Work Session of the St. Anthony-New Brighton School Board
Tuesday, September 22, 2026 6:00 PM

MS/HS Media Center
3303 33rd Ave NE
Entry available at door #16
St. Anthony, MN 55418

Agenda

1. Call to Order School Board Work Session
   Speaker(s): Dr. Cassandra Palmer - Chair
2. Approval of Agenda
   Speaker(s): Dr. Cassandra Palmer - Chair
3. Approval of Consent Agenda
   Speaker(s): Dr. Cassandra Palmer - Chair
4. Presentation: Eagle Bluff
   Speaker(s): Allie Guidish, Middle School Math Teacher
5. Discussion Items
   5.1. Presentation of options for funds received from cell phone tower project
   Speaker(s): Dr. Steven Massey, Interim Superintendent and Dave Anderson from PTMA
6. Action Items
   6.1. Levy Certification
   Speaker(s): Matt Rantapaa from Baird
   6.2. Nutrition Services/Para/Clerical Agreement
   Speaker(s): Hope Fagerland, Assistant Superintendent
   6.3. Community Service Update on Wage Agreement
   Speaker(s): Dr. Steven Massey, Interim Superintendent and Hope Fagerland, Assistant Superintendent
   6.4. Review of Proposals and Selection of Superintendent Search Firms for Presentation
   Speaker(s): Dr. Steven Massey, Interim Superintendent and Hope Fagerland, Assistant Superintendent
7. Policies: First Reading
   Speaker(s): Laura Haas, Policy Committee Chair
   7.1. Policy 806: Crisis Management
   Speaker(s): Laura Haas, Policy Committee Chair
8. Reports
   8.1. ISD282 District, Program, and Building Report
   Speaker(s): Hope Fagerland, Assistant Superintendent
   8.2. Board Reports
9. Adjourn School Board Meeting
   Speaker(s): Dr. Cassandra Palmer - Chair

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

SCHOOL BOARD CONSENT AGENDA
September 22, 2026

PRESENTER(S): School Board Chair

1. Personnel

Hire(s)

Last Name	First Name	Position	School	Date Effective
Mohamed	Basima	College & Career Readiness	SAVHS	09/21/26
Jackson	Dejah	Registration & Billing Clerk	CS	09/21/26
Bouayed	Souheila	Asst. Preschool Teacher	CS	09/14/26
Iyegha	Naomi	Stadium Attendant	SAVHS	09/18/26
LaSmith	Willie	Para Educator	SAMS	09/21/26

Resignation/Separation(s)

Last Name	First Name	Position	School	Date Effective
Tu	Phan	Finance Director	District	09/30/26
Bittner	Corrine	Para Educator	SAVHS	09/21/26
Maharaj	Brian	Custodian	HS/MS	09/09/26
VanSlooten	Judy	Para Educator	WP	12/31/26

Leave Request(s)

Last Name	First Name	Position	School	Date Effective
Molina	Marienela	Para Educator	SAVHS	09/11/2026

2. Payment of Bills Checks Paid 08/14/2026 & August Wires

01- General Fund	$806,207.39
02- Food Service Fund	$4,565.76
03- Transportation Fund	$4,663.50
04- Community Serv Fund	$60,615.62
05- Capital Expenditure Fund	$541,081.83
09- Trust Fund	$78.64
20 - Internal Service Fund	$20,491.52
25- Student Activities	$2,405.71
Total: $	$1,440,109.97

3. Minutes - Meeting Minutes of September 8, 2026 regular meeting session.

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

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

Tuesday, September 8, 2026
MS/HS Media Center, 3303 33rd Ave NE, Entry available at door #16, St. Anthony, MN 55418
Listening Session 6:00pm
Regular Meeting 6:30pm
www.isd282.org/discover/school-board

Minutes

Attendance Taken at 6:30 PM.

Annie Bosmans:	Present
Laura Haas:	Present
Amy Kalar:	Present
Cassandra Palmer:	Present
PJ Striker:	Present
Daniel Turner:	Present

1. **Listening Session (6:00 pm)**
   Discussion: Listening session began at 6:02 p.m.
2. **Call to Order School Board Regular Meeting (6:30pm)**
   Discussion: Chair Palmer called the meeting to order at 6:30 p.m. Laura Haas attended virtually.

   Staff in attendance: Wendy Webster, Executive Director of HR & Community Services; Matt Carlyle, CESO Communications; Dr. Steve Massey, Superintendent; Hope Fagerland, Assistant Superintendent; Laura Haupt-Coleman
3. **Approval of Agenda**
   Action(s):
   The recommended motion is to approve the September 8, 2026 Regular meeting agenda as presented. This motion, made by Striker and seconded by Bosmans, Carried.
   Voting Detail:

Annie Bosmans:	Yea
Laura Haas:	Yea
Amy Kalar:	Yea
Cassandra Palmer:	Yea
PJ Striker:	Yea
Daniel Turner:	Yea

   Voting Summary: Yea: 6, Nay: 0

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

4. **Approval of Consent Agenda**
   Action(s):
   The recommended motion is to approve the consent agenda as presented, including: minutes from the August 18, 2026 Meeting, personnel, and payment of bills. This motion, made by Bosmans and seconded by Turner, Carried.
   Voting Detail:

Annie Bosmans:	Yea
Laura Haas:	Yea
Amy Kalar:	Yea
Cassandra Palmer:	Yea
PJ Striker:	Yea
Daniel Turner:	Yea

   Voting Summary: Yea: 6, Nay: 0
5. **Recognition of Continuing Contract/Staff**
   Discussion: 6:35 p.m. short communication break to recognize continuing contract status and take photographs.
6. **Communications Break/Photos**
   Discussion: The regular meeting reconvened at 6:40 p.m.
7. **Reports**
   7.1. Systemic Alignment/Board Success Metrics
   7.2. Policy 903: Visitors to ISD 282 School Buildings
8. **Action Items**
   8.1. Resolution Regarding Donation
      Action(s):
      The recommended motion is to accept the donation in the amount of $2,000. This motion, made by Bosmans and seconded by Turner, Carried.
      Voting Detail:

Annie Bosmans:	Yea
Laura Haas:	Yea
Amy Kalar:	Yea
Cassandra Palmer:	Yea
PJ Striker:	Yea
Daniel Turner:	Yea

      Voting Summary: Yea: 6, Nay: 0
9. **District Updates**
   9.1. ISD282 Program and Building Report
   9.2. Board Reports
10. **Adjourn School Board Meeting**
    Discussion: Chair Palmer adjourned the regular meeting of 9/8/26 at 7:41 p.m.

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Approved by: School Board Clerk or Board Chair

Signature: _____ Date: _____

School Board Policy 610
Extended Field Trip

Formal Approval Form (Attach Preliminary Approval Form)

Name of class or activity: 8th Grade - Eagle Bluff

Teacher or Advisor: Allie Guidish (and the 8th Grade Team)

Destination of field trip: Eagle Bluff Environmental Learning Center
28097 Goodview Drive, Lanesboro, MN 55949

Final number of participants: Approx. 130 students + 15 chaperones (numbers confirmed in Oct.)

Dates of trip: Monday, October 26th - Wednesday, October 28th
Number of missed days of school: 3

Name of Travel Agent: N/A - Eagle Bluff contact is Sheila Fishbaugher
Company Name:
Address:
Phone number: 507-467-2702
Email address: sheilaf@eaglebluffmn.org

Modes of transportation:
3 buses + 3 trailers for luggage are booked through Monarch Bus Services, Inc.

Lodging and meals:
All students and chaperones sleep in Eagle Bluff housing and eat meals at Eagle Bluff (lunch and dinner on the 26th, all meals on the 27th, and breakfast and lunch on the 28th).

