant	\$ 646,050	2%	\$ 627,535	2%	\$ 18,515	3%
Local Sources	862,436	3%	737,237	3%	\$ 125,200	17%
Total Revenue	\$ 28,060,121	101%	\$ 26,957,369	100%	\$ 1,102,752	4%

General Fund Expenditures by Expense Type

Expense Type	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	\$ Change	% Change
Salaries	\$ 17,079,094	60%	\$ 16,532,148	62%	\$ 546,946	3%
Employee Benefits	\$ 6,393,605	22%	\$ 6,092,320	23%	\$ 301,285	5%
Purchased Services	\$ 3,568,159	13%	\$ 2,786,577	10%	\$ 781,581	28%
Supplies and Materials	\$ 745,821	3%	\$ 647,786	2%	\$ 98,036	15%
Capital Expenditures	\$ 85,535	0%	\$ 89,718	0%	\$ (4,184)	-5%
Other Expenditures	\$ 473,181	2%	\$ 433,354	2%	\$ 39,827	9%
Total Expenditures	\$ 28,345,394	99%	\$ 26,581,903	100%	\$ 1,763,492	7%

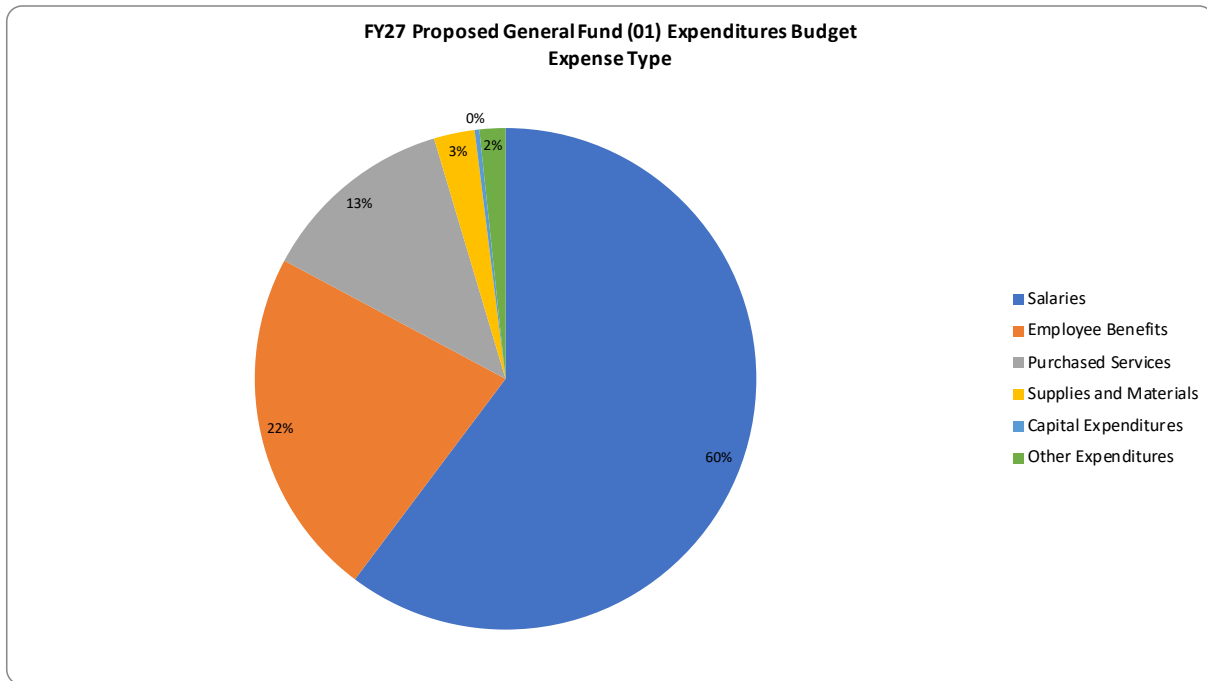
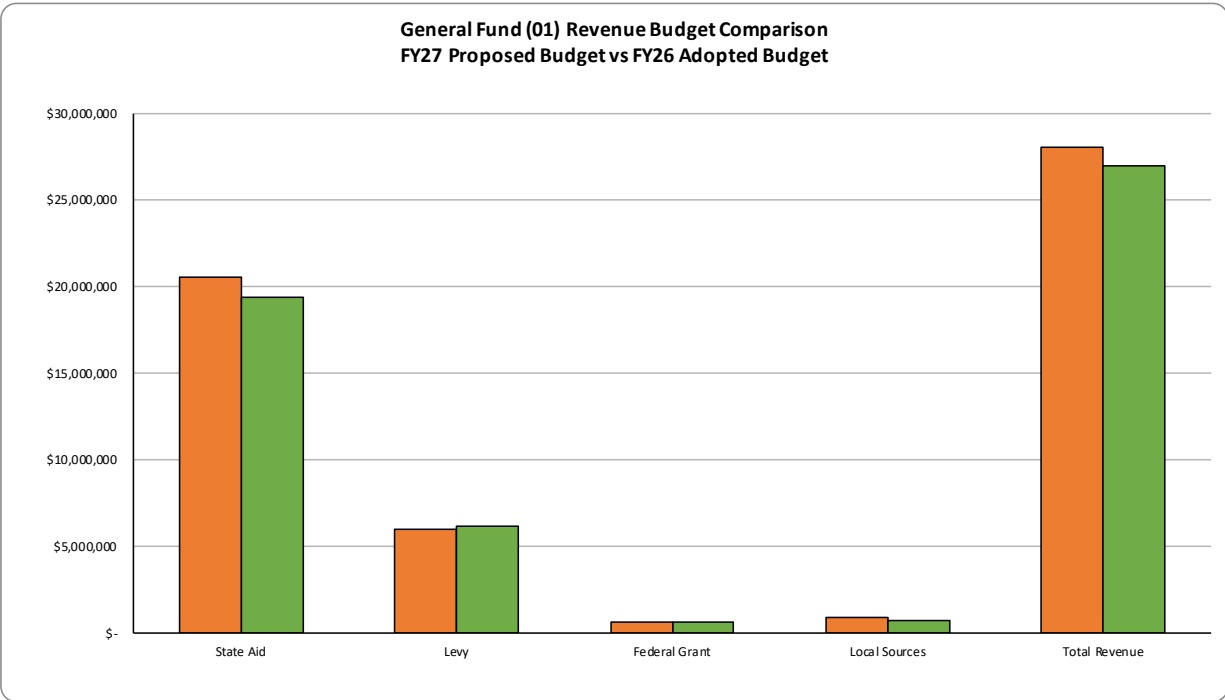
NetSurplus/(Deficit)	\$ (285,273)		\$ 375,466		\$ (660,739)	-176%
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**St. Anthony-New Brighton ISD 282
 FY26-27 Proposed Budget Draft
 Revenue and Expense Summary**



NOTE: This is a draft of the 2026-27 budget proposal and the numbers may change

**St. Anthony-New Brighton ISD 282
 FY26-27 Proposed Budget Draft
 Revenue and Expense Summary**



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**St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Revenue and Expense Summary**

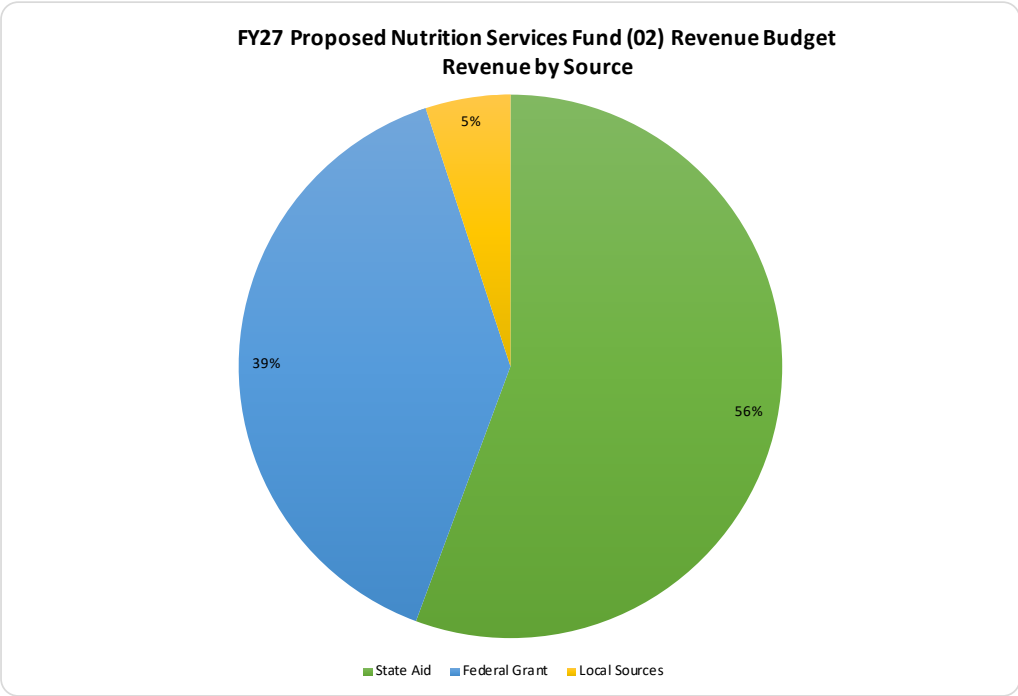
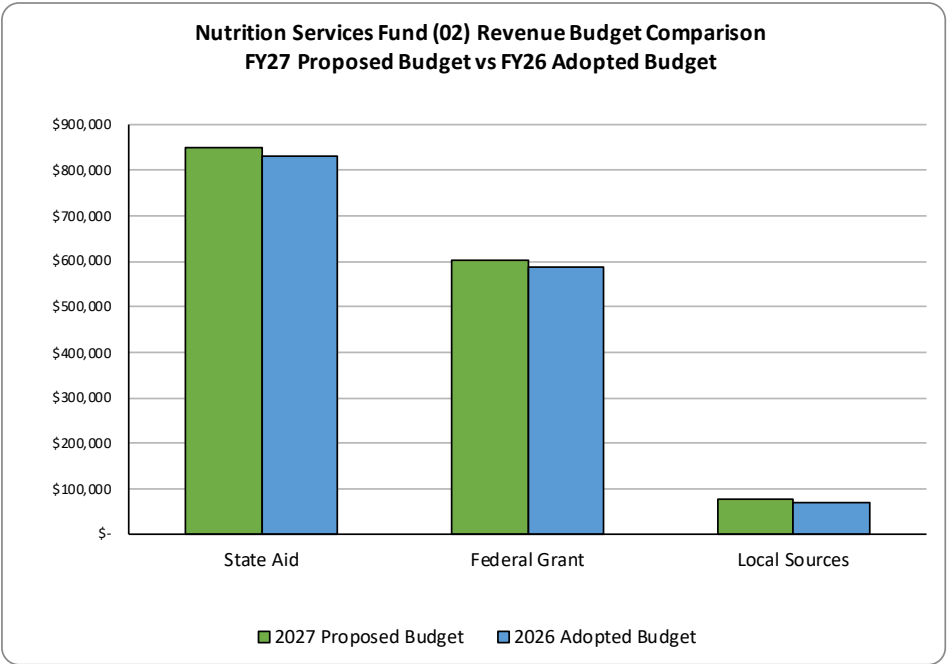
Food Service Fund Revenue by Source

Revenue Source	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	% Change
State Aid	\$ 850,750	55.7%	\$ 830,000	55.8%	2%
Federal Grant	\$ 600,650	39.3%	\$ 586,000	39.4%	3%
Local Sources	77,253	5.1%	71,300	4.8%	8%
Total Revenue	\$ 1,528,653	100.0%	\$ 1,487,300	100.0%	3%

Food Service Fund Expenditures by Expense Type

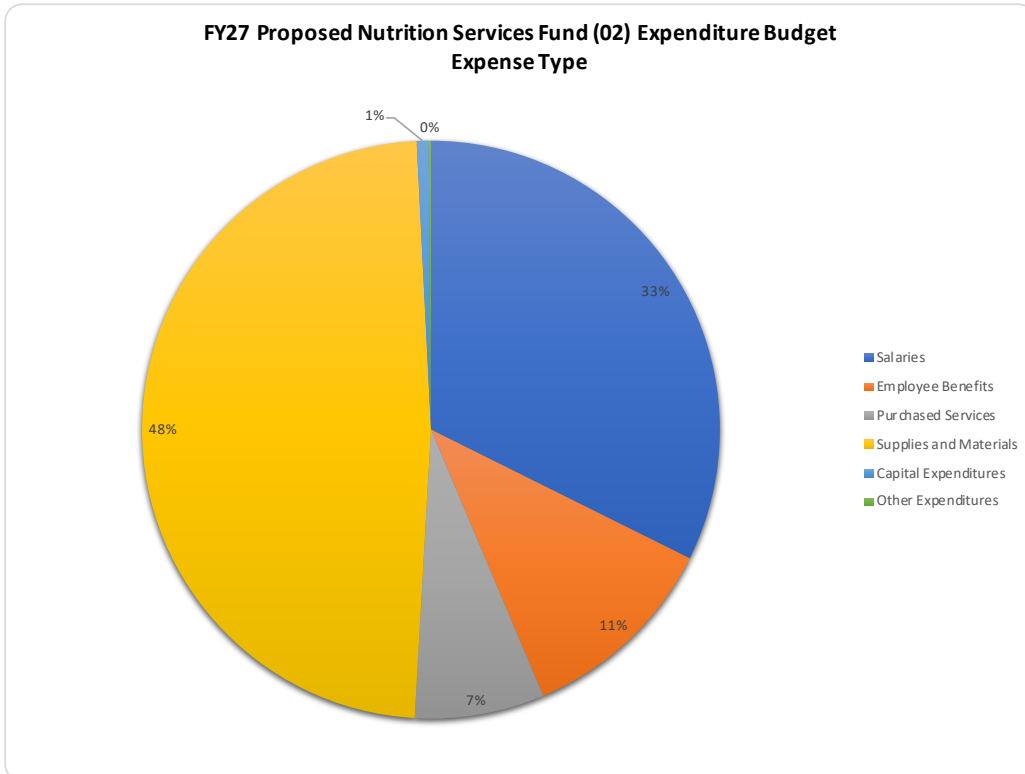
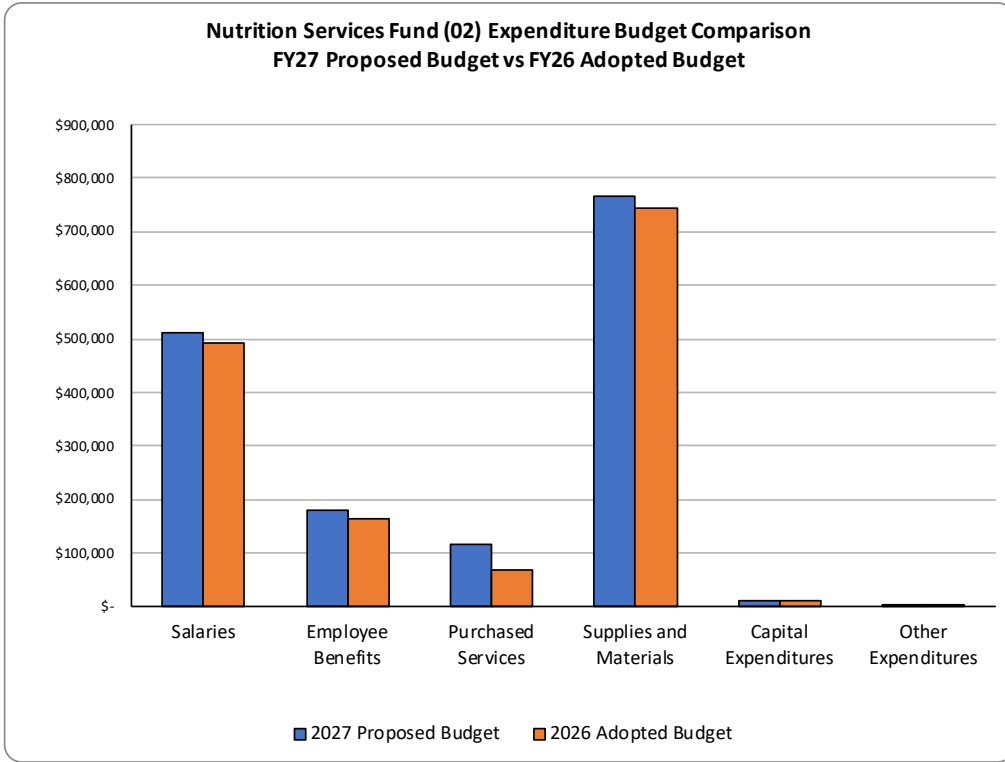
Expense Type	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	% Change
Salaries	\$ 512,745	32.3%	\$ 493,015	33.3%	4%
Employee Benefits	\$ 179,113	11.3%	\$ 162,933	11.0%	10%
Purchased Services	\$ 114,940	7.3%	\$ 68,424	4.6%	68%
Supplies and Materials	\$ 765,701	48.3%	\$ 742,722	50.2%	3%
Capital Expenditures	\$ 10,526	0.7%	\$ 10,250	0.7%	3%
Other Expenditures	\$ 2,013	0.1%	\$ 1,960	0.1%	3%
Total Expenditures	\$ 1,585,037	100%	\$ 1,479,303	100%	7%
Net Surplus/(Deficit)	\$ (56,384)		\$ 7,997		-805%

