



School Board Work Session

Monday, October 9, 2023

AGENDA

1. **Call to Order (1 minute)**
 - Dates to Remember 3
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from 09/25/23 Board Meeting
Jeff Simon, Board Clerk

Appendix A 4
 - 3.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments
Matt Brain, Director of Employee Services

Appendix B 15
 - 3.C. Quote #24015Q - School Transportation Services
Tiffany Audette, Director of Purchasing

Appendix C 18
 - 3.D. Proposal #24014P - Mental Health Services
Tiffany Audette, Director of Purchasing

Appendix D 19
 - 3.E. Bid #24010B - Sand Creek ES HVAC Replacement & Deferred Maintenance - Phase 3
Tiffany Audette, Director of Purchasing

Appendix E 20
 - 3.F. Immunization Exclusions as required by statute 121a.15
Cindy Hiltz, Asst. Director of Student Services, Health Services
4. **Work Session (90 minutes)**
 - 4.A. Play Up Policy Review (60 minutes)
Dr. Josh Delich, Associate Superintendent for High Schools; Tim Palmatier, General Counsel; Michelle Trelstad, Executive Director of Community Education & Government Relations; Dr. Johnna Rohmer-Hirt, Executive Director of Research, Evaluation & Testing

Appendix F 21
Appendix G 30
 - 4.B. Discipline Practices Review (30 minutes)
Tim Palmatier, General Counsel; Ray Brodeur, Principal, Secondary Student Conduct

Appendix H 39

5. **Board Correspondence & Communication**

6. **Executive Session (30 minutes)**

6.A. Labor Negotiations

Dr. Jennifer Cherry, Executive Director of Human Resources

7. **Adjourn**

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

School Board Work Session Agenda

October 9, 2023

Dates to Remember

1. **October 9** **School Board Work Session, Educational Service Center, 5:30 p.m.**
2. October 12 CIAC, Educational Service Center, 5:30 p.m.
3. October 18 No Students, Staff Development
4. October 19-20 EM Professional Conference, No School
5. **October 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
6. November 1 Meet & Confer – Teachers, ESC, 5:30 p.m.
7. November 6 CIAC, ESC, 5:30 p.m.
8. November 7 Election Day
9. **November 13** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
10. November 18 School Board/Cabinet Planning, Bunker Hills Event Center, 8:00 a.m.
11. November 20 Board Policy Committee, ESC, 4:30 p.m.
12. November 22 P/T Conference Conversion Day, No School
13. November 23-24 Thanksgiving Break, School District Closed
14. **November 27** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
15. December 1 Staff Planning, No Students
16. December 4 PLC/Staff Development, Para Staff Development, No Students
17. December 4 CIAC, ESC, 5:30 p.m.
18. December 6 School Board Orientation, Sandburg EC, 5:30 p.m.
19. **December 11** **Truth in Taxation–Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
20. December 13 Winter Play Up Meeting, 5:30 p.m.
21. December 25-26 District Closed, Holiday
22. December 27-29 No School, Winter Break
23. January 1 District Closed, Holiday
24. January 2 No School, Winter Break

To contact the School Board, go to www.ahschools.us/schoolboard and click on School Board Members.

The largest school district in Minnesota, Anoka-Hennepin serves 36,606 students and 242,300 residents living in Andover, Anoka, Blaine, Brooklyn Center, Brooklyn Park, Champlin, Coon Rapids, Dayton, Fridley, Ham Lake, Nowthen, Oak Grove and Ramsey. The district was established in 1952.



Marci Anderson
CHAIR



Nicole Hayes
VICE CHAIR



Jeff Simon
CLERK



Erin Heers-McArdle
TREASURER



Matt Audette
DIRECTOR



Kacy Deschene
DIRECTOR

This agenda will be provided in an alternate format upon request in order to accommodate individuals with disabilities. A minimum of three days notice is needed. Please call Debbie Koffski at 763-506-1002 to request an alternate format.

MINUTES OF MEETING
SCHOOL BOARD OF INDEPENDENT SCHOOL DISTRICT NO. 11
(Anoka-Hennepin School District)
STATE OF MINNESOTA

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, September 25, 2023**, at Sandburg Education Center, Anoka, Minnesota.

Chair Anderson called the meeting to order at 6:30 p.m.

The following members were present: Marci Anderson, Matt Audette, Kacy Deschene, Nicole Hayes, Erin Heers-McArdle, and Jeff Simon.

Jeff Simon motioned to approve the Board Agenda as presented. Vice Chair Hayes seconded. Motion passed.

The School Board recognized students and staff from the following groups and schools. Each of them was given a medal in honor of their achievements. Jeff Mueller, Transportation Safety Coordinator, recognized Avrie Siedschlag, a seventh grade student at Coon Rapids Middle School, selected as the overall winner of the 2022-23 National School Bus Safety Poster Contest, an initiative sponsored by the National Association for Pupil Transportation (NAPT). Posters were submitted from 22 states and Avrie's poster will be showcased during this year's National School Bus Safety Week, October 16 -20, 2023. Jeff Mueller congratulated Louise Sivanich, school bus paraeducator, recognized for receiving the Minnesota Special Education Transportation Award for 2023 from the Minnesota Association for Pupil Transportation (MAPT). Amy Tiedens, MAPT board member, presented the award on behalf of the organization. Sivanich has served Anoka-Hennepin Schools for 23 years.

CONSENT AGENDA

Jeff Simon moved and Erin Heers-McArdle seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the September 11, 2023, School Board work session.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Maureen L Larson	Jackson Middle, ParaEducator Special Education	12/01/2023
Valerie A Olson	Anoka Middle - FM, Educ Office Prof Data Mgmt	12/29/2023
Mary Shutrop	Champlin Park High, Child Nutrition Assistant	10/18/2023

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Sara A Greenhoe	Hamilton, Teacher Phys Ed Elementary	09/22/2023

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Krystyne F Hable-Lafean	Sand Creek, Teacher E/BD	08/28/2023	09/22/2023
Tammie Joplin	ESC - Transportation, ParaEducator Bus	07/01/2023	10/23/2023
Samantha Miller	Blaine High, ParaEducator Spec Ed Cntr Base	09/08/2023	09/22/2023
Lisa Norling	ESC, Confidential Employee	08/29/2023	09/29/2023
Katherine Olson	Lincoln, Teacher Grade 3	09/18/2023	10/03/2023
Ashley A Plank	Blaine High,	09/19/2023	11/30/2023
Erica Reiners	Oak View Middle, Teacher Family Consumer Sci	08/28/2023	09/04/2023
Rachel Sargent	Morris Bye, Teacher Grade 2	07/31/2023	10/06/2023
Joanne Taylor	McKinley, ParaEducator Special Education	09/13/2023	10/17/2023

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Chad Anderson	Adams, B/G Building Supervisor	05/04/2023	10/27/2023
Ramona Anderson	Wilson, ParaEducator Elementary	09/18/2023	12/19/2023
Bonnie J Booth	University Avenue, B/G Custodian	06/15/2023	09/15/2023
Gary Cocchiarella	Mississippi, B/G Building Supervisor	06/07/2023	09/08/2023
Joelle J Evenson	Champlin Park High, ParaEducator Special Education	01/25/2023	11/17/2023
Jennie Ferderer	Sunrise, Teacher Literacy Intervention	08/24/2023	09/15/2023
Tiffany Johnson	Andover DC-Bridges, ParaEducator Spec Ed Cntr Base	03/23/2022	03/30/2024
Heidi N Lovdahl	Rum River Elementary, ParaEducator Special Education	09/04/2023	10/02/2023
Lori Schumann	Roosevelt Middle, Educ Office Prof Data Mgmt	07/31/2023	09/13/2023

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Emma Anderson	Sunrise, Teacher Grade 1	08/28/2023	Bachelors/3	1.0000	\$45,658
Sarah Goar	Ramsey, Teacher Literacy Intervention	08/28/2023	Bachelors+15/1	0.5000	\$23,164
Chelsea Johnson	Dayton, Teacher Grade 1	08/28/2023	Bachelors/1	1.0000	\$45,098
Meranda Peterson	Johnsville, Teacher K-3 Exploration	08/28/2023	Bachelors/1	1.0000	\$45,098
Christa Potter	Johnsville, Teacher K5 Core Inst Support	08/31/2023	Bachelors/3	0.9840	\$44,926
Mary Wik	Jefferson, Teacher SA-Tal Devl	11/06/2023	Bachelors+15/12	0.6690	\$43,248

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Kelly Ausland	Northdale Middle, Teacher Math	08/28/2023	Bachelors/6	0.8000	\$39,834
Jason Hayek	Blaine High, Teacher Social Studies	08/28/2023	Bachelors+45/1	1.0000	\$48,610
Cori McKenzie	Blaine High, Teacher English LTS	09/12/2023	Masters+60/17	0.1765	\$15,871
Jessica Stephani	Coon Rapids High, Teacher Spanish	08/28/2023	Bachelors/4	1.0000	\$47,038
Catherine Varichak	Northdale Middle, Teacher English	08/28/2023	Bachelors/1	1.0000	\$45,098

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Madeline Benson	Anoka Middle - FM, Teacher ABS (AcadBehav)	08/28/2023	Bachelors/1	1.0000	\$45,098
Kristina DeLion	ChamplinBrklynPk Academy, Teacher ABS	08/28/2023	Bachelors/1	0.5000	\$22,549
Karen Gabriel	ESC-Special Ed, Teacher MMH	09/18/2023	Masters+60/24	0.2737	\$23,173
Nancy Hugh	Coon Rapids Middle, Teacher ABS (AcadBehav)	08/28/2023	Bachelors+15/1	1.0000	\$46,328
Jeanne Jordan	ESC-Special Ed, Teacher Speech Clinician	08/28/2023	Masters+60/24	0.1994	\$17,775
James Richardson	Coon Rapids Middle, Teacher E/BD	09/13/2023	Masters/MA	0.9465	\$70,908
Julie Wood	Johnsville, Teacher E/BD	09/05/2023	Masters+15/5	0.9786	\$58,609
Cynthia Zidar	ESC-Special Ed, Teacher Adapt Phy Ed	09/06/2023	Masters+60/24	0.3957	\$36,688

Name	Current or Most Recent Position	Effective Date	Days	Salary
------	---------------------------------	----------------	------	--------

Administrative

This section returned no records

c. Cash Disbursements Report.