General provisions for safety of students and staff:

There is a 10:1 student:chaperone ratio while on the trip. Eagle Bluff staff are trained in First Aid/CPR. Eagle Bluff has a fully stocked nurse/first aid room for treating minor injuries and illnesses.

Estimated cost per student: **$250 (Sliding scale available; see below)**

Financing (how will the students pay for the trip):

The 8th Grade Team hosts fundraisers throughout the fall, including Huskie Grams at SAMS Back To School night, a dunk tank at SAMS Family Night, and fundraisers at local restaurants such as Chipotle and Parkway Pizza. We offer a sliding pay scale for families, both with reduced cost and full scholarship options AND the opportunity for families to donate to the Eagle Bluff fundraising campaign to help cover the costs of families unable to pay full price.

Provisions for scholarships:

Financial support from Eagle Bluff (an average 24% discount per student, due to applying for financial support through Eagle Bluff), money raised from fundraisers (information above) and contributions from the SAMS Activity Fund (if needed) ensure all students who need a partial/ full scholarship to attend Eagle Bluff can receive a scholarship.

Number of deposits and dates:

1. Eagle Bluff deposit (after returning from Eagle Bluff) - Estimated cost approx. $23,200 ($160 per student/chaperone)
2. Monarch Bus Services, Inc. is contracted with ISD282 and will send invoice after returning from Eagle Bluff - Estimated cost approx. $3,646.64

Number and names of chaperones:

8th Grade Team (Allie Guidish, Brynne Diggins, Maya Kruger, Lena Pivec, and maybe Ricky Weber (still waiting for final decision)), parent chaperones, and other SAMS staff depending on needs (ex. Special Education staff). Approximately 15 total chaperones.

Are student health related needs addressed: **Yes. We work closely with Lori Watlz-King once we know the health needs of all students attending.**

Is a home stay proposed?

No

In what ways are students with exceptional needs being accommodated:

(1) We meet with the Special Education team to determine necessary accommodations for students attending the trip, which may included Special Ed staff as chaperones, preferred peers in dorm rooms and/or activity groups, breaks as needed, etc. (2) We collect relevant medical information from all families as part of the permission form, and meet with Lori Watzl-King to ensure all students have access to their medications and other necessary accommodations. (3) All members of the 8th Grade Team have individual conversations with students and/or family members who may have cultural concerns, safety concerns, or other concerns.

What unique educational experiences will the students be getting:

Students will receive unique Outdoor Education learning experiences. For many students, this is their first time engaging in deep learning in nature. The goals are as follows:

- To build community and confidence in yourselves and your shared world in an engaging, outdoor setting.
- To become stewards of the Earth and gain an understanding of our natural world.
- To explore Minnesota's geology and ecology while building our scientific thinking, writing, and inquiry skills.
- To be together, have fun, and challenge ourselves and each other!

With the exception of the last goal, these goals can not be fully achieved in a traditional classroom setting. And, previous experience at Eagle Bluff has shown that the last goal can be deeply successful in a new outdoor environment, and that the growth made in this outdoor environment transfers back to the classroom at SAMS and beyond.

SAMS 8th Grade Outdoor Retreat

Eagle Bluff

Environmental Learning Center

Overview of Eagle Bluff:

What?

Eagle Bluff is a year-round environmental learning center that provide transformative experiences which empower people to care for the earth and each other

When? - EARLIER this year!

Leave SAMS: morning of Monday, October 26th

Return to SAMS: afternoon of Wednesday, October 28th

Where?

Eagle Bluff Environmental Learning Center in Lanesboro, MN



Why? Goals for students:

- To build **community** and **confidence** in yourselves and your shared world in an engaging, outdoor setting.
- To become **stewards of the Earth** and gain an understanding of our natural world.
- To explore Minnesota's geology and ecology while building our **scientific thinking and inquiry skills**.
- To be together, have fun, and **challenge ourselves and each other**!

Why? Connection to the work of SANB:

SANB Success Metrics:

- Students thrive emotionally and socially in adaptive environments.
- Students positively contribute as a thriving citizen to their community.

World Savvy Global Competencies - Values and Attitudes:

- Finds comfort with ambiguity and unfamiliar situations.
- Reflects on the context and meaning of our lives in relationship to something bigger.
- Adapts to new situations and is cognitively nimble.
- Demonstrates humility.

Planning Updates:

Student Communication:

- All 8th grade students learned about Eagle Bluff during Learning Lab the first week of school, on Thursday, September 3rd and Friday, September 4th
  - Who? What? When? Where? Why?
  - Classes and Activities
  - Packing and Preparation
  - Clarified misunderstandings from previous years
- Eagle Bluff permission forms (paper copies) were given to students on Tuesday, September 8th and are **due on Friday, October 2nd**

Planning Updates:

Student Support:

- Working with Special Education staff to support students receiving Special Education services
  - Special Education chaperones (teachers and/or paraeducators)
  - Plans for accommodations, accessibility, regulation breaks, and more
  - Examples:
    - Paired with specific SAMS staff member during classes and activities
    - Scheduled breaks

Planning Updates:

Student Support:

- Working with Bailey Seward and Viviana Chavez-Garcia to support multilingual students
    - Ensure understanding of Eagle Bluff details for students and families
    - Translated FAQs and permission forms for any families who need one (data collected from students)
- Communicate specific plan for prayer schedule and spaces

Planning Updates:

Family Communication:

- 8th grade families have received two emails about Eagle Bluff:
  - Week of August 24th: Introduction to Eagle Bluff, FAQs, and Chaperone Sign-Up
  - Week of September 21st: Electronic copy of Eagle Bluff Permission Form, information about Eagle Bluff fundraisers
- SAMS Back To School Night (Aug. 27th): Eagle Bluff Information Booth
- SAMS Family Night (Sept. 28th): 30 minute Eagle Bluff Information Session for all 8th grade families

Planning Updates:

Chaperones:

- SAMS chaperones: 8th grade teachers + support (*as needed*) from SAMS administration, Special Education team, Multilingual Learners team
- Family chaperones: As of September 21st, seven 8th grade parents have signed up to chaperone.
    - Plan for additional chaperone recruitment (*if needed*):
        - Include chaperone sign-up information in future emails and SAMS Family Night presentation
        - Connect with committed chaperones to ask for recruitment support

Finances:

- **Eagle Bluff financial aid:** Receiving a 24% discount per student, based on application submitted in July
- **Sliding Scale:**
  - Full cost - $250 per student

2026 - Sliding Scale

- ☐ $500 - sponsor another 8th grade student's trip to Eagle Bluff
- ☐ $300 - for families interested in donating to the Eagle Bluff fundraising campaign
- ☐ **$250 - the full cost of the Eagle Bluff outdoor retreat per stud**
- ☐ $175 - an option for all families
- ☐ $100 - an option for all families
- ☐ $50 - an option for all families
- ☐ Full scholarships are also available

Fundraising:

Eagle Bluff Fundraisers:

