



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

School Board Meeting
Monday, October 28, 2024
AGENDA

1. **Call to Order (1 minute)**
 - 10-28-24 Important Dates 4
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
 - 4.A. Minutes from 10-07-24 School Board Work Session - A
Jeff Simon, Board Clerk

Appendix A 5
 - 4.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - A
Brian Duffy, Director of Employee Services

Appendix B 8
 - 4.C. Cash Disbursements Report - A
Jennifer Beck, Director of Finance

Appendix C 12
 - 4.D. Cash Balance Report - A
Jennifer Beck, Director of Finance

Appendix D 13
 - 4.E. Donations & Scholarship Report - A
Jennifer Beck, Director of Finance

Appendix E 14
 - 4.F. Monthly Revenue & Expenditures - A
Jennifer Beck, Director of Finance

Appendix F 17
 - 4.G. 503.0 Attendance and Absences Policy, New Policy - A
Tim Palmatier, General Counsel

Appendix G 19
 - 4.H. New Middle School Courses - A
Becky Brodeur, Associate Superintendent for Middle Schools & Student Services

Appendix H 23

4.I. Bid #25015B-Snow Plowing & Removal, Regions 7, 9 - A Tiffany Audette, Director of Purchasing	
Appendix I	24
4.J. Immunization Exclusions as required by Statute 121a.15 - A Kathy Schulz, Health Services Coordinator	
5. Communications, Delegations & Petitions (15 minutes)	
6. Board Calendar & District Update (10 minutes) Cory McIntyre, Superintendent	
7. Elementary and Secondary Education (160 minutes)	
7.A. Morris Leatherman Community Survey (45 minutes) - B Peter Leatherman, The Morris Leatherman Company	
Appendix J	25
7.B. MSHSL Foundation Resolution - Form A (5 minutes) - A Dr. Josh Delich, Associate Superintendent for High Schools	
Appendix K	44
7.C. October 1 Enrollment Report (20 minutes) - B Dr. Joel VerDuin, Chief Technology & Information Officer	
Appendix L	45
Appendix M	60
7.D. Phase II Budget Reductions (30 minutes) - B Cory McIntyre, Superintendent	
Appendix N	66
Appendix N1	77
Appendix N2	85
7.E. Comprehensive Achievement & Civic Readiness, a.k.a. World's Best Workforce/Achievement & Integration Overview (60 minutes) - B Dr. Johnna Rohmer-Hirt, Executive Director of Research, Evaluation & Testing	
Appendix O	92
8. Labor Relations (20 minutes)	
8.A. Authorize 2024-2025 Paraeducators Master Agreement (10 minutes) - A Dr. Jennifer Cherry, Executive Director of Human Resources	
Appendix P	121
8.B. Authorize 2024-2026 Education Office Professionals Master Agreement (10 minutes) - A Dr. Jennifer Cherry, Executive Director of Human Resources	
Appendix Q	153
9. Board Correspondence & Communication	
10. Executive Session (50 minutes) Dr. Jennifer Cherry, Executive Director of Human Resources, Tim Palmatier, General Counsel	
11. Adjourn	

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

October 28, 2024

Dates to Remember

- | | |
|-----------------------|---|
| 1. October 28 | Regular School Board Meeting, Sandburg Education Center, 6:30 p.m. |
| 2. November 4 | School Board Work Session, Educational Service Center, 5:30 p.m. |
| 3. November 5 | Election Day, Staff Development, No Students |
| 4. November 22 | End of Trimester One |
| 5. November 23 | School Board Work/Planning Session, TBD, 8:00 a.m. |
| 6. November 25 | PLC/Staff Development, No Students |
| 7. November 25 | Regular School Board Meeting, Sandburg Education Center, 6:30 p.m. |
| 8. November 26 | Staff Planning, Grades, No Students |
| 9. November 27 | Conference Conversion Day, No School |
| 10. November 28-29 | District Closed, Holiday |
| 11. December 9 | Regular School Board Meeting/Truth in Taxation, Sandburg Education Center, 6:30 p.m. |
| 12. December 16 | Board Policy Committee, Educational Service Center, 4:30 p.m. |
| 13. December 20 | Staff Development/K-8 Para Flex Day, No K-8 Students |
| 14. December 23-31 | Winter Break, No School |
| 15. December 24-25 | District Closed, Holiday |
| 16. January 1 | District Closed, Holiday |



Zach Arco
CO-CHAIR



Kacy Deschene
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
TREASURER



Linda Hoekman
DIRECTOR



Michelle Langenfeld
DIRECTOR

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

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a work session on **Monday, October 7, 2024**, at the Educational Service Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order at 5:30 p.m.

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. Co-Chair Kacy Deschene seconded. Motion passed on a 6-0 vote.

CONSENT AGENDA

Matt Audette moved and Dr. Michelle Langenfeld seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the September 23, 2024 School Board Meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Steven Ferguson	Coon Rapids High, B/G Custodian 2nd shift	11/22/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Anne Chisholm	Sunrise, Teacher Art Elementary	12/06/2024
Hannah Corsi	Ramsey, Teacher Grade 3	09/26/2024
Jemma Hernandez	ESC-Special Ed, Special Educ Prg Supervisor	10/14/2024

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Cherie Cady	Sorteberg ECC, Teacher EC/SE	09/30/2024	12/20/2024
Anne Chisholm	Sunrise, Teacher Art Elementary	12/02/2024	12/06/2024
Jill Clayton	ChamplinBrklynPk Academy, Teacher SA-Coach Math Spec	11/18/2024	01/10/2025
Chloe Delwiche	Monroe, Teacher ESL	09/30/2024	12/20/2024
Emily Depies	Verndale, Teacher EC/SE Stretch Calendar	10/29/2024	11/21/2024
Lane Flaten	Blaine High, ParaEducator Spec Ed Cntr Base	10/28/2024	11/26/2024
Jennifer Gimble	ChamplinBrklynPk Academy, Teacher K5 Core Inst Support	09/12/2024	03/07/2025
Marvin Johnson Jr	ESC, CED Rec & Athletics Supv	09/16/2024	10/22/2024
Kurt Johnson	Adams, ParaEducator Special Education	09/19/2024	11/01/2024
Molly Keeney	Blaine ECC, Teacher EC/SE	09/09/2024	09/18/2024
Dylan Lucarelli	Compass - Bell Building, ParaEducator Technology	09/20/2024	10/10/2024
Laura Lucarelli	Lincoln, Teacher ESL	09/20/2024	12/12/2024
Eric Naess	Anoka Middle - FM, Teacher English	09/11/2024	10/04/2024
Dareth Noren Herman	Andover, Teacher Grade 4	11/18/2024	11/22/2024
Dareth Noren Herman	Andover, Teacher Grade 4	12/11/2024	12/11/2024
Dareth Noren Herman	Andover, Teacher Grade 4	03/19/2025	03/20/2025
Dareth Noren Herman	Andover, Teacher Grade 4	04/28/2025	05/02/2025
Dareth Noren Herman	Andover, Teacher Grade 4	06/09/2025	06/09/2025
Terra Olesen	ChamplinBrklynPk Academy, Teacher Art Elementary	09/30/2024	12/20/2024
Jessica Patterson	ESC-Special Ed, Teacher Nurse	09/27/2024	10/11/2024
Julie Petersen	Crooked Lake, Asst Principal Elem 10 Month	08/26/2024	09/13/2024
Tina Tamura	Andover High, Asst Principal High School	10/21/2024	11/15/2024
Marni Williams	Wilson, ParaEducator Spec Ed Cntr Base	09/26/2024	11/12/2024
Emily Ylvisaker	Sand Creek, Teacher ABS (AcadBehav)	09/23/2024	03/07/2025

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	12/20/2024
Jenna Harvieux	Monroe, Teacher Music Elementary	09/11/2024	12/03/2024
Chris Mertesdorf	ESC, B/G Maintenance Spec Maint	10/13/2023	09/26/2024
Kelsea Mila	ESC, Preschool Inst-Pro Rated Bene	09/05/2024	11/08/2024
Corinna Nunnery	Oxbow Creek, A+ Site Coordinator full year	09/10/2024	10/07/2024
Talana Rudzitis	RiverTrail Learning Ctr, Teacher ASD (AutismSpectrum)	09/09/2024	10/07/2024
Debora Santillo	ESC-Special Ed, Para Health	08/29/2024	10/08/2024
Elizabeth Shaffer	Oxbow Creek, ParaEducator Special Education	09/03/2024	10/07/2024

SABBATICALS

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

APPOINTMENTS

20241007 1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Catherine Hatch	Adams, Teacher Grade 5	08/26/2024	Bachelors/3	1.0000	\$50,872
Alyssa Knapp	Eisenhower, Teacher Grade 1	08/29/2024	Bachelors/1	0.9840	\$49,227

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Noah Martin	Champlin Park High, Teacher Career-Technical	08/26/2024	Bachelors/4	1.0000	\$52,140
Jonathan Weinhold	Champlin Park High, Teacher Business	08/26/2024	Bachelors/1	1.0000	\$50,029

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Linette Aldrich	Sand Creek, Teacher MMH LTS	09/23/2024	Masters+60/24	0.2914	\$28,093
Amanda Cornelius	Two Rivers Transition Program, Teacher DD LTS	09/16/2024	Bachelors/1	0.2781	\$13,912
Hon Gew	Champlin Park High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/1	1.0000	\$50,029
Micheal Quigley	Evergreen Park, Teacher E/BD	08/26/2024	Bachelors/2	1.0000	\$50,872
Holly Richards	Sand Creek, Teacher DD	08/26/2024	Bachelors/1	1.0000	\$50,029

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

This section returned no records

- c. Approved Bid #25014B-Snow Plowing & Removal, Regions 1, 2, 5, 10.
 - d. Approved Bid #25015B-Snow Plowing & Removal, Region 3.
 - e. Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed on a 6-0 vote.

The work session then continued with the following agenda items: New Middle School Courses; Morris Leatherman Community Survey Results; MCA Overview.

Dr. Michelle Langenfeld highlighted the Hall of Fame Celebration at Coon Rapids High School’s Homecoming last Friday where former Coon Rapids Middle School students received honors along with longtime Football Coach/Teacher, Jim Roback. Dr. Langenfeld highlighted the AMSD meeting featuring school teams engaging with legislators and shared that the Hamilton fifth grade dance party was amazing. Co-Chair Arco provided comments on various curriculum matters and the curriculum approval process.

Co-Chair Arco recessed the meeting at 8:56 p.m. Matt Audette moved and Dr. Langenfeld seconded the motion to adjourn the meeting. Motion passed.

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

 Zach Arco, Co-Chair

Prepared by: Debbie Koffski, CPS
 Recorder

Approved: _____

APPENDIX B

20241028

1

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

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Marc Doud	Blaine High, B/G Building Supervisor	12/27/2024
Debra Losie	Dayton, ParaEducator Special Education	11/22/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Rosanna Chavez	Monroe, Teacher E/BD	10/07/2024
Catherine Gordy	Northdale Middle, Teacher ABS (AcadBehav)	11/01/2024
Alicia Walters	Dayton, Teacher Student Support LTS	10/16/2024

APPENDIX B

20241028

1

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

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Olivia Abernathy	Sorteberg ECC, Teacher EC/SE	10/03/2024	11/26/2024
Cassandra Alexis	Evergreen Park, Teacher Grade 3	10/04/2024	12/20/2024
Susan Brown	Hoover, Teacher Grade K	07/01/2025	06/29/2030
Benton Cady	RiverTrail Learning Ctr, Teacher E/BD	01/02/2025	01/29/2025
Brandi Czysom	Ramsey, Teacher Grade K	10/16/2024	04/04/2025
Christine Dahl	Northdale Middle, Teacher Grade 6	09/27/2024	10/28/2024
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/18/2024	02/11/2025
Nancy Furch	Mississippi, ParaEducator Elementary	10/07/2024	10/16/2024
Lisa Hall	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	10/01/2024	11/01/2024
Pamela Hein	Anoka Middle - FM, Teacher Math	10/22/2024	11/26/2024
Joan Heinsohn	Andover, Teacher K-3 Exploration	11/19/2024	12/20/2024
Regina Imker	ESC, Preschool Inst-Pro Rated Bene	10/03/2024	12/17/2024
Ellen Junko Sandoval	CED - ABE - Col Hgts Fridley, ABE Teacher-Full Time Benefits	10/02/2024	12/20/2024
Heather Kobus	Crooked Lake, Teacher Grade 5	10/14/2024	12/06/2024
Maribeth Ladouceur	Anoka High, ParaEducator Special Education	09/25/2024	10/21/2024
Logan Lindgren	Jackson Middle, Teacher Academic Support	10/21/2024	11/08/2024
Zachary Mans	Anoka High, Teacher Social Studies	11/04/2024	11/22/2024
Louann Mattson	Morris Bye, Child Nutrition Site Supv	10/10/2024	11/11/2024
Kelsea Mila	ESC, Preschool Inst-Pro Rated Bene	10/03/2024	12/17/2024
Chelsea Nordhausen	Anoka Middle - FM, B/G Custodian 3rd shift	11/04/2024	11/04/2024
Chelsea Nordhausen	Anoka Middle - FM, B/G Custodian 3rd shift	06/02/2025	06/13/2025
Connor Ostrander	ESC-Unassigned, B/G Custodian 2nd shift	10/18/2024	10/18/2024
Connor Ostrander	ESC-Unassigned, B/G Custodian 2nd shift	11/08/2024	11/08/2024
Connor Ostrander	ESC-Unassigned, B/G Custodian 2nd shift	04/25/2025	04/25/2025
Bethany Ozuturk	Andover High, ParaEducator Spec Ed Cntr Base	09/30/2024	11/04/2024
Kaija S Packer	Hoover, Teacher Grade K	09/30/2024	03/07/2025
Vicki Piper	Coon Rapids Family Center - Eval Team, Teacher SLD	07/01/2025	06/29/2030
Christina Shepherd	Johnsville, Child Nutrition Assistant PT	10/11/2024	01/02/2025
Katelyn Sjoquist	Eisenhower, ParaEducator Special Education	09/27/2024	11/13/2024
Tori Vlasyuk	Coon Rapids High, Teacher Counselor	10/21/2024	03/07/2025
Angela Walters	Adams, Teacher DD	12/17/2024	01/14/2025
Sara White	Adams, Teacher ABS (AcadBehav)	10/08/2024	11/05/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jean Hanson	Coon Rapids High, Teacher Math	09/03/2024	02/03/2025
Kelsea Mila	ESC, Preschool Inst-Pro Rated Bene	09/05/2024	10/02/2024
Andrew Miller	Oxbow Creek, A+ Site Leader full year	05/13/2024	10/04/2024
Karan Murphy	Champlin Park High, ParaEducator Spec Ed Cntr Base	02/29/2024	10/16/2024

HR School Board Appendix Report: Leave of Absence

APPENDIX B

20241028

2

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.

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Megan Elizabeth Peterson	Anoka Middle - FM, ParaEducator Secondary	09/09/2024	10/16/2024
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	12/01/2024
Talana Rudzitis	RiverTrail Learning Ctr, Teacher ASD (AutismSpectrum)	09/09/2024	10/28/2024
Debora Santillo	ESC-Special Ed, Para Health	08/29/2024	12/20/2024
Elizabeth Shaffer	Oxbow Creek, ParaEducator Special Education	09/03/2024	10/28/2024
Kathleen Winters	Anoka High, Teacher MSH	09/16/2024	10/16/2024

SABBATICALS

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

APPOINTMENTS

20241028

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Madilyn Atkinson	Evergreen Park, Teacher Grade 3 LTS	10/07/2024	Masters/3	0.2674	\$16,118
Cheryl Bates	Ramsey, Teacher Grade K LTS	10/16/2024	Bachelors/7	0.5615	\$31,839
Hannah Boettger	Mississippi, Teacher Academic Support	10/21/2024	Bachelors/5	0.7968	\$41,545
Christina Cagle	Wilson, Teacher 4-5 Exploration	09/30/2024	Bachelors+15/1	0.4560	\$23,480
Teresa Cubas	Crooked Lake, Teacher SA-Tal Devl	10/08/2024	Bachelors+15/8	0.3295	\$20,501
Scott Hanson	ChamplinBrklynPk Academy, Teacher K5 Core Inst	11/18/2024	Masters/1	0.3395	\$19,781
Mary Ann Johnson	Lincoln, Teacher ESL LTS	10/16/2024	Masters+30/24	0.1979	\$17,469
Amanda Robinson	ChamplinBrklynPk Academy, Teacher Art Elementary	09/30/2024	Bachelors/1	0.3048	\$15,249

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Caitlin Carlson	Coon Rapids Middle, Teacher Counselor	11/01/2024	Masters/3	0.7861	\$47,386

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Hannah Casavant	Sunrise, Teacher ABS (AcadBehav)	09/03/2024	Bachelors/1	0.9786	\$48,959
Charles Dively	Sand Creek, Teacher MSH	10/30/2024	Masters/4	0.7594	\$47,824
Heather Faris	Oak View Middle, Teacher DD	09/30/2024	Bachelors/1	0.8770	\$43,876
Diane Hughes	Oxbow Creek, Teacher ASD (AutismSpectrum)	10/07/2024	Masters+60/23	0.8503	\$86,060
Kristian Richardson	Anoka High, Teacher SLD	08/26/2024	Bachelors/1	1.0000	\$50,029
Janet Squires	Champlin Park High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/2	1.0000	\$50,872

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Sara Terry	ESC-Special Ed, Special Educ Prg Supervisor Based on an annual salary of \$112,893 for 261 days.	09/20/2024	202	\$87,373

MOTION

Date:

October 28, 2024

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

Fund No.	Description		Amount
	Checks	\$	4,818,808.07
01	General		3,518,199.26
02	Food Service		511,917.86
04	Community Service		114,809.58
06	Building Construction		439,837.04
07	Bond & Interest K-12		-
20	Health-Self Insurance		233,831.83
21	Dental-Self Insurance		212.50
22	Work. Comp.-Self Insurance		-
47	OPEB Debt Service		-
	Electronic Payments	\$	21,417,636.26
01	General		14,167,238.09
02	Food Service		228,681.39
04	Community Service		693,998.05
06	Building Construction		
07	Bond & Interest K-12		
20	Health-Self Insurance		5,837,253.31
21	Dental-Self Insurance		355,081.22
22	Work. Comp.-Self Insurance		135,384.20
47	OPEB Debt Service		-
	ACH Payments	\$	8,179,924.46
01	General		5,734,767.47
02	Food Service		1,086,110.41
04	Community Service		112,057.08
06	Building Construction		1,114,882.92
20	Health-Self Insurance		125,759.58
22	Work. Comp.-Self Insurance		6,347.00
	P-Card	\$	359,140.65
01	General		272,740.20
02	Food Service		5,845.37
04	Community Service		80,555.08
06	Building Construction		-
20	Health-Self Insurance		-
	TOTAL DISTRICT	\$	34,775,509.44

ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY25

	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)
07/01/24	190,624,894	13,518,064	12,500,581	66,525	9,401,856	23,753,393	3,065,400	3,248,802	1,374,528	257,554,043	-	5,080,617	689,177	263,323,836	254,198,381
07/31/24	160,938,177	13,293,288	12,488,898	(567,918)	7,301,176	16,404,440	2,603,472	3,151,689	1,507,703	217,120,924	-	5,102,240	665,446	222,888,610	212,533,404
08/31/24	188,946,954	11,829,596	12,086,106	(1,028,013)	6,579,277	8,021,505	1,948,410	3,115,927	1,412,428	232,912,188		4,578,098	510,057	238,000,342	236,515,897
09/30/24	200,465,660	10,083,422	13,640,793	(2,604,073)	6,731,316	9,020,599	2,195,293	3,119,931	1,412,490	244,065,431		4,599,115	467,237	249,131,783	253,824,355
10/31/24										0				0	
11/30/24										0				0	
12/31/24										0				0	
01/31/25										0				0	
02/28/25										0				0	
03/31/25										0				0	
04/30/25										0				0	
05/31/25										0				0	
06/30/25										0				0	

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

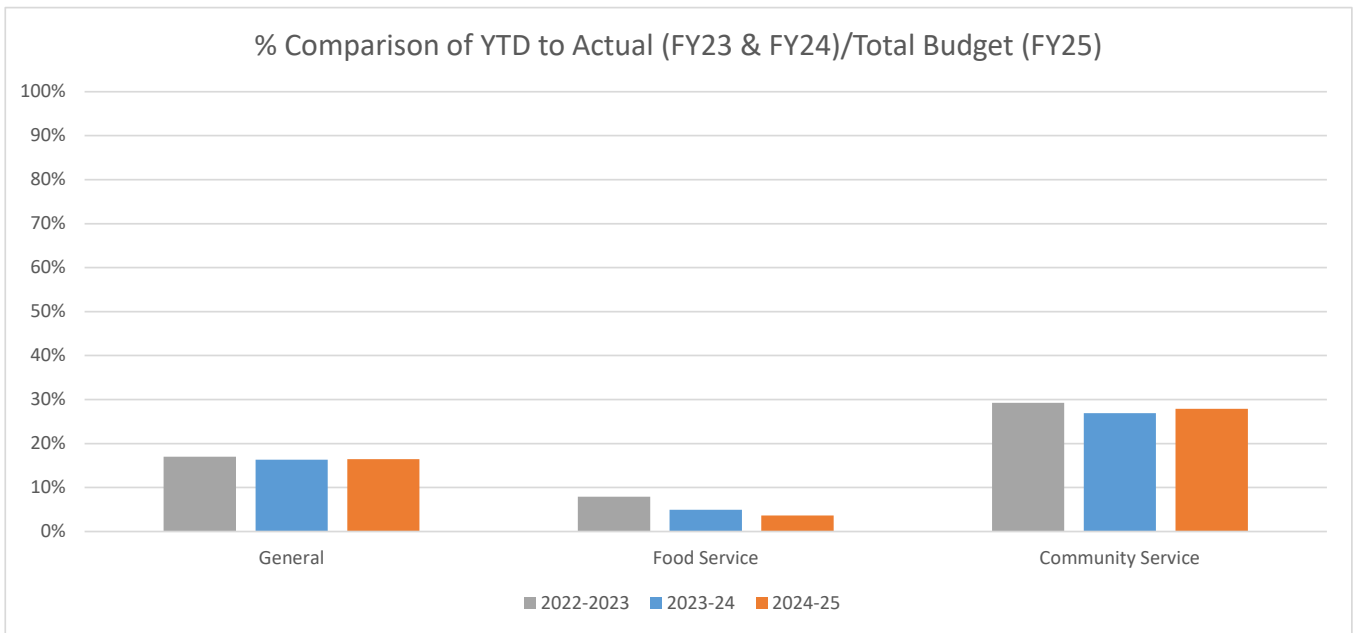
ANOKA-HENNEPIN DISTRICT NO. 11
MONTHLY DONATION REPORT

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
09/23/24	AHEF, Inc.	ROOSEVELT MIDDLE	Innovative Makers Space/Susan Oelke		500.00
09/23/24	American Online Giving Foundation	UNIVERSITY AVE ELEMENTARY	Water Rental System		122.12
09/30/24	Andover Cross Country	ANDOVER HIGH	Additional coaches		2,370.00
09/23/24	Andover Football Association, Inc.	ANDOVER ELEMENTARY	For Gr. 5 Trip to Long Lake Conservation Center		5,000.00
09/23/24	Andover Girls Soccer Booster Club	ANDOVER HIGH	Additional coach- Sebambulidde		3,500.00
09/23/24	Andover Girls Soccer Booster Club	ANDOVER HIGH	Girls Soccer hotel rooms		2,713.00
09/30/24	Andover Volleyball Booster Club	ANDOVER HIGH	Additional VB coaches- Trade well, Rak, Landry		10,370.86
09/30/24	Anoka Band Parents Association	ANOKA HIGH	Coach Buses to Marshall MN		4,100.00
09/30/24	Anoka Employees Club	LINCOLN ELEMENTARY	Student supplies		200.00
10/14/24	Anoka Employees Club	ANOKA MIDDLE-FRED MOORE CAMPUS	For student supplies and registrations		500.00
09/23/24	Bengal Touchdown Club	BLAINE HIGH	Summer Weights Program - Staff Salaries		22,935.00
09/30/24	Blaine Youth Hockey Assoc	BLAINE HIGH	HOSA Club		2,500.00
09/30/24	BookTixNow LLC	BLAINE HIGH	Blaine Theatre Program		102.14
10/14/24	Champlin Park Band Association	CHAMPLIN PARK HIGH	Fall Marching Band Additional Staff		5,701.00
09/30/24	Champlin Park Baseball Association	CHAMPLIN PARK HIGH	Softball Field Press Box		75,000.00
09/30/24	Champlin Park Touchdown Club	Champlin Park High School	Football Booster Paid Coaches		49,869.38
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	ANOKA MIDDLE-FRED MOORE CAMPUS	Non-instructional supplies		20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover High School	General Instruct Supplies usage		82.00
09/30/24	Charities Aid Foundation America C/O CyberGrants LLC	Dayton Elementary	School/Student Supplies as Needed		15.00
09/30/24	Charities Aid Foundation America C/O CyberGrants LLC	Dayton Elementary	School/Student Supplies as Needed		10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover High School	General Instruct Supplies		123.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Eisenhower Elementary	Student Incentives		10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover High School	General		82.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	ANDOVER ELEMENTARY	Classroom Supplies		30.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	ANDOVER ELEMENTARY	Classroom Supplies		20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	ANDOVER HIGH	General Instruct Supplies Usage		93.75
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	ANDOVER ELEMENTARY	Classroom Supplies		20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	RUM RIVER ELEMENTARY	Student/General Supplies		10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	EISENHOWER ELEMENTARY	Student Incentives		10.00
09/30/24	Charities Aid Foundation America C/O CyberGrants LLC	BLAINE HIGH	ASL Club		70.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	COON RAPIDS HIGH	CRHS general supplies		60.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	COON RAPIDS HIGH	general supplies for CRHS		40.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	COON RAPIDS HIGH	CRHS General Supplies		40.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	BLAINE HIGH	General School Supplies		40.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	BLAINE HIGH	ASL Club		105.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	COON RAPIDS HIGH	CRHS general supplies		40.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	ANOKA MIDDLE-FRED MOORE CAMPUS	Non-Instructional Supplies		20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	RUM RIVER ELEMENTARY	Student/General Supplies		10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	BLAINE HIGH	ASL Club		70.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	ANDOVER ELEMENTARY	Classroom Supplies		20.00
10/14/24	CommLink Solutions, LLC	ROOSEVELT MIDDLE	Student support for general supplies (from the Social Workers)		500.00
09/23/24	Coon Rapids Mat Bandits	UNIVERSITY AVE ELEMENTARY	Supplies or T-shirts		5,000.00
09/23/24	Coon Rapids Mat Bandits	MISSISSIPPI ELEMENTARY	To support students at Mississippi		5,000.00
09/23/24	Coon Rapids Mat Bandits	MORRIS BYE ELEMENTARY	To Support Students		5,000.00
09/23/24	Coon Rapids Mat Bandits	COON RAPIDS HIGH	CRHS boys lacrosse program for equipment/supplies		5,000.00
09/23/24	Coon Rapids Mat Bandits	COON RAPIDS HIGH	For girls track at CRHS...supplies/equipment		5,000.00
09/23/24	Coon Rapids Mat Bandits	COON RAPIDS HIGH	CRHS Boys Track supplies		5,000.00
09/23/24	Coon Rapids Mat Bandits	COON RAPIDS HIGH	CRHS Girls Golf equipment/supplies/program		5,000.00
09/23/24	Coon Rapids Mat Bandits	COON RAPIDS HIGH	CRHS Boys Golf supplies/equipment etc.		5,000.00
09/23/24	Coon Rapids Mat Bandits	COON RAPIDS HIGH	Boys tennis supplies/equipment		5,000.00
10/14/24	Coon Rapids Mat Bandits	COON RAPIDS HIGH	CRHS Winter Dance Team for competitions, uniforms, registrations etc.		5,000.00