Fund No.	Description	Amount
	Checks	\$ 12,966,737.98
01	General	10,128,964.63
02	Food Service	580,621.83
04	Community Service	472,549.85
06	Building Construction	1,689,771.67
07	Bond & Interest K-12	-
20	Health-Self Insurance	94,830.00
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 20,304,530.52
01	General	13,351,005.97
02	Food Service	125,951.25

04	Community Service		735,838.81
06	Building Construction		-
07	Bond & Interest K-12		-
20	Health-Self Insurance		5,046,204.14
21	Dental-Self Insurance		797,977.10
22	Work. Comp.-Self Insurance		247,553.25
47	OPEB Debt Service		-
	ACH Payments	\$	2,814,044.27
01	General		2,039,942.43
02	Food Service		118,885.58
04	Community Service		20,209.63
06	Building Construction		489,507.56
07	Bond & Interest K-12		6,231.70
20	Health-Self Insurance		126,475.37
22	Work. Comp.-Self Insurance		12,792.00
	P-Card	\$	170,037.33
01	General		130,439.06
02	Food Service		1,021.46
04	Community Service		38,576.81
06	Building Construction		-
20	Health-Self Insurance		-
	TOTAL DISTRICT	\$	36,255,350.10

d. Cash Balance Report.

ANOKA HENNEPIN DISTRICT NO. 11 MONTHLY CASH BALANCES - FY24															
	GENERAL 01-101	FOOD SERVICE 02-101	COMMUNITY SERVICE 04-101	BUILDING CONSTRUCTION 06-101 ¹	DEBT SERVICE 07-101	EMP BENE HEALTH 20-101	EMP BENE DENTAL 21-101	EMP BENE WORK COMP 22-101	OPEB DEBT SERVICE 47-101	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY23 Total All Balances (1 year ago comparison)
07/01/23	167,625,306	9,661,551	12,168,757	(2,844,745)	9,201,166	24,002,428	3,225,038	2,287,027	1,304,644	226,631,172	10,000,000	16,854,844	712,365	254,198,381	273,086,188
07/31/23	137,645,718	9,351,636	11,562,339	(619,251)	6,724,711	17,724,437	2,897,721	2,104,797	1,381,049	188,773,157	10,000,000	13,071,820	688,427	212,533,404	241,851,628
08/31/23	168,372,920	9,385,665	11,533,868	(2,681,823)	6,325,755	14,225,288	2,294,219	2,066,908	1,358,476	212,881,277	10,000,000	13,124,816	509,804	236,515,897	271,684,755
09/30/23										0				0	
10/31/23										0				0	
11/30/23										0				0	
12/31/23										0				0	
01/31/24										0				0	
02/28/24										0				0	
03/31/24										0				0	
04/30/24										0				0	
05/31/24										0				0	
06/30/24										0				0	

¹ Building Construction Fund is negative because funds are transferred from the Building Construction investment account on a reimbursement basis.

e. Donations

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
08/18/23	AHEF	Dayton Elementary	Fun Run Student Supplies	General	206.77
08/18/23	King Solutions, Inc	Hamilton Elementary	General Supplies	General	34.20
08/18/23	Blaine Juniors Volleyball	Blaine High School	Summer Weights Program-Staff Salaries	General	3,420.00
08/18/23	Blaine Basketball Volunteers	Blaine High School	Boys Basketball Uniforms	General	425.00
08/18/23	The Blackbaud Giving Fund	Blaine High School	General School Supplies	General	2.00
08/18/23	Frontstream SPV LLC	Blaine High School	General School Supplies	General	96.00
08/18/23	FIRST	Blaine High School	Robotics Team Expenses	General	4,000.00
08/18/23	Target Corporation c/o CyberGrants	Blaine High School	General School Supplies	General	40.00
08/18/23	American Online Giving Foundation	Oxbow Creek Elem	School Supplies	General	291.30
08/18/23	Target Corporation c/o CyberGrants	Eisenhower Elem	Student Incentives	General	10.00
08/18/23	Charities Aid Foundation America c/o CyberGrants	Eisenhower Elem	Student Incentives	General	104.00
08/24/23	Andover Volleyball Booster Club	Andover high school	Add'l Coaches	General	9,733.72
08/24/23	The Blackbaud Giving Fund	Champlin Park HS	Student Recognition	General	108.00
08/24/23	The Blackbaud Giving Fund	Champlin Park HS	Student Recognition	General	160.00
08/24/23	Target Corporation C/O CyberGrants, LLC	Blaine High School	General School Supplies	General	40.00
08/24/23	Casey's General Store	Blaine High School	General School Supplies	General	14.80
08/24/23	Target Corporation	Anoka MS for the Arts	Non-instructional supplies	General	20.00

08/24/23	Coca Cola Give - King Solutions, Inc	Anoka High School	Student & Staff Incentives	General	71.60
08/24/23	Schwab Charitable	Anoka MS for the Arts	Support of the AMSA Fred Moore Band Program	General	1,000.00
08/24/23	The Margaret A. Cargill Foundation Employee Matching	AHS Girls Cross Country Team	Girls Cross Country Supplies	General	1,500.00
08/25/23	Champlin Park Rebels Boys Hoops Boosters	Champlin Park HS	Boys Basketball Uniforms	General	660.00
08/28/23	Mat Banditis	Coon Rapids HS	Boys & Girls nordic ski supplies, equipment, fees	General	5,000.00
08/28/23	Mat Banditis	Coon Rapids HS	Boys & Girls nordic ski supplies, equipment, fees	General	5,000.00
08/28/23	Mat Banditis	Coon Rapids HS	CRHS Fall Dance related fees & supplies	General	5,000.00
08/28/23	Mat Banditis	Coon Rapids HS	CRHS student body t-shirts & printing costs	General	3,000.00
08/28/23	The Black Giving Fund/Your Cause	Oak View MS	Student incentives & recognition	General	40.00
08/28/23	Andover Girls Soccer Booster Club	Andover HS	G Soccer program use	General	3,258.00
08/29/23	Cafe Zupas	Blaine High School	General Supplies	General	1,000.00
08/29/23	Target Corporation c/o CyberGrants	Blaine High School	General Supplies	General	40.00
08/29/23	The Blackbaud Giving Fund	CBPA	Supplies for School	General	20.00
08/24/23	Target Corporation	Anoka MS for the Arts	Non-instructional supplies	General	20.00
08/31/23	Anoka Tornadoes Football Booster Club	Anoka HS	Add'l ESAs/ Coaches	General	22,455.00
08/31/23	Mat Banditis	CRHS Gymnastics	Gymnastics supplies, fees, competitions, etc.	General	5,000.00
08/31/23	American Online Giving Foundation	University Ave ACES Elem.	Supplies, Etc.	General	132.12
08/31/23	Mat Banditis	CRHS	Winter dance line supplies, fees, competitions, etc.	General	5,000.00
08/31/23	The Blackbaud Giving Fund	Champlin Park HS	Student Recognition	General	40.00
08/31/23	The Blackbaud Giving Fund by its agent, YourCause	Sand Creek Elem	Classroom/Student Supplies	General	420.00
08/31/23	Mat Banditis	CRHS	\$5000 to each: Boys Golf, Girls Golf, Boys track, Girls track	General	20,000.00
08/31/23	The Black Giving Fund by its agent, YourCause	Andover HS	General Instruct Usage	General	20.00
09/12/23	Target Corporation C/O CyberGrants	Rum River Elem	Student/General Supplies	General	10.00
09/12/23	Target Corporation C/O CyberGrants	Rum River Elem	Student/General Supplies	General	10.00
09/12/23	Bengal Touchdown Club	Blaine High School	Summer Weight Program- Staff Salaries	General	13,000.00
09/12/23	The Blackbaud Giving Fund by its agent, YourCause	Blaine High School	General School Supplies	General	2.00
09/12/23	Culligan Water	SPED	Staff water cooler account closed donation	General	9.10
09/08/23	The Blackbaud Giving Fund/Your Cause	OVMS	Student incentives & recognition	General	40.00
09/08/23	The Blackbaud Giving Fund	Jackson MS	Student Supplies	General	40.00
09/08/23	Medtronic: The Blackbaud Giving Fun by its agent, YourCause	Roosevelt MS	Supplies	General	400.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION