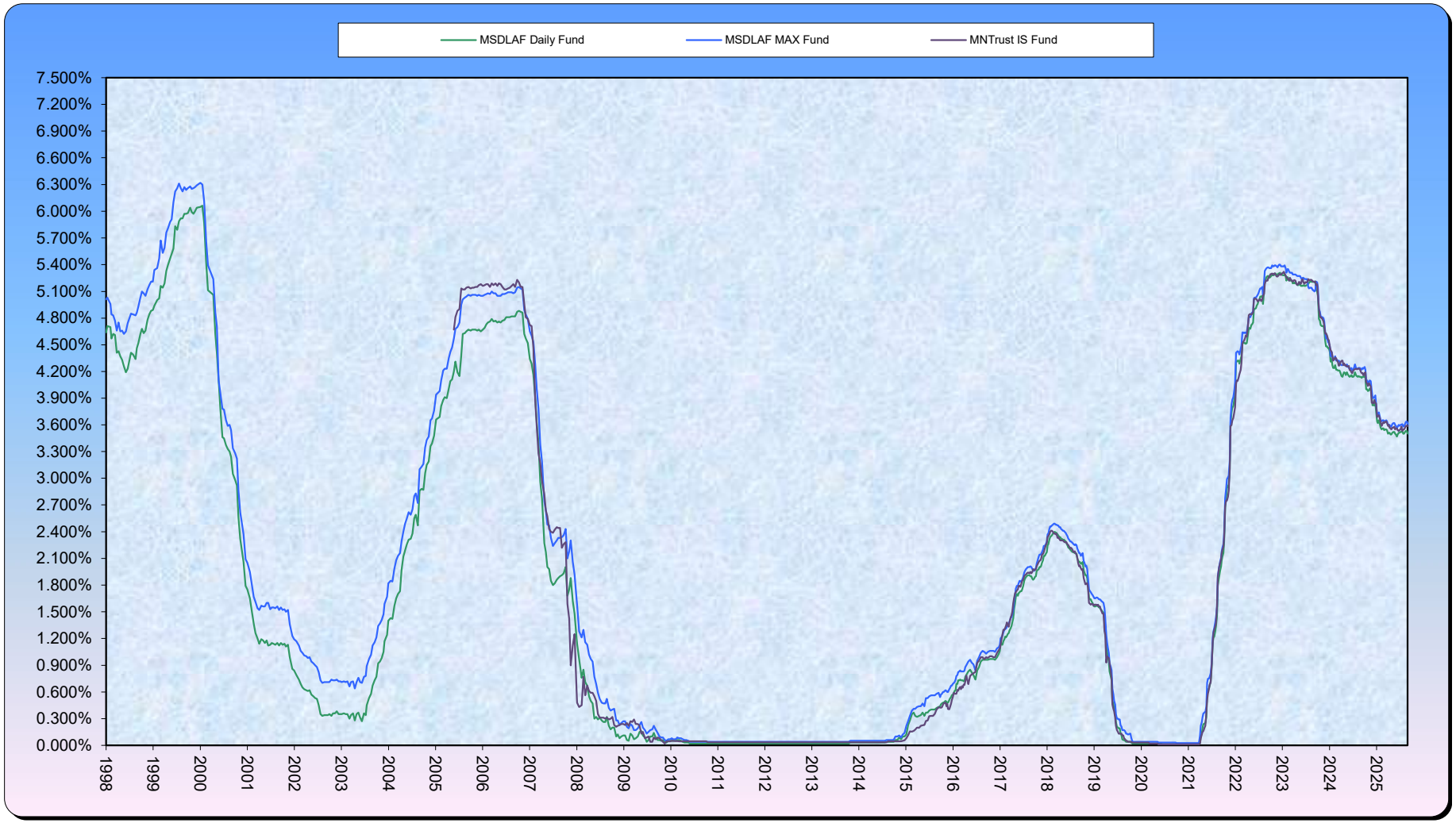
- **Huskie Grams ($375.00)**
- **Monday, September 28th - Dunk Tank at SAMS Family Night**
- Tuesday, September 29th - Chipotle
- Thursday, October 8th - Raising Cane's
- Wednesday, October 21st - Parkway Pizza
- Wednesday, December 9th - Jersey Mike's

Advertisement:

- SAMS Family Night
- Eagle Bluff emails to 8th grade families
- SAMS Family Update
- Brighter Bulletin
- KDS
- Paper flyers in SAMS/SAVHS

Questions?

Money Market Rates since 1998



****LAF and MAX Rates from MSBA Boardcaster Bi-Weekly Newsletter or msdlaf.org** **Yields represent past performance and are not indicative of future results****

FedWatch Tool

Target Rate

- Current
- Compare
- Probabilities
- Aggregated

Historical

- Historical
- Downloads
- Prior Hikes

Dot Plot

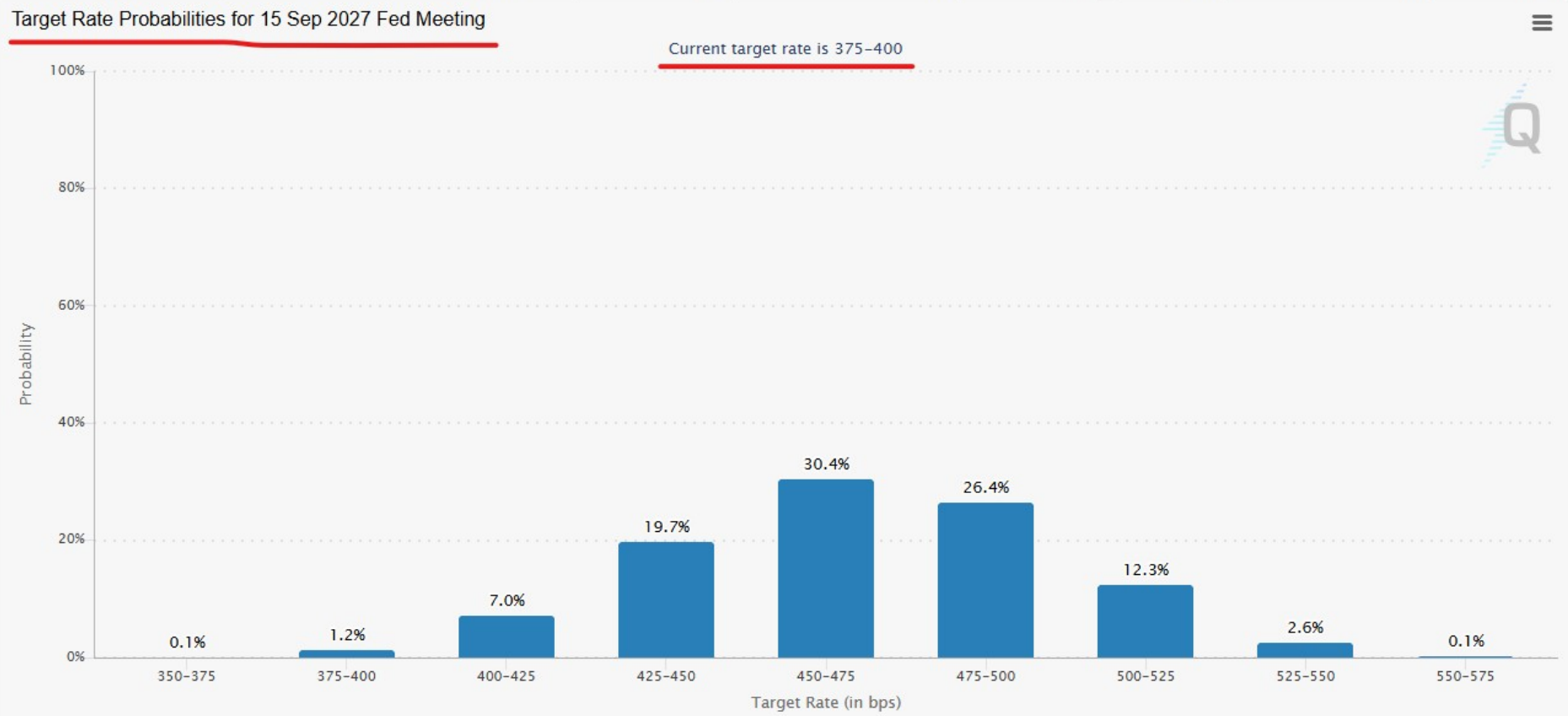
- Chart
- Table

Tools

- CVOL
- SOFR Watch
- ESTR Watch

28 Oct26 | 9 Dec26 | 27 Jan27 | 17 Mar27 | 28 Apr27 | 9 Jun27 | 28 Jul27 | 15 Sep27 | 27 Oct27 | 8 Dec27

MEETING INFORMATION						PROBABILITIES		
MEETING DATE	CONTRACT	EXPIRES	MID PRICE	PRIOR VOLUME	PRIOR OI	EASE	NO CHANGE	HIKE
15 Sep 2027	ZQU7	30 Sep 2027	95.3300	339	5,234	0.1 %	1.2 %	98.7 %