10/03/24	Betty Jean ONis Erickson	AHS	Tom Pearson Scholarship	Scholarship	15.00
10/03/24	Bruce and Catherine Dalchow	AHS	Tom Pearson Scholarship	Scholarship	20.00
10/03/24	Irene and James Roback	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	John and Jodi Baker	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	Norah Wyman	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	Jody and James Pauly	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	David and Janice Rykken	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	Gregory Zutz and Elizabeth Rock-Zutz	AHS	Tom Pearson Scholarship	Scholarship	30.00
10/03/24	Brenda and William Siems	AHS	Tom Pearson Scholarship	Scholarship	40.00
10/03/24	Robert and Bonnie Johnson	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Cynthia and Charles Boo	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Susan Mensen	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Yvonne and Brian Mann	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Diane Hewitt	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Bradley and Nancy Frank	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Kimberly and Kevin Erickson	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Randall and Lauri Haller	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Colm Griffin	AHS	Tom Pearson Scholarship	Scholarship	100.00
10/03/24	Richard Rydberg	AHS	Tom Pearson Scholarship	Scholarship	100.00
10/03/24	Richard and Robin Perket	AHS	Tom Pearson Scholarship	Scholarship	100.00

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

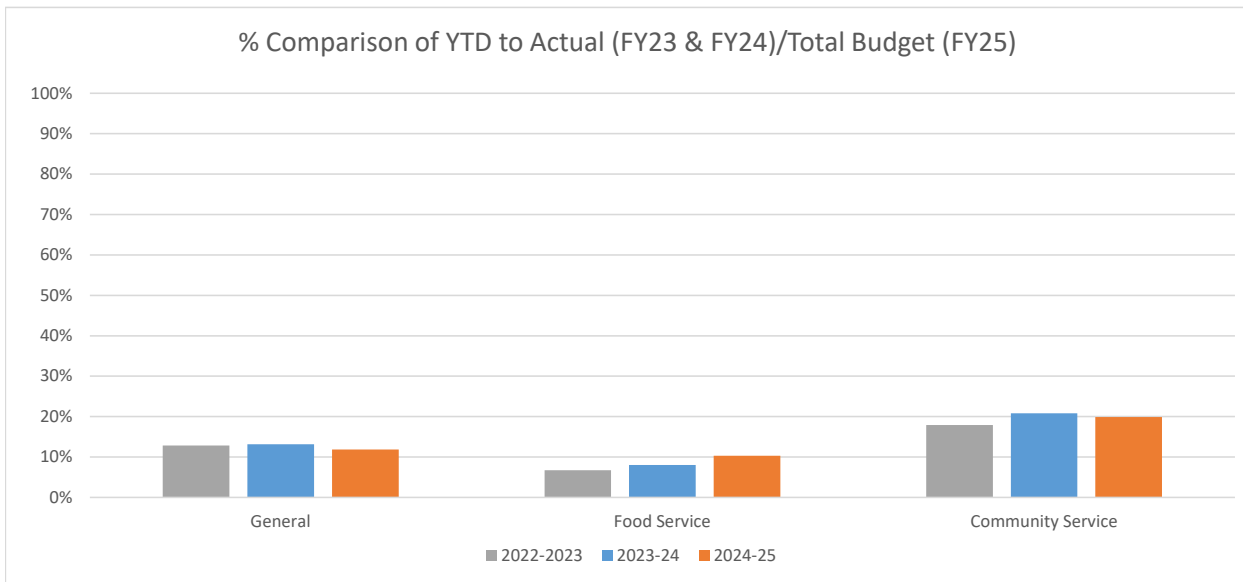
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2024-25	2023-24	2022-2023
General	27,894,418	105,373,674	641,410,751	16%	16%	17%
Food Service	440,034	1,079,447	29,629,662	4%	5%	8%
Community Service	3,992,513	8,370,653	30,002,421	28%	27%	29%
Building Construction ¹	21,017	65,208	20,000	326%	488%	8538%
Debt Service	152,102	2,183,969	15,452,017	14%	11%	16%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 32,500,085	\$ 117,072,951	\$ 717,264,851	16%	16%	17%



¹Conservative budgeting

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

Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2024-25	2023-24	2022-2023
				General		
Salaries & Benefits	39,650,385	52,629,414	539,851,293	10%	10%	10%
Purchased Services ¹	1,951,934	3,582,376	67,495,098	5%	11%	11%
Supplies	2,834,052	11,327,490	26,212,772	43%	41%	36%
Capital Expenditures	2,250,283	10,413,337	24,765,410	42%	52%	33%
Other Exp & Transfers	162,130	688,522	4,058,066	17%	16%	17%
Total General Fund	\$ 46,848,784	\$ 78,641,140	\$ 662,382,639	12%	13%	13%
Food Service						
Food Service	2,065,877	3,040,459	29,522,260	10%	8%	7%
Community Service	2,711,588	6,032,438	30,326,421	20%	21%	18%
Building Construction	1,186,439	1,882,726	4,175,430	45%	44%	19%
Debt Service	-	3,995,751	15,442,703	26%	27%	28%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 52,812,687	\$ 93,592,513	\$ 742,599,453	13%	14%	13%



1 Timing of Insurance Payment

Attendance and Absences Policy

I. PURPOSE

The purpose of this policy is to encourage regular school attendance by all students.

II. GENERAL STATEMENT OF POLICY

A. Regular school attendance is directly related to success in academic work, benefits students socially, provides opportunities for important communications between teachers and students, and establishes regular habits of dependability important to the future of the student.

B. In accordance with the Minnesota law, students in the school district are required to attend all assigned classes every day school is in session, unless the student: (1) has been excused by the school board from attendance because the student has already completed state and school district standards required to graduate from high school; (2) has withdrawn from the district; or (3) has a valid excuse for an absence as provided for under Minnesota Statutes or this policy.

C. Class attendance is a joint responsibility to be shared by the student, parent or guardian, teacher, and administrators. This policy will assist students in attending class.

1. **Student's Responsibility.** It is the student's responsibility to attend all assigned classes and study halls every day that school is in session and to be aware of and follow the correct procedures when absent or tardy from an assigned class or study hall. Finally, it is the student's responsibility to request any missed assignments due to an absence.
2. **Parent or Guardian's Responsibility.** It is the responsibility of the student's parent or guardian to ensure the student is attending school, to inform the school in the event of a student absence, and to work cooperatively with the school and the student to solve any attendance problems that may arise. So long as a parent has legal custody (sole or joint custody), they may report their student as "excused." If parents with joint legal custody disagree with an absence being reported as excused, such disagreement should be resolved between the parents or the court.
3. **Teacher's Responsibility.** It is the teacher's responsibility to take daily attendance and to maintain accurate attendance records in each assigned class and study hall. It is also the teacher's responsibility to be familiar with all procedures governing attendance and to apply these procedures uniformly. It is also the teacher's responsibility to provide any student who has been absent with any missed assignments upon request.
4. **Administrator's Responsibility.** It is the administrator's responsibility to require students to attend all assigned classes. It is also the administrator's responsibility to be familiar with all procedures governing attendance and to apply these procedures uniformly to all students, to maintain accurate records on student attendance, and to prepare a list of the previous day's absences stating the status of each. Finally, it is the administrator's responsibility to inform the student's parent or guardian of the student's attendance and to work cooperatively with them and the student to solve attendance problems.

III. CONSEQUENCES FOR UNEXCUSED ABSENCES

A. Students with unexcused absences may be subject to the following consequences:

1. The student's absences will be reported to the proper authorities in keeping with applicable laws and this policy.
2. The district may terminate the enrollment of an open enrolled student (i.e. enrolled in the district pursuant to Minnesota Stat. 124D.03 & 124D.08) at the end of a school year if the student is determined to be habitually truant, their truancy has been reported and processed under state and county truancy processes, and their case has been referred to juvenile court. Prior to the end of the school year, the district can also employ appropriate interventions addressing the root causes of absenteeism, in order to encourage improved student attendance. This may include an administrative transfer within the district as appropriate.
3. The district may terminate the enrollment of a nonresident student over the age of 17 enrolled under this section if the student is absent without lawful excuse for one or more periods on 15 school days and has not properly withdrawn from school under compulsory attendance laws.
4. If the student is a resident of the district and they are attending a district school other than the district school assigned to the attendance area of their residence, the district may terminate the student's enrollment at the end of the trimester if the student has been referred for truancy to the county as required by Section VI.B.. Resident students whose school enrollment is terminated under this paragraph would continue to be eligible for enrollment at the district school serving their residence area.
5. A Student may be denied the ability to participate in any extracurricular activity if they have an unexcused absence from any class during the school day.
6. Elementary and Middle School students who are habitually truant may be subject to grade level retention.
7. High school students can be subject to academic consequence (grade or credit reduction) if they have 7 or more unexcused absences for a class.

IV. LEGITIMATE EXEMPTIONS TO COMPULSORY ATTENDANCE

A. Excused Absences. The following reasons shall be sufficient to constitute excused absences:

1. Illness.
2. Serious illness in the student's immediate family.
3. A death or funeral in the student's immediate family or of a close friend or relative.
4. Medical, dental, or orthodontic treatment, or a counseling appointment (including appointments conducted through telehealth).
5. Court appearances occasioned by family or personal action.
6. Religious instruction (including instruction conducted by a Tribal spiritual or cultural advisor) not to exceed three hours in any week.
7. Physical emergency conditions such as fire, flood, storm, etc.

8. School administration decision to remove/dismiss a student from school
9. Family emergencies.
10. Situations related to parent(s)/guardian(s)/student's active duty in any military branch of the United States.
11. A student's condition that requires ongoing treatment for a mental health diagnosis.
12. Students who temporarily lack digital access during remote learning days.
13. Family safety concerns when authorized by school administration.
14. Extreme weather condition concerns of family when authorized by school administration
15. A student's religious or cultural observances.
16. A student's college and/or post-secondary program visit when authorized by school administration.
17. Transportation barriers or interruptions communicated by the district transportation department, parent/guardian or student to school staff or administrator
18. Family activities, for up to five school days within one school year which are subject to approval by school administration and where the parent(s)/guardian(s) and student have agreed that student will complete school work assigned during the absence.

B. Verification of Excused Absence. To be considered an excused absence, the student's parent or legal guardian may be asked to verify, in writing, the reason for the student's absence from school. In the case of a health related excused absence, a note from a physician or a licensed mental health professional stating that the student cannot attend school is a valid excuse.

C. Expectations for Excused Absences. Students whose absences are excused are required to make up all assignments missed or to complete alternative assignments as deemed appropriate by the classroom teacher.

D. Participation in Extracurricular Activities. School-initiated absences will be accepted and participation permitted. If a student is absent from school due to medical reasons, they must present a physician's statement or a statement from the student's parent or guardian clearing the student for participation that day. The note must be presented to the coach or advisor before the student participates in the activity or program.

V. TARDIES AND EARLY DISMISSALS

A. Students are expected to be in their assigned area at designated times. Failure to do so constitutes tardiness and may result in disciplinary or other corrective action at the discretion of school administration. Students leaving early from the instructional day (up to 60 minutes) on a regular basis (multiple times per week) for a non-district activity can result in a legitimate report of truancy. Families are encouraged to consider alternative options to ensure students receive all instructional minutes for academic success.

B. Elementary students who are late to school and miss up to 60 minutes of the school day will be marked as tardy. Elementary students missing 60 minutes or more will be considered as either excused or unexcused absence.

C. Secondary students (6-12) who are late to class and miss up to 15 minutes of class will be marked as tardy. Secondary students missing 15 minutes or more of class will be considered either excused or unexcused absence.

D. Students who are repeatedly tardy for class may receive detention or may be denied/limited in their participation in extracurricular activities or in school sponsored, non-academic events

VI. REQUIRED REPORTING

- A. After a student has three unexcused absences of a student in a school year, school administration will provide written notification to the student's parent(s)/guardian(s) that their student is potentially truant.
- B. After seven unexcused absences, the student will be considered habitually truant and school administration may file a report with the county in which the school is located or with the county where the child resides. School administration will follow the reporting, diversion and due process procedures established by the county in which the report is filed.
- C. After a student has been absent (excused or unexcused) more than 10 times in a the school year a letter will be sent home informing the student, parent(s) or guardian(s) about the student's high number of absences; potential supports available through the school to support future attendance; and potential consequences for future non-attendance.

Legal References:

- Minn. Stat. § 120A.05 (Definitions)
- Minn. Stat. § 120A.22 (Compulsory Instruction)
- Minn. Stat. § 120A.24 (Reporting)
- Minn. Stat. § 120A.26 (Enforcement and Prosecution)
- Minn. Stat. § 120A.34 (Violations; Penalties)
- Minn. Stat. § 120A.35 (Absence from School for Religious Observance)
- Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
- Minn. Stat. § 260A.02 (Definitions)
- Minn. Stat. § 260A.03 (Notice to Parent or Guardian When Child is a Continuing Truant)
- Minn. Stat. § 260C.007, subd. 19 (Habitual Truant Defined)
- Minn. Stat. § 260C.201 (Dispositions; Children in Need of Protection or Services or Neglected and in Foster Care)

Adopted: October 28, 2024



Anoka-Hennepin School Board

Briefing Notes

DATE: 10/21/24
Input

CLASSIFICATION: Report Decision

AUTHORS: Cassie Anderson, Secondary Allied Teaching and Learning Specialist
 Dr. Nichole Rens, Secondary Director of Curriculum, Instruction and Assessment
 Becky Brodeur, Associate Superintendent of Middle Schools

SUBJECT: New Course Proposal- Music Studies

PURPOSE: Approve new 6th-grade general music course

BACKGROUND:

Sixth grade music has been a requirement at middle schools for many years. This requirement has included a choice of band, orchestra, and choir. Recently families are asking for a non-performance music course for a variety of reasons.

REVIEW OF KEY CONSIDERATIONS:

- Music is a curriculum requirement in 6th grade
- We currently offer band, choir, and orchestra as the music choices
- To meet the needs of more families, a non-performance music course would be added in 2025-2026

COMPLETED STEPS:

- Department leader feedback
- CAC approval
- Present new course at School Board Work Session 10/7/2024

RECOMMENDATIONS/NEXT STEPS:

- School Board approve new Music Studies course
- Department leaders write curriculum for course in collaboration with elementary and high school music staff
- Update Course Registration Guide for 2025-2026



✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

🖥 ahschools.us

October 15, 2024

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation****Bid # 25015B – Snow Plowing & Removal, Regions 7, 9****Opened on Tuesday, September 24, 2024, at 2:00 p.m. LT.**

Bids for 25015B – Snow Plowing & Removal, Regions 7, 9 were opened at 2:00 p.m. Local Time on Tuesday, October 1, 2024. Three (3) bids were received, and two (2) were responsive. Below is a recap of the bid tabulation.

Region 7			
Bidders	Clearscape Outdoor Services	Stonepros, LLC dba SNOWPROS	** Fairfax Asphalt
Snow Event: 1.5" to 4"	No Bid	\$1,800.00	\$1,250.00
Snow Event: 4.1" to 6"		\$2,200.00	\$1,500.00
Snow Event: 6.1" to 8"		\$2,700.00	\$1,850.00
Apparent Low	\$0.00	\$20,100.00	\$13,850.00
Region 9			
Bidders	Clearscape Outdoor Services	Stonepros, LLC dba SNOWPROS	** Fairfax Asphalt
Snow Event: 1.5" to 4"	\$3,045.00	\$3,600.00	\$2,900.00
Snow Event: 4.1" to 6"	\$3,958.00	\$4,600.00	\$3,750.00
Snow Event: 6.1" to 8"	\$5,343.98	\$5,400.00	\$4,300.00
Apparent Low	\$35,487.98	\$40,800.00	\$32,950.00
** Fairfax Asphalt did not meet the requirements of the solicitation			

The recommendation is to award a contract for Region 7 to the lowest responsible bidder, Stonepros, LLC dba SNOWPROS of Hopkins, Minnesota.

The recommendation is to award a contract for Region 9 to the lowest responsible bidder, Clearscape Outdoor Services of New Brighton, Minnesota.

Anoka-Hennepin School District

2024 Residential Study

The Morris Leatherman Company

Survey Methodology

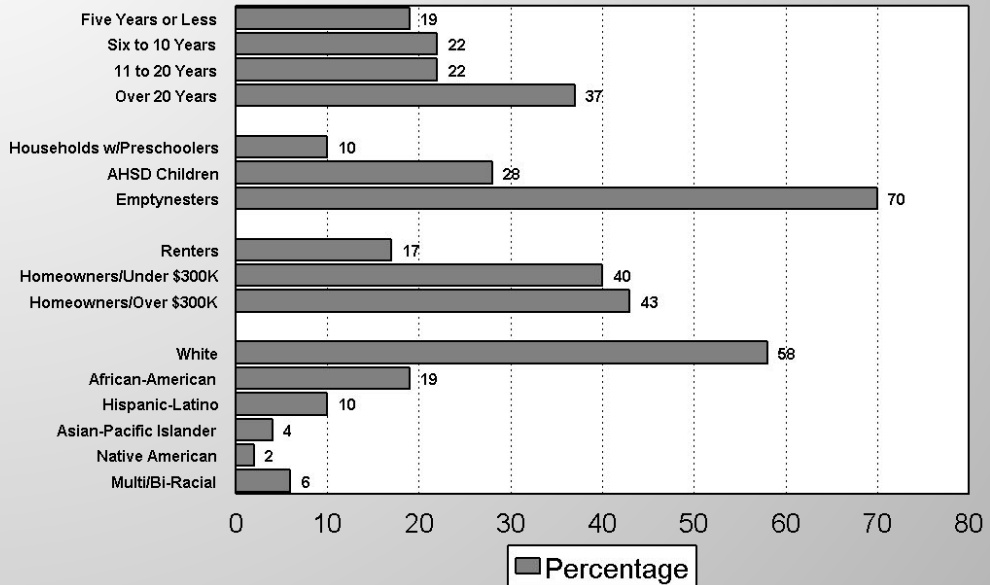
2023 Anoka-Hennepin School District Study

- 500 random sample of Anoka-Hennepin School District residents.
 - Results projectable within +/-4.5% in 95 out of 100 cases
- 400 random sample of Anoka-Hennepin School District Parents.
 - Results projectable within +/-5.0% in 95 out of 100 cases
- Non-response level of 6.0%
- Average interview time of 14 minutes
- Telephone interviews conducted between August 8th and 23rd, 2024

The Morris Leatherman Company

Demographics I

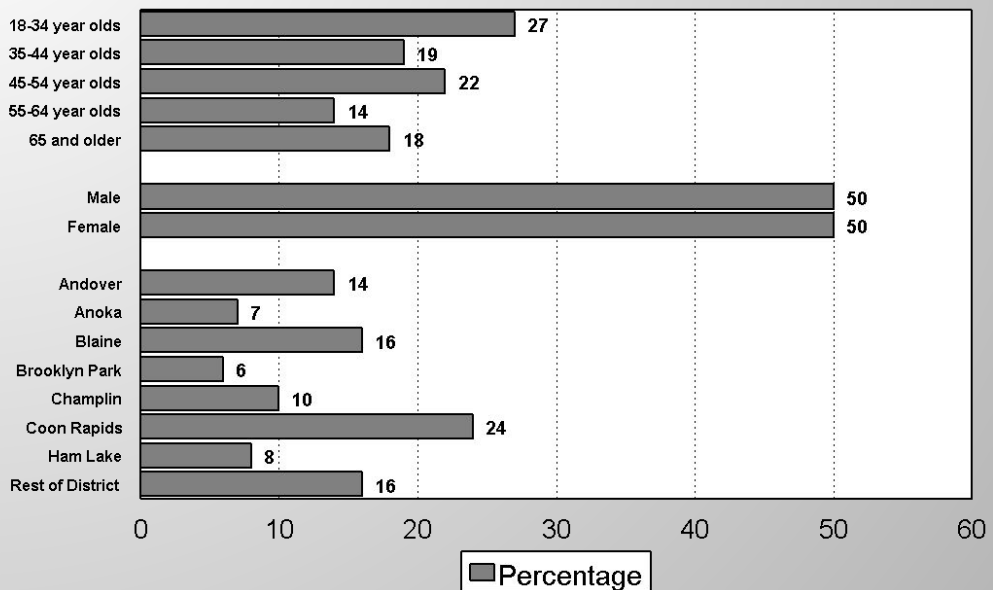
2024 Anoka-Hennepin School District Study



