



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

School Board Meeting
Monday, July 15, 2024
AGENDA

1. **Call to Order (1 minute)**
07-15-24 School Board Important Dates 3
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
 - 4.A. Minutes from June 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 16
 - 4.C. Joint Purchasing Agreement with Kaleidoscope Charter School #4118 - A
Tiffany Audette, Director of Purchasing

Appendix C 20
 - 4.D. Identified Official with Authority (IOwA) Designation of Superintendent Cory McIntyre for 2024-25 School Year - A
Kacy Deschene, Co-Chair

Appendix D 23
5. **Communications, Delegations & Petitions (15 minutes)**
6. **Board Calendar & District Update (10 minutes)**
Cory McIntyre, Superintendent
7. **Elementary & Secondary Education (30 minutes)**
 - 7.A. Physics Adoption (15 minutes) - A
Dr. Josh Delich, Associate Superintendent for High Schools, Dr. Nichole Rens, Director of Secondary Curriculum & Instruction

Appendix E 24
 - 7.B. Social Studies Updates: U.S. Studies Grade 7 (15 minutes) - A
Becky Brodeur, Associate Superintendent for Middle Schools & Student Services, Dr. Nichole Rens, Director of Secondary Curriculum & Instruction

Appendix F	31
8. Finance (5 minutes)	
8.A. Pay 2025 Tax Levy Timeline (5 minutes) - B Michelle Vargas, Chief Financial Officer	
Appendix G	39
9. Labor Relations & Benefits (15 minutes)	
9.A. Authorize Anoka-Hennepin Building Supervisors 2024-26 Master Agreement (5 minutes) - A Dr. Jennifer Cherry, Executive Director of Human Resources, Todd Mensink, Director of Labor Relations & Benefits	
Appendix H	40
9.B. Labor Relations Update (10 minutes) - B Dr. Jennifer Cherry, Executive Director of Human Resources, Todd Mensink, Director of Labor Relations & Benefits	
Appendix I	55
10. Board Correspondence & Communication	
11. Adjourn	

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

July 15, 2024

Dates to Remember

1. **July 15** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. **July 15** **School Board Work Session, Sandburg Education Center, 7:00 p.m.**
3. August 7 Leadership Workshop, Andover High School, 7:30 a.m.
4. August 12 Board Policy Committee Meeting, Educational Service Center, 4:30 p.m.
5. **August 12** **School Board Work Session, ESC, 5:30 p.m.**
6. August 19 CIAC, Educational Service Center, 5:30 p.m.
7. **August 26** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
8. August 20-22 New Teacher Orientation
9. August 26-29 Teacher Workshop, No Students
10. August 29 Convocation, Virtual
11. September 2 School District Closed, Holiday, No Students
12. September 3 First Day of School



Zach Arco
CO-CHAIR



Kacy Deschene
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
TREASURER



Linda Hoekman
DIRECTOR



Michelle Langenfeld
DIRECTOR

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**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, June 24, 2024**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order at 6:30 p.m. and led the pledge of allegiance.

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

Co-Chair Deschene motioned to approve the Board Agenda as presented. Jeff Simon seconded. Motion passed.

The School Board recognized students and staff from the following A-H Destination Imagination teams. Each of them was given a medal in honor of their achievements. Rum River Elementary: “Ancient Dust Rats” team placed 24th in the world: Megan Christensen, Brittan Koosmann, Colin Lewandowski, Caelen Shaddi, Rilynn Smith, Team Managers: Krista Wyvell-Fink and Julie Waldock; “The Excellent Elegant Emerald Emus” team placed 23rd in the world: Emily Cleary, Noah Cox, Tanner Curry, Amelia Mattis, Moira Paddock, Team Managers: Julie Waldock and Krista Wyvell-Fink; “Crazy Bubble Fish” team placed 30th in the world: Jacob Ball, Ashten Beyah, Natalie Clark, Rashmike Nepal, Lyndi Payeur, Essie Sikora, Team Manager: Krista Wyvell-Fink. Madison Elementary: “The Space Launchers Crew” team placed 26th in the world: Jens Hiti, Declan Hruby, Anna Kline, Isabella Moe, Audrey Nutter, Patrick Nutter, Team Manager: Josephine Hitit; “Thee Cancy Nerds” team placed 25th in the world: Kieran Delliger, Robel Fasil, Kailyn Garner, Elliot Hommerding, Alivia Moores, Jayne Opsal-Johnson, Arya Sullivan, Team Manager: Joleen Lundin; Oak View Middle School: “The Ever Flaming Crystals” team placed 19th in the world: Blayke Chastanet, Amia Chittenden, Nora Hendrickson, Adelyn Hruby, Josephine Peterson, Lila Peterson, Lincoln Peterson, Team Manager: Sara Woolsey; Northdale Middle School: “Struck By Creativity” team placed 6th in the world: Garrett Bower, Weston Finco, Gabriella Fournier, Aiden LePage, Andreas Apostolu, Team Manager: Janae Bower.

CONSENT AGENDA

Co-Chair Deschene moved and Jeff Simon seconded the motion to approve the following **consent agenda** items:

- a. Minutes** from the June 10 and 11, 2024, School Board work sessions.

b. Personnel items as follows:**RETIREMENTS**

Name	Current or Most Recent Position	Last Date Employed
Kim Denny	Family Welcome Ctr, Educ Office Prof	11/04/2024
Karen Fowler	S.T.E.P., Job Coach	09/01/2024
Jill Williams	ESC, Transporation Route Coord	09/06/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Jill Anderson	Roosevelt Middle, Teacher SLD	06/07/2024
Chad Damerow	Andover DC-Bridges, Teacher Work Exp Handicapped	06/07/2024
Tracie Ditty	Evergreen Park, Teacher SA-Coach Literacy Spec	06/07/2024
Ronald Ferrian	Leave Of Absence, Teacher Grade 3	06/28/2024
Grace Jensen	Evergreen Park, Teacher DD	06/07/2024
Jessica Johnson	Johnsville, Teacher SLD	06/07/2024
Nathan Manaen	ESC, Director Student Services	07/05/2024
Makayla Marty	Morris Bye, Teacher Grade 3	06/07/2024
David Perkins	Jackson Middle, Asst Principal Middle 10 Month	06/30/2024
Jordan Rossi	Sand Creek, Teacher Grade 3	06/07/2024
Mary Spaulding	Ramsey, Teacher Literacy Intervention	06/07/2024

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Kelly Beulke	Coon Rapids High, Teacher Science	05/13/2024	06/07/2024
Michelle Brady	Hoover, Teacher Art Elementary	04/22/2024	06/07/2024
Bethaney Costello	Anoka High, Teacher Social Studies	05/21/2024	06/07/2024
Kim Deyo	Jackson Middle, Teacher Math	09/18/2024	10/13/2024
Kelly Doane	Oak View Middle, ParaEducator Spec Ed Cntr Base	09/25/2024	06/06/2024
Colleen Eggerichs	Anoka High, ParaEducator Secondary	11/13/2023	06/06/2024
Eric Feigum	Andover High, Teacher Career-Technical	05/02/2024	06/05/2024
Linda Foley	Champlin Park High, ParaEducator Spec Ed Cntr Base	09/13/2023	01/11/2024
Susan Freitas	Eisenhower, ParaEducator Elementary	11/30/2023	05/23/2024
Krystyne Hable-Lafean	Sand Creek, Teacher E/BD	10/04/2023	04/25/2024
David Hanold	Blaine High, ParaEducator Special Education	12/04/2023	05/22/2024
Ann Herlofsky	Adams, Principal Elementary School	06/17/2024	06/28/2024
Kristin Keller	ESC, Comm Ed Prg Supv Comm Schools	03/18/2024	05/20/2024
Jillian Luoma-Overstreet	Anoka High, Teacher SA-Curr Integrator	10/04/2024	10/29/2024
Louann Mattson	Morris Bye, Child Nutrition Site Supv	02/16/2024	05/08/2024
Peace Mitchell	Northdale Middle, Student Achievement Advisor	09/11/2023	05/17/2024
Anna Morley	Blaine High, Teacher Math	01/03/2024	04/26/2024
Brianna Mueller	Jefferson, A+ Site Leader full year	05/08/2024	07/19/2024
Sara Nash	Hoover, Teacher ESL	10/09/2023	10/24/2023
Megan Elizabeth Peterson	Anoka Middle - WA, ParaEducator Secondary	09/13/2023	01/26/2024
Stephany Putz	Sorteberg ECC, Teacher Social Worker	06/07/2024	07/18/2024
Allison Redepenning	Eisenhower, A+ Site Leader full year	06/06/2024	08/23/2024
Corijran Simms	ESC, ParaEducator Bus Full Time	04/01/2024	06/03/2024
Sarah Toth	Hamilton, A+ CCA Ln 2 197 days	09/15/2023	05/28/2024
Amanda Ulrich	Hamilton, ParaEducator Spec Ed Cntr Base	05/20/2024	06/06/2024
Amanda Vesaas	Evergreen Park, Teacher Academic Support	11/06/2023	02/29/2024
Margarita Walton	Evergreen Park, Teacher Academic Support	02/20/2024	05/07/2024
Rachel Weber	Mississippi, Teacher ESL	05/28/2024	06/07/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Shannon Curtis	Jefferson, A+ CCA Ln2 full fiscal year	05/20/2024	06/04/2024
Kari Hable	Champlin Park High, Teacher Business	12/18/2023	06/30/2025
Karan Murphy	Champlin Park High, ParaEducator Spec Ed Cntr Base	02/29/2024	08/06/2024
Samantha Olson	Hamilton, Teacher ABS (AcadBehav)	01/08/2024	06/07/2024
Joseph Vetsch	ChamplinBrklynPk Academy, B/G Building Supervisor	05/01/2024	07/22/2024

SABBATICALS

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

APPOINTMENTS

20240624

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Kyla Chesser	Evergreen Park, Teacher Grade 1	08/26/2024	Bachelors/2	1.0000	\$50,872
Julie Gordon	Dayton, Teacher Grade 3	08/26/2024	Bachelors+15/14	1.0000	\$72,577
Megan Haug	Eisenhower, Teacher Grade 5	08/26/2024	Bachelors/2	1.0000	\$50,872
Alyssa Held	Jefferson, Teacher Grade 3	08/26/2024	Bachelors/5	1.0000	\$52,140
Ashley Howman	Jefferson, Teacher Grade 2	08/26/2024	Masters/3	1.0000	\$60,280
Bailey Johnson	Johnsville, Teacher Grade 5	08/26/2024	Bachelors/1	1.0000	\$50,029
Kimberlye Mckenzie	Ramsey, Teacher Grade K	08/26/2024	Masters/14	1.0000	\$84,106
Sydney Peluf	Rum River Elementary, Teacher Phys Ed Elementary	08/26/2024	Bachelors/5	0.9200	\$47,969
Holly Roehl	Hamilton, Teacher Grade 1	08/26/2024	Masters/7	1.0000	\$68,186
Jayna Schmitt	McKinley, Teacher Grade 3	08/26/2024	Bachelors+45/14	1.0000	\$76,223
Justin White	Sand Creek, Teacher Grade 3	08/26/2024	Bachelors+15/3	1.0000	\$52,466

