



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

School Board Work Session
Monday, August 12, 2024
AGENDA

1. **Call to Order (1 minute)**

08-12-24 Important Dates-Work Session 3
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from 07-15-24 Board Meeting & 07-15-24 Board Work Session - A
Jeff Simon, Board Clerk

Appendix A 5
 - 3.B. Retirements, Resignations, Terminations, Layoffs, and Recalls, Leaves and Modified Leaves of Absence, Appointments - A
Dr. Jennifer Cherry, Executive Director of Employee Services

Appendix B 12
 - 3.C. Cash Disbursements Report - A
Jennifer Beck, Director of Finance

Appendix C 18
 - 3.D. Cash Balance Report - A
Jennifer Beck, Director of Finance

Appendix D 19
 - 3.E. Donations and Scholarship Reports - A
Jennifer Beck, Director of Finance

Appendix E 20
 - 3.F. Monthly Revenue & Expenditures - A
Jennifer Beck, Director of Finance

Appendix F 24
 - 3.G. Clean Water & Air Quality Management Plan - A
Greg Cole, Chief Operations Officer

Appendix G 26
4. **Work Session (165 minutes)**
 - 4.A. Curriculum, Instruction & Assessment: Elementary ELA (30 min) - B
Dr. Mary Wolverton, Associate Superintendent for Elementary Schools, Ann Sangster, Director of Elementary Curriculum, Instruction & Assessment, Michele Isaacson & Candice Riley, Elem TaLS

Appendix H	27
Appendix I	29
4.B. #5 Student Behavior, Discipline and Expulsion Update (60 minutes) - B	
Dr. Josh Delich, Becky Brodeur & Dr. Mary Wolverton, Associate Superintendents, Tim Palmatier, General Counsel, Dr. Johnna Rohmer-Hirt, Executive Director of Research, Evaluation, & Testing, Ray Brodeur & Mary Kling, Student Conduct, Select Building Staff	
Appendix J	38
4.C. School Safety and Security Update (30 minutes) - B	
Greg Cole, Chief Operations Officer, Tim Fournier, Security and Emergency Operations Manager, Ben Martinson, Director of Buildings & Grounds	
Appendix K	75
4.D. Substitute, Seasonal, Casual Employee Rates for 2024-2025 (15 minutes) - B	
Todd Mensink, Director of Labor Relations & Benefits	
Appendix L	81
Appendix M	84
4.E. Direction on School Board Work Session/Action Plan Items (30 minutes) - B	
Cory McIntyre, Superintendent	
Appendix N	85
5. Board Correspondence & Communication	
6. Adjourn	

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

August 12, 2024

Dates to Remember

1. **August 12** **School Board Work Session, ESC, 5:30 p.m.**
2. August 19 Board Policy Committee Meeting, Educational Service Center, 4:30 p.m.
3. **August 26** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
4. August 20-22 New Teacher Orientation
5. August 26-29 Teacher Workshop, No Students
6. August 29 Convocation, Virtual
7. September 2 School District Closed, Holiday, No Students
8. September 3 First Day of School
9. **September 9** **School Board Work Session, ESC, 5:30 p.m.**
10. **September 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**



Zach Arco
CO-CHAIR



Kacy Deschene
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
TREASURER



Linda Hoekman
DIRECTOR



Michelle Langenfeld
DIRECTOR

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ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

**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, July 15, 2024**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Kacy Deschene 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.

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

CONSENT AGENDA

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

- a. **Minutes** from the June 24, 2024, School Board meeting.
- b. **Personnel items** as follows:

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

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

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
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 Rupperecht	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

c. Approved Joint Purchasing Agreement with Kaleidoscope Charter School #4118.

d. Approved Identified Official with Authority (IOWA) Designation of Superintendent Cory McIntyre for 2024-25 School Year.

Motion passed.

The School Board did not receive any testimony from the community during this board meeting.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. Superintendent McIntyre highlighted the district's communication and public relations team for earning three awards from the National School Public Relations Association (NSPRA), a professional organization for public and private school districts and post-secondary institutions nationwide. Anoka-Hennepin received excellence awards in the Newsletter and Video categories. Projects earning recognition include the *Back to School FOCUS e-newsletter*, which was sent electronically for the first time last year. Families can expect to see an updated version of this e-newsletter in their inboxes later this month. The back-to-school video last year, *Power of Purpose*, was also recognized for excellence in communication. Lastly, the team's work on producing *School Spotlight videos* for each elementary school was also included. All school videos will be published on the school website and the district's YouTube channel. Anoka-Hennepin's four-member communication and public relations team includes Jim Skelly, executive director; Heather Peters, assistant director; Tim Evans, communication specialist; and Jessica Sauro, communications assistant. Superintendent McIntyre shared that this summer more than a dozen school sites within the district have served nearly 3,400 students designed to support learning through Targeted Services, English Learner (EL) and credit recovery programs. The summer programs offered to eligible students are designed to build academic, organizational and social/emotional skills; and can help high school students who might experience a longer graduation timeline than their peers to stay on pace to graduate in four years. Additional programs offered over the summer months included the school-age childcare program, Adventures Plus, hosted at 14 sites this year for over 2,000 students, and enrichment programs for community members of all ages through Anoka-Hennepin Community Education. Parents and guardians looking for Back-to-School supply lists and other information should visit the district website at ahschools.us/bts. Times and dates for school open houses, start and dismissal times, activity registration links, and more are all on the back-to-school website portal - ahschools.us/bts. The Anoka-Hennepin School District will host a summer hiring event from 1-5 p.m. on Thursday, July 25 at the Educational Service Center (ESC), located at 2727 N Ferry St. in Anoka in the Erling Johnson rooms. Full, part-time and substitute positions are available, including flexible weekly schedules with hours ranging from early morning, mid-day, late afternoon, or evening opportunities for various employee groups. Apply online at ahschools.us/jobs.

Dr. Josh Delich, associate superintendent of high schools; and Dr. Nichole Rens, director of secondary curriculum, instruction and assessment; presented a recommendation to purchase curriculum materials and lab resources to support learning in high school Physics and Honors Physics. The recommendation followed the approved curriculum approval process, including staff, student and community feedback. The motion to approve the recommendation failed on a 3-3 vote, with directors Arco, Audette and Hoekman voting no.

Becky Brodeur, associate superintendent for middle schools and student services; Dr. Josh Delich, associate superintendent for high schools; and Dr. Nichole Rens, director of secondary curriculum, instruction and assessment; presented a recommendation for updated curriculum for U.S. studies grade 7 materials but there was no motion to consider approval for the recommendation.

Michelle Vargas, chief financial officer, reviewed the calendar and action steps required for the School Board to adopt the 2025 property tax levy as required by state law. The Board will set a public hearing date for Monday, December 9 at 6:30 p.m. following establishing a proposed tax levy at their Sept. 23 meeting. That information will be used to inform individual notices of proposed taxes that will be sent to all taxpayers in advance of the public hearing and adoption.

Dr. Jennifer Cherry, executive director of human resources, presented the Anoka-Hennepin Building 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 Building Supervisors 2024-26 Master Agreement as presented. Dr. Michelle Langenfeld 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 Kacy Deschene recessed the meeting at 8:16 p.m. Jeff Simon moved and Co-Chair Zach Arco seconded the motion to adjourn the meeting. Motion passed.

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

Co-Chair Kacy Deschene

Prepared by: Morgan Holleman, CPS
Recorder

Approved: _____

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a work session on **Monday, July 15, 2024**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Kacy Deschene called the meeting to order at 8:26 p.m. at Sandburg Education Center, Room 311.

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

Jeff Simon motioned to approve the Board Agenda as presented. Dr. Michelle Langenfeld seconded. Motion passed on a 6-0 vote.

The work session then continued with the following agenda items: Community Survey Review; Policy 102.0G Review-Equal Educational Opportunity Policy-Gender Inclusion Guidance; Equity Achievement Plan Review; Guidance on Specific District Terms; Respectful Learning Environment.

Co-Chair Deschene recessed the meeting at 10:30 p.m. Jeff Simon moved and Co-Chair Arco seconded the motion to adjourn the meeting. Motion passed.

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

Co-Chair Kacy Deschene

Prepared by: Morgan Holleman, 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
Michael Bown	Hamilton, B/G Building Supervisor	08/30/2024
Cindy Harris	ESC, Educ Office Prof	01/02/2025
Doreen Kelly	ESC-Unassigned, Child Nutrition Assistant FT	09/30/2024
Mary Protas	Coon Rapids Middle, Educ Office Prof	08/16/2024
Julie Rita	Champlin Park High, Teacher Science	06/09/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Stacy Bauer	Leave Of Absence, Teacher Grade 2	06/30/2024
Matthew Brain	ESC, Director Employee Services	08/09/2024
Kathryn Coquette	Jackson Middle, Teacher Grade 6	06/07/2024
Gabrielle Gerdes	Johnsville, Teacher E/BD	06/07/2024
Michael Hebert	Andover, Teacher Music Elementary	06/07/2024
Ashley Hecker	Hoover, Teacher ABS (AcadBehav)	06/07/2024
Jessica Hootz	Oak View Middle, Teacher Counselor	07/23/2024
Kimberly Koland	Madison, Teacher ASD (AutismSpectrum)	06/07/2024
Tara Larkin	RiverTrail Learning Ctr, Teacher Special Educ Lead	06/14/2024
Lisa Murphy	Oak View Middle, Teacher English	06/07/2024
Ashley Plank	Blaine High, Asst Principal High School	06/28/2024
Patricia Richmond	RiverTrail Learning Ctr, Teacher E/BD	06/07/2024
Brandon Schaa	Anoka Middle - FM, Teacher Science	06/07/2024
Ellie Schmitt	Sunrise, Teacher Grade 5	06/07/2024
Andrew Smith	Coon Rapids High, Teacher Science	06/07/2024
Hannah Toedter	Adams, Teacher ESL	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
Nicole Aelgani	Anoka Middle - FM, Teacher English	10/21/2024	12/06/2024
Jennifer Babiracki	ESC-Special Ed, Special Educ Prg Supervisor	07/11/2024	08/09/2024
Jennifer Babiracki	ESC-Special Ed, Special Educ Prg Supervisor	08/12/2024	08/23/2024
Ashlee Clark	Champlin Park High, Teacher SLD	06/19/2024	09/13/2024
Judith Davis	Eisenhower, ParaEducator Special Education	02/07/2024	02/07/2026
Deanna Gronseth	Dayton, Teacher Grade K	07/01/2024	06/30/2025
Jemma Hernandez	ESC-Special Ed, Special Educ Prg Supervisor	07/22/2024	10/11/2024
Caitlin Johnson	Brookside, Teacher ESL	07/15/2024	11/26/2024
Jessica Kersten	Oxbow Creek, Teacher Literacy Intervention	04/15/2024	05/10/2024
Kristine Loeffelholz	Andover High, School Office Supervisor	08/07/2024	08/21/2024
Emily McAlpine	Blaine High, Teacher Math	07/21/2024	10/04/2024
Michael Miskowicz	Blaine High, B/G Custodian Afternoon Lead	07/09/2024	08/19/2024
Kathleen Moriarty	CED - ABE, ABE Program Supv	07/22/2024	08/05/2024
Jenny Moua	Eisenhower, Teacher Grade 4	07/14/2024	11/15/2024
Sydney Mracek	Andover, Teacher Grade K	07/23/2024	11/26/2024
Edward Orejel	ChamplinBrklynPk Academy, B/G Custodian 2nd shift	07/12/2024	07/26/2024
Amy Osen	Evergreen Park, Teacher Grade K	07/29/2024	11/26/2024
Mackenzie O'Shea	Sunrise, Teacher Grade 3	09/03/2024	10/11/2024
Amalia Page	Wilson, Teacher Social Worker	07/15/2024	11/01/2024
Daniel Plautz	Oak View Middle, B/G Custodian Afternoon Lead	07/29/2024	08/30/2024
Alyssa Schuler	Jackson Middle, Teacher ESL	07/31/2024	11/15/2024
Amy Sorensen	Jefferson, Teacher Grade 2	07/01/2024	06/29/2029
Amy Thering	ESC, CNP Business Specialist	07/19/2023	06/20/2024
Pa Vang	ESC-Special Ed, Educ Office Prof	07/03/2024	07/30/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Nicole Aelgani	Anoka Middle - FM, Teacher English Brookside, B/G	05/01/2024	06/07/2024
Mark Blackwell	Custodian 2nd shift	06/10/2024	08/23/2024
Kathryn Jensen	Madison, Teacher Grade K	01/22/2024	11/22/2024
Kristin Keller	ESC, Comm Ed Prg Supv Comm Schools	06/18/2024	07/30/2024
Debra Koffski	ESC, Admin Assistant Superintendent	06/26/2024	08/06/2024
Shelby Lenhart	Anoka High, Teacher Business	05/30/2024	08/29/2024
Wendy McDonald	ESC, Educ Office Prof Comm Ed	06/25/2024	07/23/2024
Andrew Miller	Oxbow Creek, A+ Site Leader full year Eisenhower,	05/13/2024	10/30/2024
Jenny Moua	Teacher Grade 4	11/18/2024	06/30/2025
Stacy Rush	Hoover, A+ Site Leader full year	06/12/2024	07/19/2024
Katherine Sylvester	Coon Rapids High, Teacher Family Consumer Sci Oak	04/08/2024	04/08/2026
Becky Thronson	View Middle, Teacher English	08/28/2023	01/02/2025
Joseph Vetsch	ChamplinBrklynPk Academy, B/G Building Supervisor	05/01/2024	08/05/2024

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Megan Beranek	Sand Creek, Teacher Grade 3	08/26/2024	Bachelors/3	1.0000	\$50,872
Mary Boston	Lincoln, Teacher Music Elementary	08/26/2024	Bachelors/4	1.0000	\$52,140
Hilary Buelow	Hamilton, Teacher Music Elementary	08/26/2024	Bachelors/8	0.7800	\$46,863
Kimberly Burken	Ramsey, Teacher Grade 5	08/26/2024	Masters/12	1.0000	\$81,020
Amy Cole	ChamplinBrklynPk Academy, Teacher ESL	08/26/2024	Masters+45/4	1.0000	\$68,687
Anna Conroy	Evergreen Park, Teacher Grade 2	08/26/2024	Masters/1	1.0000	\$58,269
Connor Dostal	Ramsey, Teacher Grade 5	08/26/2024	Bachelors/3	1.0000	\$50,872
Peter Driessen	Brookside, Teacher Grade 5	08/29/2024	Masters/3	1.0000	\$60,280
Jody Dunleavy	Hamilton, Teacher Grade 4	08/26/2024	Bachelors/8	1.0000	\$60,081
Jessica Fabb	Evergreen Park, Teacher Literacy Intervention	08/26/2024	Masters/3	1.0000	\$60,280
Sarah Goar	Ramsey, Teacher Academic Support	08/26/2024	Bachelors+15/2	0.5000	\$26,233
Sarah Haugen	Ramsey, Teacher Phys Ed Elementary	08/26/2024	Masters/17	1.0000	\$86,632
Jade Hibbard	Mississippi, Teacher Media Specialist Elem	08/26/2024	Masters/15	1.0000	\$85,358
Hannah Johnson	Morris Bye, Teacher Grade 2	08/26/2024	Bachelors/1	1.0000	\$50,029
Sydney Klausler	University Avenue, Teacher Grade K	08/26/2024	Bachelors/3	1.0000	\$50,872
Jennifer Lofstad	Eisenhower, Teacher ESL	08/26/2024	Bachelors/4	0.5000	\$26,070
Jake Olson	Dayton, Teacher K-3 Exploration	08/26/2024	Bachelors+45/1	1.0000	\$54,048
Lisa Olson	Sand Creek, Teacher SA-Coach Literacy Spec	08/26/2024	Masters/14	1.0000	\$84,106
Emma Pattock	Evergreen Park, Teacher Grade 1	08/26/2024	Bachelors/3	1.0000	\$50,872
Lauren Paulson	Morris Bye, Teacher Grade 3	08/26/2024	Bachelors/1	1.0000	\$50,029
Jordyn Petersen	Johnsville, Teacher Grade 3	08/26/2024	Bachelors/1	1.0000	\$50,029
Meagan Phillips	Mississippi, Teacher Music Elementary	08/26/2024	Masters+30/20	1.0000	\$95,114
Travis Polster	Adams, Teacher Phys Ed Elementary	08/26/2024	Bachelors/10	1.0000	\$63,832
Jordan Rossi	Sand Creek, Teacher SA-Coach Math Spec	08/26/2024	Bachelors/7	1.0000	\$56,704
Arielle Sturm	Sand Creek, Teacher Grade 4	08/26/2024	Bachelors/5	1.0000	\$52,140
Peggy Swanson	McKinley, Teacher SA-Coach Literacy Spec	08/26/2024	Bachelors/16	0.5700	\$40,846
Mesheng Vang	Monroe, Teacher Grade 3	08/26/2024	Bachelors/1	1.0000	\$50,029
Kelli Wacker	Oxbow Creek, Teacher Grade 2	08/26/2024	Masters/4	1.0000	\$62,980
Gregory Williams	Evergreen Park, Teacher 4-5 Exploration	08/26/2024	Masters+15/22	1.0000	\$94,357
Mary Zoubek-Xiong	Eisenhower, Teacher ESL	08/26/2024	Masters/11	1.0000	\$78,699

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Saja Alnabi	Jackson Middle, Teacher ESL	08/26/2024	Masters/3	1.0000	\$60,280
Saige Anderson	Anoka Middle - FM, Teacher English	08/26/2024	Bachelors/1	0.8000	\$40,023
Emma Benson	Champlin Park High, Teacher Math	08/26/2024	Bachelors/1	1.0000	\$50,029
Matthew Boelke	Coon Rapids Middle, Teacher Social Studies	08/26/2024	Masters/7	1.0000	\$68,186