The Morris Leathersman Company

Demographics II

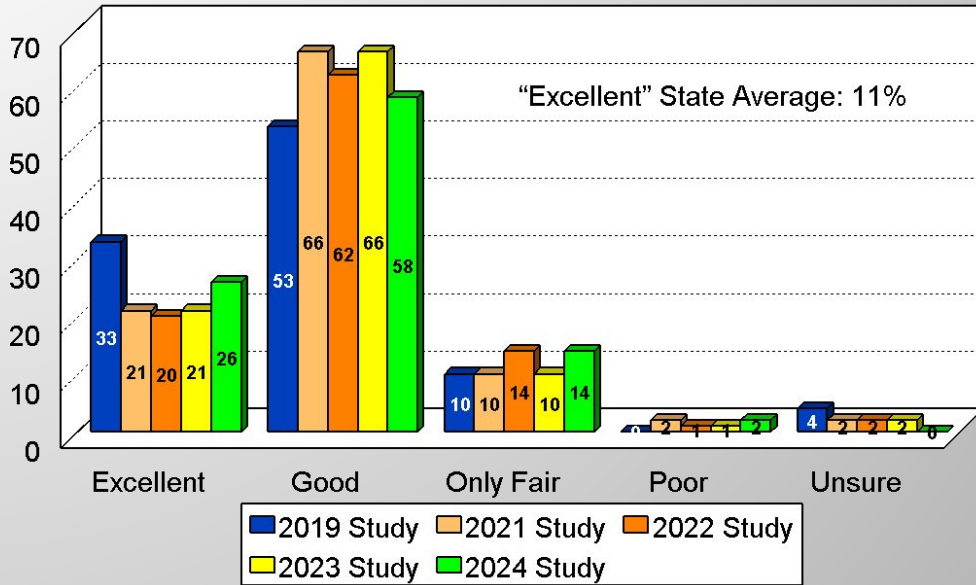
2024 Anoka-Hennepin School District Study



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Quality of Education

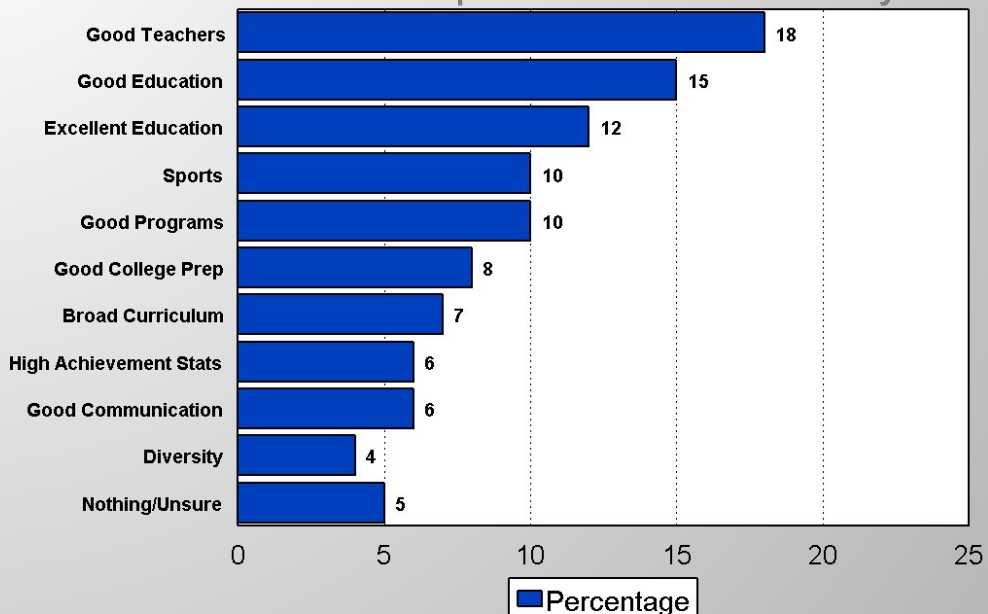
2024 Anoka-Hennepin School District Study



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Like Most about School District

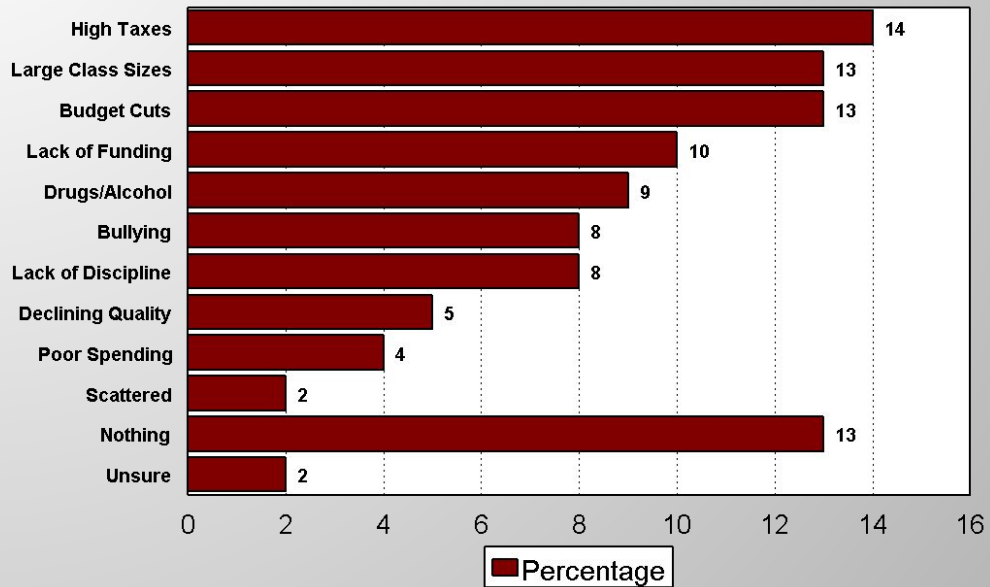
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Most Serious Issue

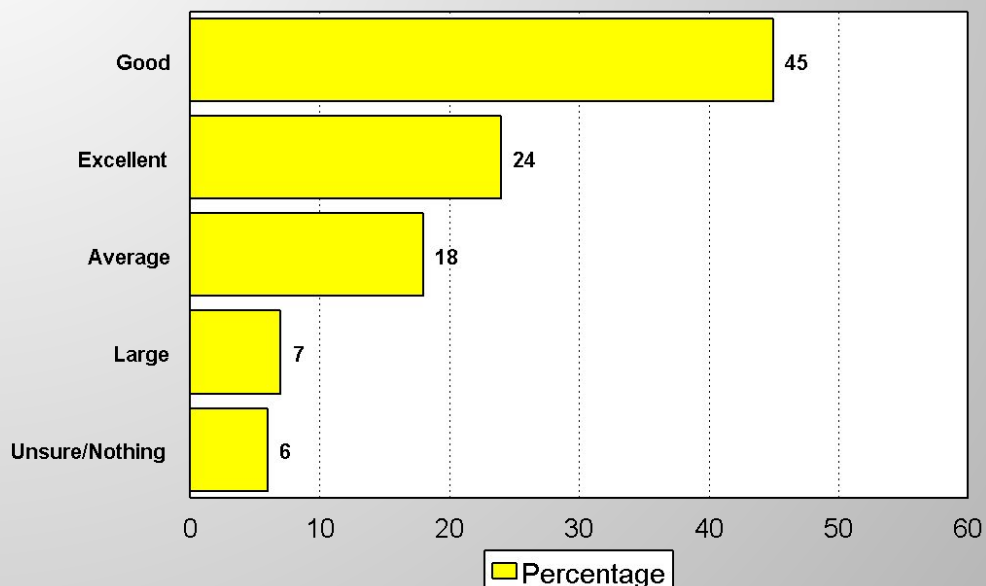
2024 Anoka-Hennepin School District Study



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Reputation of the School District

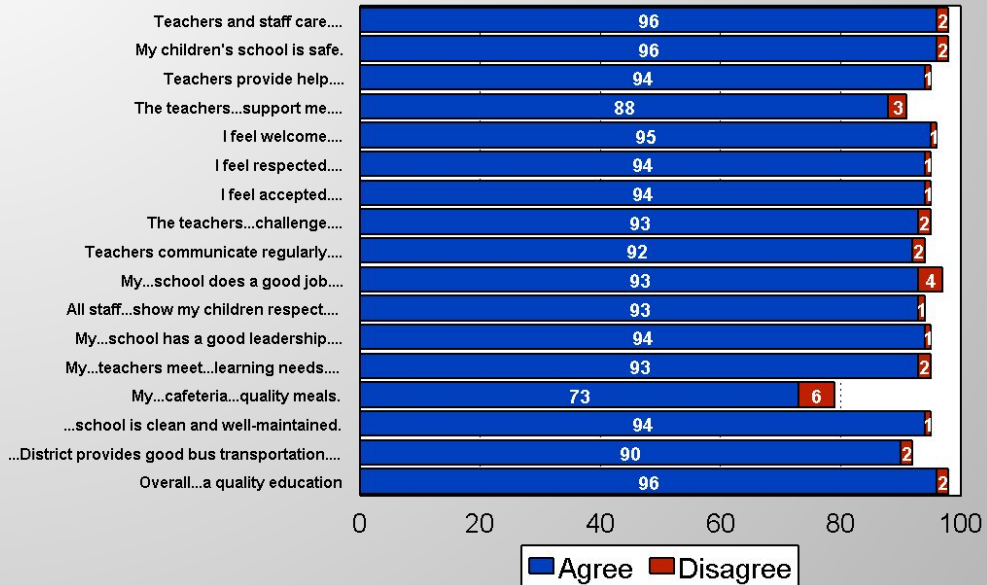
2024 Anoka-Hennepin School District Study



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Parent Perspectives

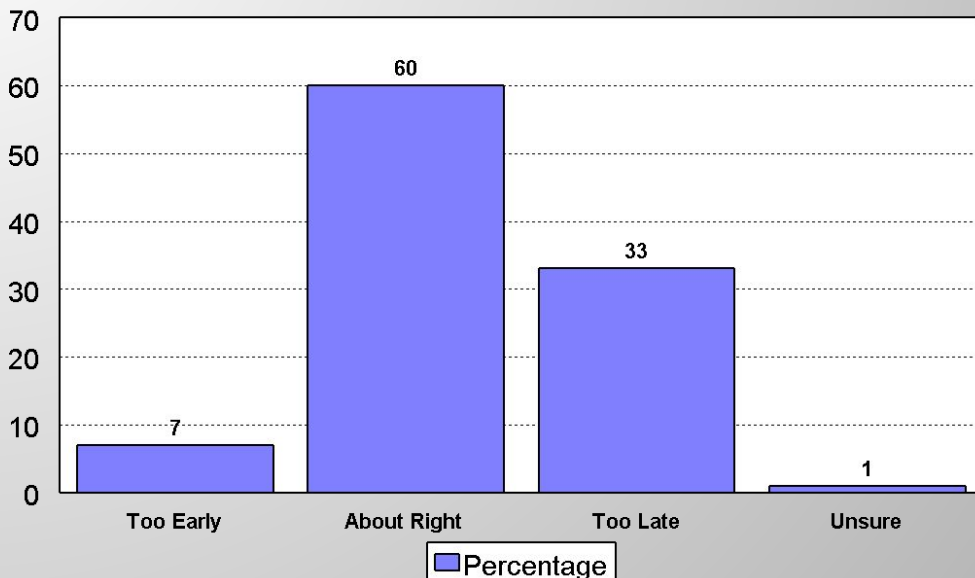
2024 Anoka-Hennepin School District Study



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Elementary School Start Times I

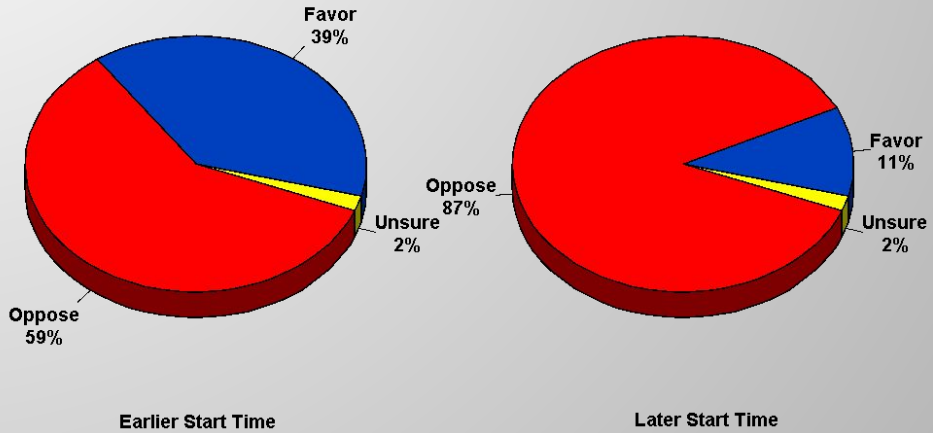
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Elementary School Start Times II

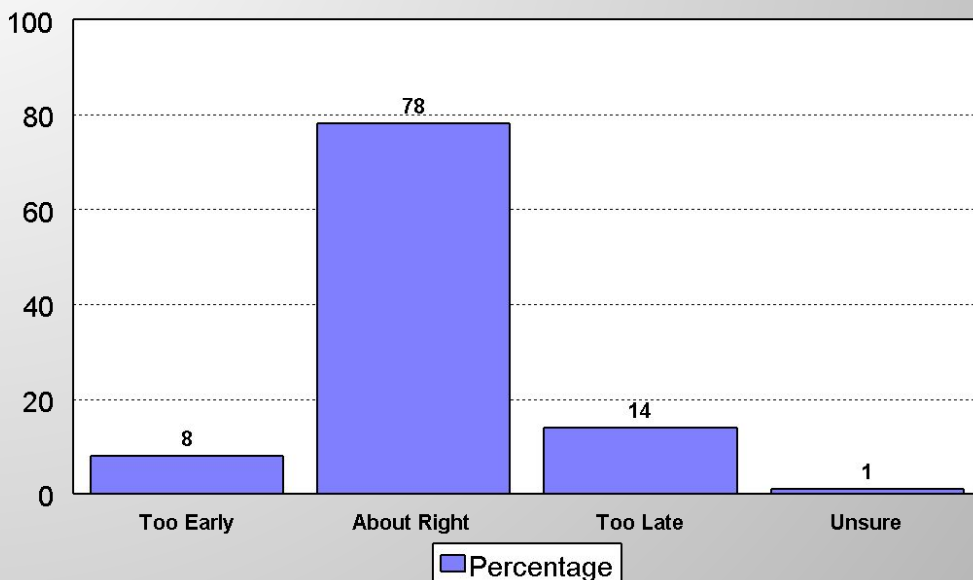
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Middle School Start Times I

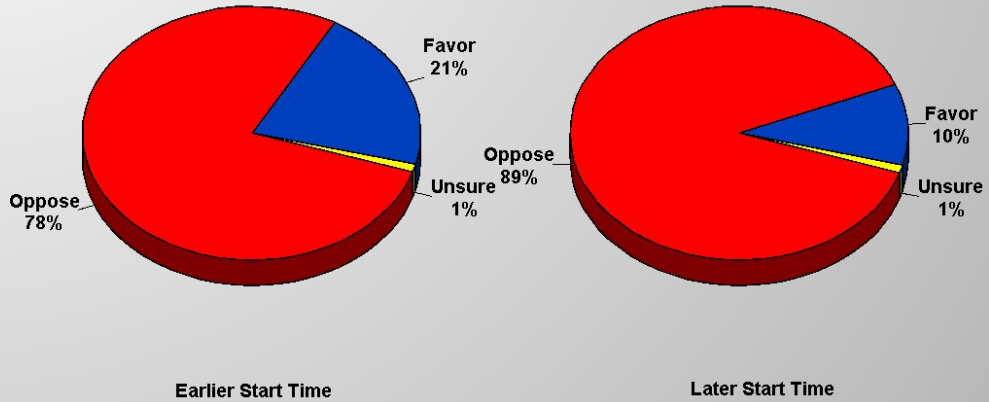
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Middle School Start Times II

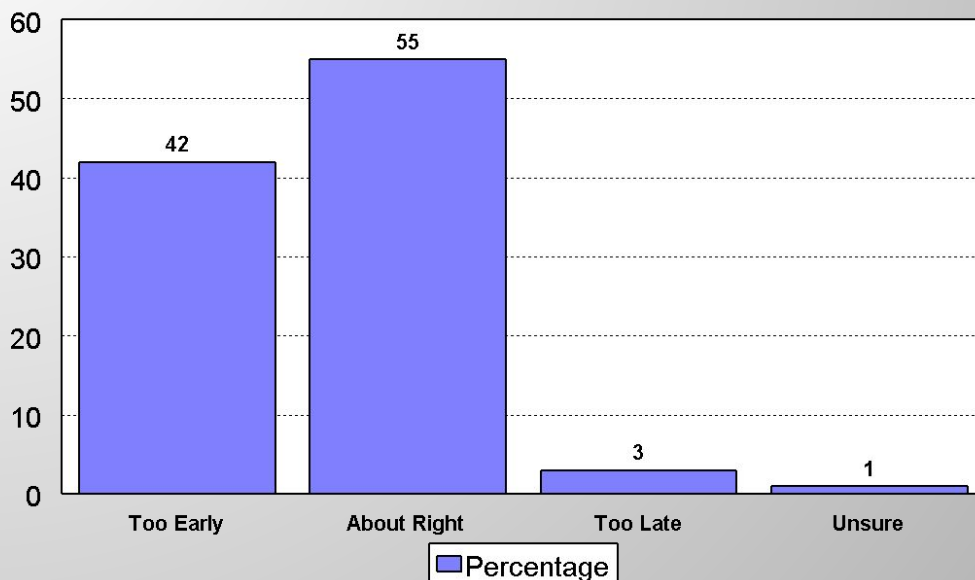
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

High School Start Times I

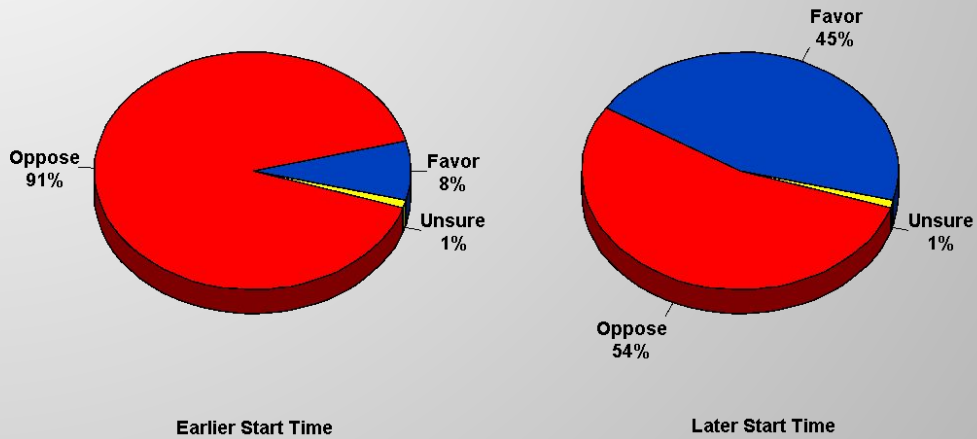
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

High School Start Times II

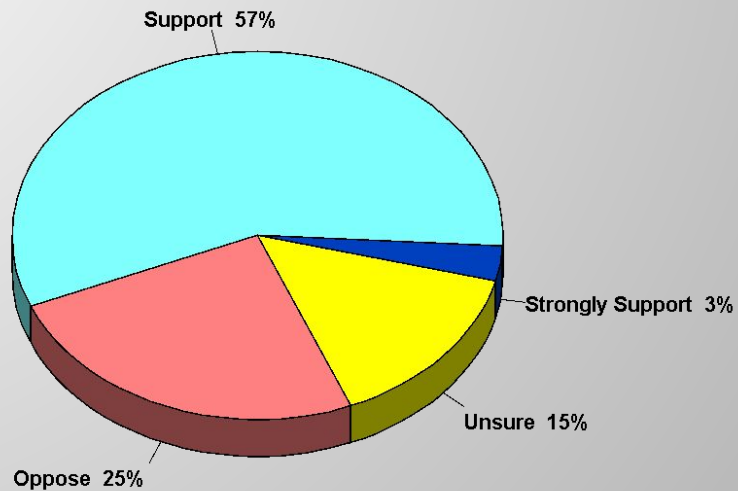
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Changing Middle School Schedule to Six Periods

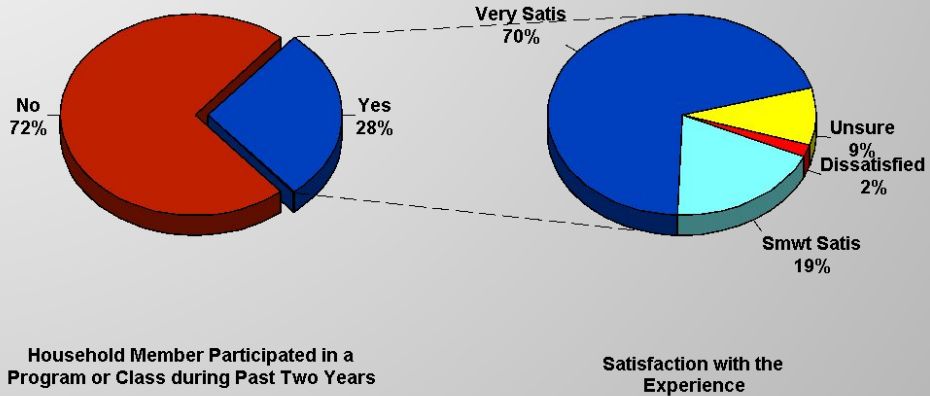
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Community Education Programs

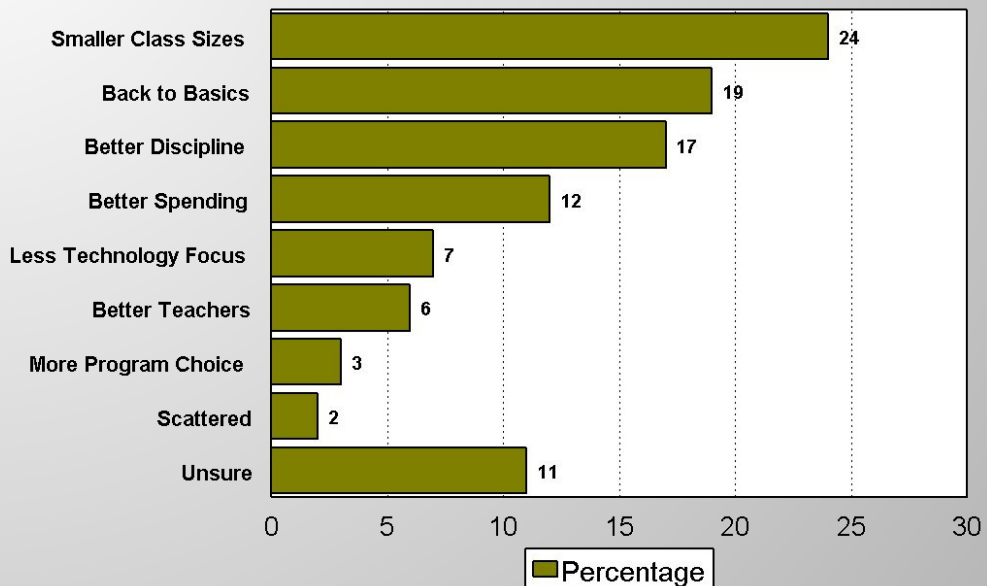
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Advise to Improve Quality

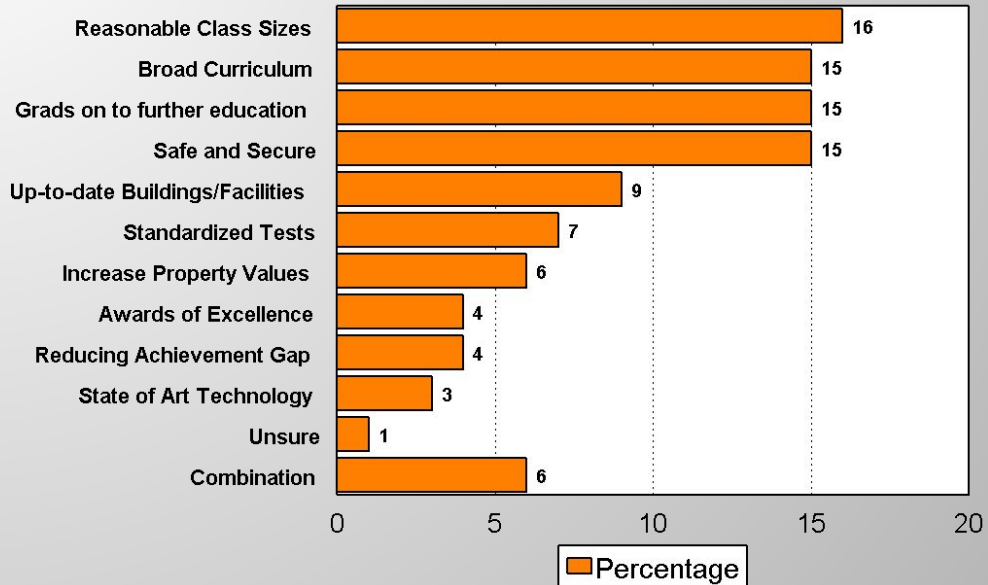
2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

