



A – Request decision – closure required
B – Update/status report
C – Discussion and input – final decision at a subsequent meeting

School Board Work Session
Monday, February 12, 2024
AGENDA

1. **Call to Order (1 minute)**
02-12-24 Important Dates 3
2. **Selection of Chair *Pro Tem* (5 minutes)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
 - 4.A. Minutes from 01-22-24 School Board Meeting - A
Jeff Simon, Board Clerk

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

Appendix B 12
 - 4.C. The Brooklyn Bridge Alliance for Youth First Amendment to the Joint Powers Agreement 2022-2026 - A
Michelle Trelstad, Executive Director of Community Education & Government Relations

Appendix C 19
 - 4.D. Bid #24026B-Lincoln and Adams Elementary School 2024 Kitchen Renovations - A
Tiffany Audette, Director of Purchasing

Appendix D 24
 - 4.E. Bid #24028B-Crooked Lake ES Walk-In Cooler & Freezer Refit, Ramsey ES Walk-In Freezer Box - A

Appendix E 25
 - 4.F. Immunization Exclusions as required by Statute 121a.15 - A
Cindy Hiltz, Asst. Director of Student Services, Health Services
5. **Work Session (120 minutes)**
 - 5.A. **Play Up Policy Update (30 minutes) - C**
Dr. Josh Delich, Associate Superintendent for High Schools, Tim Palmatier, General Counsel, Matt Mattson, Assistant Principal & Activities Director-Champlin Park High School

Appendix F 26
Appendix G 37
 - 5.B. **Healthcare Third Party Administrator Review and Recommendation(s) (30 minutes) - C**

Dr. Jennifer Cherry, Executive Director of Human Resources, Todd Mensink, Director of Labor Relations & Benefits, Tiffany Audette, Director of Purchasing, Jon Herschbach, Aon Consulting

Appendix H

44

5.C. 2024-2025 Strategic Priorities, First Read (15 minutes) - C

Cory McIntyre, Superintendent

Appendix I

63

5.D. Board Officer Update/Discussion (30 minutes) - C

Tim Palmatier, General Counsel

Appendix J

65

5.E. Board One Year Calendar Review (15 minutes) - C

Cory McIntyre, Superintendent

6. Board Correspondence & Communication

7. Adjourn

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

February 12, 2024

Dates to Remember

1. February 10 Northern Stars Celebration, Bunker Hills Event Center, 5:30 p.m.
2. **February 12 School Board Work Session, Educational Service Center, 5:30 p.m.**
3. February 19 Holiday, District Closed
4. February 20 Elem (PLC/Conf./Staff Development); Sec Staff Development, No Students
5. **February 26 Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
6. **March 4 School Board Work Session, Educational Service Center, 5:30 p.m.**
7. March 6 Hold for Meet & Confer-Teachers, ESC, 5:30 p.m.
8. March 7 CIAC, ESC, 5:30 p.m.
9. March 8 End of Trimester Two
10. March 11-15 Spring Break, No School
11. March 14-15 Holiday, District Closed
12. March 18 Staff Development, No Students
13. March 18 Board Policy Committee, ESC, 4:30 p.m.
14. March 21 School Board/Cabinet Planning, Bunker Hills Event Center, 5:30 p.m.
15. **March 25 Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
16. March 29 Staff Development, No Students



Jeff Simon
CLERK



Matt Audette
DIRECTOR



Kacy Deschene
DIRECTOR



Zach Arco
DIRECTOR



Linda Hoekman
DIRECTOR



Michelle Langenfeld
DIRECTOR

**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 Special School Board meeting on **Saturday, January 20, 2024**, at the Educational Service Center, Anoka, Minnesota.

The meeting was called to order at 8:00 a.m.

The following members were present: Zach Arco, Matt Audette, Kacy Deschene, Linda Hoekman, Michelle Langenfeld and Jeff Simon.

Acting Chair Simon asked for nominations for the *Chair Pro Tem* for this meeting. Matt Audette nominated Jeff Simon as *Chair Pro Tem* for the January 20, 2024 Special School Board meeting. The motion passed with a 6-0 vote.

Kacy Deschene motioned to approve the Board Agenda as presented. Zach Arco seconded. Motion passed.

Special School Board agenda continued with: Welcome & Check in with Superintendent McIntyre and Discussion Regarding Process for School Board Election of Officers and Potential Election of Officers.

Chair Pro Tem Simon recessed the meeting at 10:30 a.m. Kacy Deschene moved and Zach Arco seconded the motion to adjourn the meeting. Motion passed.

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

Jeff Simon, *Chair Pro Tem*

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

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, January 22, 2024**, at Sandburg Education Center, Anoka, Minnesota.

Jeff Simon called the meeting to order and moved for the election of a *Chair Pro Tem* for the meeting. Simon announced that the school board would be rotating members to serve as *Chair Pro Tem* while options for a shared leadership structure are determined. Jeff Simon called for nominations for *Chair Pro Tem*. Kacy Deschene nominated Zach Arco for *Chair Pro Tem*. Zach Arco was elected *Chair Pro Tem* for the January 22 meeting on a 6-0 vote.

The following members were present: Zach Arco, Matt Audette, Kacy Deschene, Linda Hoekman, Dr. Michelle Langenfeld and Jeff Simon.

Chair Pro Tem Zach Arco led the **pledge of allegiance**.

Jeff Simon motioned to approve the Board Agenda as presented. Michelle Langenfeld seconded. Motion passed.

Associate Superintendent Becky Brodeur along with Britt Olean, District Social Worker, and Nate Manaen, Director of Student Services, recognized winners in the 20th annual kindness poster contest. Students at all grade levels are invited to submit artwork at each school and then a district level representative is selected. Students' work is posted at buildings throughout the district and winners receive a Kindle courtesy of the Horace Mann Insurance Company in appreciation of their winning effort. This year's theme was "Make Kindness Your Purpose." Nearly 150 posters were voted on by staff at the Educational Service Center (ESC) on election day, Tuesday, Nov. 7, 2023. This year's winners are Paisley Rugroden, kindergarten - McKinley Elementary School; Emersyn Buttweiler, first grade - Monroe Elementary School; Ahaan Kumar, second grade - Sunrise Elementary School; Hadley Hoehn, third grade - McKinley Elementary School; Anh (Sofia) Ngo, fourth grade - Monroe Elementary School; Aarohee Anand, fifth grade - Monroe Elementary School; Avery Dikken, sixth grade - Oak View Middle School; Jheel Sharma, seventh grade - Roosevelt Middle School; Audrey Schwen eighth grade - Roosevelt Middle School; and Hope Fletcher, 11th grade - Anoka High School. The annual event supports a districtwide initiative to support safe and welcoming schools for all students.

CONSENT AGENDA

Michelle Langenfeld moved and Jeff Simon seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the January 8, 2024, School Board meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Roxanne Chambliss	Roosevelt Middle, Teacher Media Specialist Secd	06/07/2024
Basima Hasna	Oxbow Creek, ParaEducator Spec Ed Cntr Base	06/06/2024
Cynthia Hess	Blaine High, Teacher English	06/07/2024
Susan Huemann	Dayton, Teacher Music Elementary	06/07/2024
Diane Hughes	Oxbow Creek, Teacher ASD (AutismSpectrum)	06/07/2024
Kathy Keller	Riverview ECC, Para Special Education ECSE	06/06/2024
Maureen Ledin	Crooked Lake, Teacher Grade 2	06/07/2024
Cheryl Nelson Lombardi	Monroe, Teacher K-3 Exploration	06/07/2024
Susan Lovik	Monroe, ParaEducator Special Education	06/06/2024
Cathy Malone	Dayton, Teacher K5 Core Inst Support	06/07/2024
Lynette Melo	Oxbow Creek, ParaEducator Special Education	06/06/2024
Kathleen Messer-Lussky	Anoka High, ParaEducator Technology	06/06/2024
Dorothy Olsen	Madison, Principal Elementary School	08/19/2024
Brenda Pierson	Jackson Middle, Teacher German	06/07/2024
Kristy Riggs	Andover, Teacher SLD	06/07/2024
Annette Setterholm	Jefferson, ParaEducator Elementary	06/06/2024
Jacolyn Sjodin	Rum River Elementary, Teacher Grade 1	06/07/2024
Jerice Stawski	Ramsey, ParaEducator Spec Ed Cntr Base	06/06/2024
Craig Sunderman	McKinley, Teacher Grade 5	10/09/2024
Janice Wisen-Finnerty	Jefferson, Teacher Grade 3	06/07/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Mai Ebnet	Monroe, Teacher Academic Support	01/16/2024
Laurie Erickson	RiverTrail Learning Ctr, Teacher E/BD	06/07/2024

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Natalie Anderson	Coon Rapids Family Center - Pathways, ParaEducator Spec Ed Cntr Base	12/12/2023	12/22/2023
Hanna Arnold	Riverview ECC, Teacher EC/SE	01/04/2024	04/03/2024
Damon Aune	Roosevelt Middle, B/G Custodian	01/02/2024	02/16/2024
Rita Beckman	Jackson Middle, Teacher Social Studies	01/16/2024	02/07/2024
Sarah Chorn	ESC-Unassigned, B/G Custodian	12/20/2023	01/16/2024
Lori Cornett	Brookside, Child Nutrition Assistant PT	01/03/2024	02/02/2024
Christine Dahl	Northdale Middle, Teacher Grade 6	01/16/2024	01/26/2024
Nancy Hager	Andover High, ParaEducator Spec Ed Cntr Base	12/12/2023	01/12/2024
Basima Hasna	Oxbow Creek, ParaEducator Spec Ed Cntr Base	01/16/2024	02/27/2024
Patrick Janostin	Jackson Middle, Teacher Grade 6	12/20/2023	01/12/2024
Tammi Josephs	Monroe, ParaEducator Special Education	12/14/2023	03/01/2024
Michele Kapitzke	Andover, ParaEducator Special Education	02/20/2024	03/18/2024
Janice Langfeld	Eisenhower, A+ PT CCA - Ln 1	11/06/2023	03/19/2024
Leslie Mennenga	Champlin Park High, Educ Office Prof Data Mgmt	12/28/2023	01/12/2024
Brianna Mueller	Evergreen Park, A+ Site Leader full year	01/08/2024	01/31/2024
Chelsea Nordhausen	Coon Rapids Middle, Child Nutrition Assistant PT	01/12/2024	01/12/2024
Samantha Olson	Hamilton, Teacher ABS (AcadBehav)	01/08/2024	04/08/2024
Sean Peterson	ESC, B/G Grounds	01/25/2024	03/25/2024
James Richardson	Coon Rapids Middle, Teacher E/BD	01/03/2024	01/12/2024
Bryan Sherva	Oxbow Creek, Teacher Grade 4	12/18/2023	01/12/2024
Andrew Smith	Coon Rapids High, Teacher Science	01/04/2024	02/02/2024
Heather Squier	Andover, ParaEducator Special Education	12/18/2024	01/12/2024
Heather Strasser	Andover, ParaEducator Special Education	09/13/2023	12/22/2023
Craig Sunderman	McKinley, Teacher Grade 5	07/01/2024	10/09/2024
John Valley	Anoka Middle - FM, B/G Building Supervisor	01/02/2024	01/03/2024
John Valley	Anoka Middle - FM, B/G Building Supervisor	02/15/2024	02/16/2024
Janelle Voxland-Flomo	Roosevelt Middle, Teacher Math	12/15/2023	02/29/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Amanda Britz	Anoka Middle - WA, Teacher Grade 6	11/09/2023	02/09/2024
Robert Cich	ESC, B/G Driver	08/19/2022	04/01/2024
Mai Ebnet	Monroe, Teacher Academic Support	07/01/2023	01/16/2024
Steven C Erickson	Andover DC-Bridges, ParaEducator Spec Ed Cntr Base	11/08/2023	01/03/2024
Kristen Feine	ESC, Teacher SA-QComp Peer Eval	12/04/2023	02/20/2024
Shelley Gormsen	Andover, Child Nutrition Assistant FT	12/15/2023	01/16/2024
Georgia Larson	Champlin Park High, Teacher SA-IB Coord	12/13/2023	01/10/2024
Brianna Mueller	Jefferson, A+ Site Leader full year	09/21/2023	01/05/2024
Matthew Murphy	Jefferson, B/G Custodian	12/07/2023	01/12/2024
Traci Ostroot	Coon Rapids High, Child Nutrition Assistant PT	12/18/2023	01/24/2024
Lynnsey Plaisance	Anoka High, Teacher ESL	10/30/2023	01/22/2024
Jaline Root	Sorteberg ECC, ParaEducator Special Education	11/28/2023	01/26/2024
Bart Sainio	ESC - Transportation, ParaEducator Bus	11/13/2023	03/29/2024
Michele Sorman	Family Welcome Ctr, ESL Intake Specialist	07/18/2023	12/29/2023