TOTAL

\$110,893.61

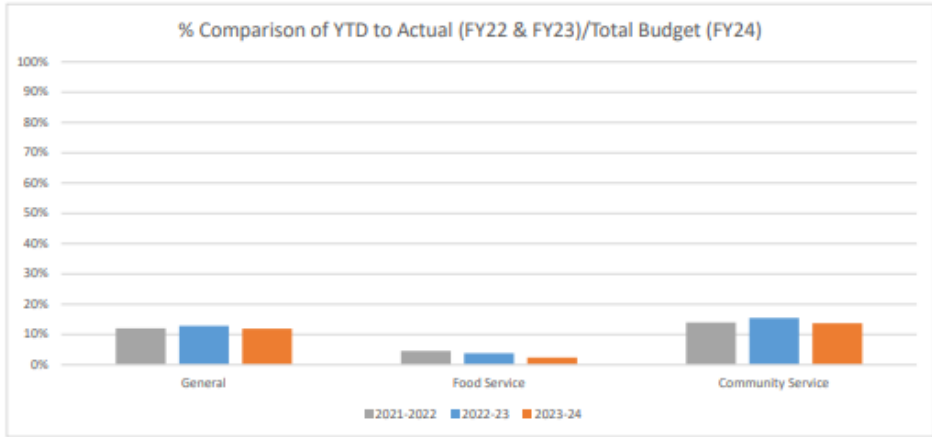
SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
08/29/23	Chamberlain, Ronald & Sonja	Anoka High School	Class of 63 Scholarship	Scholarship	100.00
09/11/23	CP Lax Booster	Chaplin Park HS	CP LAX Booster Scholarship	Scholarship	500.00
08/16/23	CPHS Volleyball Booster Club	Chaplin Park HS	CPHS Volleyball Booster Club Scholarship	Scholarship	500.00
09/07/23	Debban, Virg or Diane	Anoka High School	Class of 63 Scholarship	Scholarship	50.00
09/15/23	Eveland, Patricia	Anoka High School	Class of 63 Scholarship	Scholarship	300.00
09/15/23	Ledoux, Gail	Anoka High School	Class of 63 Scholarship	Scholarship	50.00
08/29/23	Levendowski, Dennis	Anoka High School	Class of 63 Scholarship	Scholarship	100.00
08/29/23	Loew, Patricia & Robert	Anoka High School	Class of 63 Scholarship	Scholarship	200.00
08/29/23	Mox, Beryl / Luke, Jane / Carolan, Susan	Anoka High School	Class of 63 Scholarship	Scholarship	50.00
				SCHOLARSHIP TOTALS	\$ 1,850.00
				TOTAL DONATIONS	<u>\$112,743.61</u>

f. Monthly Revenue & Expenditures.

Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended Aug 31, 2023

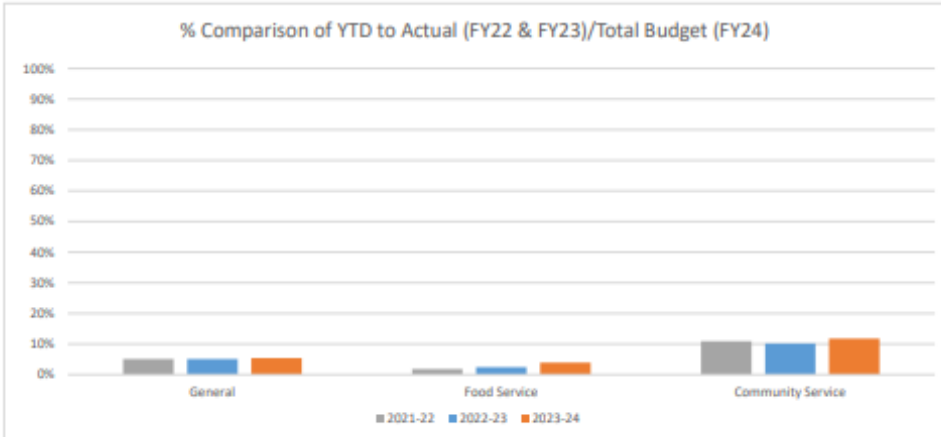
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-2022
General	59,708,576	73,754,639	617,825,830	12%	13%	12%
Food Service	174,177	643,265	26,803,221	2%	4%	5%
Community Service	1,749,693	3,804,238	27,718,687	14%	15%	14%
Building Construction ¹	52,996	91,055	20,000	455%	3098%	-11%
Debt Service	3,924	1,752,925	15,394,194	11%	16%	9%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 61,689,366	\$ 80,046,122	\$ 688,511,932	12%	13%	12%



¹Conservative budgeting

Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended Aug 31, 2023

Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-22
General						
Salaries & Benefits	7,554,928	12,641,927	498,124,467	3%	3%	3%
Purchased Services	3,023,477	3,986,685	57,920,406	7%	5%	5%
Supplies	2,891,242	7,430,871	25,741,355	29%	24%	33%
Capital Expenditures	7,128,722	8,604,629	25,118,614	34%	25%	34%
Other Exp & Transfers	268,641	471,995	4,058,066	12%	11%	13%
Total General Fund	\$ 20,867,010	\$ 33,136,106	\$ 610,962,908	5%	5%	5%
Food Service	735,848	952,923	24,429,676	4%	2%	2%
Community Service	2,177,910	3,229,592	27,419,770	12%	10%	11%
Building Construction	1,213,227	1,268,802	8,850,000	14%	6%	-13%
Debt Service	3,100	4,152,151	15,444,303	27%	28%	29%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 24,997,095	\$ 42,739,575	\$ 687,856,657	6%	6%	5%



Motion passed.

The School Board received testimony from Kathy Johnson, Andy Schwen, Brian Newcomer, Sarah Kaminski, and Stan Osmundson.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. We are three weeks into the school year and by most accounts the district is off to a strong start to the school year. Anoka-Hennepin Schools is welcoming 432 new employees this school year. Teachers lead the list with 161 new teachers, some of those teachers worked through the district's "grow your own" program from other positions. The second largest group of new employees are paraeducators with 95 new employees. The district has a total of 7718 total employees. The School Board took action to improve wages and the district launched a "back to school" hiring blitz which assisted in the recruitment effort. Our current staffing situation shows full coverage for classroom positions with recruitment continuing for operational positions such as paraeducators and child nutrition staff. Residents looking to help your local schools should visit ahschools.us/jobs to see what positions are available. Anoka-Hennepin coordinates the largest system for student transportation in the State of Minnesota with nine vendors. B.J. Ison, director of transportation, provides some highlights as the school year begins. The system includes 290 yellow school buses and 100 passenger vehicles visiting 8000 individual bus stop locations to pick up and deliver students. While vendors are still actively recruiting drivers the situation with staffing and service delivery has improved from past years. The district's traffic safety positions are fully staffed and the work continues to fill bus paraeducators as the year begins. New legislation is providing funding for free school meals - breakfast and lunch for all students. In the first 12 days of the school year, the district has served 105,690 breakfasts, up over 22,000 servings from last year and 304,503 lunches, up 45,000 from last year or about 4,000 lunches per day more this year than last year. Thanks to our child nutrition director Noah Atlas for providing this information and for the entire child nutrition staff for stepping up and feeding our students. The addition of Sandburg Regional High School in downtown Anoka has generated excitement for students and staff. For the first time ever, Regional was able to host an all-school assembly. The Blaine Early Childhood Center is also up and operating, adding much needed capacity to serve families in the area. That facility is located just east of Highway 65 and north of Highway 14/Main Street/242 in Blaine. In addition, Hoover Elementary and Adams Elementary in Coon Rapids are the first two sites in the district to have solar arrays added to their facilities. Along with energy savings the schools will look for ways to integrate lesson plans about solar energy for students. Anoka-Hennepin students benefited from programs offering free backpacks and school supplies provided by the United Way, Anoka-Hennepin Educational Foundation, area churches and organizations as the school year begins. Thanks to those organizations and to anyone who helped support students be prepared for the school year. A team of 60 Outdoor Adventures students at Andover and Blaine High Schools recently teamed up to help a community in need. After learning used car tires were illegally dumped in the Rum River, students from both schools developed a plan to clean up the mess - an action which removed over 200 tires from the river. Thanks to these students on a job well done. Beginning next month, viewers will notice some changes to the format of Anoka-Hennepin School Board meetings when streaming them online and viewing meeting agendas and minutes. The school district has tested using YouTube for video streaming the past few meetings, and will begin using a new meeting software, BoardBook, for organizing School Board documents. Community members can still access the meeting materials the same way they are familiar with, by visiting our website at ahschools.us/schoolboard.

Michelle Trelstad, executive director of community education and government relations, presented a resolution appointing election judges for the upcoming election to the School Board. Vice Chair Hayes motioned to approve the Appointment of Election Judges Resolution, as presented. Kacy Deschene seconded the motion. Motion passed on a 6-0 vote.

**RESOLUTION APPOINTING ELECTION JUDGES
FOR THE SCHOOL DISTRICT GENERAL ELECTION
TO BE HELD NOVEMBER 7, 2023**

WHEREAS, Anoka-Hennepin Independent School District No. 11 will be conducting a General Election on November 7, 2023; and

WHEREAS, pursuant to Minnesota Statutes Section 204B.21, election judges for precincts in a school district election must be appointed by the board of that school district; and

WHEREAS, persons selected to serve meet all requirements of MN statute and county administrative policy, and have been trained and certified pursuant to law.

NOW THEREFORE, BE IT RESOLVED BY THE SCHOOL BOARD OF ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11, STATE OF MINNESOTA, as follows:

- 1) The individuals listed on Attachment A are hereby appointed to serve as election judges for the School District General Election to be held on November 7, 2023.
- 2) In the event circumstances require judges to be appointed in addition to the persons named in this resolution, the Clerk of Election is authorized to appoint as necessary, provided that the persons appointed meet all requirements of MN statute and administrative policy.