**St. Anthony-New Brighton ISD 282
 FY26-27 Proposed Budget Draft
 Revenue and Expense Summary**



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**St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Revenue and Expense Summary**



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**St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Revenue and Expense Summary**

Transportation Fund Revenue by Source

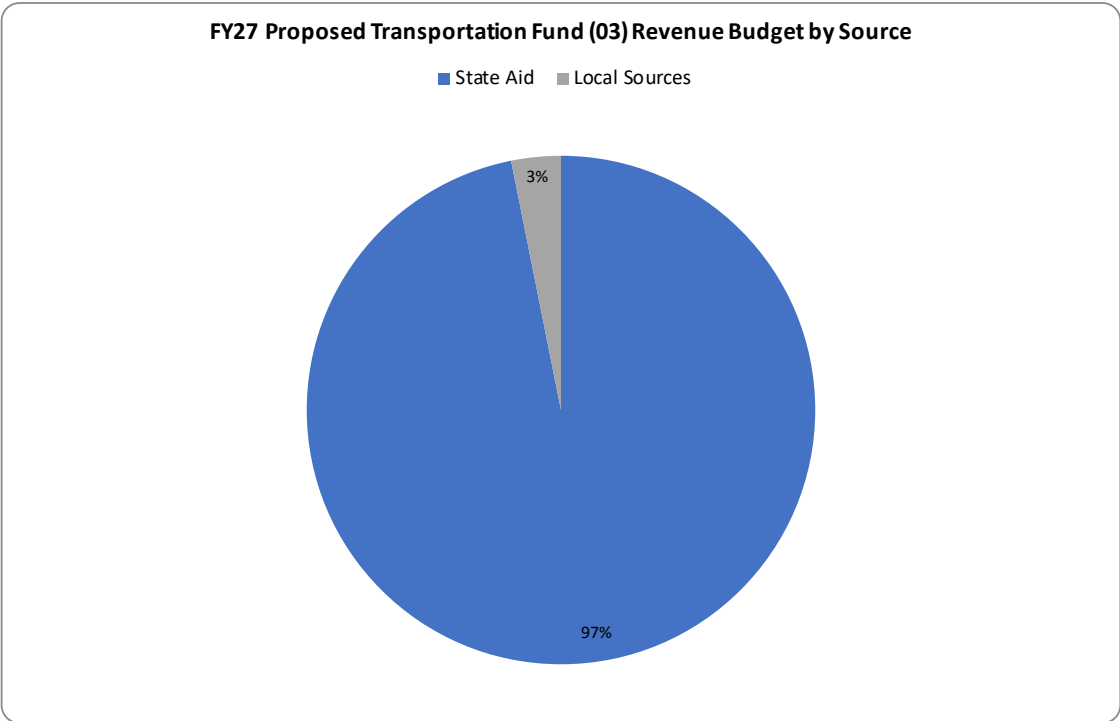
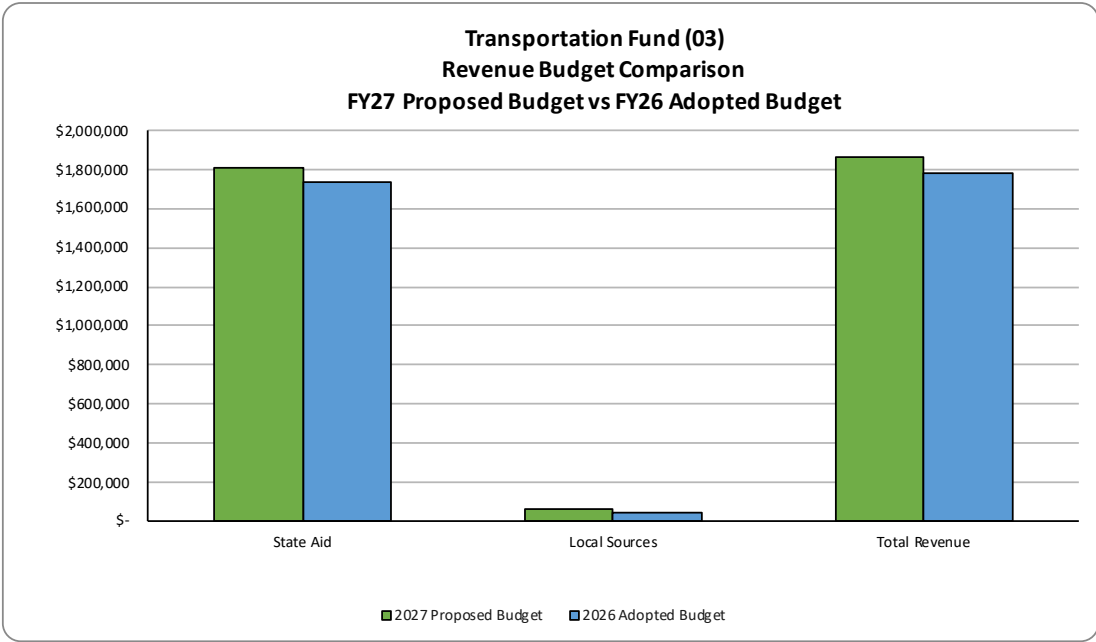
Revenue Source	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	\$ Change	% Change
State Aid	\$ 1,807,162	97%	\$ 1,737,950	97.5%	\$ 69,212	4%
Local Sources	58,686	3%	45,000	2.5%	\$ 13,686	30%
Total Revenue	\$ 1,865,849	100.0%	\$ 1,782,950	100.0%	\$ 82,898	5%

Transportation Fund Expenditures by Expense Type

Expense Type	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	\$ Change	% Change
Salaries	\$ 207,164	11.1%	\$ 214,840	11.8%	\$ (7,675)	-4%
Employee Benefits	\$ 47,188	2.5%	\$ 71,317	3.9%	\$ (24,129)	-34%
Purchased Services	\$ 1,595,165	85.6%	\$ 1,527,472	83.8%	\$ 67,693	4%
Supplies and Materials	\$ 15,018	0.8%	\$ 8,200	0.5%	\$ 6,818	83%
Capital Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -	#DIV/0!
Other Expenditures	\$ -	0.0%	\$ -	0.0%	\$ -	#DIV/0!
Total Expenditures	\$ 1,864,535	100.0%	\$ 1,821,829	100.0%	\$ 42,707	2.3%
Net Surplus/(Deficit)	\$ 1,313		\$ (38,878)			-103%

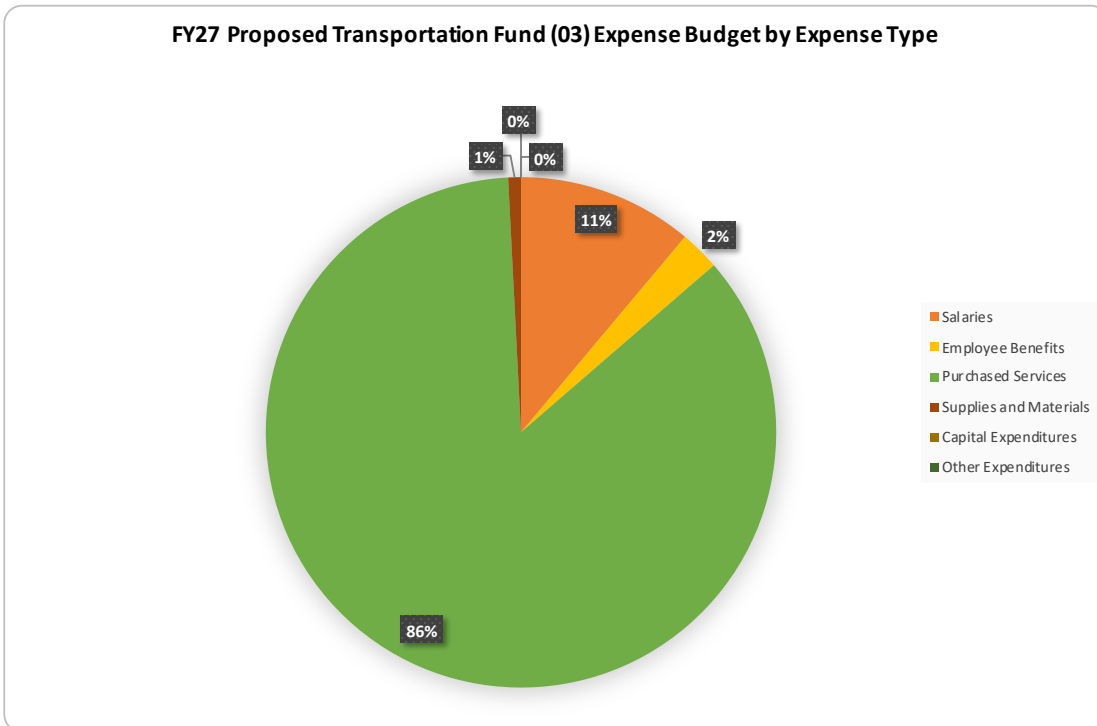
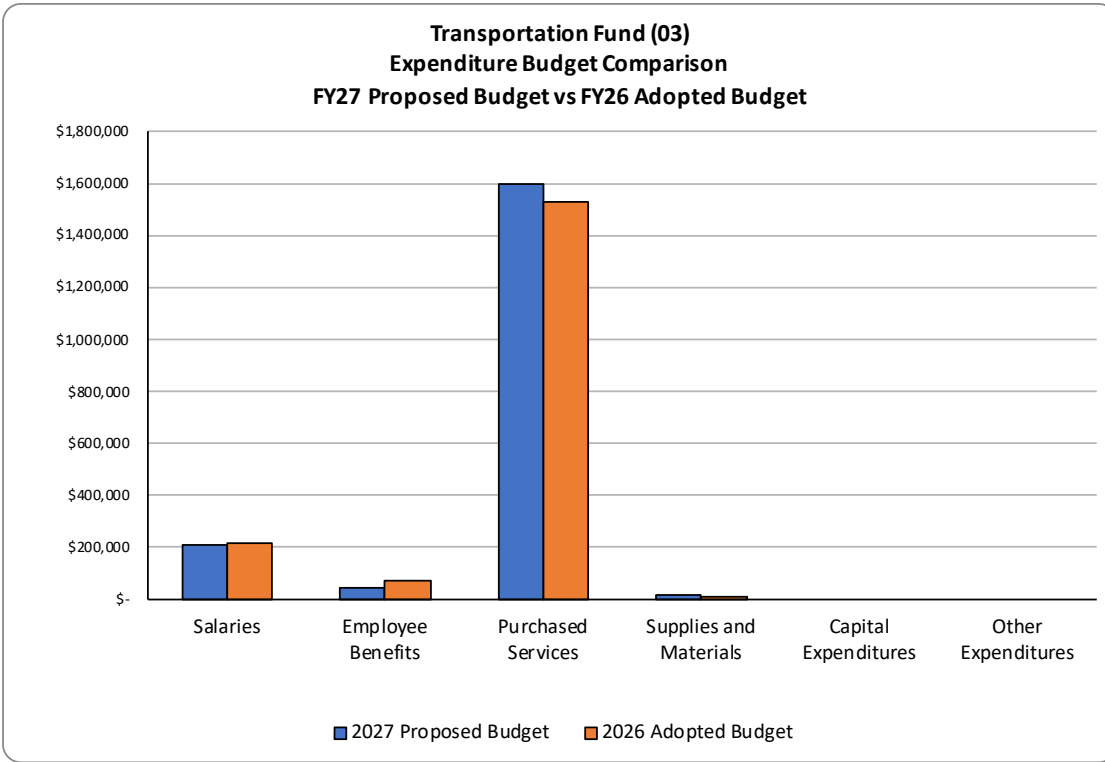
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**St. Anthony-New Brighton ISD 282
 FY26-27 Proposed Budget Draft
 Revenue and Expense Summary**



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**St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Revenue and Expense Summary**



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St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Revenue and Expense Summary

Capital Fund Revenue by Source

Revenue Source	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	% Change
State Aid	\$ 305,057	11.1%	\$ 304,742	11.2%	0%
Levy	\$ 2,348,563	85.7%	\$ 2,308,766	85.1%	2%
Local Sources	88,000	3.2%	101,000	3.7%	-13%
Total Revenue	\$ 2,741,620	100.0%	\$ 2,714,508	100.0%	1%

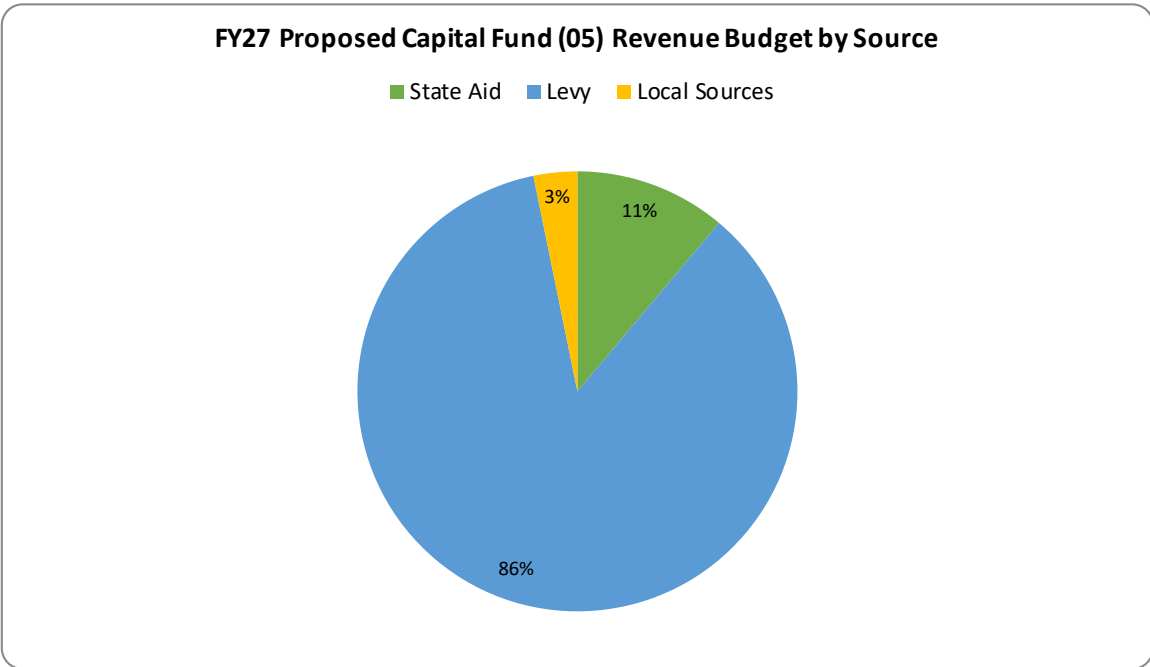
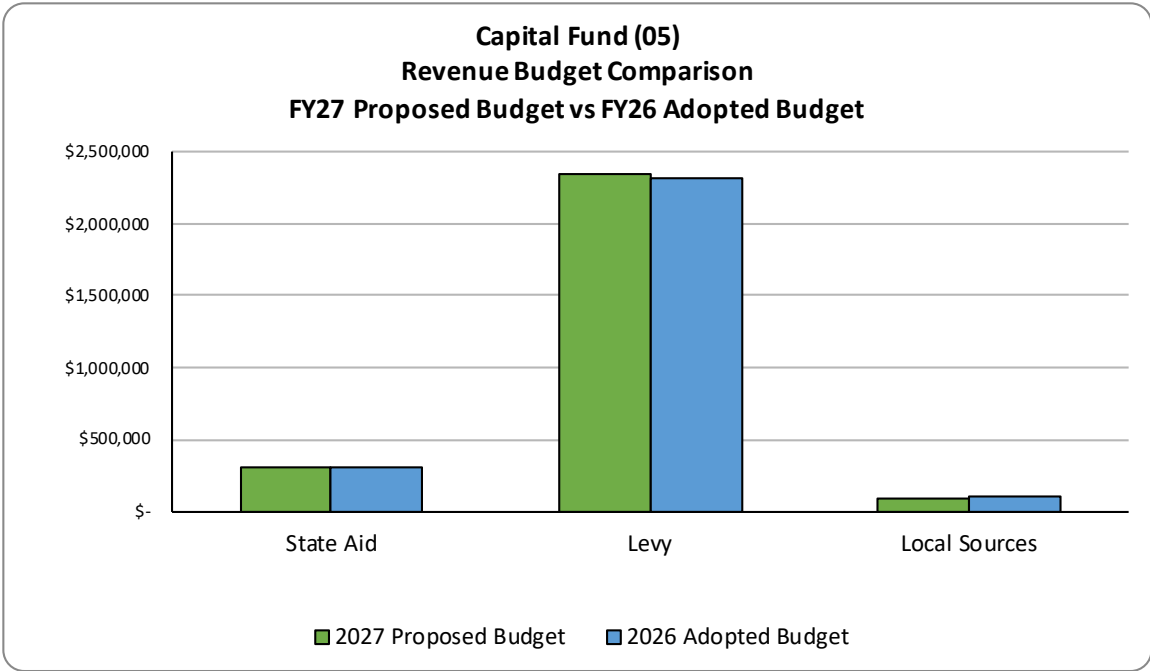
Capital Fund Expenditures by Expense Type