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Brenna McDowell	Ramsey, Teacher Grade 2	01/09/2024	Masters/15	0.5508	\$43,472
Danielle Sarette	University Avenue, Teacher Grade 5 LTS	12/19/2023	Bachelors/1	0.2781	\$12,540
Lesli Skelly	Lincoln, Teacher Academic Support	01/16/2024	Masters/21	0.5294	\$43,050
Kayla Worcester	Johnsville, Teacher Grade 3 LTS	12/13/2023	Bachelors/1	0.6123	\$27,614

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Patricia Behrens	Anoka Middle - WA, Teacher Grade 6 LTS	11/14/2023	Masters+60/24	0.2460	\$21,933
Jaylin Hustedde	Oak View Middle, Teacher English LTS	01/16/2024	Bachelors/1	0.2086	\$9,406
Susan Johnston	A-H Tech High School, Teacher ESL	01/04/2024	Masters/1	0.5668	\$29,299
Kimberly Mannel	Champlin Park High, Teacher Counselor	01/23/2024	Masters/15	0.5294	\$41,784

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Lori Olson	ESC-Special Ed, Teacher E/BD	01/03/2024	Masters+60/24	0.1597	\$15,392
Suzanne M Opat	ESC-Special Ed, Teacher Adapt Phy Ed LTS	01/04/2024	Masters+60/24	0.2513	\$24,228

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	\$ 5,661,340.76
01	General	5,311,557.68
02	Food Service	111,816.37
04	Community Service	190,850.10
06	Building Construction	24,526.61
07	Bond & Interest K-12	-
20	Health-Self Insurance	21,920.00
21	Dental-Self Insurance	170.00
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	500.00
	Electronic Payments	\$ 22,773,593.52
01	General	14,170,817.65
02	Food Service	311,865.12
04	Community Service	582,218.31
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	7,106,797.39
21	Dental-Self Insurance	484,842.28
22	Work. Comp.-Self Insurance	117,052.77
47	OPEB Debt Service	-
	ACH Payments	\$ 9,992,112.90
01	General	8,227,443.24
02	Food Service	871,412.30
04	Community Service	110,211.07

06	Building Construction	132,261.08
07	Bond & Interest K-12	-
20	Health-Self Insurance	630,798.21
22	Work. Comp.-Self Insurance	19,987.00
	P-Card	\$ 246,742.88
01	General	236,035.03
02	Food Service	1,944.13
04	Community Service	8,610.47
06	Building Construction	-
20	Health-Self Insurance	153.25
	TOTAL DISTRICT	\$ 38,673,790.06

d. Cash Balance Report

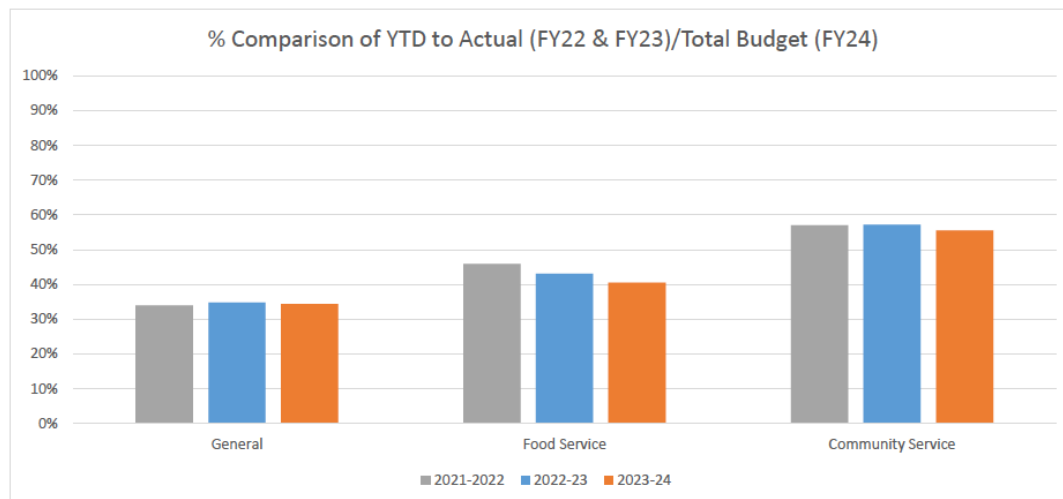
ANOKA HENNEPIN DISTRICT NO. 11 MONTHLY CASH BALANCES - FY24														FY23 Total All Balances (1 year ago comparison)
	GENERAL 01-101	FOOD SERVICE 02-101	COMMUNITY SERVICE 04-101	BUILDING CONSTRUCTION 06-101 ¹	DEBT SERVICE 07-101	EMP BENE HEALTH 20-101	EMP BENE DENTAL 21-101	EMP BENE WORK COMP/EB 22-101	OPEB COMB/EB SERVI 47-101	TOTAL CASH	CASH INVESTMENT	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES
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
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
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
09/30/23	185,170,574	8,882,238	13,083,758	(4,131,880)	6,329,633	14,920,089	2,548,666	2,067,015	1,358,523	230,228,616	10,000,000	13,131,309	464,430	253,824,355
10/31/23	184,238,524	8,296,287	12,969,484	(7,425,653)	9,023,567	17,058,314	2,435,497	2,094,463	1,748,359	230,438,843	10,000,000	13,131,309	448,296	254,016,449
11/30/23	164,478,148	10,589,218	13,327,202	(7,902,901)	11,970,274	20,202,785	2,693,195	2,013,482	2,174,822	219,546,225	10,000,000	13,196,500	429,633	243,172,357
12/31/23	161,912,058	11,108,168	13,971,533	(73,950)	13,038,557	22,773,895	2,978,750	2,002,416	2,328,601	230,040,028	0	5,348,208	408,720	235,796,957
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. Monthly Revenue & Expenditures.

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

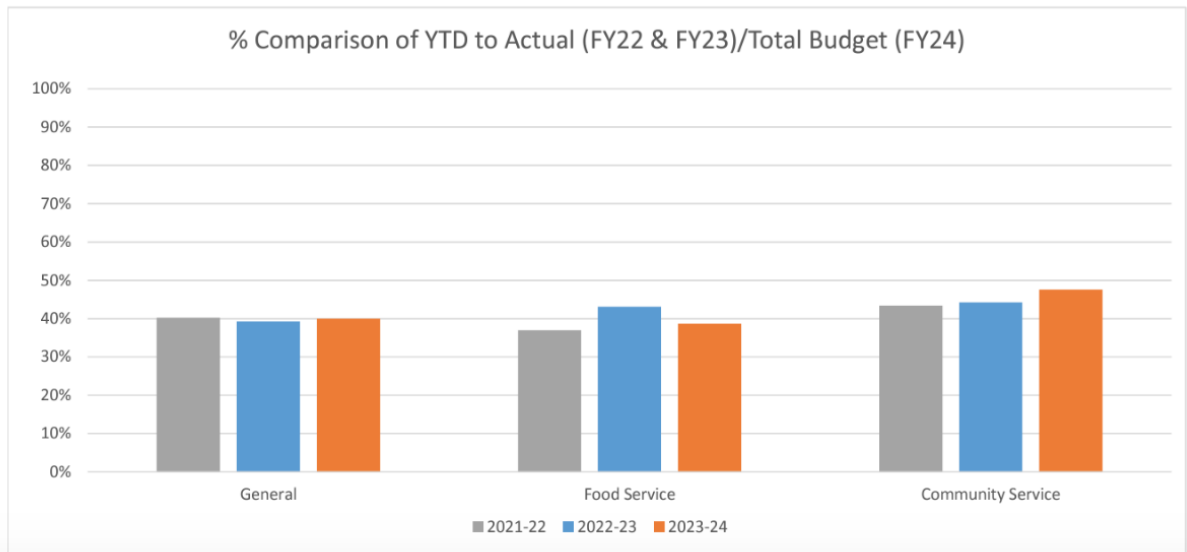
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-2022
General	48,954,620	212,143,889	617,825,830	34%	35%	34%
Food Service	2,934,832	10,865,451	26,803,221	41%	43%	46%
Community Service	3,450,763	15,382,450	27,718,687	55%	57%	57%
Building Construction ¹	134,530	297,269	20,000	1486%	24449%	-7%
Debt Service	1,222,563	9,436,352	15,394,194	61%	63%	56%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 56,697,307	\$ 248,125,412	\$ 688,511,932	36%	37%	36%



¹Conservative budgeting

**Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended Dec 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	56,897,214	184,561,291	498,124,467	37%	38%	38%
Purchased Services	10,530,456	25,965,281	57,920,406	45%	37%	34%
Supplies	(1,369,712)	12,966,760	25,741,355	50%	57%	61%
Capital Expenditures	1,144,941	19,766,013	25,118,614	79%	51%	89%
Other Exp & Transfers	88,181	914,954	4,058,066	23%	24%	28%
Total General Fund	\$ 67,291,080	\$ 244,174,298	\$ 610,962,908	40%	39%	40%
Food Service						
Food Service	2,596,580	9,450,506	24,429,676	39%	43%	37%
Community Service						
Community Service	3,070,788	13,041,858	27,419,770	48%	44%	43%
Building Construction	153,871	7,819,371	8,850,000	88%	42%	42%
Debt Service	500	4,152,651	15,444,303	27%	28%	29%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 73,112,817	\$ 278,638,684	\$ 687,856,657	41%	39%	40%



- f. Approved Investment Report for Calendar Year 2024.
 - g. Approved Delegation of Authority for SERVS/MEGS Financial.
 - h. Approved Bid #24029B-Food Service Equipment.
 - i. Approved Committee Assignments.
 - j. Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed.

The School Board received testimony from Jodie Rife and Aaron Peterson.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. Anoka-Hennepin Schools joins districts from across the state in showing appreciation for the dedicated staff members who serve our students as paraeducators during Minnesota Paraprofessional Recognition Week, which is being held this week. Paraeducators serve student needs for instruction, student activities, special education, individual student needs, health, safety, transportation and in various other roles. Nearly all of our 1000 plus paraeducators also live in our communities, so this is a true call to service for these dedicated community members. Paraeducator positions normally follow the school day schedule with wages starting at \$17.00 to \$24.00 per hour and include benefits, depending on the position. Paraprofessionals serve a vital role in ensuring the best possible educational experience for our students, and for helping provide the best possible schools for our community. Thank you, paraeducators, this week, and every day of the year, for your service to our schools and community and students. The School Board and district leadership will be

meeting with area legislators on Thursday, Jan. 25 to share the district's legislative priorities in advance of the upcoming session. The district is fortunate to be served by representatives who engage with the district regarding legislative issues and value the perspectives of the district as they discuss education issues. The legislative session for 2024 begins on Monday, Feb. 12. Anoka-Hennepin Schools will celebrate the first academic growth recognition event of the year with a special ceremony at Anoka High School on February 6. This one will include students from the Anoka cluster, Andover Cluster, Champlin Park Cluster and River Trail Learning Center. Over 3000 students districtwide were recognized for academic growth in reading, math and English language acquisition over the past year and the top 10 highest achievers from each school will be recognized at the ceremony. Certificates of accomplishment will be shared with all students who achieved the honor at their school sites. The district will be livestreaming the ceremony on our YouTube page and website. If you recall, the district honored these students at school board meetings in past years and our move to a combination recognition event aims to improve the experience for students and families who are being recognized. Work continues in advance of the Anoka-Hennepin Educational Foundation's annual fundraising gala - the Northern Stars Celebration - which is set for Saturday, Feb. 10 from 5:30 p.m. to 10 p.m. at the Bunker Hills Event Center in Coon Rapids. Anyone interested in attending should visit ahef.us for tickets and additional information. The district appreciates the efforts of the Anoka-Hennepin Educational Foundation and the many corporate and individual donors who support the learning needs of students.