	PROBABILITY(%)

St. Anthony-New Brighton ISD 282: Unison Proceeds

$730,083.25 <--Proceeds Received on 8/21/26
$730,881.72 <--Investable Balance

09/25/26 Initial Investment Purchase Date Assumption

Longer Rolling Muni & CD Ladder $670,000.00 Initial estimated cost

		Draws	Maturities & Coup's	Reinvest at 4%, then 3%	Balance
	10/1/2026	$39,540.80			$21,340.92
1 year	10/1/2027	$40,825.88	$33,315.00		$14,630.32
2 years	10/1/2028	$42,152.72	$33,315.00		$6,342.74
3 years	10/1/2029	$43,522.68	$218,315.00	$145,000.00	$36,341.20
4 years	10/1/2030	$44,937.17	$30,235.00		$22,729.27
5 years	10/1/2031	$46,397.63	$30,235.00		$7,248.52
6 years	10/1/2032	$47,905.55	$230,235.00	$105,000.00	$84,796.02
7 years	10/1/2033	$49,462.48	$23,485.00		$61,362.42
8 years	10/1/2034	$51,070.01	$23,485.00		$35,618.28
9 years	10/1/2035	$52,729.78	$23,485.00		$7,442.05
10 years	10/1/2036	$54,443.50	$308,485.00	$255,000.00	$6,707.42
11 years	10/1/2037	$55,804.59	$161,600.00	$60,000.00	$52,704.06
12 years	10/1/2038	$57,199.70	$10,800.00		$7,885.48
13 years	10/1/2039	$58,629.69	$74,400.00		$23,892.35
14 years	10/1/2040	$60,095.44	$115,800.00		$80,315.65
15 years	10/1/2041	$61,597.82	$7,650.00		$28,777.29
16 years	10/1/2042	$63,137.77	$262,650.00	$150,000.00	$79,152.84
17 years	10/1/2043	$64,716.21			$16,811.21
18 years	10/1/2044	$66,334.12	$159,012.33		$109,995.14
19 years	10/1/2045	$67,992.47			$45,302.53
20 years	10/1/2046	$69,692.28			Out of Funds
21 years	10/1/2047	$71,434.59			
22 years	10/1/2048	$73,220.45			

PTMA FINANCIAL SOLUTIONS

St. Anthony-New Brighton ISD 282: Unison Proceeds

$730,083.25 <--Proceeds Received on 8/21/26
$730,881.72 <--Investable Balance

09/25/26 Initial Investment Purchase Date Assumption

Longer Rolling Muni & CD Ladder $670,000.00 Initial estimated cost

		Draws	Maturities & Coup's	Reinvest at 4%	Balance
	10/1/2026	$39,540.80			$21,340.92
1 year	10/1/2027	$40,825.88	$33,315.00		$14,683.68
2 years	10/1/2028	$42,152.72	$33,315.00		$6,434.91
3 years	10/1/2029	$43,522.68	$218,315.00	$145,000.00	$36,484.63
4 years	10/1/2030	$44,937.17	$30,235.00		$23,241.84
5 years	10/1/2031	$46,397.63	$30,235.00		$8,008.89
6 years	10/1/2032	$47,905.55	$230,235.00	$105,000.00	$85,659.57
7 years	10/1/2033	$49,462.48	$24,535.00		$64,158.47
8 years	10/1/2034	$51,070.01	$24,535.00		$40,189.80
9 years	10/1/2035	$52,729.78	$24,535.00		$13,602.62
10 years	10/1/2036	$54,443.50	$309,535.00	$250,000.00	$19,239.71
11 years	10/1/2037	$55,804.59	$165,000.00	$120,000.00	$9,204.71
12 years	10/1/2038	$57,199.70	$119,200.00		$71,573.20
13 years	10/1/2039	$58,629.69	$10,000.00		$25,806.43
14 years	10/1/2040	$60,095.44	$144,413.15	$55,000.00	$56,159.23
15 years	10/1/2041	$61,597.82	$10,000.00		$6,807.78
16 years	10/1/2042	$63,137.77	$260,000.00	$135,000.00	$68,942.32
17 years	10/1/2043	$64,716.21	$61,600.00		$68,583.80
18 years	10/1/2044	$66,334.12			$5,000.55
19 years	10/1/2045	$67,992.47	$151,214.79		$88,422.89
20 years	10/1/2046	$69,692.28			$22,267.53
21 years	10/1/2047	$71,434.59			Out of Funds
22 years	10/1/2048	$73,220.45			

PTMA FINANCIAL SOLUTIONS

St. Anthony-New Brighton ISD 282: Unison Proceeds

$730,083.25 <--Proceeds Received on 8/21/26
$730,881.72 <--Investable Balance

09/25/26 Initial Investment Purchase Date Assumption

Longer Rolling Muni & CD Ladder $670,000.00 Initial estimated cost

		Draws	Maturities & Coup's	Reinvest at 5%	Balance
	10/1/2026	$39,540.80			$21,340.92
1 year	10/1/2027	$40,825.88	$33,315.00		$14,790.38
2 years	10/1/2028	$42,152.72	$33,315.00		$6,694.21
3 years	10/1/2029	$43,522.68	$218,315.00	$150,000.00	$31,821.24
4 years	10/1/2030	$44,937.17	$31,935.00		$20,410.13
5 years	10/1/2031	$46,397.63	$31,935.00		$6,968.01
6 years	10/1/2032	$47,905.55	$231,935.00	$125,000.00	$66,346.81
7 years	10/1/2033	$49,462.48	$28,285.00		$48,486.67
8 years	10/1/2034	$51,070.01	$28,285.00		$28,125.99
9 years	10/1/2035	$52,729.78	$28,285.00		$5,087.51
10 years	10/1/2036	$54,443.50	$313,285.00	$250,000.00	$14,184.09
11 years	10/1/2037	$55,804.59	$176,250.00	$130,000.00	$5,338.70
12 years	10/1/2038	$57,199.70	$143,750.00		$92,155.94
13 years	10/1/2039	$58,629.69	$12,500.00		$50,634.04
14 years	10/1/2040	$60,095.44	$12,500.00		$5,577.24
15 years	10/1/2041	$61,597.82	$168,517.81		$112,776.09
16 years	10/1/2042	$63,137.77	$12,500.00		$67,777.12
17 years	10/1/2043	$64,716.21	$262,500.00	$200,000.00	$68,949.77
18 years	10/1/2044	$66,334.12			$6,072.58
19 years	10/1/2045	$67,992.47	$220,027.40	$85,000.00	$73,411.14
20 years	10/1/2046	$69,692.28			$7,389.41
21 years	10/1/2047	$71,434.59	$93,500.00		$29,824.29
22 years	10/1/2048	$73,220.45			Out of Funds

PTMA FINANCIAL SOLUTIONS

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Memorandum

To:	St. Anthony - New Brighton School Board
From:	Baird Public Finance; Dr. Steve Massey, Superintendent
Date:	September 22, 2026
Subject:	Proposed Levy for Taxes Payable 2027

School districts must certify a proposed levy to the home county auditor by September 30th every year. Since school board action is required to approve the proposed levy before the deadline to make changes to the proposed levy certification, the school board can certify the proposed levy at the 'maximum' level which will allow for any corrections/changes in the levy totals between now and December's final certification to be made without recertification. The final levy certification in December will require a specific dollar amount. The deadline for submission of the proposed levy certification form to Ramsey and Hennepin Counties, as well as MDE, is September 30, 2026.