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Priscilla Cicero	Anoka High, Teacher English	08/26/2024	Masters+45/6	1.0000	\$71,957
Nicole Collins	Blaine High, Teacher Food Occupations	08/26/2024	Bachelors/9	1.0000	\$61,957
Danielle Davidson	Anoka High, Teacher American Sign Language	08/26/2024	Bachelors/1	0.8342	\$41,735
Kaitlyn DeChene	Anoka Middle - FM, Teacher Family Consumer Sci	08/26/2024	Bachelors/1	1.0000	\$50,029
Elizabeth Fischer	Anoka High, Teacher English	08/26/2024	Masters/1	1.0000	\$58,269
Anna George	Anoka High, Teacher ESL	08/26/2024	Bachelors/1	1.0000	\$50,029
Joy Hahn	Andover High, Teacher American Sign Language	08/26/2024	Masters/9	1.0000	\$74,567
Jonathan Haupt	Roosevelt Middle, Teacher Industrial Tech	08/26/2024	Masters+60/4	1.0000	\$70,532
Jessica Hemmerich	S.T.E.P., Teacher Health Careers	08/26/2024	Bachelors/14	1.0000	\$69,914
Heather Henry	S.T.E.P., Teacher Career-Technical	08/26/2024	Bachelors/4	1.0000	\$52,140
Elizabeth Hummel	Compass - Bell Building, Teacher Social Worker	08/26/2024	Masters/4	1.0000	\$62,980
Joshua Kainz	Coon Rapids High, Teacher Music Secd Choir	08/26/2024	Bachelors/1	1.0000	\$50,029
Shuepheng Lee	Coon Rapids High, Teacher Counselor LTS	08/19/2024	Masters/1	0.3743	\$21,812
Grace Morningstar	Jackson Middle, Teacher Grade 6	08/26/2024	Bachelors/1	1.0000	\$50,029
Brian Mueggenberg	Coon Rapids High, Teacher Math	08/26/2024	Bachelors/13	1.0000	\$68,346
Phoebe Nelson	Jackson Middle, Teacher ESL LTS	08/26/2024	Masters+60/4	0.3102	\$21,876
Ronald Nelson	S.T.E.P., Teacher Career-Technical	08/26/2024	Bachelors/21	1.0000	\$74,678
Tylie Olson	Oak View Middle, Teacher English	08/26/2024	Masters/4	1.0000	\$62,980
Stephanie Pemberton	Champlin Park High, Teacher ESL	08/26/2024	Bachelors/1	1.0000	\$50,029
Heidi Rybarczyk	Compass - Bell Building, Teacher Science	08/26/2024	Bachelors/10	1.0000	\$63,832
Anna Sacks	Anoka Middle - FM, Teacher Science	08/26/2024	Masters/5	1.0000	\$62,980
Eric Seevers	Champlin Park High, Teacher Food Occupations	08/26/2024	Bachelors/17	1.0000	\$72,013
Richard Sherer	Coon Rapids High, Teacher Academic Support	08/26/2024	Bachelors/3	1.0000	\$50,872
Andrew Simons	Anoka High, Teacher Science	08/26/2024	Bachelors/1	1.0000	\$50,029
Marc Stevenson	Roosevelt Middle, Teacher Music Secd Orchestra	08/26/2024	Bachelors/3	0.4000	\$20,349
Charity Timm	Champlin Park High, Teacher English	08/26/2024	Bachelors/1	1.0000	\$50,029
Whitney Tinjum	Blaine High, Teacher Business	08/26/2024	Masters/2	1.0000	\$60,280
Gail Weinhold	Champlin Park High, Teacher English	08/26/2024	Masters+60/14	1.0000	\$94,894
Margaret Whitacre	Jackson Middle, Teacher Social Studies	08/26/2024	Masters+45/9	1.0000	\$81,205

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Olivia Abernathy	Sorteberg ECC, Teacher EC/SE	08/26/2024	Bachelors/4	1.0000	\$52,140
Heather Albertus	Riverview ECC, Teacher EC/SE	08/26/2024	Bachelors+30/3	1.0000	\$53,825
Lydia Anderson	ESC-Special Ed, Teacher Social Worker	08/26/2024	Masters/2	1.0000	\$60,280
Jessa Brunko	Jefferson, Teacher DD	08/26/2024	Bachelors/1	1.0000	\$50,029
Courtney Cardinal	Oak View Middle, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+30/3	1.0000	\$53,825
Courtney Conway	Evergreen Park, Teacher Social Worker	08/26/2024	Masters/1	1.0000	\$58,269

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Blair Curtis	Evergreen Park, Teacher Special Educ Lead	08/26/2024	Masters+30/2	1.0000	\$63,899
Amanda Dague	Lincoln, Teacher ABS (AcadBehav)	08/26/2024	Masters/1	1.0000	\$58,269
Keith Enstad	Wilson, Teacher Special Educ Lead	08/26/2024	Masters/6	1.0000	\$65,599
Leah Erickson	Champlin Park High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/3	1.0000	\$50,872
Wendy Friesen	Hoover, Teacher E/BD	08/26/2024	Masters/14	1.0000	\$84,106
Melissa Hagberg	Northdale Middle, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+15/3	1.0000	\$52,466
Kaitlyn Hauck	Roosevelt Middle, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+30/3	1.0000	\$53,825
Hailey Herdine	ChamplinBrklynPk Academy, Teacher ABS	08/26/2024	Bachelors/3	1.0000	\$50,872
Kaitlin Hill	Champlin Park High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+30/3	1.0000	\$53,825
Jessa Holden	Oxbow Creek, Teacher ASD (AutismSpectrum)	08/26/2024	Bachelors/3	1.0000	\$50,872
Meghan Hotz	RiverTrail Learning Ctr, Teacher E/BD	08/26/2024	Bachelors/2	1.0000	\$50,872
Kimberly Jacobson	Crooked Lake, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Erica Jaeschke	Evergreen Park, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+30/4	1.0000	\$55,563
Saree Johnson	Sorteberg ECC, Teacher EC/SE	08/26/2024	Bachelors+30/1	1.0000	\$52,735
Tara Johnson	Verndale, Teacher Social Worker StrCal	08/01/2024	Bachelors+45/10	0.9305	\$64,778
Marisa Junkert	Brookside, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/3	1.0000	\$50,872
Miranda Kowalenko	Coon Rapids High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/4	1.0000	\$52,140
Charee Koy	Blaine ECC, Teacher EC/SE	08/26/2024	Bachelors+15/21	1.0000	\$77,266
Paula Leahy-Schmidt	Hoover, Teacher SLD	08/26/2024	Bachelors/1	1.0000	\$50,029
Morgan Lindquist	Anoka High, Teacher DD	08/26/2024	Bachelors/1	1.0000	\$50,029
Jerri Malone	Oxbow Creek, Teacher ASD (AutismSpectrum)	08/26/2024	Masters+45/1	1.0000	\$62,901
Danette McDeid	McKinley, Teacher SLD	08/26/2024	Bachelors+45/21	1.0000	\$81,003
Isabelle McElyea	Jackson Middle, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/3	1.0000	\$50,872
Victoria McGary-Dodge	Eisenhower, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Justin Micek	Jackson Middle, Teacher E/BD	08/26/2024	Bachelors+15/1	1.0000	\$51,486
Jessica Moretter	Champlin Park High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors+15/3	1.0000	\$52,466
Angela Mosha	Champlin Park High, Teacher DD	08/26/2024	Masters/3	1.0000	\$60,280
Vu Nguyen	ESC-Special Ed, Teacher Nurse	08/26/2024	Masters/14	1.0000	\$84,106
Amanda Ogura	Johnsville, Teacher E/BD	08/26/2024	Masters/1	1.0000	\$58,269
Anna Paddock	Oak View Middle, Teacher SLD	08/26/2024	Bachelors/2	1.0000	\$50,872
Dawn Pettit	Roosevelt Middle, Teacher E/BD	08/26/2024	Masters+60/22	1.0000	\$104,251
Darcy Pitra	Oxbow Creek, Teacher ASD (AutismSpectrum)	08/26/2024	Bachelors+15/2	1.0000	\$52,466
Bobbi Richard	Ramsey, Teacher Social Worker	08/26/2024	Masters/3	0.8824	\$53,188
Lauren Ritchie	Oak View Middle, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Shawn Rodbourne	Blaine ECC, Teacher EC/SE	08/26/2024	Bachelors/2	1.0000	\$50,872
Sydney Roettger	ESC-Special Ed, Teacher Psychologist	08/26/2024	Masters+60/2	1.0000	\$67,228
Amanda Rosemark	Sorteberg ECC, Teacher EC/SE	08/26/2024	Bachelors/3	1.0000	\$50,872
Shannon Roy	Sunrise, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/2	1.0000	\$50,872

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Kyoshin Sasahara	Oxbow Creek, Teacher ESL	08/26/2024	Masters/1	0.5000	\$29,135
Kimberly Sash	Wilson, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Stephanie Smith	Evergreen Park, Teacher DD	08/26/2024	Masters+60/18	1.0000	\$99,559
Jennifer Stendahl	Evergreen Park, Teacher DD	08/26/2024	Masters+30/14	1.0000	\$89,218
Luke Strina	Sand Creek, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/5	1.0000	\$52,140
Dylan Walker	Coon Rapids Middle, Teacher E/BD	08/26/2024	Masters+30/14	1.0000	\$89,218
Tiara Watts	Northdale Middle, Teacher SLD	08/26/2024	Masters/2	1.0000	\$60,280
Elizabeth Williams	Jackson Middle, Teacher DD	08/26/2024	Bachelors/5	1.0000	\$52,140
Sharon Wilson	Champlin Park High, Teacher SLD	08/26/2024	Bachelors+30/2	1.0000	\$53,825
Emma Worshek	Evergreen Park, Teacher E/BD	08/26/2024	Bachelors/1	1.0000	\$50,029
Jamie Zakaras	ChamplinBrklynPk Academy, Teacher ABS	08/26/2024	Bachelors/3	1.0000	\$50,872
Katilynne Zayden	Jackson Middle, Teacher ASD (AutismSpectrum)	08/26/2024	Masters/4	1.0000	\$62,980

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Darren Hagford	ESC, Enterprise Network Engineer Based on an annual salary of \$92,500 for 261 days	08/13/2024	230	\$81,514
Michaela Rekucki	Roosevelt Middle, Principal Middle School Based on an annual salary of \$136,348 for 261 days	08/09/2024	232	\$121,198
Derek Williamson	University Avenue, Asst Principal Elem 10 Month Based on an annual salary of \$115,556 for 261 days	08/01/2024	225	\$100,000

MOTION

Date:

August 14, 2024

That these disbursements as presented, excluding net payroll, be allowed and charged to funds as follows:

Fund No.	Description	Amount
	Checks	\$ 4,302,680.09
01	General	4,004,173.08
02	Food Service	82,091.59
04	Community Service	186,977.34
06	Building Construction	26,105.06
07	Bond & Interest K-12	-
20	Health-Self Insurance	3,333.02
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 23,259,540.80
01	General	16,066,795.90
02	Food Service	297,685.46
04	Community Service	610,945.51
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	5,664,901.24
21	Dental-Self Insurance	450,917.51
22	Work. Comp.-Self Insurance	168,295.18
47	OPEB Debt Service	-
	ACH Payments	\$ 7,031,418.11
01	General	6,095,133.75
02	Food Service	574,415.37
04	Community Service	98,435.24
06	Building Construction	12,896.97
07	Bond & Interest K-12	-
20	Health-Self Insurance	230,662.78
22	Work. Comp.-Self Insurance	19,874.00
	P-Card	\$ 858,416.61
01	General	833,739.21
02	Food Service	426.08
04	Community Service	18,830.24
06	Building Construction	-
20	Health-Self Insurance	5,421.08
	TOTAL DISTRICT	\$ 35,452,055.61

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	(7,425,653)	9,023,567	17,058,314	2,435,497	2,094,463	1,748,359	230,438,843	10,000,000	13,131,309	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
06/30/24	190,521,801	13,518,500	12,527,155	146,044	9,401,856	23,753,393	3,065,400	3,248,802	1,374,528	257,557,479	0	5,080,617	687,033	263,325,129	254,198,381

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

ANOKA-HENNEPIN DISTRICT NO. 11
MONTHLY DONATION REPORT
June 2024

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
06/28/24	Adams Parent Advisory Council, INC	Adams Elementary School	Outdoor classroom Pavilion	General	52,287.00
06/10/24	AGHS Hockey Booster Club	Andover High School	Girls Hockey program use- AGHS Hockey Booste	General	2,946.69
06/28/24	AHCU Spirit Foundation	Andover High School	Athletics Admin Account use	General	606.73
06/17/24	AHCUSF	Anoka High School Athletics	Sprint Debit Card Interchange Reward From 23	General	1,974.64
06/17/24	AHCUSF	Champlin Park High School	Supplies & Equipment	General	1,176.11
06/17/24	AHCUSF	Blaine High School	Athletics/Activities supplies	General	949.07
06/28/24	AHCUSPF	Coon Rapids High School	General supplies for activates/athletics	General	874.07
06/17/24	Alissa madeleine Nordstrom	Coon Rapids High School	orchestra department use	General	2,500.00
06/17/24	American Online Giving Foundation	Dayton Elementary School	supplies& materials as needed	General	308.70
06/28/24	Andover Cheer Team	Andover High School	help w/purchasing Varsity Shells	General	276.13
06/10/24	Andover Football Association, INC	Rum River Elementary School	5th Grade Field Trip	General	1,000.00
06/28/24	ANDVHS Drama Parents Organization INC	Andover High School	Orchestra Supply Usage	General	1,071.70
06/17/24	Anoka Boys Lacrosse Boosters	Anoka High School Boys Lacrosse	Bus to Hutchinson	General	1,000.00
06/10/24	Anoka Theatre Boosters	Anoka high School Theatre	Crew T-shirts for Shrek musical	General	1,557.47
06/10/24	APTCO	Andover Elementary School	64 Chromebook& google chrome OS Mgmt. Cons	General	18,400.00
06/17/24	Blaine Dugout Club	Blaine High School	Cover bussing to Duluth	General	1,641.00
06/17/24	Brookside Elem PTO	Brookside Elementary School	Grade 5 end of year party to grand slam	General	700.00
06/10/24	Cane's Chicken Fingers	Jackson Middle School	Student Materials	General	110.00
06/28/24	Cardinal Baseball Boosters	Coon Rapids High School	Bus for boys baseball to Rochester	General	1,145.00
06/28/24	Casey's General Store	Anoka High School	Staff & Student Incentives	General	1.40
06/28/24	Casey's General Store	Johnsville Elementary School	Classroom Supplies	General	1.60
06/28/24	Champlin Park Diamond Club	Champlin Park High School	Bus to Brainerd	General	1,530.00
06/10/24	Charities Aid Foundation America	Champlin Park High School	Student Recognition	General	162.20
06/10/24	Charities Aid Foundation America	Blaine High School	ASL Club	General	140.00
06/17/24	Charities Aid Foundation America	Champlin Park High School	Student Recognition	General	70.00
05/30/24	Colligan Water	Community Ed	Colligan Water	General	280.00
06/28/24	Coon Rapids Girls Lacrosse Boosters	Coon Rapids High School	us for Team Building Event	General	350.00
06/28/24	Coon Rapids Girls Lacrosse Boosters	Coon Rapids High School	Team bus for Duluth Trip	General	1,128.39
06/10/24	Crooked lake PTO	Crooked Lake Elementary School	General Teacher room extra's	General	751.15
06/17/24	Crooked Lake PTO	Crooked Lake Elementary School	Field trip to MOA	General	710.25
06/10/24	Custom Fundraising Solutions	Andover High School	general supply for boys & girls track	General	7,415.00
06/10/24	Dayton Elem PTO	Dayton Elementary School	recess equipment	General	159.60
06/10/24	Dayton Elem PTO	Dayton Elementary School	Calming colors soft seats	General	207.10
06/17/24	Happy Beans, LLC	McKinley Elementary School	Student support/Field Trips	General	614.00
06/17/24	Hoover PTO	Hoover Elementary School	Cheap Skate Field Trip	General	300.00
06/10/24	Hospitality Minnesota Education Foundation	Blaine High School	FACS books	General	2,500.00
06/17/24	Jayne Chisholm Macklin	STEP Automotive	Classroom Instruction/Car Maintenance	General	60.00
06/10/24	JMS Faculty Sunshine Fund	Jackson Middle School	Field Trip donation for Valley Fair	General	1,645.00
06/17/24	Johnsville PTO	Johnsville Elementary School	2nd grade field trip	General	1,755.00
06/17/24	Johnsville PTO	Johnsville Elementary School	3rd Grade field trip	General	1,042.52

06/17/24	Mat Bandits Wrestling Club	Coon Rapids High School	teacher appreciation lunch on & related expenses	General	1,100.00
06/28/24	Mississippi PTO	Mississippi Elementary School	Safety Patrol To Valley Fair	General	1,785.22
06/28/24	Morning Break at Faith Lutheran Church	Coon Rapids High School Music Dept	concert supplies/music/act.	General	125.00
06/17/24	Ohio Pyle Prints, INC	Champlin Park High School	Student Recognition	General	11.67
06/17/24	OTS	Coon Rapids High School	Theater use	General	75.00
06/10/24	Schwab Charitable	Jackson Middle School	Carpet replacement in music area	General	12,000.00
06/28/24	Special Olympics Minnesota	Monroe Elementary School	Student/Classroom Supplies	General	1,468.71
06/10/24	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	General	84.82
06/10/24	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	General	84.82
06/10/24	The Blackbaud Giving Fund	Dayton Elementary School	supplies & materials as needed	General	80.00
06/10/24	The Blackbaud Giving Fund	Dayton Elementary School	supplies & materials as needed	General	70.00
06/10/24	The Blackbaud Giving Fund	Dayton Elementary School	supplies & materials as needed	General	52.95
06/10/24	University Ave Elem PTO	University Elementary School	5th Grade Field Trip, Bus Cost	General	302.12