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Elizabeth Armstrong	Coon Rapids Middle, Teacher Science	08/26/2024	Bachelors+30/18	1.0000	\$77,969
Jonathan Enns	Oak View Middle, Teacher Industrial Tech	08/26/2024	Masters+45/18	1.0000	\$96,119
Cassandra Flynn	Northdale Middle, Teacher Social Studies	08/26/2024	Bachelors/1	1.0000	\$50,029
Brian Gronski	S.T.E.P., Teacher Agriculture	08/26/2024	Bachelors/3	1.0000	\$50,872
Carter Klund	Sandburg Regional High School, Teacher Math	08/26/2024	Bachelors/1	1.0000	\$50,029
Ella Napton	Champlin Park High, Teacher English	08/26/2024	Masters/5	1.0000	\$62,980
Jackson Robelia	Coon Rapids Middle, Teacher English	08/26/2024	Masters/3	1.0000	\$60,280
Kathryn Robinson	Anoka Middle - FM, Teacher English	08/26/2024	Bachelors/1	1.0000	\$50,029
Benjamin Wyberg	Anoka High, Teacher Science	08/26/2024	Masters/3	1.0000	\$60,280

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Mitchell Armstrong	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	08/26/2024	Masters+60/12	1.0000	\$91,409
Dawn Banken	Blaine ECC, Teacher Special Educ Lead	08/26/2024	Masters+60/14	1.0000	\$94,894
Michelle Boyd	ChamplinBrklynPk Academy, Teacher Social Worker	08/26/2024	Masters/1	1.0000	\$58,269
Carla Carlson	Brookside, Teacher DD	08/26/2024	Masters/14	1.0000	\$84,106
Jessica Collyard	Sand Creek, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Nicholas Culliton	University Avenue, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+30/3	1.0000	\$53,825
Brittany Erickson	ESC-Special Ed, Teacher Speech Clinician	08/26/2024	Masters/2	1.0000	\$60,280
Laurie Erickson	RiverTrail Learning Ctr, Teacher E/BD	08/27/2024	Bachelors+45/21	0.9947	\$80,570
Miranda Frank	Champlin Park High, Teacher SLD	08/26/2024	Masters+60/12	1.0000	\$91,409
Serina Gbakoyah	Oak View Middle, Teacher ABS (AcadBehav)	08/26/2024	Masters/2	1.0000	\$60,280
Carissa Glynn	Oxbow Creek, Teacher SLD	08/26/2024	Bachelors+15/14	1.0000	\$72,577
Mariah Isola	ESC-Special Ed, Teacher Occupational Therapist	08/26/2024	Masters/4	1.0000	\$62,980

APPOINTMENTS

20240624

2

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Alison Kath	Mississippi, Teacher Social Worker	08/26/2024	Masters/8	1.0000	\$72,290
Melissa Lenart	University Avenue, Teacher SLD	08/26/2024	Bachelors+15/3	1.0000	\$52,466
Rose Morris	ESC-Special Ed, Teacher Nurse	08/26/2024	Bachelors/6	1.0000	\$53,851
Monica Rohrbaugh	Anoka Middle - FM, Teacher ABS (AcadBehav)	08/26/2024	Masters/6	1.0000	\$65,599
Jennifer Smithwick	Anoka Middle - FM, Teacher E/BD	08/26/2024	Bachelors/2	1.0000	\$50,872
Theresa Soucy	RiverTrail Learning Ctr, Teacher ASD	08/26/2024	Bachelors/2	1.0000	\$50,872
Sarah Sticha	Verndale, Teacher Spec Educ Lead Stretch	07/15/2024	Bachelors/14	1.0000	\$69,914
Giovanna Theisen	RiverTrail Learning Ctr, Teacher ASD	08/26/2024	Masters/3	1.0000	\$60,280
Gabrielle Wilson	Jackson Middle, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/2	1.0000	\$50,872
Kirstin Wymore	Coon Rapids High, Teacher ABS (AcadBehav)	08/26/2024	Masters+30/17	1.0000	\$91,898
Emily Ylvisaker	Sand Creek, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+45/5	0.5000	\$28,584

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Peter Burnham	Morris Bye, Asst Principal Elem 10 Month Based on an annual salary of \$117,646 for 261 days	08/01/2024	225	\$101,809
Marnie Groebner	ESC, Conf Services Supervisor Based on salary of \$68,187 for 261 days.	07/01/2024	261	\$68,187
Kristen Joly	ESC, Transportation Route Coord Based on an annual salary of \$60,320 for 261 days	06/10/2024	15	\$3,480
Ryan Lynch	Sand Creek, Asst Principal Elem 10 Month Based on an annual salary of \$115,556 for 261 days	08/01/2024	225	\$100,000

c. Cash Disbursements Report

Fund No.	Description	Amount
	Checks	\$ 5,502,482.74
01	General	5,053,331.16
02	Food Service	148,308.04
04	Community Service	127,473.35
06	Building Construction	145,289.69
07	Bond & Interest K-12	500.00
20	Health-Self Insurance	27,580.50
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 24,391,759.75
01	General	15,341,559.67
02	Food Service	333,701.79
04	Community Service	615,347.39
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	7,463,726.57
21	Dental-Self Insurance	536,152.76
22	Work. Comp.-Self Insurance	101,271.57
47	OPEB Debt Service	-
	ACH Payments	\$ 8,999,010.48
01	General	7,100,888.70
02	Food Service	1,489,176.09

04	Community Service	96,950.17
06	Building Construction	138,490.77
07	Bond & Interest K-12	-
20	Health-Self Insurance	159,052.75
22	Work. Comp.-Self Insurance	14,452.00
	P-Card	\$ 759,584.81
01	General	734,641.13
02	Food Service	1,286.60
04	Community Service	18,813.54
06	Building Construction	-
20	Health-Self Insurance	4,843.54
	TOTAL DISTRICT	\$ 39,652,837.78

d. Cash Balance Report

ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY24

	GENERAL 01-101	FOOD SERVICE 02-101	COMMUNITY SERVICE 04-101	BUILDING CONSTRUCTION 06-101 ¹	DEBT SERVICE 07-101	EMP BENE HEALTH 20-101	EMP BENE DENTAL 21-101	EMP BENE WORK COMP 22-101	OPEB DEBT SERVICE 47-101	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY23 Total All Balances (1 year ago comparison)
07/01/23	167,625,306	9,661,551	12,168,757	(2,844,745)	9,201,166	24,002,428	3,225,038	2,287,027	1,304,644	226,631,172	10,000,000	16,854,844	712,365	254,198,381	273,086,188
07/31/23	137,645,718	9,351,636	11,562,339	(619,251)	6,724,711	17,724,437	2,897,721	2,104,797	1,381,049	188,773,157	10,000,000	13,071,820	688,427	212,533,404	241,851,628
08/31/23	168,372,920	9,385,665	11,533,868	(2,681,823)	6,325,755	14,225,288	2,294,219	2,066,908	1,358,476	212,881,277	10,000,000	13,124,816	509,804	236,515,897	271,684,755
09/30/23	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	276,894,445
10/31/23	184,238,524	8,296,287	12,969,484	(7,425,853)	9,023,567	17,058,314	2,435,497	2,094,463	1,748,359	230,438,843	10,000,000	13,131,309	446,296	254,016,449	275,084,581
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	257,537,703
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	252,577,026
01/31/24	162,017,498	11,260,191	13,564,667	(150,818)	3,699,494	24,468,681	2,837,702	1,644,399	522,283	219,864,096	0	5,373,138	438,147	225,675,381	234,692,903
02/28/24	179,211,191	11,007,575	12,553,732	(130,841)	3,699,494	25,203,732	2,997,432	1,539,213	522,283	236,603,810	0	4,982,259	480,389	242,066,458	235,614,483
03/31/24	143,200,959	12,122,025	11,434,402	536,103	3,698,994	26,854,861	2,956,850	2,597,873	522,283	203,924,349	0	4,993,740	547,310	209,465,399	244,290,684
04/30/24	186,671,953	11,520,946	12,793,098	500,739	3,698,994	25,412,084	2,874,211	2,640,963	522,283	246,635,270	0	5,012,825	607,486	252,255,581	257,976,031
05/31/24	197,200,032	11,845,388	11,925,202	216,959	5,962,069	27,960,233	3,185,490	2,931,506	857,017	262,083,895	0	5,053,354	680,701	267,817,950	277,670,950

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

e. Donations & Scholarship Report.

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
05/20/24	American Heart Assoc.	Oxbow Creek Elem	Cover Track & Field Expenses	General	800.00
05/20/24	American Online Giving Found.	University Elem	Staff Appreciation or Supplies	General	161.40
05/20/24	American Online Giving Found.	Dayton Elementary	School/Student Supplies	General	127.03
05/13/24	Andover Football Assoc	Oak View MS	7th Grade Mille lacs fishing trip	General	1,000.00
05/13/24	Andover Football Assoc	Andover HS	Cross country general supplies	General	2,000.00
05/13/24	Andover Football Assoc	Andover HS	Golf bags, uniforms, Equipment	General	2,000.00
05/13/24	Andover Huskies Baseball Boosters	Andover HS	baseball program use, coach bus	General	1,475.00
05/13/24	Anonymous Cash Donation	Coon Rapids HS Band	Coon Rapids HS Band Program	General	50.00
05/13/24	ASB Sports Acquisitioning	Andover HS	General Football Program Usage	General	635.00
05/29/24	Blaine Youth Hockey Assoc.	Blaine High School	Boys Golf Program	General	2,500.00
05/13/24	Brookside Elem PTO	Brookside Elem	TV for kindergarten Flex Area	General	216.84
05/29/24	Brookside Elem PTO	Brookside Elem	Field Trips	General	1,500.00
05/20/24	Brookside PTO	Brookside Elem	K Pacer Puppet Show Field Trip	General	300.00
05/13/24	CAF	Jackson MS	Student Materials	General	10.00
05/13/24	CAF	Champlin Park HS	Student Recognition	General	10.00
05/13/24	CAF	Blaine High School	General School Supplies- Front stream SPV LLC	General	40.00
05/13/24	CAF	Anoka MS	Non-instructional Supplies	General	20.00
05/13/24	CAF	Eisenhower Elem	Student incentives	General	10.00
05/20/24	CAF	Dayton Elementary	School/Student Supplies	General	150.00
05/20/24	CAF	Dayton Elementary	School/Student Supplies	General	140.00
05/20/24	CAF	Jackson MS	Student Materials	General	1,000.00
05/20/24	CAF	Sand Creek Elem	Classroom Gr k-5 Supplies	General	60.00
05/29/24	CAF	Monroe Elementary	Classroom Supplies	General	100.00