Most Important Indicator of High Quality District

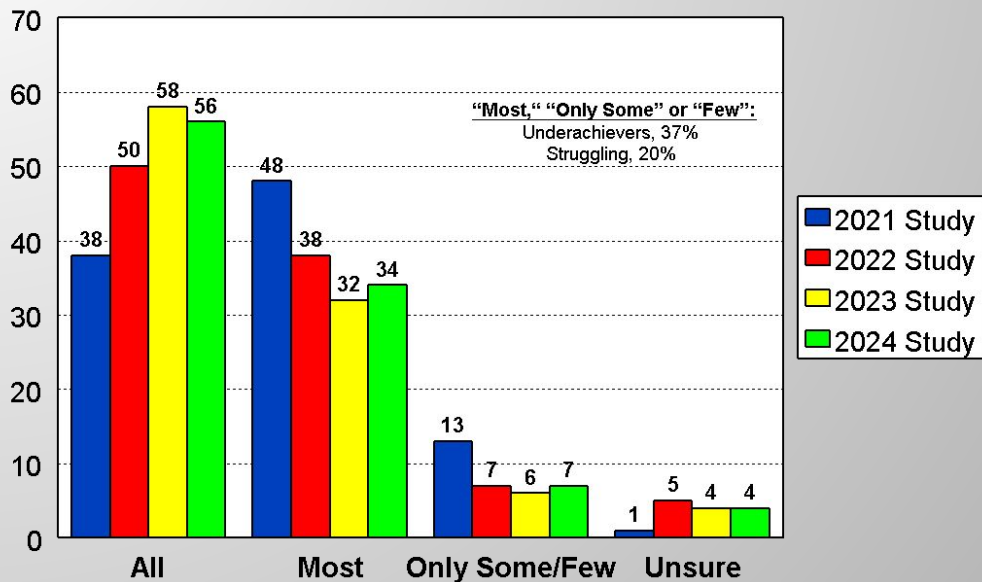
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Meeting Learning Needs

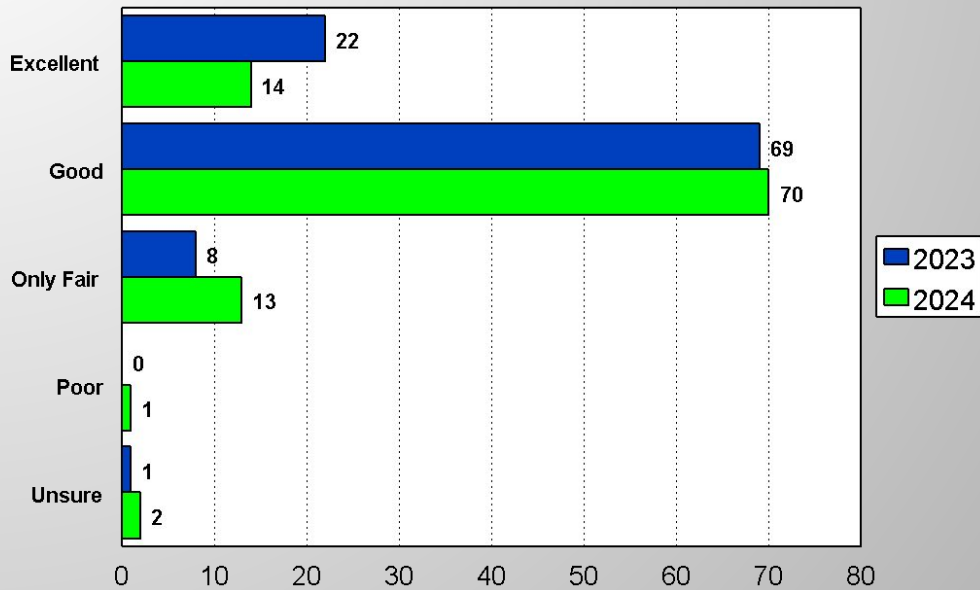
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Offering Wide Range of Educational Opportunities

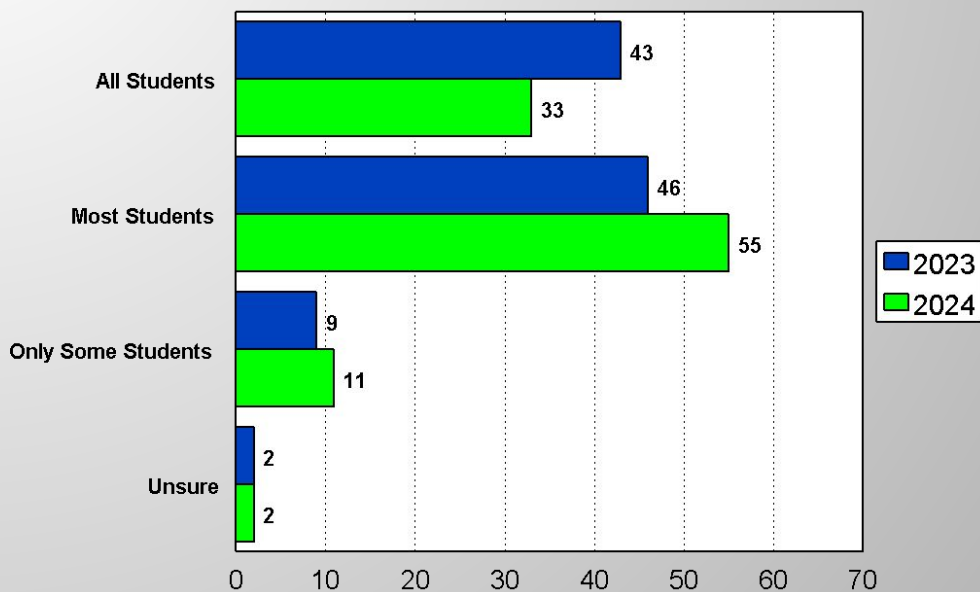
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Promote High Achievement for....

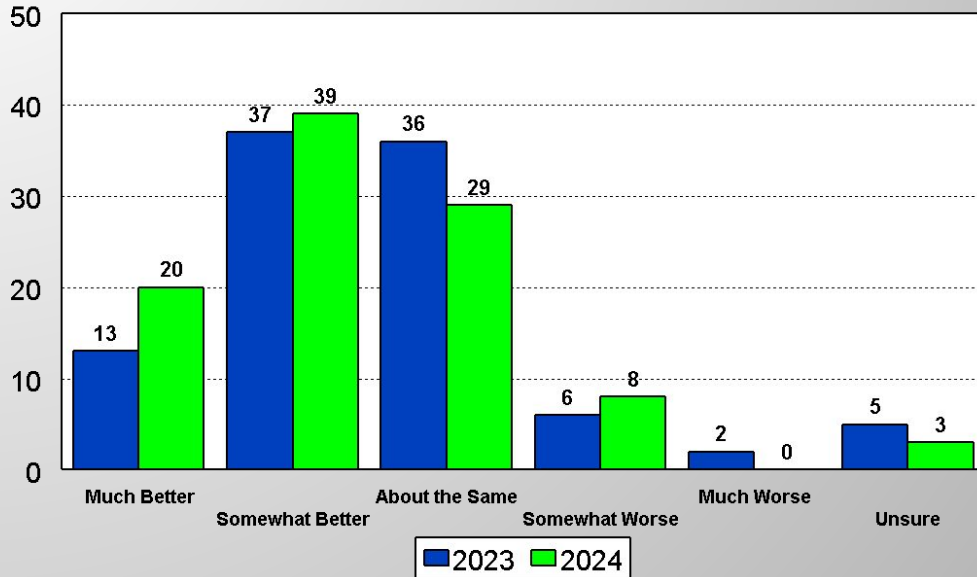
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Overtime Quality Comparison

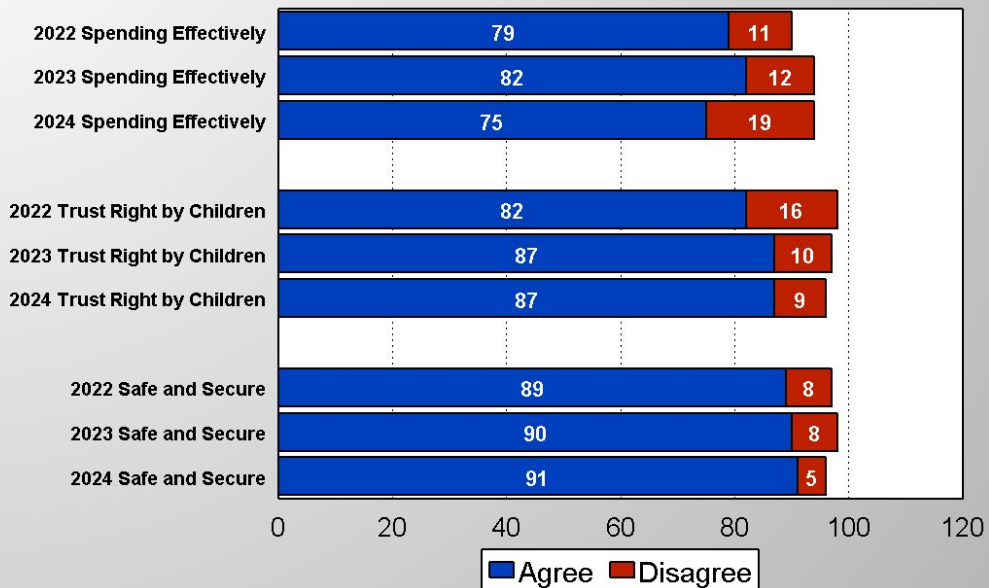
2024 Anoka-Hennepin School District Study



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Perceptions of School District I

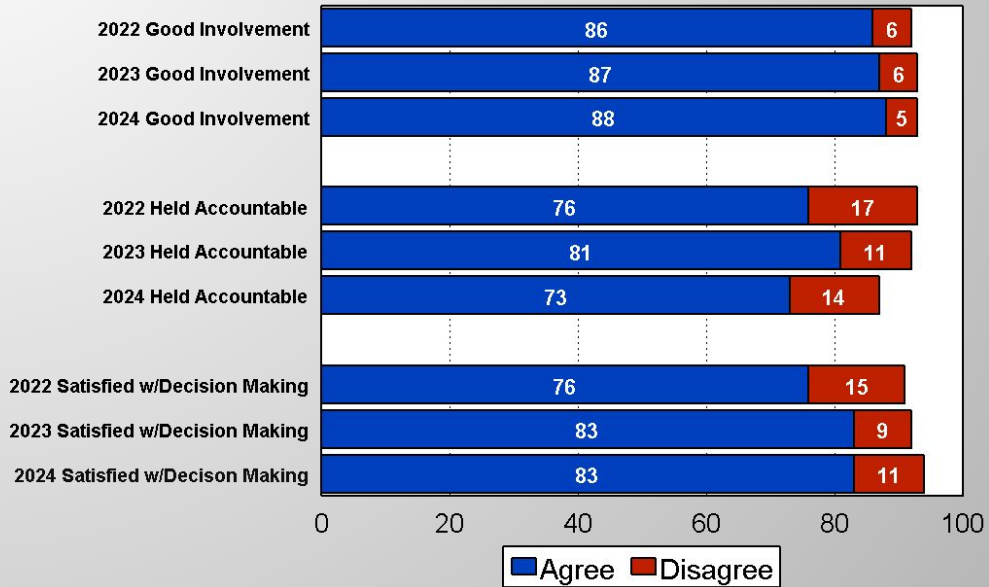
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Perceptions of School District II

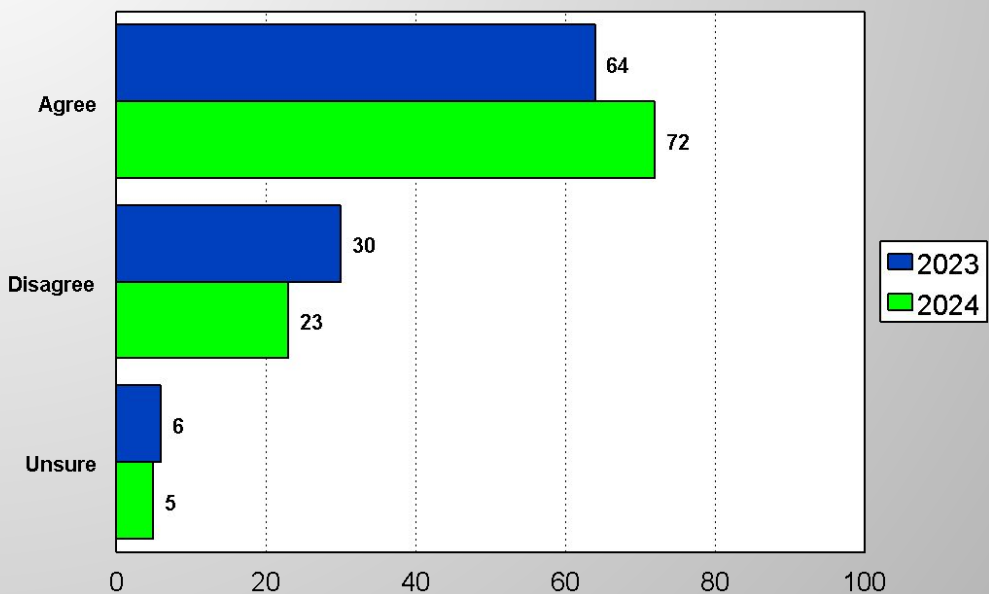
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Support Property Tax Increase to Protect Investment

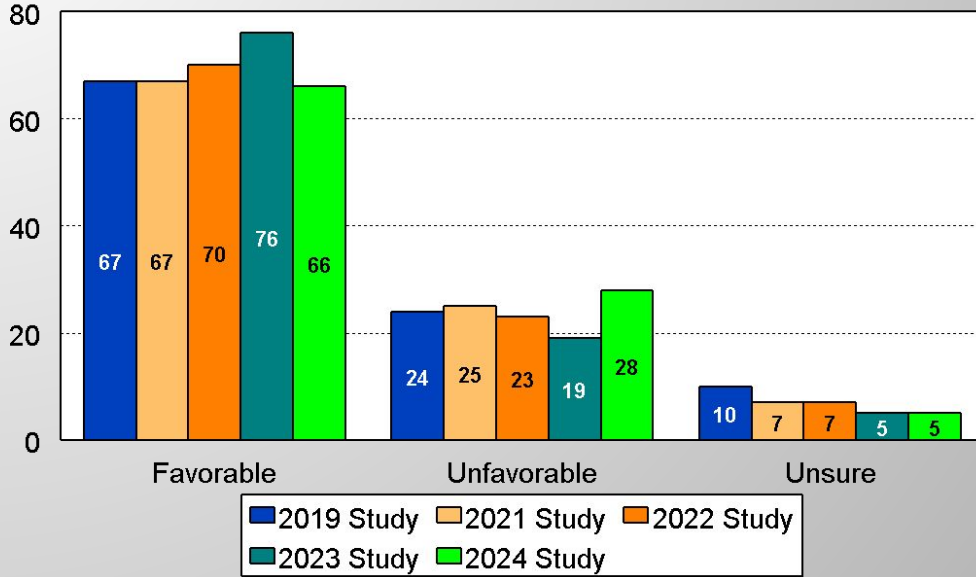
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School Board Job Performance

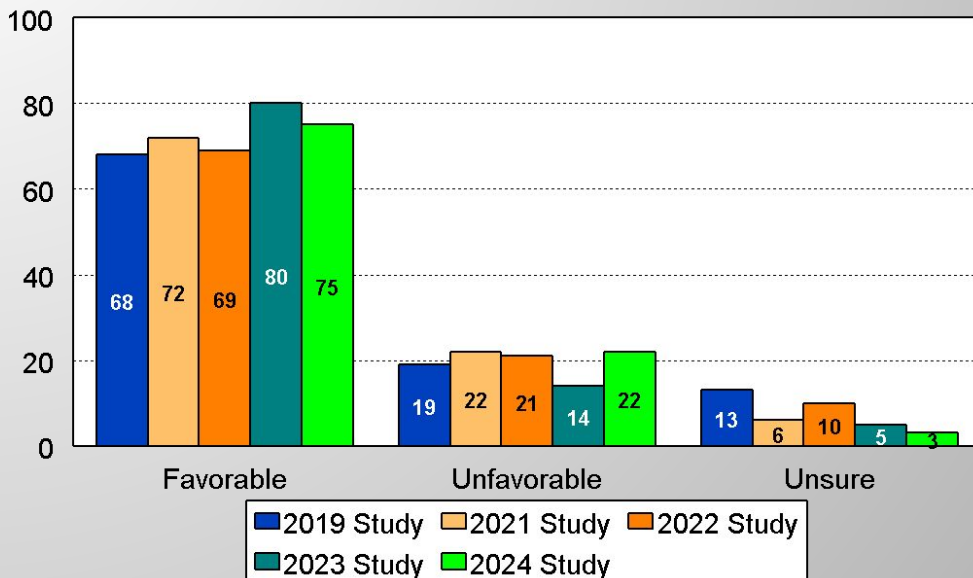
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Superintendent/Administration Job Performance

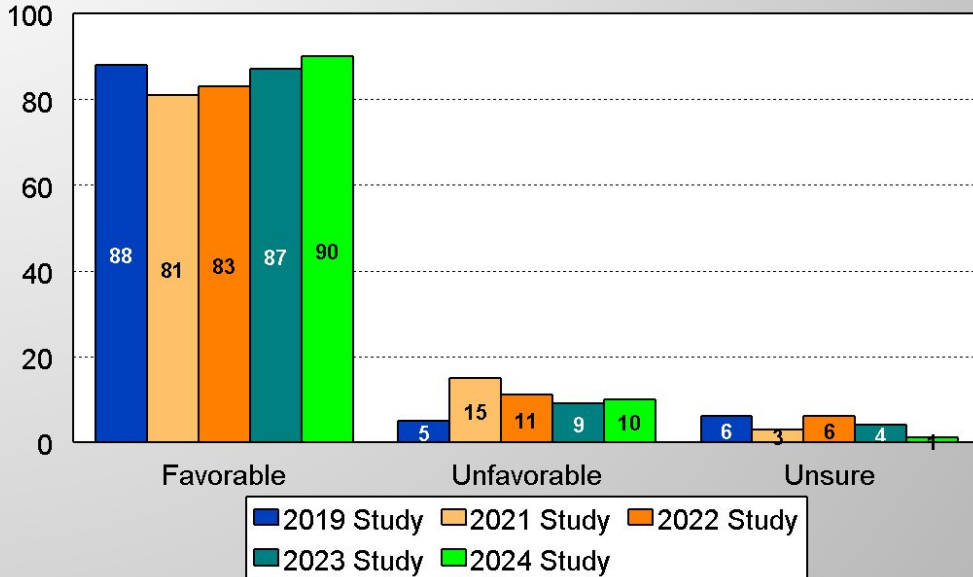
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Teachers/Instructors Job Performance

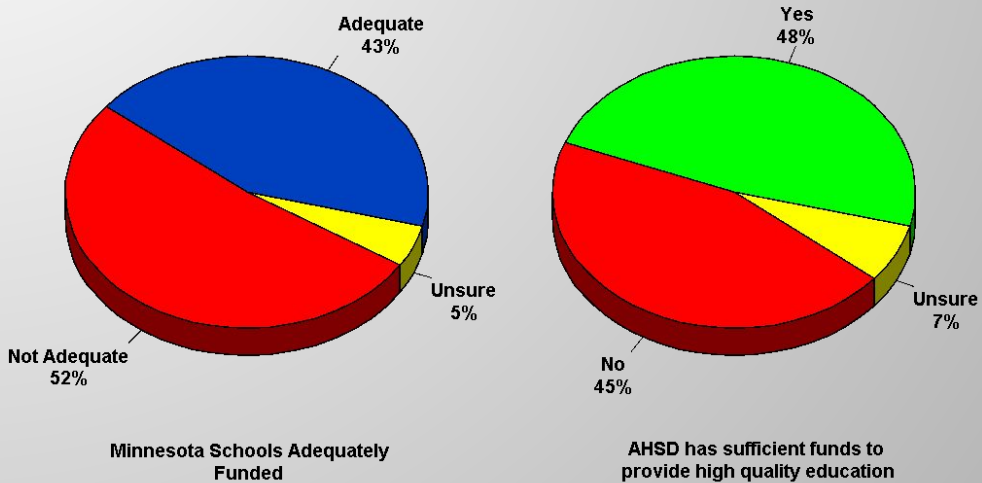
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Funding

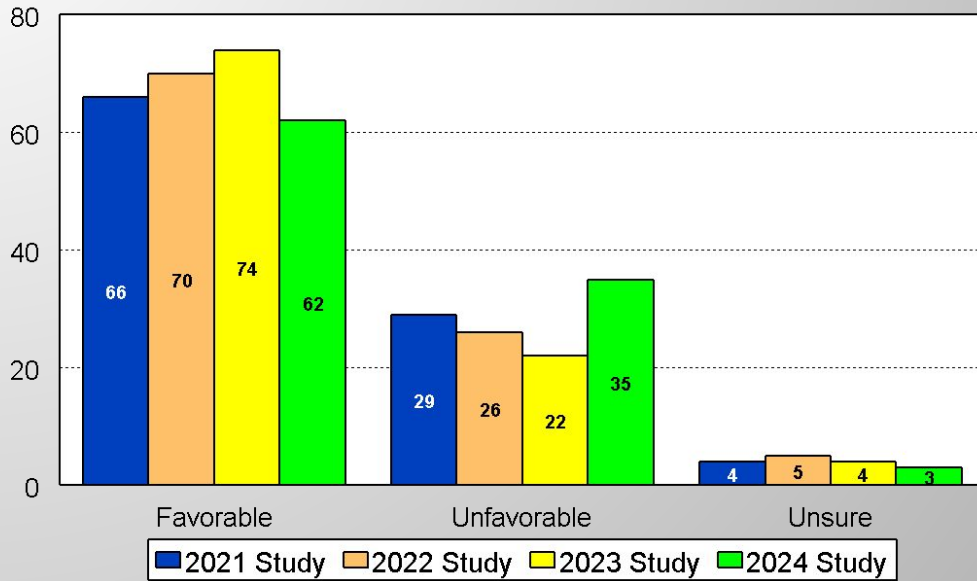
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Financial Management

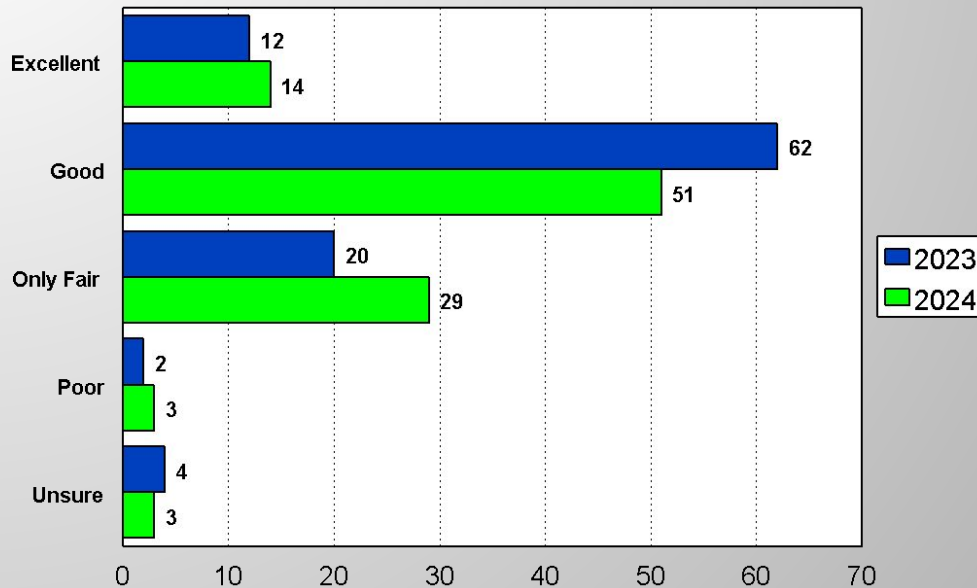
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Value Provided by AHSD