Expense Type	2027 Proposed Budget	% of Total	2026 Adopted Budget	% of Total	% Change
Salaries	\$ 1,106	0.0%	\$ 1,114	0.0%	-1%
Employee Benefits	\$ 190	0.0%	\$ 195	0.0%	-3%
Purchased Services	\$ 223,992	6.9%	\$ 222,224	7.7%	1%
Supplies and Materials	\$ 990,611	30.7%	\$ 492,175	17.1%	101%
Capital Expenditures	\$ 2,013,656	62.4%	\$ 2,170,644	75.2%	-7%
Other Expenditures	\$ -	0.0%	\$ -	0.0%	#DIV/0!
Total Expenditures	\$ 3,229,555	100%	\$ 2,886,352	100%	12%

NetSurplus/(Deficit)	\$ (487,934)		\$ (171,844)		184%
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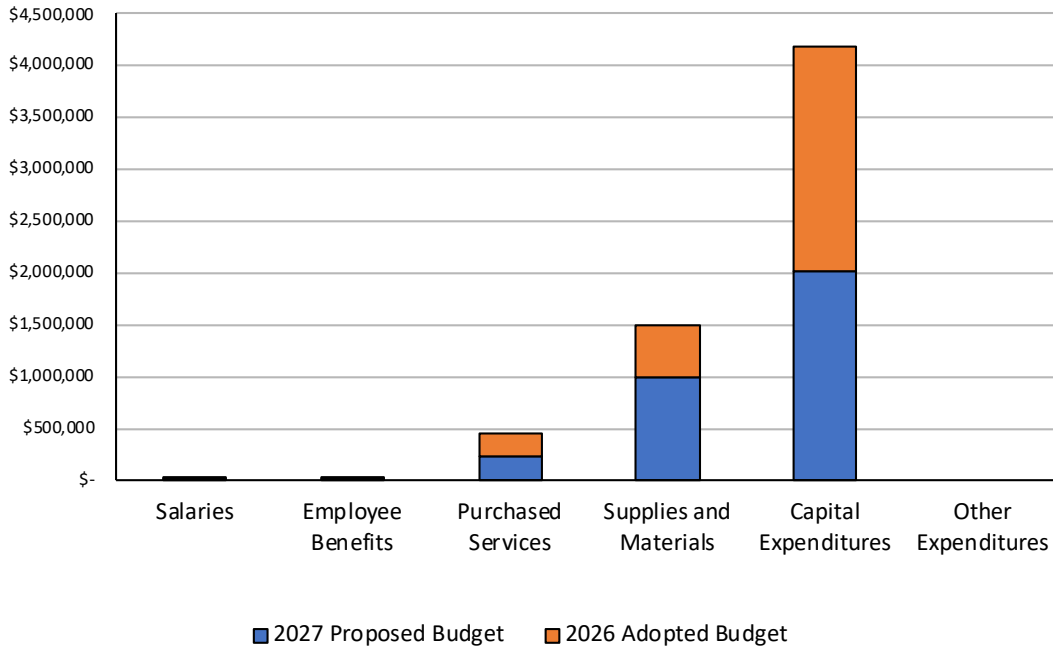
St. Anthony-New Brighton ISD 282
FY26-27 Proposed Budget Draft
Revenue and Expense Summary



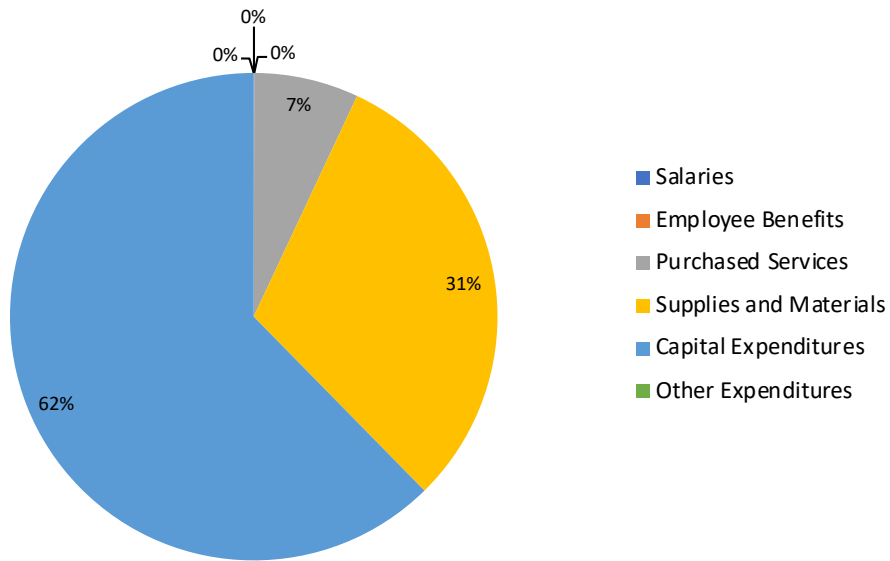
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St. Anthony-New Brighton ISD 282
 FY26-27 Proposed Budget Draft
 Revenue and Expense Summary

**Capital Fund (05)
 Expenditure Budget Comparison
 FY27 Proposed Budget vs FY26 Adopted Budget**



FY27 Proposed Capital Fund (05) Expense Budget by Expense Type



NOTE: This is a draft of the 2026-27 budget proposal and the numbers may change

St. Anthony-New Brighton ISD 282 FY2026-27 Proposed Budget Draft Expenditure by Program and Object Series

FUND 01		GENERAL FUND				
PROGRAM:		ADMINISTRATION				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
100'S	SALARIES AND WAGES	\$ 1,288,088	\$ 954,815	\$ 333,273	34.9%	
200'S	EMPLOYEE BENEFITS	\$ 460,395	\$ 300,182	\$ 160,213	53.4%	
300'S	PURCHASED SERVICES	\$ 59,288	\$ 57,639	\$ 1,650	2.9%	
400'S	SUPPLIES AND MATERIALS	\$ 48,772	\$ 47,461	\$ 1,311	2.8%	
500'S	CAPITAL EXPENDITURES	\$ -	\$ -	\$ -	#DIV/0!	
800'S	OTHER EXPENDITURES	\$ 26,458	\$ 25,765	\$ 693	2.7%	
TOTAL ADMINISTRATION BUDGET		\$ 1,883,001	\$ 1,385,861	\$ 497,140	35.9%	
PROGRAM:		DISTRICT SUPPORT SERVICES				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
100'S	SALARIES AND WAGES	\$ 406,595	\$ 503,276	\$ (96,681)	-19.2%	
200'S	EMPLOYEE BENEFITS	\$ 175,978	\$ 177,264	\$ (1,285)	-0.7%	
300'S	PURCHASED SERVICES	\$ 912,575	\$ 808,466	\$ 104,109	12.9%	
400'S	SUPPLIES AND MATERIALS	\$ 63,285	\$ 112,381	\$ (49,096)	-43.7%	
500'S	CAPITAL EXPENDITURES	\$ -	\$ -	\$ -	#DIV/0!	
800'S	OTHER EXPENDITURES	\$ 5,383	\$ 5,242	\$ 141	2.7%	
TOTAL DISTRICT SUPPORT SERVICES		\$ 1,563,816	\$ 1,606,629	\$ (42,813)	-2.7%	
PROGRAM:		REGULAR INSTRUCTION				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
100'S	SALARIES AND WAGES	\$ 9,156,716	\$ 9,106,203	\$ 50,512	0.6%	
200'S	EMPLOYEE BENEFITS	\$ 3,502,941	\$ 3,359,975	\$ 108,966	3.2%	
300'S	PURCHASED SERVICES	\$ 715,229	\$ 532,913	\$ 182,316	34.2%	
400'S	SUPPLIES AND MATERIALS	\$ 165,677	\$ 131,080	\$ 34,596	26.4%	
500'S	CAPITAL EXPENDITURES	\$ 8,918	\$ 14,698	\$ (5,781)	-39.3%	
800'S	OTHER EXPENDITURES	\$ 27,415	\$ 26,697	\$ 718	2.7%	
TOTAL REGULAR INSTRUCT BUDGET		\$ 13,576,895	\$ 13,171,568	\$ 405,328	3.1%	
PROGRAM:		SPECIAL ED INSTRUCTION				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
100'S	SALARIES AND WAGES	\$ 3,660,045	\$ 3,634,932	\$ 25,112	0.7%	
200'S	EMPLOYEE BENEFITS	\$ 1,351,133	\$ 1,469,404	\$ (118,270)	-8.0%	
300'S	PURCHASED SERVICES	\$ 878,110	\$ 400,663	\$ 477,447	119.2%	
400'S	SUPPLIES AND MATERIALS	\$ 45,633	\$ 50,793	\$ (5,159)	-10.2%	
500'S	CAPITAL EXPENDITURES	\$ 7,894	\$ 7,688	\$ 207	2.7%	
800'S	OTHER EXPENDITURES	\$ 54,125	\$ 52,707	\$ 1,418	2.7%	
TOTAL SPECIAL ED BUDGET		\$ 5,996,941	\$ 5,616,186	\$ 380,755	6.8%	
PROGRAM:		INSTRUCTIONAL SUPPORT SERVICES				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
100'S	SALARIES AND WAGES	\$ 940,519	\$ 714,148	\$ 226,372	31.7%	
200'S	EMPLOYEE BENEFITS	\$ 258,392	\$ 187,431	\$ 70,961	37.9%	
300'S	PURCHASED SERVICES	\$ 345,984	\$ 383,887	\$ (37,903)	-9.9%	
400'S	SUPPLIES AND MATERIALS	\$ 21,668	\$ 19,007	\$ 2,661	14.0%	
500'S	CAPITAL EXPENDITURES	\$ -	\$ -	\$ -	#DIV/0!	
800'S	OTHER EXPENDITURES	\$ -	\$ -	\$ -	#DIV/0!	
TOTAL INSTRUCTIONAL SUPPORT		\$ 1,566,563	\$ 1,304,472	\$ 262,090	20.1%	
PROGRAM:		PUPIL SUPPORT SERVICES				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
100'S	SALARIES AND WAGES	\$ 791,939	\$ 739,466	\$ 52,473	7.1%	
200'S	EMPLOYEE BENEFITS	\$ 307,931	\$ 282,481	\$ 25,450	9.0%	
300'S	PURCHASED SERVICES	\$ 42,416	\$ 16,521	\$ 25,894	156.7%	
500'S	CAPITAL EXPENDITURES	\$ 68,722	\$ 67,332	\$ 1,390	2.1%	
400'S	SUPPLIES AND MATERIALS	\$ 106,000	\$ -	\$ 106,000	#DIV/0!	
TOTAL PUPIL SUPPORT SUPPORT		\$ 1,317,008	\$ 1,105,801	\$ 211,208	19.1%	
PROGRAM:		SITES AND BUILDINGS				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
100'S	SALARIES AND WAGES	\$ 835,192	\$ 879,308	\$ (44,116)	-5.0%	
200'S	EMPLOYEE BENEFITS	\$ 336,835	\$ 315,583	\$ 21,251	6.7%	
300'S	PURCHASED SERVICES	\$ 614,557	\$ 586,488	\$ 28,069	4.8%	
400'S	SUPPLIES AND MATERIALS	\$ 294,786	\$ 287,064	\$ 7,722	2.7%	
500'S	CAPITAL EXPENDITURES	\$ -	\$ -	\$ -	#DIV/0!	
800'S	OTHER EXPENDITURES	\$ 1,858	\$ 1,809	\$ 49	2.7%	
TOTAL SITES AND BUILDINGS		\$ 2,083,227	\$ 2,070,252	\$ 12,975	0.6%	
PROGRAM:		FISCAL AND OTHER FIXED COSTS				
OBJECT	DESCRIPTION	2026-27 PROPOSED BUDGET	2025-26 ADOPTED BUDGET	\$ DIFFERENCE	% CHANGE	
	FUND TRANSFER TO SEL	\$ -	\$ 321,134	\$ (321,134)	-100.0%	
	WORK COMP AND PROP INSURANCE	\$ 357,942	\$ 321,134	\$ 36,808	11.5%	
TOTAL GENERAL FUND BUDGET		\$ 28,345,394	\$ 26,581,903	\$ 1,763,492	6.6%	

St. Anthony-New Brighton ISD 282 FY2026-27 Proposed Budget Draft Expenditure by Program and Object Series