05/29/24	CAF	Coon Rapids HS	General Supplies	General	80.00
05/29/24	CAF	Andover HS	General Supplies	General	164.00
05/29/24	CAF	Oxbow Creek Elem	School Supplies	General	500.00
05/29/24	CAF	Dayton Elementary	School/Student Supplies	General	20.00
05/29/24	CAF	Dayton Elementary	School/Student Supplies	General	50.00
05/29/24	CAF	Andover Elem	Classroom Supplies	General	40.00
05/29/24	CAF	Jackson MS	Student Materials	General	50.00
05/13/24	Cardinal Hockey Redline Club	Coon Rapids HS Boys Hockey	Bus for boys' hockey Cloquet trip	General	1,011.61
05/29/24	Crooked Lake PTO	Crooked Lake Elem	5th grade graduation programs	General	600.00
05/13/24	Crystal Scott	STEP Automotive	Classroom instruction/car maintenance	General	520.00
05/20/24	Dayton Elementary PTO	Dayton Elementary	Magic Show/Spirit Day	General	450.00
05/20/24	ECSE Sunshine Fund	Community Education	Cullinan Water Inv	General	280.00
05/13/24	Faith Lutheran Church	Coon Rapids HS Band	Coon Rapids HS Band Program	General	200.00
05/13/24	Front stream	Brookside Elem	General supplies for school	General	23.00
05/20/24	Front stream SPV LLC	Blaine High School	General School Supplies	General	39.00
05/29/24	Isaiah Sixty-One Ministries	Jackson MS	Valley fair Donation	General	200.00
05/13/24	Jane Korpela	Step Automotive	Classroom instruction/car maintenance	General	15.00
05/13/24	Ken Xayabout	Brookside Elem	room transformation supplies	General	100.00
05/29/24	Lincoln Elem PTO	Lincoln Elementary	5th Grade Long Lake Trip	General	481.00
05/13/24	Madison PTO	Madison Elem	Gr 3 Ft Snelling Admission	General	559.00
05/20/24	Mark Undis CPA LLC	Rum River Elem	General Supplies- 5th grade party	General	20.00
05/29/24	Mississippi PTO	Mississippi Elem	Student Yearbooks	General	898.00
05/28/24	On The Stage	Coon Rapids HS	Theater	General	153.00
05/29/24	Patricia & Joseph Grapevine	Roosevelt MS Theater	Theater Department Cast Party	General	100.00
05/13/24	Pete Groebner	STEP Automotive	Classroom instruction/car maintenance	General	85.86
05/13/24	River Trail Learning Center Buffalo Boosters	River Trail Learning Ctr	Bussing for Twins Field Trip	General	501.26
05/20/24	Riverdale Church	Compass Programs	Parent Teacher Conferences, food for families	General	150.00
05/13/24	Rum River Assoc. of Families & Teachers	Rum River Elem	5th Grade Math Field Trip	General	270.00
05/13/24	Schwab Charitable	Jackson MS	Carpet Replacement in Music areas	General	42,000.00
05/13/24	The Blackbaud Giving Fund	Champlin Park HS	Student Recognition	General	66.00
05/13/24	The Blackbaud Giving Fund	Oak View MS	Student incentives & recognition	General	60.00
05/20/24	The Blackbaud Giving Fund	Andover Elem	Classroom Supplies	General	33.60
05/20/24	The Blackbaud Giving Fund	Sand Creek Elem	Classroom Gr k-5 Supplies	General	150.00
05/29/24	The Blackbaud Giving Fund	Roosevelt MS Theater	Supplies	General	200.00
05/29/24	The Blackbaud Giving Fund	Oak View MS	student Incentives & Recognition	General	60.00
05/29/24	Wilson PTO	Wilson Elementary	Bus Costs for patrols to go to MOA & 5th graders year end party	General	1,241.88

*MATERIAL, EQUIPMENT, OR LABOR DONATION

TOTAL

\$ 65,677.48

SCHOLARSHIP DONATIONS

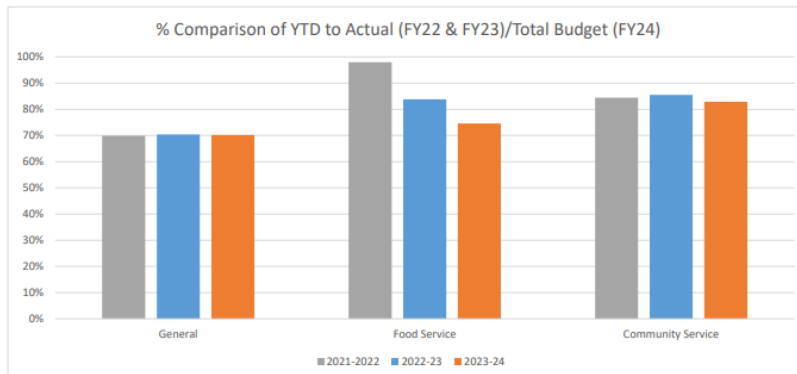
DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
05/29/24	Andover Girls Lacrosse Booster Club Scholarship	Andover HS	Andover Girls Lacrosse Boosters Scholarship	Scholarship	375.00
05/29/24	Andover Huskies Baseball Booster Club Scholarship	Andover HS	Andover Huskies Baseball Boosters Scholarship	Scholarship	1,000.00
05/29/24	Andover Huskies Youth Hockey Scholarship	Andover HS	Andover Huskies Youth Hockey Scholarship	Scholarship	24,000.00
05/29/24	Anoka Hennepin Education Minnesota Scholarship	Andover HS	Anoka-Hennepin Education MN Scholarship	Scholarship	500.00
05/29/24	Anoka-Hennepin Education Minnesota Scholarship	Champlin Park HS	Anoka-Hennepin Education MN Scholarship	Scholarship	500.00
05/29/24	Champlin Park Band Association Scholarship	Champlin Park HS	Champlin Park Band Assoc Scholarship	Scholarship	1,000.00

05/29/24	Class of '63 Scholarship	Anoka HS	Class of '63 Scholarship	Scholarship	100.00
05/29/24	Community Scholarship-Dayton Lion's Community Scholarship	Champlin Park HS	Community Scholarship-Dayton Lion's Community Scholarship	Scholarship	6,000.00
05/29/24	Connexus Energy Foundation Scholarship	Champlin Park HS	Connexus Energy Foundation Scholarship	Scholarship	1,000.00
05/29/24	Connexus Energy Foundation Scholarship	STEP	Connexus Energy Foundation Scholarship	Scholarship	1,000.00
05/29/24	Coon Rapids Lions Foundation Scholarship	REG/TECH	Coon Rapids Lions Foundation Scholarship	Scholarship	2,100.00
05/29/24	Champlin Park HS Dayton Lions LEO	Champlin Park HS	Champlin Park HS Dayton Lions LEO	Scholarship	2,000.00
05/29/24	Champlin Park HS Girls Basketball Scholarship	Champlin Park HS	Champlin Park HS Girls Basketball Scholarship	Scholarship	500.00
05/29/24	Danielle Rogers Scholarship	Champlin Park HS	Danielle Rogers Scholarship	Scholarship	500.00
05/29/24	Dayton Elem PTO Scholarship	Champlin Park HS	Dayton Elementary PTO Scholarship	Scholarship	500.00
05/29/24	Club Scholarship Evergreen Parent Involvement	Champlin Park HS	Evergreen Parent Involvement Club Scholarship	Scholarship	500.00
05/29/24	Gene Haas Foundation Scholarship	STEP	Gene Haas Foundation Scholarship	Scholarship	10,000.00
05/29/24	I.C.A. Corporation Engineering Scholarship	Champlin Park HS	I.C.A. Corporation Engineering Scholarship	Scholarship	1,000.00
05/29/24	Mike Lynch Memorial Scholarship	Andover HS	Mike Lynch Memorial Scholarship	Scholarship	1,300.00
06/03/24	Brittney L Dale- Champlin Park LAX Boosters	Champlin Park HS	Champlin Park HS Girls Lacrosse Booster Club Scholarship	Scholarship	500.00
06/03/24	Coon Rapids Community Scholarship Assoc.	STEP	Coon Rapids HS STEP Scholarship	Scholarship	1,500.00
SCHOLARSHIP TOTALS					\$ 55,875.00
TOTAL DONATIONS					\$121,552.48

f. Monthly Revenue & Expenditures.

Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended April 30, 2024

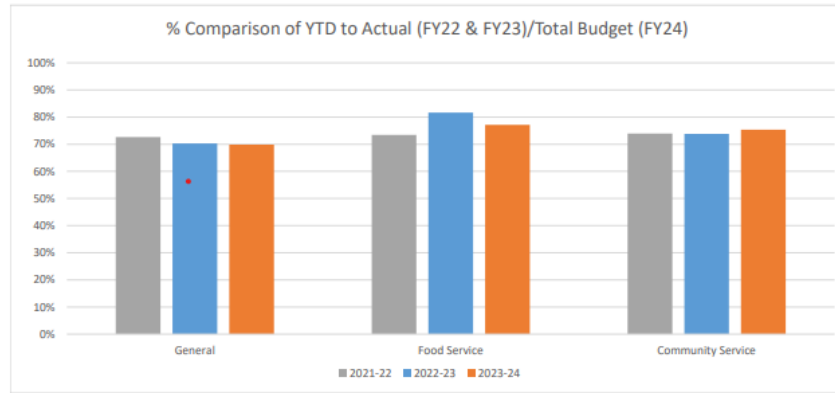
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-2022
General	91,999,398	448,896,809	639,497,059	70%	70%	70%
Food Service	1,921,795	21,111,691	28,303,221	75%	84%	98%
Community Service	3,547,985	22,873,032	27,589,954	83%	85%	84%
Building Construction ¹	19,085	375,098	20,000	1875%	45410%	40%
Debt Service	-	9,580,022	15,394,194	62%	64%	58%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 97,488,263	\$ 502,836,653	\$ 711,554,428	71%	71%	71%



¹Conservative budgeting

Anoka-Hennepin ISD #11
Statement of Expenditures
 For the month ended April 30, 2024

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	40,989,790	355,038,532	519,868,101	68%	69%	70%
Purchased Services	4,170,404	48,198,826	67,016,418	72%	77%	74%
Supplies	1,111,200	16,681,831	20,741,355	80%	78%	92%
Capital Expenditures ¹	1,986,625	29,853,078	34,118,614	87%	71%	116%
Other Exp & Transfers ²	59,556	1,335,655	4,058,066	33%	50%	37%
Total General Fund	\$ 48,317,576	\$ 451,107,922	\$ 645,802,554	70%	70%	73%
Food Service						
Food Service	2,523,487	19,104,205	24,771,676	77%	82%	73%
Community Service	2,252,200	21,642,488	28,726,318	75%	74%	74%
Building Construction ³	36,014	7,658,544	8,850,000	87%	58%	78%
Debt Service	-	15,442,203	15,444,303	100%	100%	100%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 53,129,276	\$ 514,955,361	\$ 724,344,851	71%	71%	73%



¹Timing of Facility upgrades
²Change of Insurance Provider in PY
³Timing of construction projects

- g.** Approved 213.0 Advisory Committees Policy.
- h.** Approved Repeal Policy 510.3 Co-Curricular Admission Rate.
- i.** Approved Repeal Policy 510.5 Student Activity Fee.
- j.** Approved Policy 511.0 Fees Policy.
- k.** Approved Repeal Policy 527.0 Student Parking Lot Fee & Guidance.
- l.** Approved Terms & Conditions of Employment for Confidential Employees 2024-25.
- m.** Approved Bid #24043B-HP LaserJet Toner Cartridges, Preventative Maintenance & Service Program. Motion passed.

The School Board received testimony from Sarah Cooper, Amity Erickson, Susan Witt, Scott Coggins, Aaron Peterson, Michele Weitzel, Laurie Thompson, Kristy Mazurek, Shannon Fletcher, Steve Larson, Lynn Wood, Craig Weitzel and Betsy Kiekhafer.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. The Superintendent highlighted that summer construction is underway with projects across the district. Media center projects are taking place at six sites including Andover High School, Anoka Middle School for the Arts-Fred Moore Campus, Anoka High School, Coon Rapids High School, Coon Rapids Middle School and Champlin Park High School. At Champlin Park the school is also relocating the school office and enhancing the front entrance for student and staff safety. The media center upgrades are in the final phase of the Fit for the Future projects, the bond approved by voters in 2017. Eight science classrooms at Anoka High School and Blaine High School are also being upgraded this summer. Hamilton Elementary, McKinley Elementary and Sand Creek Elementary are continuing with HVAC dehumidification along with classroom upgrades while Dayton Elementary is in year two of a four-year plan to implement classroom upgrades and space reconfiguration for safety and improved utilization. Construction is entering the final phases at the Two Rivers Transition Program at Franklin with a large addition and reconfiguration from the former Franklin Elementary School to a facility that will serve the needs of students who attend the Bridges and Pathways programs. This new option will improve the student experience using

district owned facilities while eliminating a \$400,000 payment for the former leased facilities. As a reminder, Anoka-Hennepin's Building and Grounds Department is the construction manager for all district projects. Along with ensuring quality construction, the use of in-house talent saves 2-3% on construction cost or about \$2 million annually. These funds can be used to maximize the district's capacity to build, repair, replace and maintain facilities. The Coon Rapids High School All-Class Reunion is set for Tuesday, July 2 from 5-10 p.m. as part of the city's 4th of July Celebration. The event will be in the large tent near the music stage at the City of Coon Rapids' 4th of July celebration. This year's event marks the third All-Class Reunion for Coon Rapids High School. Last year, nearly 400 CRHS graduates gathered. From the first graduating class of 1966 to the most recent graduates in 2024, all are welcome to attend the family-friendly event. Superintendent McIntyre encouraged community members to consider making a difference in their community by joining the Anoka-Hennepin School's team next school year. Many different positions are available from working with students as a paraeducator to serving meals, working in student transportation and many more. When you join our team, you help make a difference for your schools and community. Anoka-Hennepin is hosting a Summer Hiring Event on Thursday, July 25th from 1-5 p.m. at the Educational Service Center in Anoka. Visit ahschools.us/jobs for more information on the positions that are available. The Superintendent referenced the Annual Q Comp report for board members.