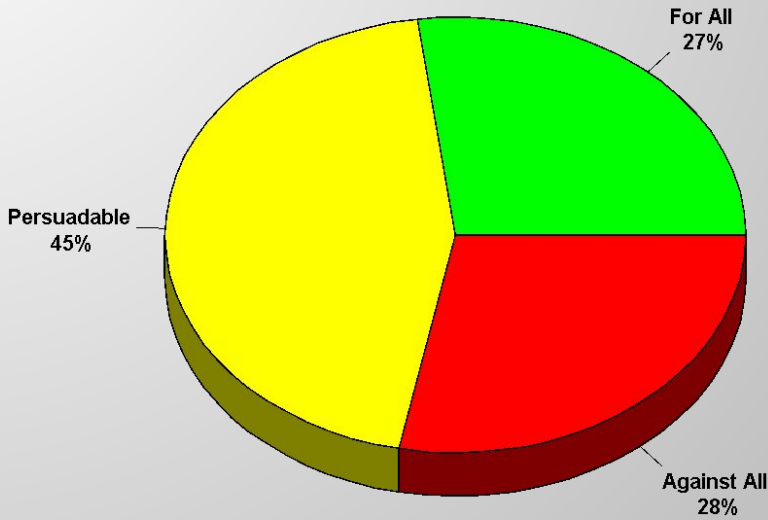
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Tax Predisposition

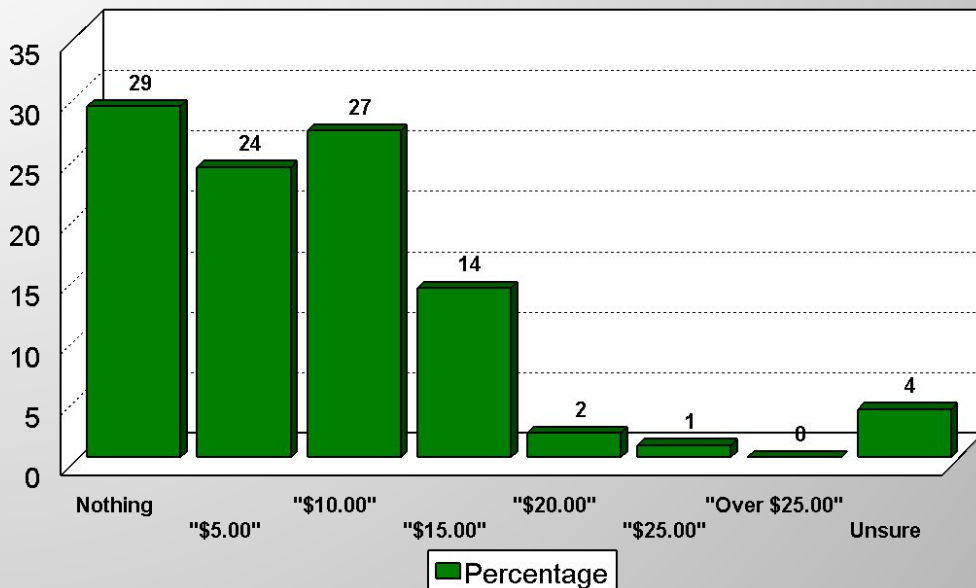
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Tax Increase for Additional Funding

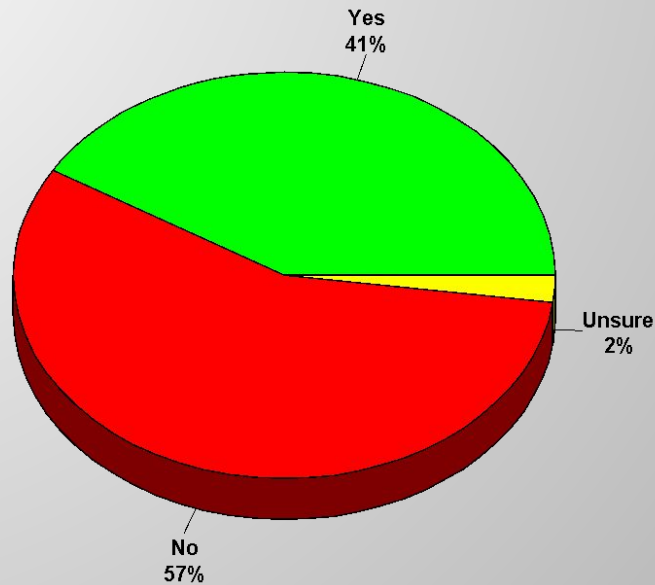
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Aware of \$20MM Budget Cuts

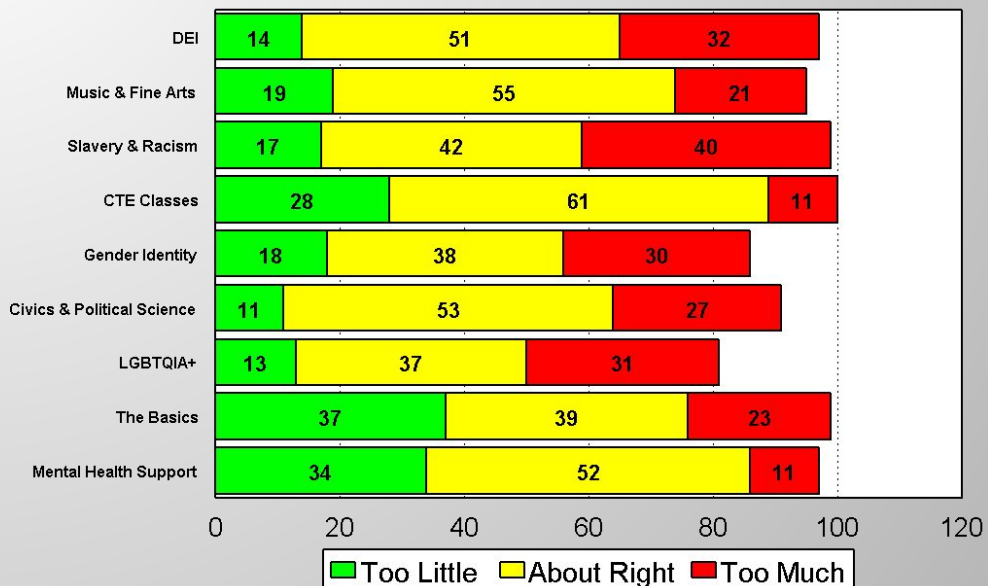
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Emphasis on Topics (Overall)

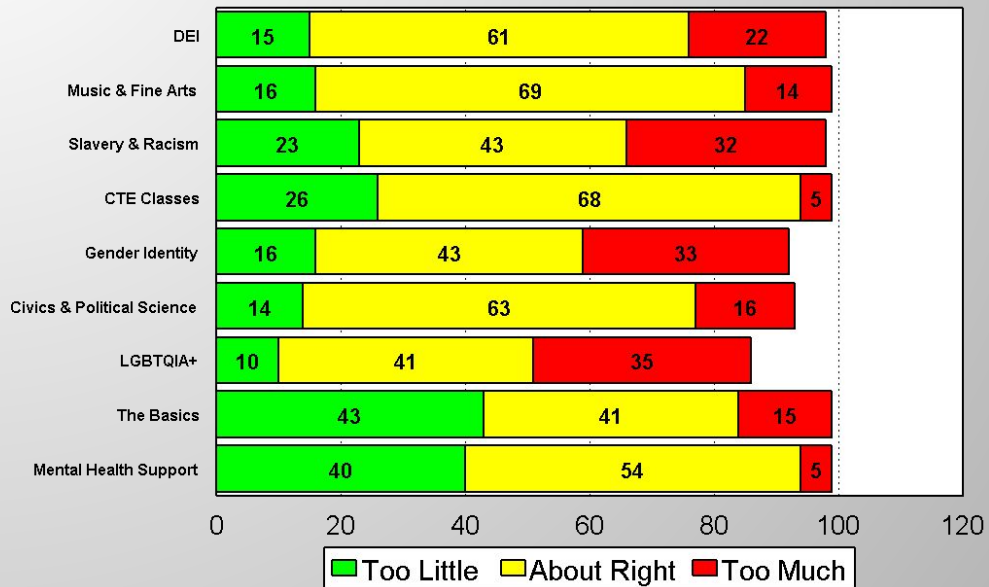
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The Morris Leatherman Company

Emphasis on Topics (Parents)

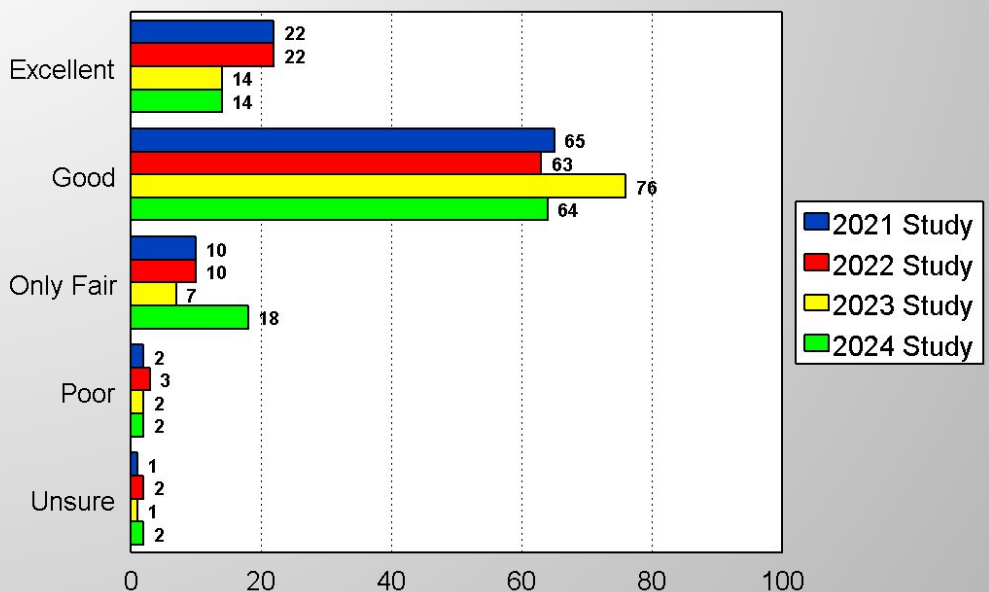
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Rating of School District Communications

2024 Anoka-Hennepin School District Study



The Morris Leatherman Company

FORM A

RESOLUTION OF GOVERNING BOARD SUPPORTING **FORM A** APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of [Name of School/District] [Click or tap here to enter text.](#) recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of [Name of School/District] [Click or tap here to enter text.](#) supports the school's application to the Minnesota State High School League Foundation for a **FORM A** grant to offset student activity fees.

[Click or tap here to enter text.](#)

Date

Board Chair/Head of School

[Click or tap here to enter text.](#)

Date

Board Clerk – Treasurer/ Finance Director



ANOKA-HENNEPIN
SCHOOLS
A future without limit

ANOKA-HENNEPIN DISTRICT 11

October 1, 2024

ENROLLMENT REPORT



ANOKA-HENNEPIN
SCHOOLS
A future without limit

October 04, 2024

To: School Board Members
Cabinet Members

From: Joel VerDuin, Chief Technology & Information Officer
Michelle VanDenTop, Director Technology & Information Services
Nick Herman, Data Integration Manager

October 1, 2024 Enrollment Report

The October 1 report is an accounting of the annual projection cycle which uses a number of assumptions, processes and data sources.

Attached is the October 1, 2024 enrollment counts report. The report includes:

- Fall Enrollment Summary (Pages 1 and 2)
- Elementary Counts & Trends (Pages 3 to 5)
- Secondary Counts & Trends (Pages 6 and 7)
- Ethnicity by School & Trends (Pages 8 to 10)
- ESL by School by Service Level (Page 11)
- F/R (Free & Reduced) Counts & Trends (Pages 12 and 13)

Total Enrollment

The total K-12 enrollment summary (page 1) shows an overall decrease of 358 students from 2023 to 2024. The October 1 count shows 292 fewer students than originally projected.

Compared to projected

Elementary

- Kindergarten enrollment has 143 less students than projected.
- Grades 1-5 are down 97 students from projected.
- K-5 counts were 240 students less than projected

Middle School

- The middle schools showed a decrease from projection, down 6 students.

High School

- There are 46 less students than projected at the high schools.

Compared to last year's Oct 1

Elementary

- Kindergarten counts decreased by 50 students from the previous year.
- Grades 1-5 count decreased by 174 students from the previous year.
- The K-5 elementary count decreased by 224 students from the previous year.

Middle School

- The middle school count increased by 78 students from the previous year.

High School

- The high school student count decreased by 212 students from the previous year.

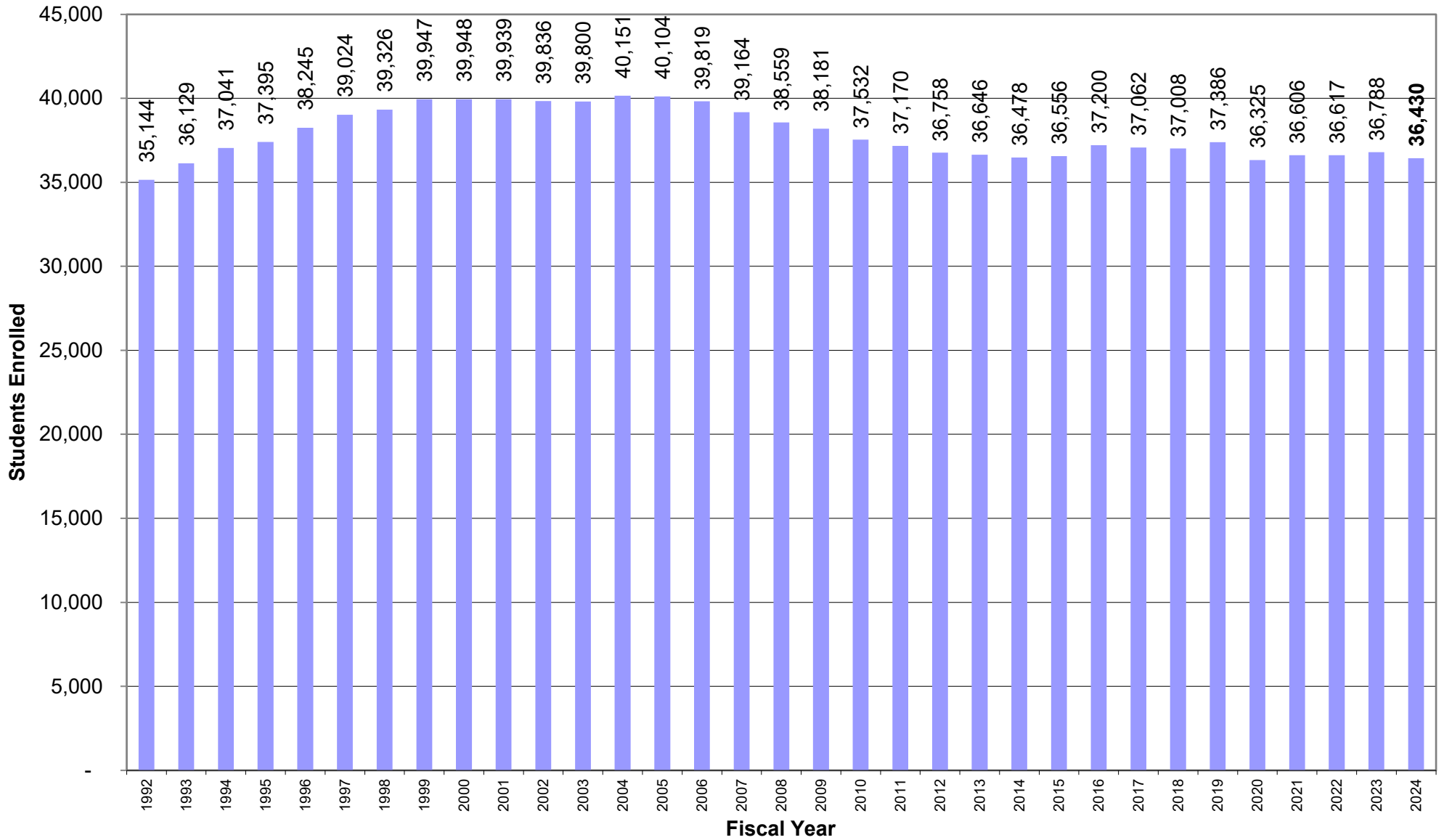
The secondary counts include those students participating in the S.T.E.P. program. The number of students participating on a full or part time basis from each of the high schools is listed on the bottom of the secondary counts page.

**Fall Enrollment Summary
October 1, 2024**

Grade Level	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	Actual	2024 Projected	Proj Diff
	Oct 1, 2016	Oct 1, 2017	Oct 1, 2018	Oct 1, 2019	Oct 1, 2020	Oct 1, 2021	Oct 1, 2022	Oct 1, 2023	Oct 1, 2024	Actual 23 to 24 Diff		
K	2,595	2,554	2,580	2,682	2,371	2,600	2,553	2,452	2,402	-50	2,545	-143
1 - 5	13,847	13,620	13,425	13,485	12,925	12,972	13,353	13,412	13,238	-174	13,335	-97
Elementary	16,442	16,174	16,005	16,167	15,296	15,572	15,906	15,864	15,640	-224	15,880	-240
6 - 8	8,824	8,958	8,966	8,952	8,653	8,488	8,443	8,341	8,419	78	8,425	-6
9 - 12	11,934	11,930	12,037	12,267	12,376	12,546	12,268	12,583	12,371	-212	12,417	-46
Secondary	20,758	20,888	21,003	21,219	21,029	21,034	20,711	20,924	20,790	-134	20,842	-52
K - 12 Totals	37,200	37,062	37,008	37,386	36,325	36,606	36,617	36,788	36,430	-358	36,722	-292
Alternative Day	399	399	85	326	342	444	413	419	466	47		
SPED Sites	288	285	238	225	343	331	312	240	366	126		
K - 12 Day Totals	37,887	37,746	37,331	37,937	37,010	37,381	37,342	37,447	37,262	-185		
Alternative Night	271	114	290	230	183	371	353	245	403	158		
EC Spec Ed	794	875	897	934	878	792	1,028	0	1,064	1,064		
KR Preschool PLUS	68	128	146	143	133	133	138	142	128	-14		
* PreK - 12 Totals	39,020	38,863	38,664	39,244	38,204	38,677	38,861	37,834	38,857	1,023		

* Includes full-time, part-time and dual-enrolled students

Anoka-Hennepin ISD11 Total Enrollment History October 1

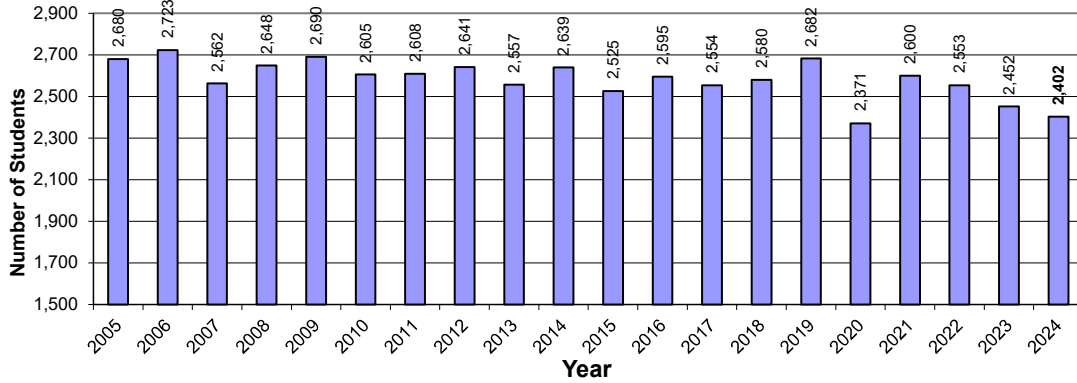


Elementary Counts
October 1, 2024

School Name	Sch#	K	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Total	Projected	
									Projected	Diff
Adams Elementary School	400	74	78	75	79	73	74	453	469	-16
Andover Elementary School	426	165	194	210	179	204	216	1,168	1,196	-28
Brookside Elementary School	432	122	111	125	138	125	157	778	783	-5
Champlin Brooklyn Park	430	88	114	114	138	135	141	730	767	-37
Crooked Lake Elementary	402	63	69	76	89	64	77	438	462	-24
Dayton Elementary School	424	98	93	105	86	88	86	556	580	-24
Eisenhower Elementary	422	60	73	64	89	102	106	494	468	26
Evergreen Park Elementary	421	94	57	63	58	59	62	393	396	-3
Hamilton Elementary School	404	68	78	61	56	53	75	391	388	3
Hoover Elementary School	405	73	77	90	80	70	82	472	469	3
Jefferson Elementary School	406	105	111	94	124	111	108	653	649	4
Johnsville Elementary	407	105	110	99	128	102	101	645	667	-22
Lincoln Elementary School	408	73	76	73	78	77	55	432	430	2
Madison Elementary School	410	46	62	55	67	69	70	369	419	-50
McKinley Elementary School	411	88	116	109	116	112	95	636	678	-42
Mississippi Elementary	412	71	69	75	87	71	66	439	452	-13
Monroe Elementary School	413	90	86	84	95	96	104	555	544	11
Morris Bye Elementary	414	67	79	74	82	84	89	475	455	20
Oxbow Creek Elementary	425	160	154	208	186	186	222	1,116	1,113	3
Ramsey Elementary School	423	154	144	148	173	147	148	914	919	-5
Rum River Elementary	427	125	127	134	158	144	162	850	860	-10
Sand Creek Elementary	417	95	82	79	104	115	83	558	574	-16
Sunrise Elementary School	431	143	181	159	166	183	185	1,017	991	26
University Ave Elementary	418	86	80	96	87	102	82	533	574	-41
Wilson Elementary School	420	89	80	99	102	100	105	575	577	-2
October 1, 2024 Elem Totals		2,402	2,501	2,569	2,745	2,672	2,751	15,640	15,880	-240
Projected		2,545	2,514	2,613	2,757	2,657	2,794	15,880		
Difference from Projected		-143	-13	-44	-12	15	-43	-240		

**Kindergarten
October 1 Enrollment
2005 - 2024**

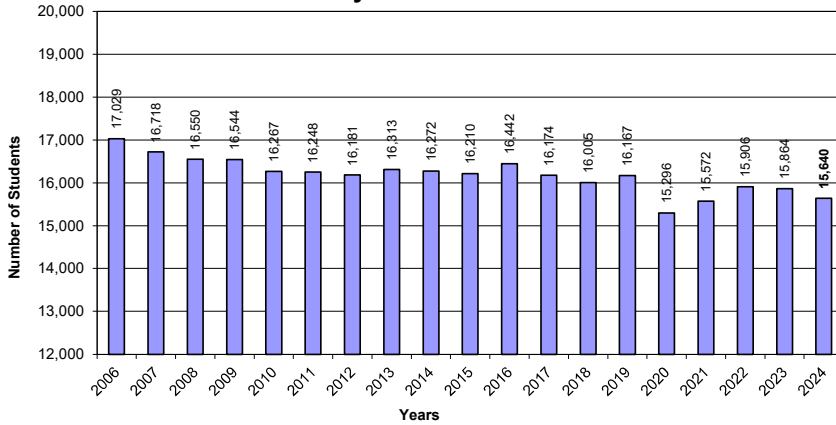
K Enrollments 2005 - 2024



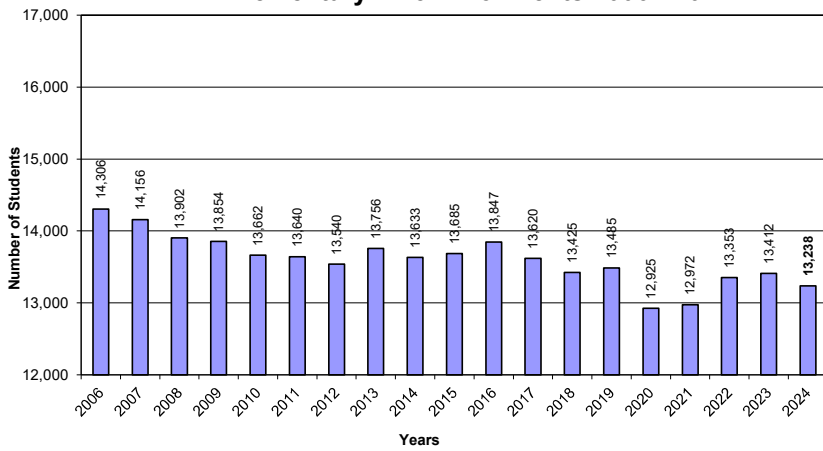
Year	K Enrollment
1994	3,053
1995	3,134
1996	3,098
1997	3,073
1998	3,005
1999	3,003
2000	2,857
2001	2,864
2002	2,772
2003	2,687
2004	2,768
2005	2,680
2006	2,723
2007	2,562
2008	2,648
2009	2,690
2010	2,605
2011	2,608
2012	2,641
2013	2,557
2014	2,639
2015	2,525
2016	2,595
2017	2,554
2018	2,580
2019	2,682
2020	2,371
2021	2,600
2022	2,553
2023	2,452
2024	2,402