FUND 02		FOOD SERVICE					
<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>2026-27 PROPOSED BUDGET</u>		<u>2025-26 ADOPTED BUDGET</u>	<u>\$ DIFFERENCE</u>	<u>% DIFFERENCE</u>	
100'S	SALARIES AND WAGES	\$ 512,745	\$	493,015	\$ 19,730	4%	
200'S	EMPLOYEE BENEFITS	\$ 179,113	\$	162,933	\$ 16,180	10%	
300'S	PURCHASED SERVICES	\$ 114,940	\$	68,424	\$ 46,515	68%	
400'S	SUPPLIES AND MATERIALS	\$ 765,701	\$	742,722	\$ 22,979	3%	
500'S	CAPITAL EXPENDITURES	\$ 10,526	\$	10,250	\$ 276	3%	
800'S	OTHER EXPENDITURES	\$ 2,013	\$	1,960	\$ 53	3%	
TOTAL FOOD SERVICE BUDGET		\$ 1,585,037	\$	1,479,303	\$ 105,733	7.1%	
FUND 03		TRANSPORTATION					
<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>2026-27 PROPOSED BUDGET</u>		<u>2025-26 ADOPTED BUDGET</u>	<u>\$ DIFFERENCE</u>	<u>% DIFFERENCE</u>	
100'S	SALARIES AND WAGES	\$ 207,164	\$	214,840	\$ (7,675)		
200'S	EMPLOYEE BENEFITS	\$ 47,188	\$	71,317	\$ (24,129)		
300'S	PURCHASED SERVICES	\$ 1,595,165	\$	1,527,472	\$ 67,693		
400'S	SUPPLIES AND MATERIALS	\$ 15,018	\$	8,200	\$ 6,818		
500'S	CAPITAL EXPENDITURES	\$ -	\$	-	\$ -		
TOTAL TRANSPORTATION		\$ 1,864,535	\$	1,821,829	\$ 42,707	2.3%	
FUND 04		COMMUNITY SERVICES					
<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>2026-27 PROPOSED BUDGET</u>		<u>2025-26 ADOPTED BUDGET</u>	<u>\$ DIFFERENCE</u>	<u>% DIFFERENCE</u>	
100'S	SALARIES AND WAGES	\$ 1,135,460	\$	1,087,530	\$ 47,930		
200'S	EMPLOYEE BENEFITS	\$ 387,487	\$	314,549	\$ 72,938		
300'S	PURCHASED SERVICES	\$ 310,945	\$	283,050	\$ 27,895		
400'S	SUPPLIES AND MATERIALS	\$ 94,125	\$	77,227	\$ 16,898		
500'S	CAPITAL EXPENDITURES	\$ 2,000	\$	4,400	\$ (2,400)		
800'S	OTHER EXPENDITURES	\$ 2,700	\$	2,700	\$ -		
TOTAL COMMUNITY SERVICES BUDGET		\$ 1,932,717	\$	1,769,456	\$ 163,261	9.2%	
FUND 05		CAPITAL					
<u>OBJECT</u>	<u>DESCRIPTION</u>	<u>2026-27 PROPOSED BUDGET</u>		<u>2025-26 ADOPTED BUDGET</u>	<u>\$ DIFFERENCE</u>	<u>% DIFFERENCE</u>	
100'S	SALARIES AND WAGES	\$ 1,106	\$	1,114	\$ (9)		
200'S	EMPLOYEE BENEFITS	\$ 190	\$	195	\$ (5)		
300'S	PURCHASED SERVICES	\$ 223,992	\$	222,224	\$ 1,768		
400'S	SUPPLIES AND MATERIALS	\$ 990,611	\$	492,175	\$ 498,436		
500'S	CAPITAL EXPENDITURES	\$ 2,013,656	\$	2,170,644	\$ (156,987)		
800'S	OTHER EXPENDITURES	\$ -	\$	-	\$ -		
TOTAL CAPITAL BUDGET		\$ 3,229,555	\$	2,886,352	\$ 343,203	11.9%	

NOTE: This is a draft of the 2026-27 budget proposal and the numbers may change

Component Summary

Component #	Title	Description	FY24-25 Actual FTE	FY24-25 Actual	% of Total	FY25-26 Budget FTE	FY25-26 Budget	YTD Actual FTE	Actual \$ as of 3.31.26	% of Total	FY26-27 Budget FTE	FY26-27 Budget	% of Total
1	Building Staffing Allocations	This component represents the majority of school district funding. The first step in creating these allocations comes from the school board's approval of grade level budget enrollment targets. Building Staffing Allocations are then determined by district administration, and each building is required to operate within these allocations and established frameworks. This component funds 100% of the general education program (e.g., classroom teachers, principals). While the district determines the allocation and funding levels, principals are responsible for staff recruitment and placement. Alternative terms for the Building Staffing Allocations component include: Base and Tier 1 programming.	109.97	\$11,854,946	41.23%	109.50	\$12,140,383	113.00	\$7,440,508	40.31%	110.12	\$12,637,633	39.75%
2	Planned Program Staffing	Allocations within this component are program-specific. The district and program managers collaboratively determine the allocation type and staffing requirements for each program. These allocations support specialized educational programs (e.g., ADSIS, A&I). This staffing is supplemental to the general education program and cannot replace general education staffing as many of the funds are restricted. Alternative terms for the Planned Program Staffing component include: Tier 2, Tier 3, specialized, and specific programming.	74.36	\$7,973,940	27.73%	78.77	\$8,536,268	72.96	\$5,021,597	27.21%	75.73	\$9,165,162	28.83%
3	Ancillary Programs	Allocations in this component are designated for programs outside of the K-12 classroom setting. Staffing allocations for Ancillary Programs are determined based on prior Schedule C and current Schedule D criteria. These programs encompass student programs such as PSEO and CIS. Funding for these programs often involves a combination of fees and general fund cross-subsidies. Alternative terms for the Ancillary Program component include: Co-curricular and enrichment programs.	5.43	\$1,254,528	4.36%	5.34	\$1,192,211	5.14	\$794,550	4.30%	5.09	\$1,315,594	4.14%
4	District-Wide Services	These allocations are based on district infrastructure and staff support needs. This component encompasses both staffing and funding. These services support Required Building Staff, Planned Programs Staff, and Ancillary Programs. Alternative terms for District-Wide Services include: operations, support services, and contract.	37.51	\$7,668,295	26.67%	36.96	\$8,014,172	36.41	\$5,201,015	28.18%	39.60	\$8,676,578	27.29%
TOTAL			227.27	\$28,751,710	100.00%	230.58	\$29,883,035	227.51	\$18,457,670	100.00%	230.54	\$31,794,966	100.00%

Component ONE Summary

		FY2024-25		FY2025-26				FY2026-27 Proposed Budget	
Expenditure type	Funding Source	Actual FTE	Actual \$	Budget FTE	Budget \$	YTD Actual FTE	Actual \$ as of 3.31.26	Budget FTE	Budget \$
Counseling & Guidance	General Ed, Compensatory	6.10	569,560	5.00	629,879	5	338,791	5.00	686,170
GenEd classroom Personnel	General Ed, Learning & Development, Compensatory	91.62	9,369,714	92.69	9,774,275	95	5,657,333	93.31	9,932,687
GenEd Purchased Services	General Ed		266,808		186,584		270,276		273,890
GenEd Supplies	General Ed		96,301		113,670		80,259		136,738
Media Center	General Ed, School library aid	2.00	163,417.61	2.00	91,960	2	99,287	2.00	177,867
School Administration	General Ed	10.25	1,389,145	9.81	1,344,016	11	994,563	9.81	1,430,281
Total Component 1		109.97	11,854,946	109.50	12,140,383	113.00	7,440,508	110.12	12,637,633

Component TWO Summary


Programs	Funding Source	FY2024-25		FY2025-26				FY2026-27 Proposed Budget	
		Actual FTE	Actual \$	Budget FTE	Budget \$	YTD Actual FTE	Actual \$ as of 3.31.26	Budget FTE	Budget \$
Achievement & Integration	A&I, general ed	3.02	242,540	3.11	332,730	2.90	198,608	3.00	349,466
ADSI	ADSI, general ed	3.00	344,686	6.00	676,152	5.51	192,345	6.00	576,253
American Indian Ed	American Indian Ed	0.09	3,462		0		0		0
Career & Tech	Career & Tech, general ed	2.00	368,634	3.00	363,653	2.60	124,129	1.60	222,389
English Learner	EL, Compensatory, GenEd	4.74	603,044	5.20	542,420	6.07	367,009	6.05	662,945
Gifted & talented	Gifted & Talented/general ed	0.55	61,491	0.40	46,031	0.55	36,333	0.25	31,286
Intervention/Credit Recovery	Compensatory	0.93	13,447	0.70	93,231		0	1.11	161,554
Professional Development	Staff D, Qcomp, A&I, AIE, gen ed, lit aid,	3.90	1,109,723	3.70	757,973	3.70	646,235	3.70	920,946
Qcomp	QComp		449,043		491,458		87,474		498,977
Special Education	State & Federal special ed, general ed, M	53.38	4,514,735	54.41	4,940,034	49.66	3,183,141	51.70	5,420,688
Title I	Title I	2.13	192,025	1.65	208,105	1.74	137,769	2.07	254,055
Title II & IV	Title II	0.30	49,454	0.30	63,073	0.15	32,753	0.15	47,248
Title III	Title III	0.32	21,656	0.30	21,408	0.08	15,801	0.10	19,354
Total Component 2		74.36	7,973,940	78.77	8,536,268	72.96	5,021,597	75.73	9,165,162

Component *THREE* Summary

Programs	Funding Source	FY2024-25		FY2025-26				FY2026-27 Proposed Budget	
		Actual FTE	Actual \$	Budget FTE	Budget \$	YTD Actual FTE	Actual \$ as of 3.31.26	Budget FTE	Budget \$
Athletics	General, student fees	2.60	885,185	2.50	823,715	2.50	570,928	2.25	918,112
Building Safety	Safe schools levy, General	1.97	86,261	1.84	91,846	1.84	66,168	1.84	160,993
Co-Curricular Activities	General, student fees		28,369		34,999		5,246		4,362
Extracurricular Activites	General, student fees		82,229		81,620		63,349		79,230
Know the Truth	General		20,079		14,360		6,553		0
Mental Health	General, student support aid		28,111		8,898		20,000		11,083
Social Work Services	General, Compensatory	0.86	124,293	1.00	136,772	0.80	62,306	1.00	141,814
Total Component 3		5.43	1,254,528	5.34	1,192,211	5.14	794,550	5.09	1,315,594

Component *FOUR* Summary

		FY2024-25		FY2025-26				FY2026-27 Proposed Budget	
Departments	Funding Source	Actual FTE	Actual \$	Budget FTE	Budget \$	YTD Actual FTE	Actual \$ as of 3.31.26	Budget FTE	Budget \$
District Office	General Fund	6.59	1,775,730	7.13	1,794,569	7.60	1,271,269	8.93	2,333,168
Facilities	General Fund	13.68	2,029,830	13.35	2,070,252	12.52	1,437,948	13.15	2,083,227
Food Service	Food service	10.31	1,401,573	10.39	1,479,303	10.37	836,732	10.39	1,585,037
Health Services	General Fund	3.12	270,511	2.39	224,046	3.79	161,359	3.04	316,948
Technology	General Fund		485,578		624,173		406,112		503,662
Transportation	Transportation aid	3.81	1,705,073	3.70	1,821,829	2.13	1,087,595	4.09	1,854,535
Total Component 4		37.51	7,668,295	36.96	8,014,172	36.41	5,201,015	39.60	8,676,578

 Division of School Finance 400 NE Stinson Blvd Minneapolis, MN 55413		Long-Term Facility Maintenance Ten-Year Expenditure Application (LTFM) - Fund 01 and Fund 06 Projects Only										ED - 02478-11	
Instructions: Enter estimated, allowable LTFM expenditures (Fund 01 and/or Fund 06 only) under Minnesota Statutes 2024, section 123B.595, subd. 10. Enter by Uniform Financial and Accounting Reporting Standards (UFARS) finance code and by fiscal year in the cells provided.													
District Info. District Name: St. Anthony - New Brighton District Number: 0282-01 District Contact Name: Phan Tu Contact Phone #: 612-706-1007		DECAURC(D) Enter Information Date: 5/26/26 Email: ptu@sd282.org		District Info. (Mandatory) Enter Information									
Expenditure Categories													
Fiscal Year (FY) Ending June 30													
Health and Safety - this section excludes project costs in Category 2 of \$100,000 or more for which additional revenue is requested for Finance Codes 358, 363 and 366.													
Finance Code Category (1)													
347	Physical Hazards	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500		
349	Other Hazardous Materials	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000		
352	Environmental Health and Safety Management	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000	\$50,000		
358	Asbestos Removal and Encapsulation	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000	\$3,000		
363	Fire Safety	\$14,560	\$14,560	\$14,560	\$14,560	\$14,560	\$14,560	\$14,560	\$14,560	\$14,560	\$14,560		
366	Indoor Air Quality	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Total Health and Safety Capital Projects - Category (1)		\$84,060	\$84,060	\$84,060	\$84,060	\$84,060	\$84,060	\$84,060	\$84,060	\$84,060	\$84,060		
Health and Safety - Projects Costing \$100,000 or more per Project/Site/Year - Additional Revenue													
Finance Code Category (2)													
358	Asbestos Removal and Encapsulation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
363	Fire Safety	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
366	Indoor Air Quality	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Total Health and Safety Capital Projects \$100,000 or More - Category (2)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Remodeling for Approved Voluntary Pre-K under Minnesota Statutes, section 124D.151													
Finance Code Category 3 (a)													
355	Remodeling for prekindergarten (Pre-K) instruction approved by the commissioner	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Total Remodeling for Approved Voluntary Pre-K Projects - Category 3(a)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Remodeling for Gender-Neutral Single-User Restrooms													
Finance/Course Codes Category 3 (b) LTFM REVENUE EFFECTIVE FY 2025													
Finance Code 384 and Course Code 884 MUST USE BOTH													
Remodeling for gender-neutral single user restroom per site.													
Total Remodeling for Gender-Neutral Single User Projects - Category 3(b)		\$25,000	\$282,000	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Accessibility													
Finance Code Category (4)													
367	Accessibility	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Total Accessibility Projects - Category (4)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Deferred Capital Expenditures and Maintenance Projects													
Finance Code Category (5)													
368	Building Envelope	\$0	\$0	\$0	\$320,000	\$0	\$0	\$0	\$0	\$0	\$150,000		
369	Building Hardware and Equipment	\$110,000	\$5,000	\$0	\$0	\$320,000	\$350,000	\$50,000	\$0	\$0	\$90,000		
370	Electrical	\$0	\$40,000	\$0	\$400,000	\$0	\$50,000	\$0	\$0	\$500,000	\$75,000		
379	Interior Surfaces	\$26,000	\$135,000	\$0	\$90,000	\$150,000	\$0	\$0	\$95,000	\$0	\$0		
380	Mechanical Systems	\$0	\$5,000	\$0	\$0	\$0	\$120,000	\$175,000	\$0	\$0	\$0		
381	Plumbing	\$0	\$40,000	\$10,000	\$120,000	\$30,000	\$10,000	\$10,000	\$10,000	\$10,000	\$10,000		
382	Professional Services and Salary	\$30,000	\$30,000	\$30,000	\$30,000	\$120,000	\$30,000	\$30,000	\$30,000	\$30,000	\$30,000		
383	Roof Systems (normally below \$100,000 unless the school chooses not to receive additional revenue for \$100K or more roofing project/site/year - pending 2025 Legislation)	\$225,000	\$250,000	\$555,000	\$260,000	\$0	\$200,000	\$400,000	\$180,000	\$380,000	\$100,000		
384	Site Projects	\$80,000	\$90,000	\$50,000	\$0	\$0	\$0	\$364,000	\$261,000	\$0	\$125,052		
Total Deferred Capital Expenditures and Maintenance Projects - Category (5)		\$471,000	\$595,000	\$645,000	\$860,000	\$620,000	\$710,000	\$715,000	\$679,000	\$681,000	\$640,000		
Deferred Capital Expenditures for Roofing Projects - Additional Revenue for \$100,000 or more project/site/year													
Finance Code Category (6)													
383	Roofing Systems - pending 2025 Legislation and if passed effective FY 2027												
Total Deferred Capital Expense and Maintenance - Category (6)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		
Total Annual 10-Year Plan Expenditures		\$580,060	\$961,060	\$729,060	\$944,060	\$704,060	\$794,060	\$799,060	\$765,060	\$767,060	\$726,060		
Fund Balance Section													
Fund 01 Model Revenue													
FY 25 and 26 Revenue Projection													
FY 27 Revenue Projection Model Ten-Year Spreadsheet													
Beginning Fund Balance 01-467-XX													
LTFM Fiscal Year Revenue - Levy													
LTFM Fiscal Year Revenue - AID if applicable													
LTFM Fiscal Year Revenue Other													
LTFM Transfer IN from Fund 06 if applicable (see transfer guidance tab)													
LEVY Page 10, Line 421 LTFM Deduction for applicable Cooperative/Intermediate Member District Levy													
LTFM Transfer OUT from Fund 01 if applicable (see transfer guidance tab)													
LTFM Transfer OUT if applicable - Special Legislation													
LTFM Estimated Fiscal Year Expenditures													
Ending Fiscal Year Fund Balance 01-467-XX		\$631,775	\$445,535	\$491,295	\$322,055	\$392,815	\$373,575	\$349,335	\$359,095	\$366,855	\$415,615		
Fund 06													
Beginning Fund Balance 06-467-XX													
LTFM Fiscal Year Bonded Revenue													
LTFM Fiscal Year Revenue Other													
LTFM Transfer IN from Fund 01 if applicable (see transfer guidance tab)													
LTFM Transfer OUT from Fund 06 if applicable (see transfer guidance tab)													
Other Transfers													
LTFM Estimated Fiscal Year Expenditures													
Ending Fiscal Year Fund Balance 06-467-XX		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0		



**SCHOOL BOARD RESOLUTION
INDEPENDENT SCHOOL DISTRICT NO. 282
ADOPTING THE SCHOOL DISTRICT'S FISCAL YEAR (FY) 2028
LONG-TERM FACILITIES MAINTENANCE TEN-YEAR PLAN**


WHEREAS, to qualify for Long-Term Facilities Maintenance revenue, Minnesota Statutes 2023, section 123B.595, subd. 4 states a school district or intermediate district must annually adopt and approve a ten-year LTFM facilities plan by July 31 for commissioner approval.