The School Board took actions regarding employees and positions in the district in relation to a reporting timeline needed to comply with contracts and state requirements. Matt Brain, director of employee services, presented items for approval. All items were approved on a unanimous vote.

**RESOLUTION RELATING TO THE TERMINATION AND NON-RENEWAL OF TEACHING CONTRACTS
OF PROBATIONARY TEACHERS**

WHEREAS, the following person is a probationary teacher in Anoka-Hennepin Independent Schools,

WHEREAS, the financial condition of the school district dictates that the school board must reduce expenditures immediately, and

WHEREAS, there has been a reduction in student enrollment and,

WHEREAS there are other appropriate reasons and,

WHEREAS, said recommendations have been received and considered by the School Board,

Enstad, Keith A	Wilson
Kwon, Grace H	CED
Terry, Sara J	ESC-Special Ed
Zimmerman, Erin E	Anoka Middle - WA

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on June 24th, 2024.

Whereupon said resolution was declared duly passed and adopted.

Jeff Simon

Clerk of the Board

**RESOLUTION TO RESCIND THE INCLUSION OF CERTAIN TEACHERS'
NAMES IN RESOLUTION TERMINATING PROBATIONARY TEACHERS**

WHEREAS the School Board of Anoka-Hennepin Independent School District No. 11 adopted a resolution to terminate the teaching contract(s) of the following probationary teacher(s) at the close of the 2023-24 school year pursuant to Minnesota Statute §122A.40, Subdivision 5,

BE IT RESOLVED that the following name(s) be rescinded from the resolution to terminate probationary teacher(s) effective at the close of the 2023-2024 school year.

Bode, Heather L **Andover**
Przetycki, Rebecca A **Rum River Elementary**

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on June 24th, 2024.

Whereupon said resolution was declared duly passed and adopted.

Jeff Simon

Clerk of the Board

Michelle Trelstad, executive director of community education and government relations, was joined by Lori Grivna from Amundson Strategies for a review of legislative action involving education issues at the 2024 state legislature. Grivna noted work done to share legislative priorities approved by the School Board and information regarding testimony from the district was provided.

Michelle Trelstad, executive director of community education and government relations, presented the 2024 population certification resolution which set the district population at 253,142, up over 3,000 residents from last year. This number, which was established by the State of Minnesota Demographer, is used to set formulas for some district funding programs. The 2024 Population Certification Resolution was approved on a 6-0 vote.

Greg Cole, chief operations officer; and Ben Martinson, director of buildings and grounds, presented \$14.5 million of facility maintenance projects to the School Board for approval. Hamilton Elementary, McKinley Elementary and Sand Creek Elementary are continuing with HVAC dehumidification along with classroom upgrades while Dayton Elementary is in year two of a four-year plan to implement classroom upgrades and space reconfiguration for safety and improved utilization. The long-term facility maintenance program, formerly known as alternative facilities, allows school boards to protect taxpayer investment in facilities through the replacement of aging building components. The School Board approves a 10-year plan each year, but also updates the planning documents as new projects emerge or priorities change. Funding through this program cannot be used for new facilities or components of facilities. Jeff Simon motioned to approve the Long Term Facility Maintenance (LTFM) 10-Year Plan as presented. Dr. Michelle Langenfeld seconded. Motion passed on a 6-0 vote.

The School Board reviewed progress and actions in relation to a listing of items raised by three board members for removal from district operations. The board held work sessions on June 10 and June 11 to determine action plans for four items with additional meetings set for July 15 and August 12 to resolve the remaining items.

Michelle Vargas, chief financial officer, presented the proposed fiscal year 2025 budget for School Board consideration and approval. The School Board has been engaged in developing the budget since December 2023 and has taken an active role in shaping the final proposal. Total expenditures are set at \$724,599,453 with revenues of \$717,264,851. This budget total reduces the district's fund balance to 7.7%, below the School Board goal of 10 percent. Michelle Langenfeld motioned to approve the FY25 Proposed Budget All Funds as presented. Co-Chair Kacy Deschene seconded. The budget was approved on a 4-2 vote with Directors Matt Audette and Linda Hoekman voting no.

Dr. Jennifer Cherry, executive director of human resources, presented the Anoka-Hennepin child nutrition site supervisors 2024-26 master agreement for approval. The agreement is within the budget parameters provided by the School Board. Jeff Simon motioned to approve the Anoka-Hennepin Child Nutrition Site Supervisors 2024-26 Master Agreement as presented. Matt Audette seconded. Motion passed on a 6-0 vote.

Dr. Jennifer Cherry, executive director of human resources, 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 bargaining groups and policy groups.

Co-Chair Arco proposed under Minnesota State Law 13D.03 sub 1 that they move into a closed session to deal with matters of labor negotiations. The closed session will be held in the Michael Sullivan Room. Matt Audette moved and Jeff Simon seconded the motion to move into closed session following a 5-minute break. Motion passed.

Co-Chair Arco recessed the meeting at 10:06 p.m. The meeting reconvened in closed executive session at 10:15 p.m. to discuss negotiations.

The meeting reconvened in open session at 10:43 p.m. Co-Chair Deschene moved and Dr. Michelle Langenfeld seconded the motion to adjourn the meeting. Motion passed.

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

Co-Chair Zach Arco

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

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
Cheryl Emmons	Andover High, Child Nutrition Assistant FT	08/30/2024
Paula Gonsior	Johnsville, ParaEducator Elementary	06/06/2024
Thomas Karp	ESC, B/G Supv Operations	08/30/2024
Judy Ries	Blaine High, Teacher Health	09/18/2024
Margaret Williams	ESC, Teacher SA-TALS	06/20/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Stephanie Beckley	Riverview ECC, Teacher Social Worker StrCal	06/28/2024
Jennifer Bessler	Coon Rapids Middle, Teacher Science	06/07/2024
Caitlin Burns	Sand Creek, Teacher SA-Coach Literacy Spec	06/07/2024
Andrea Goddard	Blaine ECC, Teacher EC/SE	06/07/2024
Nancy Hofschulte	ChamplinBrklynPk Academy, Teacher MMH	06/06/2024
Angelisa Jadinak	Ramsey, Teacher Grade 2	06/07/2024
Katherine Mabel	Monroe, Teacher Grade 1	06/07/2024
Breanna Nelson	Eisenhower, Teacher ESL	06/07/2024
Blake Nicols	Oak View Middle, Teacher Phys Ed Secondar	06/07/2024
Ashley Salvo	Champlin Park High, Teacher E/BD	06/07/2024

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
Ashley Barber	Champlin Park High, Teacher Counselor	06/19/2024	07/30/2024
Michelle Brady	Hoover, Teacher Art Elementary	04/22/2024	06/06/2024
Jami Brevik	Andover, Teacher Grade 4	06/21/2024	11/15/2024
Elisabeth Carlson	Mississippi, Teacher Grade 1	01/02/2025	03/07/2025
Katie Jakubek	Coon Rapids Middle, Teacher English	03/26/2024	05/20/2024
Sharon Johnston	Coon Rapids High, Teacher ESL	08/02/2024	10/24/2024
Kristin Keller	ESC, Comm Ed Prg Supv Comm Schools	06/18/2024	07/31/2024
Debra Koffski	ESC, Admin Assistant Superintendent	06/26/2024	09/17/2024
Wendy McDonald	ESC, Educ Office Prof Comm Ed	06/25/2024	07/19/2024
Andrew Miller	Oxbow Creek, A+ Site Leader full year	05/13/2024	07/31/2024
Alexandra Wolter	Coon Rapids High, Teacher Counselor	06/25/2024	11/26/2024
Mark Youngren	ESC, B/G Whse Warehouse	06/17/2024	07/30/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Tammy Berg	Two Rivers Transition Program, Teacher MSH	02/09/2024	10/05/2024
Jill Duerr	Coon Rapids High, ParaEducator Spec Ed Cntr Base	02/01/2024	02/01/2026
Cadenn Happke	Blaine High, B/G Custodian 2nd shift	04/22/2024	06/28/2024
Steven Lyons	Champlin Park High, Teacher Music Secd Band	05/21/2024	06/07/2024
Chris Mertesdorf	ESC, B/G Maintenance Spec Maint	10/13/2023	09/25/2024
David Murray	Oxbow Creek, B/G Custodian	11/03/2022	11/03/2024
Edward Orejel	Ramsey, B/G Custodian 2nd shift	05/10/2024	07/11/2024
Judy Ries	Blaine High, Teacher Health	07/01/2024	09/18/2024
Stacy Rush	Hoover, A+ Site Leader full year	06/12/2024	07/26/2024