Aaron Nielsen, a certified public accountant with the accounting firm Malloy, Montague, Karnowski, Radosevich and Company (MMKR), reviewed the annual audit his firm conducted of the district's financial statements for the fiscal year 2023. The auditor gave the district an unmodified opinion on its basic financial statements and said the district is in a strong financial position with an adequate fund balance and provided trend data along with current financial measures to provide context. No findings, material weaknesses, or instances of noncompliance were reported. The analysis and report of district funds by an independent firm provides information for School Board consideration in financial planning and management of business affairs and compliance with legal requirements and mandates.

Dr. Jennifer Cherry, executive director of human resources, and Todd Mensink, director of labor relations and benefits, provided the School Board with an update on the status of negotiations for employee groups consistent with Board Policy 209, Negotiations Code of Ethics. The presentation included an overview of the status of negotiations with the district's 14 bargaining groups and five policy groups.

Chair Pro Tem Zach Arco made a motion and proposed under Minnesota State Law 13D.03 sub 1 that they move into a closed session to deal with matters of labor negotiations for Teachers, Custodians, Ed. Support Professionals, Principals, School Office Supervisors, and Tech. Specialists. The closed session was held in the Michael Sullivan Room. Jeff Simon seconded the motion to go into closed sessions. Motion carried.

Chair Pro Tem Arco recessed the meeting at 7:24 p.m. The meeting reconvened in closed executive session at 7:34 p.m. to discuss negotiations.

Chair Pro Tem Arco recessed the meeting at 8:26 p.m. Kacy Deschene moved and Matt Audette seconded the motion to adjourn the meeting. Motion passed.

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

Chair Pro Tem Zach Arco

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

APPENDIX B

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
Christine Beekman	Coon Rapids High, Teacher DD	06/07/2024
Marta Biegler	Jackson Middle, Teacher MSH	06/07/2024
Paul Broberg	Anoka High, Teacher Driver Ed	06/07/2024
Susan Stearns Fedje	Ramsey, Teacher SA-Coach Literacy Spec	06/07/2024
Gregory Glaser	Northdale Middle, Teacher Social Studies	06/07/2024
David Grider	Anoka High, Teacher Industrial Tech	06/07/2024
Jane Hammes-Johnson	Hoover, Teacher Grade 2	06/07/2024
James Hauge	Anoka High, Teacher Science	06/07/2024
Lisa Herlache	Dayton, Teacher Literacy Intervention	06/07/2024
Mary Jacobson	Oak View Middle, Teacher Grade 6	06/07/2024
Lynn Jaeck	Coon Rapids Middle, Teacher SA-Achievement Coach	06/30/2024
Doyle Johnson	Champlin Park High, Teacher Counselor	06/14/2024
Paul Keeney	Oak View Middle, Teacher Industrial Tech	06/07/2024
LynnSheree Lesmeister	Rum River Elementary, Teacher Grade K	06/07/2024
Robert Luke	Champlin Park High, Teacher Social Studies	07/25/2024
Daniel Lundborg	Roosevelt Middle, Teacher Industrial Tech	06/07/2024
Judy Mertes	Anoka Middle - WA, Teacher Grade 6	06/07/2024
Carla Neitzel	Hoover, Teacher Grade 3	06/07/2024
Mary Nettleton	ChamplinBrklynPk Academy, Teacher Social Worker	06/07/2024
Tanya Novak	Evergreen Park, Teacher ESL	06/07/2024
Michael Park	Jackson Middle, Teacher Music Secd Band	06/07/2024
Martha Peterson	ChamplinBrklynPk Academy, Preschool Asst Instructor PT	05/29/2024
Cheryl Robinson	Wilson, Teacher Literacy Intervention	06/07/2024
Melissa Stein	Oxbow Creek, Teacher Grade 5	09/16/2024
Kimberly Swanson	Andover DC-Bridges, Teacher MMH	06/07/2024
Scott Tegmeier	Hoover, Teacher Grade 2	06/07/2024
Carol Thompson	Riverview ECC, ECFE Child Educator FT Benefit	06/20/2024
Jill Thompson	Roosevelt Middle, Teacher ESL	10/25/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Amanda Britz	Anoka Middle - WA, Teacher Grade 6	02/09/2024
Brianna Canfield	Sand Creek, Teacher Math Intervention	02/01/2024
Jonelle Gorman	Coon Rapids Middle, Teacher ABS (AcadBehav)	06/07/2024
Emily Jacobson	ESC-Special Ed, Teacher Speech Clinician	06/07/2024
Jordan Jasperson	Monroe, Teacher ESL	02/20/2024
Jessica Johnson	Coon Rapids High, Teacher E/BD	03/18/2024
Natalie Juell	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	01/31/2024
Cathy Lund-Ziebarth	Blaine High, Teacher Business	06/07/2024

APPENDIX B

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.

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Kelsey Petterson	ChamplinBrklynPk Academy, Teacher Grade 1	06/28/2024
Bailey Young	Family Welcome Ctr, Teacher Social Worker	02/16/2024
Maya Ziegler	Morris Bye, Teacher Grade 4	06/28/2024
Kaitlyn Zimba	Leave Of Absence, Teacher Counselor	06/28/2024

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
Samantha Adamczak	Blaine High, ParaEducator Secondary	03/18/2024	06/06/2024
Chelsey Altena	Brookside, Teacher Grade 5	07/01/2024	06/30/2025
Thomas Ament	Roosevelt Middle, B/G Custodian	01/29/2024	02/12/2024
Amanda Anderson	Oak View Middle, ParaEducator Secondary	12/15/2023	02/02/2024
Megan Anderson	Evergreen Park, Teacher Grade K	07/01/2023	06/30/2025
Rebecca Augustine	Northdale Middle, Teacher Counselor	01/22/2024	02/06/2024
Eric Beckman	Anoka High, Teacher Social Studies	07/01/2024	06/30/2029
Connie Beggin	Anoka Middle - FM, ParaEducator Special Education	01/08/2024	02/09/2024
Mickenzie Blasing	Sand Creek, Teacher Grade K	07/01/2023	06/30/2025
Justin Brama	Anoka High, Teacher Social Studies	07/01/2022	06/30/2025
Theresa Burnett	Sandburg Education Ctr, Teacher EC/SE Stretch Calendar	07/19/2023	01/08/2024
Theresa Burnett	Sandburg Education Ctr, Teacher EC/SE Stretch Calendar	01/11/2024	02/05/2024
Timothy Carlson	Mississippi, Teacher Media Specialist Elem	07/01/2024	06/29/2029
Amy Carroll	Andover, Teacher Social Worker	07/01/2024	06/29/2029
Kristin Ceronsky	Champlin Park High, Teacher Math	07/01/2024	06/30/2029
Michael Comer	ESC, Teacher SA-QComp Peer Eval	01/25/2024	03/08/2024
Chelsie Curry	Evergreen Park, Teacher Grade 4	01/22/2024	03/08/2024
Chelsie Curry	Evergreen Park, Teacher Grade 4	01/03/2024	01/19/2024
Susan Curtis	Anoka High, Educ Office Prof	01/24/2024	02/26/2024
Brianna Dacus	Sunrise, Teacher Grade 2	07/01/2023	06/30/2025
Robyn Dempsey	ESC - Transportation, ParaEducator Bus	12/11/2023	03/08/2024
Amy Elder	Monroe, Teacher Social Worker	01/25/2024	06/07/2024
Emily Eng	Johnsville, Teacher Grade 1	07/01/2023	06/30/2025
Nicole Fish	Dayton, Teacher Grade 2	01/23/2024	02/02/2024
Megan Follick	Roosevelt Middle, Teacher English	07/01/2023	06/30/2025
Elizabeth Fuller	Crooked Lake, Teacher Grade 5	02/02/2024	03/08/2024
Brittney Fussy	Mississippi, Teacher SA-Tal Devl	07/01/2022	06/30/2025
Kelly Godwin-Pratt	Morris Bye, Teacher SA-Coach Literacy Spec	07/01/2024	06/30/2025
Lynn Greer	Mississippi, Teacher Academic Support	07/01/2022	06/30/2025
Nicole Gross	Monroe, Teacher Academic Support	11/29/2023	01/09/2024
Nicole Gross	Monroe, Teacher Academic Support	01/10/2024	03/08/2024
Steven Guider	Blaine High, ParaEducator Technology	02/08/2024	02/21/2024
Marissa Haffele	University Avenue, Teacher Grade 3	07/01/2023	06/30/2025
Nancy Hager	Andover High, ParaEducator Spec Ed Cntr Base	01/24/2024	02/13/2024
Daryl Hathaway Jr	ChamplinBrklynPk Academy, Teacher Phys Ed Elementary	07/01/2024	06/30/2029
Kelly Hazelwood	Brookside, Teacher K-3 Exploration	01/08/2024	01/31/2024
Maizie Herring	ESC-Unassigned, Child Nutrition Assistant PT	01/05/2024	01/16/2024
Karen Holland	Hoover, Teacher Grade 2	07/01/2022	06/30/2025
Debra Hoyt	Anoka High, Teacher Social Studies	07/01/2024	06/30/2029

APPENDIX B

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LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Heather Isenor	ESC - Transportation, ParaEducator Bus	02/05/2024	04/05/2024
Kathryn Jensen	Madison, Teacher Grade K	01/22/2024	06/07/2024
Heather Johnson	ESC-Special Ed, Special Educ Prg Supervisor	12/27/2023	02/29/2024
Jamie Johnson	Adams, Teacher Grade 4	07/01/2023	06/30/2025
Lydia Johnson	Madison, Teacher ABS (AcadBehav)	07/01/2023	06/30/2025
Nicholas Johnson	Champlin Park High, Teacher Math	07/01/2022	06/30/2025
Tammi Josephs	Monroe, ParaEducator Special Education	12/14/2023	01/26/2024
Natalie Juell	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	12/15/2023	01/31/2024
Kristin Keller	ESC, Comm Ed Prg Supv Comm Schools	01/19/2024	03/05/2024
Jeffrey Kemmer	Roosevelt Middle, Teacher Social Studies	07/01/2024	06/30/2029
Jacquelyn Kubitschek	Coon Rapids High, Teacher Social Studies	07/01/2024	06/30/2029
Susan Kvidera	A-H Tech High School, Asst Principal Alt 10 Month	07/01/2024	06/30/2029
Janie Lang	Andover, Teacher Grade 4	07/01/2024	06/30/2029
Towana Larson	Andover, ParaEducator Special Education	01/29/2024	04/26/2024
Holly Levercom	Northdale Middle, Child Nutrition Assistant PT	01/11/2024	03/08/2024
Constance Lorange	Sorteberg ECC, Teacher EC/SE	07/01/2024	06/29/2029
Matthew Meyers	ESC - Transportation, ParaEducator Bus	12/15/2023	02/16/2024
Mark Milbauer	Anoka High, Teacher English	07/01/2024	06/29/2029
Samantha Miller	Blaine High, ParaEducator Spec Ed Cntr Base	01/18/2024	03/08/2024
Amelia Mueller	Crooked Lake, Teacher Music Elementary	01/29/2024	04/26/2024
Brianna Mueller	Evergreen Park, A+ Site Leader full year	01/08/2024	01/25/2024
Brianna Mueller	Jefferson, A+ Site Leader full year	01/26/2024	02/02/2024
David Nordberg	Jackson Middle, Teacher Grade 6	07/01/2024	06/30/2028
Chelsea Nordhausen	Coon Rapids Middle, Child Nutrition Assistant PT	02/02/2024	02/02/2024
Peter Ockuly	Champlin Park High, Teacher Science	07/01/2024	06/29/2029
Amy Ogren	Sandburg Regional High School, Teacher English	07/01/2024	06/30/2025
Amanda Olsen	Anoka Middle - FM, Teacher Family Consumer Sci	07/01/2024	06/30/2025
Lori Onstad	ChamplinBrklynPk Academy, Preschool Inst-Pro Rated Bene	02/09/2024	04/10/2024
Heidi Peterson	Ramsey, Teacher Academic Support	07/01/2024	06/30/2026
Jackson Pray	Blaine High, Teacher ABS (AcadBehav)	01/29/2024	02/16/2024
Madison Pray	Jackson Middle, Teacher ABS (AcadBehav)	01/29/2024	04/26/2024
Kesha Quade	Madison, Teacher Grade 1	07/01/2022	06/30/2025
Hetty Rasmussen	Sandburg Education Ctr, Teacher Psychologist	07/01/2022	06/30/2025
Judy Ries	Blaine High, Teacher Health	07/01/2024	06/30/2029
Kristi Romo	Champlin Park High, Teacher English	07/01/2024	06/29/2029
Bonnie Schaffner	Hoover, Teacher ESL	07/01/2022	06/30/2025
Ethan Scheibe	Blaine High, Teacher English	02/01/2024	02/02/2024
Ethan Scheibe	Blaine High, Teacher English	05/02/2024	05/03/2024
Ethan Scheibe	Blaine High, Teacher English	09/06/2024	09/06/2024