WHEREAS, the school district has developed a ten-year Long-Term Facilities Maintenance plan consistent with this law.

School Board Member _____ moved for the resolution adoption and the motion was duly seconded by School Board Member _____ and, upon vote being thereon, the following voted in favor of the motion: And the following voted against _____.

THEREFORE, BE IT RESOLVED THAT, the School Board of Independent School District No. 282 approves and adopts the attached ten-year Long-Term Facilities Maintenance plan for FY 2028 on the _____ of _____, 2026.

SCHOOL BOARD CLERK SIGNATURE

 Division of School Finance 400 NE Stinson Blvd Minneapolis, MN 55413		Long-Term Facility Maintenance Ten-Year Expenditure Application (LTFM) - Fund 01 and Fund 06 Projects Only										ED - 02478-11
Instructions: Enter estimated, allowable LTFM expenditures (Fund 01 and/or Fund 06 only) under Minnesota Statutes 2024, section 123B.595, subd. 10. Enter by Uniform Financial and Accounting Reporting Standards (UFARS) finance code and by fiscal year in the cells provided.												
District Info. (REQUIRED) Enter Information		District Info. (REQUIRED) Enter Information										
District Name:	Northest Metro 916 Intermediate School District	Date:										
District Number:	916	Email:	mkumlien@916schools.org									
District Contact Name:	Mark Kumlien											
Contact Phone #:	651-415-5650											
Expenditure Categories												
		Fiscal Year (FY) Ending June 30										
		2026 (base year)	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036
Health and Safety - this section excludes project costs in Category 2 of \$100,000 or more for which additional revenue is requested for Finance Codes 358, 363 and 366.												
Finance Code	Category (1)											
347	Physical Hazards	\$38,650	\$33,650	\$38,650	\$33,650	\$38,650	\$33,650	\$46,150	\$41,150	\$46,150	\$41,100	\$46,100
349	Other Hazardous Materials	\$14,500	\$8,500	\$8,500	\$11,500	\$11,500	\$14,500	\$11,000	\$11,000	\$12,500	\$11,000	\$14,000
352	Environmental Health and Safety Management	\$95,800	\$96,800	\$97,800	\$98,800	\$99,800	\$100,800	\$109,300	\$109,300	\$109,300	\$113,800	\$113,800
358	Asbestos Removal and Encapsulation	\$0	\$0	\$2,000	\$0	\$0	\$2,000	\$2,500	\$2,500	\$2,500	\$2,500	\$2,500
363	Fire Safety	\$26,450	\$30,950	\$31,850	\$34,250	\$36,450	\$31,850	\$41,150	\$41,150	\$37,150	\$43,650	\$44,650
366	Indoor Air Quality	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500
Total Health and Safety Capital Projects - Category (1)		\$187,900	\$182,400	\$191,300	\$190,700	\$198,900	\$195,300	\$222,600	\$218,200	\$220,100	\$224,550	\$233,550
Health and Safety - Projects Costing \$100,000 or more per Project/Site/Year - Additional Revenue												
Finance Code	Category (2)											
358	Asbestos Removal and Encapsulation	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
363	Fire Safety	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
366	Indoor Air Quality	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Health and Safety Capital Projects \$100,000 or More - Category (2)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Remodeling for Approved Voluntary Pre-K under Minnesota Statutes, section 124D.151												
Finance Code	Category 3 (a)											
355	Remodeling for prekindergarten (Pre-K) instruction approved by the commissioner.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Remodeling for Approved Voluntary Pre-K Projects - Category 3(a)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Remodeling for Gender-Neutral Single-User Restrooms												
Finance/Course Codes	Category 3 (b) LTFM REVENUE EFFECTIVE FY 2025											
Finance Code 384 and Course Code 684 MUST USE BOTH	Remodeling for gender-neutral single user restroom per site.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Remodeling for Gender-Neutral Single User Projects - Category 3(b)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Finance Code	Category (4)											
367	Accessibility	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Accessibility Projects - Category (4)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Deferred Capital Expenditures and Maintenance Projects												
Finance Code	Category (5)											
368	Building Envelope	\$21,500	\$196,500	\$196,500	\$21,500	\$21,500	\$21,500	\$28,500	\$28,500	\$178,500	\$28,500	\$28,500
369	Building Hardware and Equipment	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000	\$4,000
370	Electrical	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
379	Interior Surfaces	\$179,700	\$24,700	\$74,700	\$99,700	\$179,700	\$179,700	\$75,700	\$75,700	\$25,700	\$218,100	\$238,100
380	Mechanical Systems	\$40,000	\$160,000	\$50,000	\$20,000	\$0	\$0	\$0	\$0	\$0	\$800,000	\$0
381	Plumbing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
382	Professional Services and Salary	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
383	Roof Systems (normally below \$100,000 unless the school chooses not to receive additional revenue for \$100K or more roofing project/site/year)	\$14,000	\$14,000	\$14,000	\$614,000	\$14,000	\$14,000	\$17,000	\$17,000	\$17,000	\$16,000	\$16,000
384	Site Projects	\$20,000	\$16,000	\$70,000	\$71,000	\$20,000	\$16,000	\$20,000	\$16,000	\$20,000	\$365,000	\$365,000
Total Deferred Capital Expenditures and Maintenance Projects - Category (5)		\$279,200	\$415,200	\$409,200	\$830,200	\$239,200	\$235,200	\$145,200	\$141,200	\$245,200	\$1,431,600	\$651,600
Deferred Capital Expenditures for Roofing Projects - Additional Revenue for \$100,000 or more project/site/year												
Finance Code	Category (6)											
383	Roofing Systems - effective FY 2027											
Total Deferred Capital Expense and Maintenance - Category (6)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total Annual 10-Year Plan Expenditures		\$467,100	\$597,600	\$600,500	\$1,020,900	\$438,100	\$430,500	\$367,800	\$359,400	\$465,300	\$1,656,150	\$885,150
Fund Balance Section		FY 26 and 27 Revenue Projection Model Revenue			FY 28 Revenue Projection Model Ten-Year Spreadsheet							
Fund 01												
Beginning Fund Balance 01-467-XX		\$736,511	\$867,011	\$869,911	\$1,290,311	\$707,511	\$699,911	\$637,211	\$628,811	\$734,711	\$1,925,561	\$1,154,561
LTFM Fiscal Year Revenue - Levy		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Fiscal Year Revenue - AID if Applicable		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Fiscal Year Revenue Other		\$597,600	\$600,500	\$1,020,900	\$438,100	\$430,500	\$367,800	\$359,400	\$465,300	\$1,656,150	\$885,150	\$414,350
LTFM Transfer IN from Fund 06 if applicable (see transfer guidance tab)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LEVY Page 10, Line 421	LTFM Deduction for applicable Cooperative/Intermediate Member District Levy	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Transfer OUT from Fund 01 if applicable (see transfer guidance tab)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Transfer OUT if applicable - Special Legislation		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Estimated Fiscal Year Expenditures		\$467,100	\$597,600	\$600,500	\$1,020,900	\$438,100	\$430,500	\$367,800	\$359,400	\$465,300	\$1,656,150	\$885,150
Ending Fiscal Year Fund Balance 01-467-XX		\$867,011	\$869,911	\$1,290,311	\$707,511	\$699,911	\$637,211	\$628,811	\$734,711	\$1,925,561	\$1,154,561	\$683,761
Fund 06												
Beginning Fund Balance 06-467-XX		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Fiscal Year Bonded Revenue		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Fiscal Year Revenue Other		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Transfer IN from Fund 01 if applicable (see transfer guidance tab)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Transfer OUT from Fund 06 if applicable (see transfer guidance tab)		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other Transfers		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
LTFM Estimated Fiscal Year Expenditures		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Ending Fiscal Year Fund Balance 06-467-XX		\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
End of worksheet												

EXTRACT OF MINUTES OF MEETING
OF SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 282
(St Anthony-New Brighton)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a School Board meeting of School District No. 282, State of Minnesota, was held on _____(date), at _____(time), for the purpose, in part, of approving the FY 2028 Long-Term Facility Maintenance budget and authorizing the inclusion of a proportionate share of Northeast Metro 916 Intermediate School District's long-term facility maintenance projects in the district's application for long-term facility maintenance.

Member _____ introduced the following resolution and moved its adoption:

Resolution approving Northeast Metro 916 Intermediate School District's long-term facility maintenance program budget and authorizing the inclusion of a proportionate share of those projects in the district's application for fiscal year (FY) 2028 long-term facility maintenance revenue.

BE IT RESOLVED by the School Board of School District No. 282, State of Minnesota, as follows:

1. The school board of Northeast Metro 916 Intermediate School District has approved a long-term facility maintenance program budget for its facilities for the 2027-2028 school year (Pay 2027 Levy) in the amount of \$600,500 of which School District No. 282's proportionate share is \$10,885.00 for pay as you go projects. The various components of this program budget are attached hereto and are incorporated herein by reference. Said budget is hereby approved.
2. Minnesota Statutes, Section 123B.595, subdivision 3, provides that if an intermediate school district's long-term facility maintenance budget is approved by the school boards of each of the intermediate school district's member school districts, each member district may include its proportionate share of the costs of the intermediate school district program in its long-term facility maintenance revenue application.
3. The proportionate share of the costs of the intermediate school district's long-term facility maintenance program for each member school district to be included in its application shall be determined by utilizing a blended rate where 25% of the rate is determined by multiplying the total cost of the intermediate school district long-term facility maintenance program times the ratio of the member school district's net tax capacity to the total net tax capacity and 75% of the rate is determined by multiplying the total cost of the intermediate school district long-term facility maintenance program times the ratio of APU by member district to the total APU. The inclusion of this proportionate share in the district's long-term facility maintenance revenue application

for fiscal year 2028 is hereby approved, subject to approval by the Commissioner of Education. Upon receipt of the proportionate share of long-term facility maintenance revenue attributable to the intermediate school district program, the district shall promptly pay to the intermediate school district the applicable aid or levy proceeds.

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

And the following voted against:

WHEREUPON said resolution was approved and adopted by the school board of School District No. 282.

STATE OF MINNESOTA

COUNTY OF _____

I, the undersigned, being the duly qualified and acting Clerk of School District No. 282, State of Minnesota, hereby certify that I have carefully compared the attached and foregoing extract of minutes of a meeting of Independent School District No. 282 held on the date therein indicated, with the original of said minutes on file in my office, and the same is a full, true and complete transcript insofar as the same relates to the approval of Northeast Metro 916 Intermediate School District's long-term facility maintenance program budget and authorizing the inclusion of a proportionate share of the School District's long-term facility maintenance projects in the district's application for long-term facility maintenance revenue.

WITNESS MY HAND officially as such Clerk on _____(date).

Clerk

Independent School District No. 282



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2100 Freeway Boulevard, Brooklyn Center, Minnesota 55430-1735 | (763) 560-2262, FAX (763) 569-0499 | www.mshsl.org

Summer 2026

Dear Head of School and Board Members,

The League is excited to invite you to continue your membership in the Minnesota State High School League or join our League for the first time. The athletic programs and fine arts activities, along with the presenting partnerships we offer, are incredibly important to so many, and we look forward to partnering with your school in maintaining outstanding opportunities for students. Please read on to learn more about what it means to approve your Resolution for Membership.

This past year, the League made one of the most monumental changes in its history in expanding programming to all 9th grade students and programs. Throughout the year, our Member Schools did great work in implementing this new requirement and expanding the reach of our programming. In confirming your membership, your school leadership commits to full implementation and compliance with all bylaws, policies and rules. You also commit to the primary principle that all activities are to be fully education-based. This means that the purpose of the activities is to educate and develop students above all else and to have all who participate in the programs be full-time students. As a result, your students, coaches, directors and community members enjoy the opportunity to participate with over 600 other Member Schools in as many as 51 different programs.

In preparation for approval and completion of your Resolution for Membership, please take a few minutes to review the League's founding purposes, mission and beliefs, as these are the glue that holds all Member Schools together. Please see the attached document that has been a standard in the League for many years. These important pillars are more than just words on a page; they drive the actions of all members of the League and provide the foundation for the decisions and the leadership choices the League makes every year.

The Minnesota State High School League is focused on support and leadership for our Member Schools. Beyond our state tournaments and fine arts festivals and competitions, this past year the League provided education to over 25,000 coaches and fine arts directors and certified eligibility for over 8,000 officials and fine arts judges. At the same time, the League continues to provide leadership in establishing new and updated bylaws, policies and rules with the support of its membership. Together, our membership remains strong and is a supportive network to all Member Schools. The appetite in our communities for education-based activities continues to be incredible and reinforces the fact that the ultimate goal of providing opportunities for as many students as possible is the right path.

This past year has been filled with incredible excitement in all League programs. The spotlight on Debate as it celebrated its 125th Annual Debate State Tournament highlights the lengthy traditions that are part of the League. We also expanded the wrestling tournament by an additional half day to grow the number of girls participants and provide full wrestlebacks for our qualifiers. Highlighting 50 years of girls basketball is another marker in the growing traditions of many of our girls sports. With a robust and equitable offering of programs, girls in our schools have more choices than they ever have.

As we prepare for the coming year, it's important to know that the League has a strong foundational financial base and yet, it should be no surprise to our schools that the rising costs in many areas create additional challenges in meeting budgets. The League aggressively negotiates with our excellent venue partners to have access to great facilities at the most affordable price. The cost of insurance is also growing significantly and given that the League provides catastrophic accident, postseason medical and concussion insurance to all participants, this is also significant in our budget.

Through the work of an excellent financial committee, the League established a clear model for identifying the membership support required of our Member Schools. Within that plan, the League credits membership dues when revenues exceed expenses. Through this plan the League has been able to reduce membership dues, each of the last four years. With attendance at our state tournaments being slightly less than the recent record-setting numbers, the increasing cost of venues, insurance and operations are having an impact. While we again expect a membership credit, it is projected to be less than last few years' amount. At the same time, we see the majority of our administrative regions providing financial support back to schools at year end, which is also helpful to Member Schools.

The League recognizes the changing landscape in education, as the number of educational models for students across the state continues to grow. We actively study and establish governance for these education approaches, regardless of the model. Recent work in this space indicates that a change is scheduled for the 2027-2028 school year with enrolled online students in public districts being eligible in their district of enrollment.

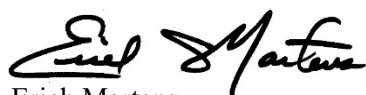
The leadership that the League provides also extends to our students as we look forward to our fifth year of statewide leadership and character events titled "Together We Make a Difference." Thanks to the committed partnership of our state associations; MSBA, MASA, MASSP, MNIAAAA, and MSHSCA we have provided behavioral expectations for students and schools and energized student and staff leaders in making these a reality in our events. These highly engaging, student-energized conferences are designed to bring students together and establish safe, respectful and inclusive contests and events for all participants. In addition, we expect these current and future leaders to bring the concepts and approaches back to their school and community and improve the culture in their school, also expect that these current and future leaders will bring the concepts and approaches back to their school and community and improve the culture in their school, at their contests and within their programs.