**Elementary Enrollments Grades K - 5
October 1 Enrollment
2006 - 2024**

Elementary K - 5 Enrollments 2006 - 2024



Elementary 1 - 5 Enrollments 2006 - 2024



Year	K-5	Year	K	Year	1-5
1993	18,304	1993	3,066	1993	15,238
1994	18,294	1994	3,053	1994	15,241
1995	18,693	1995	3,134	1995	15,559
1996	18,759	1996	3,098	1996	15,661
1997	18,776	1997	3,073	1997	15,703
1998	18,789	1998	3,005	1998	15,784
1999	18,869	1999	3,003	1999	15,866
2000	18,602	2000	2,857	2000	15,745
2001	18,214	2001	2,864	2001	15,350
2002	17,774	2002	2,772	2002	15,002
2003	17,565	2003	2,687	2003	14,878
2004	17,461	2004	2,768	2004	14,693
2005	17,224	2005	2,680	2005	14,544
2006	17,029	2006	2,723	2006	14,306
2007	16,718	2007	2,562	2007	14,156
2008	16,550	2008	2,648	2008	13,902
2009	16,544	2009	2,690	2009	13,854
2010	16,267	2010	2,605	2010	13,662
2011	16,248	2011	2,608	2011	13,640
2012	16,181	2012	2,641	2012	13,540
2013	16,313	2013	2,557	2013	13,756
2014	16,272	2014	2,639	2014	13,633
2015	16,210	2015	2,525	2015	13,685
2016	16,442	2016	2,595	2016	13,847
2017	16,174	2017	2,554	2017	13,620
2018	16,005	2018	2,580	2018	13,425
2019	16,167	2019	2,682	2019	13,485
2020	15,296	2020	2,371	2020	12,925
2021	15,572	2021	2,600	2021	12,972
2022	15,906	2022	2,553	2022	13,353
2023	15,864	2023	2,452	2023	13,412
2024	15,640	2024	2,402	2024	13,238

**Secondary Counts
October 1, 2024**

School Name	Sch#	6	7	8	9	10	11	12	Total	Projected	
										Projected	Diff
Andover High School	0094				457	446	439	453	1,795	1,789	6
Anoka High School	0001				592	603	620	560	2,375	2,422	-47
Blaine High School	0091				781	832	783	790	3,186	3,104	82
Champlin Park High School	0192				746	745	720	801	3,012	3,001	11
Coon Rapids High School	0002				507	506	538	452	2,003	2,101	-98
High School Totals					3,083	3,132	3,100	3,056	12,371	12,417	-46
Anoka Middle School	0003	543	526	525					1,594	1,629	-35
Coon Rapids Middle School	0004	432	435	430					1,297	1,333	-36
Jackson Middle School	0006	686	657	695					2,038	2,015	23
Northdale Middle School	0090	403	373	335					1,111	1,127	-16
Oak View Middle School	0193	424	425	441					1,290	1,282	8
Roosevelt Middle School	0195	398	335	356					1,089	1,039	50
Middle School Totals		2,886	2,751	2,782					8,419	8,425	-6
Secondary Totals		2,886	2,751	2,782	3,083	3,132	3,100	3,056	20,790	20,842	-52
Projected Secondary Difference		2,741	2,848	2,950	3,121	3,293	3,139	3,010	21,102		
		145	-97	-168	-38	-161	-39	46	-312		

Alternative & Special Education Programs

School Name	Sch#	K-5	6	7	8	9	10	11	12	Total
A-H Technical HS	0434	0	0	0	0	0	0	0	136	136
Anthony Louis	0464	0	0	0	1	4	1	3	2	11
Compass Bell Center	0812	0	0	4	21	12	1	3	4	45
Compass On Line	0680	0	0	0	0	3	6	5	7	21
Sandburg Regional HS	0122	0	0	0	0	0	41	74	138	253
Alternative Day Totals		0	0	4	22	19	49	85	287	466
A-H Regional Night School	0111						44	114	245	403
Alternative Totals		0	0	4	22	19	93	199	532	869
* Not full-time equivalent										
		PreK-5	6	7	8	9	10	11	12	
Early Childhood Spec Ed	0437	1,064	0	0	0	0	0	0	0	1,064
Rivertrail Learning Center	0467	33	11	15	19	19	14	15	10	136
Two Rivers Transition Program	0470	0	0	0	0	0	0	0	230	230
Total Special Education Sites		1,097	11	15	19	19	14	15	240	1,430

** Part time students

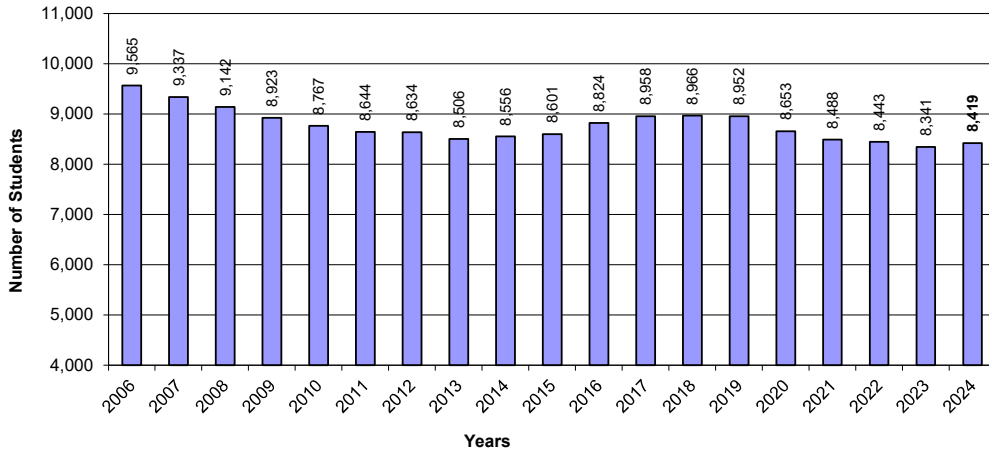
Sec Tech Ed Program	0198	Full Time				Part Time				Site Totals
		Gr 10	Gr 11	Gr 12	FT Total	Gr 10	Gr 11	Gr 12	PT Total	
Andover High School		0	1	7	8	19	82	90	191	199
Anoka High School		0	0	2	2	8	83	146	237	239
Blaine High School		0	2	4	6	16	88	154	258	264
Champlin Park High School		0	2	6	8	57	140	218	415	423
Coon Rapids High School		0	0	1	1	15	113	119	247	248
Alternative Schools		0	2	5	7	1	15	60	76	83

STEP students are included in home high school counts above except the Out of District/Non Public

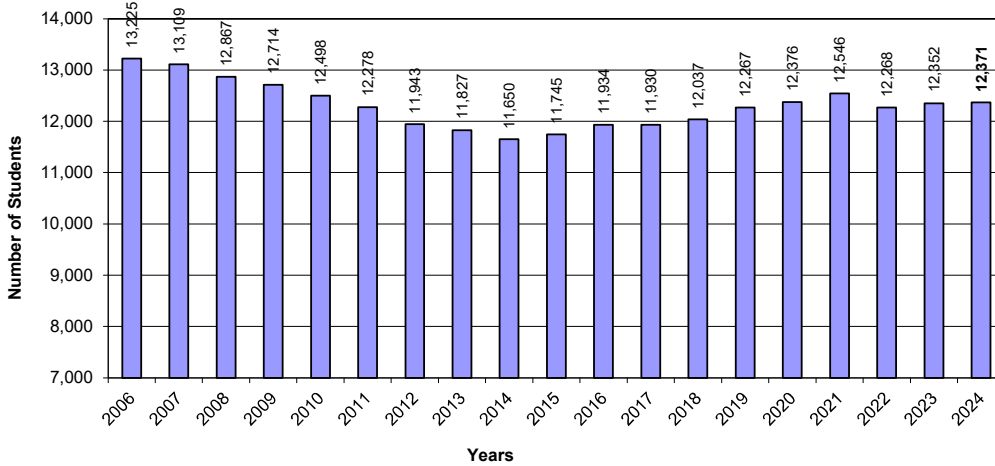
		Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Total
A-H Online Program	0898	0	0	0	10	14	39	94	157

**Secondary Enrollments Grades 6 - 12
October 1 Enrollment
2006-2024**

Middle School Grades 6 - 8 Enrollments 2006-2024

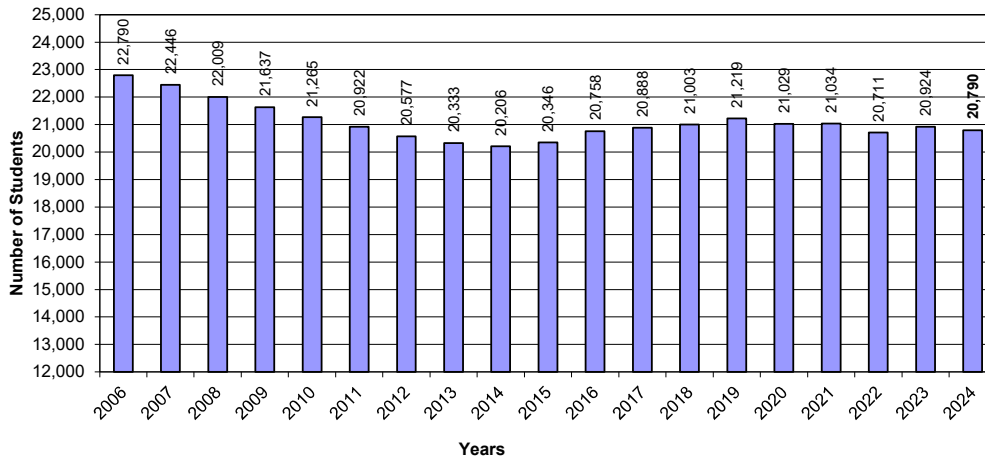


High School Grades 9 - 12 Enrollments 2006 - 2024



Year	Enrollment	Gr 9-12 Enrollment	Gr 6-8 Enrollment
1990	16,830		
1991	17,409		
1992	18,152	9,692	8,460
1993	18,737	10,003	8,734
1994	19,101	10,368	8,733
1995	19,552	10,728	8,824
1996	20,265	11,182	9,083
1997	20,550	11,314	9,236
1998	20,937	11,518	9,419
1999	21,078	11,727	9,351
2000	21,346	11,938	9,408
2001	21,725	12,145	9,580
2002	22,062	12,425	9,637
2003	22,235	12,568	9,667
2004	22,690	12,979	9,711
2005	22,880	13,181	9,699
2006	22,790	13,225	9,565
2007	22,446	13,109	9,337
2008	22,009	12,867	9,142
2009	21,637	12,714	8,923
2010	21,265	12,498	8,767
2011	20,922	12,278	8,644
2012	20,577	11,943	8,634
2013	20,333	11,827	8,506
2014	20,206	11,650	8,556
2015	20,346	11,745	8,601
2016	20,758	11,934	8,824
2017	20,888	11,930	8,958
2018	21,003	12,037	8,966
2019	21,219	12,267	8,952
2020	21,029	12,376	8,653
2021	21,034	12,546	8,488
2022	20,711	12,268	8,443
2023	20,924	12,352	8,341
2024	20,790	12,371	8,419

Secondary 6 - 12 Enrollments 2006 - 2024



State Ethnicity by School

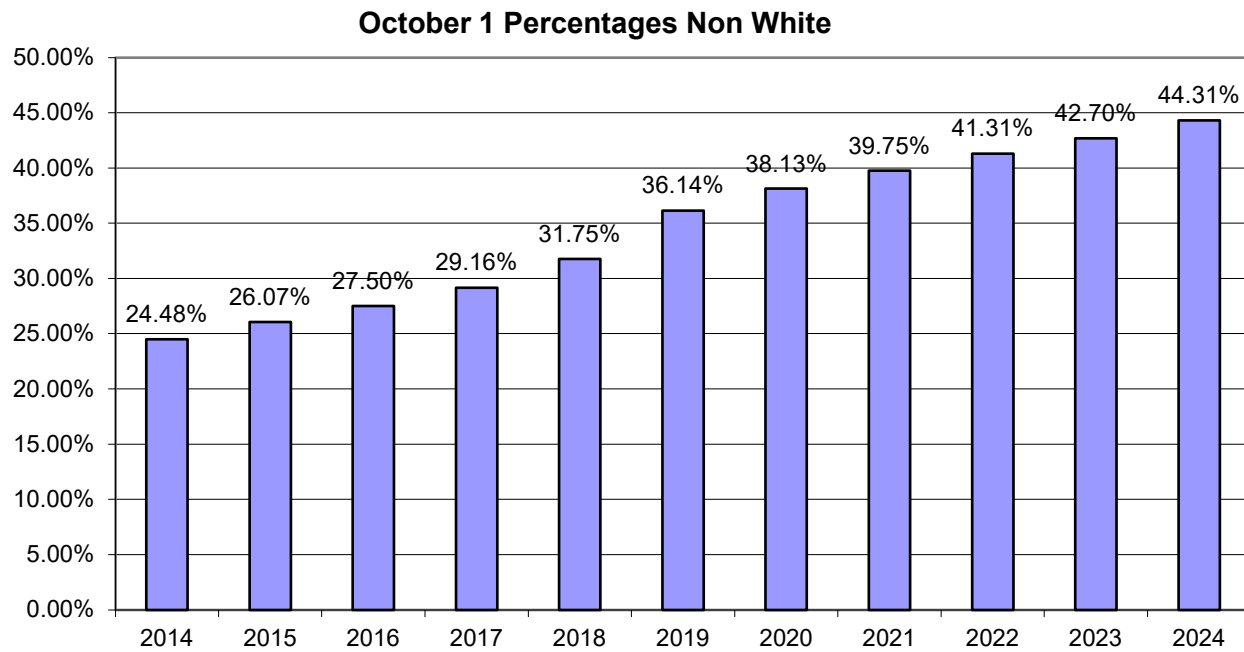
October 1, 2024

School Name	Enrolled	% NonWhite					Other		Two or More	White
			American Indian	Asian	Black	Hispanic	Indigenous Peoples	Pacific Islander		
Elementary Schools										
Adams Elementary School	453	65.78%	16	73	117	51	2	0	39	155
Andover Elementary School	1168	23.12%	28	77	58	56	0	0	51	898
Brookside Elementary School	778	26.48%	19	64	52	35	0	0	36	572
Champlin Brooklyn Park	730	49.73%	24	100	129	47	2	0	61	367
Crooked Lake Elementary	438	28.77%	6	34	36	27	0	0	23	312
Dayton Elementary School	556	44.24%	18	43	86	68	0	1	30	310
Eisenhower Elementary	494	50.81%	18	61	44	78	1	0	49	243
Evergreen Park Elementary	393	92.37%	14	109	128	82	0	0	30	30
Hamilton Elementary School	391	61.89%	18	58	96	33	0	0	37	149
Hoover Elementary School	472	47.67%	26	48	64	46	0	0	41	247
Jefferson Elementary School	653	50.84%	17	91	119	58	0	0	47	321
Johnsville Elementary	645	43.57%	21	52	124	36	0	0	48	364
Lincoln Elementary School	432	42.36%	19	25	54	39	2	0	44	249
Madison Elementary School	369	43.63%	19	53	37	39	0	0	13	208
McKinley Elementary School	636	19.18%	19	48	13	18	0	0	24	514
Mississippi Elementary	439	50.80%	21	57	85	27	0	2	31	216
Monroe Elementary School	555	76.94%	13	167	132	51	3	0	61	128
Morris Bye Elementary	475	54.32%	23	75	98	23	1	0	38	217
Oxbow Creek Elementary	1116	39.07%	28	126	140	60	1	0	81	680
Ramsey Elementary School	914	54.81%	23	104	258	60	0	1	55	413
Rum River Elementary	850	19.41%	18	40	35	39	0	0	33	685
Sand Creek Elementary	558	50.00%	22	61	100	41	0	1	54	279
Sunrise Elementary School	1017	38.05%	22	92	186	27	1	1	58	630
University Ave Elementary	533	57.22%	21	53	132	55	0	0	44	228
Wilson Elementary School	575	44.35%	17	59	102	33	0	0	44	320
Elementary Totals	15640	44.15%	490	1770	2425	1129	13	6	1072	8735
Middle Schools										
Anoka Middle School	1594	41.41%	71	109	277	89	0	1	113	934
Coon Rapids Middle School	1297	56.28%	48	153	299	122	1	1	106	567
Jackson Middle School	2038	56.18%	56	361	396	180	0	1	151	893
Northdale Middle School	1111	47.16%	46	122	175	108	1	1	71	587
Oak View Middle School	1290	25.19%	33	84	89	62	0	0	57	965
Roosevelt Middle School	1089	34.89%	24	107	145	49	1	0	54	709
Middle School Totals	8419	44.71%	278	936	1381	610	3	4	552	4655
High Schools										
Andover High School	1795	21.45%	40	90	109	73	0	0	73	1410
Anoka High School	2375	37.60%	93	165	360	141	1	1	132	1482
Blaine High School	3186	42.88%	78	351	531	218	1	2	185	1820
Champlin Park High School	3012	57.27%	63	443	710	278	2	1	228	1287
Coon Rapids High School	2003	55.77%	91	237	464	181	1	4	139	886
High School Totals	12371	44.35%	365	1286	2174	891	5	8	757	6885
District Totals	36430	44.35%	1133	3992	5980	2630	21	18	2381	20275
			3.11%	10.96%	16.42%	7.22%	0.06%	0.05%	6.54%	55.65%

**Federal Ethnicity by School
October 1, 2024**

School Name	Enrolled	% NonWhite	American Indian	Asian	Hispanic	Black	White	Pacific Islander	Two or More
Elementary Schools									
Adams Elementary School	453	65.56%	2	73	52	117	156	0	53
Andover Elementary School	1168	23.12%	2	77	61	58	898	0	72
Brookside Elementary School	778	26.48%	2	64	37	52	572	0	51
Champlin Brooklyn Park	730	49.73%	6	100	51	129	367	0	77
Crooked Lake Elementary	438	28.77%	2	34	27	36	312	0	27
Dayton Elementary School	556	44.24%	7	43	69	86	310	1	40
Eisenhower Elementary	494	50.81%	4	61	79	44	243	0	63
Evergreen Park Elementary	393	92.37%	0	109	88	128	30	0	38
Hamilton Elementary School	391	61.89%	4	58	33	96	149	0	51
Hoover Elementary School	472	47.67%	3	48	50	64	247	0	60
Jefferson Elementary School	653	50.84%	3	91	60	119	321	0	59
Johnsville Elementary	645	43.57%	0	52	41	124	364	0	64
Lincoln Elementary School	432	42.13%	5	25	43	54	250	0	55
Madison Elementary School	369	43.63%	2	53	42	37	208	0	27
McKinley Elementary School	636	19.18%	0	48	18	13	514	0	43
Mississippi Elementary	439	50.80%	0	57	30	85	216	2	49
Monroe Elementary School	555	76.94%	4	167	51	132	128	0	73
Morris Bye Elementary	475	54.32%	5	75	24	98	217	0	56
Oxbow Creek Elementary	1116	38.89%	4	126	64	140	682	0	100
Ramsey Elementary School	914	54.70%	3	104	61	259	414	1	72
Rum River Elementary	850	19.41%	1	40	40	35	685	0	49
Sand Creek Elementary	558	50.00%	6	61	46	100	279	1	65
Sunrise Elementary School	1017	37.86%	2	92	33	186	632	1	71
University Ave Elementary	533	57.22%	5	53	57	132	228	0	58
Wilson Elementary School	575	44.35%	4	59	34	102	320	0	56
Elementary Totals	15640	44.10%	76	1770	1191	2426	8742	6	1429
Middle Schools									
Anoka Middle School	1594	41.41%	13	109	98	277	934	1	162
Coon Rapids Middle School	1297	56.21%	7	153	125	299	568	1	144
Jackson Middle School	2038	56.18%	12	361	187	396	893	1	188
Northdale Middle School	1111	47.16%	4	122	118	175	587	1	104
Oak View Middle School	1290	25.19%	3	84	66	89	965	0	83
Roosevelt Middle School	1089	34.89%	3	107	53	145	709	0	72
Middle School Totals	8419	44.70%	42	936	647	1381	4656	4	753
High Schools									
Andover High School	1795	21.34%	5	90	78	109	1412	0	101
Anoka High School	2375	37.60%	17	165	156	361	1482	1	193
Blaine High School	3186	42.81%	17	351	230	532	1822	2	232
Champlin Park High School	3012	57.24%	16	443	289	710	1288	1	265
Coon Rapids High School	2003	55.77%	18	237	183	464	886	4	211
High School Totals	12371	44.31%	73	1286	936	2176	6890	8	1002
District Totals	36430	44.31%	191	3992	2774	5983	20288	18	3184
			0.52%	10.96%	7.61%	16.42%	55.69%	0.05%	8.74%
	Enrolled	NonWhite	American Indian	Asian	Hispanic	Black	White	Pacific Islander	Two or More
2024-25 Year	36430	44.31%	0.52%	10.96%	7.61%	16.42%	55.69%	0.05%	8.74%
2023-24 Year	36788	42.70%	0.51%	10.21%	7.56%	15.72%	57.30%	0.05%	8.64%
2022-23 Year	36617	41.31%	0.49%	9.87%	7.26%	15.04%	58.69%	0.05%	8.59%
2021-22 Year	36,606	39.75%	0.49%	9.34%	7.16%	14.31%	60.25%	0.07%	8.39%
2020-21 Year	36,325	38.13%	0.57%	8.85%	6.90%	13.40%	61.87%	0.07%	8.33%
2019-20 Year	37,386	36.14%	0.58%	8.43%	6.59%	12.67%	63.86%	0.06%	7.82%
2018-19 Year	37,008	31.75%	0.62%	7.90%	5.86%	12.01%	68.25%	0.11%	5.25%
2017-18 Year	37,062	29.05%	1.58%	8.60%	5.31%	13.56%	70.58%	-	-
2016-17 Year	37,200	27.50%	1.48%	8.27%	5.12%	12.63%	72.50%	-	-
2015-16 Year	36,556	26.07%	1.47%	7.76%	4.80%	12.04%	73.93%	-	-
2014-15 Year	36,478	24.48%	1.44%	7.32%	4.49%	11.22%	75.52%	-	-
2013-14 Year	36,646	23.28%	1.41%	6.95%	4.26%	10.66%	76.72%	-	-
2012-13 Year	36,758	22.22%	1.38%	6.59%	4.08%	10.17%	77.78%	-	-
2011-12 Year	37,170	21.88%	1.34%	6.50%	3.98%	10.06%	78.12%	-	-
2010-11 Year	37,532	21.48%	1.32%	6.50%	3.94%	9.73%	78.52%	-	-
2009-10 Year	38,181	20.99%	1.30%	6.42%	3.85%	9.42%	79.01%	-	-
2008-09 Year	38,559	20.40%	1.33%	6.39%	3.60%	9.08%	79.60%	-	-
2007-08 Year	39,164	18.92%	1.20%	6.19%	3.19%	8.33%	81.08%	-	-

District Percent Non White



Year	Percent by Ethnic Group							
	NonWhite	Native Am	Asian	Hispanic	Black	White	Pacific Islander	Two or More
2011	21.88%	1.34%	6.50%	3.98%	10.06%	78.12%	-	-
2012	22.22%	1.38%	6.59%	4.08%	10.17%	77.78%	-	-
2013	23.28%	1.41%	6.95%	4.26%	10.66%	76.72%	-	-
2014	24.48%	1.44%	7.32%	4.49%	11.22%	75.52%	-	-
2015	26.07%	1.47%	7.76%	4.80%	12.04%	73.93%	-	-
2016	27.50%	1.48%	8.27%	5.12%	12.63%	72.50%	-	-
2017	29.16%	1.58%	8.64%	5.33%	13.61%	70.84%	-	-
2018	31.75%	0.62%	7.90%	5.86%	12.01%	68.25%	0.11%	5.25%
2019	36.14%	0.58%	8.43%	6.59%	12.67%	63.86%	0.06%	7.82%
2020	38.13%	0.57%	8.85%	6.90%	13.40%	61.87%	0.07%	8.33%
2021	39.75%	0.49%	9.34%	7.16%	14.31%	60.25%	0.07%	8.39%
2022	41.31%	0.49%	9.87%	7.26%	15.04%	58.69%	0.05%	8.59%
2023	42.70%	0.51%	10.21%	7.56%	15.72%	57.30%	0.05%	8.64%
2024	44.31%	0.52%	10.96%	7.61%	16.42%	55.69%	0.05%	8.74%