APPENDIX B

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LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Lauren Schlecht	Evergreen Park, Teacher Grade K	07/01/2023	06/30/2025
Rebecca Sheils	Anoka High, Teacher ABS (AcadBehav)	07/01/2024	06/30/2025
Katherine Shelley	Eisenhower, Teacher SA-Coach Math Spec	07/01/2022	06/30/2025
Kimberly Simshauser	Verndale, Teacher Blind or Visually Imp	02/05/2024	04/05/2024
Angela Singer	Oak View Middle, Teacher Family Consumer Sci	07/01/2022	06/30/2025
Laura Stein	Evergreen Park, Teacher SA-Coach Literacy Spec	07/01/2022	06/30/2025
Melissa Stein	Oxbow Creek, Teacher Grade 5	07/01/2024	09/16/2024
Emily Stromstad	Jackson Middle, ParaEducator Spec Ed Cntr Base	12/21/2023	02/20/2024
Alison Stueber	Ramsey, Teacher ABS (AcadBehav)	12/11/2023	01/19/2024
Alison Stueber	Ramsey, Teacher ABS (AcadBehav)	01/22/2024	02/16/2024
Megan Taylor	Hamilton, Teacher DD	07/01/2023	06/30/2025
Jill Thompson	Roosevelt Middle, Teacher ESL	07/01/2024	10/25/2024
Karen Trudeau	Johnsville, Teacher E/BD	12/21/2023	01/23/2024
John Valley	Anoka Middle - FM, B/G Building Supervisor	08/05/2024	08/16/2024
Michelle Vargas	ESC, Chief Financial Officer	01/30/2024	03/12/2024
William Vitt	Blaine High, Teacher French	07/01/2024	06/29/2028
Kathleen Ward	Anoka High, Teacher English	07/01/2023	06/30/2025
Maureen Weishair	Sorteberg ECC, Teacher EC/SE	02/08/2024	04/03/2024
Stephanie Zimmerman	Jefferson, Teacher Grade 3	07/01/2022	06/30/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Damon Aune	Roosevelt Middle, B/G Custodian	01/02/2024	02/26/2024
Katharine Borg	Oxbow Creek, Teacher SLD	11/03/2023	03/01/2024
Sarah Chorn	ESC-Unassigned, B/G Custodian	12/20/2023	02/13/2024
Lori Cornett	Brookside, Child Nutrition Assistant PT	01/03/2024	01/31/2024
Susan Curtis	Anoka High, Educ Office Prof	01/03/2024	01/22/2024
Julie Griffin	Coon Rapids High, ParaEducator Secondary	10/23/2023	03/08/2024
Diane Hasner	CED - ABE - Blaine, ABE Teacher-Full Time Benefits	10/27/2023	05/01/2024
Norhan Hassan	Mississippi, Teacher ABS (AcadBehav)	09/25/2023	06/07/2024
Patrick Janostin	Jackson Middle, Teacher Grade 6	12/20/2023	01/19/2024
Traci Ostroot	Coon Rapids High, Child Nutrition Assistant PT	12/18/2023	04/01/2024
Lynnsey Plaisance	Anoka High, Teacher ESL	10/30/2023	03/08/2024
James Richardson	Coon Rapids Middle, Teacher E/BD	01/03/2024	01/31/2024
Salvador Rodriguez	Evergreen Park, B/G Custodian	11/27/2023	02/27/2024
Cheryl Skluzacek	Monroe, ParaEducator Elementary	10/26/2023	02/16/2024
Andrew Smith	Coon Rapids High, Teacher Science	01/04/2024	02/16/2024
Lynn Wika	CED - ABE - Col Hgts Fridley, ABE Teacher - sick leave only	01/02/2024	01/31/2024
Mary Wold	Rum River Elementary, Child Nutrition Assistant PT	11/28/2023	02/02/2024

APPENDIX B

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SABBATICALS

<u>Full Name</u>	<u>Current or Most Recent Position</u>	<u>LOA Start</u>	<u>LOA End Date</u>
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This section returned no records

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Kyla Chesser	Evergreen Park, Teacher Grade 1	01/22/2024	Bachelors/1	0.5080	\$22,911
Karin Collette-Jelinek	Wilson, Teacher Grade 2 LTS	01/03/2024	Bachelors/1	0.1765	\$7,958
Reagan McCurnin	Wilson, Teacher Grade 3 LTS	02/07/2024	Bachelors/01	0.4439	\$20,017
Diane Polzin	Evergreen Park, Teacher Grade 4 LTS	01/03/2024	Masters+60/24	0.2567	\$22,438

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Robert Adams	Coon Rapids High, Teacher Science LTS	02/01/2024	Masters+60/24	0.4652	\$40,201
John Holzhaeuser	Champlin Park High, Teacher Business LTS	01/03/2024	Masters+60/24	0.2514	\$24,228
Jessica McDonald	Coon Rapids Middle, Teacher Social Studies	01/22/2024	Bachelors/2	0.4064	\$18,556
William Tinjum	Blaine High, Teacher Business	01/03/2024	Bachelors/1	0.5722	\$25,805

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Christine Bergstrom	ESC-Special Ed, Teacher MSH	01/29/2024	Masters/20	0.2015	\$16,383
Charlene Winter	Northdale Middle, Teacher ABS (AcadBehav)	02/20/2024	Masters/3	0.4011	\$21,368

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				

This section returned no records

THE BROOKLYN BRIDGE ALLIANCE FOR YOUTH
FIRST AMENDMENT TO THE A JOINT POWERS
AGREEMENT

2022-2026

The parties to the Brooklyn Bridge Alliance for Youth 2022-2026 Joint Powers Agreement (“Agreement”), a joint powers agreement authorized under Minnesota Statutes, section 471.59, which is effective until December 31, 2026, desire to execute this amendment to the Agreement (“Amendment”), to be effective upon execution by the parties to the Agreement: the City of Brooklyn Center, City of Brooklyn Park, Hennepin County, Anoka-Hennepin School District, Brooklyn Center Schools, Osseo Area Schools and Robbinsdale Area Schools, Hennepin Technical College, North Hennepin Community College all of which are governmental units within the State of Minnesota.

RECITALS

1. In accordance with Article V of the Agreement, “with the support of two-thirds of Directors, the Chair may request and the Members shall pay an increase in these amounts of up to an additional 15 (fifteen) percent for each year this Agreement is in effect.”
2. On November 15th, 2023, Chair April Graves requested that Members increase funding by up to an additional fifteen percent (15%) for the years 2024 and 2025 and more than two-thirds of Directors voted in favor of the increase.
3. To effectuate this increase and reflect the intention of the parties, the parties desire to amend the Agreement by replacing the contribution amounts provided in Article 5 as provided in this Amendment.

AMENDMENT

Section 1. Article V of the Agreement is hereby amended by adding the double-underlined language and removing the ~~struck-through~~ language as follows:

ARTICLE V. FINANCING

Section 5.1. Funding. Operating funds of the Alliance shall be provided and furnished in each calendar year by each of the Members in accordance with the following schedule:

	2022	2023	2024	2025	2026
City of Brooklyn Center	\$ 57,500	\$ 57,500	\$ 57,500 <u>\$ 66,125</u>	\$ 57,500 <u>\$76,044</u>	\$76,044
City of Brooklyn Park	\$ 57,500	\$ 57,500	\$ 57,500 <u>\$ 66,125</u>	\$ 57,500 <u>\$76,044</u>	\$76,044
Hennepin County	\$ 57,500	\$ 57,500	\$ 57,500 <u>\$ 66,125</u>	\$ 57,500 <u>\$76,044</u>	\$76,044
Anoka-Hennepin School District	\$ 5,750	\$ 5,750	\$ 5,750 <u>\$6,613</u>	\$ 5,750 <u>\$7,604</u>	\$7,604
Brooklyn Center Schools	\$ 5,750	\$ 5,750	\$ 5,750 <u>\$6,613</u>	\$ 5,750 <u>\$7,604</u>	\$7,604
Osseo Area Schools	\$ 11,500	\$ 11,500	\$ 11,500 <u>\$13,225</u>	\$ 11,500 <u>\$15,209</u>	\$15,209
Robbinsdale Area Schools	\$ 5,750	\$ 5,750	\$ 5,750 <u>\$6,613</u>	\$ 5,750 <u>\$7,604</u>	\$7,604
Hennepin Technical College	\$ 5,750	\$ 5,750	\$ 5,750 <u>\$6,613</u>	\$ 5,750 <u>\$7,604</u>	\$7,604
North Hennepin Community College	\$ 5,750	\$ 5,750	\$ 5,750 <u>\$6,613</u>	\$ 5,750 <u>\$7,604</u>	\$7,604

For each calendar year, funds shall be provided by the Alliance Members within thirty (30) days of receipt of a copy of the budget approved by the Board, submitted on an annual basis. With the support of two-thirds of Directors, the Chair may request and the Members shall pay an increase in these amounts of up to an additional 15 (fifteen) percent for each year this Agreement is in effect.

Section 2. All other terms contained in the Agreement shall remain

unchanged and in full force and effect until expiration and termination of the Agreement.

Section 3. This Amendment shall become effective upon approval and execution by the following parties: City of Brooklyn Center, City of Brooklyn Park, Hennepin County, Anoka-Hennepin School District, Brooklyn Center Schools, Osseo Area Schools, Robbinsdale Area Schools, North Hennepin Community College and Hennepin Technical College.

City of Brooklyn Center

By: _____
Its: _____

And by: _____
Its: _____

City of Brooklyn Park

By: _____
Its: _____

And by: _____
Its: _____

Hennepin County

By: _____
Its: _____

And by: _____
Its: _____

Anoka-Hennepin School District

By: _____
Its: _____

And by: _____
Its: _____

Brooklyn Center Schools

By: _____
Its: _____

And by: _____
Its: _____

Osseo Area Schools

By: _____
Its: _____

And by: _____
Its: _____

Robbinsdale Area Schools

By: _____
Its: _____

And by: _____
Its: _____

Hennepin Technical College

By: _____
Its: _____

And by: _____
Its: _____

North Hennepin Community College

By: _____
Its: _____

And by: _____
Its: _____



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

January 31, 2024

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation****Bid # 24026B-Lincoln and Adams Elementary School 2024 Kitchen Renovations****Opened on Thursday, January 16, 2024, at 2:00 p.m. LT.**

The recap below is a record of the seven (7) 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 \$768,500.00, for a total contract award of \$768,500.00.

Response Tab for Solicitation				
24026B Lincoln and Adams Elementary School 2024 Kitchen Renovations			Opening/Due Date: Tuesday, January 16, 2024 - 2:00 PM LT	
Bidder	Base Bid	Addendum(s) (1) Acknowledged	Responsible Contractor Act Acknowledged	Bid Bond
CM Construction Company, Inc.	\$814,800.00	X	X	X
Dering Pierson Group	\$888,752.00	X	X	X
Ebert, Inc dba Ebert Companies	\$833,300.00	X	X	X
Jorgenson Construction, Inc.	\$768,500.00	X	X	X
Morcon Construction Co., Inc.	\$795,937.00	X	X	X
Parkos Construction Company	\$824,200.00	X	X	X
Versacon, Inc.	\$799,000.00	X	X	X



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

February 6, 2024

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**
Bid # 24028B - Crooked Lake ES Walk-In Cooler & Freezer Refit, Ramsey ES Walk-In Freezer Box.
Opened on Thursday, February 01, 2024, at 2:00 p.m. LT.