**Attachment A
Election Judges Appointed to Serve
2023 School District General Election of November 7, 2023**

ISD 11 SB1-P1 Ramsey Municipal Center, 7550 Sunwood Drive NW, Ramsey, MN 55303

Del Howe, Head Judge
Jeri Bates, Assistant Head Judge
Jamma Jiggo, Election Judge
Diane Rose, Election Judge
Dwight Gibson, Election Judge
Susan Fox, Election Judge
Cyndi Lemmon, Election Judge

ISD 11 SB1-P2 Ramsey Public Works Facility, 14199 Jasper Street NW, Ramsey, MN 55303

Kevin Efram, Head Judge
Sarah Cooper, Assistant Head Judge
Tim Galvin, Election Judge
Barbara Olson, Election Judge
Brian Rudrud, Election Judge
Peggy Howe, Election Judge
Michael Schilling, Election Judge

ISD 11 SB1-P3 Anoka Covenant Church, 752 Grant Street, Anoka, MN 55303

Michael A St. John, Head Judge
Tom Popsun, Assistant Head Judge
Craig Bakken, Election Judge
Nancy Posl, Election Judge
Mariana Bressler, Election Judge
Harvey Koenig, Election Judge
Geraldine Buck, Election Judge

ISD 11 SB1-P4 Zion Lutheran Church, 1601 4th Avenue, Anoka, MN 55303

JoAnn Lawrence, Head Judge
Al Ferber, Assistant Head Judge
Linda Evavold, Election Judge
Amy Storricks, Election Judge
Carol Harmon, Election Judge
Roni Brunner, Election Judge
Donna Thibodeau, Election Judge
Marivic Engquist, Election Judge

ISD 11 SB1-P5 Greenhaven Golf Club, 2800 Greenhaven Road, Anoka, MN 55303

Jody Anderson, Head Judge
Grant Quinn, Assistant Head Judge
Robert Paddock, Election Judge
Tadhg Mac an Bhaird, Election Judge
Leanne Thyken, Election Judge
Chuck Thibodeau, Election Judge
Don Manion, Election Judge

Margaret Miller, Election Judge

ISD 11 SB2-P1 Bridgewood Community Church, 11670 Lexington Ave NE, Blaine, MN 55449

Justin Ernst, Head Judge
 Kathy Miller, Assistant Head Judge
 Terry Wold, Election Judge
 Sue McBride, Election Judge
 Brian Berglin, Election Judge
 Evelyn Nelson, Election Judge
 Kathie Kelly, Election Judge

ISD 11 SB2-P2 Oak Park Community Church, 12050 Aberdeen Street NE, Blaine, MN 55449

Leon Tibben, Head Judge
 Teresa Rolf, Assistant Head Judge
 Sherri Ruf, Election Judge
 Albert Nyembwe, Election Judge
 Jalwa Khan, Election Judge
 Jill Bjornson, Election Judge
 Roger Langerud, Election Judge

ISD 11 SB2-P3 Blaine United Methodist Church, 621 115th Avenue NE, Blaine, MN 55434

Rebecca Cook, Head Judge
 Joni Dustin, Assistant Head Judge
 Karen Varian, Election Judge
 Liliya Ustimchuk, Election Judge
 Paulette Kostick, Election Judge
 Nancy Case, Election Judge
 May VanderLaan, Election Judge
 Joseph Miller, Election Judge

ISD 11 SB2-P4 King of Glory Church, 10103 University Avenue NE, Blaine, MN 55434

Martha Matern, Head Judge
 Maggie Akhavan, Assistant Head Judge
 Cal Strelau, Election Judge
 Sandra Paddock, Election Judge
 Amy LaMere, Election Judge
 Sandra Moinicken, Election Judge
 Leanne Peterson, Election Judge
 Kris Gernes, Election Judge

ISD 11 SB2-P5 Bunker Hills Golf Club, 12800 Bunker Prairie Road NW, Coon Rapids, MN 55448

Thiru Krish, Head Judge
 Victor Johnson, Assistant Head Judge
 Douglas Kurpiers, Election Judge
 Virgil Rose, Election Judge
 Claudia Hodges, Election Judge
 Corinne Knapp, Election Judge
 Larry Rolf, Election Judge
 Jared Bagley, Election Judge

ISD 11 SB5-P1 Evergreen Park Elementary School, 7020 Dupont Avenue N, Brooklyn Center, MN 55430

Naomi Peterson, Head Judge
 Franklin Heller, Assistant Head Judge
 Beverly Wuertz, Election Judge
 Karen Attia, Election Judge
 Gayle Merritt, Election Judge
 Kenneth Bueckers, Election Judge
 Denis Tilong, Election Judge
 Kemoh Turay, Election Judge

ISD 11 SB5-P2 Waycross Evangelical Church, 7733 West River Road, Brooklyn Park, MN 55444

Lynn Holter, Head Judge

Lucinda Johnson, Assistant Head Judge
 Mary Kalk, Election Judge
 David Jones, Election Judge
 Carla Johnson, Election Judge
 Jean Jones, Election Judge
 Richard Brosseau, Election Judge

ISD 11 SB5-P3 Edinbrook Church, 4300 Edinbrook Parkway, Brooklyn Park, MN 55443

Kirk Enzenauer, Head Judge
 Bernice Petersen, Assistant Head Judge
 Bill Obedoza, Election Judge
 Susan Schmidt, Election Judge
 Vernitta Moore, Election Judge
 Marie Kynell, Election Judge
 Angie Clarke, Election Judge
 Carol Schmitz, Election Judge

ISD 11 SB5-P4 Oxbow Creek Elementary School, 6505 109th Avenue, Champlin, MN 55316

David Zerby, Head Judge
 Lynn Sutherland, Assistant Head Judge
 Carlos Vargas, Election Judge
 Lorraine Coan, Election Judge
 Joan Plantenberg Witzig, Election Judge
 Stephanie Lundquist, Election Judge
 Pat Miller, Election Judge

ISD 11 SB5-P5 Springbrook Nature Center, 100 85th Avenue NE, Fridley, MN 55432

David Teske, Head Judge
 Charles McGee, Assistant Head Judge
 Beverly Herkenratt, Election Judge
 Mary Paye, Election Judge
 Lorna Kloepper, Election Judge
 Wesley Wyrick, Election Judge
 Carol Hatcher, Election Judge

ISD 11 SB5-P6 Emma B. Howe YMCA, 8950 Springbrook Drive NW, Coon Rapids, MN 55433

Laurel Jedamus, Head Judge
 Gail Owen, Assistant Head Judge
 Milo Hartmann, Election Judge
 Kathy Tingelstad, Election Judge
 Robert Gagner, Election Judge
 James Davis, Election Judge
 Jeanette Erickson, Election Judge

ISD 11 SB5-P7 Spirit of Grace Church, 10110 Woodcrest Dr NW, Coon Rapids, MN 55433

James Trombley, Head Judge
 Donna Stephan, Assistant Head Judge
 Roxanne Rasmussen, Election Judge
 Danielle Callahan, Election Judge
 Mary Russell, Election Judge
 Mike Ditlefsen, Election Judge
 Thomas Hoffelder, Election Judge
 Tabetha Finton, Election Judge

Anoka-Hennepin Schools has conducted an annual community survey with Morris Leatherman for over 20 years. This level of commitment for feedback allows the School Board to track data over time, monitor trends in the community, and adjust district operations to meet community expectations. Peter Leatherman presented findings and analysis from the 2023 community survey in which 500 randomly selected residents from all areas of the district were contacted via phone during the month of May 2023.

Becky Brodeur, associate superintendent for middle schools and student services, and Julia Messenger, assistant director of mental health and emotional wellness, provided an update on mental health services available to support district students.

Michelle Vargas, chief financial officer, presented the preliminary tax certification for board approval. The action sets the maximum tax levy payable in 2024, an amount that will be reviewed and authorized at the December 11 School Board meeting following a public hearing. Vargas explained that the levy amounts are mainly guided through state funding formulas and voter approved levies. The recommended maximum tax levy amounts to a 3% increase. It will be forwarded to Anoka County and Hennepin County to establish draft tax statements which will be mailed to property owners in November. Jeff Simon motioned to approve the Preliminary Tax Certification for Taxes Payable 2024 as presented. Erin Heers-McArdle seconded. Motion passed on a 6-0 vote.

Tim Palmatier, general counsel, provided a first read of Policy 506.0 District Student Discipline policy and Policy 413.0 Harassment, Violence and Discrimination policy. The policies were developed and presented for consideration by the School Board Policy Committee. The board will consider additional community feedback prior to considering approval at a future meeting.

Kacy Deschene highlighted the start to the school year and commended our parent organizations and staff for reaching out and welcoming our new students and families. She encouraged the community and families to attend the fall events at our local schools to participate and share in that joy and sense of belonging in our school communities. Erin Heers-McArdle shared that she attended the Homecoming events at Lincoln Elementary School this past week. She enjoyed the Homecoming Parade around the school showcasing our high school students, band members, etc. and the fun and excitement surrounding the students. Jeff Simon shared positive feedback from the 9th Grade Orientation Day, as it set the expectations for the new students arriving and the warm welcome from our high schools.

Chair Anderson recessed the meeting at 9:18 p.m. Vice Chair Hayes moved and Erin Heers-McArdle seconded the motion to adjourn the meeting. Motion passed.