**ESL by School by Service Level
October 1, 2024**

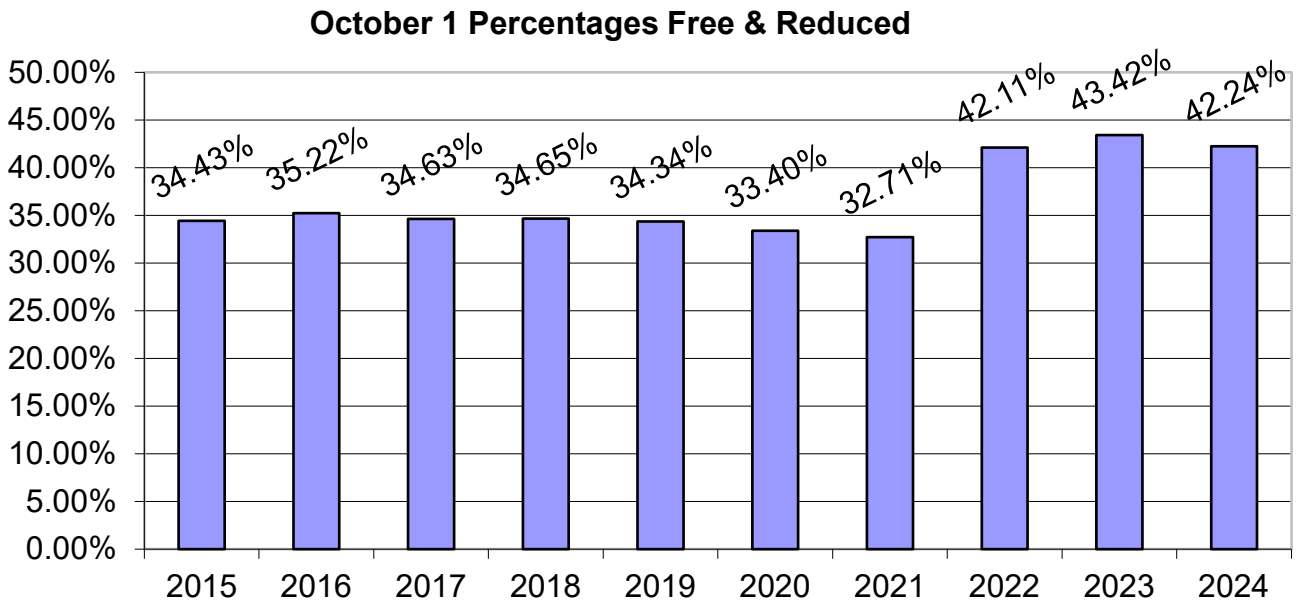
Students Eligible and Participating

School Name	Total	Enrl	%	ESL Levels					Bridging	Reaching
				Qualify K-1	Entering	Emerging	Developing	Expanding		
Elementary Schools										
Adams Elementary School	120	453	26.49%	0	34	32	39	15		
Andover Elementary School	61	1168	5.22%	0	17	6	19	19		
Brookside Elementary School	66	778	8.48%	0	17	11	28	10		
Champlin Brooklyn Park	85	730	11.64%	0	20	16	38	11		
Crooked Lake Elementary	47	438	10.73%	0	15	5	21	6		
Dayton Elementary School	87	556	15.65%	0	24	27	29	7		
Eisenhower Elementary	102	494	20.65%	0	30	25	35	12		
Evergreen Park Elementary	124	393	31.55%	0	36	29	43	16		
Hamilton Elementary School	72	391	18.41%	0	27	13	24	8		
Hoover Elementary School	68	472	14.41%	0	21	13	26	8		
Jefferson Elementary School	140	653	21.44%	0	36	21	59	24		
Johnsville Elementary	92	645	14.26%	1	19	12	38	22		
Lincoln Elementary School	48	432	11.11%	0	11	14	19	4		
Madison Elementary School	54	369	14.63%	0	15	7	21	11		
McKinley Elementary School	44	636	6.92%	0	14	14	14	2		
Mississippi Elementary	73	439	16.63%	0	19	15	33	6		
Monroe Elementary School	131	555	23.60%	0	24	25	65	17		
Morris Bye Elementary	68	475	14.32%	0	16	9	30	13		
Oxbow Creek Elementary	109	1116	9.77%	0	21	26	37	25		
Ramsey Elementary School	161	914	17.61%	0	45	37	60	19		
Rum River Elementary	46	850	5.41%	0	12	6	20	8		
Sand Creek Elementary	90	558	16.13%	0	26	21	31	12		
Sunrise Elementary School	125	1017	12.29%	0	23	24	53	25		
University Ave Elementary	69	533	12.95%	0	14	11	31	13		
Wilson Elementary School	86	575	14.96%	0	13	22	34	17		
ESL Site Totals	2168	15640	13.86%	1	549	441	847	330		
District Elem Totals		15,640	13.86%							
Middle Schools										
Anoka MS	85	1594	5.33%	0	9	20	29	27		
Coon Rapids MS	132	1297	10.18%	0	22	19	65	26		
Jackson MS	197	2038	9.67%	0	22	34	97	44		
Northdale MS	94	1111	8.46%	0	10	25	41	18		
Oakview MS	49	1290	3.80%	0	4	13	21	11		
Roosevelt MS	69	1089	6.34%	1	8	6	39	15		
ESL Site Totals	626	8419	7.44%	1	75	117	292	141		
District MS Totals		8,419	7.44%							
High Schools										
Andover HS	41	1795	2.28%	0	3	4	24	10		
Anoka HS	129	2375	5.43%	0	9	21	69	30		
Blaine HS	222	3186	6.97%	1	29	34	117	41		
Champlin Park HS	259	3012	8.60%	0	23	38	133	65		
Coon Rapids HS	199	2003	9.94%	0	24	27	96	52		
ESL Site Totals	850	12371	6.87%	1	88	124	439	198		
District HS Totals		12,371	6.87%							
District Total	3644	36430	10.00%	3	712	682	1578	669		
				Qualify K-1	Entering	Emerging	Developing	Expanding	Bridging	Reaching
2024-2025 Dist Total	3644	36,430	10.00%	3	712	682	1578	669		
2023-2024 Dist Total	3191	36,788	8.67%	5	667	618	1346	555		
2022-2023 Dist Total	3208	36617	8.76%	19	624	621	1383	561	0	0
2021-2022 Dist Total	2699	36606	7.37%	3	712	682	1578	669	0	0
2020-2021 Dist Total	2445	36325	6.73%	157	275	401	1076	536	0	0
2019-2020 Dist Total	2578	37386	6.90%	367	302	389	1017	503	0	0
2018-2019 Dist Total	2388	37008	6.45%	355	258	355	902	518	0	0
2017-2018 Dist Total	2304	37062	6.22%	294	286	392	871	461	0	0
2016-2017 Dist Total	2132	37200	5.73%	289	230	255	485	602	270	1
2015-2016 Dist Total	2112	36556	5.78%	285	232	234	532	655	174	0
2014-2015 Dist Total	2347	36478	6.43%	312	199	230	646	749	203	8
Previous ESL Levels										
				New	Beg	AdvBg	Intermd	Adv	Monitor	
2012-2013 Dist Total	2438	36758	6.63%	79	619	482	562	443	253	
2011-2012 Dist Total	2364	37170	6.36%	141	527	517	560	438	181	
2010-2011 Dist Total	2261	37532	6.02%	137	539	438	497	434	216	
2009-2010 Dist Total	2332	38181	6.11%	165	552	453	416	537	209	
2008-2009 Dist Total	2379	38559	6.17%	173	575	486	566	378	201	

**Free and Reduced/Economic Indicator by School
October 1, 2024**

School Name	Enrolled	Total F&R	F&R		Free	%	
			Total%	Reduced			
Elementary Schools							
Adams Elementary School	453	307	67.77%	48	10.60%	57.17%	
Andover Elementary School	1168	259	22.17%	77	6.59%	15.58%	
Brookside Elementary School	778	247	31.75%	49	6.30%	25.45%	
Champlin Brooklyn Park	730	320	43.84%	71	9.73%	34.11%	
Crooked Lake Elementary	438	148	33.79%	28	6.39%	27.40%	
Dayton Elementary School	556	192	34.53%	37	6.65%	27.88%	
Eisenhower Elementary	494	283	57.29%	46	9.31%	47.98%	
Evergreen Park Elementary	393	312	79.39%	54	13.74%	65.65%	
Hamilton Elementary School	391	268	68.54%	57	14.58%	53.96%	
Hoover Elementary School	472	278	58.90%	68	14.41%	44.49%	
Jefferson Elementary School	653	356	54.52%	49	7.50%	47.01%	
Johnsville Elementary	645	297	46.05%	57	8.84%	37.21%	
Lincoln Elementary School	432	265	61.34%	50	11.57%	49.77%	
Madison Elementary School	369	195	52.85%	52	14.09%	38.75%	
McKinley Elementary School	636	133	20.91%	29	4.56%	16.35%	
Mississippi Elementary	439	263	59.91%	49	11.16%	48.75%	
Monroe Elementary School	555	284	51.17%	51	9.19%	41.98%	
Morris Bye Elementary	475	259	54.53%	54	11.37%	43.16%	
Oxbow Creek Elementary	1116	343	30.73%	101	9.05%	21.68%	
Ramsey Elementary School	914	537	58.75%	126	13.79%	44.97%	
Rum River Elementary	850	196	23.06%	35	4.12%	18.94%	
Sand Creek Elementary	558	274	49.10%	57	10.22%	38.89%	
Sunrise Elementary School	1017	253	24.88%	62	6.10%	18.78%	
University Ave Elementary	533	335	62.85%	70	13.13%	49.72%	
Wilson Elementary School	575	308	53.57%	72	12.52%	41.04%	
Elementary Totals	15640	6912	44.19%	1449	9.26%	34.93%	
Middle Schools							
Anoka Middle School	1594	723	45.36%	152	9.54%	35.82%	
Coon Rapids Middle School	1297	783	60.37%	175	13.49%	46.88%	
Jackson Middle School	2038	858	42.10%	188	9.22%	32.88%	
Northdale Middle School	1111	509	45.81%	118	10.62%	35.19%	
Oak View Middle School	1290	298	23.10%	57	4.42%	18.68%	
Roosevelt Middle School	1089	405	37.19%	91	8.36%	28.83%	
Middle School Totals	8419	3576	42.48%	781	9.28%	33.20%	
High Schools							
Andover High School	1795	348	19.39%	79	4.40%	14.99%	
Anoka High School	2375	948	39.92%	193	8.13%	31.79%	
Blaine High School	3186	1237	38.83%	301	9.45%	29.38%	
Champlin Park High School	3012	1280	42.50%	275	9.13%	33.37%	
Coon Rapids High School	2003	1088	54.32%	222	11.08%	43.24%	
High School Totals	12371	4901	39.62%	1070	8.65%	30.97%	
District Totals	36430	15389	42.24%	3300	9.06%	33.18%	
			F&R				
	Enrolled	Total F&R	Total%	Reduced	%	Free	%
2024-2025 District Totals	36430	15389	42.24%	3300	9.06%	12089	33.18%
2023-2024 District Totals	36788	15974	43.42%	3438	9.35%	12536	34.08%
2022-2023 District Totals	36617	15419	42.11%	3756	10.26%	11663	31.85%
2021-2022 District Totals	36606	11973	32.71%	3044	8.32%	8929	24.39%
2020-2021 District Totals	36325	12132	33.40%	3357	9.24%	8775	24.16%
2019-2020 District Totals	37386	12840	34.34%	3859	10.32%	8981	24.02%
2018-2019 District Totals	37008	12824	34.65%	3496	9.45%	9328	25.21%
2017-2018 District Totals	37062	12834	34.63%	3475	9.38%	9359	25.25%
2016-2017 District Totals	37200	13102	35.22%	3451	9.28%	9651	25.94%
2015-2016 District Totals	36556	12588	34.43%	2951	8.07%	9637	26.36%
2014-2015 District Totals	36478	12967	35.55%	2698	7.40%	10269	28.15%
2013-2014 District Totals	36646	12757	34.81%	3131	8.54%	9626	26.27%
2012-2013 District Totals	36758	12520	34.06%	2944	8.01%	9576	26.05%
2011-2012 District Totals	37170	12576	33.83%	2883	7.76%	9693	26.08%
2010-2011 District Totals	37532	11905	32.02%	3426	9.22%	8479	22.81%

**District Percent Free & Reduced
October 1 Percentages
2015- 2024**



	Total% F&R	% Reduced	% Free
2003	18.67%	6.11%	12.56%
2004	19.43%	6.13%	13.30%
2005	20.37%	6.45%	13.92%
2006	21.79%	7.13%	14.66%
2007	22.35%	7.10%	15.25%
2008*	26.73%	8.38%	18.36%
2009	30.66%	7.57%	23.08%
2010	31.72%	9.13%	22.59%
2011	33.84%	7.76%	26.08%
2012	34.06%	8.01%	26.05%
2013	34.81%	8.54%	26.27%
2014	35.55%	7.40%	28.15%
2015	34.43%	8.07%	26.36%
2016	35.22%	9.28%	25.94%
2017	34.63%	9.38%	25.25%
2018	34.65%	9.45%	25.21%
2019	34.34%	10.32%	24.02%
2020	33.40%	9.24%	24.16%
2021	32.71%	8.32%	24.39%
2022	42.11%	10.26%	31.85%
2023	43.42%	9.35%	34.08%
2024	42.24%	9.06%	33.18%

* Totals reflect New 30 day Carry Over rule change



OCTOBER 1 ENROLLMENT REPORT

*Dr. Joel Verduin, chief technology and information
officer
October 28, 2024*

OCT. 1 ENROLLMENT REPORT



Purpose

- Provide information on key demographics.
- Describe notable trends or changes.
- Describe potential impacts.

OCT. 1 ENROLLMENT REPORT



Context

- Impacts on facilities and programming.
- Interconnectivity: Projections, budget, staffing, actual counts.
- Broader implications.

OCT. 1 ENROLLMENT REPORT



Summary

- Enrollment declined slightly from last year.
- Our K-12 projection was -0.8% off.
- Changes in enrollment varied by level.
- Ethnicity changes continue in a steady pattern.
- Multilingual learner numbers are near steady.
- Free and reduced populations show a slight decrease.

OCT. 1 ENROLLMENT REPORT



K-12 enrollment

- Enrollment is down K-12 by 358 students.
- Our projection was for a 66 student decrease.
- Projections and staffing are related.

OCT. 1 ENROLLMENT REPORT



Elementary enrollments - Page 3

- K-5 numbers have decreased by 224 students from 2023.
- Small kindergarten class at 2402.
- K-5 projections mostly impacted by lower than expected kindergarten cohorts.

OCT. 1 ENROLLMENT REPORT



SECONDARY ENROLLMENTS - PAGE 6

- Middle school enrollments are up 78 students.
- High school enrollments are down 212 students.

OCT. 1 ENROLLMENT REPORT



ETHNICITY - PAGE 8

- We continue to see changes following trendlines of increases or decreases.
- State reported ethnicities are newly included this year.

OCT. 1 ENROLLMENT REPORT



MULTILINGUAL (ML) STUDENTS - PAGE 11

- Relatively large increase in students from previous years.
- Increases spread across “Emerging” to “Expanding.”

OCT. 1 ENROLLMENT REPORT



FREE AND REDUCED LUNCH PARTICIPATION - PAGE 12

- Free and reduced numbers decreased by 1.2%
- Efforts by Child Nutrition Program (CNP) to inform families of reasons to apply beyond the cost of meals.

OCT. 1 ENROLLMENT REPORT

CONSIDERATIONS

- It is likely that enrollment will be limited by lower birth rate statistics collected by both counties.
- A longer term study identified birth rates and the impact of choice as being the most influential on the enrollment of Anoka-Hennepin Schools.
- A level or near level of enrollment should be expected into the near future.



COMMENTS OR QUESTIONS

Joel Verduin

Chief technology and information officer

joel.verduin@ahschools.us

763-506-1007



BUDGET REDUCTION AND REALIGNMENT

October 28, 2024

Cory McIntyre, superintendent
Oct. 28, 2024

BUDGET REDUCTION AND REALIGNMENT



Discussion topics:

- Factors impacting the district budget
- Phase 1 reduction and realignment
- Phase 2 recommendations
- Summary of community feedback
- Budget Reduction/Realignment Timeline and Communication

BUDGET REDUCTION AND REALIGNMENT



Convergence of factors

A convergence of factors lead to the need to match the district's expenditures with the funding reality, including:

- limited or stable enrollment growth,
- elimination of federal pandemic relief funds,
- higher than available budgeted employee contract settlements,
- inflation and increasing costs for transportation and operations support,
- no additional revenue from state or federal sources anticipated,
- and new requirements without funding support.



PHASE ONE REDUCTIONS

Completed in spring 2024.

BUDGET REDUCTION AND REALIGNMENT



Phase 1

- \$5.1 million central office and district administration reduction and realignment for 2024-25 budget.
 - 40 positions reduced for \$3.1 million.
 - 7.83 positions realigned for \$930 thousand.
 - Non-personnel related reductions \$1.1 million (transportation and technology related).
- Original \$30 million target: Phase 1 reductions are a strategy to reduce impact on school sites in Phase 2.
- Information shared widely in district staff and community communications outlets.



PHASE TWO REDUCTIONS

Next steps for moving forward.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Key dates in the decision making process

- \$21 million budget target established.
- Recommendations refined and presented at Sept. 23 School Board meeting.
- Public meetings and online surveys to collect community feedback will be held from Sept. 25 to Oct. 9.
- Draft recommendation presented at Oct. 28 School Board meeting.
- Approval expected at Nov. 25 school board meeting.
 - Five board meetings with public comment prior to decision.
 - Five community meetings and online survey to collect feedback.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft recommendations planning parameters

- A priority-based approach considering the district's strategic priorities
- Enrollment considerations by level
- Review of programs and services
- Staggered or phased reductions
- Administrative and central office reductions
- History of past reductions by level and variable long-lasting impacts
- Consideration of restricted vs. unrestricted funding areas
- Fund balance
- Class size by level
- Operation efficiencies
- Instructional and supervision time within existing schedules by level
- Teacher collaboration time within existing schedules
- Legal and financial compliance

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft Options

- Options developed by level leadership teams and vetted by district leadership from June to August.
- Options/recommendation discussed at Sept. 9 work session.
 - Option 1: Enrollment Model
 - Option 2: Instructional Time/Supervision/Collaboration Balance Model
 - Option 3: Imbalanced Model
 - Option 4: Balanced Model
 - Option 5: Operating Referendum Model
- Superintendent Recommendations (2).

BUDGET REDUCTION AND REALIGNMENT



Sept. 23, 2024: Superintendent recommendations

Recommendation #1: \$26 million total reduction and reallocation.

Elementary	\$4,250,000	16.34%
Middle school	\$3,500,000	13.46%
High school	\$4,500,000	17.30%
Phase 2 Central services	\$8,750,000	33.65%
Phase 1 Central services	\$5,000,000	19.23%

- 53% recommended reductions at district/central services level.
- 47% recommended reductions at school level.
- Staffing reduction but maintain current schedules.

BUDGET REDUCTION AND REALIGNMENT



Sept. 23, 2024: Superintendent recommendations

Recommendation #2: Referendum option with district reduction.

Delay some reductions and utilize fund balance.

- Maintain a minimum 6% unassigned fund balance.

Eliminate strategic investments.

- \$10 million one-time use of funds used for instructional coaches and student intervention/support positions.

Reduce additional \$5 million in district and central office/services.

- \$10 million total reduction in Phase 1 and Phase 2.

Pursue operating referendum election in November 2025.

- Contingent on school board approval.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft reduction: K-12 school sites

Impact	Description	Reduction amount
Elementary school: Increase average class size by 1 student	Class size increase by 1 student, grades K - 5	\$1,280,000
Middle school: Increase average class size by 4 students	Average class size increases from 29 to 33	\$2,940,000
High school: Increase average class size by 5 students	Average class size increases from 29 to 34	\$4,500,000
Other elementary school impacts	Instructional coaching, math and literacy interventions and enrichment programming.	\$2,970,000
Other middle school impacts	Instructional coaching and academic interventions.	\$560,000
		\$12,250,000

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft reduction: Central Services

Impact	Description	Reduction Amount
Districtwide staff and non-staff reductions	Buildings and Grounds	\$990,000
	Business Services/Finance/Warehouse	\$70,000
	Communication and Public Relations	\$258,000
	Community Education	\$352,000
	Human Resources	\$265,000
	Research, Evaluation and Testing	\$220,000
	Special Education	\$538,000
	Student Services	\$850,000
	Technology and Information Services	\$500,000
	Transportation	\$787,000
Districtwide administration reduction		\$1,000,000
		\$5,830,000

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft realignment: Central Services

Department	Description	Reduction
Child Nutrition	Puts the responsibility on schools to track all paraprofessional cafeteria supervision hours for CNP fund reimbursements.	\$400,000
Technology	Creates need to modify funding sources and replacement cycles for student technology.	\$400,000
Community Education	Community Education is absorbing the staffing cost associated with scheduling community use of elementary and middle school buildings.	\$120,000
Student Support Aid	Changes in legislation allow for the carryover of FY24 funds which allows the shift of 10 FTE of formerly ESSER-funded social workers or counselors FY26 allocation increases \$1M more allowing the shift of 10 additional FTE.	\$2,000,000
		\$2,920,000



FEEDBACK SUMMARY

Community meetings and engagement.

FEEDBACK SUMMARY



Community meetings

- Five community meetings held, with approximately *61 community members attending in-person*:
 - Sept. 24, Coon Rapids High School
 - Oct. 1, Andover High School
 - Oct. 2, Champlin Park High School
 - Oct. 8, Blaine High School
 - Oct. 9, Anoka High School
- First presentation live streamed and archived on district website and YouTube channel; sent to all families. *334 views at this time.*
- Conversations had, *feedback submitted by 274 people.*

FEEDBACK SUMMARY



Who shared thoughts, ideas

- 65% parent or guardian
 - 72% families with students in elementary
 - 33% families with students in middle school
 - 35% families with students in high school
- 52% staff members
- 31% community members, no students in household
- 1.5% students

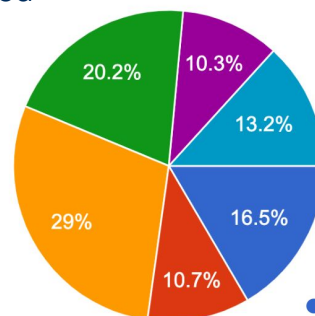
Note: Participants allowed to select all fields that applied.

FEEDBACK SUMMARY



Who shared thoughts, ideas

- Nearly half of the feedback received from the Blaine or Champlin Park attendance area.
- 16.5% of feedback received from Andover attendance area.
- Anoka and Coon Rapids areas comprised just over 21% of total feedback.