*MATERIAL, EQUIPMENT, OR LABOR DONATION

TOTAL \$ 128,587.83

STUDENT ACTIVITIES

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
TOTAL					

SCHOLARSHIP DONATIONS

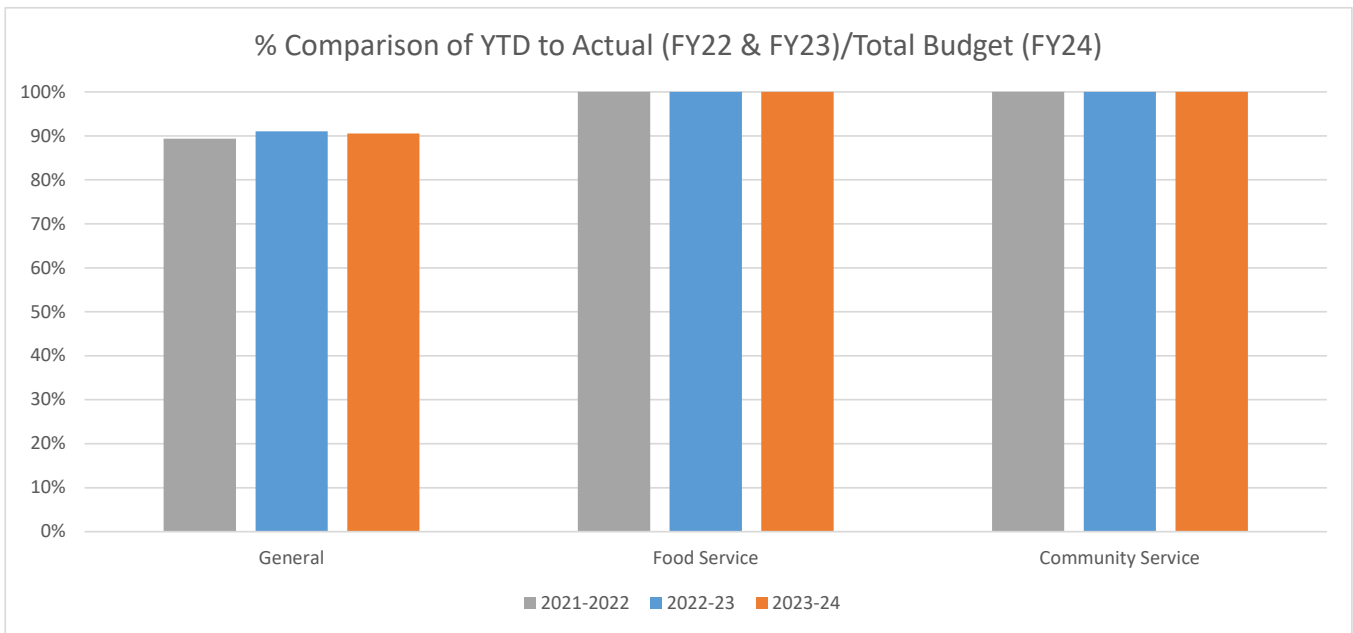
DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
06/26/24	(ANDVHS) Alpha Rho Chapter of Delta	Andover High School	(ANDVHS) Alpha Rho Chapter of Delta	Scholarship	1,000.00
06/26/24	(AHS) Class of '63 Scholarship	Anoka High School	(AHS) Class of '63 Scholarship	Scholarship	150.00
06/26/24	(AHS) Tom Pearson Scholarship	Anoka High School	(AHS) Tom Pearson Scholarship	Scholarship	50.00
06/26/24	(AHS) Tom Pearson Scholarship	Anoka High School	(AHS) Tom Pearson Scholarship	Scholarship	10.00
06/26/24	(AHS) Tom Pearson Scholarship	Anoka High School	(AHS) Tom Pearson Scholarship	Scholarship	50.00
06/27/24	(AHS) Tom Pearson Scholarship	Anoka High School	(AHS) Tom Pearson Scholarship	Scholarship	25.00
06/27/24	(AHS) Tom Pearson Scholarship	Anoka High School	(AHS) Tom Pearson Scholarship	Scholarship	25.00
06/27/24	(AHS) Diane Gronewold Memorial Art Scholarship	Anoka High School	(AHS) Diane Gronewold Memorial Art Scholarship	Scholarship	100.00
06/27/24	(AHS) Diane Gronewold Memorial Art Scholarship	Anoka High School	(AHS) Diane Gronewold Memorial Art Scholarship	Scholarship	85.00

ANOKA-HENNEPIN DISTRICT NO. 11
MONTHLY DONATION REPORT

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
07/29/24	American Online Giving Foundation	University Ave Elementary	Supplies,T-shirts,staff appreciation	General	122.12
07/29/24	American Online Giving Foundation	Hamilton Elementary	General Supplies	General	96.22
07/15/24	Anoka County	Wilson Elementary	2024 Science Hero's on side Field Trip	General	2600
07/29/24	Brookside PTO	Brookside Elementary	Pencil Boxes for letter leaders& math marvels	General	65.72
07/15/24	Casey's General Stores	Ramsey Elementary	Supplies	General	3.8
07/29/24	Champlin Garden Club	Champlin/Brooklyn Park Academy	Jr. Master Gardener Program	General	1,500.00
07/31/24	Champlin Park Band Association	Champlin Park High School	Summer marching band staff payment	General	4,200.00
07/15/24	Charities Aid Foundation America	Eisenhower Elementary	Student Incentives	General	10.00
07/15/24	Charities Aid Foundation America	Sand Creek Elementary	School Supplies	General	70.00
07/29/24	Charities Aid Foundation America	Eisenhower Elementary	Student Incentives	General	10.00
07/29/24	Charities Aid Foundation America	Dayton Elementary	School/Student supplies	General	10.00
07/29/24	Charities Aid Foundation America	Anoka Middle School	Non instructional Supplies	General	20.00
07/29/24	Charities Aid Foundation America	Rum River Elementary	Student/General Supplies	General	10.00
07/29/24	Charities Aid Foundation America	Rum River Elementary	Student/General Supplies	General	10.00
07/29/24	Charities Aid Foundation America	Anoka Middle School	Non instructional Supplies	General	20.00
07/29/24	Hospitality Minnesota Education Foundation	Blaine High School	ProStart Curriculum-year2	General	2,461.89
07/15/24	Jefferson PTO	Jefferson Elementary	Concrete Pads & Picnic Tables	General	19,864.00
07/15/24	Jefferson PTO	Jefferson Elementary	Patrols Field Trips	General	828.00
07/15/24	Jefferson PTO	Jefferson Elementary	5Th Grade Party to Urban Air	General	882.00
07/15/24	Quest 2001, LLC	Eisenhower Elementary	Student Incentives	General	214.20
07/22/24	S. Burnham	Coon Rapids Middle School	Memory of C. Burnham, Science Dept.	General	500.00
07/22/24	S. Burnham	Coon Rapids Middle School	Memory of C. Burnham, Technology Dep.	General	500.00
07/15/24	Special Olympics	Coon Rapids Middle School	CRMS Special Education	General	1,253.90
07/15/24	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	Supplies for School	General	30.00
07/15/24	The Blackbaud Giving Fund	Champlin/Brooklyn Park Academy	Supplies for School	General	30.00
07/15/24	The Blackbaud Giving Fund	Sand Creek Elementary	School Supplies	General	150.00
07/15/24	The Blackbaud Giving Fund	Rum River Elementary	Student/General Supplies	General	200.00
07/15/24	The Blackbaud Giving Fund	Monroe Elementary	Classroom Supplies	General	70.00
07/15/24	The Blackbaud Giving Fund	Coon Rapids Middle School	Grades 6-8 school supplies	General	200.00
07/29/24	The Blackbaud Giving Fund	Sand Creek Elementary	Classroom/Student Supplies	General	225.00
07/29/24	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	General	44.00
07/29/24	The Blackbaud Giving Fund	Dayton Elementary	School/Student supplies & materials	General	50.00
07/29/24	The Blackbaud Giving Fund	Morris Bye Elementary	Support students	General	200.00
07/29/24	The Blackbaud Giving Fund	Ramsey Elementary	general donation	General	20.00
07/29/24	The Blackbaud Giving Fund	Oak View Middle School	Student incentives & recognition	General	40.00
07/29/24	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	General	44.00
07/29/24	The Commencement Group	Coon Rapids High School	School Fundraiser Account	General	1,296.80

**Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended June 30, 2024²**

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	56,938,580	578,849,551	639,497,059	91%	91%	89%
Food Service	6,287,006	30,845,760	28,303,221	109%	107%	132%
Community Service	2,934,846	27,831,273	27,589,954	101%	102%	100%
Building Construction ¹	27,263	442,889	20,000	2214%	60742%	199%
Debt Service	3,957,298	16,135,629	15,394,194	105%	109%	100%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 70,144,993	\$ 654,105,103	\$ 711,554,428	92%	92%	91%

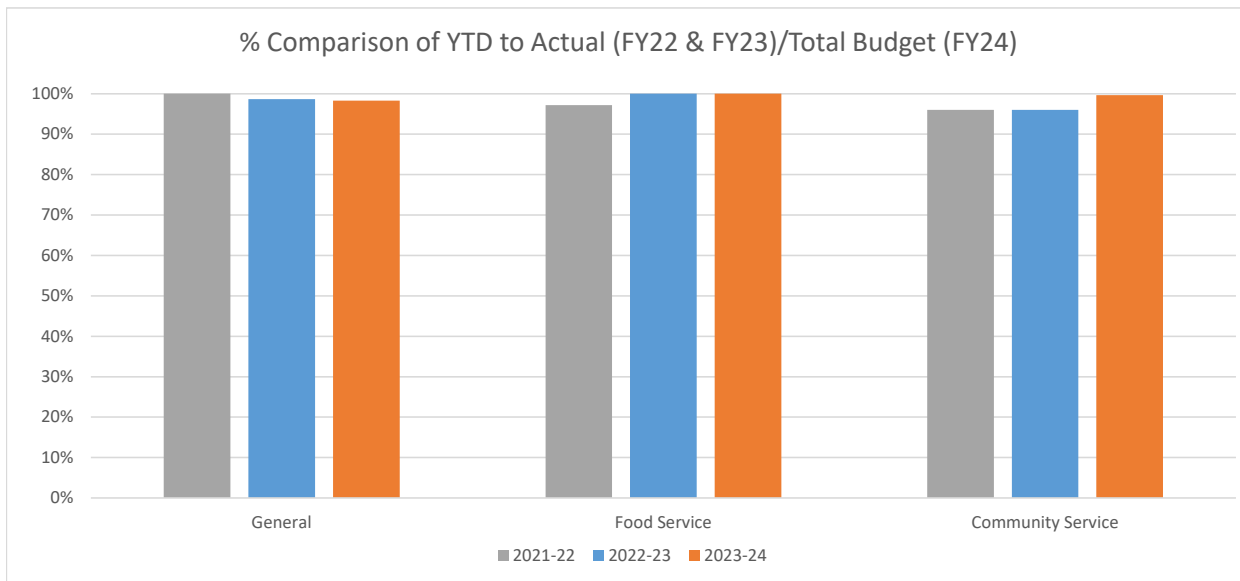


¹Conservative budgeting

²Preliminary

**Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended June 30, 2024⁴**

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	84,923,242	502,266,941	519,868,101	97%	98%	99%
Purchased Services	16,937,228	72,737,260	67,016,418	109%	101%	98%
Supplies	3,155,125	22,198,282	20,741,355	107%	103%	113%
Capital Expenditures ¹	4,071,505	36,000,392	34,118,614	106%	99%	183%
Other Exp & Transfers ²	81,830	1,511,389	4,058,066	37%	57%	43%
Total General Fund	\$ 109,168,930	\$ 634,714,264	\$ 645,802,554	98%	99%	102%
Food Service						
Food Service	5,185,015	27,550,018	24,771,676	111%	107%	97%
Community Service	3,847,532	28,637,833	28,726,318	100%	96%	96%
Building Construction ³	704,959	8,646,633	8,850,000	98%	83%	89%
Debt Service	-	15,442,703	15,444,303	100%	100%	100%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 118,906,436	\$ 714,991,451	\$ 724,344,851	99%	98%	101%



¹Timing of Facility upgrades
²Change of Insurance Provider in PY
³Timing of construction projects
⁴Preliminary



Anoka-Hennepin School Board

Briefing Notes

DATE: 08/12/24

CLASSIFICATION: Report/Update

AUTHOR: Greg Cole, Chief Operations Officer

SUBJECT: Clean Water and Air Quality Management Plan Update

PURPOSE:

This update is part of Anoka-Hennepin Schools' ongoing efforts to ensure the safety of school drinking water and air quality through the development and implementation of district health and safety management plans. This report outlines recent testing of lead and manganese in the district's water supply, as well as cyclical radon testing conducted at facilities.

BACKGROUND:

Anoka-Hennepin Schools have maintained health and safety management plans for years, regularly updating them to reflect best practices and new legislation. This report highlights recent legislative changes regarding lead in water standards and presents results from district wide testing for radon and manganese in water sources.

CONSIDERATIONS:

Lead testing – Recent Minnesota legislation reduced the acceptable lead levels in school drinking water from 20 parts per billion (ppb) to 5 ppb, effective July 1, 2024. In Spring 2024, the district applied these new standards during routine testing. Out of 572 fixtures tested, 103 exceeded the new standard. The district employed one of four strategies for these fixtures:

1. Removing the fixture from service.
2. Replacing the fixture.
3. Conducting appropriate repairs.
4. Considering treatment at the point of use as approved by the U.S. Environmental Protection Agency (EPA).

In all cases, Anoka-Hennepin staff prioritize the safest option, often removing the tap from service.

Manganese detection – Elevated levels of manganese were detected at McKinley Elementary School in Ham Lake, one of two schools in the district that rely on well water. Manganese, though naturally occurring and not regulated by the Minnesota Department of Health, prompted the district to implement mitigation systems at McKinley which consists of a commercial water softener system. A similar system is in place at Rum River Elementary, the other district school that relies on well water, to mitigate the contaminants at that site. The district exceeds MDH standards regarding testing protocols for non-regulated substances like manganese.

Radon testing – As part of the district's annual cyclical testing program, radon tests were conducted this year at 803 sample sites. The tests revealed no elevated levels of radon at any of these sites.

OPTIONS/CONCLUSIONS:

The safety of students, staff and community members using Anoka-Hennepin facilities is a priority. Regular testing and evaluation of air and water quality are integral to maintaining a safe environment. These efforts are reported to the Anoka-Hennepin School Board to ensure transparency and continuous improvement.

RECOMMENDATIONS/NEXT STEPS:

This report serves as an update for the school board on air and water quality evaluations and planning within the district. No action is required by the board at this time.



Anoka-Hennepin School Board

Briefing Notes

DATE: 8/12/2024

CLASSIFICATION: School Board Update

AUTHORS:

Dr. Mary Wolverton, Associate Superintendent for Elementary Schools
 Ann Sangster, Director of Elementary Curriculum, Instruction and Assessment
 Michele Isaacson, Elementary ELA Teaching and Learning Specialist
 Candice Riley, Elementary ELA Teaching and Learning Specialist

SUBJECT: Elementary ELA Update

PURPOSE: To provide an update on the pilot selection process and the pilot plans for Elementary ELA.

BACKGROUND:

The elementary curriculum team provided an update on the ELA Study Committee process to the school board on [June 11, 2024](#).

The ELA Study Committee reconvened on June 20, 2024 to continue the work of phase 2 in the Anoka-Hennepin curriculum materials review process. Based on the input and feedback from the ELA Study Committee, Comprehensive Knowledge Language Arts program (CKLA), Expeditionary Learning (EL) Education and Wit and Wisdom were brought forward to the publisher presentations.

CKLA, EL Education and Wit and Wisdom shared their programs in individual one hour presentations. Committee members rated the materials using the ELA Study Committee rubrics. The rubrics were developed in collaboration with RET using the input and feedback from the ELA Study Committee.

CONSIDERATIONS:

The final decision on which curricular resources to pilot were based on the following components:

- Committee ratings
- Budget
- Bridge2Read: Which resources could be used in conjunction with Bridge2Read in grades K-3?

Publisher	Committee Rating	Pilot Cost	Gratis
CKLA	3.07	\$45,000	\$90,000
EL Education	2.85	\$60,000	\$15,000
Wit and Wisdom	2.78	\$45,000	\$64,000

OPTIONS/CONCLUSIONS:

Based on the above considerations, Anoka-Hennepin will move forward with piloting CKLA and Wit and Wisdom as part of phase 2 in the Anoka-Hennepin curriculum materials adoption process. CKLA is a comprehensive program, which can stand on its own and can be used in conjunction with Bridge2Read. Wit and Wisdom is a knowledge building program, which requires a foundational component. There will be different configurations during the pilot:

- CKLA using all components
- CKLA with Bridge2Read in grades K-3
- Wit and Wisdom with Bridge2Read in grades K-3
- Wit and Wisdom with a foundational resource in grade 4-5
- Wonders with Bridge2Read in grades K-3

Timeline:

Round 1: Trimester One (September 3-November 22, 2024)

Round 2: Trimester Two (December 2- March 6, 2025)

Professional Development:

Round 1: August 21, 2024

Round 2: November 5, 2024

Bridge2Read: June and August 2024

The elementary team is working in conjunction with RET to develop a comprehensive evaluation plan. Input and feedback will be collected from all stakeholders involved in the above pilot groups as well as students, parents and community members.