We truly appreciate all of our Member Schools and recognize that, even as some schools are consolidating or encountering challenges, our membership now exceeds 600 Member Schools annually. This signals the strength of our League and the quality of the experiences that our students have. We greatly appreciate all those in your school who make these opportunities for your students a reality. We appreciate our longtime members and our newest members equally and welcome all to the Minnesota State High School League, a statewide community that shares the same beliefs, responsibilities and opportunities and also moves us forward.

As you prepare to declare your commitment to membership and provide access to over 50 available fine arts and sports through the Minnesota State High School League, we ask each Member School and board to more clearly understand the depth of the League and recognize your role in leading within your school, your community, your conference and your section as we prepare for an outstanding 2026–2027 school year. Should you have any questions related to participation in the Minnesota State High School League, please reach out to our League Office or to me personally and we will do our best to serve our members. Thank you for all you have done to make the 2025-2026 school year a great one and the League is looking forward to beginning our new school year with the first day of practice on August 17.

Have an outstanding year!

Sincerely,



Erich Martens
Executive Director



FOUNDING PURPOSES

The Minnesota State High School League is organized for the following educational purposes:

1. To provide, promote, extend, manage and administer a program of activities for youth of the schools of the state on subsection, section and state levels in the fields of athletics, speech, music and dramatics on a competitive basis, as well as such other curricular and extracurricular activities as may from time to time be sponsored by the schools of Minnesota.
2. To establish uniform and equitable rules for youth in inter-school activities.
3. To elevate standards of sportsmanship and to encourage the growth of responsible citizenship among the students, member schools and their personnel.
4. To protect youth, member schools and their personnel from exploitation by special interest groups.
5. To provide mutual benefit and relief plans for the assistance of school students injured in athletic events or supervised school activities in meeting medical and hospital expenses incurred by reason of such injuries.
6. To serve the best interests of member schools and their students by providing a medium of cooperation and coordination in educational fields of endeavor and a series of related activities on a state-wide basis, which they individually could not achieve or accomplish for their students and which aid and assist the schools in maintaining a constantly improved program.

MISSION STATEMENT

The Minnesota State High School League provides educational opportunities for students through interscholastic athletic and fine arts programs and provides leadership and support for member schools.

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BELIEFS

We believe that...

- Participation in school activity programs is a privilege and not a right.
- Sportsmanship needs to have a constant presence in all school-based activity programs.
- Students should have an equal opportunity to participate in all activities offered by their school.
- Ethical behavior, dignity and respect are non-negotiable.
- Student participants who choose to be chemically free must be supported.
- Collaborative relationships with parents enhance a school's opportunity to positively impact student success.
- Academic priorities must come before participation in athletic or fine arts activities.
- Positive role models and an active involvement in a student's life by parents and others are critical to student success.
- High school activity programs are designed for student participants, and adults must serve in a supportive role.
- The success of the team is more important than individual honors.
- Compliance with school, community and League rules is essential for all activity participants.
- Participation in school-sponsored activities must be inclusive, not exclusive.
- Ethical behavior, fairness, and embracing diversity best serve students and school communities.



**2026-2027 RESOLUTION FOR MEMBERSHIP
IN THE MINNESOTA STATE HIGH SCHOOL LEAGUE
Membership Renewal Form**

This form must be completed once for each school in the district.

Must be completed and submitted to MSHSL NOT LATER THAN JULY 31, 2026. Retain one copy for the school files.

RESOLVED, that the Governing Board or Entity of _____ (Name of School) located in the State of Minnesota delegates the control, supervision and regulation of interscholastic activities and athletics (referred to in MN Statutes, Section 128C.01) to the Minnesota State High School League, and so hereby certifies to the State Commissioner of Education as provided for by Minnesota Statutes.

FURTHER RESOLVED, that the school listed is authorized by this, the Governing Board of said school district or school to renew its membership in the Minnesota State High School League; and to participate in the approved interscholastic activities and athletics sponsored by said League and its various subdivisions.

FURTHER RESOLVED, that this Governing Board or Entity hereby adopts the Constitution, Bylaws, Policies, Rules and Regulations of said League and all amendments thereto as the same as are published in the latest edition of the League's *Official Handbook*, on file at the office of the school district or school, or as appears on the League's website, as the minimum standards governing participation in said League-sponsored activities and athletics. Further, the administration and responsibility for determining student eligibility and for the supervision of such activities and athletics are assigned to the official representatives identified by this Governing Board or Entity.

Signing this Resolution for Membership affirms that this Governing Board has reviewed all required membership materials provided by the League which defines the purpose and value of education-based activity and athletic and programs and defines each member school's responsibilities.

Member schools must develop and publicize administrative procedures to address eligibility suspensions related to Student Code of Responsibilities (Bylaw 206.2) violations for students participating in activity and athletic programs by member schools.

The above Resolution was adopted by the Governing Board or Entity of this school or district and is recorded in the official minutes of said Board and hereby is certified to the State Commissioner of Education as provided for by law.

The following is taken from the MSHSL Constitution:

208.00 LOCAL CONTROL

208.01 Designated School Representatives

At the beginning of the League's fiscal year, the governing board of each member school shall designate two (2) representatives who are authorized to vote for the member school at all district, region and section meetings and on mail ballots where member schools are called upon to vote.

One of the designated representatives shall be a member of the school's governing board and the other shall be an administrator or full-time faculty member of the member school.

In school districts with multiple schools, the designated representative from the school district's governing body may represent more than one school and is entitled to one vote for each school they represent.

208.02 Designated Activity Representatives

At the beginning of the League's fiscal year, the governing board of each member school shall select individuals to represent its school in the following areas: (a) boys sports; (b) girls sports; (c) speech; and (d) music.

208.03 Local Advisory Committee

Each school is urged to form an advisory committee for League activities. Committee membership is not limited to but shall include a school board member, a student, a parent, and a faculty member, to advise the designated school representatives on all matters relating to the school's membership in the MSHSL.

Name of School (Please Print)

208.01 VOTE ON BEHALF OF THE HIGH SCHOOL

(Designated School Board Member – please print)

(Designated School Representative – please print)

Email Address

Email Address

208.02 ACTIVITY REPRESENTATIVES

(Boys Sports – please print)

(Girls Sports – please print)

(Speech – please print)

(Music – please print)

208.03 LOCAL ADVISORY COMMITTEE MEMBERS

(Board Member—please print)

(Student—please print)

(Parent—please print)

(Faculty Member—please print)

(Mailing Representative—please print)

The Mailing Representative is the person to whom mailings go. This is usually the Activity Director.

Print Name: _____
(Clerk/Secretary - Local Governing Board)

Print Name: _____
(Superintendent or Head of School)

Signed: *Signature required*

(Clerk/Secretary - Local Governing Board)

electronically through DocuSign

Date: _____

Signed: *Signature required*

(Superintendent or Head of School)

electronically through DocuSign

Date: _____

Policy No. 2026-06

Education Identity and Access Management Board Resolution

The Minnesota Department of Education (MDE), Professional Educator Licensing Standards Board (PELSB), and Office of Higher Education (OHE) require annual designation of an Identified Official with Authority (IOwA) for each local educational agency that uses the Education Identity and Access Management (EDIAM) system. The IOwA is responsible for authorizing, reviewing, and recertifying user access for their local educational agency in accordance with the State of Minnesota Enterprise Identity and Access Management Standard, which states that all user access rights to Minnesota state systems must be reviewed and recertified at least annually. The IOwA will authorize user access to State of Minnesota Education secure systems in accordance with the user’s assigned job duties, and will revoke that user’s access when it is no longer needed to perform their job duties.

Your school board or equivalent governing board must designate an IOwA to authorize user access to State of Minnesota Education secure websites for your organization. This EDIAM board resolution must be completed and submitted to the Minnesota Department of Education annually, as well as any time there is a change in the assignment of the Identified Official with Authority.

It is strongly recommended that only one person at the local educational agency or organization (the superintendent or exec. director) is designated as the IOwA. The IOwA will grant the IOwA Proxy role(s).

Designation of the Identified Official with Authority for Education Identity and Access Management

Organization Name: St. Anthony- New Brighton School District ISD 282

6-Digit or 9-Digit Organization Number (e.g. 1234-01 or 1234-01-000): 0282-01

Superintendent or Exec. Director Name: Renee Corneille

Will act as the IOwA? Yes No

If no, identify below the individual who will act as the IOwA for your organization.

The Superintendent or Exec. Director recommends the Board authorize the below named individual(s) to act as the Identified Official with Authority (IOwA) for this organization:

Print Name: Hope Fagerland

Title: Assistant Superintendent

Board Member Signature:

Name/Title: _____

Date: _____

Once the EDIAM Board Resolution is completed, scan and email it to: useraccess.mde@state.mn.us

Original 2009
Rev. December 1, 2015
Rev. June 2026
Local control/recommended

423 EMPLOYEE - STUDENT RELATIONSHIPS

I. PURPOSE

The school district is committed to an educational environment in which all students are treated with respect and dignity. Every school district employee is to provide students with appropriate guidance, understanding, and direction while maintaining a standard of professionalism and acting within accepted standards of conduct.

II. GENERAL STATEMENT OF POLICY

- A. This policy applies to all school district employees at all times, whether on or off duty and on or off of school district locations.
- B. At all times, students will be treated by teachers and other school district employees with respect, courtesy, and consideration and in a professional manner. Each school district employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must be and remain on a teacher-student basis or an employee-student basis.
- C. Teachers must be mindful of their inherent positions of authority and influence over students. Similarly, other school district employees also may hold positions of authority over students of the school district and must be mindful of their authority and influence over students.
- D. Sexual relationships between school district employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.
- E. Other actions that violate this policy include, but are not limited to, the following:
 - 1. Dating students.
 - 2. Having any interaction/activity of a sexual nature with a student.
 - 3. Committing or attempting to induce students or others to commit an illegal act or act of immoral conduct which may be harmful to others or bring discredit to the school district.
 - 4. Supplying alcohol or any illegal substance to a student, allowing a student

access to such substances, or failing to take reasonable steps to prevent such access from occurring.

- F. School district employees shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships.

[Note: Such safeguards may include the following: avoiding altogether or minimizing physical contact, keeping doors open when talking or meeting with students one-on-one, and/or making sure that such meetings with a student take place in rooms with windows and/or others nearby.]

- G. Excessive informal and social involvement with individual students is unprofessional, is not compatible with employee-student relationships, and is inappropriate.
- H. School district employees will adhere to applicable standards of ethics and professional conduct in Minnesota law.

III. REPORTING AND INVESTIGATION

- A. Complaints and/or concerns regarding alleged violations of this policy shall be handled in accordance with Policy 103 (Complaints – Students, Employees, Parents, Other Persons) unless other specific complaint procedures are provided within any other policy of the school district.
- B. All employees shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

IV. SCHOOL DISTRICT ACTION

Upon receipt of a report, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. It also may include reporting to appropriate state or federal authorities, including the Minnesota Professional Educator Licensing and Standards Board or the appropriate licensing authority and appropriate agencies responsible for investigating reports of maltreatment of minors and/or vulnerable adults. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and school district policies.

V. SCOPE OF LIABILITY

Employees are placed on notice that if an employee acts outside the performance of the duties of the position for which the employee is employed or is guilty of malfeasance, willful neglect of duty, or bad faith, the school district is not required to defend and indemnify the employee for damages in school-related litigation.

Legal References: Minn. Stat. § 13.43, Subd. 16 (Personnel Data)
Minn. Stat. § 122A.20, Subd. 2 (Suspension or Revocation of Licenses)
Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Employment; Contracts; Termination)
Minn. Stat. §§ 609.341-609.352 (Defining “intimate parts” and “position of authority” as well as detailing various sex offenses)
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)
Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

Cross References: MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons)
MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee, or Student)
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
MSBA/MASA Model Policy 421 (Gifts to Employees and School Board Members)
MSBA/MASA Model Policy 507 (Corporal Punishment)

Adopted: 2017
Revised: 2023
Rev: October 2024
Rev. October 2025
Rev. June 2026
Mandatory - Annual

722 PUBLIC DATA AND DATA SUBJECT REQUESTS

I. PURPOSE

The school district recognizes its responsibility relative to the collection, maintenance, and dissemination of public data as provided in state statutes.

II. GENERAL STATEMENT OF POLICY

The school district will comply with the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes chapter 13 (MGDPA), and Minnesota Rules parts 1205.0100-1205.2000 in responding to requests for public data.

III. DEFINITIONS

- A. **Confidential Data on Individuals**
Data made not public by statute or federal law applicable to the data and are inaccessible to the individual subject of those data.
- B. **Data on Individuals**
All government data in which any individual is or can be identified as the subject of that data, unless the appearance of the name or other identifying data can be clearly demonstrated to be only incidental to the data and the data are not accessed by the name or other identifying data of any individual.
- C. **Data Practices Compliance Officer**
The data practices compliance official is the designated employee of the school district to whom persons may direct questions or concerns regarding problems in obtaining access to data or other data practices problems. The responsible authority may be the data practices compliance official.
- D. **Government Data**
All data collected, created, received, maintained or disseminated by any government entity regardless of its physical form, storage media or conditions of use.

- E. **Individual**
“Individual” means a natural person. In the case of a minor or an incapacitated person as defined in Minnesota Statutes section 524.5-102, subdivision 6, “individual” includes a parent or guardian or an individual acting as a parent or guardian in the absence of a parent or guardian, except that the responsible authority shall withhold data from parents or guardians, or individuals acting as parents or guardians in the absence of parents or guardians, upon request by the minor if the responsible authority determines that withholding the data would be in the best interest of the minor.
- F. **Inspection**
“Inspection” means the visual inspection of paper and similar types of government data. Inspection does not include printing copies by the school district, unless printing a copy is the only method to provide for inspection of the data.
- For data stored in electronic form and made available in electronic form on a remote access basis to the public by the school district, inspection includes remote access to the data by the public and the ability to print copies of or download the data on the public’s own computer equipment.
- G. **Not Public Data**
Any government data classified by statute, federal law, or temporary classification as confidential, private, nonpublic, or protected nonpublic.
- H. **Nonpublic Data**
Data not on individuals made by statute or federal law applicable to the data: (a) not accessible to the public; and (b) accessible to the subject, if any, of the data.
- I. **Private Data on Individuals**
Data made by statute or federal law applicable to the data: (a) not public; and (b) accessible to the individual subject of those data.
- J. **Protected Nonpublic Data**
Data not on individuals made by statute or federal law applicable to the data (a) not public and (b) not accessible to the subject of the data.
- K. **Public Data**
All government data collected, created, received, maintained, or disseminated by the school district, unless classified by statute, temporary classification pursuant to statute, or federal law, as nonpublic or protected nonpublic; or, with respect to data on individuals, as private or confidential.
- L. **Public Data Not on Individuals**
Data accessible to the public pursuant to Minnesota Statutes section 13.03.
- M. **Public Data on Individuals**
Data accessible to the public in accordance with the provisions of section 13.03.

- N. **Responsible Authority**
The individual designated by the school board as the individual responsible for the collection, use, and dissemination of any set of data on individuals, government data, or summary data, unless otherwise provided by state law. Until an individual is designated by the school board, the responsible authority is the superintendent.
- O. **Summary Data**
Statistical records and reports derived from data on individuals but in which individuals are not identified and from which neither their identities nor any other characteristic that could uniquely identify an individual is ascertainable. Unless classified pursuant to Minnesota Statutes section 13.06, another statute, or federal law, summary data is public.