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Katherine Altenbach	Eisenhower, Teacher Grade 4	08/26/2024	Bachelors+30/8	1.0000	\$63,470
Kyle Ballou	Wilson, Teacher Music Elementary	08/26/2024	Bachelors/3	1.0000	\$50,872
Katharine Borg	Wilson, Teacher Academic Support	08/26/2024	Bachelors/13	1.0000	\$68,346
Brett Buscher	Mississippi, Teacher Phys Ed Elementary	08/26/2024	Masters+15/3	0.7800	\$48,283
Nancy Christenson	Ramsey, Teacher Academic Support	08/26/2024	Bachelors+45/6	1.0000	\$59,025
Lynsey Davis	Wilson, Teacher Art Elementary	08/26/2024	Masters/4	0.7600	\$47,865
Johanna Haseltine	Ramsey, Teacher Literacy Intervention	08/26/2024	Bachelors+15/6	1.0000	\$55,857
Amanda Kocovsky	Wilson, Teacher Grade 5	08/26/2024	Bachelors+30/6	1.0000	\$57,306
Michele Lovegreen	Andover, Teacher Social Worker	08/26/2024	Masters/1	1.0000	\$58,269
Robert McHugh	Hamilton, Teacher Phys Ed Elementary	08/26/2024	Bachelors+45/2	1.0000	\$55,290
Kenadee Meyer	Johnsville, Teacher Grade K	08/26/2024	Bachelors/2	1.0000	\$50,872
Carly Nelson	Jefferson, Teacher Grade 4	08/26/2024	Masters/1	1.0000	\$58,269
Macy Roberts	Andover, Teacher ESL	08/26/2024	Bachelors/3	1.0000	\$50,872
Danielle Sarette	University Avenue, Teacher Grade 3	08/26/2024	Bachelors/2	1.0000	\$50,872
Kristin Walker	Hoover, Teacher Media Specialist Elem	08/26/2024	Masters+30/10	0.7000	\$57,072
Olivia Webster	ChamplinBrklynPk Academy, Teacher Academic	08/26/2024	Bachelors/2	1.0000	\$50,872
Andrew White	Hoover, Teacher Phys Ed Elementary	08/26/2024	Masters+60/9	0.8300	\$69,537
Kayla Worcester	Eisenhower, Teacher Grade 3	08/26/2024	Bachelors/2	1.0000	\$50,872
Secondary					
Katherine Beaudry	Coon Rapids Middle, Teacher Art Secondary	08/26/2024	Masters/4	1.0000	\$62,980
Kennedy Day	Blaine High, Teacher Social Worker	08/26/2024	Masters/2	1.0000	\$60,280
Robert Dubois	Champlin Park High, Teacher English	08/26/2024	Bachelors+45/14	1.0000	\$76,223
Naomi Griffith	Anoka High, Teacher Phys Ed Secondar	08/26/2024	Bachelors/1	1.0000	\$50,029
Douglas Haas	Anoka High, Teacher Phys Ed Secondar	08/26/2024	Masters+60/13	1.0000	\$92,761
Kathleen Hauser	Roosevelt Middle, Teacher Music Secd Band	08/26/2024	Masters/14	1.0000	\$84,106
Kyle Hemmerich	S.T.E.P., Teacher Career-Technical	08/26/2024	Masters+60/16	0.5000	\$48,633
Celine Herrera	Blaine High, Teacher English	08/26/2024	Masters+45/3	1.0000	\$65,226
Peter Hofmann	Jackson Middle, Teacher Music Secd Choir	08/26/2024	Masters/14	0.5000	\$42,053
Johnathan Kenow	Blaine High, Teacher Social Studies	08/26/2024	Bachelors/2	1.0000	\$50,872
Daniel J Lerberg	Champlin Park High, Teacher English	08/26/2024	Masters/14	1.0000	\$84,106
Amanda Metzler	Coon Rapids Middle, Teacher Family Consumer Sci	08/26/2024	Bachelors/7	1.0000	\$56,704
Kelsey Petersen	Blaine High, Teacher Counselor	08/19/2024	Masters+45/9	1.0535	\$85,548
Jacob Robasse	Jackson Middle, Teacher Phys Ed Secondar	08/26/2024	Masters/14	0.8000	\$67,285
Paula Rozowa	Compass - Bell Building, Teacher Science	08/26/2024	Masters+60/14	1.0000	\$94,894
Dustin Rupprecht	Anoka High, Teacher Career-Technical	08/26/2024	Bachelors/10	1.0000	\$63,832

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Amanda Salmonson	Anoka Middle - FM, Teacher Spanish	08/26/2024	Bachelors+45/9	0.9000	\$60,540
Allison Schlag	Coon Rapids High, Teacher Spanish	08/26/2024	Bachelors/4	1.0000	\$52,140
Shane Scrabeck	Blaine High, Teacher Business	08/26/2024	Bachelors/4	1.0000	\$52,140
Carly Semmer	Jackson Middle, Teacher Grade 6	08/26/2024	Masters/6	1.0000	\$65,599
Leila Silver	Compass - Bell Building, Teacher English	08/26/2024	Bachelors+45/1	1.0000	\$54,048
Hunter Tabatt	Anoka Middle - FM, Teacher Phys Ed Secondar	08/26/2024	Bachelors/1	1.0000	\$50,029
Brett Wilson	Coon Rapids Middle, Teacher Counselor	08/19/2024	Masters+45/3	1.0535	\$68,714
Paige Youngquist	Anoka High, Teacher Phys Ed Secondar	08/26/2024	Bachelors/1	1.0000	\$50,029



Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Julie Algaard	Coon Rapids Middle, Teacher DD	08/26/2024	Bachelors+30/14	1.0000	\$74,263
Megan Blatchley	Riverview ECC, Teacher EC/SE	08/26/2024	Bachelors/2	1.0000	\$50,872
April Brynteson	Oak View Middle, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+30/9	1.0000	\$65,645
Allan Dittrich	RiverTrail Learning Ctr, Teacher E/BD	08/26/2024	Bachelors+15/5	1.0000	\$54,145
Mariah George	ESC-Special Ed, Teacher Psychologist	08/26/2024	Masters+60/2	1.0000	\$67,228
Catherine Gordy	Northdale Middle, Teacher ABS (AcadBehav)	08/26/2024	Masters/1	1.0000	\$58,269
Beth Johnson	Hoover, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+45/13	1.0000	\$74,512
Courtney Kruse	Oxbow Creek, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/3	1.0000	\$50,872
Dawn Meyer	ChamplinBrklynPk Academy, Teacher DD	08/26/2024	Masters/8	1.0000	\$72,290
Haley Nenovich	Andover, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Peggy Olson	Andover, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/3	1.0000	\$50,872
Allison Quandt	Adams, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Kelianne Scharphorn	Sand Creek, Teacher E/BD	08/26/2024	Bachelors+15/5	1.0000	\$54,145
Alicia Siira	Riverview ECC, Teacher EC/SE	08/26/2024	Bachelors/1	1.0000	\$50,029
Pamela Traun	Anoka High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+30/3	1.0000	\$53,825
Sesalie Warren	Sand Creek, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+15/4	1.0000	\$54,145
Stacy Yoakiem	Mississippi, Teacher ABS (AcadBehav)	08/26/2024	Masters+30/11	1.0000	\$83,482

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Lindsey Oakley	Jackson Middle, Asst Principal Middle 10 Month Based on an annual salary of \$122,728 for 260 days	08/01/2024	225	\$106,207
Thomas Shaw	ESC, Director Student Services Based on an annual salary of \$165,419 for 261 days	07/08/2024	256	\$162,250



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

July 08, 2024

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: Authorization to enter Joint Purchasing Agreement with Kaleidoscope Charter School #4118

In order to enjoy the mutual benefits of cooperative purchase, Minnesota Statute 471.59 authorizes governmental units to enter into joint purchasing agreements. By entering into such an agreement with Kaleidoscope Charter School #4118, Anoka-Hennepin District's buying power and collaborative efforts will be enhanced. The Kaleidoscope Charter School #4118 will be participating in the Minnesota School Food Buying Group contracts, led, and administrated by the Anoka-Hennepin School District. There is no cost to the District to do this.

JOINT PURCHASING AGREEMENT

This agreement is made and entered into by and between *Anoka Hennepin School District #11* and *Kaleidoscope Charter School #4118* pursuant to the provisions of Minnesota Statute 471.59, as amended, which authorizes political subdivisions to enter into an agreement to exercise jointly the governmental powers and functions each has individually; and whereas, *Anoka Hennepin School District #11* and *Kaleidoscope Charter School #4118* desire to make available to each party the administrative and financial benefits of cooperative purchasing and selling with respect to common items used by the parties; and whereas, *Anoka Hennepin School District #11* and *Kaleidoscope Charter School #4118* wishes to combine their purchasing powers in order to secure the most favorable terms and conditions on the purchase of equipment, materials, services and supplies;

THEREFORE, in instances where the parties agree it would be mutually advantageous, it is hereby agreed, by and between the parties hereto as follows:

1. When authorized and requested by *Kaleidoscope Charter School #4118*, *Anoka Hennepin School District #11*, through their purchasing department, shall:
 - a. make joint purchases for *Kaleidoscope Charter School #4118* and *Anoka Hennepin School District #11*, or
 - b. permit *Kaleidoscope Charter School #4118* to make purchases under existing *Anoka Hennepin School District #11* contracts, for equipment, materials, services and supplies.

2. When authorized and request by *Anoka Hennepin School District #11*, *Kaleidoscope Charter School #4118*, through their purchasing department shall:
 - a. make joint purchases for *Kaleidoscope Charter School #4118* and *Anoka Hennepin School District #11*, or
 - b. permit *Anoka Hennepin School District #11* to make purchases under existing *Kaleidoscope Charter School #4118* contracts for equipment, materials, services, and supplies.

3. This agreement applies to all purchases where the parties have mutually agreed to exercise this right, made through a competitive bidding process where the award is made to the lowest responsible bidder.

4. When making a joint purchase, *Anoka Hennepin School District #11* and *Kaleidoscope Charter School #4118* shall first consult to ensure that requirements of both jurisdictions and the specifications for the equipment, materials, services, and supplies that meet the needs of each are included.

5. After bids or other solicitations for joint purchases have been received by the designated purchasing department and a contract has been awarded to the lowest responsible bidder by the issuing party, each party to this agreement shall execute its own purchasing document with the contract vendor.

6. If the purchases are made by one party under an existing contract of the other party, each party to this agreement shall execute its own purchasing document with the contract vendor.

- 7. Each party shall make payment directly to the contract vendor according to the established procedures of the paying party.
- 8. Each party shall be separately accountable for its own expenditures of public funds made hereunder.
- 9. Neither party shall assume any responsibility for the accountability of funds expended by the other by the issuance of a purchase document by the other party.
- 10. As mutually agreed upon, the parties may share the costs associated with the shared bidding process.
- 11. This agreement shall be in effect until rescinded by either party.

IN WITNESS WHEREOF, *Anoka Hennepin School District #11* and *Kaleidoscope Charter School #4118* have executed this agreement to be signed and approved by the proper officers of each of the contracting parties, on the dates written below.

Anoka Hennepin School District #11

Kaleidoscope Charter School #4118

Name (please print)

Brad Sellner
Name (please print)

Signature


Signature

Title

Executive Director
Title

6/17/2024
Date



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💻 ahschools.us

Education Identity and Access Management Board Resolution

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

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

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

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

Organization Name: Anoka-Hennepin Public School District

6-Digit or 9-Digit Organization Number (e.g. 1234-01 or 1234-01-000): 0011-01

Superintendent or Exec. Director Name: Cory McIntyre, Superintendent

Will act as the IOwA? Yes No

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

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

Print Name: Cory McIntyre

Title: Superintendent

Board Member Signature:

Kacy Deschene, Co-Chair

Date: 07-15-2024

Secondary physics study committee recommendations

July 15, 2024



ANOKA-HENNEPIN
SCHOOLS
A future without limit

1

Purpose

Bring forward the recommendation and seek approval to purchase materials for Physics and Honors Physics.

2



June work session

Recommendation to purchase brought to School Board for discussion on June 11, 2024.

- Purchase and implement Experience Physics from Savvas for the 2024-25 school year in Physics and Honors Physics.
- Including \$50,000 for the purchase of lab equipment and supplies as a part of the Savvas recommendation.

The School Board requested more information following that meeting.



Background

Anoka-Hennepin is implementing the 2019 Minnesota Academic Standards in Science. Full implementation is required by the 2024-25 school year.

- The 2019 standards are “three-dimensional” - incorporate science content, science engineering skills students are developing and the connections across science disciplines.
- The science content is generally similar to previous iterations of the standards with an increased emphasis on application. (e.g. one physics benchmark asks students to compare benefits of digital transmission of information with other formats.)
- The inclusion of the science and engineering practices and crosscutting concepts provide students with a more holistic view of how science approaches developing explanations for observable phenomena.



Background

The Anoka-Hennepin Science Study Committee began meeting in spring of 2020 to consider updates to all science courses to reflect the 2019 MN science standards. Based on committee recommendations, science has been following a phased implementation across courses.

- As part of that work, the committee identified the need to update curricular materials in science, including the now 19 year-old physics textbooks.
- The recommendations for Physics and Honors Physics presented tonight are a result of this process.



Work session action steps

Action steps following June 11 work session:

- Provided the updated standards to the School Board.
- Provided Understanding by Design (UbDs) as soon as possible.
- Originally planned for consent agenda for June 24 School Board meeting; moved to July School Board meeting to provide additional time.