The proposed levy presented by Matt Rantapaa from Baird this evening impacts taxes payable in calendar year 2027, which the district will receive in fiscal year 2027-28. A detailed levy comparison document summarizing major line item changes will be provided.

These numbers are a starting point for building the fiscal year 27-28 budget. At the Truth In Taxation meeting on December 1, 2026, we will go much deeper into the positive and negative adjustments, tax impact, and budget comparison information.

It is recommended that the School Board of ISD282 certify the proposed Levy for taxes payable in 2027 as a 'maximum' levy amount, as presented.

ISD 282 ST. ANTHONY - NEW BRIGHTON SCHOOLS

PAY 2027 LEVY CERTIFICATION SUMMARY

MEETING DATE: SEPTEMBER 22, 2026

PRESENTED BY: BAIRD

THE LEVY PROCESS

Summer 2026

Summer Levy Portal Entry

Dec. 2026

District Certifies School Portion of Taxes

1 Apr. 2027

County Finalizes Property Tax Collections

June 2027 and Nov. 2027

First half and Second Half Property Tax Collections

June 2027

District is required to Finalize Budget for 2027-2028 School Year

WHO SETS THE SCHOOL DISTRICT'S LEVY?

Components of a District Tax Levy are either -

State Formula Set By Legislature

- General Education Formula, Operating Capital, Career & Technical, Reemployment, etc.

Voter Approved as Authorized by the State

- Operating Referendum, Capital Projects Referendum or School Building Bonds

WHAT THE ANNUAL LEVY SUPPORTS



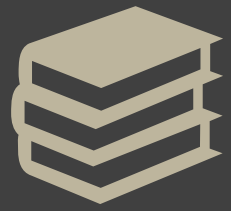
Operations & Finance

Safe schools & security needs

Achievement and integration

Career & technical programming

Debt service on voter approved and school board approved bonds



Student & Community

Operating referendum authority

Local optional revenue

Community education

Early childhood family education

School readiness programming



Facilities & Tech

Long-term facilities maintenance

Capital projects and technology

Building leases or capital leases

Annual Levy Timeline

September

Preliminary Levy

- MDE worksheets released with maximum levy authority based on ADM's, tax base, etc. **First release: 9/8/26**
- District cannot exceed maximum authority
- Board certifies proposed "maximum" levy **Sep 22**
- Submitted to Hennepin and Ramsey County Auditor

November – December

Truth-in-Taxation

- County mails proposed tax statements
- ISD 282 prepares Truth in Taxation materials
- Public hearing after Nov 24
- School Board Meeting December 1st

December

Final Levy

- Board holds Truth in Taxation hearing
- Adopts final levy
- Submitted to Hennepin and Ramsey County auditor

Preliminary Levy and Initial Tax Base Comparison

Tax Base Summary				
Description	**Final Pay 2026**	**Preliminary Pay 2027**	**Difference**	**% Difference**
RMV	1,642,912,250	1,689,650,085	46,737,835	2.84%
NTC	14,635,368	14,796,654	161,286	1.10%

Levy Summary					
Description	**Final Pay 2026**	**Preliminary Pay 2027**	**Difference**	**% Difference**	**Notes**
RMV VA	3,614,535.41	3,669,856.89	55,321.48	1.53%	Main Driver of RMV levy difference is APU's moving from 2,042 in pay 2026 to 2,064.60 in pay 2027 and prior year levy adjustments
RMV OTHER	1,708,543.78	1,637,181.08	(71,362.70)	-4.18%	Main Driver of RMV levy difference is APU's moving from 2,042 in pay 2026 to 2,064.60 in pay 2027 and prior year levy adjustments
GEN NTC VA	1,055,082.19	1,061,245.91	6,163.72	0.58%	This is capital projects levy and increase is due to tax base growth district wide
GEN NTC OTHER	1,794,553.39	1,867,512.29	72,958.90	4.07%	Main driver is negative levy adjustments in prior year (pay 2026)
COMM SERVICE NTC OTHER	139,811.67	144,523.74	4,712.07	3.37%	Prior year adjustments
NTC VA DEBT SERVICE	1,186,008.95	1,186,737.55	728.60	0.06%	Essentially unchanged
NTC OTHER DEBT SERVICE	604,596.49	586,952.76	(17,643.73)	-2.92%	Essentially unchanged
TOTAL NTC LEVY	4,780,052.69	4,846,972.25	66,919.56	1.40%	
TOTAL SPREAD LEVY	10,103,131.88	10,154,010.22	50,878.34	0.50%	

Example below shows school portion of property tax in pay 2026 compared to proposed school portion of property tax based on proposed spread levy in taxes payable 2027

0.000%

DATA BELOW ASSUMES NO CHANGE IN PROPERTY VALUE

Type of Property	Estimated Market Value - Taxes Payable 2026	Estimated Market Value - Taxes Payable 2027	Taxes Payable 2026	Taxes Payable 2027	Estimated Tax Increase / (Decrease) - Pay 2026 vs Pay 2027	Estimated Percent Change
Residential Homestead*	100,000	100,000	450.99	447.63	(3.37)	-0.75%
	150,000	150,000	741.33	737.25	(4.08)	-0.55%
	200,000	200,000	1,031.67	1,026.88	(4.79)	-0.46%
	250,000	250,000	1,322.01	1,316.51	(5.50)	-0.42%
	300,000	300,000	1,612.35	1,606.14	(6.22)	-0.39%
	350,000	350,000	1,902.70	1,895.77	(6.93)	-0.36%
	369,785	369,785	2,017.40	2,010.19	(7.21)	-0.36%
	400,000	400,000	2,193.04	2,185.40	(7.64)	-0.35%
	450,000	450,000	2,483.38	2,475.03	(8.35)	-0.34%
	500,000	500,000	2,773.72	2,764.65	(9.06)	-0.33%
	600,000	600,000	3,403.21	3,393.45	(9.76)	-0.29%
	700,000	700,000	4,028.51	4,018.00	(10.51)	-0.26%
	800,000	800,000	4,653.82	4,642.55	(11.26)	-0.24%
Commercial Industrial	250,000	250,000	1,877.03	1,879.84	2.82	0.15%
	750,000	750,000	6,049.43	6,064.14	14.72	0.24%
	1,000,000	1,000,000	8,135.63	8,156.29	20.67	0.25%
	1,500,000	1,500,000	12,308.03	12,340.59	32.56	0.26%

Assumes no property valuation change year/year

Note – Spread Levy change 0.50% does not directly correlate with total school portion of property tax change due to tax base growth

Example below shows school portion of property tax in pay 2026 compared to proposed school portion of property tax based on proposed spread levy in taxes payable 2027