RECOMMENDATIONS/NEXT STEPS: Updates on the Elementary ELA pilot will be provided to the School Board throughout the year at work sessions.

Elementary ELA Review

August 12, 2024



ANOKA-HENNEPIN
SCHOOLS
A future without limit

Goal and purpose

August 12, 2024

- Provide an update on the pilot materials selection process for Elementary ELA.
- Provide an update on the pilot plans for Elementary ELA.

ELA study committee

ELA pilot update

ELA Study Committee Pilot Material's Review:

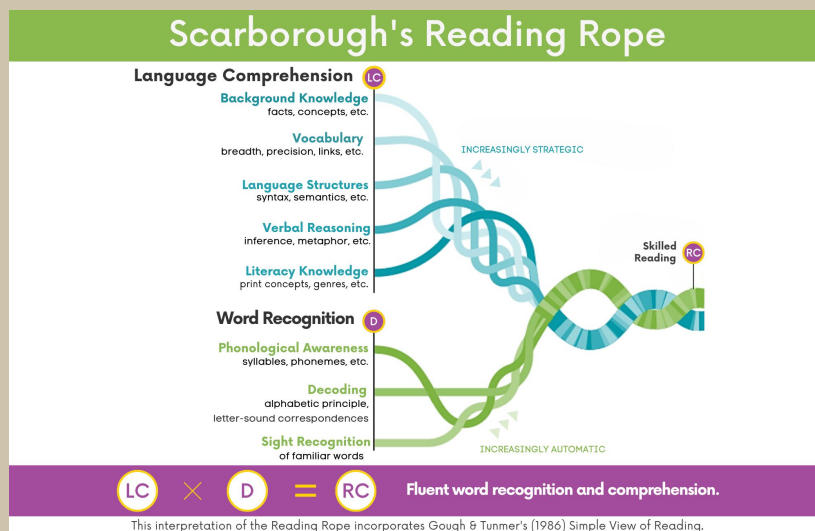
June 20th Publisher Presentations with ELA study committee

Considerations:

- Committee ratings.
- Type of curriculum: comprehensive, foundational or knowledge building.
- Budget.

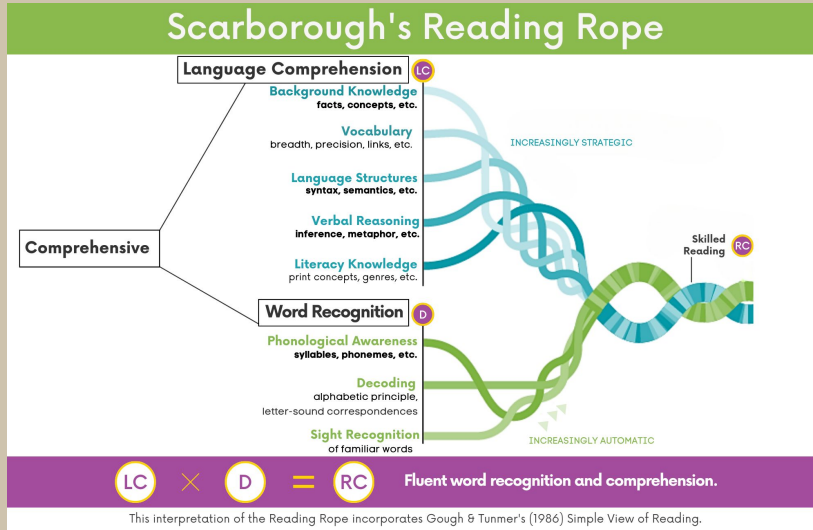
Scarborough's Reading Rope

ELA pilot update



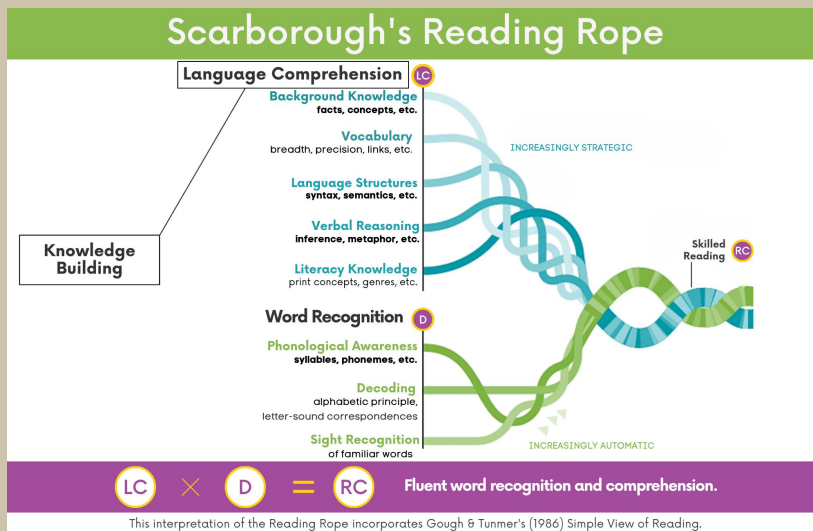
Curricular resource types

ELA pilot update



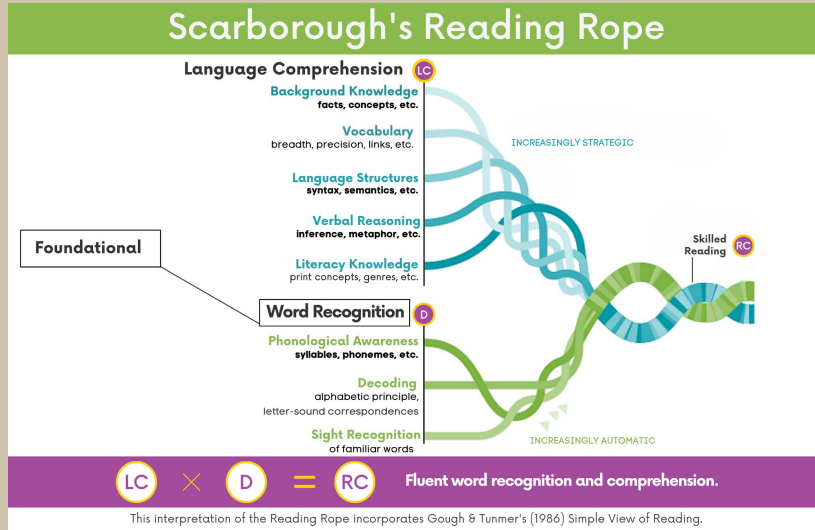
Curricular resource types

ELA pilot update



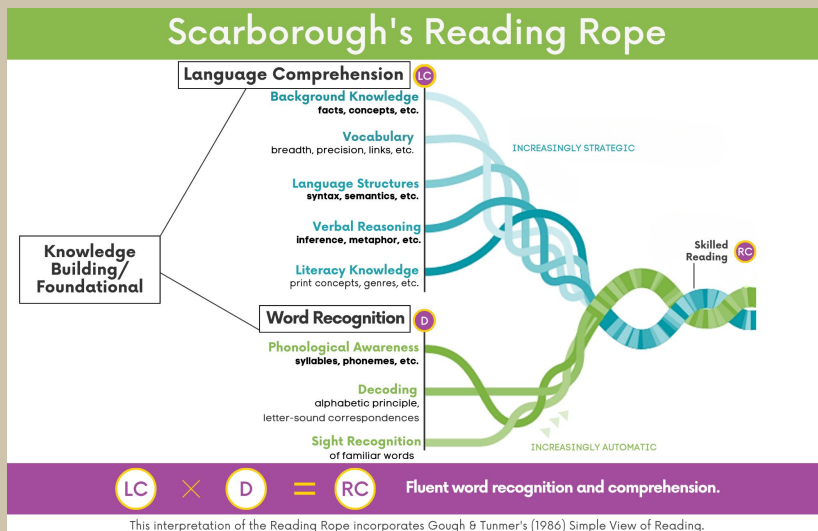
Curricular resource types

ELA pilot update



Curricular resource types

ELA pilot update





ELA pilot materials selection process

ELA pilot update

June 20th Publisher Presentations with ELA study committee

- Comprehensive Knowledge Language Arts program (CKLA): comprehensive.
- Expeditionary Learning (EL) Education: comprehensive.
- Wit and Wisdom: knowledge building.

Publisher	Committee Rating	Pilot Cost	Gratis
CKLA	3.07	\$45,000	\$90,000
EL Education	2.85	\$60,000	\$15,000
Wit and Wisdom	2.78	\$45,000	\$64,000



ELA pilot materials selection process

ELA pilot update

Additional considerations:

Which resources could be used in conjunction with Bridge2Read in grades K-3?

- We are committed to piloting Bridge2Read and have expanded the pilot for the 2024-2025 school year.
- Piloting Bridge2Read with both a comprehensive program and a knowledge building program will provide valuable information for possible future implementation.



ELA pilot materials selection

ELA pilot update

Curricular resources for the phase 2 pilot:

- CKLA (Comprehensive program).
- Wit and Wisdom (Knowledge building program).
- Bridge2Read (K-3 Foundational program).
- In process (Grades 4-5 Foundational program).



ELA pilot materials selection

ELA pilot update

Round One: September 3-November 22, 2024

Pilot configurations:

- CKLA using all components.
- CKLA with Bridge2Read in grades K-3.
- Wit and Wisdom with Bridge2Read in grades K-3.
- Wit and Wisdom with a foundational resource in grade 4-5.
- Wonders with Bridge2Read in grades K-3.



ELA pilot materials selection

ELA pilot update

Round Two: December 2-March 6, 2025

Pilot configurations:

- CKLA using all components.
- CKLA with Bridge2Read in grades K-3.
- Wit and Wisdom with Bridge2Read in grades K-3.
- Wit and Wisdom with a foundational resource in grade 4-5.
- Wonders with Bridge2Read in grades K-3.



ELA pilot sites

ELA pilot update

ELA Pilot Sites

- Kindergarten: Eisenhower, Evergreen Park and McKinley.
- First Grade: Eisenhower, Sand Creek and University Avenue.
- Second Grade: Brookside, Wilson and Sunrise.
- Third Grade: Ramsey, Dayton and Sand Creek.
- Fourth Grade: Andover, Dayton and Oxbow Creek.
- Fifth Grade: Wilson, Sand Creek and CBPA.

13 sites

55 teachers



ELA pilot sites

Bridge2Read expanded pilot

Grade Level	Sites	Teachers
Kindergarten	24	123
First Grade	23	111
Second Grade	25	120
Third Grade	20	48



ELA pilot timeline: Round 1

ELA pilot update

August 21, 2024: Pilot launch

Round 1: September 3-November 22

- Office hours.
- Site visits.
- Feedback loops.

ELA pilot timeline

ELA pilot update

November 5, 2024: Round 2 pilot launch

Round 2: December 2- March 6

- Office hours.
- Site visits.
- Feedback loops.

March 17, 2024: Pilot teachers meet to review survey data and make a recommendation for adoption.

Questions and comments



Student Behavior, Discipline, and Expulsion Process

August 12, 2024



ANOKA-HENNEPIN
SCHOOLS
A future without limit

Introduction

- Review of relevant discipline data.
- Representative models of school intervention, prevention, and responses.
- Administrative training.
- Impact of Pupil Fair Dismissal Act on school responses.



Discipline data

Out of school suspensions (OSS)* - district overall

District overall	2021-22	2022-23	2023-24
Total students enrolled	37,258	37,483	37,292
Total number of incidents resulting in OSS	3,109	3,602	4,094
Number of students with 1 or more	1,697	1,841	2,009
Percent of students with 1 or more	4.6%	4.9%	5.4%
Average number of OSS per student	0.08	0.10	0.11

* Includes out of school suspensions and dismissals of students receiving special education services.



Discipline data

Out of school suspensions (OSS)* - elementary school

Elementary school	2021-22	2022-23	2023-24
Total students enrolled	15,847	16,223	16,145
Total number of incidents resulting in OSS	654	837	776
Number of students with 1 or more	335	387	373
Percent of students with 1 or more	2.1%	2.4%	2.3%
Average number of OSS per student	0.04	0.05	0.05

*Includes out of school suspensions and dismissals of students receiving special education services.

Note: There was non-exclusionary legislation aligned with K-3 students put in place in 2023-24 resulting in a change in the district's practices.

Discipline data

Out of school suspensions (OSS)* - middle school

Middle school	2021-22	2022-23	2023-24
Total students enrolled	8,555	8,481	8,370
Total number of incidents resulting in OSS	1,109	1,453	1,836
Number of students with 1 or more	611	724	840
Percent of students with 1 or more	7.1%	8.5%	10.0%
Average number of OSS per student	0.13	0.17	0.22

* Includes out of school suspensions and dismissals of students receiving special education services.

Discipline data

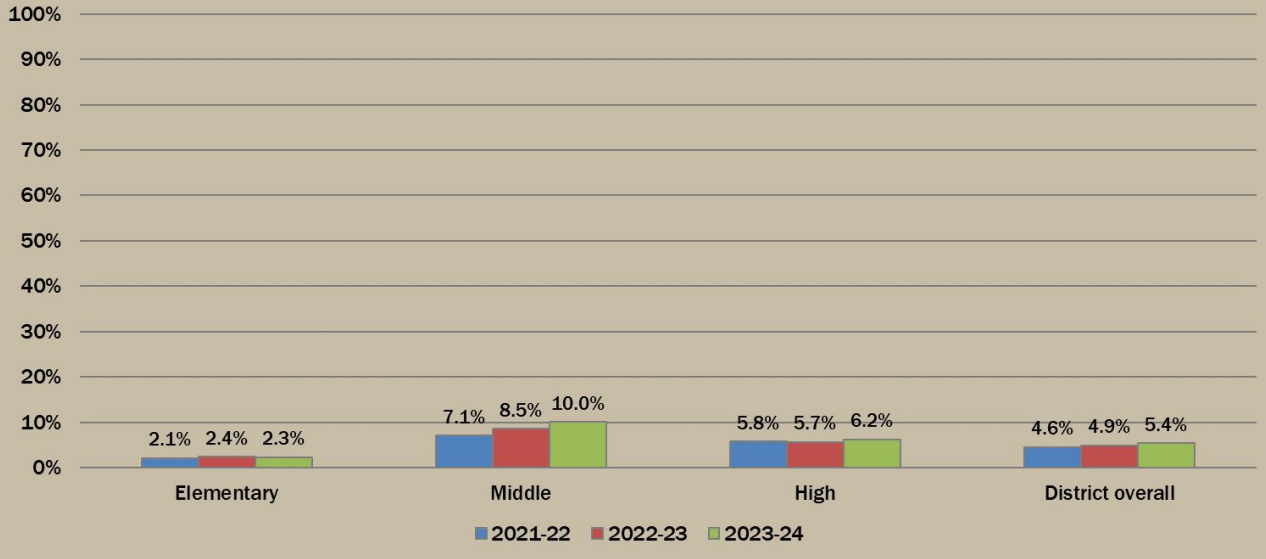
Out of school suspensions (OSS)* - high school

High school	2021-22	2022-23	2023-24
Total students enrolled	12,856	12,779	12,777
Total number of incidents resulting in OSS	1,346	1,312	1,482
Number of students with 1 or more	751	730	796
Percent of students with 1 or more	5.8%	5.7%	6.2%
Average number of OSS per student	0.10	0.10	0.12

*Includes out of school suspensions and dismissals of students receiving special education services.