Physics and honors physics

Pilot process

After reviewing submissions in the fall of 2023, two curriculum materials were selected to pilot in Physics and Physics Honors classes during the 2023-2024 school year:

- *Experience Physics* by Savvas.
- *Dimensions Physics* by HMH.



Physics and honors physics

Feedback

During the pilot, feedback was collected from stakeholder groups:

- Teachers.
- Students.
- Community members.
- Special education and multilingual education staff.
- District technology staff.

All collected data was reviewed by the committee to develop the recommendations.



Physics and honors physics

Costs

Negotiated costs for both physics programs are listed below.

The committee recommends including \$50,000 for the purchase of lab equipment and supplies as a part of the Savvas recommendation.

Vendor	Textbooks	Lab equipment	Professional development	Total:
<i>Experience Physics Savvas</i>	\$125,202	\$50,000	\$1,125	\$176,327
<i>Dimensions Physics HMH</i>	\$125,864	\$50,000	\$400	\$176,264

9



Physics and honors physics

Considerations

- The evaluation tools were criteria-based rather than comparative. As a result, data showing similar results for both sets of materials indicates that those taking the survey felt they met the criteria at similar levels.
- The results of the surveys show both meet the majority of the criteria in the evaluations indicating both sets of materials would provide a robust framework for student learning in physics.
- The Savvas materials are aligned to the national NGSS standards and the 2019 Minnesota Science Standards.
- The structure of the storylines in the Savvas materials afforded teachers with more flexibility in approach to adapt lessons to meet the specific needs of students in their classrooms.

10



Alternative options

Alternative option 1

- Continue to teach out of the twenty old textbook (copyright for current textbook is 2005).
- Existing materials have no available online options for students and teachers to use.
- Core physics concepts have not changed in that time, but the applications of them are significantly different. (iPhones were introduced in 2007, for example.)
- Writing teams would have to update all the UbDs to be ready in the fall (this would be quite a strain on writers and difficult to have completed for fall).



Alternative options

Alternative option 2

- Ask the study committee to go back and restart the 4-phase process again.
- Resources available for review are not likely to have changed significantly since the previous review.
- Diversion of teacher time and workload from implementation to additional review and pilot work.



Recommendation

Summary

Physics/Honors Physics:

Purchase and implement *Experience Physics* from Savvas for the 2024-25 school year in physics and honors physics.

Including \$50,000 for the purchase of lab equipment and supplies as a part of the Savvas recommendation.

Secondary social studies study committee recommendations

July 15, 2024



ANOKA-HENNEPIN
SCHOOLS
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1

Purpose

Provide background information regarding social studies standards implementation and curriculum materials adoption process.

Bring forward the recommendation and seek approval to purchase materials for U.S. Studies 7.

2



Background

Anoka-Hennepin began its Four Phase Adoption Process during the 2021-22 school year with the formation of the Secondary Social Studies Study Committee (SSSSC) made up of School Board members, community representatives, and building and district representatives.



Background

SSSSC made recommendations, in consultation with social studies department leaders, regarding which required courses would be piloted during the 2023-24, 2025-26 and 2026-27 school years.

Minnesota's revised social studies standards are to be implemented by the 2026-27 school year.



Standards implementation

Based on the factors of the previous slide, this timeline was developed

2023-24	2024-25	2025-26	2026-27
US Studies 7	US Studies 7	US Studies 7	US Studies 7
US History 10	US History 10	US History 10	US History 10
World History 11	World History 11	World History 11	World History 11
Global Studies 8	Global Studies 8	Global Studies 8	Global Studies 8
Civics 9	Civics 9	Civics 9	Civics 9
Human Geography 9	Human Geography 9	Human Geography 9	Human Geography 9
Senior Social Studies 12	Senior Social Studies 12	Senior Social Studies 12	Senior Social Studies 12
MN Studies 6	MN Studies 6	MN Studies 6	MN Studies 6
AP SS courses	AP SS courses	AP SS courses	AP SS courses
Elective SS courses	Elective SS courses	Elective SS courses	Elective SS courses

Pilot
 Implement
 Pending

5



Four phase adoption process

Phase one: Analyze existing course and materials.

- Study committee examines and makes program recommendations.

Phase two: Review and select instructional materials.

- Pilot, data collected (teacher, student, parent feedback).
- Decision by committee, recommendation for purchase to School Board.

Phase three: Implementation.

- Includes teacher training, community communication.

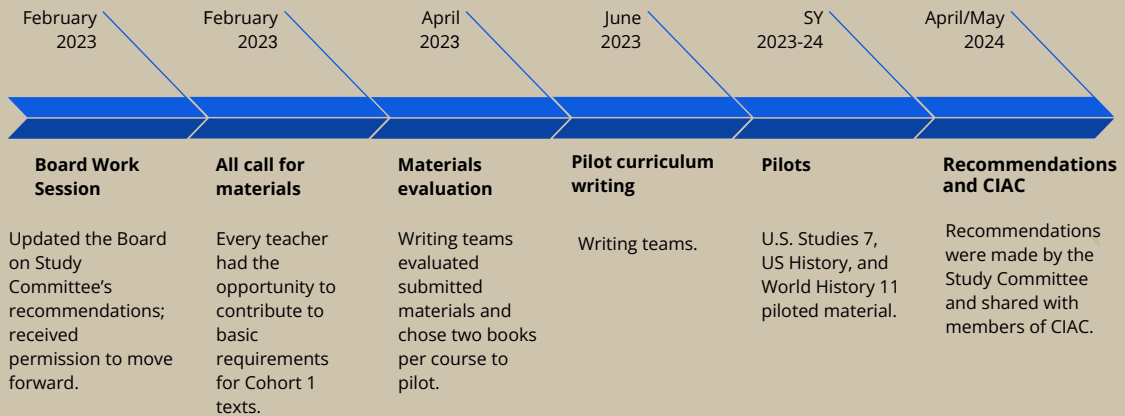
Phase four: Monitor, evaluate and adjust.

- Ongoing support for teachers, feedback used to make changes if necessary.

6



Phase two timeline



7



Phase two

Review and select instructional materials

- Pilot materials for: U.S. Studies 7, U.S. History 10 World History 11.
- Feedback from groups:
 - Teachers: All call, teacher survey.
 - Students: Student survey.
 - Community: Two open houses (November 2023 and March 2024) and virtual feedback options.
- Materials presented to study committee April 29, 2024.

8



Phase two

Review and select instructional materials

Recommendation brought to School Board for discussion on June 11, 2024.

School Board requested more information following that meeting.

9



Work session action steps

Action steps following June 11 work session:

- Provided Understanding By Design (UbD) documents for all strands in U.S. Studies 7 and World History 11 (old and new) on Monday, June 17th.
- Requested School Board members provide individual feedback to Josh Delich on U.S. Studies 7 and World History 11 materials by June 20.
- Provided a cost estimate for all Social Studies course materials.
- Provided/verified legislation on standards required for 26-27.

10



Pilots and recommendation

June 11 recommendation

U.S. Studies 7

Pilot process

- All three trimesters.
- One set of materials per trimester:
 - Tri 1: TCI.
 - Tri 2: HMH.
 - Tri 3: National Geographic.
- Pilot: Full year.

Recommendation

National Geographic
U.S. History
 Cengage

	2023-24	2024-25	2025-26	2026-27 - Implement 2021 Standards
MN Studies 6			Pilot	Materials implemented Projected cost: \$400,000
US Studies 7	Pilot	Materials implemented Projected cost: \$390,000		
Global Studies 8		Pilot	Materials implemented Projected cost: \$425,000	
9- Human Geography		Pilot	Materials implemented Projected cost: \$425,000	
10- US History	Pilot	Extended Pilot	Materials implemented Projected cost: \$450,000	
11- World History	Pilot	Materials implemented Projected cost: \$345,000		
12- Senior Social Studies		Pilot	Materials implemented Projected cost: \$400,000	
9- Civics		Pilot	Materials implemented Projected cost: \$400,000	
SS HS Electives			Pilot	Materials implemented Projected cost: \$325,000
AP Psychology		Pilot	Materials implemented Projected cost: \$80,000	
AP Courses (APWH, APUSH, APGeo)			Pilot	Materials implemented Projected cost: \$400,000
Total Cost:		\$735,000	\$2,180,000	\$1,125,000



Recommendation

Summary

U.S. Studies 7:

Purchase *National Geographic U.S. History*



Alternative options

Alternative option one

- Purchase recommended text and materials.
- Implement strands 1-4 of 2021 Minnesota social studies standards (as appropriate for course).
- Delay implementation of 2021 ethnic studies standards (strand 5) until 2026-2027.



Alternative options

Alternative option two

- Purchase recommended text and materials.
- Make appropriate revisions to current UbD document to align new textbooks to 2011 Minnesota social studies standards.
- Delay implementation of 2021 social studies standards until 2026-27.

15



Recommendation

Summary

Originally planned for consent agenda for June 24 Board Meeting; moved to July Board meeting to provide additional time.

Seeking approval to purchase today to allow teams to begin phase three (implementation).

Anoka-Hennepin ISD 11
 Truth in Taxation Calendar
 Taxes Levied 2024
 Payable 2025 for the 2025-2026 School Year

<u>Date</u>	<u>Action Required</u>
July 15, 2024	Set public hearing date and adoption date: Proposed date December 9, 2024 , at 6:30 P.M. Certified to County Auditor.
September 23, 2024	Proposed tax levy reviewed by School Board and certified to County Auditor. Announce hearing and adoption date to be published in minutes.
Between November 11 & November 24, 2024	County auditor mails parcel specific notice to each property owner
December 9, 2024	School Board holds hearing during regular board meeting that begins at 6:30 PM and adopts levy following the public comment portion of the hearing.
December 28, 2024	Certify levy to home County Auditor and submit form TNT to MN Department of Revenue.
On or before January 7, 2025	Notify MDE of final certified levies.

For an explanation or interpretation of the contract, call your Association or the Labor Relations and Benefits Department.

BUILDING SUPERVISORS' CONTRACT

Establishing Terms and Conditions of Employment

by and between

Anoka-Hennepin Independent School District No. 11
Anoka, Minnesota

And

Minnesota Association of Supervisory Engineers

July 1, 2024~~2~~ through June 30, ~~2024~~**2026**

ARTICLE I - PURPOSE

The purpose of this contract is to encourage and increase orderly, constructive, and harmonious relationships between the Employer and the Association; to establish procedures for the resolution of differences over terms and conditions of employment; to preserve the paramount right of the citizens of this community to the operation of their schools without disruption; and to establish an environment in which the children of this community may receive education of the highest quality. Accordingly, the parties have set forth herein all terms and conditions of employment which have been agreed upon by the Employer and the Association pursuant to and in compliance with the Public Employment Labor Relations Act of 1971 as amended.

ARTICLE II - DEFINITIONS

- A. PELRA of 1971 shall mean the Public Employment Labor Relations Act of 1971 as amended.
- B. SUPERINTENDENT shall mean the Superintendent of Schools of Independent School District No. 11 or a designated representative.
- C. SCHOOL BOARD shall mean the School Board of Independent School District No. 11 or its designated representative.
- D. BUILDING SUPERVISOR shall mean supervisory personnel covered by this contract.
- E. ASSOCIATION shall mean the Minnesota Association of Supervisory Engineers or it's designated representative.
- F. OTHER TERMS not defined in this contract shall have those meanings as defined by PELRA of 1971 as amended.

ARTICLE III - LAWS, RULES, AND REGULATIONS

The parties agree to abide by the state and federal laws, and reasonable rules and regulations established by the Board. Such Board rules and regulations will not be in conflict with this contract.