2.845%

DATA BELOW ASSUMES A 2.84% CHANGE IN PROPERTY VALUE

Type of Property	Estimated Market Value - Taxes Payable 2026	Estimated Market Value - Taxes Payable 2027	Taxes Payable 2026	Taxes Payable 2027	Estimated Tax Increase / (Decrease) - Pay 2026 vs Pay 2027	Estimated Percent Change
Residential Homestead*	100,000	102,845	450.99	463.82	12.83	2.84%
	150,000	154,267	741.33	761.83	20.49	2.76%
	200,000	205,690	1,031.67	1,059.83	28.16	2.73%
	250,000	257,112	1,322.01	1,357.56	35.55	2.69%
	300,000	308,534	1,612.35	1,655.29	42.93	2.66%
	350,000	359,957	1,902.70	1,953.29	50.60	2.66%
	369,785	380,305	2,017.40	2,071.22	53.82	2.67%
	400,000	411,379	2,193.04	2,251.30	58.27	2.66%
	450,000	462,802	2,483.38	2,549.03	65.65	2.64%
	500,000	514,224	2,773.72	2,856.94	83.23	3.00%
	600,000	617,069	3,403.21	3,499.95	96.75	2.84%
	700,000	719,914	4,028.51	4,142.39	113.88	2.83%
	800,000	822,759	4,653.82	4,784.55	130.74	2.81%
Commercial Industrial	250,000	257,112	1,877.03	1,939.36	62.33	3.32%
	750,000	771,336	6,049.43	6,242.69	193.27	3.19%
	1,000,000	1,028,448	8,135.63	8,394.36	258.74	3.18%
	1,500,000	1,542,672	12,308.03	12,697.70	389.67	3.17%

Assumes average RMV tax base property valuation change year/year of 2.845%

Note – Spread Levy change 0.50% does not directly correlate with total school portion of property tax change due to tax base growth and property value appreciation

QUESTIONS / DISCUSSION



St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Memorandum

To:	SANB School Board
From:	District Negotiations Team
Date:	September 22, 2026
Subject:	Support Staff Tentative Contract Agreement

Executive Summary

The District Negotiations Team is presenting the tentative two-year collective bargaining agreement reached between the District and our support staff. This contract represents the successful merger of the Paraeducator/Clerical unit and the Food Service unit into a single, cohesive contract.

Our negotiations team highly recommends that the School Board ratify this tentative agreement. It honors the contributions of our essential support staff, streamlines district operations, and remains within the school board's established fiscal parameters.

Contract Merger and Language Equalization

Historically, Paraeducators/Clerical staff and Food Service staff operated under two separate contracts. Merging them required a massive overhaul of contract language. A primary directive during this process was financial equalization—ensuring that the structural alignment of the two units "leveled up" rather than forcing any employee group to lose funding or benefits.

Holiday Standardization

Outside of the structural changes required to merge the contracts, the primary language updates center on holiday observation.

- All employees within the newly merged unit will now receive 14 paid holidays.
- Because staff members work a varying number of months per year (e.g., most paraeducators do not work over the summer and therefore do not observe July 4th), specific holidays will be designated as either fixed or floating based on the months worked.

Operational Protections: Probationary Period

To ensure adequate time for training, evaluation, and ensuring a strong fit for new hires, the District successfully negotiated a standard 90-day probationary period for all incoming staff within the newly merged unit.

Formalization of the "Keep Whole" Agreement (PD Days)

In 2019, when student contact days were reduced to allow for more teacher professional development, our support staff faced a potential loss in earning power since they were traditionally paid only for student days. Since then, the District has maintained a "handshake agreement" to keep these employees whole at 174 work days by utilizing non-student days for support staff professional development.

- This tentative agreement formalizes that practice into official contract language, ensuring salary stability for our staff.
- These professional development days (when appropriately required) will continue to be primarily funded through the General Fund, rather than Special Education (SPED) or Food Service funds.

Additional Payment for Personal Care Assistant:
Due to the changing needs of students - the paraeducators were seeking additional payment for changes in duties performed. The district and employee unit agreed to further the discussion over the next two years by creating a MOU to address the purpose and potential need for a Personal Care Assistant (PCA) certification. By using a MOU the district and bargaining unit show the collective desire to collaborate.

Financial Package Breakdown
Negotiating a contract merger naturally introduces changes in baseline costs. The initial structural "roll-up" and leveling costs required to blend the two units needed to be considered when starting the negotiation process. The roll-up costs for both units along with the change to a merged contract was considered part of the overall total package financial parameters set forth by the school board.

Through collaborative negotiations, the team successfully arrived at a total two-year package that honored the School Board's parameters. This package includes:

- Structural leveling of the two contracts
- Negotiated salary step increases
- The addition of one new step to the top of each unit's salary schedule
- Slight increases to longevity pay
- Adjustments to the Tax-Sheltered Annuity (TSA) district matching contributions

Recommendation
This agreement successfully balances fiscal responsibility with a deep commitment to the staff who keep our schools running smoothly every day. It provides long-term operational clarity through a single contract while protecting the earning power and professional growth of our employees. The team recommends the passage of this contract.

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

To: Dr. Steve Massey, Interim Superintendent; Hope Fagerland, Assistant Superintendent and Phan Tu, District Controller
From: Wendy Webster, Executive Director of Community Services and Human Resources
Date: September 16, 2026
Re: Community Services Staff Wage Agreement for 2026-2027

I am recommending the following wage agreement for Community Services staff for the 2026-2027 school year in order to continue our goal of aligning wages to similar positions in the school district.

Departments within the school district continue to post positions that can be combined in hopes of enticing candidates who seek additional hours (i.e. paraprofessional and Village Kids staff).

This wage agreement is specific to hourly staff. The process of aligning wages began with the 22-23 wage agreement and allows candidates to earn more consistent wages across similar positions in different departments. In the 2019-20 school year, one Wilshire Park staff member worked in Village Kids and Nutrition Services. In the 2026-27 school year, five Village Kids staff members also work in positions within the para educator, clerical and nutrition service contract.

This recommendation for the Community Services wage agreement aligns with the wage increases approved for other bargaining groups.

Early Childhood teachers are included in the SAVEA bargaining group and Community Services coordinators are paid on separate contracts.

Community Services Hourly Wages	**2026-2027**					
Position	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**
Early Childhood Screener	25.31	27.99	30.49	33.28		
Lead Asst Teacher/Village Kids, PreK	19.51	20.99	21.47	23.50	24.25	25.05
Asst Teacher/Village Kids, PreK	18.41	19.27	20.19	21.03	21.78	22.58
Bld Supervisor/Exp Aide/Lifeguard	17.04	17.95	18.87	19.92		
Aide	15.47	16.45	17.44	18.43		

wages aligned with clerical/para./nutrition services contract

Superintendent Search Timeline		
When	**Pre-Search**	**Who**
Aug. 4 and 18 Board Meetings	Discuss and Approve Pre-search Timeline	School Board
Aug. 21	Search RFP Posted on District website	Staff
By Aug. 28	Contact search firms to request proposal - Phone or email and share RFP	Chair Palmer/Superintendent
Sept. 18	Receive Proposals/Deadline	Prospective Search Firms
Sept. 22 Board Meeting	Board will select firms to invite to make a presentation to the board	School Board
Oct. 6 Board Meeting	Search Firm Presentations	Search Firms and School Board
Oct. 20 Board Meeting	Select Search Firm	School Board
Nov. 10 Board Meeting	Board Planning Session with Search Firm to Determine Timeline and Process	Selected Search Firm and School Board
By Nov. 27	Post Position	Search Firm
When	**Community Engagement/Profile**	**Who**
October 27	Community Engagement Session	CESO/School Board
	TBD	
When	**Search**	**Who**
	TBD	

Orig. 1999
Rev. October 2023
May 6, 2025
October 2025
Rev. 2026
Mandatory - Annual

806 CRISIS MANAGEMENT POLICY

I. PURPOSE

The purpose of this Model Crisis Management Policy is to act as a guide for school district and building administrators, school employees, students, school board members, and community members to address a wide range of potential crisis situations in the school district. The step-by-step procedures suggested by this Policy will provide guidance to each school building in drafting crisis management plans to coordinate protective actions prior to, during, and after any type of emergency or potential crisis situation. Each school district should develop tailored building-specific crisis management plans for each school building in the school district, and sections or procedures may be added or deleted in those crisis management plans based on building needs.