The recap below is a record of the three (3) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, RAK Construction, Inc., of East Bethel, Minnesota, with the acceptance of base bid for \$251,563.00, for a total contract award of \$251,563.00.

Response Tab for Solicitation				
24028B - Crooked Lake ES Walk-In Cooler & Freezer Refit, Ramsey ES Walk-In Freezer Box		Opening/Due Date: Thursday, February 01, 2024, at 2:00 p.m. LT		
Bidder	Total Base Bid	Bid Bond	Addendum (#1) Acknowledged	Responsible Contractor Act Acknowledged
Boulder Creek, Inc.	\$333,650.00	x	x	x
RAK Construction, Inc.	\$251,563.00	x	x	x
Jorgenson Construction, Inc.	\$300,000.00	x	x	x



Anoka-Hennepin School Board

Briefing Notes

DATE: 2/12/2023

CLASSIFICATION: Discussion

AUTHOR: Dr. Josh Delich, associate superintendent for high schools
Tim Palmatier, general counsel

SUBJECT: Policy 510.10 District recommendation

PURPOSE:

Review, Discuss, and Decide to modify or remove Policy 510.10

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.

On October 9, 2023 the associate superintendent of high schools and the general counsel reviewed Policy 510.10 in its entirety to determine if modifications or removal of the policy was necessary. During that discussion there were members of the board who wanted to vote to remove the policy as they did not believe the Board should be involved in this sort of management. Other members of the board asked for a proposed recommendation of what the policy modification could be and suggested for an outside party to review our 510.10 policy for additional perspective. In the end, the discussion was to come back to this topic with the new school board after January 2024.

CONSIDERATIONS:

In this review of Policy 510.10, the School Board should determine to modify the policy based on the recommendation or sun set the policy. The School Board should consider the opinion from the Legal and Legislative Counsel Roger Aronson.

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)
- This policy continues to be scrutinized as it does not allow for advanced athletes to receive similar opportunities as available for students who are gifted academically.

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 District continues to receive community correspondence about removing the policy to allow access for middle school students to participate.

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: Repeal 510.10 policy.

Option 2: Rewrite the proposed 510.10 policy that creates administrative decision-making procedures and expands opportunities for seventh- and eighth-grade students to play-up by granting play-up based on tryout performance.

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
Attachment K:	10/9/23 Board work session slide deck
Attachment L:	Rewrite of Policy 510.10

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

ATHLETICS: SEVENTH AND EIGHTH-GRADE STUDENT PARTICIPATION IN HIGH SCHOOL ATHLETICS

The School Board for Anoka-Hennepin Schools believes that with few exceptions, high school athletic teams should be made up of high school students. The School Board believes that athletic opportunities are critical to providing a positive experience during a student's four years of high school. Participation has many social and emotional benefits including increased levels of academic performance.

Exceptions for seventh and eighth-grade student participation and accelerated play-up in high school athletics include:

- **Lowest Level:** 7th/8th-grade student-athletes may be allowed to play at the lowest level of a high school program to ensure viability of that sport to align with Conference expectations of levels of play. In these cases, student-athletes in grade 9 will not be cut to make room for a 7th/8th-grade student-athlete at that lowest level.¹
- **Accelerated Play-up:** In cases where a 7th or 8th-grade student-athlete has demonstrated ability to compete at the Junior Varsity or Varsity level, the coach, Activities Director, principal and family will meet to discuss the play-up opportunity. In these cases, a junior or senior may be evaluated as not having the ability to be retained at the JV/Varsity level.
- **Not Offered at Middle School:** In cases where a comparative program is not offered at the middle school level, the coach, Activities Director, and principal will determine if participation at the high school level is appropriate.

Every attempt will be made by coaches to recruit high school students for participation in activities. There are situations where 7th and 8th-grade students will be allowed to participate on high school athletic teams to guarantee the viability of offering the activity, enhance the experience for high school students, or ensure the health and safety of individual team members.

This policy provides procedures and guidance on how a seventh or eighth-grade student of exceptional athletic ability and appropriate emotional maturity and who has the ability to be a consistent starter on a junior varsity or varsity high school team may participate.

PROCESS

A request to participate in high school athletics may be initiated by the student or the student's parent or guardian, by contacting the coach and/or activities director of the high school the student would attend. Upon receipt of a request, the high school activities director will provide the student and the student's parent or guardian with planning guidelines and conditions of which the student would be able to participate.

a. Students who participate in a high school athletic program will not be permitted to leave their school of attendance prior to the established dismissal time for practice purposes.

b. Dismissal for participation in regularly scheduled contests will be permitted as necessary.

¹ Conference policy only allows student athletes to compete at an athlete's grade level or above.

- c. Transportation from the student's school of attendance to the high school for practice and scheduled contests will be the responsibility of the parent or legal guardian.
- d. All fee requirements of the high school athletic program will be applicable.
- e. All MSHSL rules will be in place for the student.
- f. A student will be only eligible to compete for the high school in the student's school attendance area.
- g. Participation by a student on a high school team does not imply future placement in that high school for the purposes of district policies or state law including but not limited to internal transfer, Open Enrollment, Charter Schools, Magnet Schools, Online Learning or State-Approved Alternative Programs.
- h. The 7th and 8th-grade athlete approval and registration process must be completed before high school sports registration closes for the sports season in which the student seeks to participate.
- i. Upon receipt of the recommendation and compiled data, the associate superintendent for high schools will review and approve or deny the request.

ACADEMIC INTEGRITY

A student's grades and academic performance will be considered when determining whether to approve or deny a request to participate in high school athletics. A student who is approved to participate may be placed on an academic improvement contract if there are concerns about the student's academic performance at the time of their application or after it is approved.

COMMUNICATIONS

Upon receipt of a decision, the high school activities director will contact all appropriate parties upon receipt of the decision.

When a middle school student is accepted for participation in a high school athletic activity, the high school activities director shall communicate regularly with the appropriate high school coach for the duration of the sports season in which the athlete participates.

February 12, 2024

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

Dr. Josh Delich, Associate Superintendent
Tim Palmatier, General Counsel



Policy 510.10

Purpose

- Provide an overview of Anoka-Hennepin School District Policy 510.10.
- Revisit policy for Board to consider removal or adoption of a revised policy.

 **Policy 510.10****History in Anoka-Hennepin**

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.

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

How does our policy differ from the MSHSL?

- The Minnesota State High School League acknowledges grades 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**

- Of the 40+ metro high schools analyzed the common philosophy was to field the most competitive and most skilled teams, including playing-up middle school athletes to fill or strengthen these teams.
- 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.

 **Policy 510.10****Potential Implications**

- 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.
- No impact on middle school extracurricular programming by repealing or implementing the proposed rewrite of the policy.

 **Policy 510.10****Stakeholder survey results (Attachments B, C, G, H)**

- Stakeholders generally supported the philosophy of high school sports consisting of grades 9-12 students, with comparable support to allow middle school students who qualify to play-up.
- Stakeholders closest to activities were the most supportive for allowing 7th and 8th grader participation.
- Parent and student data indicate that students should be able to play-up.

 **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.



Recommendations for consideration

Option 1:

- Repeal policy

Option 2:

- Approve the modified 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.



Policy 510.10 Modification

Recommended policy changes aligned to option 2

- Opportunities for seventh- and eighth-grade students to play-up on all teams and all individual sports as defined in the recommended policy.
- Exceptions for seventh and eighth-grade student participation and accelerated play-up in high school athletics would be based on three factors:
 - Need to fill lowest level team for the high school program to run.
 - Accelerated play-up for exceptional middle school athletes.
 - Sport is not offered at middle school.
- Seventh- and eighth-grade participation will be based on tryout performance.
- Decision-making is held at the school level.



Policy 510.10

Next steps

Next step with policy:

- Board can act on either repeal or modification of policy at regular board meeting on February 26 based upon its consensus from today –OR–
- Board can move discussion to policy committee for further consideration and revision

Questions and comments

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ANOKA-HENNEPIN
SCHOOLS
A future without limit



Best and Final Offer Results

Medical & Pharmacy Marketing

Anoka-Hennepin School District
February 12, 2024



Objectives for the Medical RFP

- Competitive and Affordable Overall Cost
- Ability to maintain a current/similar plan design structure
- Minimize disruption to members by maintaining existing provider relationships and access to prescriptions
- High performing Plan Administration and Customer Service
- Demonstrated commitment to innovation in the areas of cost and quality
- Ability to provide wellness services and partner with Anoka-Hennepin
- Comprehensive Disease and Care management programs
- Ability to offer an Employee Assistance Program



Medical RFP Bidding Vendors

Proposals were received from:

- UnitedHealthcare (incumbent)
- BlueCross BlueShield MN
- HealthPartners
- Medica
- Public Employees Insurance Program (PEIP)
- Kelly Specialty
- CVS Caremark (Rx Only)
- Elixir (Rx Only)
- ProAct Pharmacy Benefit Management (Rx Only)

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Overall Observations – Non-Finalists

HealthPartners

- Proposed 2024 increase of 54.6% to ASO fees
- Completely lasered three members from stop loss
- Did not quote pharmacy guarantees

PEIP

- Proposed Fully Insured rates that are not competitive with Self Insured costs
- Estimated year 1 cost ~ \$20M higher

Kelly Specialty Group

- Major departure from group health insurance offered by AHSD & not compliant with RFP

Elixir

- Not financially competitive

ProAct Pharmacy Benefit Management

- Not financially competitive

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Overall Observations – CVS

- Competitive carve-out pharmacy bid prior to Best and Final Offer
- Projected two-year pharmacy savings 14.1% (3rd best)
- Viable option to administer pharmacy paired with one of the medical TPA's
- \$100,000 in implementation and other credits
- Less competitive after Best and Final Offer bids received

Proposed Designs/Networks – UHC

UnitedHealthcare Choice Plus:

- Broad, open-access network, offers both network and out-of-network (OON) benefits, with no primary physician designation required.

UnitedHealthcare Core:

- Core is a valuable open-access narrow-network product that offers a high degree of plan design flexibility.
- M Health/Fairview, North Memorial and others

Travel Network:

- Also includes a comprehensive national network

Proposed Designs/Networks – Medica

Medica Choice Passport:

- Broad, open-access network, offers both network and out-of-network (OON) benefits, with no primary physician designation required.

Medica Elect:

- Medica Elect provides members with access to numerous independent clinics and care systems—Allina Health, Riverway/N. Suburban Clinics, MN Healthcare Network, & Gillette Children's.

Accountable Care Organizations (ACOs):

- VantagePlus - Featuring M Health Fairview and North Memorial
- Park Nicollet and HealthPartners Medical Group First with Medica

Travel Network:

- Also includes a comprehensive national network



Proposed Designs/Networks – BCBS MN

The Aware Network:

- Broad, open-access network, offers both network and out-of-network (OON) benefits, with no primary physician designation required.

High Value Network (HVN):

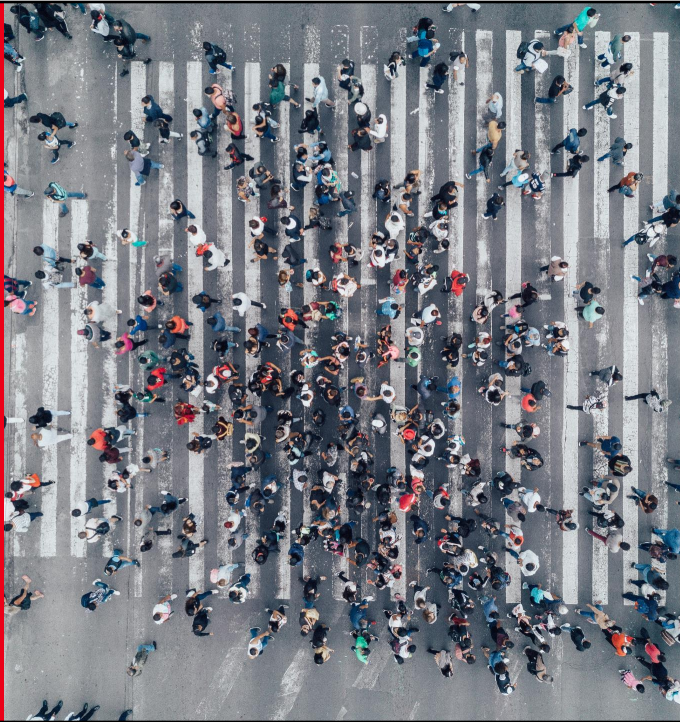
- The HVN features major health systems and specialists including Allina, Children's Hospitals, M Health/Fairview, North Memorial, with broad Aware network wrap coverage when members see non-participating providers.