Jeff Simon, Clerk
Anoka-Hennepin Independent School District No. 11

Marci Anderson, Chair

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

APPENDIX B

20231009

1

Moved that the Board accepts the personnel recommendations and authorizes the appropriate Board officer(s) or School District administrator(s) to sign all documents necessary to effectuate these agreements.

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Joanne Richnow	ESC-Special Ed, Educ Office Prof	12/29/2023
Randall Sveningson	ESC, B/G Maintenance Spec Woodshop	08/01/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Reece Koehler	Andover, Teacher Grade 2	09/29/2023

APPENDIX B

20231009

1

Moved that the Board accepts the personnel recommendations and authorizes the appropriate Board officer(s) or School District administrator(s) to sign all documents necessary to effectuate these agreements.

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Katharine Borg	Oxbow Creek, Teacher SLD	09/14/2023	09/22/2023
Debra Brunner	Crooked Lake, ParaEducator Special Education	09/05/2023	09/22/2023
Barbara Carlson	Andover High, Preschool Inst-Pro Rated Bene	11/16/2023	12/22/2023
Jamie Costello	Oxbow Creek, Teacher E/BD	09/15/2023	10/13/2023
Lisa Draeger	Sand Creek, ParaEducator Elementary	09/21/2023	10/12/2023
Lynda Edelman-Hoecherl	Jackson Middle, Educ Office Prof School Year	09/26/2023	10/13/2023
Heidi Estrem	Wilson, Teacher Social Worker	09/14/2023	09/27/2023
Deseraie Hall	Jackson Middle, ParaEducator Spec Ed Cntr Base	09/19/2023	11/21/2023
Norhan Hassan	Mississippi, Teacher ABS (AcadBehav)	09/25/2023	03/08/2024
Susan Hawley	Mississippi, ParaEducator Special Education	09/07/2023	11/24/2023
Candace Keller	ESC - Transportation, ParaEducator Bus	09/21/2023	10/25/2023
Michelle M Larrabee	Verndale, Teacher EC/SE Stretch Calendar	11/01/2023	11/15/2023
Brianna Mueller	Jefferson, A+ Site Leader full year	09/21/2023	10/11/2023
Debra Nelson	Coon Rapids High, ParaEducator Spec Ed Cntr Base	09/25/2023	11/08/2023
Lisa Norling	ESC, Confidential Employee	09/25/2023	10/13/2023
Brandon Schaa	Anoka Middle - FM, Teacher Science	03/18/2024	04/05/2024
Mary Stradal	Ramsey, ParaEducator Special Education	09/19/2023	10/31/2023
Tammy Taye	University Avenue, ParaEducator Special Education	09/21/2023	11/17/2023
John Valley	Anoka Middle - FM, B/G Building Supervisor	01/04/2024	01/05/2024
John Valley	Anoka Middle - FM, B/G Building Supervisor	06/13/2024	06/14/2024
Mackenzie Wolff	ChamplinBrklynPk Academy, ParaEducator Special Education	09/11/2023	10/13/2023
Diane Zupfer	Wilson, Child Nutrition Assistant	09/29/2023	10/10/2023

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Robert Cich	ESC, B/G Driver	08/19/2022	01/02/2024
Jennifer M Jochum	Blaine High, ParaEducator Secondary	03/27/2023	09/26/2023
Doreen Kelly	Mississippi, Child Nutrition Assistant	05/18/2023	09/27/2023
Lisa Norling	ESC, Confidential Employee	08/29/2023	09/22/2023
Barry Perreault	Northdale Middle, Teacher Media Specialist Secd	08/29/2023	12/01/2023
Heidi Raffety	Andover DC-Bridges, ParaEducator Special Education	04/05/2022	09/08/2023

APPOINTMENTS

20231009

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Lauren Landsverk	Ramsey, Teacher Art Elementary	08/28/2023	Bachelors/1	0.6500	\$29,314
Jayna Schmitt	McKinley, Teacher 4-5 Exploration	09/20/2023	Bachelors+45/13	0.9198	\$63,370

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Cody Bloomer	Coon Rapids Middle, Teacher Math	10/02/2023	Bachelors/4	0.8770	\$41,253
Brandon Hersch	Andover High, Teacher Science	09/25/2023	Masters/12	0.9037	\$67,703

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Heidi Estrem	Hamilton, Teacher Social Worker	09/08/2023	Masters/11	0.9626	\$70,045
Kayla Murphy	Northdale Middle, Teacher ASD (AutismSpectrum)	08/28/2023	Bachelors/4	1.0000	\$47,038
Giovanna V Theisen	RiverTrail Learning Ctr, Teacher DD	08/28/2023	Masters/1	1.0000	\$51,689
Brittany Wells	RiverTrail Learning Ctr, Teacher Social Worker	09/15/2023	Masters/7	0.9358	\$59,002

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Nancy Hall	Blaine High, Asst Principal Spec Asgn - Ret Based on a retiree assistant principal rate of \$400 per day	09/19/2023	48	\$19,200



ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICE CENTER

Cory McIntyre, Superintendent

2727 N Ferry St. • Anoka, MN 55303

763-506-1000 • Fax: 763-506-1013

ahschools.us

October 4, 2023

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation****Quote # 24015Q- School Transportation Services****Opened on Tuesday, October 3, 2023, at 2:00 p.m. LT.**

Quotes were received on Tuesday, October 3, 2023, in response to the district solicitation Quote#24015Q for School Transportation Services. Below is a recap of the one (1) quote(s) received. The recommendation is to award a contract to the lowest responsive and responsible vendor, Voigt's Bus Services, Inc., of Fridley, Minnesota.

To/From Route Service – 4hour base

To and From School Routes	Daily Vehicle Cost (4 Hour Base*)	Cost Per Extra ¼ Hour	Daily Upcharge Cost
Type A Bus	\$425.00	\$26.56	
Type C Bus	\$425.00	\$26.56	
Wheelchair Lift Upcharge			\$ 0.00

Mid-day, Vocational, or Late Activity Live-Time Service

Mid-day, Vocational, Late Activity Services	Daily Vehicle Cost (1 Hour Base*)	Cost Per Extra ¼ Hour
Type A Bus	\$106.25	\$26.56
Type C Bus	\$106.25	\$26.56

Monitor/Aide/Para Live-Time Assistant (optional)

All Service Categories	AM/PM Route Daily Para Cost* (4hr Base)	Mid/Act/Other Route Daily Para Cost*(2hr Base)	Cost Per Extra ¼ Hour
Monitor/Aide/Para	\$ 107.64	\$53.82	\$6.73



ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICECENTER

Cory McIntyre, *Superintendent*

2727 N Ferry St. • Anoka, MN 55303

763-506-1000 • Fax: 763-506-1013

ahschools.us

October 4, 2023

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation****Proposal # 24014P- School Based Mental Health Services****Opened on Monday, October 2, 2023, at 2:00 p.m. L.T.**

The Anoka-Hennepin School District is currently seeking vendors interested in providing School-Based Mental Health Services to be utilized for the purpose of providing therapeutic services to Anoka Hennepin students before, during and after the school day.

Proposals for 24014P – School Based Mental Health Services Providers were virtually opened at 2:00 p.m. local time on Monday, October 2, 2023. Four providers submitted proposals along with one alternate proposal.

The procurement process was conducted in accordance with our established guidelines, and proposals were evaluated against the outlined scoring criteria by our dedicated district staff with expertise in relevant areas. This team diligently reviewed and scored each proposal based on the predetermined criteria, which were designed to ensure that the selected vendor would best meet our requirements and allowed us to assess each proposal's strengths, weaknesses, and alignment with our site-specific needs and objectives.

The recommendation is made to the board to award contract(s) pursuant to the highest scoring proposal(s), contingent upon successful negotiation of contracts (including specific schools), to People Incorporated, and Volunteers of America.

Below is a copy of the compiled scores:

		tabs								
		Possible Points	1	2	3	4	5	6	Total Score	
Proposal A	Volunteers of America of MN	550	89	83	85	86	90	46	479	
Proposal B	People Incorporated	550	91	84	89	95	89	53	500	
Proposal C	Tasks Unlimited	550	54	70	70	75	71	48	388	
Proposal D	E- Therapy	550	65	59	90	85	90	40	429	
Proposal E	Tasks Unlimited - Alternate Proposal	550	71	65	73	71	70	46	396	



ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICECENTER

Cory McIntyre, Superintendent

2727 N Fay St. • Anoka, MN 55303

763-506-1000 • Fax: 763-506-1013

ahschools.us

October 3, 2023

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**

Bid # 24010B-Sand Creek ES HVAC Replacement and Deferred Maintenance – Phase 3
Opened on Thursday, September 28, 2023, at 2:00 p.m. LT.

TA

The recap below is a record of the six (6) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Jorgenson Construction, Inc., of Minneapolis, Minnesota, with the acceptance of base bid for \$1,314,900.00, Alternate #1 for \$92,000.00, Alternate #2 for \$89,000.00, Alternate #3 for \$89,000.00, Alternate #4 for \$26,000.00, Alternate #5 for \$48,000.00, Alternate #7 for \$35,000.00, and the decline of Alternate #6, for a total contract award of \$1,693,900.00.