The school district will, to the extent possible, engage in ongoing emergency planning within the school district and with emergency responders and other relevant community organizations. The school district will ensure that relevant emergency responders in the community have access to their building-specific crisis management plans and will provide training to school district staff to enable them to act appropriately in the event of a crisis.

II. GENERAL INFORMATION

A. The Policy and Plans

The school district's Crisis Management Policy has been created in consultation with local community response agencies and other appropriate individuals and groups that would likely be involved in the event of a school emergency. It is designed so that each building administrator can tailor a building-specific crisis management plan to meet that building's specific situation and needs.

B. Elements of the District Crisis Management Policy

1. General Crisis Procedures. The Crisis Management Policy includes general crisis procedures for securing buildings, classroom evacuation, building evacuation, campus evacuation, and sheltering. The Superintendent or Superintendent designee will designate the individual(s) who will determine when these actions will be

taken. These district-wide procedures may be modified by building administrators when creating their building-specific crisis management plans. A communication system will be in place to enable the designated individual to be contacted at all times in the event of a potential crisis, setting forth the method to contact the designated individual, the provision of at least two designees when the contact person is unavailable, and the method to convey contact information to the appropriate staff persons. The alternative designees may include members of the emergency first responder response team. A secondary method of communication should be included in the plan for use when the primary method of communication is inoperable.

All general crisis procedures will address specific procedures for the safe evacuation of children and employees with special needs such as physical, sensory, motor, developmental, and mental health challenges.

a. Lockdown Procedures.
Lockdown procedures will be used when there is a threat or hazard inside the school building. This could include a shooting, hostage incident, intruder, trespassing, disturbance, or at the discretion of the building administrator or designee. Lockdown uses classroom security to protect students and staff from a threat. Each building administrator is responsible for lockdown procedures for their building as part of their building specific crisis management plan.

b. Secure procedures. Secure is used when there is a threat or hazard outside of the school building. This could include violence or criminal activity in the immediate neighborhood, police activity or a dangerous animal near the building. Secure uses the security of the physical facility to act as protection. Each building administrator is responsible for secure procedures for their building as part of their building specific crisis management plan.

c. Evacuation Procedures.
Evacuation is used when there is a need to move students and staff from one location to another. Evacuations of classrooms and buildings shall be implemented at the discretion of the building administrator or designee. Each building's crisis management plan will include procedures for transporting students and staff a safe distance from harm to a designated safe area until released by the building administrator or designee. Safe areas may change based upon the specific emergency situation. Building plans should include specific evacuation procedures for individuals with special needs including those with limited mobility (wheelchairs, braces, crutches, etc.), visual impairments, hearing impairments, and other sensory, developmental, or mental health needs. The evacuation procedures should also address transporting necessary medications for students that take medications during the school day. Each building administrator is responsible for evacuation procedures for their building as part of their building specific crisis management plan.

d. Sheltering Procedures.

Shelter is called when the need for personal protection is necessary. Sheltering provides refuge for students, staff, and visitors within the school building during an emergency. Shelters are safe areas that maximize the safety of inhabitants. Safe areas may change depending on the specific emergency. Each building administrator is responsible for sheltering procedures as part of their building specific crisis management plan.

e. Hold Procedures. Hold provides a response when there is a need to control/limit traffic in the hallways to allow staff or first responders to manage a situation within the school building. Situations such as a medical emergency, escalated student in crisis, or at the discretion of the building administrator or designee. Each building administrator is responsible for hold procedures as part of their building specific crisis management plan.

2. Crisis-Specific Procedures. The Crisis Management Policy includes crisis-specific procedures for crisis situations that may occur during the school day or at school-sponsored events and functions. These district-wide procedures are designed to enable building administrators to tailor response procedures when creating building-specific crisis management plans.

3. School Emergency Response Teams

a. Composition. The building administrator in each school building will select a school emergency response team that will be trained to respond to emergency situations. All school emergency response team members will receive on-going training to carry out the building's crisis management plans and will have knowledge of procedures, evacuation routes, and safe areas. For purposes of student safety and accountability, to the extent possible, school emergency response team members will not have direct responsibility for the supervision of students. Team members must be willing to be actively involved in the resolution of crises and be available to assist in any crisis situation as deemed necessary by the building administrator. Each building will maintain a current list of school emergency response team members which will be updated annually. The building administrator, and his or her alternative designees, will know the location of that list in the event of a school emergency. A copy of the list will be kept on file in the school district office, or in a secondary location in single building school districts.

b. Leaders. The building administrator or his or her designee will serve as the leader of the school emergency response team and will be the primary contact for emergency response officials. In the event the primary designee is unavailable, the designee list should include more than one alternative designee and may include members of the emergency response team. When emergency response officials are present, they may elect to take command and control of the crisis. It is critical in this situation that school officials assume a resource role and be available as necessary to emergency response officials.

III. PREPARATION BEFORE AN EMERGENCY

A. Communication

1. District Employees. Teachers generally have the most direct contact with students on a day-to-day basis. As a result, they must be aware of their role in responding to crisis situations. This also applies to non-teaching school personnel who have direct contact with students. All staff shall be aware of the school district's Crisis Management Policy and their own building's crisis management plan. Each school's building-specific crisis management plan shall include the method and dates of dissemination of the plan to its staff. Employees will receive a copy of the relevant building-specific crisis management plans and shall receive periodic training on plan implementation.

2. Students and Parents. Students and parents shall be made aware of the school district's Crisis Management Policy and relevant tailored crisis management plans for each school building. Each school district's building-specific crisis management plan shall set forth how students and parents are made aware of the district and school-specific plans. Students shall receive specific instruction on plan implementation and shall participate in a required number of drills and practice sessions throughout the school year.

B. Planning and Preparing for Fire

1. Designate a safe area at least fifty (50) feet away from the building to enable students and staff to evacuate. The safe area should not interfere with emergency responders or responding vehicles and should not be in an area where evacuated persons are exposed to any products of combustion. (Depending on the wind direction, where the building on fire is located, the direction from which the fire is arriving, and the location of fire equipment, the distance may need to be extended.)

2. Each building's facility diagram and site plan shall be available in appropriate areas of the building and shall identify the most direct evacuation routes to the designated safe areas both inside and outside of the building. The facility diagram and site plan must identify the location of the fire alarm control panel, fire alarms, fire extinguishers, hoses, water spigots, and utility shut offs.

3. Teachers and staff will receive training on the location of the primary emergency evacuation routes and alternate routes from various points in the building. During fire drills, students and staff will practice evacuations using primary evacuation routes and alternate routes.

4. Certain employees, such as those who work in hazardous areas in the building, will receive training on the locations and proper use of fire extinguishers and protective clothing and equipment.

5. Fire drills will be conducted periodically without warning at various times of the day and under different circumstances, e.g., lunchtime, recess, and during

assemblies. State law requires a minimum of five fire drills each school year, consistent with Minnesota Statutes section 299F.30. See Minnesota Statutes, section 121A.035.