Discipline data

Percentage of students with one or more OSS by level



Discipline data

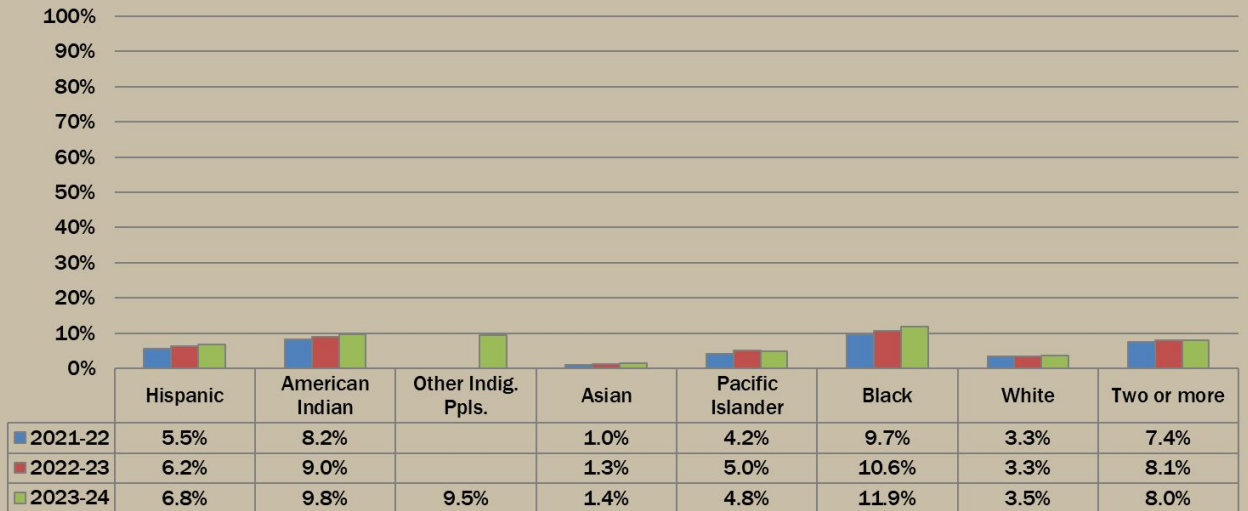
Percentage of students with one or more OSS by grade



	Pre-K	K	1	2	3	4	5	6	7	8	9	10	11	12+
2021-22	0.0%	1.7%	1.3%	2.2%	2.1%	2.7%	2.8%	6.5%	7.0%	7.8%	7.3%	6.4%	5.6%	4.1%
2022-23	0.0%	1.5%	2.0%	2.0%	2.2%	2.9%	3.7%	8.4%	8.8%	8.5%	7.6%	6.2%	5.3%	3.7%
2023-24	0.0%	0.8%	1.5%	1.7%	1.7%	3.0%	5.1%	9.3%	11.2%	9.7%	7.7%	7.0%	5.7%	4.6%

Discipline data

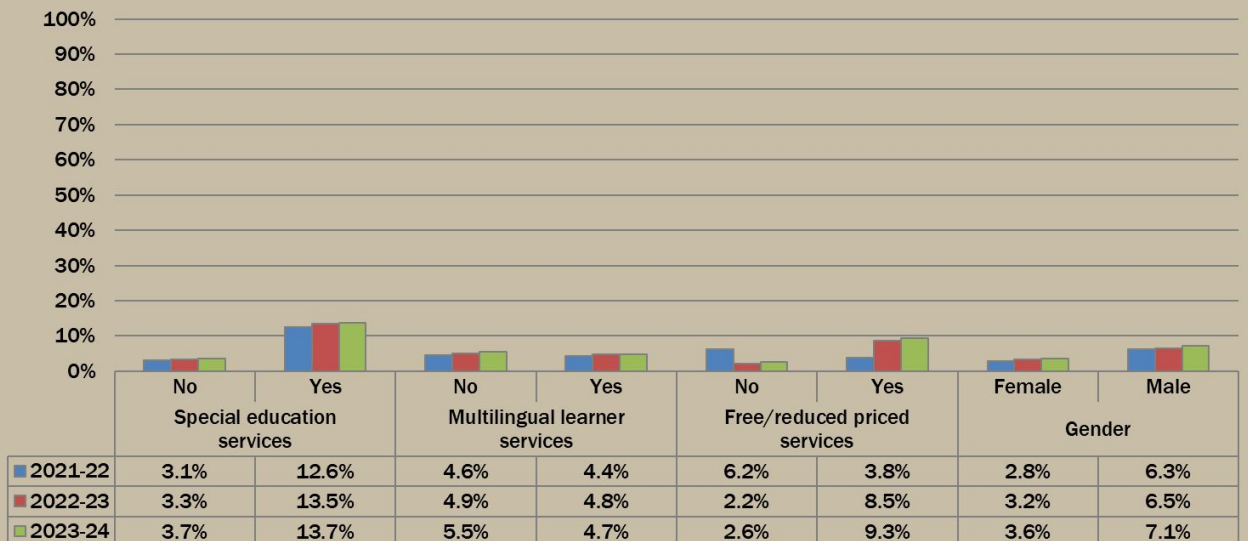
Percentage of students with one or more OSS by ethnicity



* 2023-24 reflect the eight state ethnicities.

Discipline data

Percentage of students with one or more OSS by student group



Discipline data

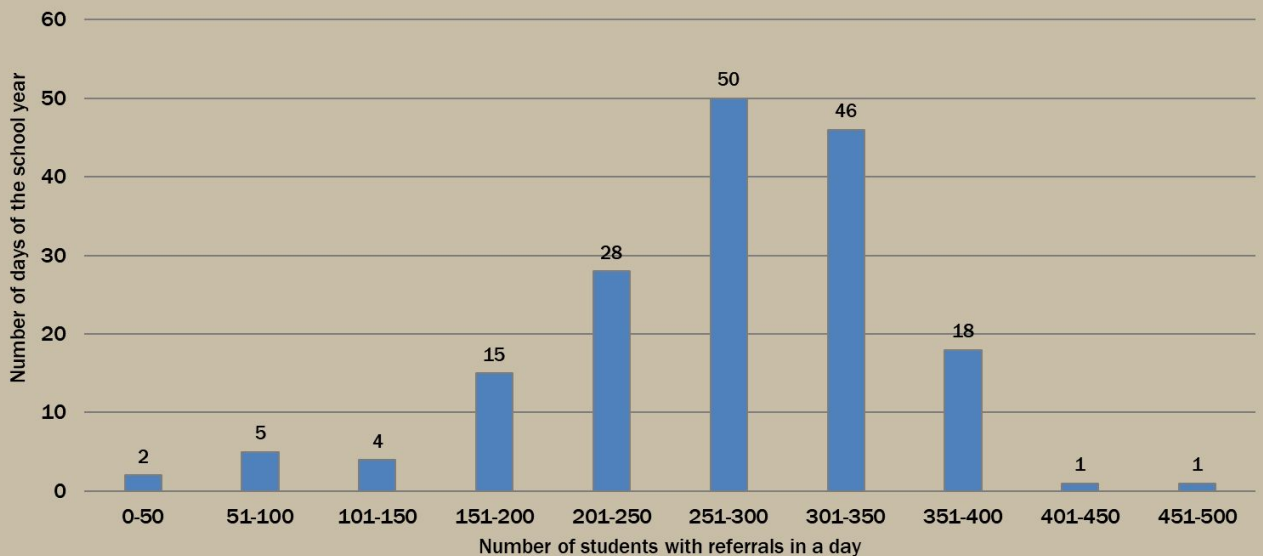
2023-24 Daily referral rates by level

	Elementary	Middle	High	District overall
Total students enrolled	16,145	8,370	12,777	37,292
Number of students with a referral on lowest referral day	35	21	17	89
Percent of students without a referral on lowest referral day	99.8%	99.7%	99.9%	99.8%
Number of students with a referral on highest referral day	145	185	189	468
Percent of students without a referral on highest referral day	99.1%	97.8%	98.5%	98.7%
Number of students with a referral on an average day	95	115	72	282
Percent of students without a referral on an average day	99.4%	98.6%	99.4%	99.2%

Note: These data exclude the first and last weeks of the 2023-24 school year.