Response Tab for Solicitation						
24010B Sand Creek ES HVAC Replacement and Deferred Maintenance - Phase 3			Opening/Due Date: Thursday, September 28, 2023- 2:00 PM LT			
Bidder	AVM Construction LLC	Brennan Construction, Inc	Ebert, Inc dba Ebert Companies	Jorgenson Construction, Inc	Morson Construction Co. Inc	Parkos Construction Company
Base Bid	\$1,451,000.00	\$1,449,000.00	\$1,424,000.00	\$1,314,900.00	\$1,348,000.00	\$1,391,200.00
Alternate #1	\$94,000.00	\$93,000.00	\$96,500.00	\$92,000.00	\$89,400.00	\$95,200.00
Alternate #2	\$94,000.00	\$92,000.00	\$91,700.00	\$89,000.00	\$89,400.00	\$95,200.00
Alternate #3	\$96,000.00	\$123,000.00	\$92,200.00	\$89,000.00	\$92,000.00	\$95,800.00
Alternate #4	\$22,000.00	\$19,000.00	\$23,700.00	\$26,000.00	\$27,000.00	\$18,900.00
Alternate #5	\$55,000.00	\$64,000.00	\$50,700.00	\$48,000.00	\$57,000.00	\$64,200.00
Alternate #6	-\$90,000.00	-\$80,000.00	NB	NB	NB	NB
Alternate #7	\$36,000.00	\$38,000.00	\$36,600.00	\$35,000.00	\$38,000.00	\$38,800.00

Policy 510.10: Seventh- and eighth-grade student participation in high school athletics

October 9, 2023

Dr. Josh Delich, Associate Superintendent

Tim Palmatier, General Counsel

Michelle Vargas, Chief Financial Officer

Michelle Trelstad, Executive Director, Community Education and Gov't Relation

Dr. Johnna Rohmer-Hirt, Executive Director of Research, Evaluation and Testing



ANOKA-HENNEPIN
SCHOOLS
A future without limit



Policy 510.10

Purpose

- Provide an overview of Anoka-Hennepin School District Policy 510.10.
- Review policy in its entirety.



Policy 510.10

History

- Adopted: February 14, 1993
- Last Revised: August 28, 2017

- Eight revisions since the 1993 adoption of policy.



Policy 510.10

History

Since 1993 the policy revision have led to:

- Seventh- and eighth-grade students can participate in high school varsity athletics only if they do not displace a 9-12 grade student.
- Acceleration rubric created.
- Key term “team viability” added, along with objective factors for determining acceleration requests (i.e. differentiation, greatly differentiated, skill gap).
- Sports were split into three categories based on demand and participation counts.
- Current policy is aligned to a historically held philosophy that “high school sports are for high school students.”

 **Policy 510.10****Minnesota State High School League (MSHSL)**

How does our policy differ from the MSHSL?

- The Minnesota State High School League acknowledges 7-12 participation.
- Participation in League-sponsored programs is limited to students in grades 7 through 12.
- Students in grade 7, 8, and 9 may participate only if they are enrolled in a continuation school for that high school.

 **Policy 510.10****Comparative district analysis**

- Minnesota school districts acknowledge that general participation in co-curricular activities is reserved for students in grades 9-12, however a comparative district analysis indicated that most school districts apply the MSHSL grade 7-12 participation definition broadly, allowing seventh- and eighth-grade athletes to participate in all individual and team sports.
- School districts that allow seventh- and eighth-grade students to participate in high school co-curricular activities use similar criteria parameters that Anoka-Hennepin Schools have in its policy (i.e. waiver process, parent consent, school review, maturity, academics, not missing middle school instruction, etc.).



Policy 510.10

Comparative District Analysis

- All Northwest Suburban Conference schools grant oversight on play-up decisions for middle school athletes to specified school or district personnel.
- Many school districts communicate with families about opportunities for seventh- and eighth-grade players to tryout for high school athletics.
- Of the 40+ metro high schools analyzed the common philosophy was to field the most competitive and most skilled teams, even if it means playing-up middle school athletes.



Policy 510.10

Comparative District Analysis

- Considering all districts included in the comparative analysis, the vast majority have a play-up process for middle school participants where the review, approval, and oversight is managed at the school level.
- 2021-22 and 2022-23 MSHSL tournament data revealed that many district rosters included seventh- and eighth-grade students.
- Past MSHSL championship teams had seventh- and eighth-grader students on their teams.

 **Policy 510.10****Budget**

- Potentially allowing more seventh- and eighth-grade students to participate would not increase costs as we are already budgeted for a set number of allocated participants within each specific sport.
- Cap number of players on high school rosters does not change.

 **Policy 510.10****Middle school implications**

2019 Morris-Leatherman Parent Study centered on middle school community education athletics and activities.

- Benefits of middle school athletics were identified as:
 - Have fun.
 - Gain confidence.
 - Learn/improve skills.
 - Learn teamwork.
- Reasons for choosing school-based athletic programs in middle school were identified as:
 - It meets their child's needs.
 - It is the appropriate level of competition, their friends play.

Policy 510.10

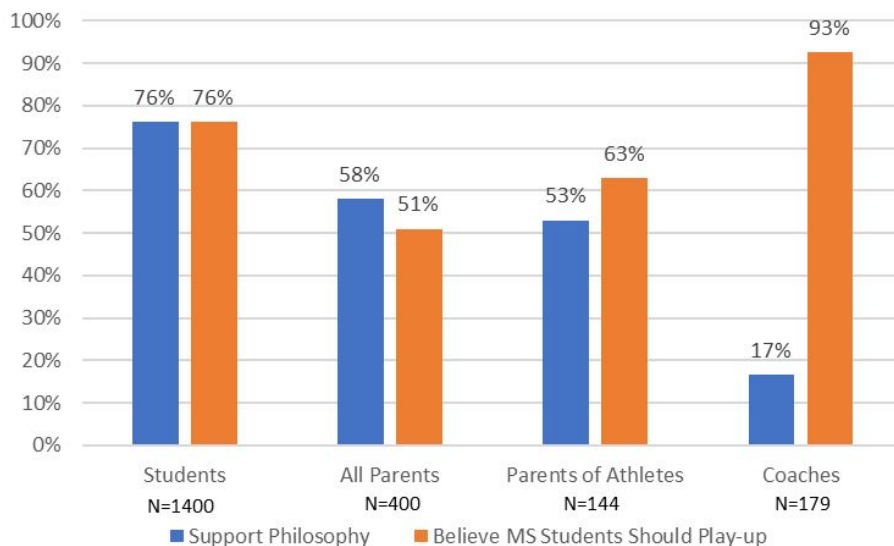
Middle school implications

Morris-Leatherman Parent Study (2019, cont.)

- Only 1 in 4 students in middle school athletics desire longer seasons/more playing time.
- The majority of middle school students and parents prefer shorter time commitments for athletics. (1 to 2, or 2 to 3 days per week.)
- Looking for more “non-traditional” activities.

Policy 510.10

Stakeholder survey results



 **Policy 510.10**

Legal opinion

- Current policy on its face is broadly based upon legitimate, legally defensible grounds (i.e. preserving opportunities for high school students); also aligns with MSHSL Rules which allow for more restrictive eligibility criteria for participation
- Anoka-Hennepin Schools policy has been subject to prior legal challenges based on equal protection, age discrimination and sex discrimination. Policy will likely continue to be subject to legal challenge going forward. In lawsuits to date, district policy has withstood legal challenges.

 **Policy 510.10**

Legal opinion

- Larger school districts comparable to Anoka-Hennepin Schools (i.e. larger suburban high schools) (i.e. Rosemount, Apple Valley, Eagan (RAVE) and South Washington County) report not having any similar legal challenges over 20+ years.
- Final decision of a subcommittee of the board is subject to challenge in Court of Appeals under very high standard (i.e. fraudulent, arbitrary, unreasonable, unsupported by substantial evidence).



Policy 510.10

Legal opinion

- Final decisions based upon coach's evaluation of athletic talent would likely not state a legal cause of action (unless prompted by an illegal standard, e.g. student's protected status under law).
- Minnesota State High School League (MSHSL) – establishes standards that allow seventh- and eighth-grade students to participate in high school athletics. Compliance with state league rules would generally preclude legal challenges based upon claim that school district acted in a discriminatory or arbitrary and capricious grounds.



Options for consideration

Option 1:

- Modify policy to include opportunities for seventh- and eighth-grade students to potentially play-up on all teams and all individual sports, using current decision-making processes.

Option 2:

- Rewrite policy, creating administrative decision-making procedures and expanding opportunities for seventh- and eighth-grade students to play-up on all teams and all individual sports, granting play-up based on tryout performance.

Option 3:

- Continue current policy and practices.



Recommendation

Option 2:

- Rewrite policy, creating administrative decision-making procedures and expanding opportunities for seventh- and eighth-grade students to play-up on all teams and all individual sports, granting play-up based on tryout performance.

Questions and comments

ahschools.us



ANOKA-HENNEPIN
SCHOOLS
A future without limit



Anoka-Hennepin School Board

Briefing Notes

DATE: 10/9/2023

CLASSIFICATION: Discussion

AUTHOR: Dr. Josh Delich, associate superintendent for high schools
 Tim Palmatier, general counsel
 Michelle Trelstad, executive director of community education and government relations
 Dr. Johnna Rohmer-Hirt, executive director of research, evaluation and testing.

SUBJECT: Policy 510.10 review

PURPOSE:

Review Policy 510.10 in its entirety to determine if modifications or removal of the policy is necessary.

BACKGROUND:

Anoka-Hennepin Schools is a member of the Minnesota State High School League (MSHSL). Students and teams that participate in MSHSL activities must follow the guidelines that all other students in Minnesota are also expected to follow. These state rules allow students in seventh and eighth grade to participate in high school athletics programs. Anoka-Hennepin Schools policy 510.10 is more restrictive than MSHSL guidelines as it places limits on participation for students in grades 7 and 8.