Travel Network:

- Also includes a comprehensive national network



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Pharmacy Disruption

Formulary & Network

Clinical Management – Formulary and Disruption

Formulary Change	Medica		BCBSMN		CVS	
	# Rxs	Drug Count %	# Rxs	Drug Count %	# Rxs	Drug Count %
No Change	68,900	86.28%	73,531	96.23%	75,686	94.78%
Positive - Downtier	9,288	11.63%	1,044	1.37%	1,404	1.76%
Negative - Uptier	141	0.18%	226	0.30%	319	0.40%
Excluded or N/A	1,529	1.91%	1,611	2.11%	2,449	3.07%

No Change = no change in tier placement

Positive Disruption = changes from a higher tier to a lower tier

Negative Disruption = changes from a lower tier to a higher tier or excluded

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Retail Network Disruption

Network Change	Medica		BCBSMN		CVS	
	Rx %	Pharmacies %	Rx %	Pharmacies %	Rx %	Pharmacies %
No Change	98.3%	96.5%	98.2%	97.3%	98.4%	97.0%
In Network <input type="checkbox"/> Out of Network (Negative)	0.3%	2.6%	0.4%	1.8%	0.2%	2.0%
Out of Network <input type="checkbox"/> In Network (Positive)	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Reported Closed/Unknown (Negative)	1.4%	0.9%	1.4%	0.9%	1.4%	0.9%
Total Positive or Neutral	98.3%	96.5%	98.2%	97.3%	98.4%	97.0%
Total Negative	1.7%	3.5%	1.8%	2.7%	1.6%	3.0%

Pharmacy open/closed status reported by PBM



Aon | Consulting
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Medical Disruption

Network Disruption & Network Access Summary

Provider/Facility Match Methodology

- 2022 and 2023 claims experience was collected from the incumbent vendor
- Results include current in-network and out-of-network providers that would be paid in-network by the bidding vendor

Network Provider Categories

“**Providers**” includes only physician providers

“**Ancillary**” includes all outpatient providers excluding outpatient surgical facilities. It also includes anesthesiologists, radiologists, pathologists, free-standing labs and X-ray facilities, and home health care

“**Facilities**” includes inpatient and outpatient facilities



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Provider/Facility Results and Observations- Broad Network

Category		Incumbent		UHC Choice Plus		Medica Passport Options PPO		BCBSMN BlueCard PPO	
		Count	% of Total	Count	% of Total	Count	% of Total	Count	% of Total
Providers	Total Claimants in Thousands	37.4	96.1%	38.5	99.1%	38.5	99.0%	38.5	99.1%
	Total Submitted Charges in Millions	\$97.7	97.8%	\$98.9	99.0%	\$98.6	98.7%	\$98.8	99.0%
Ancillary	Total Claimants in Thousands	9.5	98.2%	9.4	97.5%	9.4	97.4%	9.3	97.1%
	Total Submitted Charges in Millions	\$12.9	99.0%	\$13.0	99.9%	\$13.0	99.9%	\$12.9	99.3%
Facilities	Total Claimants in Thousands	9.4	96.8%	9.7	99.8%	9.7	99.3%	9.0	92.9%
	Total Submitted Charges in Millions	\$47.4	98.3%	\$47.7	98.9%	\$47.5	98.4%	\$47.9	99.3%
Overall	Total Claimants in Thousands	56.2	96.6%	57.6	99.0%	57.5	98.8%	56.9	97.7%
	Total Submitted Charges in Millions	\$97.7	97.8%	\$98.9	99.0%	\$98.6	98.7%	\$98.8	99.0%

All numbers in this illustration have been rounded

- The broad networks offered by all carriers would come with very minimal disruption



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Provider/Facility Results and Observations – Alternate Networks

Category		UHC CORE	Medica Elect	Medica Vantage Plus ACO	Medica Park Nicollet ACO	BCBSMN High Value
		% of Total	% of Total	% of Total	% of Total	% of Total
Providers	Total Claimants	51.4%	72.9%	62.1%	33.0%	74.2%
	Total Submitted Charges	60.7%	77.2%	69.1%	33.3%	76.9%
Ancillary	Total Claimants	68.6%	63.1%	57.3%	18.8%	59.9%
	Total Submitted Charges	35.7%	72.5%	72.0%	56.0%	80.0%
Facilities	Total Claimants	51.6%	61.0%	39.8%	39.2%	52.6%
	Total Submitted Charges	38.8%	74.0%	74.6%	61.2%	79.5%
Overall	Total Claimants	54.3%	69.3%	57.6%	31.6%	68.2%
	Total Submitted Charges	46.9%	75.0%	72.1%	49.7%	78.6%

The UHC Core and Medica Park Nicollet ACO network have higher levels of disruption but would be offered alongside the broad network; a transition plan would need to be developed



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Network Access Methodology

- Census data is compared against the vendors provider networks
- The result is an analysis of carrier's networks showing the percentage of employees with access to different types of providers within a certain distance

Access Criteria

Provider and Facility Types	Urban	Suburban	Rural
PCP	2 within 5 miles	2 within 8 miles	2 within 20 miles
Pediatrician	2 within 5 miles	2 within 8 miles	2 within 20 miles
OB/GYN	2 within 5 miles	2 within 8 miles	2 within 20 miles
Specialty (excluding OB/GYN & Peds)	2 within 5 miles	2 within 8 miles	2 within 20 miles
Hospital	1 within 5 miles	1 within 10 miles	1 within 20 miles



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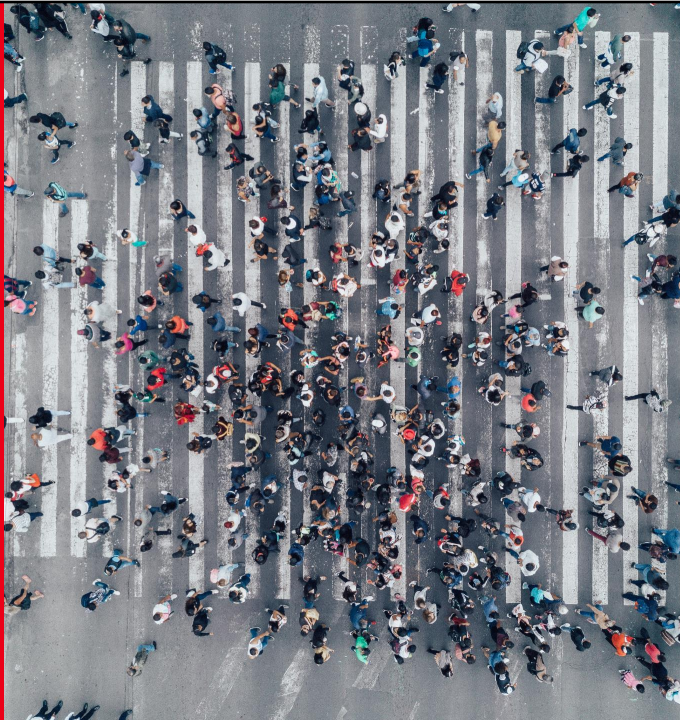
Network Access Observations – Broad Network

Provider Type	Weightings	UHC Choice-Choice Plus	Medica Passport Options PPO	BCBS Blue Card PPO
Hospitals	100.0%	95.7%	95.9%	96.5%
Adult Primary Care Physicians	40.0%	100.0%	100.0%	100.0%
Obstetricians / Gynecologists	20.0%	99.9%	99.9%	99.9%
Pediatricians	20.0%	99.9%	99.7%	99.6%
Specialists (excl. OB/GYNs & Peds)	20.0%	100.0%	100.0%	100.0%
Hospital Total	50.0%	95.7%	95.9%	96.5%
Professional Total	50.0%	99.9%	99.9%	99.9%
Overall Total Weighted Access	100%	97.8%	97.9%	98.2%

Network Access Observations – Alternate Network

Provider Type	Weightings	UHC Core	Medica Elect	Medica VantagePlus ACO	Medica Park Nicollet ACO	BCBS HVN
Hospitals	100.0%	72.6%	95.5%	71.1%	17.3%	94.6%
Adult Primary Care Physicians	40.0%	100.0%	99.3%	98.7%	97.7%	99.5%
Obstetricians / Gynecologists	20.0%	99.8%	98.9%	98.6%	93.5%	99.4%
Pediatricians	20.0%	99.8%	99.1%	98.6%	97.4%	99.2%
Specialists (excl. OB/GYNs & Peds)	20.0%	100.0%	99.3%	99.1%	94.9%	99.5%
Hospital Total	50.0%	72.6%	95.5%	71.1%	17.3%	94.6%
Professional Total	50.0%	99.9%	99.1%	98.7%	95.9%	99.4%
Overall Total Weighted Access	100%	86.2%	97.3%	84.9%	56.6%	97.0%

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Pharmacy Financials

Financial Analysis Methodology

- Used Aon's proprietary financial model to:
 - Project AHSD's (9/1/22-8/31/23) pharmacy claims to the plan year beginning 9/1/24
 - Used current contracted pricing to develop the baseline
 - Apply quoted pricing from bidders to estimate future costs
- Aon's model considers the following key financial metrics:
 - Minimum AWP discount guarantees on drugs
 - Maximum/average dispensing fee guarantees
 - Base administrative fees
 - Manufacturer Payments (Rebate guarantees)

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Financial Analysis - Results

2024	UHC (2023) Contract	UHC/Optum	Medica	BCBSMN	CVS
Total Gross Cost	\$ 20,900,000	\$ 20,819,000	\$ 20,076,000	\$ 19,835,000	\$ 20,454,000
Member Cost Share	(\$ 1,562,000)	(\$ 1,556,000)	(\$ 1,500,000)	(\$ 1,482,000)	(\$ 1,529,000)
Manufacturer Payments	(\$ 5,358,000)	(\$ 6,454,000)	(\$ 8,304,000)	(\$ 7,811,000)	(\$ 6,740,000)
Projected Net Plan Cost	\$ 13,980,000	\$ 12,809,000	\$ 10,272,000	\$ 10,542,000	\$ 12,185,000
Net Plan Cost Savings Over Current \$\$		\$ 1,171,000	\$ 3,708,000	\$ 3,438,000	\$ 1,795,000
Net Plan Cost Savings Over Current %		8.4%	26.5%	24.6%	12.8%

2025	UHC (2023) Contract	UHC/Optum	Medica	BCBSMN	CVS
Total Gross Cost	\$ 23,334,000	\$ 23,184,000	\$ 22,414,000	\$ 22,148,000	\$ 22,798,000
Member Cost Share	(\$ 1,744,000)	(\$ 1,733,000)	(\$ 1,675,000)	(\$ 1,655,000)	(\$ 1,704,000)
Manufacturer Payments	(\$ 5,542,000)	(\$ 7,818,000)	(\$ 8,833,000)	(\$ 8,912,000)	(\$ 7,493,000)
Projected Net Plan Cost	\$ 16,048,000	\$ 13,633,000	\$ 11,906,000	\$ 11,581,000	\$ 13,601,000
Net Plan Cost Savings Over Current \$\$		\$ 2,415,000	\$ 4,142,000	\$ 4,467,000	\$ 2,447,000
Net Plan Cost Savings Over Current %		15.0%	25.8%	27.8%	15.2%