IV. REQUESTS FOR PUBLIC DATA

- A. All requests for public data must be made in writing directed to the responsible authority.
1. A request for public data must include the following information:
 - a. Date the request is made;
 - b. A clear description of the data requested;
 - c. Identification of the form in which the data is to be provided (e.g., inspection, copying, both inspection and copying, etc.); and
 - d. Method to contact the requestor (such as phone number, address, or email address).
 2. Unless specifically authorized by statute, the school district may not require persons to identify themselves, state a reason for, or justify a request to gain access to public government data. A person may be asked to provide certain identifying or clarifying information for the sole purpose of facilitating access to the data.
 3. The identity of the requestor is public, if provided, but cannot be required by the government entity.
 4. The responsible authority may seek clarification from the requestor if the request is not clear before providing a response to the data request.
- B. The responsible authority will respond to a data request at reasonable times and places as follows:
1. The responsible authority will notify the requestor in writing as follows:

- a. The requested data does not exist; or
 - b. The requested data does exist but either all or a portion of the data is not accessible to the requestor; or
 - 1) If the responsible authority determines that the requested data is classified so that access to the requestor is denied, the responsible authority will inform the requestor of the determination in writing, as soon thereafter as possible, and shall cite the specific statutory section, temporary classification, or specific provision of federal law on which the determination is based.
 - 2) Upon the request of a requestor who is denied access to data, the responsible authority shall certify in writing that the request has been denied and cite the specific statutory section, temporary classification, or specific provision of federal law upon which the denial was based.
 - c. The requested data does exist and provide arrangements for inspection of the data, identify when the data will be available for pick-up, or indicate that the data will be sent by mail. If the requestor does not appear at the time and place agreed upon for inspection of the data or the data is not picked up within five (5) business days after the agreed upon date for inspection, the school district will conclude that the data is no longer wanted and will consider the request suspended.
2. The school district's response time may be affected by the size and complexity of the particular request, including necessary redactions of the data, and also by the number of requests made within a particular period of time.
 3. The school district will provide an explanation of technical terminology, abbreviations, or acronyms contained in the responsive data on request.
 4. The school district is not required by the MGDPA to create or collect new data in response to a data request, or to provide responsive data in a specific form or arrangement if the school district does not keep the data in that form or arrangement.
 5. The school district is not required to respond to questions that are not about a particular data request or requests for data in general.
- C. If the school district notifies the requesting person that responsive data or copies are available for inspection or collection, and the requesting person does not inspect the data or collect the copies within five business days of the agreed upon inspection date, the school district may suspend any further response to the request until the requesting person inspects the data that has been made available, or collects and pays for the

copies that have been produced.

V. REQUEST FOR SUMMARY DATA

- A. A request for the preparation of summary data shall be made in writing directed to the responsible authority.
 - 1. A request for the preparation of summary data must include the following information:
 - a) Date the request is made;
 - b) A clear description of the data requested;
 - c) Identify the form in which the data is to be provided (e.g., inspection, copying, both inspection and copying, etc.); and
 - d) Method to contact requestor (phone number, address, or email address).
- B. The responsible authority will respond within ten (10) business days of the receipt of a request to prepare summary data and inform the requestor of the following:
 - 1. The estimated costs of preparing the summary data, if any; and
 - 2. The summary data requested; or
 - 3. A written statement describing a time schedule for preparing the requested summary data, including reasons for any time delays; or
 - 4. A written statement describing the reasons why the responsible authority has determined that the requestor's access would compromise the private or confidential data.
- C. The school district may require the requestor to pre-pay all or a portion of the cost of creating the summary data before the school district begins to prepare the summary data.

VI. DATA BY AN INDIVIDUAL DATA SUBJECT

- A. Collection and storage of all data on individuals and the use and dissemination of private and confidential data on individuals shall be limited to that necessary for the administration and management of programs specifically authorized by the legislature or local governing body or mandated by the federal government.
- B. Private or confidential data on an individual shall not be collected, stored, used, or disseminated by the school district for any purposes other than those stated to the

individual at the time of collection in accordance with Minnesota Statutes section 13.04, except as provided in Minnesota Statutes section 13.05, subdivision 4.

- C. Upon request to the responsible authority or designee, an individual shall be informed whether the individual is the subject of stored data on individuals, and whether it is classified as public, private or confidential. Upon further request, an individual who is the subject of stored private or public data on individuals shall be shown the data without any charge and, if desired, shall be informed of the content and meaning of that data.
- D. After an individual has been shown the private data and informed of its meaning, the data need not be disclosed to that individual for six (6) months thereafter unless a dispute or action pursuant to this section is pending or additional data on the individual has been collected or created.
- E. The responsible authority or designee shall provide copies of the private or public data upon request by the individual subject of the data. The responsible authority or designee may require the requesting person to pay the actual costs of making and certifying the copies.
- F. The responsible authority or designee shall comply immediately, if possible, with any request made pursuant to this subdivision, or within ten (10) days of the date of the request, excluding Saturdays, Sundays and legal holidays, if immediate compliance is not possible.
- G. An individual subject of the data may contest the accuracy or completeness of public or private data. To exercise this right, an individual shall notify in writing the responsible authority describing the nature of the disagreement. The responsible authority shall within 30 days either: (1) correct the data found to be inaccurate or incomplete and attempt to notify past recipients of inaccurate or incomplete data, including recipients named by the individual; or (2) notify the individual that the authority believes the data to be correct. Data in dispute shall be disclosed only if the individual's statement of disagreement is included with the disclosed data.
- H. The determination of the responsible authority may be appealed pursuant to the provisions of the Administrative Procedure Act relating to contested cases. Upon receipt of an appeal by an individual, the Commissioner of the Minnesota Department of Administration ("Commissioner") shall, before issuing the order and notice of a contested case hearing required by Minnesota Statutes chapter 14, try to resolve the dispute through education, conference, conciliation, or persuasion. If the parties consent, the commissioner may refer the matter to mediation. Following these efforts, the commissioner shall dismiss the appeal or issue the order and notice of hearing.
- I. Data on individuals that have been successfully challenged by an individual must be completed, corrected, or destroyed by a government entity without regard to the requirements of Minnesota Statutes section 138.17.

- J. After completing, correcting, or destroying successfully challenged data, the school district may retain a copy of the Commissioner's order issued under Minnesota Statutes chapter 14 or, if no order were issued, a summary of the dispute between the parties that does not contain any particulars of the successfully challenged data.

VII. REQUESTS FOR DATA BY AN INDIVIDUAL SUBJECT OF THE DATA

- A. All requests for individual subject data must be made in writing directed to the responsible authority.
- B. A request for individual subject data must include the following information:
 - 1. Statement that one is making a request as a data subject for data about the individual or about a student for whom the individual is the parent or guardian;
 - 2. Date the request is made;
 - 3. A clear description of the data requested;
 - 4. Proof that the individual is the data subject or the data subject's parent or guardian;
 - 5. Identification of the form in which the data is to be provided (e.g., inspection, copying, both inspection and copying, etc.); and
 - 6. Method to contact the requestor (such as phone number, address, or email address).
- C. The identity of the requestor of private data is private.
- D. The responsible authority may seek clarification from the requestor if the request is not clear before providing a response to the data request.
- E. Policy 515 (Protection and Privacy of Pupil Records) addresses requests of students or their parents for educational records and data.

VIII. COSTS

- A. Public Data
 - 1. The school district will charge for copies provided as follows:
 - a. One hundred (100) or fewer pages of black and white, letter or legal sized paper copies will be charged at 25 cents for a one-sided copy or 50 cents for a two-sided copy.

b. More than one hundred (100) pages or copies on other materials are charged based upon the actual cost of searching for and retrieving the data and making the copies or electronically sending the data, unless the cost is specifically set by statute or rule.

(1) The actual cost of making copies includes employee time, the cost of the materials onto which the data is copied (paper, CD, DVD, etc.), and mailing costs (if any).

(2) Also, if the school district does not have the capacity to make the copies, e.g., photographs, the actual cost paid by the school district to an outside vendor will be charged.

2. All charges must be paid for in cash or check in advance of receiving the copies.

B. Summary Data

1. Any costs incurred in the preparation of summary data shall be paid by the requestor prior to preparing or supplying the summary data.

2. The school district may assess costs associated with the preparation of summary data as follows:

a. The cost of materials, including paper, the cost of the labor required to prepare the copies, any schedule of standard copying charges established by the school district, any special costs necessary to produce such copies from a machine-based record-keeping system, including computers and microfilm systems;

b. The school district may consider the reasonable value of the summary data prepared and, where appropriate, reduce the costs assessed to the requestor.

C. Data Belonging to an Individual Subject

1. The responsible authority or designee may require the requesting person to pay the actual costs of making and certifying the copies.

The responsible authority shall not charge the data subject any fee in those instances where the data subject only desires to view private data.

The responsible authority or designee may require the requesting person to pay the actual costs of making and certifying the copies. Based on the factors set forth in Minnesota Rule 1205.0300, subpart 4, the school district determines that a reasonable fee would be the charges set forth in section VIII.A of this policy that apply to requests for data by the public.

2. The school district may not charge a fee to search for or to retrieve educational records of a child with a disability by the child's parent or guardian or by the child upon the child reaching the age of majority.

IX. ANNUAL REVIEW AND POSTING

- A. The responsible authority shall prepare a written data access policy and a written policy for the rights of data subjects (including specific procedures the school district uses for access by the data subject to public or private data on individuals). The responsible authority shall update the policies no later than August 1 of each year, and at any other time as necessary to reflect changes in personnel, procedures, or other circumstances that impact the public's ability to access data.
- B. Copies of the policies shall be easily available to the public by distributing free copies to the public or by posting the policies in a conspicuous place within the school district that is easily accessible to the public or by posting them on the school district's website.

Data Practices Contacts

Responsible Authority:

Superintendent
3303 33rd Avenue NE, St. Anthony, MN 55418
612-706-1000; datarequest@isd282.org

Data Practices Compliance Official:

Wendy Webster
3301 Silver Lake Road, St. Anthony, MN 55418
612-706-1170; datarequest@isd282.org

Data Practices Designee(s):

Communications Specialist
3301 Silver Lake Road, St. Anthony, MN 55418
612-706-1000; datarequest@isd282.org

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 13.01 (Government Data)
Minn. Stat. § 13.02 (Definitions)
Minn. Stat. § 13.025 (Government Entity Obligation)
Minn. Stat. § 13.03 (Access to Government Data)
Minn. Stat. § 13.04 (Rights of Subjects to Data)
Minn. Stat. § 13.05 (Duties of Responsible Authority)
Minn. Stat. § 13.32 (Educational Data)
Minn. Rules Part 1205.0300 (Access to Public Data)
Minn. Rules Part 1205.0400 (Access to Private Data)

Cross References: MSBA/MASA Model Policy 406 (Public and Private Personnel Data)
MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)

Resources: *MN Department of Administration: Actual Cost*
MN Department of Administration: Copy Costs
MN Department of Administration: Education Data

Orig. 1995, *Rev. 1996, 2015, 2018*

Adopted May 1, 2018

June 2026

Local control/recommended

905 ADVERTISING

I. PURPOSE

The purpose of this policy is to provide guidelines for the advertising or promoting of products or services to students and parents in the schools.

II. GENERAL STATEMENT OF POLICY

The school district's policy is that the name, facilities, staff, students, or any part of the school district shall not be used for advertising or promoting the interests of a commercial or nonprofit agency or organization except as set forth below.

III. ADVERTISING GUIDELINES

- A. School publications, including publications such as programs and calendars, may accept and publish paid advertising provided they receive advance approval from the appropriate administrator. In no instance shall publications accept advertising or advertising images for alcohol, tobacco, drugs, drug paraphernalia, weapons, or obscene, pornographic, or illegal materials. Advertisements may be rejected by the school district if determined to be inconsistent with the educational objectives of the school district or inappropriate for inclusion in the publication. For example, advertisements may be rejected if determined to be false, misleading, or deceptive, or if they relate to an illegal activity or antisocial behavior. The appropriate administrator working with the faculty advisor is responsible for screening all such advertising for appropriateness, including compliance with the school district policy prohibiting sexual, racial, and religious harassment.
- B. The school board may approve advertising in school district facilities or on school district property. Any approval will state precisely where such advertising may be placed. The restrictions listed in Section A. above will apply. Advertising will not be allowed outside the specific area approved by the school board. Specific advertising must be approved by the superintendent or designee. In no instance will an advertising device be erected or maintained within 100 feet of a school that is visible to and primarily intended to advertise and inform or to attract or which does attract the attention of operators and occupants of motor vehicles.

- C. The school district or a school may acknowledge a donation it has received from an organization by displaying a “donated by,” “sponsored in part by,” or a similar by-line with the organization’s name and/or symbol on the item. Examples include activity programs or yearbooks. Review Policy 706 Section IV for further clarification regarding donations.
- D. Nonprofit entities and organizations that provide support to students and to the schools may be allowed to use the school district name, students, or facilities for purposes of advertising or promotion if the purpose is determined to be educationally related and prior approval is obtained from the appropriate administrator. Advertising will be limited to the specific event or purpose approved by the school board.
- E. Contracts for computers or related equipment or services that require advertising to be disseminated to students will not be entered into or permitted unless done pursuant to and in accordance with state law.
- F. The inclusion of advertisements in school district publications, in school district facilities, or on school district property does not constitute approval and/or endorsement of any product, service, organization, or activity. Approved advertisements will not imply or declare such approval or endorsement.

IV. ACCOUNTING

Advertising revenues must be accounted for and reported in compliance with UFARS. A periodic report shall be made to the school board by the superintendent regarding the scope and amount of such revenues.

Legal References: Minn. Stat. § 123B.93 (Advertising on School Buses)
Minn. Stat. § 125B.022 (Contracts for Computers or Related Equipment or Service)
Minn. Stat. § 173.08 (Excluded Road Advertising Devices)

Cross References: MSBA/MASA Model Policy 421 (Gifts to Employees and School Board Members)

MSBA/MASA Model Policy 702 (Accounting)
MSBA/MASA Model Policy 706 (Acceptance of Gifts)

Orig. 1996

Rev. 2007, 2019

Rev. Jan 2026

Local Control/Recommended

213 SCHOOL BOARD COMMITTEES

I. SCHOOL BOARD COMMITTEES' PURPOSE

- A. The purpose of this policy is to provide for the structure and the operation of committees or subcommittees of the school board

II. GENERAL STATEMENT OF POLICY

- A. It is the policy of the school board to designate school board committees or subcommittees when it is determined that a committee process facilitates the mission of the school board.
- B. The school board has determined that certain permanent standing committees, as described in this policy, do facilitate the operation of the school board and the school district.
- C. A school board committee or subcommittee will be formed by school board resolution which shall outline the duties and purpose of the committee or subcommittee.
- D. A committee or subcommittee is advisory in nature and has only such authority as specified by the school board.
- E. The school board will receive reports or recommendations from a committee or subcommittee for consideration. The school board, however, retains the right and has the duty to make all final decisions related to such reports or recommendations.
- F. The school board also may establish such ad hoc committees for specific purposes as it deems appropriate.
- G. The school board reserves the right to limit, create or abolish any standing or ad hoc committee as it deems appropriate.
- H. A committee of the school board shall not appoint a subcommittee of that committee without approval of the school board.

III. DESIGNATION OF STANDING COMMITTEES

- A. The school board shall have the following standing committees:

1. Audit.
 2. Policy.
- B. The school board will establish, by this policy, each standing committee or by resolution each standing or ad hoc committee, the number of members, the term, and the charge or mission of each such committee.
- C. The school board chair shall appoint the members of each standing or ad hoc committee and designate the chair thereof.

IV. PROCEDURES FOR SCHOOL BOARD COMMITTEES

- A. All meetings of committees or subcommittees shall be open to the public in compliance with the Open Meeting Law, and notice shall be given as prescribed by law.
- B. A committee or subcommittee shall act only within the guidelines and mission established for that committee or subcommittee by the school board. Individual board members, or any two or three board members appointed to any committee, have no authority to bind the board on any matter unless such authority is expressly granted by the entire board.
- C. The committee or subcommittee shall designate a secretary who will record the minutes of actions of the school board committee.
- D. The power of a committee or subcommittee of the school board is advisory only and is limited to making recommendations to the school board.
- E. A committee or subcommittee of the school board shall, when appropriate, clarify in any dealings with the public that its powers are only advisory to the school board.
- F. Committee members will not hold a meeting of a committee outside the presence of administration and no committee meeting may be held without providing three days' prior notice.
- G. Committees will not stray into management work, and do not oversee or direct any school district staff, and do not have the authority to direct school district staff to take any specific actions or duties. Only the administration or the full school board may direct school district staff.