The exclusive representative recognizes that the School Board, all employees covered by this agreement, and all provisions of this contract are subject to the laws of the State of Minnesota, federal laws, and valid rules, regulations, and orders of state and federal government agencies. Any provision of this contract found to be in violation of any such laws, rules, regulations, directives, or orders shall be null and void and without force and effect.

The exclusive representative recognizes the right, obligation, and duty of the School Board and its duly designated officials to promulgate rules, regulations, directives, and orders from time to time if deemed necessary by the School Board insofar as such rules, regulations, directives, and orders are not inconsistent with the terms of this contract.

ARTICLE IV - RECOGNITION

In accordance with the PELRA-71, as amended, the School Board, hereinafter referred to as the Board, recognizes the Minnesota Association of Supervisory Engineers, hereinafter referred to as the Association, as the exclusive representative of custodial building supervisors employed by the School Board of Anoka-Hennepin Independent School District No. 11. The terms Board and Association shall include authorized officers, representatives, and agents. Despite references herein to Board and Association as such, each reserves the right to act hereunder by designated representatives.

ARTICLE V – BUILDING SUPERVISOR’S RIGHTS

SECTION 1 RULE, LAW, AND REGULATION:

The Building Supervisors have all rights afforded them by state and federal rules, laws, and regulations established by state boards and School Board policies.

SECTION 2 RIGHT TO JOIN:

Building Supervisors shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Building Supervisors in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such building supervisors.

SECTION 3 DEDUCTION OF DUES:

Building Supervisors who are full members shall have the right to request and shall be allowed dues check off for the Exclusive Representative Organization. The Employer, upon notification by the Exclusive Representative of such Building Supervisors, shall be obligated to check off said fee from the earnings of the Building Supervisor and transmit the same to the Exclusive Representative each regular pay period. Any dispute as to the validity of a specific deduction shall be solely between the Association and the individual employee. The Association warrants that it will indemnify and hold harmless the Employer and any of its agents from any and all actions which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction or lack thereof.

SECTION 4 PERSONNEL FILES:

The District personnel file relating to each individual building supervisor shall be available during regular office business hours to each individual building supervisor upon written request. The building supervisor shall have the right to reproduce any of the contents of the file at the building supervisor’s expense and to submit for inclusion in the file written information in response to any material contained therein.

SECTION 5 The Association shall have the right to use District buildings before or after hours for meetings, provided that this shall not interfere with or interrupt school operations.

SECTION 6 The Association shall be entitled to use the district mail distribution service for distribution of Association material free of charge. This privilege shall not be used for any political activity.

SECTION 7 Following a probationary period of one (1) year, Building Supervisors shall not be disciplined or reduced in compensation without just cause.

ARTICLE VI - SCHOOL DISTRICT RIGHTS

SECTION 1 INHERENT MANAGERIAL RIGHTS:

The Association recognizes that the Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, and selection, direction, and number of personnel.

SECTION 2 RESERVATION OF MANAGERIAL RIGHTS:

The foregoing enumeration of Board rights and duties shall not be deemed to exclude other inherent management rights, and management functions not expressly delegated in this contract are reserved to the School Board.

ARTICLE VII - HOURS AND DUTY DAY

SECTION 1 BASIC DUTY YEAR:

The work year shall be 12 months including earned holidays and vacations.

The Building Supervisors, because of their managerial and supervisory responsibilities, agree to commit whatever time is necessary to accomplish such managerial and supervisory duties and responsibilities. There shall be no overtime.

SECTION 2 Building Supervisors shall be responsible for building checks pursuant to a designated process approved by the Building and Grounds Department.

SECTION 3 HOLIDAYS:

There shall be twelve (12) paid holidays: Independence Day, Labor Day, two days at Thanksgiving, two days in winter, New Year's Day, Martin Luther King Jr. Day, two days in spring, Memorial Day, and President's Day.

If Juneteenth is observed as a school district holiday for employees, it shall become a paid holiday.

~~Building Supervisors who perform at least four building checks on designated holidays will be entitled to use one (1) floating holiday within the same fiscal year with the approval of the Assistant Director of Buildings and Grounds.~~ **The Director or Assistant Director of Buildings and Grounds may grant a floating holiday for Building Supervisors who perform at least four building checks on designated holidays. A maximum of two floating holidays may be earned per fiscal year. Floating holidays must be used within the same fiscal year earned.**

SECTION 4 VACATION

Vacation shall be accrued in the following manner:

~~Less than five years of consecutive employment:~~

~~10 days~~

~~Five or more years and less than ten~~ **Less than ten (10) years of consecutive employment:**

15 days

Ten or more years and less than fifteen years of consecutive employment:

22 days

Fifteen or more years and less than twenty years of consecutive employment:

23 days

Twenty or more years of consecutive employment:

25 days

For purposes of this section, the District may credit new hires with up to five years of employment depending on background and experience. Vacation accrual shall be on the pay period following an employee’s anniversary date.

Requests for vacation must be approved by the ~~operations~~ **employee’s** supervisor. ~~Normally, the~~ **The** maximum vacation taken during any fiscal year shall not exceed ~~twenty-five (25) days~~ **thirty (30)**, ~~however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed with the approval of the Operations Supervisor.~~ Vacation days not used during the fiscal year will be accumulated to an unlimited amount.

Building Supervisors who retire with ~~two~~ **four** weeks notice shall have up to a maximum of fifty-~~five (50)~~ **five (55)** days of unused vacation contributed to the Health Care Savings Plan.

Building Supervisors who resign with two weeks notice shall be paid up to a maximum of ~~twenty-five (25)~~ **thirty (30)** days of unused vacation.

ARTICLE VIII - BASIC COMPENSATION

SECTION 1

<i>Lane</i>	2024-25 2024-23	2025-26 2025-24
-------------	--------------------------------------	--------------------------------------

Lane 1 - Elementary (not included in Lane 2), Two Rivers , AMS-WA	84,502 \$89,213	86,615 \$91,443
Lane 2 - ESC, Warehouse, Andover, Champlin-Brooklyn Park, Oxbow Creek, Ramsey, Rum River, Sunrise, Brookside, STEP Building/Leased buildings as assigned, River Trail Learning Center, Monroe/Riverview ECC, Lincoln/Sandburg Education Center	86,852 \$91,694	89,023 \$93,986
Lane 3 - Lincoln/Sandburg , Coon Rapids MS, Roosevelt MS, Northdale MS, Oak View MS, AMS-Fred Moore, Grounds Supervisor, Sorteberg Early Childhood Center/Compass- Bell Building / Regional High School/BECC	88,281 \$93,203	90,488 \$95,533
Lane 4 – Jackson Middle School, High Schools, Grounds Supervisor, Maintenance Supervisor	90,082 \$95,104	92,334 \$97,482

~~In year one, there will be a one-time off-schedule payment of \$500 per Building Supervisor.~~

A building supervisor's advancement is subject to the right of the School District to withhold salary increases for good and sufficient grounds. An action withholding a salary increase shall be subject to the grievance procedure.

SECTION 2 DAILY PAY RATE AND PAY DEDUCTION:

The daily rate shall be based on the annual salary divided by 260 duty days. Whenever pay deduction is made for an engineer's absence, the deduction shall be the daily rate for each day's absence.

SECTION 3 APPROPRIATE LICENSURE:

Building Supervisors must have licensure defined by state law as appropriate for their building and position. Lack or lapse of proper licensure will mean loss of position.

SECTION 4 MILEAGE:

Building Supervisors shall be reimbursed at the established Board rate for the use of their personal motorized vehicle to conduct authorized and approved travel on behalf of the District.

SECTION 5 LICENSE STIPEND:

Building Supervisors who show evidence of successfully completing test for boiler license or renewal shall be reimbursed the license fee by completing a voucher.

SECTION 6 CLOTHING ALLOWANCE:

The District shall allocate up to \$155.00 per employee per year for District uniforms (\$190.00 for the first year for new Building Supervisors). The District will designate a coordinated uniform which will include options for shirts, T-shirts, sweatshirts, coveralls, trousers, and shorts in cotton and multi-blend fabrics. **After two years of employment, employees may use their clothing**

allowance towards the purchase of district-approved footwear.
Employees will be responsible for keeping uniforms clean and neat.

ARTICLE IX - GROUP INSURANCE

SECTION 1 CARRIER SELECTION:

The selection of the insurance carrier or carriers to provide the group insurance program shall remain with the district.

SECTION 2 HOSPITAL-MEDICAL-MAJOR MEDICAL: INSURANCE:

Effective September 1, ~~2022~~**2024**, the School District shall contribute ~~\$16,790~~**18,640** toward a flexible benefit account for the purchase of the four designated core employee benefits in accordance with the Anoka-Hennepin Flexible Fringe Benefit Plan. The core benefits include: Health, Dental, Life, and Long Term Disability Insurance; effective September 1, ~~2023~~**2025**, the School District shall contribute ~~\$17,630~~**19,540** toward a flexible benefit account for the purchase of the four designated core employee benefits in accordance with the Anoka-Hennepin Flexible Fringe Benefit Plan. Any additional cost of the premiums shall be paid by the employee via payroll deductions.

Building Supervisors flexible benefit package shall include ~~\$50,000~~**300,000** in Life Insurance.

SECTION 3 GENERAL LIABILITY:

Subd. 1 The District shall carry a general liability insurance as required by Minnesota Statute.

Subd. 2 The District shall carry "errors and omissions" insurance coverage for Building Supervisors.

SECTION 4 PAYROLL DEDUCTION:

The difference between the actual monthly premium cost of the group insurance programs and the District's contribution shall be paid by the enrolled building supervisor through payroll deduction.

SECTION 5 VOLUNTARY PARTICIPATION:

Participation by eligible Building Supervisors in the insurance programs is voluntary. Building Supervisors who choose not to participate shall receive no additional compensation in lieu of not participating.

SECTION 6 DURATION OF COVERAGE:

Building Supervisors shall be eligible for District contribution through their last duty day of employment. District contributions shall cease as of the date of separation from employment.

SECTION 7 WORKERS' COMPENSATION:

Subd. 1 If any employee is absent from work as a result of a compensable injury under provisions of the Workers' Compensation Act, the School District will pay the difference between the compensation received pursuant to the Workers' Compensation Act by the employee and the regular rate of pay to the extent of the employee's earned accrual of sick leave.

Subd. 2 Any employee who terminates his/her employment during a period of absence eligible for Workers' Compensation and has been overpaid shall return the overpayment to the School District.

ARTICLE X - LEAVES OF ABSENCE

SECTION 1 SICK LEAVE:

Building Supervisors shall be granted fifteen days of sick leave per year, pro-rata. Building Supervisors terminating employment during the year shall be required to reimburse the District for sick leave days taken but not earned.

Subd. 1 Use of Sick Leave. Earned sick leave may be used because of personal injury or illness, serious injury or illness in the Building Supervisor's immediate family, or death in the Building Supervisor's immediate family. Earned sick leave may be used for all work days included in an FMLA approved maternity or parental leave.

Subd. 2 Definition of Immediate Family. The immediate family is designated as the Building Supervisor's spouse, child, parent, brother, sister, grandparents, grandchildren, or in-laws of a similar degree or relationship.

Subd. 3 Accumulation. Unused sick leave shall accumulate to an unlimited amount.

Subd. 4 A building supervisor's absence due to injury as a result of assault by a student or nonstudent while performing school business shall not be charged against the building supervisor's sick leave days.

SECTION 2 EMERGENCY LEAVE:

A maximum of three days of earned sick leave may be used during each duty year for situations involving emergencies or personal business which cannot be scheduled on a nonduty day. The emergency leaves shall be for business, emergencies, and transactions which require the presence of the building

supervisor during working hours and which would be impossible to schedule at any other time.