CONSIDERATIONS:

In this review of Policy 510.10, the School Board should determine if modifications or removal of the policy are necessary. Consider the following:

- Policy 510.10 has been in operation for 30 years, originally adopted in 1993.
- This policy has been amended eight times (Attachment A).
- The Anoka-Hennepin policy is more restrictive than MSHSL guidelines.
- The 2023 community survey asked eight questions about Policy 510.10 and the answers are available for school board review. (Attachment B)
- A coaches survey shows strong data in support of eliminating the policy. (Attachment C)

RECOMMENDATIONS/NEXT STEPS:

The establishment of Policy 510.10 has delivered outcomes as designed. While high school students have received priority for participation, eligible middle school students and families have relocated out of district schools based on restrictions of this policy.

The Minnesota State High School League guidelines regarding student participation provide a foundation for students across the state. Thirty years of direct district experience, data from parents/guardians and students, strong data supporting a change from coaches, numerous requests for participation from parents, and an alternate system to manage participation using existing MSHSL rules provide a context for decision making.

The following options provide a basis for school board discussion. The key consideration for board members is to determine what role, if any, the school board desires regarding the participation of individual student participation in athletics.

- Option 1: Modify policy to include opportunities for seventh- and eighth-grade students to potentially play-up on all teams and all individual sports, using current decision-making processes.
- Option 2: Rewrite policy, creating administrative decision-making procedures and expanding opportunities for seventh- and eighth-grade students to play-up on all teams and all individual sports, granting play-up based on tryout performance.
- Option 3: Continue current policy and practices.

Please review the following attachments for additional information and perspective.

- [Attachment A:](#) 510.10 History
- [Attachment B:](#) Community Survey Data
- [Attachment C:](#) Coaches Survey Data
- [Attachment D:](#) Complete Policy 510.10
- [Attachment E:](#) Rubric for decision making following Policy 510.10
- [Attachment F:](#) MSHSL participation guidelines and how they differ from Policy 510.10
- [Attachment G:](#) 2019 Middle school parents survey
- [Attachment H:](#) 2022 Districtwide Spring Student Survey
- [Attachment I:](#) District Comparative Schools, who makes the decision
- [Attachment J:](#) Middle School Athletics

JD

Attachment A

History of Policy 510.10

Original adoption: February 14, 1993

- Revision 1: August 25, 1993
- Revision 2: November 27, 2000
- Revision 3: February 23, 2004
- Revision 4: March 24, 2008
- Revision 5: September 9, 2013
- Revision 6: September 22, 2014
- Revision 7: September 14, 2015
- Revision 8: August 28, 2017

1993 - Original adoption

- 510.10 policy was established.
- A family asks the school district to reconsider the current policy that prohibits youngsters from middle schools from participating in high school sports. Family asks to have this policy on the agenda for the next School Board meeting.

1993 - Revision 1:

- Board motion passes that allows seventh and eighth grade students to participate in high school varsity athletics only if they do not displace a 9-12 grade student.
- Seventh and eighth grade participants will be subject to the same guidelines that are used to determine eligibility for high school participation.

2000 - Revision 2: Two-year wrestling trial period

- Board agrees to allow seventh- and eighth-grade students to wrestle for a two year trial.

2004 - Revision 3: No high school student displaced, adaptive eligibility exempted.

- Revision to policy is made so no high school student could be displaced by a middle school student.
- Co-curricular eligibility is not required for adaptive athletics.
- Soccer, fastpitch softball and tennis participation caps determined.
- There was a call for an annual review of middle school participation numbers.
- At this time the group was called the K-12 Co-curricular Eligibility Committee.

2008 - Revision 4: Seventh- and eighth-grade participation allowed under conditions, Sports split into categories.

- A policy review is conducted by a Task Force.
- Recommendation is made that seventh- and eighth-grade can only participate for viability reasons.
- At the same time that is when sports were split into three categories.

2013 - Revision 5: Limited acceleration request for certain activities.

- Policy 510.10 revised that allowed in very limited circumstances an acceleration request to be considered for football, volleyball, boys basketball, girls basketball, baseball, dance team, boys golf, and boys lacrosse.

2014 - Revision 6: Language changes, three board members added to process.

- Additional revisions to policy made. The term “team viability” is added, along with objective factors for determining acceleration requests.
- The committee added three board members to the meetings and developed a rationale for decisions to ensure fair, uniform, and consistent decision making.

2015 - Revision 7: Process changes, board member participation changed

- Acceleration rubric was created.
- A change to policy was put on Board consent which moved the Middle School Play-Up Committee from three (3) board members to two (2) board members.

2017 - Revision 8: Clarification to student participation in high school athletics

- A board brief written to spell out the following play-up aspects: which sports middle school students will be allowed to participate in high school athletics; updating the categories that sports align to; and clarity about which categories of sports will be considered for play-up to the varsity level and which ones will not be considered.
- Added language to those who made up the Middle School Play-Up Committee: Addition of a minimum of two school board members and a principal as assigned by the Superintendent.

2023 - Last policy review by School Board

- Anoka-Hennepin School Board reviews 510.10 policy in a work session.

Attachment B:**2023 Community Survey Data**

Text from the community and parent survey with data included

The Minnesota State High School League, Minnesota’s governing body for high school activities, allows for student athletes in grades 7 through 12 to play high school sports. The Anoka-Hennepin School District has historically rostered teams with students in 9th to 12th grade due to large high school enrollments and participation numbers.

The MSHSL policy provides smaller enrollment schools the opportunity to fill teams so students can participate. The district has a “play up” policy for student athletes in grades 7 and 8 which prioritizes student participation for students in 9th to 12th grade and recognizes younger students will gain the opportunity to compete once they enter the high school building. Expanding opportunities and allowing student athletes in grades 7 and 8 to “play up” could potentially displace a current high school student from participating.

COLUMN 1 are results from the community survey,

COLUMN 2 are results from the parent survey, an additional 400 sample

33.	Do you support the district’s philosophy that high school sports should be reserved primarily for students in grades 9 through 12? (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY YES	7%	10%
		YES	48%	48%
		NO	21%	24%
		STRONGLY NO	10%	7%
		DON’T KNOW/REFUSED.	14%	12%

ROW 1 are results from the community survey,

ROW 2 are results from the parent survey, an additional 400 sample

For each of the following circumstances, please tell me if you would allow student athletes in grades 7 and 8 to “play up” for that reason.

		YES	NO	DKR
34.	They should “play up” at any level if they make that team through the normal tryout process.	53%	37%	10%
		47%	43%	10%
35.	They should only be able to “play up” to fill a lower level team, but not a varsity team.	23%	66%	11%
		26%	64%	10%
36.	They should only “play up” if they are not displacing a student athlete in grades 9 through 12.	39%	54%	7%
		30%	60%	10%
37.	Are there other circumstances in which you feel student athletes in grades 7 and 8 should be able to “play up”?			

UNSURE, 2%; NO, 96%; GOOD GRADES, 1%; GAIN EXPERIENCE, 1%.

Ultimately...

COLUMN 1 are results from the community survey,

COLUMN 2 are results from the parent survey, an additional 400 sample

38.	Do you believe student athletes in grades 7 and 8 should be able to "play up?" (WAIT FOR RESPONSE) Do you feel strongly that way?	STRONGLY YES	9%	8%
		YES	45%	43%
		NO	32%	33%
		STRONGLY NO	7%	8%
39.	Does your child(ren) participate in Anoka-Hennepin School District athletics?	DON'T KNOW/REFUSED	7%	8%
		YES	45%	36%
		NO	55%	63%
40.	Does your child(ren) participate in club or community athletics?	DON'T KNOW/REFUSED	0%	1%
		YES	40%	33%
		NO	59%	66%
		DON'T KNOW/REFUSED	1%	1%

Attachment C:**Anoka-Hennepin Coaches Play-up Survey**

- Feedback from 179 coaches
- Sept. 15 to Sept. 25, 2023
- Administered internally by the Research, Evaluation and Testing Department

Question 8 from survey:

Ultimately, do you believe that students in Grades 7 and Grade 8 should be able to “play up” ?