6. A record of fire drills conducted at the building will be maintained in the building administrator's office.

7. The school district will have prearranged sites for emergency sheltering and transportation as needed.

8. The school district will determine which staff will remain in the building to perform essential functions if safe to do so (e.g., switchboard, building engineer, etc.). The school district also will designate an administrator or his or her designee to meet local fire or law enforcement agents upon their arrival.

C. Facility Diagrams and Site Plans

All school buildings will have a facility diagram and site plan that includes the location of primary and secondary evacuation routes, exits, designated safe areas inside and outside of the building, and the location of fire alarm control panel, fire alarms, fire extinguishers, hoses, water spigots, and utility shut offs. All facility diagrams and site plans will be updated regularly and whenever a major change is made to a building. Facility diagrams and site plans will be maintained by the building administrator and will be easily accessible and on file in the school district office. Facility diagrams and site plans will be provided to first responders, such as fire and law enforcement personnel.

D. Emergency Telephone Numbers

Each building will maintain a current list of emergency telephone numbers and the names and addresses of local, county, and state personnel who may be involved in a crisis situation. The list will include telephone numbers for local police, fire, ambulance, hospital, the Poison Control Center, county and state emergency management agencies, local public works departments, local utility companies, the public health nurse, mental health/suicide hotlines, and the county welfare agency. A copy of this list will be kept on file in the school district office, or at a secondary location for single building school districts and will be updated annually.

School district employees will receive training on how to make emergency contacts, including 911 calls, when the school district's main telephone number and location is electronically conveyed to emergency personnel instead of the specific building in need of emergency services.

School district plans will set forth a process to internally communicate an emergency, using telephones in classrooms, intercom systems, or two-way radios, as well as the procedure to enable the staff to rapidly convey emergency information to a building designee. Each plan will identify a primary and secondary method of communication for both internal and secondary use. It is recommended that the plan include several methods of communication because computers, intercoms, telephones, and cell phones may not be operational or may be dangerous to use during an emergency.

E. Warning and Notification Systems

The school district shall maintain a warning system designed to inform students, staff, and visitors of a crisis or emergency. This system shall be maintained on a regular basis under the maintenance plan for all school buildings. The school district should consider an alternate notification system to address the needs of staff and students with special needs, such as vision or hearing.

The building administrator shall be responsible for informing students and employees of the warning system and the means by which the system is used to identify a specific crisis or emergency situation. Each school's building-specific crisis management plan will include the method and frequency of dissemination of the warning system information to students and employees.

F. Early School Closure Procedures

The superintendent will make decisions about closing school or buildings as early in the day as possible. The early school closure procedures will set forth the criteria for early school closure (e.g., weather-related, utility failure, or a crisis situation), will specify how closure decisions will be communicated to staff, students, families, and the school community (designated broadcast media, local authorities, e-mail, or district or school building web sites), and will discuss the factors to be considered in closing and reopening a school or building.

Early school closure procedures also will include a reminder to parents and guardians to listen to designated local radio and TV stations for school closing announcements, where possible.

G. Media Procedures

The superintendent has the authority and discretion to notify parents or guardians and the school community in the event of a crisis or early school closure. The superintendent will designate a spokesperson who will notify the media in the event of a crisis or early school closure. The spokesperson shall receive training to ensure that the district is in strict compliance with federal and state law relative to the release of private data when conveying information to the media.

H. Behavioral Health Crisis Intervention Procedures

Short-term behavioral health crisis intervention procedures will set forth the procedure for initiating behavioral health crisis intervention plans. The procedures will utilize available resources including the school psychologist, counselor, community behavioral health crisis intervention, or others in the community. Counseling procedures will be used whenever the superintendent or the building administrator determines it to be necessary, such as after an assault, a hostage situation, shooting, or suicide. The behavioral health crisis intervention procedures shall include the following steps:

1. Administrator will meet with relevant persons, including school psychologists and

counselors, to determine the level of intervention needed for students and staff.

2. Designate specific rooms as private counseling areas.

3. Escort siblings and close friends of any victims as well as others in need of emotional support to the counseling areas.

4. Prohibit media from interviewing or questioning students or staff.

5. Provide follow-up services to students and staff who receive counseling.

6. Resume normal school routines as soon as possible.

I. Long-Term Recovery Intervention Procedures

Long-term recovery intervention procedures may involve both short-term and long-term recovery planning:

1. Physical/structural recovery.

2. Fiscal recovery.

3. Academic recovery.

4. Social/emotional recovery.

IV. SAMPLE PROCEDURES

The District's emergency procedures will be kept on file with the superintendent's office and in our building offices on file in the building specific emergency procedure binder.

The following are a list of hazards/emergency procedures that are addressed in the District's emergency procedure binder:

1. Building Security
2. Evacuation/Relocation
3. Student Release/Reunification
4. Lockdown/Secure
5. Media Inquiries
6. Post-Crisis Intervention
7. Sexual Assault
8. Bomb Threat
9. Bus Accidents
10. Child Abuse/Abandonment
11. Fights/Disturbances/Demonstrations
12. Fire
13. Medical Emergency
14. Severe Weather
15. Suicide Threat or Attempt

16. Utility Emergencies
17. Weapons
18. Disease Outbreak

V. SCHOOL SAFETY DRILLS

To increase emergency preparedness each year, the school district will conduct at least five Lockdown drills, five school fire drills (Evacuation), and one Tornado drill (Shelter) at each school consistent with Minnesota Statutes 121A.35. Records of the date and time of each drill shall be maintained by an administrator at each site.

VI. MISCELLANEOUS PROCEDURES

A. Chemical Accidents

Procedures for reporting chemical accidents shall be posted at key locations such as chemistry labs, art rooms, swimming pool areas, and janitorial closets.

B. Visitors

The school district shall implement procedures mandating visitor sign in and visitors in school buildings. See MSBA/MASA Model Policy 903 (Visitors to School District Buildings and Sites).

The school district shall implement procedures to minimize outside entry into school buildings except at designated check-in points and assure that all doors are locked prior to and after regular building hours.

Legal References:
Minn. Stat. Ch. 12 (Emergency Management)
Minn. Stat. Ch. 12A (Natural Disaster; State Assistance)
Minn. Stat. § 121A.035 (Crisis Management Policy)
Minn. Stat. § 121A.038 (Students Safe at School)
Minn. Stat. § 121A.06 (Reports of Dangerous Weapon Incidents in School Zones)
Minn. Stat. § 299F.30 (Fire Drill in School; Doors and Exits)
Minn. Stat. § 326B.02, Subd. 6 (Powers)
Minn. Stat. § 326B.106 (General Powers of Commissioner of Labor and Industry)
Minn. Stat. § 609.605, Subd. 4 (Trespasses)
Minn. Rules Ch. 7511 (Fire Code)
20 U.S.C. § 1681, *et seq.* (Title IX)
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)
20 U.S.C. § 7912 (Unsafe School Choice Option)
42 U.S.C. § 5121 *et seq.* (Disaster Relief and Emergency Assistance)

Cross References:
MSBA/MASA Model Policy 407 (Employee Right to Know – Exposure to Hazardous Substances)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 501 (School Weapons Policy)

Resources	MSBA/MASA Model Policy 506 (Student Discipline) MSBA/MASA Model Policy 532 (Use of Peace Officers and Crisis Teams to Remove Students with IEPs from School Grounds) MSBA/MASA Model Policy 903 (Visitors to School District Buildings and Sites *Comprehensive School Safety Guide* Minnesota School Safety Center - Resources (mn.gov) *I Love U Guys Foundation Standard Response Protocol* https://iloveuguys.org/The-Standard-Response-Protocol.html(01/23/25) Safe and Sound Schools https://safeandsoundschools.org/ (01/23/25)