Requests for emergency leaves shall be submitted to the Buildings and Grounds Department at least five calendar days prior to the intended absence except in an emergency situation. The Buildings and Grounds Director will forward the request to the Labor Relations and Benefits Department for final consideration and/or approval.

SECTION 3 JURY DUTY:

Building Supervisors shall be compensated by the District for the difference between the building supervisor's regular salary and fees received while on jury duty. However, mileage fees paid to the building supervisor in lieu of said duty shall be kept by the building supervisors.

SECTION 4 COURT HEARINGS:

A Building Supervisor subpoenaed by a court as a defendant or witness as a result of performing management or supervisory duty shall be compensated for the difference between the Building Supervisor's regular daily salary and witness fees for each duty day of absence. However, this shall not include cases involving Building Supervisors vs. Anoka-Hennepin Independent School District No. 11.

SECTION 5 MILITARY LEAVE OF ABSENCE:

A military leave of absence shall be granted to Building Supervisors in accordance with applicable state and federal laws.

SECTION 6 ABSENCE WITHOUT PAY:

Absence without pay may be granted Building Supervisors, requesting such absence in writing, at the discretion and approval of the District.

SECTION 7 CONDITIONS DURING LEAVE OF ABSENCE:

Building Supervisors granted an unpaid leave of absence shall be subject to the following conditions:

1. All benefits earned by the engineer shall be frozen as of the date of the beginning of a leave of absence. Upon return to duty at the expiration of the leave of absence, a building supervisor's frozen benefits shall be reinstated.
2. Building Supervisors may continue to participate in the group health and dental insurance programs established by assuming the full cost of the monthly payment.
3. Building Supervisors returning from a leave of absence shall be offered a similar position to that held at the time the leave was granted.
4. Building Supervisors who fail to return to duty at the expiration of a leave of absence shall waive right to employment.

ARTICLE XI - SENIORITY/LAYOFF

SECTION 1 SENIORITY LISTS:

Seniority lists for full-time Building Supervisors will be established and sent to the Association.

SECTION 2 PROCEDURES:

Seniority shall be established by the following procedures:

1. Seniority in the District shall be computed on the basis of continuous employment as a Building Supervisor from the first day of actual work with the District. Secondary seniority shall be based on the first day of continuous employment with the District Buildings and Grounds Department.
2. Building Supervisors shall continue to accrue seniority while on military or maternity leaves. Building Supervisors shall retain seniority while on all other leaves.

SECTION 3 PROCEDURES FOR LAYOFF:

Building Supervisors will be laid off in reverse seniority order subject to the following rules:

1. In the event of layoff, the least senior Building Supervisor will be laid off or, if a position is available, may elect to go on the unassigned list.
2. The senior displaced Building Supervisor who fills the position of the laid off Building Supervisor (see #1 above) must be qualified for that position.

ARTICLE XII - RETIREMENT/SEVERANCE

All Building Supervisors with a School District employment date on or after July 1, 2000 are not eligible for Section 1.

SECTION 1 Severance: Effective July 1, 2000, Building Supervisors who provide reasonable notice to the district of intended retirement of the relevant school year will qualify for a payment of up to ~~90~~**80** unused sick days times the Building Supervisor's daily rate of pay and less any District contribution to a matching 403(b) plan as set forth in Section 2. 403(b) of this Article.

Building Supervisors must have ten (10) years active service in the District, be immediately eligible for a Minnesota State retirement pension, and the total District contribution for an eligible Building Supervisor under Section 2. 403(b) of this Article has not exceeded \$70,000.

- Subd. 1 The severance payment shall be made as a lump sum payment upon retirement to the District's Special Pay Plan in accordance with federal rules and regulations. Deductions, such as state and federal income tax, social security, or PERA shall be made only as required by law.

- Subd. 2 If a retired Building Supervisor dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking a beneficiary, to the estate of the deceased.
- Subd. 3 This section shall not apply to any Building Supervisor who is discharged for cause by the School District.
- Subd. 4 For purposes of this section, active service includes FMLA leaves of absences and excludes all other unpaid leaves of absence.

SECTION 2

403(b)

- Subd. 1 All Building Supervisors who are eligible for insurance as set forth in Article IX are eligible for this benefit.
- Subd. 2 The District shall establish a matching contribution of up to ~~\$3,750.00~~ **\$3,900** in a 403(b) matching program for all full-time Building Supervisors **on a per paycheck basis over 26 pay periods. Employees who begin contributions after the start of the year will receive a prorated amount of the full annual district match. Effective September 1, 2023, the District will match up to \$3,900.00.**
- ~~Subd. 3 The maximum individual lifetime matching contribution by the District shall be \$70,000.~~

SECTION 3

Health and Dental Insurance:

Subd. 1. Building Supervisors eligible for retirement as established in this Article may elect to continue to participate in the District's Health and Dental insurance program.

Subd. 2 The value of sick leave not paid as severance in this Article for insurance benefit eligible and enrolled Building Supervisors under Section 1, shall be all allocated to the Health Care Savings Plan for the individual Building Supervisors.

Subd. 3 For insurance benefit eligible and enrolled Building Supervisors hired on or after July 1, 2000, and eligible to retire under this Article, but not eligible for severance payment as set forth in Section 1, the value of unused sick leave days less the value of ~~90~~ **80** days shall be allocated to the Health Care Savings Plan for the individual Building Supervisors.

SECTION 4

Severance and Retirement Health Benefits shall be available only once in a Building Supervisor's employment with the District.

SECTION 5
required by law.

Mandatory Retirement: Retirement shall be mandatory only to the extent

ARTICLE XIII - GRIEVANCE PROCEDURE

SECTION 1 DEFINITION:

A grievance shall mean an allegation by a building supervisor resulting in a dispute or disagreement between the building supervisor and the District as to the interpretation or application of terms and conditions contained in this agreement.

SECTION 2 REPRESENTATIVE:

The building supervisor, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act in his/her behalf.

SECTION 3 PROCEDURE:

Grievances as defined in Section 1 shall be settled in the following manner and the steps set forth must be followed in the order listed within the time limit prescribed:

Step 1 - The grievance shall be orally presented to the Building and Grounds Department or the principal of the building within five days after the employee knew or should have known of violation. No settlement in this Step 1 shall be made in violation of the written contract.

If a settlement is not reached within two days after oral presentation to the **Building and Grounds Department or the principal** ~~Buildings and Grounds Director~~, the grievance shall be reduced in writing on a form specified by the Labor Relations and Benefits Department with a clear statement of the issues involved. This shall be presented to the ~~Director who shall promptly transmit the written grievance to the District General Counsel~~ **Executive Director of Human Resources** for handling in accordance with Step 2.

Step 2 - The ~~District General Counsel~~ **Executive Director of Human Resources** shall establish a Step 2 hearing with the aggrieved and the Buildings and Grounds ~~Supervisor of Operations~~ **Assistant Director**. The Step 2 meeting will be held within five days after the employee has filed the written grievance. The time and place for meetings under Step 2 shall be at the discretion of the **Executive Director of Human Resources** ~~District General Counsel~~. The **Executive Director of Human Resources** ~~District General Counsel~~ shall prepare a report of the meeting together with a written disposition of the matter and forward copies to the employee and to the Association within five days after the Step 2 hearing. If settlement is not reached in Step 2 within three days of the date of disposition, the grievance is referred to Step 3.

Step 3 - Grievances referred to Step 3 shall be discussed between the Association and the District General Counsel. This discussion shall take place within five days after the grievance has been referred to Step 3. If agreement is reached as a result of this meeting, the District General Counsel shall issue a disposition of the matter which shall be final and binding. If agreement is not

reached, the grievant shall, within three days after the Step 3 meeting, notify in writing the District General Counsel that arbitration is required.

Step 4 - Arbitration. In cases referred to Step 4, the parties shall attempt to agree on an arbitrator. If agreement is not reached within three days, the party shall petition the Public Employment Labor Relations Board for assistance under the rules of the PELRA-71 as amended. The arbitrator shall set the time and place for the Step 4 hearing, the method of procedure, and issue all necessary rulings. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of the agreement or of any agreement made supplementary hereto, and shall only be allowed to rule on those cases that apply to the definition of a grievance as defined in this article. The decision of the arbitrator, if within the scope of his power, shall be binding on both parties with the limitations of PELRA-71 as amended. The expense and fees of the arbitrator shall be borne jointly by the Board and the Association.

SECTION 4 RULES:

Any loss of time by the employee and his representatives to attend Step 4 in the grievance procedure shall not be compensated.

The number of days indicated at each step of the grievance procedure should be considered as maximum and every effort should be made to expedite the grievance process. Any time limit may be extended by mutual written consent. The failure of an aggrieved person to proceed from one step of the grievance procedure to the next step within the time limits set forth shall be deemed to be acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance.

The failure of an administrator to communicate his/her decision or hold a meeting within the specific time limits shall permit the aggrieved to proceed to the next step in the grievance procedure.

An employee shall be allowed to have a legal representative at any step in the grievance procedure.

No reprisals shall be brought against any employee because of his/her filing a grievance.

Grievance cases shall be as confidential as possible. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

ARTICLE XIV - DURATION

SECTION 1 TERMS AND REOPENING NEGOTIATIONS:

This agreement shall remain in full force and effect for a period commencing on July 1, ~~2022~~**2024** through June 30, ~~2024~~**2026** and thereafter until

modifications are made pursuant to the PELRA-71 as amended. If either party desires to modify or amend this agreement commencing on July 1, ~~2024~~**2026**, it shall give written notice of such intent no later than April 1, ~~2024~~**2026**. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this agreement.

SECTION 2 EFFECT:

This agreement constitutes the full and complete agreement between the School Board and the Minnesota Association of Supervisory Engineers. Provisions herein relating to terms and conditions of employment supersede and take precedence over any and all prior agreements, resolutions, practices, School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with the provisions.

SECTION 3 FINALITY:

It is further agreed that any matters relating to the current contract term, whether or not referred to in this agreement, shall not be open for negotiations during the term of this agreement.

SECTION 4 SEVERABILITY:

The provisions of this agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this agreement or the application of any provisions thereof under different circumstances.

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IN WITNESS WHEREOF, the parties have executed the Agreement as follows:

Minnesota Association of Supervisory
Engineers

Anoka-Hennepin School District No. 11

Date

Executive Director HR

Date

Labor Relations update

July 15, 2024



ANOKA-HENNEPIN
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Labor Relations update

Purpose

Policy 209 Negotiations Code of Ethics:

Administration will review the status of negotiations at public School Board meetings.

Note: Consistent with the Open Meeting Law and PELRA - detailed negotiation discussions are addressed in closed sessions of the School Board.

Employee groups

Background information

Anoka-Hennepin Schools is comprised of 19 employee groups:

- 5 policy groups (non-bargaining units): administrators/supervisors, cabinet, misc. community education, confidentials, misc E-12.
- 14 bargaining groups:
 - 2022-24 master agreements: education office professionals, paraeducators, school/kindergarten readiness teachers.
 - 2023-25 master agreements: child nutrition assistants, community school coordinators, education support specialists, principals, teachers, school office supervisors, school service employees, special education supervisors, technical specialists.
 - 2024-2026 master agreements: building supervisors, child nutrition site supervisors.

2024-2026 contracts

Beginning negotiation meetings

Collective Bargaining Unit	Status
Paraeducators	Sixth meeting July 31
Education office professionals	Second meeting July 29
School/kindergarten readiness teachers	First meeting August 5

Next steps

- Provide regular updates at School Board meetings.
- Update ahschools.us/negotiations

Questions and comments



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