2024-2025	UHC (2023) Contract	UHC/Optum	Medica	BCBSMN	CVS
Total Gross Cost	\$44,234,000	\$44,003,000	\$42,490,000	\$41,988,000	\$43,252,000
Member Cost Share	(\$3,306,000)	(\$3,289,000)	(\$3,175,000)	(\$3,137,000)	(\$3,233,000)
Manufacturer Payments	(\$10,900,000)	(\$14,272,000)	(\$17,137,000)	(\$16,723,000)	(\$14,233,000)
Projected Net Plan Cost	\$30,028,000	\$26,442,000	\$22,178,000	\$22,123,000	\$25,786,000
Net Plan Cost Savings Over Current \$\$		\$3,586,000	\$7,850,000	\$7,905,000	\$4,242,000
Net Plan Cost Savings Over Current %		11.94%	26.14%	26.33%	14.13%

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Financial Summary – Allowances and Fees at Risk

Aggregate Dollars at Risk	UHC/Optum	Medica/ESI	BCBSMN/Prime**	CVS Caremark
Year 1: Total Amount at Risk (Implementation Guarantees)	\$0	\$0	\$132,500	\$102,720
Year 1: Total Amount at Risk (Ongoing Guarantees)	\$60,000	\$170,000*	\$84,800	\$102,720
Year 2: Total Amount at Risk (Ongoing Guarantees)	\$60,000	\$0	\$87,344	\$102,720
Aggregate Amount at Risk	\$120,000	\$170,000	\$304,644	\$308,160
Rank	4	3	2	1

Credits/Allowances	UHC/Optum	Medica/ESI	BCBSMN/Prime	CVS Caremark
Implementation Credit/Allowance	\$0	\$250,000	\$60,000	\$42,800
Annual Audit Allowance (Total 2 Years)	\$0	\$0	\$0	\$30,000
Pre-implementation Audit Credit	\$0	\$0	\$40,000	\$30,000
Pharmacy Fund Allowance (Total 2 Years)	\$0	\$0	\$675,000	\$34,240
Aggregate Credit Value	\$0	\$250,000	\$775,000	\$137,040
Rank	4	2	1	3

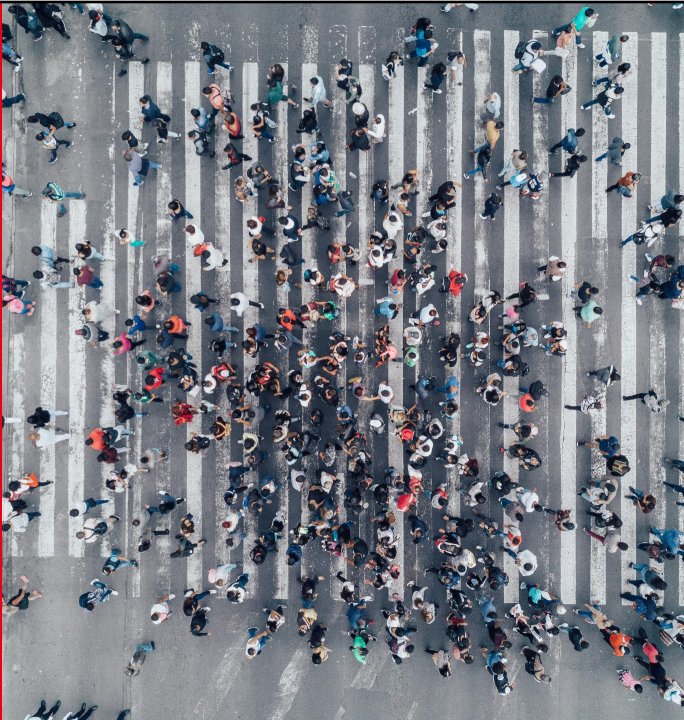
Number of lives assumed: 8,560

*This number represents 25% value of combined Medical + Pharmacy Risk

**All Numbers for BCBSMN/Prime are estimated based on provided numbers. Will need confirmation from BCBSMN if selected.

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Medical Financials

Medical Financial Summary

ASO Fees, Wellness Program & EAP

	Current UHC	UHC	Medica	BCBS MN
ASO Fee	\$37.95	\$38.90	\$36.35	\$39.85
EAP Program	included	included	\$1.53	\$1.82
Wellness Program	included	included	included	\$0.65
Other	N/A	N/A	N/A	Carve-out fees
Total	\$37.95	\$38.90	\$37.88	\$42.32
2 Year Aggregate Cost/(Savings)	\$4,189,680	\$4,294,560	\$4,181,952	\$4,738,368
% Change		+ \$104,880 2.5%	- \$7,728 -0.2%	+ \$548,688 13.1%

- UHC and Medica close to current fees and competitive with each other
- Blues are about \$550k (13%) higher over the two-year contract



Medical Financial Summary

Stop Loss Premium Results

	Current UHC	UHC	Medica	BCBS MN
Ind Stop Loss Fee	\$30.00	\$79.40	\$51.40	\$36.44
Agg Stop Loss Fee	\$1.01	\$1.08	\$2.48	\$0.13
Total	\$31.01	\$80.48	\$53.88	\$36.57
Add'l Laser Liability *	-	-	\$2,000,000	-
Total Aggregate Cost	\$1,711,752	\$4,442,416 +\$2,730,664	\$4,974,176 +\$3,262,424	\$2,018,664 +\$306,912
2nd Year Rate Cap	N/A	None	14%	15%

*Medica's "laser" deductible of \$3M instead of \$2M leaves the district liable for an additional \$1M each on the two lasered members

- UHC increase of 160% over current – correcting for current losses in UHC's stop loss policy
- BCBS MN has priced this coverage extremely competitively
- Medica bid is slightly higher than UHC, but a different framework (lower premiums, higher lasers)

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Medical Financial Summary

Credits/Allowance Summary Results

	UHC		Medica		BCBS MN	
	Year 1	Year 2	Year 1	Year 2	Year 1	Year 2
Implementation/Transition			\$1,000,000			
Audits						
Administration	\$10,000	\$10,000			\$1,000,000	
Communication	\$50,000	\$50,000				
Wellness	\$250,000	\$250,000	\$350,000			
Ad Hoc						
Total	\$620,000		\$1,350,000		\$1,000,000	
Notes	Credits are specific for activities/services in these categories. Available both years.		One-time credit of \$1,000,000 for implementation/wellness but can be used as AHSD sees fit. Estimated \$350k in wellness incentive payments.		One-time credit of \$1,000,000 to be used without any restrictions.	

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- Medica offered the largest amount of credits on the medical side.

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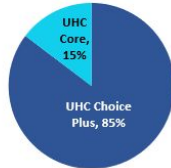
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Medical Financial Summary

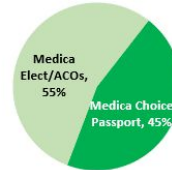
Medical Plan Enrollment Assumptions

- Enrollment in alternate network plans generates claims savings for the district
 - We expect higher enrollment in these networks for Medica and BCBS MN based on the providers they offer in their alternate networks
- Alternate network enrollment was higher historically under Medica than is currently under UHC

Current UHC Enrollment Mix



2022 Medica Enrollment Mix



- We would expect something between 15% and 55% if the district selected Medica or BCBS MN
- We modeled the following range for our cost projections:
 - High Alt Network enrollment – 45%
 - Low Alt Network enrollment – 25%

Medical Financial Summary

Medical Claims Cost – Discount Analysis

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Medical Claims Cost Projection	UHC	Medica	BCBS MN
High (45%) Alt Network Enrollment Cost/Savings	\$55,990,000	\$55,660,000 (\$330,000)	\$58,970,000 \$2,980,000
Low (25%) Alt Network Enrollment Cost/Savings	\$55,990,000	\$57,210,000 \$1,220,000	\$59,880,000 \$3,890,000

- UHC has the best discounts on their broad network, but Medica’s alternative networks make a significant difference to their costs
 - Medica is lowest on claims cost in the High Alt Network scenario
- Medica’s costs range by ~\$1.5M depending on Alt Network enrollment
- BCBS MN’s costs range by ~\$1.0M depending on Alt Network enrollment

Medical Financial Summary

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Overall Net Cost Summary

	UHC	Medica	BCBS MN
Fixed Fees (ASO, EAP, Wellness, etc)	\$2,147,280	\$2,090,976	\$2,336,064
Stop Loss	\$4,442,416	\$4,974,176	\$2,018,664
Credits/Allowances (Med + Rx)	\$310,000	\$1,600,000	\$1,060,000
Net Rx Cost	\$12,809,000	\$10,272,000	\$10,542,000
<u>Medical Claims</u>	<u>\$55,990,000</u>	<u>\$56,435,000</u>	<u>\$59,425,000</u>
Total Net Cost - Year 1 Only	\$75,078,696	\$72,172,152	\$73,261,728
High/Low Margin	-	+/--\$775,000	+/--\$455,000
Total Net Cost - 2-Year Total	\$155,140,427	\$151,630,789	\$152,616,996
High/Low Margin	-	+/--\$1,596,500	+/--\$937,300

Estimated
PEIP Year 1 Cost
\$91.7M

PEIP's fully insured quote not financially competitive with other self-insured estimates

- Medica is the lowest net cost bidder
- UHC is less competitive on pharmacy pricing terms
- BCBS MN is less competitive on medical network discounts

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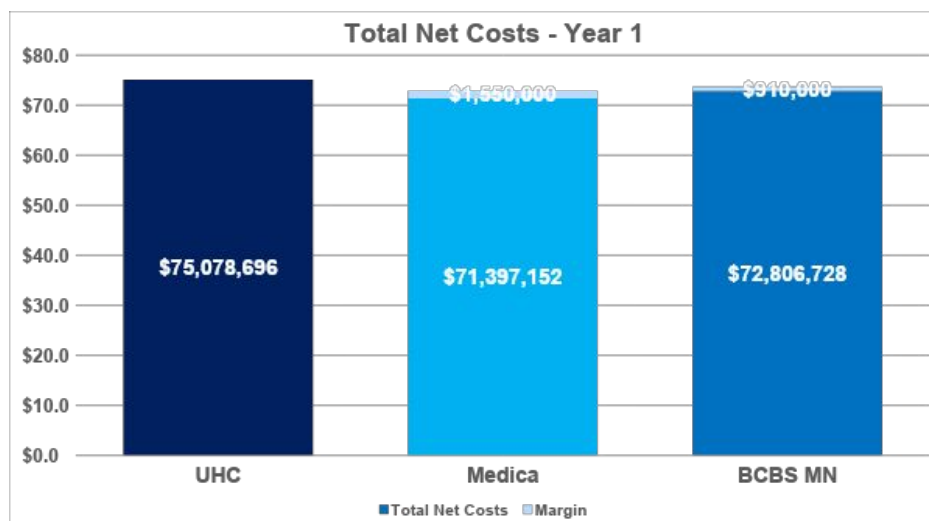
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Medical Financial Summary