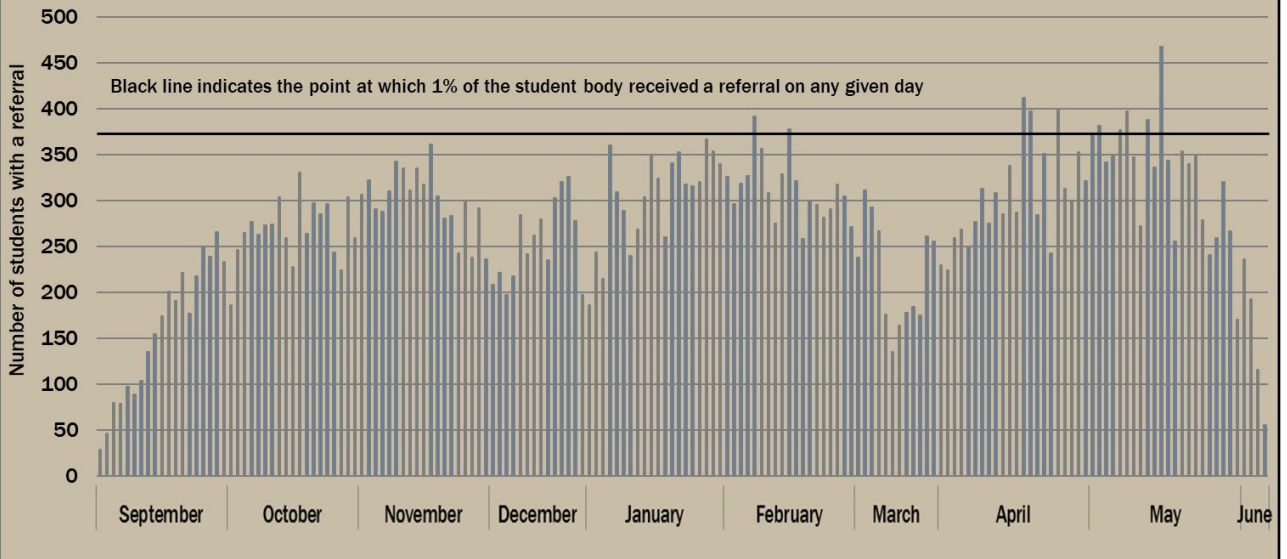
Discipline data

Number of school days in 2023-24 by number of students with referrals



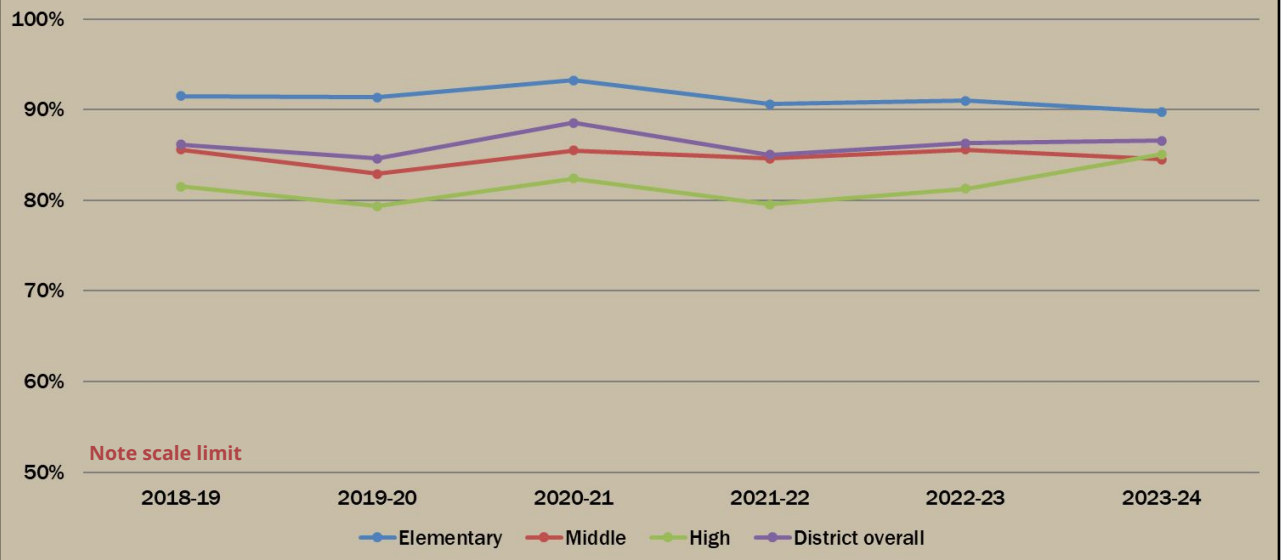
Discipline data

Number of students with a referral by day during 2023-24



Student engagement

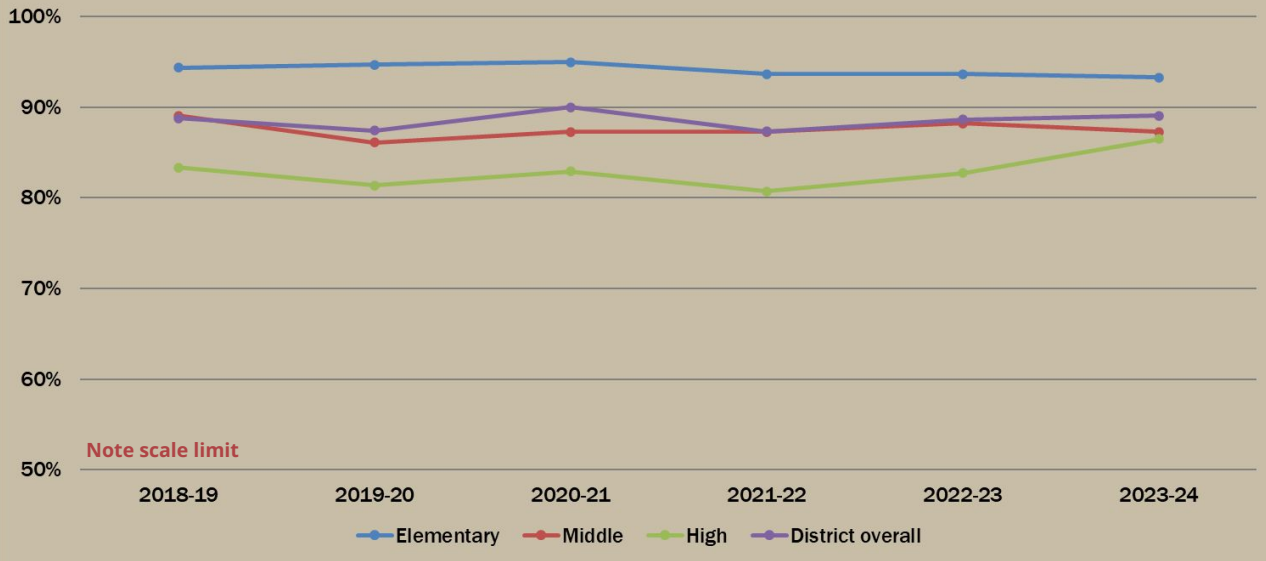
Overall engagement





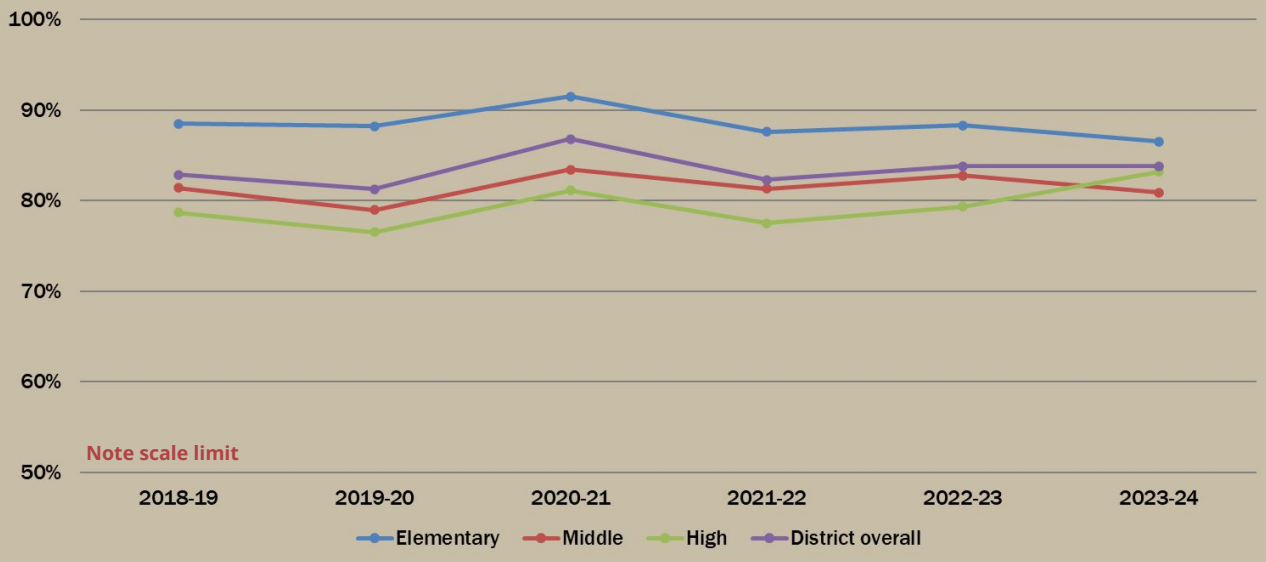
Student engagement

Teaching and learning survey dimension



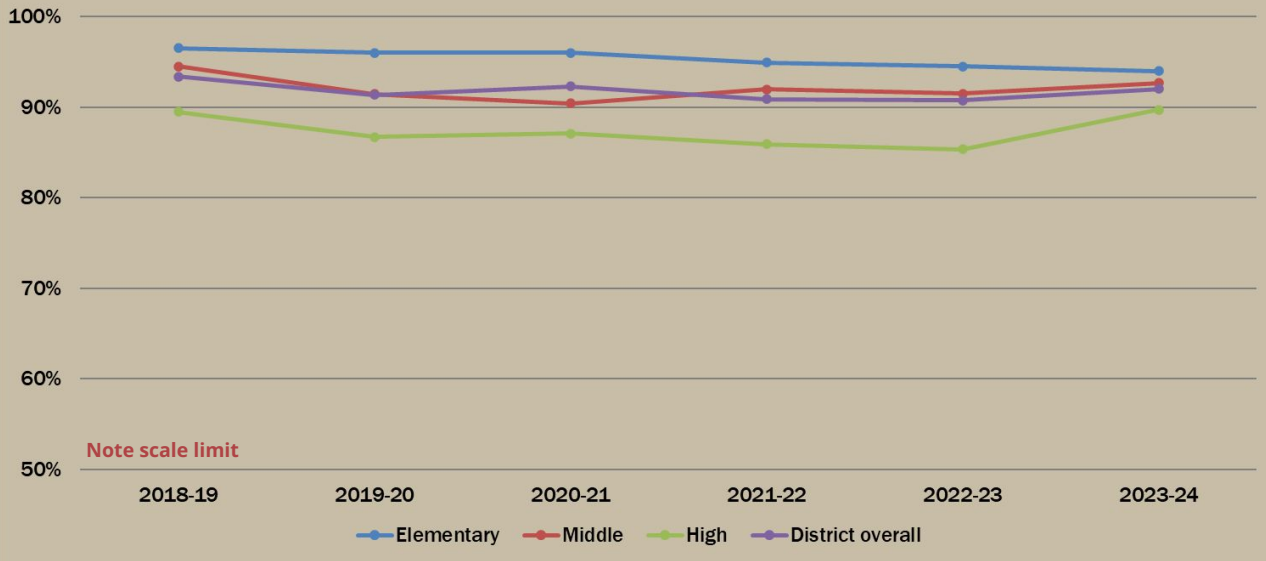
Student engagement

Culture and climate survey dimension



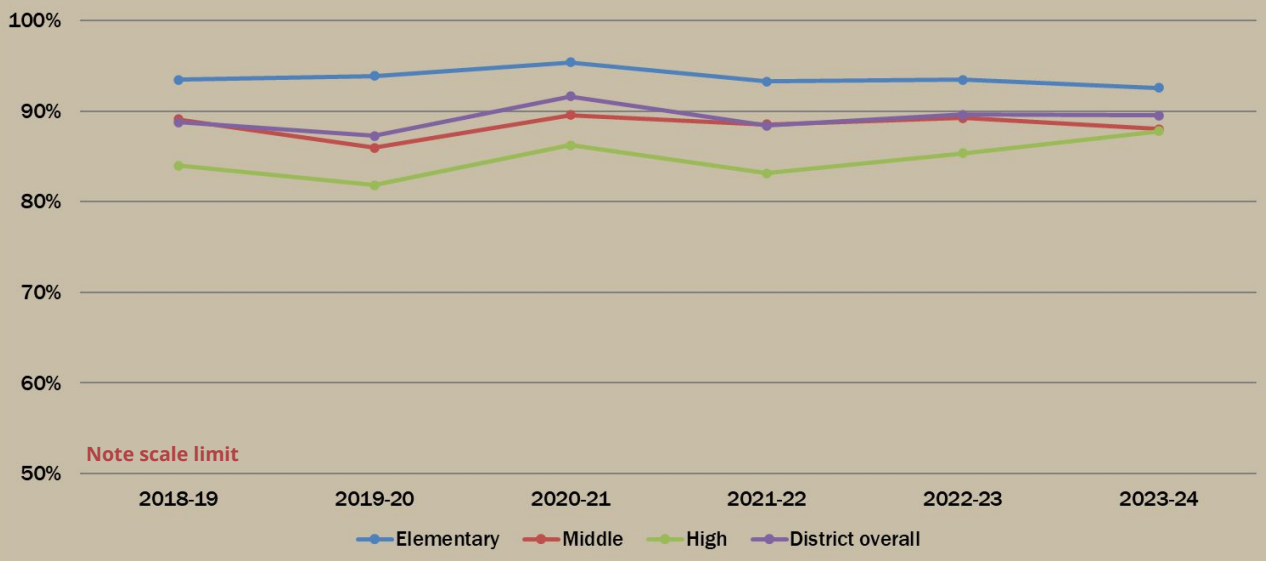
Student engagement

Future goals survey dimension



Student engagement

Creativity and individuality survey dimension



Student engagement

Survey item changes from 2018-19 to 2023-24

Dimension	Total # of items	# of items increased	Range of increase	# of items decreased	Range of decrease	# of items maintained
Teaching and learning	15	5	1% to 3%	4	-1% to -4%	6
Culture and climate	21	12	1% to 6%	7	-1% to -2%	2
Future goals	4	0	NA	3	-1% to -3%	1
Creativity and individuality*	5	3	1% to 2%	1	-2%	1

**All items in the creativity and individuality dimension are also included in either the teaching and learning or culture and climate dimension. Note: Items were considered to have "maintained" if 2023-24 remained within .5% of 2018-19.*

Administrator training

Discipline/behavior professional development and resources

Safe and welcoming schools binder

- Behavior matrix
 - Behavior severity tool

Discipline policy workshop

- Annual review of policy updates

Crisis response

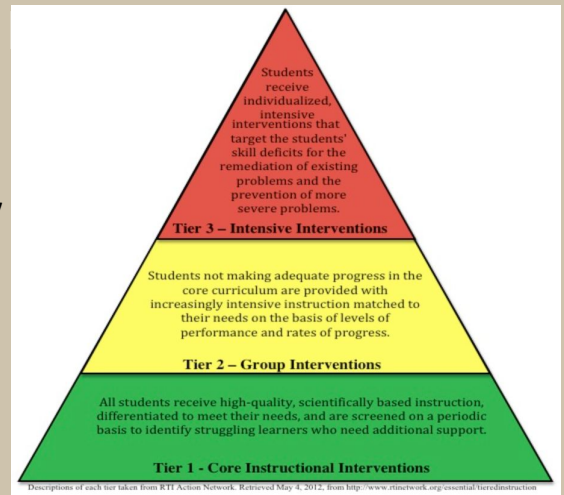
- Crisis prevention intervention
- Ukeru (Elementary)

Multi-tiered practices and support

MTSS

Whole school, whole student
MTSS.

Ensuring every student receives the support they need to be well, belong, and engage in quality learning experiences.



Strong prevention, strong response

MTSS

Tier one: All students receive instruction on behavior expectations.

Tier two: Some students receive intervention to support appropriate behavior.

Tier three: Few students receive significant intervention in response to behavior concerns.



Prevention

- Building behavior plans
- Calming areas in each classroom (Elementary)
- Safe space room in each building
- Direct teaching of expectations
- Character Strong or Leader in Me
- [Body boundaries lessons](#) (Elementary)
- [Elementary school discipline policy video](#)
- [Middle school discipline policy video](#)
- [High school discipline policy video](#)



Response to student behavior

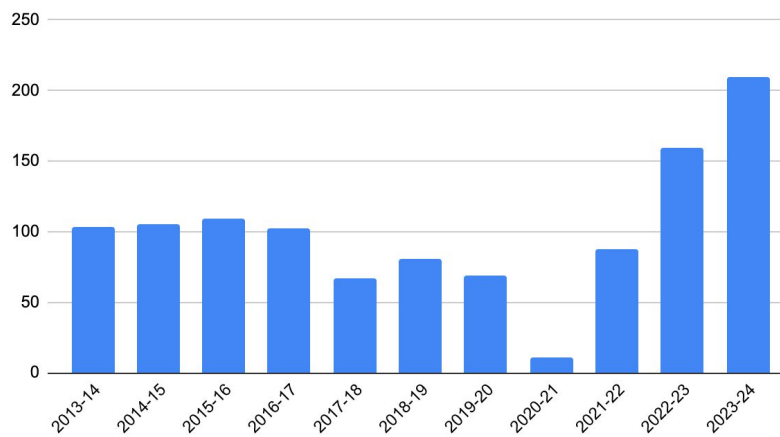
Evaluate based on behavior matrix and policy

- Student conference.
- Guardian contact.
- Guardian conference.
- Detention.
- Removal from class.
- I-team plan targeting lagging skills.
- Dismissal.
- Suspension.
- Administrative transfer.
- DMLC.
- ISS.
- Expulsion.
- Referral to police.



Expulsion Trend Data

Expulsion Referral by School Year



Expellable offenses

Fighting

- 3 offenses in middle School.
- 2 offenses in high School.
- Staff injury, or failure to comply.

Weapons

Chemicals (non-tobacco)

- 3 offenses

Disruptive student

- Evaluated / student and parent meeting to develop plan.
- Violations continue, student is referred for expulsion.

Blaine High School

Jason Paske, Steve Drewlo and Jessika Brustuen



BE A BENGAL

Blaine High School

Blaine High School

BE A BENGAL!



Navigating The Systems of Life

The ability to implement the 4 core values of "Being a Bengal" in all aspects of your life including school, employment, and relationships.

Empathy

The ability to understand and share the feelings of another

Resiliency

An ability to recover from or adjust easily to setbacks, adversity or change

Responsibility

The state of being in charge of someone or something and being accountable

A duty or task that you are required or expected to do

Integrity

The practice of being honest and having strong moral and ethical principles

Teacher leadership creation

Forged in response to 2020-2022

Behaviors and academic performance decline!

Shout out to: Tartan/Roseville and Wayzata HS

Used strategic investment to implement:
Thank you!

Checking for understanding

Behaviors are up and academics are down...Failure rates increased

	Proficient	Emerging	Beginning
Empathy	-Able to see and feel what others see and feel -Thinks of multiple peoples' perspectives -Consistently considers others' wants/needs	-Thinks of a few perspectives but not those far outside their own experience -Considers others' wants/needs at times	-Perspectives are limited -Sees things through own ideas and feelings -Rarely considers others' wants/needs
Resiliency	-Actively looks for resources and support to recover from or adjust to challenging situations -Reflects on and understands their own strengths and weaknesses and actively attempts to find ways to improve them	-Accepts help when others offer resources and support to recover from or adjust to challenging situations -With help from others, can reflect on their own strengths and weaknesses	-Not yet willing or able to accept support from others to recover from or adjust to challenging situations -Not yet willing or able to reflect on their own strengths and weaknesses
Responsibility	-Completes tasks and duties that they are required or expected to do -Takes charge of someone or something while being accountable	-With help from others, completes tasks and duties they are required or expected to do. -At times will take charge of someone or something while being accountable	-Infrequently completes tasks and duties they are required or expected to do. -Not yet willing to take charge of someone or something
Integrity	-Consistently models honest behavior both in the company of others and when alone -Consistently takes responsibility for their own actions -Consistently makes decisions based on their moral principles	-At times models honest behavior both in the company of others and when alone -May take responsibility for their own actions on occasion. -Inconsistently makes decisions based on their moral principles	-Not yet willing or able to model honest behaviors in the company of others and when alone -Not yet willing or able to consistently take responsibility for their own actions. -Not yet willing or able to consistently make decisions based on their moral principles

DL Summer leadership institute

Assemble leaders-August 21st



DL-As the department leader, your objective is to work together and develop a Department vision that aligns with the District, School, and Indy objectives. The aim is to improve quality and effectiveness. Your responsibilities include identifying the challenges and successes of the inputs and outputs.

Department Indy Goal: These Goals are developed by you and the department you serve. (link to last year):

Goal: identify the goal and the sprint cycle for Trimester 1.	Backlog: What work needs to be done? Who's doing it? Wants/Needs/Wishes/Ideas? How will you measure it?	Sprint Review/Retrospective: Gather the data/Generate insights/What now? This work will be performed at the end of the sprint (trimester 1).
--	--	---

August 21st Agenda [BHS Summer Leadership Conference Presentation](#)



Department Leader Logistics		
Who	Agenda Item	Notes
SD	Welcome: DL Logistics (Contract, Job Description, District Meetings, Building Meetings)	Throughout the meeting:
7:45-8:00	* new members 1. Purpose of the day- Develop goals for your department. If we don't create one we won't get one. Design the map to get there. 2. Be the conduit for messaging	*Consider ways your department can assist in the vision and mission established through AH#11, TLC, and your department peeps. *Department Priority time during workshop week *With each bit of information-What am I doing with it? Delivering to the department? Using the info to aid in establishing goals?

New teacher training

August roll-out. (sample)

New staff becoming a Bengal

<p>1:00-3:40 mentors join at 2:00 Room 175</p>	<p>1. Answering Burning Questions (10 min) 2. Transforming Learning with Technology (formative & multimodal summative assessment, Kagan tools & teambuilding w/content, LT bundle communication, agendas & starting intentionally w/slides + attendance, annotation w/stylus, Audie-Enhancement, phones, additional spaces)</p> <p>-Lesson Design (bell to bell engagement vs. instruction, lesson template, what to do when a lesson goes long/short) (1 hr) How do we engage teachers in lesson design vs tell? What do you currently do? Engagement vs. instruction. Present lesson template and give work time in content-related groups to reflect</p>	<p>Department Leader/mentor -summer training 7:45-12 Lunch 12-1 DL's Wk on own 1-2 mentor: 2-3-40</p> <p>Lesson Template Lesson Template B</p> <p>**Edit template to use same verbiage as optimal classroom</p>	<p>Shannon/ALL Coaches</p> <p>Daryl & Justine (Any classroom TBD)</p>
	<p>on how this structure might look in their content area **Blank Template with Optimal Classroom Environment</p> <p>3. (2:00-3:40) Mentors join new hires in 1:15 -Start with teambuilding (15 min) -Mentor Checklist (Must Do vs May Do)</p> <ul style="list-style-type: none"> • Frontline (Red Rover) & Sub Plans • Attendance • Conferences • Student Support Areas - MAP • Synergy & Contact Logs • BHS Connect - Student Passes 	<p><input type="checkbox"/> Mentor checklist <input checked="" type="checkbox"/> Great list of mentors and-mentees Mentors/Mentees</p>	<p>Shannon K.</p>
<p>8/22 1:00-3:40 Reroute Center THU</p>	<p>-BI: Setting classroom expectations (PBIS - Positive Behavior Intervention Strategies: proactive, frontloading, culture, supports, plan for procedures)</p>		<p>BI Team - Reroute Center</p>

Fall workshop-all staff


Presented to all staff

Intervention Methods/Practices Used

- Relationship Building
- Classroom Visits
- Check-and-Connect
- Cognitive Coaching
- Crisis Prevention Intervention (CPI)
- Zones of Regulation/Mindfulness
- Restitution
- MTSS Team Meetings
- Behavioral Skills (self-management, Social Awareness, Relationship Skills, Self-Awareness, Responsible Decision Making)
- Student Contact Tracker/Data Collection-Synergy
- Re-Entry Meetings
- Staff PD's/Staff Meeting Information Sessions
- [Behavior Intervention Rubric Guide](#)

Blaine High School

BE A BENGAL!



EMPATHY
RESILIENCY
RESPONSIBILITY
INTEGRITY

Navigating The Systems of Life

The ability to implement the 4 core values of "Being a Bengal" in all aspects of your life including school, employment, and relationships.

Empathy
The ability to understand and share the feelings of another

Resiliency
An ability to recover from or adjust easily to setbacks, adversity or change

Responsibility
The state of being in charge of someone or something and being accountable
A duty or task that you are required or expected to do

Integrity
The practice of being honest and having strong moral and ethical principles

Year 1 reflection

Presented during fall workshop

Year #1 Processes

Setting Up Expectations For Staff & Students

TEACHING METHODS

- Be Visible/Present
- Build and preserve positive relationships
- Develop character
- Embed our culture/pillars
- Use Common Language #BeABengal
- Provide tools to help navigate the systems of life (Re-route mistakes)

Student Services

IS

A system of support

Which Looks like:

A quick check-in

A restorative conversation

An opportunity to work on behavioral and communication skills.

An agreed upon action plan

A support for teachers

IS NOT

A Hangout

Punitive

A place to vent for an hour.

A place to pass the buck.

Academic Support Area (unless in re-route/MLC)

Data Collection & Staff Feedback

*Using Incident Data to Create Interventions

*Using Survey Results to Create Growth Opportunities & Interventions

Year 2 reflection

Presented during fall workshop

Year #2 Behavior Intervention



GOALS

Refinement using year #1 data and feedback forms.

Implementing policies and procedures as outlined in new legislation.



ACTIVITIES

Continued Skills and Strategies for Students

Continued Staff PD of various behavior management strategies



EVALUATION

Increased data collection (Google Forms/Synergy)

Use of Reroute Mapping/Targets

Discipline review:

Every trimester-staff/students/parents and guardians



In the classroom

When we make a wrong turn:

Use rubric: Kids do these sorts of things. Compromises a safe and secure school.

Behavior	Student Responsibility	Teachers Responsibility	Behavior Interventionist/SAA Intervention	Assistant Principal Intervention
Leaving the Building/ Classroom without Permission	Students are not allowed to leave the building without prior approval from school staff. Students that leave and come back into the building will not be readmitted without permission from school staff.	Remind students and report any students leaving out of any doors other than door 1 during school hours. Refer to behavior interventionists/SAA's.	Possible Interventions: <ul style="list-style-type: none"> • Parent/Guardian contacted • Assigned to Reroute Center • Document in Synergy • Referral to assistant principal • Re-entry meeting with restorative practices 	Possible Interventions: <ul style="list-style-type: none"> • Parent/Guardian contacted • Assigned to DMLC <i>or</i> • Suspension • Document in Synergy • Loss of activity privileges (participating/attending events)

Reroute:

Navigate to the Pin-academic (269) and behavior (368)



Blaine High School Reroute Map

- Teacher has exhausted intervention tool box, and student must exit class to Reroute center
 1. 10 minute centering, decompression, and [problem defining worksheet](#)
 2. Initial discussion with Reroute specialist to choose consequence or learning

Systemic Consequence	Educational Growth
<ul style="list-style-type: none"> • Meet with assistant principal • Follow federal, state, and district guidelines • Receive consequence • Report to family 	<p>Create a Reroute action plan:</p> <ul style="list-style-type: none"> • Clearly stated problem and goal • Fearless clarity of language as gently as possible • All parties vs. the problem • Name shared values • Solution suits all parties (What does a solution look like to you? What action will help you manage your emotion, feel supported, and move on with new skills?) • Communicate new learning to family • Get behind the "why"

Staff meetings/staff PD-all year

Schedule from 2023-24

<u>Staff Meetings (monthly)</u>			
9/26:	Introductions & Deposits/Withdrawals		
10/31:	Words Matter & Yes If/Yes, When...		
1/30:	Responding to Student Behavior/Stress & The Brain		
2/27:	The Power of a Phone Call		
3/26:	Cancelled		
4/30:	Student Intervention Refresher		
5/28:	Staff Appreciation/Data Summary		
<u>Staff PD's (Positive Behavioral Interaction Strategies)</u>			
10/18:	Paras-PBIS		
12/4:	Staff Session on PLC day-PBIS		
1/25:	Security Monitors-PBIS		
2/20:	Staff Burst Session-PBIS		
3/5:	Staff Burst Session: Respect Agreements		
3/29:	Staff Session on PLC day- PBIS		
4/3:	Relicensure Staff Session-PBIS		
5/1:	Relicensure Staff Session-PBIS		
<u>BHS School Expectations/Policy Review</u>			
*Sent out every trimester to review with students			
*Expectation Reminders sent to students through Bengal Broadcast announcements.			