Yes 92.6%

No 7.4%

[Full Survey results and comments](#)

(PDF)

Attachment I**Who makes the decision for seventh and eighth grade student participation?**

School Name	Who is involved in the approval process for the level of play for a 7th or 8th grade student?
Andover	Coach, Activities Director, School Board
Anoka	Coach, Activities Director, School Board
Blaine	Coach, Activities Director, School Board
Champlin Park	Coach, Activities Director, School Board
Coon Rapids	Coach, Activities Director, School Board
Northwest Suburban and neighboring schools	
Centennial	Coach, Activities Director
Elk River	Coach, Activities Director, Head Principal
Rogers	Coach, Activities Director, Head Principal
Spring Lake Park	Coach, Activities Director
Osseo	Coach, Activities Director
Maple Grove	Coach
Park Center	Coach, Activities Director
Totino-Grace	Coach, Activities Director, Head Principal
Robbinsdale Armstrong	Coach, Activities Director, Head Principal
St Francis	Coach, Activities Director
Forest Lake	Coach, Activities Director, Head Principal
Metro and state schools	
Park High School	Coach, Activities Director
Hopkins	Coach, Activities Director
Edina	Coach, Activities Director
Minneapolis Public Schools	Coach, Activities Director
Hill-Murray	Coach, Activities Director
Grand Rapids	Coach, Activities Director
Hastings	Coach, Activities Director
Hibbing	Coach, Activities Director
St. Anthony	Activities Director

Burnsville High School	Coach
Benilde-St. Margaret's	Coach, Activities Director
Mounds View	Coach
Irondale High School	Coach, Activities Director
Minnetonka	Coach, Activities Director
White Bear Lake Area High School	Coach, Activities Director
Eden Prairie High School	Coach, Activities Director
Grand Rapids	Coach, Activities Director, Head Principal
Cambridge-Isanti	Coach, Activities Director, Head Principal
Eagan	Coach, Activities Director, Head Principal
North Branch	Coach, Activities Director
Saint Thomas Academy	Coach, Activities Director
Wayzata High School	Coach, Activities Director
STMA	Coach, Activities Director
Roseville Area High School	Coach, Activities Director
Prior Lake	Coach, Activities Director, Head Principal
Cretin-Derham Hall	Coach, Activities Director
Monticello	Coach, Activities Director
St. Paul Public Schools	Coach, Activities Director, Head Principal

Discipline practices review

October 9, 2023

Ray Brodeur – Principal of Secondary school conduct
Tim Palmatier – General counsel



ANOKA-HENNEPIN
SCHOOLS
A future without limits

Pupil Fair Dismissal Act

Generally

- PFDA regulates all student dismissals (suspensions and expulsions).
- Establishes minimum due process procedures and sets limitations on the use of dismissals.
- All dismissals reported to MDE .
- MDE has authority to overturn expulsions but generally no authority over suspensions.

Pupil Fair Dismissal Act (PFDA)

Restrictions or limitations set by PFDA or federal law

- No dismissals allowed w/o attempting to use non- exclusionary disciplinary practices.
- Suspension of K-3 students not allowed.
- Expulsion of disabled student not permitted if conduct related to disabling condition.
- 10 day suspension limit per school year rule applies for many special education students if conduct related to disabling condition.
- FAPE must be provided to disabled students removed for 10 consecutive school days.
- Alternative educational services (sufficient to make progress towards graduation) required for all dismissals exceeding 5 consecutive school days.

Pupil Fair Dismissal Act – suspensions

Important considerations

Suspensions are administered by school administration with minimum due process:

- Suspensions cannot exceed 10 consecutive school days.
- Informal administrative conference required prior to suspension.
- Written notice of suspension (stating facts/grounds)
- No formal appeal to the MDE or courts exists under PFDA.

Pupil Fair Dismissal Act – expulsions

Important considerations

- Formal expulsions can only occur by school board action.
- Requires full evidentiary hearing that includes:
 - Right to counsel.
 - Right to present evidence.
 - Right cross examine witnesses (and right to be advised of students who provided evidence to the school).
 - Right to subpoena witnesses (including other student witnesses).
 - Right to request records.
 - Right to have record/obtain transcript of proceeding.

Pupil Fair Dismissal Act – Expulsions

Important considerations

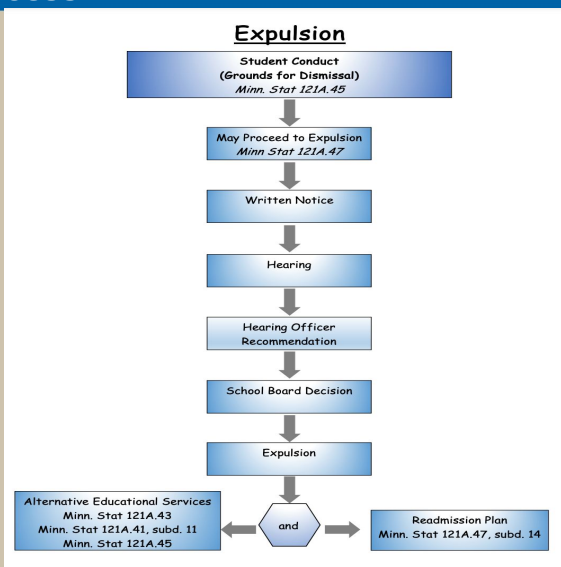
- Expulsions held before committee of board, the board or an independent hearing officer (school board hearings rare in Minnesota).
- Expulsions can be open or closed at parent request.
- When hearing is held before hearing officer or committee of board - report and recommendation is provided to full board which is required to vote on expulsion.
- Opportunity to address school board is not required but is permitted.
- Expulsions cannot exceed one year in length and district required to provide education during removal.

Added Pupil Fair Dismissal Act support in Anoka-Hennepin

- District level principals work directly with families to obtain outcomes that ensure safety, promote deterrence but also support offending students/families.
- In-house counsel has provided representation and reduced costs in expulsion processes .
- Compass Program has provided an alternative location for secondary students that limits need for expulsion but allows administration to remove the student from school building to address safety concerns and/or send “message” of deterrence.

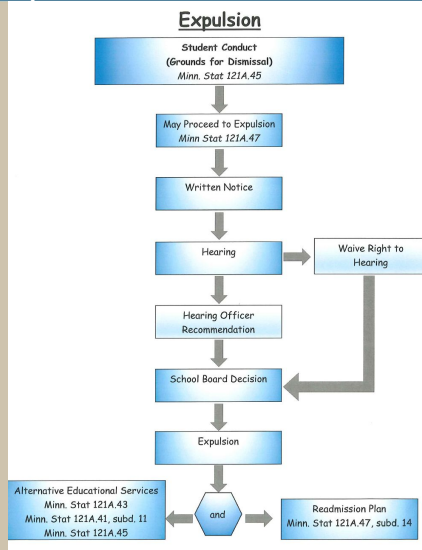
Pupil Fair Dismissal Act (Generally)

Expulsion process



Anoka-Hennepin Pupil Fair Dismissal Act process

Previous policy in practice:



Policy in Practice change

School Board work session September 13, 2021

- CONSIDERATIONS:** After reviewing neighboring districts' policy, and of the five largest districts in the state, we are the only district to take students through the full expulsion process, leaving students with an expulsion on their records. Our recommendation is to add the option for students who have been recommended for expulsion, to voluntarily sign a waiver of a hearing and enroll in Compass Programs for up to one calendar year with a possible probationary return sooner. If students and their family choose this option, the recommendation for expulsion will not be moved forward to the School Board to take action and the student will receive alternative educational services and intervention to build their skills to return to their home school and they will not have an expulsion on their record.

Policy in Practice change

School Board work session September 13, 2021

(continued)

- **RECOMMENDATION CHANGE: STEP 4**

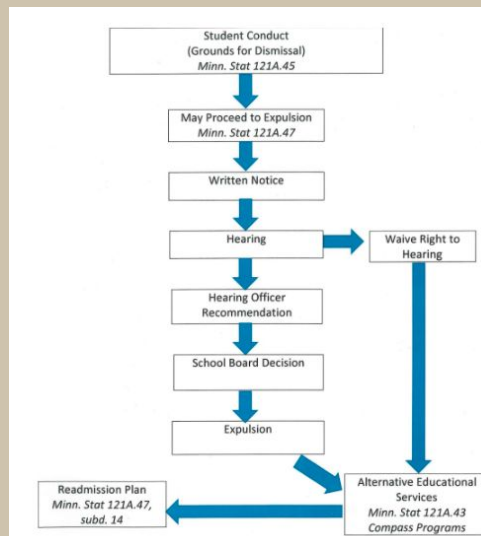
4. If a waiver of hearing is signed by the parent and student, the student will enroll in Compass Programs for a period of one calendar year with the possibility of a probationary return sooner. The student will not be moved forward to the School Board to take action, and an expulsion will not be on their record. Students would not proceed to steps 5 or 6 in their due process.

- **RECOMMENDATIONS/NEXT STEPS:**

During the 2021-22 school year, the above process will be implemented and data collected to analyze the process to ensure we are providing interventions that build skills for our students that create a safe and welcoming environment. No policy change is required to implement this process

Current Policy in Practice

Expulsion waiver / Agreement to enroll at Compass



Weapons Criteria for Administrative Discretion

If any of the following criteria were present in a situation involving a student's involvement with a knife, box cutter, mace/pepper spray, or razor blade, the matter would be automatically referred to the school board for expulsion. Otherwise the process would follow the protocols previously approved by the SCHOOL BOARD for using administrative discretion.

1. Threat or intent to use the knife/box cutter/mace/pepper spray/razor blade against others or to vandalize property.
2. The knife/box cutter/mace/pepper spray/razor blade created the perception of an unsafe school environment because of how it was used or because its presence was communicated beyond a narrow scope of individuals.
3. The knife/box cutter/mace/pepper spray/razor blade is also an illegal item.
4. The student has a discipline record involving harassment/bullying, physical aggression, fighting, or a previous expellable offense.

Expulsion referral data

2022-23 School Year

159 Expulsion Referrals

- SpEd Manifestation - 55
- Withdrawals - 12
- Weapons - 32
 - Guns - 9
 - Real Firearm - 2
 - Look-alike - 7

2021-22 School Year

88 Expulsion Referrals

- SpEd Manifestation - 25
- Withdrawals - 5
- Weapons - 25
 - Guns - 11
 - Real Firearm - 0
 - Look-alike - 11

September 2023 - Expulsion Referrals

- 17 total referrals
 - SpEd Manifestations - 9
 - Weapons - 3 (all 3 look-alikes)

Questions or comments?



ANOKA-HENNEPIN
SCHOOLS
A future without limit