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Overall Net Cost Summary



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Next Steps

February 26

- Final Reading and Request for Approval of TPA at Board Meeting

April 22

- First Reading – 2024-25 Rates and Plan Designs

May 6

- Final Reading – 2024-25 Rates and Plan Designs

May 28-June 12

- Open Enrollment Period

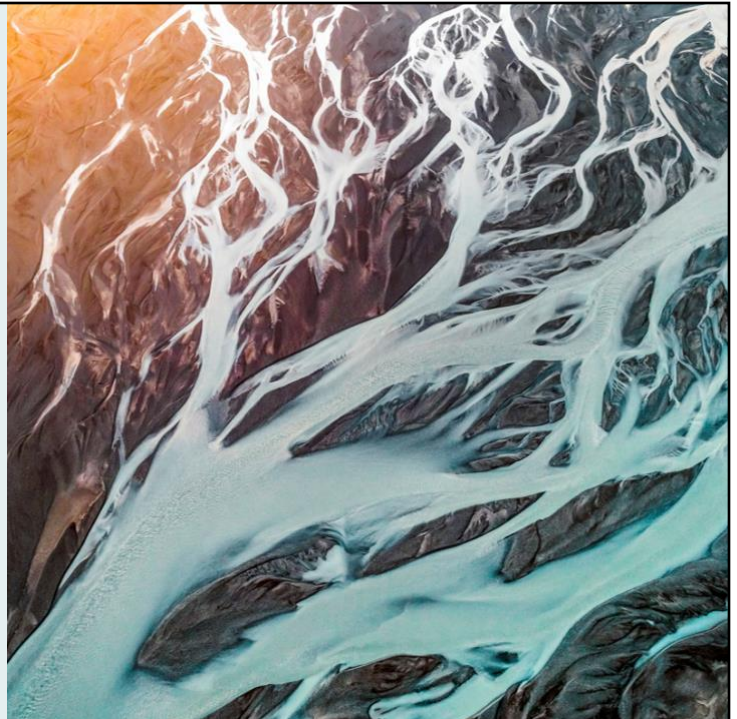
September 1

- 2024-25 Plan Year Begins



Appendix

Provider Disruption



Financial Analysis Methodology

- Using Aon's proprietary financial evaluation model, we projected Net Plan Costs by applying each vendor's offer to Anoka-Hennepin School District's September 1st, 2022 thru August 31st, 2023 pharmacy claims experience using 2023/2024 contracted pricing to develop the baseline
- Analysis does not account for time value of money and is based on post-settlement AWP and associated discounts
- Aon's model considers the following key financial metrics:
 - Minimum AWP discount guarantees at Retail (Brand and Generic)
 - Minimum AWP discount guarantees at Mail Service (Brand and Generic)
 - Effective specialty AWP discount guarantees OR drug-by-drug specialty discount guarantees
 - Maximum/average dispensing fee guarantees at Retail (Brand and Generic)
 - Maximum per paid claim dispensing fee guarantees at Retail, Mail Service and Specialty (Brand and Generic)
 - Base administrative fees (Retail, Mail Service, and Specialty)
 - Manufacturer Payments (Retail, Mail Service, and Specialty)
- To evaluate the bidders' proposals, Aon projected cost and utilization for 9/1/2024–8/31/2025 using the following assumptions:
 - No change in enrollment
 - No change in plan design
 - No state law impact unless specifically noted; ERISA preemption assumed with respect to Anoka-Hennepin School District's plan design
 - No change in federal couponing requirements
 - No shift of prescriptions to Mail Service due to change in plan design
 - Trend assumptions noted on the following page
- Aon relies on the information provided by you or your PBM vendor but has not independently verified the information. Any additional information not previously provided may change the outcome of Aon's analysis. If the data provided is not accurate or is incomplete, then Aon's analysis may be similarly impacted



Notes and Assumptions

- Analysis of offers assumes an exclusions-based formulary that standardly excludes certain FDA approved products
- Analysis assumes similar network utilization as in the claims data (i.e.. No shifting to Mail Order)
- Analysis assumes a Broad Retail Network
- Manufacturer Payments are shown in the year in which they are earned, not the year in which they are paid
 - 100% pass through of Manufacturer Payments may result in amounts higher than what has been modeled in the preceding exhibits
- Analysis does not account for any industry-wide change to the availability of rebates on insulin/diabetes products
- Member cost share does not consider formulary differences among bidders
- Analysis does not reflect fees for enhanced/optional clinical programs
- Analysis does not include the impact of evolving state law and ERISA preemption, unless specifically noted
- Analysis does not include proposed federal law or federal requirements that are not yet effective (for example, Aon assumes that the impact of coupons on the deductible/out-of-pocket maximum remains a choice for the employer/plan sponsor and that spread pricing is permitted)
- Aon is not a fiduciary of Anoka Hennepin's pharmacy benefit program
- Projected savings are estimates of the relative differences among PBM proposals based on the information provided and methodology utilized.
- Information in this analysis is intended to assist you in evaluating and assessing pharmacy benefit management options in the marketplace. Other uses of this information may not be appropriate. In addition, the information contained in this report is not intended to benefit any third party
- It is possible to see savings and still experience plan cost increases year to year. Savings is not illustrative of a reduction in plan costs over current plan costs but is instead reflective of the difference between new PBM pricing versus current PBM pricing based on modeling assumptions trended throughout the time period of the new contract



Retail Network Disruption

Formulary disruption is based on CY2024 data and can be presented two ways. Aon requested that each vendor provide pricing for their broadest retail network.

1. **Change in utilized Pharmacy Network Status:** Measured National Association of Boards of Pharmacy (NABP) ID, the percentage of prescriptions utilized and percentage of utilized pharmacies. Each measurement is categorized by the following movements:
 - No Change = The particular pharmacy is in-network versus current network
 - Positive Disruption = Pharmacies that were previously out-of-network becoming in-network versus current network
 - Negative Disruption = Pharmacies that were previously in-network becoming out-of-network versus current formulary

2. **GeoAccess:** Measured by access standard based on zip-codes of membership. This is capturing the proximity to an in-network pharmacy based on the access standards below. Results are self-reported by each vendor:
 - Urban = Percent of members with access to at least one network pharmacy within **1.5 miles** of in-network pharmacy
 - Suburban = Percent of members with access to at least one network pharmacy within **3 miles** of in-network pharmacy
 - Rural = Percent of members with access to at least one network pharmacy within **10 miles** of in-network pharmacy
 - Percent of members without access to at least one network pharmacy within standard (**not meeting access standard**)

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Overall Observations – UHC

- Incumbent
- Proposed 2024 increase of 2.5% to ASO fees
- Stop loss increase of 160% (no rate cap for '25)
- Projected two-year pharmacy savings 11.9% (4th best)
- \$245,000 at risk for performance guarantees
- Medical Net Cost guarantee with 30% medical fees at risk
- \$310,000 total credits per year
- Current Open Access and Core networks
- Includes wellness, care management, and EAP

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Overall Observations – BCBS MN

- Proposed 2024 increase of 13.1% to ASO fees (3% rate cap for '25)
- Stop loss increase of 18% (15% rate cap for '25)
- Projected two-year pharmacy savings 26.3% (tied for best)
- \$1M Medical Implementation allowance/credit
- 25% of administrative fee at risk for implementation guarantee
- 20% of administrative fee at risk for service performance guarantees
- Pre-implementation audit at no charge
- Open Access and High Value Network (HVN)
- Includes wellness, care management, and EAP

Overall Observations – Medica

- Proposed 2024 decrease of 0.2% to ASO fees
- Stop loss increase of 191% with higher laser deductibles (14% rate cap for '25)
- Projected two-year pharmacy savings 26.1% (tied for best)
- Up to \$1M at risk tied to Medical and Rx trends
- Up to \$1M at risk tied to alternative network PMPM savings, does not incorporate risk adjustment or adverse selection
- \$1.25M implementation and wellness credit
- \$680,000 of administrative fees at risk for service performance guarantees
- Open Access, and three narrow network/ACO offerings
- Includes wellness, care management, and EAP



Anoka-Hennepin School Board

Briefing Notes

DATE: 2/12/2024

CLASSIFICATION: Report

Author: Cory McIntyre, superintendent

SUBJECT: Strategic Priorities for 2024-25 school year

PURPOSE:

The purpose of this briefing is to review draft strategic priorities for the 2024-25 school year and authorize approval at the Feb. 26, 2024 School Board Meeting.

BACKGROUND:

The Anoka-Hennepin School Board uses a continuous improvement cycle and works to refine and improve the system to support outcomes for students and increase effectiveness of staff members. The School Board sets direction for the district through the development, implementation and monitoring of a set of strategic priorities which are approved by the School Board in advance of the upcoming school year, usually at a meeting in January or February.

The School Board has established three broad strategic priorities regarding safe and welcoming environments at school, increasing academic performance, and ensuring effective operations, and a four-step timeline to guide priority items effectively through the process.

The strategic priorities planning cycle begins with considering then reviewing, and implementing then monitoring priority items. Strategic priorities are established and reviewed in alignment with School Board budgetary and operations calendars, ensuring focused energy on the task and assurance that the district has the necessary resources to achieve, sustain and monitor priorities. Anoka-Hennepin's data-rich scorecard is used as a tool for the School Board to monitor performance across the district.

The 2024-25 Strategic Priorities limit focus on three key action steps to include:

- Improving student connection, engagement and behavior;
- Improving literacy at all grades;
- Improve employee recruitment and retention.

The school board is asked to review the attached materials and provide guidance to consider approval at a future meeting.

ATTACHMENTS

Proposed 2024-25 Strategic Priorities Infographic overview

CM

ANOKA-HENNEPIN SCHOOLS 2024-25 STRATEGIC PRIORITIES

2024-25 STRATEGIC PRIORITIES - DRAFT 2/26/24

MISSION: To effectively educate each of our students for success.

VISION: To be a public school system of excellence, with high quality staff and programs and successful graduates.

EQUITY COMMITMENT: Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation, and highly positive outcomes for each student.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

REVIEWING AND PLANNING FOR POTENTIAL IMPLEMENTATION: Studying our current program for possible improvements and making plans for potential implementation. Some of these items may move to implementation immediately while others may not lead to action.

MONITORING AND CONSIDERING: Items in this area fall into one of two categories. Some initiatives were recently implemented and are continuing to be monitored to ensure they are meeting intended outcomes (M). Others are potential areas of need that haven't risen to the level of review yet (C).

SAFE AND WELCOMING ENVIRONMENT

BEHAVIOR

- 1.1 Improve student engagement, connection and behavior

INCREASED STUDENT ACHIEVEMENT

LITERACY

- 2.1 Improve literacy at all grades
- 2.2 Prepare students to enter the workforce of the future: Portrait of a Graduate
- 2.3 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic
- 2.4 Improve instruction and comprehension at the secondary level

EFFECTIVE ORGANIZATIONAL SUPPORT

WORKFORCE

- 3.1 Improve employee recruitment and retention
- 3.2 Analyze district student enrollment trends.
- 3.3 Continue construction and facilities improvements.

DRAFT

RESOLUTION FOR ELECTION OF SCHOOL BOARD CHAIR AND VICE CHAIR

Pursuant to due call and notice, a meeting of the School Board of Anoka-Hennepin Independent School No. 11 (“School Board”) was held on the _____ day of February 2024, at _____ p.m.

Board Member _____ introduced the following resolution and moved its adoption:

WHEREAS, On January 8, 2024, the School Board convened a meeting and attempted to select Board officers as required by Minn. Stat. § 123B.14, subd. 1.

WHEREAS, The School Board attempted three separate votes for the position of chair with all efforts resulting in a 3-3 deadlock;

WHEREAS, The School Board attempted to resolve the impasse in a special school board meeting held on January 20, 2024 but was again unable to resolve the deadlock.

WHEREAS, At the January 20th meeting several members of the School Board recognized the likelihood of a 3 to 3 deadlock on the selection of a chair and expressed an interest in having two members share the position as co-chairs;

WHEREAS, Minnesota Statute neither expressly allows nor prohibits the selection of co-chairs to serve as officers on a school board;

WHEREAS, Minnesota statutes on statutory construction specifically provide that in construing State statutes, “the singular includes the plural; and the plural, the singular” Minn. Stat. 645.08(2);

WHEREAS, School District Policy and past practice support the election of one person to serve in the office of chair and one person to serve in the office of vice chair, however, consistent with Robert’s Rules of Order, organizational bylaws or policy can be suspended by a $\frac{2}{3}$ majority of the School Board;

WHEREAS, Despite an impasse on the selection of a chair, the School Board has expressed a commitment to working in a collaborative manner where the will of the majority on matters before it are acted upon and the voices of the minority are heard;

NOW, THEREFORE, BE IT RESOLVED, that the School Board of Anoka-Hennepin Independent School District No. 11, State of Minnesota hereby agrees and states as follows:

1. The Board selects _____ and _____ to serve as co-chairs and co-vice chairs until January 6, 2025 or until the Board has an intervening election for the offices of chair and vice chair of the Board;
2. Director _____ and _____ will fulfill the statutory and policy related duties of the chair jointly and severally with either director being authorized to act in the capacity of the chair subject to the majority of School Board;

DRAFT

3. Director _____ and _____ will exercise best efforts to coordinate, communicate and act as a unified chair on all matters of business concerning the School Board, this includes agreeing upon a schedule identifying which co-chair will lead each regular business meeting, special meeting and work session of the school board;

4. To the extent that School District Policy 202.1, 202.2 and any other policy anticipates or requires the election of only one chair and one vice chair, such policy will be suspended until January 6, 2025 or until the School Board has an intervening election for the offices of chair and vice chair of the School Board.

That the motion for the adoption of the foregoing resolution was duly seconded by Board Member _____ and upon vote being taken thereon, the following voted in favor: _____
 _____ and
 the following voted against: _____. Whereupon said resolution was declared
 duly passed and adopted.

 Clerk of the Board