Adding to this in 2024-25.

Connect meeting-One day per week-Tier 1 instruction.

Classroom Visits-Weekly

Plan for unstructured time- i.e. Passing time/lunch(Based on Data)



Anoka Middle School for the Arts

Strong prevention, strong response

- Establish clear behavior expectations with input from school staff.
- Communicate those expectations with staff, students, and families.
- Teach, practice, and reinforce those expectations.
- Address and respond to behavior incidents consistently.
- Follow-up with staff, students, and families.
- Debrief and reflect on significant incidents in order to continuously improve our practices.



Anoka Middle School for the Arts

Strong prevention, strong response

Tier one: School-wide communication

August: All families receive expectation via school newsletter.

September: Assistant principals review expectations with students the first few days of school.

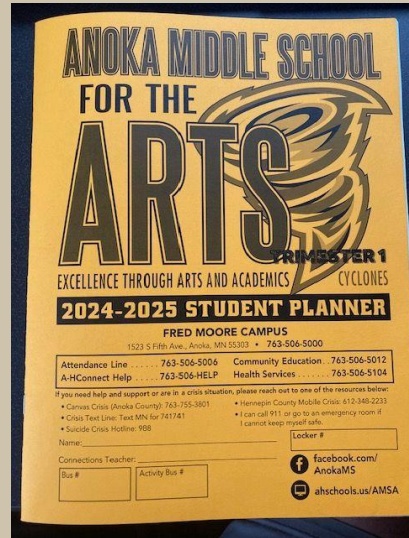
Each Trimester: District discipline video is shown reviewed with students at the start of each trimester by their connections (advisory) teacher

The AMSA way

Tier one: Positive behavior strategies

Student planner

A handbook allows for policy review, student and family reference, and improved clarity.

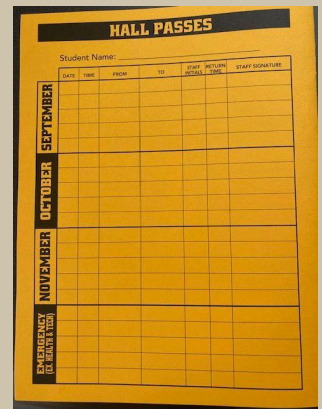


The AMSA way

Tier one: Positive behavior strategies

Supportive environment

Manage the unstructured parts of the day for students with calm adult presence and visuals.



The AMSA way

Tier one: Social emotional learning

Connections (advisory) activities

Weekly lessons focused on MDE social emotional learning competencies:

- Self awareness.
- Self management.
- Social awareness.
- Relationship skills.
- Responsible decision making.

The AMSA way

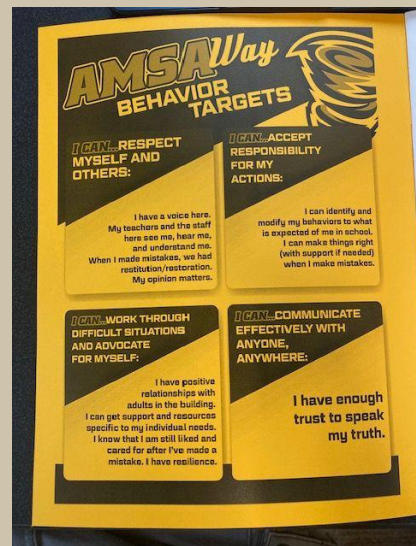
Tier one: Positive behavior strategies

Behavior targets

Student friendly language to communicate expectations.

I can:

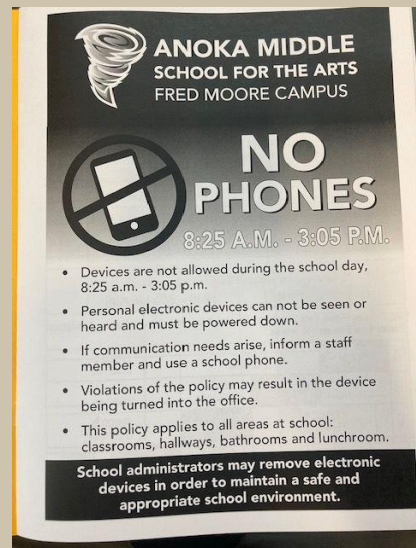
- Respect myself and others.
- Accept responsibility for my actions.
- Work through difficult situations and advocate for myself.
- Communicate effectively with anyone, anywhere.



The AMSA way

Tier one: Bell to bell instruction

Limiting distractions supports the tier one core practice of student engagement.



Anoka Middle School for the Arts

Tier two/three: Restorative approach

Behavior response and intervention

Expectations are reviewed with students when violations happen as part of their education and restorative practices.

Using consistent language and using “WE”.

“At AMSA, we value your education and your airpods are getting in the way of you being fully engaged.”

 **Anoka Middle School for the Arts**

Tier two/three: Restorative approach

Behavior response and intervention

Restorative approach to behavior intervention includes teaching skill, repairing harm, and consequences.

Parent conference, modified lunch time, altered passing times, in-school suspensions, and suspensions home are applied as appropriate.

 **Anoka Middle School for the Arts**

Tier two/three: Evidence-based interventions

Behavior response and intervention

Referrals to our MTSS (Multi Tiered System of Support) team of support professionals based on student need:

- Counselors.
- Social workers.
- Interventionist.
- Instructional coaches.
- Assistant principals.

Anoka Middle School for the Arts

Tier two/three: Evidence-based interventions

Significant suspensions are applied to provide time for intervention planning. May be paired with:

- Mental health screeners.
- Referral for other assessments.

Board policy requires suspension and possible referral for expulsion for:

- Physical aggression and fighting.
- Chemical violations.
- Weapons.

The AMSA way

Strong prevention, strong response

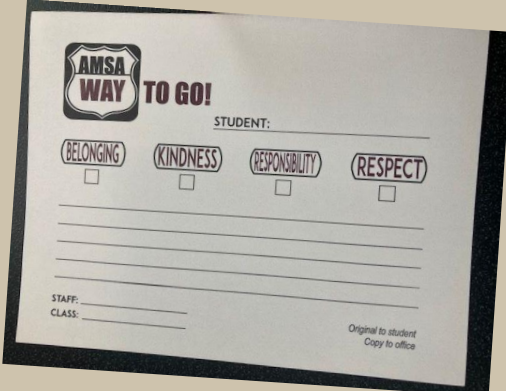
Praise publicly, correct privately

Elevate student voice and leadership: WEB leaders, AVID, Student council, office workers, GSA, mens and womens groups, and others.

Academic awards ceremony

Student of the month

AMSA way to go!



The image shows a form titled "AMSA WAY TO GO!". At the top left is the AMSA logo. To the right of the logo is the text "TO GO!". Below this is a line for "STUDENT:". Underneath are four boxes, each containing a value: "BELONGING", "KINDNESS", "RESPONSIBILITY", and "RESPECT". Each box has a small square below it, likely for a checkmark. Below these boxes are several horizontal lines for writing. At the bottom left, there are lines for "STAFF:" and "CLASS:". At the bottom right, it says "Original to student" and "Copy to office".



Sand Creek Elementary

Consistency, structure, & relationships

- Establish clear behavior expectations with input from school staff.
- Communicate those expectations to staff, students, and families.
- Teach, practice and reinforce those expectations.
- Respond to behavior incidents consistently.
- Follow-up with staff, students, and families.
- Debrief and reflect on significant incidents in order to continuously improve our practices.



Sand Creek Elementary

Tier one: Consistent communication

August: All families expected to review our behavior expectations outlined in the schoolwide behavior plan they receive in the school newsletter.

September: All students in each grade level meet with the administrative team to review behavior expectations on the first Friday of school.

Trimester 2 and 3: All students in each grade level meet with the administrative team to review behavior expectations during the first week of the 2nd and 3rd trimesters.

Student/Parent Handbook

All families are required to review the information in our [Student/Parent Handbook](#). Thank you to those who have already done so. Important information to review includes our cell phone/monitoring policy, guidance on birthday treats, and our [Schoolwide Behavior Plan](#). Once you have reviewed the information, please indicate so by completing the form below.

<p>Home-School Behavior Compact</p> <p>SAND CREEK ELEMENTARY</p> <p>By submitting this form, you confirm that you have reviewed the Sand Creek Behavior Plan for the 2023-24 school year.</p> <p>IS form.gle</p>

Sand Creek Stars: Safe, kind, & present

Tier one: Schoolwide behavior plan

Student and parent handbook

An online handbook with all policies and procedures outlined, along with behavior expectations.



Sand Creek Elementary School Family Behavior Plan Reference Page

Purpose and Overview: The purpose of this document is to inform families of Sand Creek Elementary school of the uniform plan for responding to school wide behavior. The school and family partnership is paramount to the success of our Sand Creek Stars and we welcome the opportunity to collaborate to ensure student growth. We strive to create classrooms where students are both accepted for who they are and held accountable for their behavior at the same time. We recognize that a strong school and family partnership ensures consistent and effective responses to student behavior. We thank you for your commitment to partnering with Sand Creek Staff to ensure student achievement and success.

Overview of Social Emotional Learning (SEL): The SEL curriculum we use is Character Strong, which focuses on a character trait each month. Character Strong focuses on the SEL Competencies listed below. Sand Creek's commitments are also listed below for your reference.

Sand Creek Commitments

- Be Present
- Be Safe
- Be Kind

Competencies

- Self awareness
- Self management
- Responsible decision making
- Relationship skills
- Social awareness

Character Traits

- Respect (Self)
- Responsibility (DC)
- Gratitude (The)
- Empathy (DC)
- Persistence (Self)
- Honesty (Self)
- Cooperation (MS)
- Courage (MS)
- Creativity (MS)

An Important Reminder for Parents & Guardians: Please be sure to talk to your child(ren) about what NOT TO BRING to school. Weapons of any kind, real, toy, replica, or fake are never allowed in school. Parents are strongly encouraged to check backpacks to ensure that students are not bringing those items to school. There are immediate consequences for those choices.

Behavior Levels Summary			
Level 1	Level 2	Level 3	Level 4
<p>Behaviors handled directly by the teacher (non-emergent)</p> <ul style="list-style-type: none"> • Inappropriate language (swearing) • Work completion • Disrespect • Misuse of materials • Being cheating • Leaving, leaving physical or other method • Disruption, excessive talking, making noise or excessive talking out of seat • Not prepared for class • Stealing small classroom items such as pencils, papers, or paper • Scuffing, walking, physical aggression, pushing and shoving that does not require a visit to the nurse 	<p>Behaviors requiring a referral and/or documentation (non-emergent)</p> <p>Relevant Level 1 behaviors</p> <ul style="list-style-type: none"> • Harassment/Bullying (as defined in the Anti-Bullying Handbook) • Fugery • Theft • Property damage • Vandalism (Destructible alteration of school property) • Violation of district technology guidelines <p><small>*These incidents may be reviewed in Spring if an opportunity is needed</small></p>	<p>Behaviors requiring immediate support</p> <ul style="list-style-type: none"> • Aggressive behavior toward staff • Abusive language (threat of physical harm, offensive racial/ethnic comments) • Fighting (defined as actions that require a visit to the nurse or aggressive behavior towards staff) • Sexual/inappropriate touch • Mismanagement • Disruption that is unsafe or preventing the learning of the rest of the class (items had to be cleaned off of students) <p><small>**Office call (OT) and complete Spring referral and/or documentation</small></p>	<p>Behaviors requiring immediate support</p> <ul style="list-style-type: none"> • Arson • Bomb threat • Hate alerts • Use, possession of alcohol, tobacco, or vaping products • Use, possession of over-the-counter prescription or non-prescription drugs • Use, possession of weapons including replica, ball, knife, and toy weapons <p><small>**Office call (OT) and complete Spring referral and/or documentation</small></p>

[CLICK HERE to confirm that you reviewed the Sand Creek Behavior Plan](#)

Sand Creek Elementary

Tier one: Clear expectations

Common space expectations

Students receive explicit instruction on what is expected in all of the common spaces in our building. Those skills are taught, practiced and reinforced.



Common Space Expectations Hallways

Sand Creek Stars will...



- ★ Walk calmly in one line using Level 1 voice
- ★ Keep hands and feet to self
- ★ Follow teacher directions
- ★ Keep belongings inside lockers and off floor
- ★ Keep locker doors shut when not in use
- ★ Return to class quickly and calmly



Sand Creek Elementary

Tier one: Social-emotional learning

Character Strong lessons

- Teachers/grade levels begin each day with community building lessons surrounding the character trait of the month.
- Grade levels meet monthly to recognize students who routinely display the trait and to participate in large group activities surrounding the topic.



Sand Creek Elementary

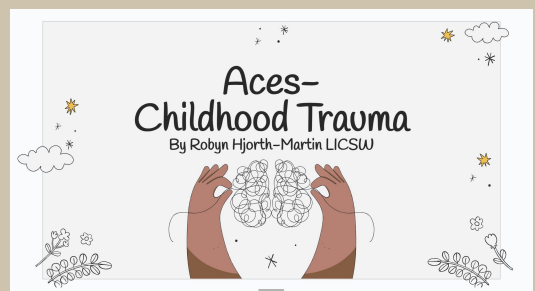
Tier one: Professional development for teachers

Trauma

- Robyn Hjorth-Martin, SSW
- Three parts series in 2023-24

Stress response

- Hannah Grimley, Grade 3 Teacher
- Staff meeting and PLCs

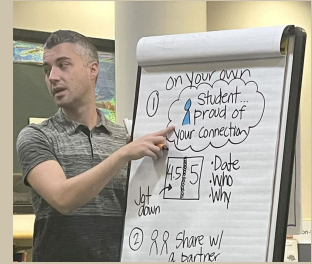


Sand Creek Elementary

Tier one: Catalyst structures & strategies

Sand Creek Stars have access to...

- Predictable routines
- Structures and systems that promote independence
- Visuals that support independence



Teachers access coaching from engagement coach...

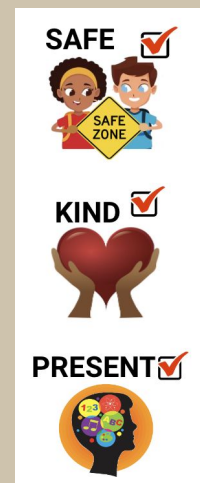
- To build and strengthen skills

Sand Creek Elementary

Tier one: Clear behavior targets

Sand Creek Stars are...

- Safe
 - At all times with our words and actions
- Kind
 - To everyone with our words and actions
- Present
 - At school and in class to learn and grow





Sand Creek Elementary

Tier one: De-escalation space

Calming corners

- In every classroom.
- Students are taught how to use them by our SSW.
- Teachers continuously fine tune those processes to ensure effectiveness.

Buddy classrooms

- If/when a student needs a break in a different, nearby space, with less of an audience.



Sand Creek Elementary

Tier two/three: Student support

Safe space para

- Schedule breaks for students who need it.
- Paired with teaching from a licensed staff to reinforce skills.
- Classroom support, to keep students present and engaged.
- Daily check ins with specific students.
- Response to calls on the walkie, supporting students who need a break.
- Helping to cover a classroom to allow a teacher to process with a particular student.
- Added support during recess, lunch, or specials for specific students.



Sand Creek Elementary

Tier two/three: Student support

Rising stars room; Staffed with administrative intern

- Daily check-ins and slow starts to the day
- An alternative space when a student needs to be separated from his or her peers
- Teaching and reteaching skills

Response:

- In school suspension
- Review of common space expectations
- Consistent communication with families



Sand Creek Elementary

Tier two/three: Intervention team

School social worker

- Social skills, grief, changing family groups.
- Behavior interventions.
- Social stories.
- Daily check ins.
- Support with basic needs.
- Outside resources for families.
- Intensive instruction and modeling from licensed staff a minimum of three times per week and individualized to meet student needs.



Sand Creek Elementary

Administrative referrals

Assistant principal and principal

- Parent communication and planning.
- Conferences with parents.
- Implementation of behavior plan protocols.
- Modified lunch/recess.
- Out of school suspension (grade 4, 5).



Sand Creek Elementary

Response

Special education evaluation

- Work with the family to pursue a formal evaluation to see if the student meets criteria that would qualify for special education services.

Special education services

- Individual education plan, behavior intervention plan, functional behavior assessment, accommodations & modifications.

Principal/Assistant principal

- Dismissals (less than a day), suspensions (for 4th/5th).

Sand Creek Elementary

Experience during 23-24 with changes to statutes

- A **small number** of students are taking up the majority of our time and resources.
- Without suspension as an option, teams **do not have time to create a plan** for a student.
- **Parents are not participating** at the same level due to the limited options K-3.

Sand Creek Elementary

It begins & ends with **relationships**

Consistency

Communication

Care

Compassion

Clarity

Connection



BE SAFE
KIND
PRESENT

Sand Creek Elementary

Home of the Stars

Pupil Fair Dismissal Act (PFDA)

Generally

- PFDA regulates all student dismissals (suspensions and expulsions).
- Establishes minimum due process procedures and sets limitations on the use of dismissals.
- All dismissals reported to MDE.
- MDE has authority to overturn expulsions but generally no authority over suspensions.
- No dismissals allowed w/o attempting to use non-exclusionary disciplinary practices.
- Alternative educational services (sufficient to make progress towards graduation) required for all dismissals exceeding 5 consecutive school days.