Legal References:

Cross References: Minn. Stat. Ch. 13D (Open Meeting Law)
MSBA/MASA Model Policy 201 (Legal Status of the School Board)

MSBA/MASA Model Policy 203 (Operation of the School Board –
Governing Rules)
MSBA Service Manual, Chapter 13, School Law Bulletin “C”
(Minnesota’s Open Meeting Law)
Other References: IAP2 Spectrum of Public Participation

Policy 213.1 School Board Committees Procedure Appendix

EXPECTATIONS FOR AND OPERATIONAL PROCEDURES OF SCHOOL BOARD
STANDING COMMITTEES

V. Audit Committee

A. General Statement of Role

1. The main purpose of the Audit Committee is to work with the consulting audit firm to provide financial oversight, understand the financial reporting process, and understand district internal controls.

B. Committee Composition

1. The audit committee consists of three board members: the School Board Chair, Treasurer, and one additional School Board Member.
2. The additional School Board Member is appointed by the Board Chair.

C. Meetings

1. Audit Committee meetings will be held a minimum of once a year at the completion of the annual audit report.

VI. Policy Committee

A. General Statement of Role

1. The committee reviews existing policies and writes new policies to provide broad governance guidance and address changes in legislation, statutes, case law and legal decisions, as well as district social and educational issues.
2. Board policies act as guidelines for the internal procedures of the district.
3. The committee stays abreast of local, state and federal laws and regulations to determine and apply implications for district policy development and revisions.

4. The committee works closely with the appropriate staff to draft new or refine current policies, processes, and protocols, that are then brought to the board for formal action.
5. All district policies should be reviewed according to the calendar set by the committee.
6. If policy changes will have a major community impact, the board and district should seek community input and have a communications plan for the public. This will be based on best practices outlined in the IAP2 Spectrum of Public Participation. This will happen via online survey/sign-up.
7. Policies that are ready for updating should be brought to the board for consent, discussion, or approval, depending on what phase they are in.

B. Committee Composition

1. The policy committee consists of two board members; the School Board Clerk and One School Board Director, and an administrator appointed by the superintendent.
2. The committee chair is appointed by the board chair.
3. Board members are appointed annually in January at the organizational meeting or by resolution during the rest of the year, if necessary.
4. The Committee may invite a student(s) and/or a community representative(s) to provide feedback during the policy review process

C. Meetings

1. Meetings are held monthly.

VII. Committee Assignments

- A. Unless otherwise specified, board members will be assigned or appointed to committees or boards by the board chair in consultation with the board. Board members will be assigned to committees or boards no later than the second regular board meeting in January. Each board member should be assigned to at least one (1) committee.
- B. Appointment to a committee should take into consideration, but not be limited to, the following:
 1. equitable distribution of committee assignments among board members;

2. expressed interests of board members;
 3. a board member's training, education and/or experience with the purpose of the committee;
 4. continuity of service and historical knowledge;
 5. availability for meetings;
 6. the need for diversity;
 7. the needs of the board; and
 8. the proven ability to work effectively in a committee environment.
- C. Should one or more representatives of the board be needed to attend a committee meeting prior to the board's adoption of committee assignments, the chair is authorized to temporarily appoint board members to that committee.
- D. Assignments to a committee are effective until either the following year's approval of committee members, or board removal or absence for another reason.
- E. If an absence is created on any committee, the chair may assign another board member to represent the board at a committee meeting for any duration.

INTERIM SUPERINTENDENT'S CONTRACT

INDEPENDENT SCHOOL DISTRICT NO. 282

This Agreement is entered into by and between Independent School District No. 282 (St. Anthony-New Brighton), Minnesota (hereinafter the "School District") and Steven Massey (the "Superintendent"), a legally qualified and licensed superintendent, who agrees to perform the duties of the superintendent of the School District pursuant to the following terms and conditions.

The School District and the Superintendent agree as follows:

1. ***Applicable Statute.*** This contract is entered into between the School District and the Superintendent in conformance with Minn. Stat. § 123B.143.
2. ***Superintendent's License Required.*** The Superintendent shall furnish throughout the life of this contract a valid license to act as Superintendent in accordance with the laws of the State of Minnesota.
3. ***Duration of Contract; Mutual Consent.*** This contract is for a term of twelve (12) months commencing July 1, 2026, and ending June 30, 2027 (the "Term"). It shall remain in full force and effect unless modified by mutual consent of the School Board and the Superintendent, or unless terminated as provided herein. This contract shall expire at the end of the Term. At the conclusion of the Term, neither party shall have any further claim against the other, and the School District's employment of the Superintendent shall cease, unless a subsequent contract is entered into in accordance with Minn. Stat. § 123B.143, subd. 1. The School District and Superintendent may mutually agree in writing to terminate this contract at any time.
4. ***Termination During the Term; Forfeiture of Separation Benefits.*** The Superintendent's employment may be terminated during the term of this contract only for cause as defined in Minn. Stat. § 122A.40, subd. 9 or 13. Except for purposes of describing grounds for discharge, the provisions of Minn. Stat. § 122A.40 shall not be applicable. If the School Board proposes to terminate the Superintendent during the Term for cause as described in Minn. Stat. § 122A.40, subd. 9 or 13, it shall notify the Superintendent in writing of the proposed grounds for termination. The Superintendent shall be entitled to a hearing before an arbitrator provided the Superintendent makes such a request in writing within fifteen (15) calendar days after receipt of the written notice of the proposed termination. In such event, the parties shall jointly petition the Bureau of Mediation Services (BMS) for a list of five (5) arbitrators. The arbitrator shall be selected by the parties through the normal striking process as provided by BMS rules. The arbitrator shall conduct a hearing under normal arbitration procedure rules and issue a written decision. The decision of the arbitrator shall be final and

binding upon the parties, subject to normal judicial review of arbitration decisions as provided by law. The Superintendent may be suspended with pay pending final determination by the arbitrator. If the Superintendent fails to request a hearing as provided herein within fifteen (15) calendar day period, it shall be deemed acquiescence by the Superintendent to the School Board's proposed action and the proposed action shall become final on such date as determined by the School Board, and the Superintendent shall have no further claim or recourse. In the event the Superintendent is discharged for cause pursuant to the provisions of this Paragraph, the separation benefits as provided in Paragraphs 8, 10 and 30, below, shall be forfeited.

5. ***Duties.*** The Superintendent shall have charge of the administration of the schools under the direction of the School Board. The Superintendent shall be the chief executive officer of the School District; shall direct and assign teachers and other School District employees under the Superintendent's supervision; shall organize, reorganize, and arrange the administrative and supervisory staff, including instruction and business affairs, as best serves the School District subject to the approval of the School Board; shall select all personnel subject to the approval of the School Board; shall, from time to time, suggest policies, regulations, rules, and procedures deemed necessary for the School District, and, in general, perform all duties incident to the office of the Superintendent and such other duties as may be prescribed by the School Board. The Superintendent shall abide by the policies, regulations, rules, and procedures established by the School Board and the State of Minnesota. The Superintendent shall have the right to attend all School Board meetings unless otherwise provided by law and all School Board and citizen committee meetings, serve as ex-officio member of the School Board and all School Board committees, and provide administrative recommendations on each item of business considered by each of these groups.
6. ***Evaluation of the Superintendent.*** The School Board shall oversee, direct, and evaluate the Superintendent's performance as the School Board sees fit.
7. ***Basic Work Year.*** The Superintendent's duty year shall be for the entire 12-month contract year as provided herein and the Superintendent shall perform services on those legal holidays on which the School District is authorized to conduct school if the School Board so determines. The Superintendent shall be on duty during any emergency, natural or unnatural, unless otherwise excused in accordance with School Board administrative policy.
8. ***Vacation.*** The Superintendent shall earn 25 working days of paid vacation leave. The vacation leave shall be credited on July 1, 2026, and may be used thereafter upon approval of the School Board Chair. The Superintendent shall notify the School Board Chair in advance of scheduled vacations and shall record vacation in accordance with School District policies, procedures and practices.

9. **Holidays.** The Superintendent shall be entitled to thirteen (13) paid holidays, designated by the School Board as follows: Independence Day; New Year's Day; Labor Day; Martin Luther King Day, or another day at the Superintendent's discretion; Thanksgiving Day; Friday following Thanksgiving Day; Christmas Eve Day; Christmas Day; New Year's Eve Day; President's Day; Good Friday; Memorial Day; Juneteenth.
10. **Sick Leave.** On August 1, 2026, the Superintendent shall be credited with 15 days of paid sick leave. Should the Superintendent and the School District enter into a subsequent contract, any unused sick leave will carry over. The Superintendent is not entitled to any payment for unused sick leave at the expiration of this Contract, his/her termination of employment, and/or resignation. The Superintendent shall record use of sick leave in accordance with School District policies, procedures and practices. Sick leave will apply to family illness as provided by state and federal law.
11. **Earned Sick and Safe Time ("ESST").** The Superintendent shall earn, use, and accumulate ESST in conformance with the School District's Employment Policies and Minnesota Statutes, Sections 181.9445 to 181.9448, as amended.
12. **Emergency Leave.** Emergency leave may be granted for situations that arise requiring the Superintendent's personal attention that cannot be attended to outside of work hours. Emergency leave may be granted at the discretion of the School Board.
13. **Bereavement Leave.** The Superintendent may be granted bereavement leave with pay for deaths or funerals in the Superintendent's family. Up to five (5) days per separate occurrence may be allowed if the death or funeral involves the Superintendent's father, mother, sister, brother, spouse, son or daughter. Up to three (3) days may be allowed in the case of the death of the Superintendent's spouse's father, mother, brother or sister. The specific amount of the leave allowed under this Paragraph shall be within the discretion of the School Board, and more bereavement leave may be allowed than provided for in this Paragraph, depending upon the particular circumstances surrounding each case.
14. **Worker's Compensation.** Upon the request of the Superintendent who is absent from work as a result of a compensable injury incurred in the service of the School District under the provisions of the Workers' Compensation Act, the School District will pay the difference between the compensation received pursuant to the Workers' Compensation Act by the Superintendent and the Superintendent's regular rate of pay to the extent of the Superintendent's earned accrual of sick leave. A deduction shall be made from the Superintendent's sick leave accrual time according to the pro rata portions of days of sick leave which are used to supplement Worker's Compensation. Such payment shall be paid by the School District to the Superintendent only during the period of disability. In no event shall the additional compensation paid to the Superintendent by virtue of

sick leave pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the normal compensation of the Superintendent. If the Superintendent, who is absent from work as a result of an injury compensable under the Worker's Compensation Act, elects to receive sick leave pursuant to Paragraph 10, above, the Superintendent shall submit his Worker's Compensation check, endorsed to the School District, prior to receiving payment from the School District for this absence.

15. ***Personal Leave.*** The Superintendent may be absent from duty three (3) days during a full duty year, if necessary, to conduct personal business without loss in pay. Personal business is defined as an event which is important to the welfare of the Superintendent and which can be conducted only during the duty day. Personal Leave is subject to the prior approval of the School Board Chair. Before taking approved personal leave, the time and length of absence shall be designated.
16. ***Life Insurance.*** The School District shall provide a group term life insurance policy. The amount of life insurance coverage shall be three (3) times the Superintendent's salary payable to the Superintendent's named beneficiary, at the expense of the School District.
17. ***Long-Term Disability Insurance.*** The School District shall provide, at the Superintendent's expense, long term disability coverage for the Superintendent in the School District's group plan. The expense shall be covered by payroll deduction. If the Superintendent becomes disabled and qualifies for long-term disability through the School District's plan, after completion of at least one year of service in the School District, the Superintendent will continue to be eligible for medical, life, and dental insurance contributions as if she was actively at work until such time that disability benefits cease, not to exceed, however, twenty-four (24) months of contributions.
18. ***Liability Insurance.*** The School District shall provide, at School District expense, liability insurance naming the Superintendent as an insured, along with the School District, in an amount not less than that which is required by law for the School District.
19. ***Claims Against the School District.*** The eligibility of the Superintendent, or the Superintendent's dependents or beneficiary, for insurance benefits shall be governed by the terms of the insurance policies purchased by the School District pursuant to this section. It is understood that the School District's only obligation is to purchase the insurance policies described herein, and no claim shall be made against the School District as a result of denial by an insurer of insurance benefits if the School District has purchased the policies and paid the premiums described herein.

20. ***Tax Sheltered Contributions.*** The Superintendent will be eligible to participate in a tax-sheltered annuity plan through payroll deduction established pursuant to Section 403(b) of the Internal Revenue Code of 1986, Minn. Stat. § 123B.02, subd. 15, and School District policy, and as otherwise provided by law. The School District agrees to contribute up to \$5,000 each contract year as a match to the Superintendent's contribution of an equal amount to a 403(b) or 457 plan at the Superintendent's discretion. The parties agree to follow all state and federal regulations controlling this plan. The Superintendent reserves the right to contribute less than the maximum specified above and acknowledges the School District's contribution will be equal to the Superintendent's contribution.
21. ***Conferences and Meetings.*** The School District shall pay valid expenses, fees and dues associated with the Superintendent's attendance or participation in conferences, meetings, activities or events sponsored by professional associations or other organizations when the Superintendent's attendance or participation serves the best interest of the School District, as approved by the School Board. The Superintendent shall provide all necessary and appropriate documentation of such expenses to the School District to be processed and approved as provided by law and/or School District policies and procedures.
22. ***Base Salary; Daily Rate of Pay.*** The Superintendent shall be paid an annual salary of \$220,000 for the 2026-2027 contract year. The Superintendent's daily rate of pay shall be 1/260th of the Superintendent's base salary. The annual salary may be modified, but shall not be reduced, during the term of this contract. The salary shall be paid in equal installments during the contract year.
23. ***Outside Activities.*** While the Superintendent shall devote full time and due diligence to the affairs and the activities of the School District, the Superintendent may serve as a consultant to other school districts or educational agencies, lecture, engage in writing and speaking activities, and engage in other activities if such activities do not impede the Superintendent's ability to perform the duties of the Superintendent. The Superintendent shall not engage in other employment, consultant service or other activity for which a salary, fee, or honorarium is paid without the prior approval of the School Board Chair.
24. ***Indemnification and Provision of Counsel.*** In the event that an action is brought or a claim is made against the Superintendent arising out of or in connection with the Superintendent's employment, and the Superintendent is acting within the scope of employment or official duties, the School District shall defend and indemnify to the extent permitted by law. Indemnification, as provided in this Paragraph, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District herein shall be subject to the limitations as provided in Minnesota Statutes, Chapter 466.
25. ***Other Expense Reimbursement.*** Pursuant to School District policy, the Superintendent shall be entitled to reimbursement by the School District for all

necessary and reasonable employment expenses related to meals, travel and related expenses for which the Superintendent must submit reimbursement claims consistent with School District policy. In the case of travel reimbursement, the Superintendent will be reimbursed for business use of his private automobile at a mileage rate pursuant to School District policy and Minn. Stat. § 471.665, subd. 1.

26. ***Cell Phone Reimbursement.*** The School District shall provide the Superintendent with a monthly cell phone stipend of One Hundred Dollars (\$100 per month for a cell phone.
27. ***Professional Dues.*** The Superintendent is encouraged to belong to appropriate professional educational and civic organizations where such memberships will serve the best interests of the School District. Accordingly, the School District will pay such membership dues for organizations as are required, directed or permitted by the School Board. The Superintendent shall present appropriate statements for approval as provided by law.
28. ***Severability.*** If any provision of this contract is held to be invalid by operation of law, the remainder of the contract shall not be affected thereby and shall remain in full force and effect.
29. ***Entire Agreement.*** This contract contains all of the agreements and understandings between the parties and supersedes and replaces any prior negotiations or proposed agreements, written or oral. Each of the parties hereto acknowledges that no other party nor agent of any other party, has made any promises, representations or warranties whatsoever, express or implied, not contained herein, to induct into execute this contract.
30. ***Effective Upon Execution.*** This contract shall be effective only upon signatures of the Superintendent and of the Board Chair and Clerk after due authorization for such signatures is given by the School Board by resolution acted upon at a duly noticed and held meeting of the School Board.

[SIGNATURES TO FOLLOW]

**INDEPENDENT SCHOOL DISTRICT
NO. 282**

Dated: _____, 2026

By: _____
Board Chair

Clerk

Dated: _____, 2026

By: _____
Steven Massey, Superintendent