Pupil Fair Dismissal Act (PFDA)

Recent changes

Legislation from the 2023-24 school year:

- Students in grades K-3, **cannot** be suspended from school
 - [\(Minn. Stat. 121A.425\)](#)
- Any student **can be** dismissed for less than one school day for a willful violation of policy after non exclusionary practices have been in place.
- A school district **must not** use recess detention unless
 - student causes or is likely to cause **serious physical harm** to other students or staff;
 - parent specifically consents to the use of recess detention; or
 - student's IEP team determines recess detention is appropriate.
 - [\(Minn. Stat. 121A.611\)](#)



PFDA - Expulsions

Important considerations

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



PFDA – Expulsions

Important considerations

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

Agreements in lieu of expulsion

- Provides an alternative to traditional expulsion where parents/student agree to alternative ed placement or withdrawal to avoid formal expulsion.
- Student not formally expelled but agree not to attend prior school for up to a year.
- Outcome the same in terms of school safety & obligation to provide continuing education.
- Eliminates costs & risks related to formal expulsion.

Special education/504 – Expulsions

Manifestation determinations

- If student on IEP, team must conduct a **manifestation meeting** to determine (1) If the conduct in question was caused by, or had a direct and substantial relationship to, the student's disability; or (2) If the conduct in question was the direct result of the district's failure to implement the IEP. 34 C.F.R. § 300.530(e).disability.
- Expulsion of disabled student not permitted if conduct related to disabling condition or if district failed to implement IEP.
- 10 day suspension limit per school year rule applies for many special education students if conduct related to disabling condition.
- Free Appropriate Public Education (FAPE) must be provided to disabled students removed for 10 consecutive school days.
- 504 (Disabled Students) entitled to similar protections as above.

Added PFDA support in Anoka-Hennepin

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

Questions or comments?



ANOKA-HENNEPIN
SCHOOLS
A future without limits

Safety and security update

August 12, 2024

Greg Cole, chief operations officer
Tim Fournier, manager of security and emergency operations
Ben Martinson, director of buildings and grounds



ANOKA-HENNEPIN
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Safety and security

Purpose

- Share important work regarding safety and security improvements.
- Provide an overview of recent investments.
- Provide updates on collaborations with law enforcement.

Safety and security

Combination of factors

Effective safety and security measures:

- Leadership with strong school climate.
- Open lines of communication.
- Awareness and vigilance.
- Violence prevention.
- Infrastructure enhancements.
 - School board strategic investment.
- Training and planning.
- Partnering with law enforcement.
- Vulnerability and reunification assessments.

Violence prevention

- Supports for students and families.
- Mental health.
- Emergency management training.
- Positive school relationships.
- Systems for incident management.
- Systems for post-incident support.
- Collaboration with student services, law enforcement, other school districts.

Emergency management

- Structural/Technological (new and synergized)
 - 2024 launch of new monitoring, locking, notification systems.
 - Mobile device applications.
 - More efficient reaction & response.
 - Visitor management.
- Plans
 - Emergency response (drills).
 - Crisis response.

Training and planning

Awareness and vigilant mindset

- Relationships, instruction, early intervention.
- Site-specific emergency management teams.
- Training/drills (new 2024 drill protocols).
- Debriefings.
- Health, wellness, and safety meetings.
- SRO, law enforcement leadership meetings.
- Crisis team guided practice topics (new 2024).



Law enforcement partnerships

Multifaceted

- 12 SROs.
- Nine law enforcement agencies.
- HS, MS, ES programming.
- Summits with chiefs and sheriff.
- Meetings between SRO's and AH staff.
- Training and facility use (2023, 2024).
 - BHS, CBPA/JMS, CRHS, Ramsey, Regional HS
- 24-hour communication.
- Event security.



Community engagement

Key to ensuring safe and welcoming schools

- Reporting options.
- School and district communications.
- Parent/community presentations.
- Podcast.
- Opportunities for feedback.



Communications

District and site specific communications

- Text, online, phone.
- Social media.
- Collaborations with law enforcement/cities.
- Alignment of messaging to ensure accuracy.
- Verification systems.



Vigilant mindset

Culture of improvement

We can always be better through...

...awareness (research, connections, sources).

...debriefings.

...an anti-complacency culture.

...promoting an idea factory.

...remaining open to and aware of other viewpoints.

Comments and questions

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ANOKA-HENNEPIN
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Anoka-Hennepin School Board

Briefing Notes

DATE: 8/12/2024

CLASSIFICATION: Decision/ First Reading

AUTHOR: Todd Mensink, Director of Labor Relations & Benefits

SUBJECT: Updated Activity Worker, Substitute, Temporary, or Seasonal Pay Rates, 1st Reading

PURPOSE:

Administration is recommending approval for updated Wage and Benefit Guidelines for Activity Workers, Substitute, Temporary, and Seasonal Employees. This is the first reading. School Board approval will be sought at the August business meeting.

BACKGROUND:

Prior to this year, substitute, temporary, and seasonal employees were authorized separately from activity workers. Unlike our other policies involving Terms & Conditions for employees, which tend to be updated on an annual or semi-annual basis, these policies are updated on an as needed basis.

Under our current policy, High School **Activity Workers** are paid on a per event basis. In order to comply with auditing best practices and statutory requirements, including but not limited to the Earned Safe and Sick Time statute, it is important that we begin to pay these employees on an hourly basis so that we can properly account for the hours that they work. Moving to an hourly rate simplifies the schedule for Activity Workers significantly and makes it easy to combine their rates with those of temporary, seasonal, and substitute employees on a single document.

Hourly Substitutes:

Administration is recommending continuing the process of paying **hourly substitute/temporary and seasonal employees** based on the lowest hourly rate in each working agreement or policy in order to keep up with market needs.

Teacher Substitutes:

Administration is not recommending an increase in pay for **Teacher Substitutes** as we continue to provide among the highest teacher substitute pay in the Metro Area. Administration is also not suggesting further incentive pay as data does not indicate that increasing pay for certain sites or certain days was effective in increasing overall fill rates.

Activity Workers:

Moving activity workers to hourly pay allows us to establish a much simpler pay schedule – with two hourly rates replacing a wide variety of different event rates. In setting these hourly rates, estimates of hours worked were provided by District Activities Directors, and hourly rates were established that are estimated to be pay-neutral. In other words, we anticipate that the overall pay for activity workers will not change significantly. The two pay levels for activity workers were also established in consultation with the Activities Directors based on the level of responsibility and training required for each position.

The previous Activity Worker's schedule also included pay for coaches driving buses and type III vans. Coaches who drive buses are paid by the Bus Company, so that rate was no longer relevant and was eliminated. We do have coaches who drive students in Type III vans. They are included on the rate schedule, and will continue to be paid by the District on a per event basis since their willingness to serve as a driver relieves the District of the expense of contracting with the bus company to provide a driver. Because coaches are already being paid by the District to travel to events with students, it isn't necessary to record hours or pay hourly for those who drive Type III vans.

The previous activities schedule also included Athletic Officials and Speech and Debate Judges because some were paid as employees. The District has determined that Athletics, Speech, and Debate Officials are independent contractors, not employees, so they will all be paid through accounts payable in the future and are not included on this memo.

CONSIDERATIONS:

While the hourly rates established for Activity Workers are pay neutral as compared to the prior per-event rates, the cost of staffing activities will likely increase if we are able to fully staff events and due to potential overtime costs if positions are staffed with current hourly workers. If fully staffed, the cost for activity workers is likely to increase approximately \$100,000 not factoring in overtime costs.

High School Administration plans to offset the cost increase by passing through a \$1 convenience fee to ticket buyers.

RECOMMENDATIONS/NEXT STEPS:

The Activity Worker, Substitute, Temporary, and Seasonal Pay Rate Schedule will be placed on the August 26, 2024 Consent Agenda for Board approval.

Attached Documents;

- Proposed Activity Worker, Substitute, Temporary and Seasonal Pay Rates



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Activity Worker, Substitute, Temporary, and Seasonal Pay Rates

Hourly Substitute, Temporary and Seasonal Workers

- The rates of pay for hourly positions are based on the base compensation rate in each working agreement/policy.
- The pay rate for summer weight room assignments is based on the minimum rate for paraeducators with an additional \$10 premium for certified employees.
- Summer positions are paid based on the rates for the previous school year.
- Rates with asterisk represent Collective Bargaining Agreements that are not settled at the time of Board Approval

2024-25 rate

Child Nutrition Assistant:	\$17.45 per hour
Custodial:	\$20.00 per hour
Secretary/Clerical:	\$17.10 per hour*
Confidential Employee:	\$21.40 per hour
Paraeducators:	
Bus	\$16.50 per hour*
Elementary, Secondary, Supp. Prgm., ESL Para	\$17.00 per hour*
Special Ed, Technology, COTA Para	\$18.00 per hour*
Health Paraeducator – No LPN	\$20.00 per hour*
Health Paraeducator - LPN	\$24.00 per hour*
School Monitors:	\$17.34 per hour
Early Childhood Screener:	\$31.61 per hour
Job Coaches:	\$17.50 per hour
Transportation Router:	\$28.39 per hour
Summer Weight Room/Camp Non-Certified:	\$16.50 per hour*
Summer Weight Room/Camp Certified:	\$26.50 per hour*

Substitute Teachers (rates prorated for half day assignments)

Substitute Teaching	\$200.00 per day
A-H Retiree Substitute Teaching	\$215.00 per day

Activity Workers

Ticket seller/gate entry/football chain crew	\$18.00 per hour
Site manager/others	\$20.00 per hour
Regional Tournaments hosted by A-H	Rate set by region.

Coaches Driving Type III Van

Short Trip	\$60 per trip
Long Trip	\$120 per trip

School Board Approved:

SCHOOL BOARD

Jeff Simon, Clerk Matt Audette, Director Kacy Deschene, Director Zach Arco, Director Linda Hoekman, Director Michelle Langenfeld, Director

Update on School Board Work Session Items: Direction on School Board Work Session/Action Plan Items

8-12-2024

- Below is a recap of the direction from the school board that has support from the majority of the school board members regarding the recent school board work session/action plan items that originated from the April 23, 2024 School Board Work Session.
- Here is a summary of the outcomes of the July 15th Work Session and what the direction of the full board was/agreed to do.

Item #1 Social Emotional Learning Materials

Summary action items/next steps based on board direction:

- Create and administer a parent survey during 2024/2025 School Year.
- Create and post information on the district website to include information about current SEL materials/curriculum, and practices.
- At the Elementary School Level:
 - Continue current programs for the '24/25 school year.
 - Conduct a review of the program, including a committee with board members, due in time for action and implementation of recommendations for the '25/26 school year (maybe April '25). Part of this review will include the legal opinion of SEL about religious beliefs. For community transparency, this review will be added in some way to our strategic priority work.
- The recommendation will require a vote of the board for SEL in 'the 25/26 school year.
 - The superintendent/leadership will have to make sure that the recommendation will get at least 4 board members support, hopefully all 6.
 - The direction to staff should be that topics that will be considered controversial and not receive support from at least 4 members will not be included. If it is deemed that a potentially controversial subject needs to be included, and that topic has multiple arguments, all sides should be presented, and of course should be age appropriate.
- Secondary:
 - Same as elementary outlined in items 1-4 above for the '24/25 school year.
 - Middle Schools that have determined they have not found success with the current curriculum may continue with current materials for the 24/25 school year, or recommend something different. If they would like to try something different, it will need to go through the approval process up to board approval.

Item #2 Standards-Based Grading

Summary action items/next steps based on board direction:

- Elementary continues with current practice.
- Secondary:
 - Continue Pause on any new implementation
 - CT's/teachers that have effectively implemented can continue. Expectation is that they have and will continue a robust communication plan to parents, and that the final grading meshes well with other teachers that use "traditional" grading so that students/parents are not confused.
 - Complete a formal review of secondary grading. No committee needed. Timing open to '24/25 and/or '25/26 depending on needed timeline and capacity.
 - Questions that should be answered during review to include:
 - Philosophy of soft skills & grading (homework complete and on time, participation, attendance),
 - Comparison of students grading in traditional & standards based classrooms (potentially using MAP testing to see the final grade of students and test scores),
 - Using experience and results from teachers that continued standards based practices in '24/25 (pros and cons).

Item #3 Social Studies Standards

Summary action items/next steps based on board direction from:

- Delay all implementations as long as possible. Bring back a new implementation plan to the board. We noted this during our work session, but beyond the controversy of the State's new standards, budget cuts are a valid reason for the delay.
- Determine if we can delay past the state-required deadline for capacity and budget issues
- Add high-priority benchmarks to the existing curriculum. This should be considered in the new implementation plan for budget-cut reasons.
- As with all State standards, Anoka-Hennepin selects high-priority benchmarks as there are too many standards to cover in the time allotted. Referring to the note in SEL, the expectation is that plans and high-priority benchmarks need to meet the level of 4 board members approval. Social studies is one main area where it may be required/appropriate to cover 'controversial' topics, but all sides of the topic should be included in a way that does not tell the students how to think.

Item #4 Policy / Guidance 102.0G
Summary action items/next steps based on board direction:

- Direction from the School Board at the July 15th Work Session resulted in a majority of the board supporting the changes/revisions made for policy guidance 102.0G.
- The changes to the policy guidance will be brought forward to the board for final approval through the normal policy approval/change process.

Item #5 Expulsion Process and Student Discipline
Summary action items/next steps based on board direction:

- Expulsion Process:
 - The main takeaway regarding the Expulsion Process, is that the board feels that they do not have adequate information about student disruption.
 - Part of the current action steps is to provide a thorough explanation of the expulsion process, discipline practices and student support. This is needed for the expulsion process topic.
- Other Student Discipline:
 - Focus on what is happening in the schools. What is the district direction to schools for discipline, what is reality in our schools, how do setting programs housed in schools impact regular education.
 - Clarify District policy and practice on lower-level incidents/disruptions (i.e. swearing at a teacher), and larger incidents/disruptions. Address the perception of the special education setting III program students allowed to roam the halls and disrupt classes, and the feeling that we no longer enforce the board's student disruption policy for expulsion.
 - The board members hear that 90% of a school's disruptions are a result of a small number of the same students. The focus should be on "how do we serve those students better", including making the decision that a traditional school environment doesn't work. School within a school and Compass Program Type options should be considered earlier with the goal of serving these students better and giving a chance to change behavior so that students can successfully return to the traditional setting. By better serving our students, we will better serve every student and our staff.
 - Develop a bold pilot in the district focusing on student disruption, a safe learning environment, and increased student achievement that can potentially be a model that can be expanded across the district.

Item #6 Professional Development
Summary action items/next steps based on board direction:

- In addition to the items that the board provide direction for at the July 15th School Board Work Session, the school board also provided direction at the April 23rd Work Session regarding professional development approval process.
- That direction from the board resulted in a plan for an approval process outlined in a memo from the Superintendent to our District Cabinet providing direction and outlining the process which is provided here: [Professional Development and Training Approval Process](#) with the majority of the board supporting this plan.

Item #7 Equity Achievement Plan
Summary action items/next steps based on board direction:

- Direction from the School Board at the July 15th Work Session resulted in a majority of the board supporting the sunset of the Equity Achievement Plan and embedding the action steps into the strategic priorities document as follows:
 - Articulate the district's commitment to ensuring highly positive outcomes for all students through school board-adopted strategic priorities.
 - Action items from the EAP will be represented as action steps within the strategic priorities document with school board approval.
 - The District Cabinet will provide direction to schools and departments to support goal attainment.
 - Aligning action steps to strategic priorities and making sure those actions meet the expectations of at least 4 board members is the expectation. With this and every topic, the discussed that there is no interest in having topics become sensational headlines and create chaos in our system. Focusing on what the district is doing, and making sure there is transparency for the public in what we are doing, should be the focus.

Item #8 District Terms/Policy 604.4
Summary action items/next steps based on board direction:

- Direction from the School Board at the July 15th Work Session resulted in a majority of the board supporting the action to add policy 604.4 Respectful Learning Environments to the required LMS training for all staff on selected high-priority district policies at the start of the 2024-2025 school year.
- Follow up to ensure expectations set are aligned down from the district level to the building level through principal meetings and school staff meetings

Item #9 Respectful Learning Environment

Summary action items/next steps based on board direction:

- School-specific belief statements:
 - School Board Direction at the July 15th School Board Work Session was to update the Value Statement Guidelines to include the following:
 - Using a continuous improvement approach, statements that have gone through the board approval process should be reviewed and go through the review process every 4 years.
 - Add to the guidelines specific parameters to ensure alignment with district wide mission, vision and core values.
 - Add more explicitly that feedback from stakeholders (students, staff, parents) will be a part of the process
 - Build in general time parameters for each step of the process.
 - When statements are reviewed and new ones are considered, as noted multiple times, it's important that the Superintendent and administration manage the process so that they can receive approval.
 - Board direction is that a continuous improvement approach is expected, and reviewing existing statements is an opportunity to bring together a school community inclusive of everyone within that community. Excellent leadership through this process will result in an equally meaningful result for students, staff, and the community.
 - Current value statements stay in place until a board-supported change is approved.

Item #10 Student Data Collection Practices

Summary action items/next steps based on board direction:

- Direction from the School Board at the July 15th Work Session resulted in a majority of the board supporting the following changes/revisions made for policy guidance 102.OG:
 - Include language in the policy guidance revision on teacher “get to know you” surveys that are administered to students, personal data on controversial societal topics should not be collected (i.e. explicit questions soliciting pronoun use).
 - It may be that students want to offer this information unsolicited. It is acceptable for teacher's “get to know you” surveys to ask "Is there anything you would like me to know about you?"
 - It is up to leadership to set the expectations and monitor them. The school board does not want to, and shouldn't be, the micromanager.