- Andover High School
- Anoka High School
- Blaine High School
- Champlin Park High School
- Coon Rapids High School
- I reside outside of the Anoka-Hennepin School District



FEEDBACK SUMMARY

Common themes shared

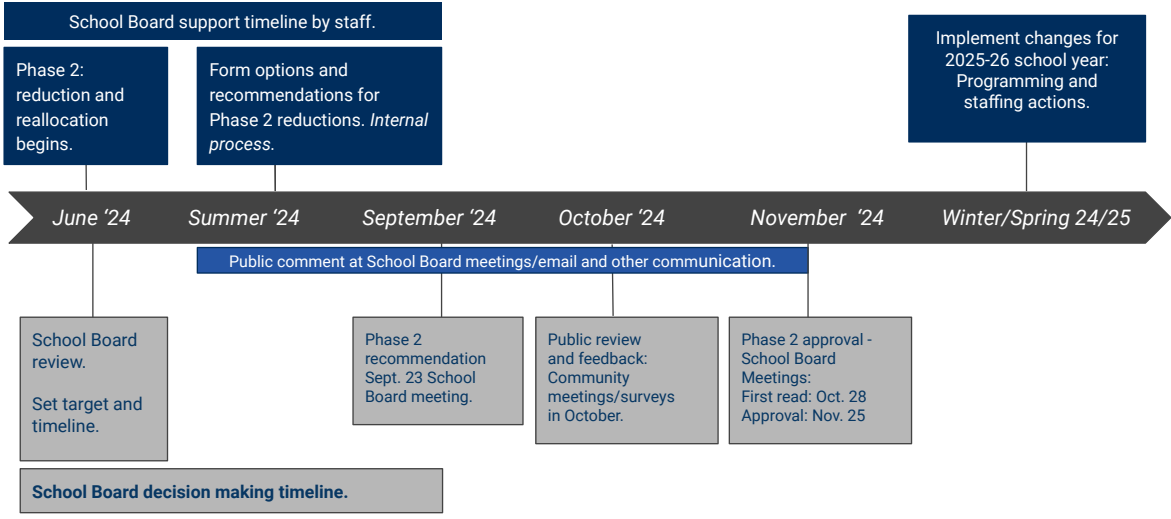
- Support of a referendum option by 89.4% of respondents.
- Concerns about class size.
- Concerns about fewer elective options for advanced programs.
- More questions regarding specific detail of reduction proposals.
- Staffing concerns.
- Suggestions for reduction strategies and finding efficiencies.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Budget target and timeline

School Board support timeline by staff.



BUDGET REDUCTION AND REALIGNMENT



Communication to staff, departments and schools

Updates on the process will be available for community members to follow on the district website: ahschools.us/budget

- Shared with community members via monthly district e-newsletter, the Focus.
- Subscribe online at ahschools.us/focusenews

Questions, comments



Cory McIntyre
Superintendent
ahschools.us/budget

Anoka-Hennepin Schools Budget Reduction and Realignment Report

Community feedback and input

Oct. 28, 2024

A number of factors converged in early 2024 that led to the need to reduce district expenditures by \$26 million - including stable or slightly growing enrollment, the elimination of federal pandemic relief funds, higher than budgeted employee contract settlements, the impact of inflation on transportation and other operations, limited new revenue from state and federal sources and new requirements without funding support.

Anoka-Hennepin acted quickly in the spring in a two-phased budget reduction and realignment process by implementing **Phase 1 from February - June 2024**: \$5.1 million in central administration and services were reduced for the 2024-25 budget in an effort to mitigate the impact of additional cuts for the 2025-26 budget.

The district coordinated a process for public review and input into two recommendations in Sept. and Oct. 2024 for **Phase 2, addressing a \$21 million budget reduction gap for the 2025-26 school year**. Community meetings were held Sept. 25 - Oct. 9 with a goal of engaging with community members and gathering feedback on two recommendations.

The draft budget solution recommendations impact central services before schools with 53 percent of the reductions taking place at the district office/central services area, and 47 percent impact at the school level. The School Board is also studying a plan that would make additional central services and administrative cuts but spare reductions in schools allowing community members to weigh in with a levy referendum election in the fall of 2025. The School Board will review feedback once the online survey closes, Oct. 14 - Oct. 28, when a final recommendation is brought to the School Board at its regularly scheduled meeting.

Process

Anoka-Hennepin School Board directs that community members are able to provide feedback into the Budget Reduction and Realignment process as part of decision making.

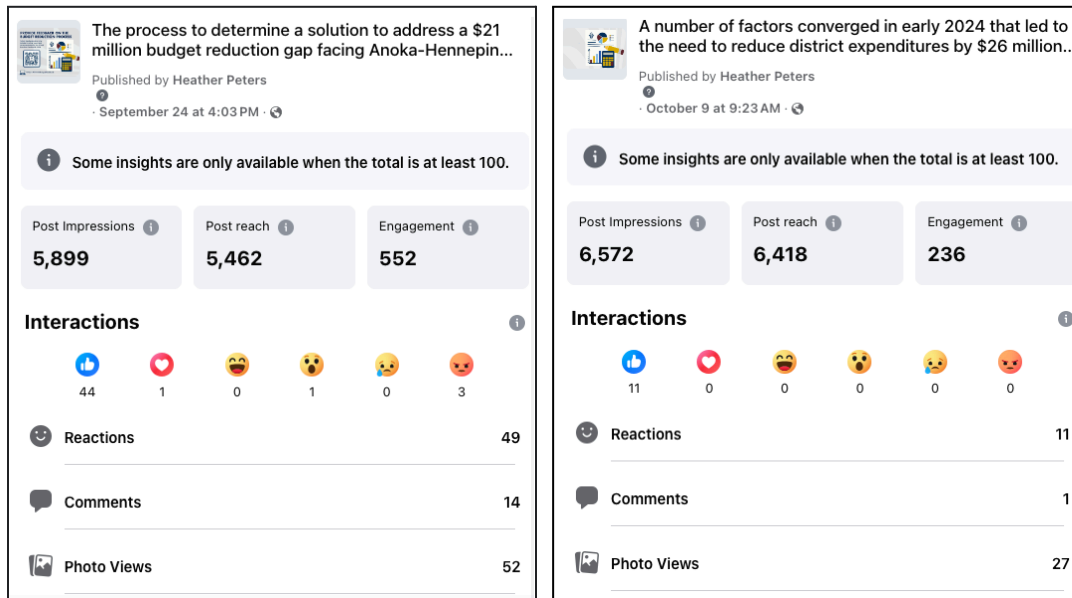
The overall communication goals for the process are:

- Provide clear, comprehensive communication, especially at key decision points.
- Present accurate information regarding the budget.
- Hear from stakeholders in a variety of feedback forums.
- Ensure widespread community understanding of decisions made.

Communication efforts have included:

- [Notice sent by email to parents/guardians on Sept. 24.](#)
 - To date, the email sent to families has been viewed nearly 46,500 times.
 - 77% of families viewed the notice on a mobile device, while 23% viewed on a desktop.
 - 1,226 recipients clicked on the link to view the video presentation given at the School Board meeting on Sept. 23.
 - 260 recipients clicked on the link to view/complete the feedback form.
 - Recipients spent approximately 4 minutes reading the email notice.

- This information is language translation capable.
- [Notice sent by email to district staff on Sept. 24 in staff e-newsletter, *In the Know*.](#)
 - To date, the email sent to staff has been viewed 10,400 times.
 - 52% of staff viewed the email on a mobile device, while 48% viewed on a desktop.
 - [849 recipients clicked on the link to read the full article](#) on the district website.
 - Recipients spent approximately 10 minutes reading the e-newsletter.
- A [top story in the FOCUS e-newsletter](#) sent by email to all families Oct. 2.
 - To date, the e-newsletter has been viewed over 40,840 times.
 - Over 380 recipients clicked links to read more detail on this topic.
 - A [link to the presentation given at community meetings](#) has been viewed 207 times.
- An [updated budget notice was included in the staff e-newsletter, *In the Know*, sent Oct. 7.](#)
 - To date, the email has been viewed 9,305 times.
 - 39% of staff viewed the email on a mobile device, while 61% viewed it on a desktop.
 - 142 recipients clicked on links to check out the new webpage, [ahschools.us/budget](#).
 - 96 recipients clicked on link to view/complete the feedback form.
 - Recipients spent approximately 7 minutes reading the e-newsletter.
- [ahschools.us/budget](#) webpage activated, including a FAQ section.
- Social media posts on district accounts Sept. 24; and school and district accounts Oct. 9.
 - The Oct. 9 post was shared 8 times and received 11 “likes” or “reactions.”
 - The post was on facebook viewers screens 6,572 times. (Impressions.)
 - The post reached 6,418 facebook viewers. (Seen at least once; estimated metric.)
 - The post received clicks from 236 facebook viewers. (Engagement.)
 - The Sept. 24 post was shared 19 times and received 49 “likes” or “reactions.”
 - The post was on facebook viewers screens 5,899 times. (Impressions.)
 - The post reached 5,462 facebook viewers. (Seen at least once; estimated metric.)
 - The post received clicks from 552 facebook viewers. (Engagement.)



Planning parameters

Recommendations for the proposed budget reductions are based on planning parameters that ensure effective operations of the district. They include:

- A priority-based approach considering the district's strategic priorities
- Enrollment considerations by level
- Review of programs and services
- Staggered or phased reductions
- Administrative and central office reductions
- History of past reductions by level and variable long-lasting impacts
- Consideration of restricted vs. unrestricted funding areas
- Fund balance
- Class size by level
- Operation efficiencies
- Instructional and supervision time within existing schedules by level
- Teacher collaboration time within existing schedules
- Legal and financial compliance

Community engagement and feedback

School board expectations require review and comment from members of the public prior to final decision making. Anoka-Hennepin provided five open house style meetings and an online form to present information and collect feedback.

A series of five school/community meetings were hosted at each high school in the district. The format included a presentation from Superintendent McIntyre followed by an open house style format where attendees could discuss questions with staff and school board members.

A total of 61 residents attended these sessions, with the number at each meeting noted in brackets.

- Wednesday, Sept. 25 at Coon Rapids High School (5)

- Tuesday, Oct. 1 at Andover High School (18)
 - Wednesday, Oct. 2 at Champlin Park High School - (14)
 - Tuesday, Oct. 8 at Blaine High School - (10)
 - Wednesday, Oct. 9 at Anoka High School - (14)
- The first [presentation was livestreamed and archived on the district website/YouTube channel](#). This presentation has been viewed 326 times as of Monday, Oct. 21, 2024.
 - Feedback gathered from families, staff and community members via [GoogleForm](#). A total of 274 community members and staff provided feedback in this format.

Feedback themes

Most of the feedback came from community members that were most directly impacted by the proposed solutions.

- **Support for a future referendum election**
 - Spend money to lobby for a larger budget. Explain to your community why our schools deserve a referendum and go door to door with an explanation of how you will ensure that the tax payer money raised will go to increasing teacher salaries, reducing class sizes, and securing the opportunity for all kids to have access to classes that ready them for the world, not simply the bare minimum that we can afford.
 - Referendum. Don't cut staff or programs.
 - Let the community vote on this. The community should have a say.
 - If a referendum doesn't pass, what's the backup plan?
 - Consider revisiting schedule changes as an option in the event the referendum fails at the ballot box. Consider providing a flow chart of the potential decisions and results of how those decisions will affect a variety of consequences. For example, what happens if the referendum option achieves the most support but then the referendum fails?
 - Request state/federal funds; push a 2025 referendum, which likely would pass; FIND THE MONEY, not the cuts.
- **Concern about class size**
 - Please do not increase school class rooms. The kids are already at a disadvantage with how large the class sizes are.
 - Increasing class sizes doesn't help with behaviors nor help with improving academics.
 - Keep class sizes small and continue offering elective options to students.
 - My concern is also that talk of +1 kid per class is not actual +1, as schools have different section numbers. Get the actual maxes per grade.
 - Class size and early literacy & math interventions (for elementary & middle school students) should remain intact - these are too important to students' learning to mess up.
 - I wish the class schedule change was still on the table.
- **Access to and information regarding specific details of reductions**
 - [There are] no details about Option 1...You're not telling your families, teachers, students, what you will cut. They aren't aware that you will be cutting foreign language, music and art classes. They aren't aware that you intend to go to a 6 period day in middle school subsequently cutting teachers, eliminating most elective offerings, and increasing class sizes significantly.
 - What [would] the reduction do to the learning environment for the kids?

- Live within your means, no levy.
 - This needs to be sustainable and I worry that more cuts will be needed in the future.
 - I don't feel like I know enough about all the different areas of the budget to comment meaningfully on areas to cut from.
 - I really don't know what or where to cut. To me, the solution isn't cutting - it's finding the funds to fill the gap.
- **Staffing concerns**
 - As a staff member and alumni of the Anoka Hennepin district, I really appreciate the effort to solve the budget deficit by first looking at administrative expenses, and trying to avoid effects on schools and programs as much as possible.
 - Teachers are already having a difficult time managing student behavior, teaching, and being able to ensure individual understanding of content.
 - If staff cuts must be made, then it should start with those who have the least direct contact with students. Classroom teachers are already overworked and have too large of class sizes. Don't take away from the area that has the most direct impact on kids.
 - We can't afford any cuts to staffing. Our students deserve the best we can offer.
- **Suggestions for budget reduction strategies and efficiencies**
 - Being more fiscally responsible. Cut...middle and upper management; pay good teachers to keep them.
 - Why do we not have all school activities pay for entry. We need to keep those activities in the schools and have better community engagement.
 - Freezing salaries at the top/administration level.
 - Bring in more money through taxes or referendums.
 - Reduce or charge for bus services for families that live in neighborhoods close to schools.
 - The board should be lobbying the legislature to restore COVID funding...lobby for the FULL FUNDING of education! We are no longer in the stage of doing more with less.
 - Anoka Hennepin's policies of purchasing from approved vendors almost always results in spending more. Shop around for better prices...I would imagine that a lot of money could be saved by allowing purchases outside of approved vendors.
 - Reduce the number of electives offered, stop offering magnet programs.
 - Put outdoor lights on timers so they are not on all hours of the day.
 - Do not water grass during the day.
 - The school board should do what they can to help teachers who are at max on the pay scale and help them retire without penalties on their pensions...would [there] be savings in offering early retirements for those on the top tier?
 - The reduction in periods seemed like a sensible option. It seems like the new options just lead to higher class size which does not seem ideal.
 - Head to the state legislature and press for increased state funding. I have emailed my representative twice.
- **Concerns about fewer elective options or options for advanced programming**
 - Keep the advanced class options...it's critical that we get students up to grade level, but it's also important to ensure all students can meet their potential.
 - Reduction in middle/high school electives would not serve those students well.
 - Increased average class sizes will negatively impact student learning and achievement; it will also create additional issues for elective courses - raising the floor for registrations needed to run a class, and in turn likely reducing or eliminating many elective courses.

- Do whatever you can to have the least impact on the actual school buildings - teachers and programs. The students need electives.
- We need to keep core subjects in mind. - some specialty offerings may need to be looked at in terms of feasibility and added cost. Students need a well rounded education that applies to most- focusing on needed services to those who need support.
- I worry about [Academic Interventions] taken away. The data the last few years has shown that students receiving this support are benefiting. When we are looking at all children and graduation rates, a support such as this, which aims to help those that are outside the typical bell curve, are finding the path to graduation more of a reality... additionally, on the opposite end of the bell curve, please consider continuing to allow advanced programming/opportunities for students that are performing above grade level.

Direct feedback on survey questions:

Question 1

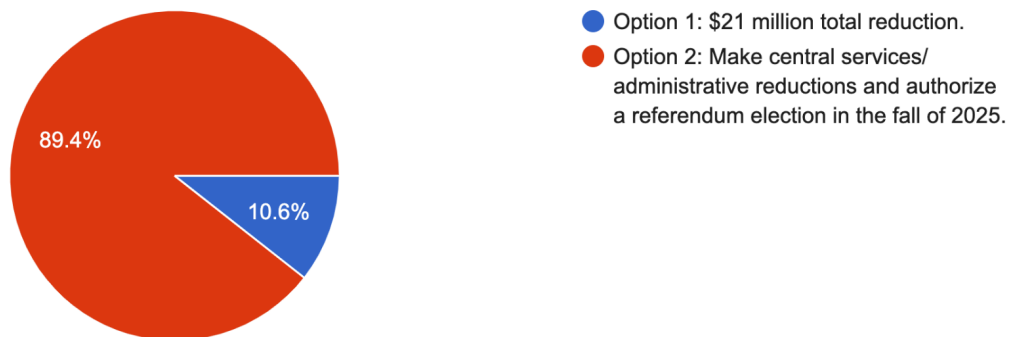
The majority of people (89.4%) who submitted feedback to the district preferred Option 2: Make central services/administrative reductions and authorize a referendum election in the fall of 2025.

The school board is considering two options to address a \$21 budget gap for the 2025-26 school year. Which option do you believe the school board should pursue?

- Option 1: \$21 million total reduction.
- Option 2: Make central services/administrative reductions and authorize a referendum election in the fall of 2025.

The school board is considering two options to address a \$21 budget gap for the 2025-26 school year. Which option do you believe the school board should pursue?

274 responses

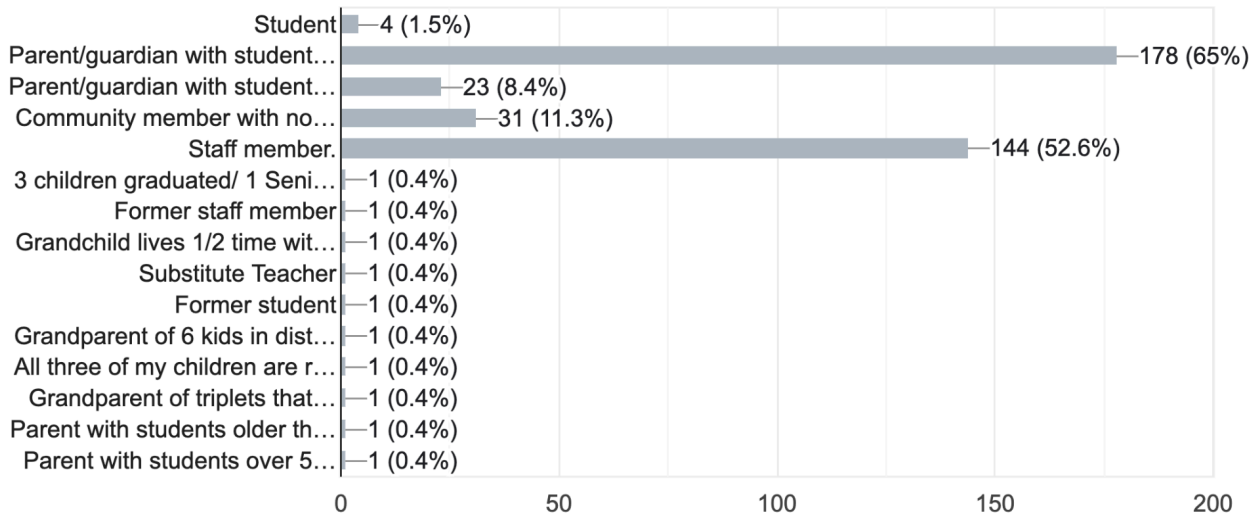


Question 2

The majority of people who submitted feedback to the district were either parents of students in the district or Anoka-Hennepin Schools staff members.

What is your relationship with the Anoka-Hennepin School District? (Select all that apply.)

274 responses



Question 3

Families with students in grades Pre-K to grade five -represented 72% of the feedback received. Approximately 33% of the feedback received was from families with middle school students, and 35% of the feedback represented families with high school students.

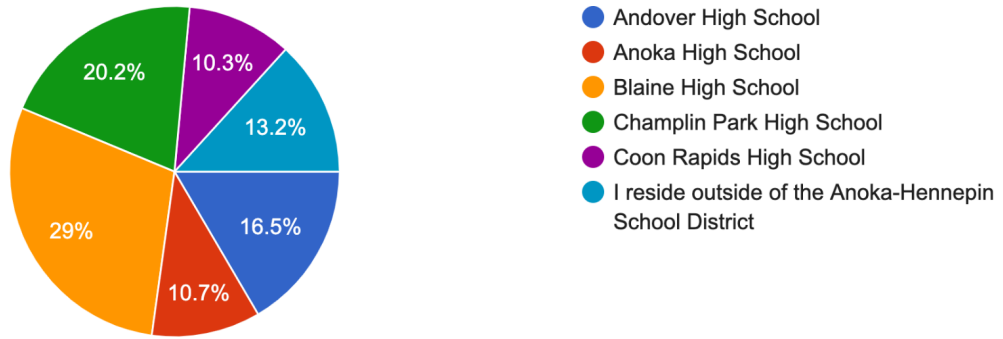
Note: Feedback form participants were able to select multiple fields/all fields that applied.

Question 4

Nearly half of the people who submitted feedback resided in the Blaine or Champlin Park attendance areas. Feedback gathered from the Andover attendance area was at 16.5% while feedback gathered from Anoka and Coon Rapids attendance areas comprised just over 21% of the total feedback.

Which high school attendance area do you live in?

272 responses



Next steps

The School Board can provide direction to help guide this process through answering some key questions:

- Are there any of the options that should be removed from further consideration?
- Are there any new solutions that should be advanced for further review?

Key times and dates to collect feedback and refine proposals include three key dates:

School Board meeting: Presentation of final draft proposal at the Monday, Oct. 28 School Board meeting with consideration of final approval at the Nov. 25 School Board meeting.

`Anoka-Hennepin Schools

Phase 2 Budget reduction, realignment, and adjustments

October 2024

Anoka-Hennepin schools announced a two-phase reduction and realignment plan in February 2024 with a preliminary goal of reducing \$30 million from district expenditures in the 2025-26 budget.

Phase 1: District administration identified a convergence of factors that led to a budget imbalance that needed to be addressed prior to the 2025-26 school year. Between February and April, a plan to adjust \$5.1 million from central office functions and district administration was activated with the goal of reducing the impact of Phase 2 reductions for the following year. The budget target was also reduced to \$26 million during this process. A complete table of these adjustments is included following the Phase 2 draft recommendation in this document. In summary, these adjustments include:

- Elimination of 40 positions,
- Realignment of nearly 8 full-time positions to other funding sources away to create capacity in the General Fund, and,
- Operations reductions of \$1.1 million in areas such as transportation and district technology.

Phase 2: The School Board endorsed a process for reviewing community feedback into draft Phase 2 considerations prior to approval. Phase 2 considerations include an additional adjustment in central services following School Board direction to limit direct impacts to classrooms to the extent possible. In pursuit of that goal, the reduction total in the initial draft is nearly balanced between central services and district level adjustments in relation to school site impacts.

The Phase 2 budget target was set at \$21 million following these planning parameters.

Total budget reduction, realignment and adjustments

Area	Budget impact
Elementary	\$4,250,000
Middle schools	\$3,500,000
High schools	\$4,500,000
Central Services (Phase 1)	\$5,100,000
Central Services (Phase 2)	\$8,750,000
Total	\$26,100,000

Phase 2 Reductions: K-12 School Sites

Budget area	Impact	Description	Reduction Amount
K-12 class size impacts			\$8,720,000.00
	Elementary school: Increase average class size by 1 student	Districtwide current average class sizes will increase by 1 student.	\$1,280,000
	Middle school: Increase average class size by 4 students	Districtwide current average class size is 29.; projected change to 33 students	\$2,940,000
	High school: Increase average class size by 5 students	Districtwide current average class size is 29; projected change to 34 students	\$4,500,000
Other K-12 site reductions			\$3,530,000
	Other elementary school impacts	Instructional coaching, math and literacy interventions and enrichment programming.	\$2,970,000
	Other middle school impacts	Instructional coaching and academic interventions.	\$560,000
Total reductions			\$12,250,000

Phase 2 Reductions: Central services

Budget area	Department impact	Description/Department level amount	Reduction Amount
Districtwide staff and non-staff reductions			\$4,830,000
	Buildings and Grounds	\$990,000	
	Business Services/Finance/Warehouse	\$70,000	
	Communication and Public Relations	\$258,000	
	Community Education	\$352,000	
	Human Resources	\$265,000	
	Research, Evaluation and Testing	\$220,000	
	Special Education	\$538,000	
	Student Services	\$850,000	
	Technology and Information Services	\$500,000	
	Transportation	\$787,000	
Districtwide administration reductions		District will reduce staffing and services in a plan under development.	\$1,000,000
Total reductions			\$5,830,000

Realignment to other budgets

The positions remain in place, they are coded to accounts other than the General Fund Unassigned, or to reimbursable codes to generate additional special education revenue.

NOTE: Realignments included in this draft proposal are all included in the Central Services budget total.

Budget area	Impact	Description	Reduction Amount
Child Nutrition	Puts the responsibility on schools to track all paraprofessional cafeteria supervision hours for CNP fund reimbursements.	Realignment of Child Nutrition Program funding following MDE guidelines.	\$400,000
Community Education	Community Education is absorbing the staffing cost associated with scheduling community use of elementary and middle school buildings. Paid for by eliminating the CE Director position.	Reduce impact to the General Fund.	\$120,000
Student Support Aid	Changes in legislation allow for the carryover of FY24 funds which allows the shift of 10 FTE of formerly ESSER-funded social workers or counselors FY26 allocation increases \$1M more allowing the shift of 10 additional FTE.	The Minnesota Department of Education has provided direction that allows the district to use Student Support Aid to fund positions currently in the General Fund, including counselors and social workers.	\$2,000,000
Technology	Creates need to modify funding sources and replacement cycles for student technology.	Realignment of staff positions from the General Fund to the Capital Projects Levy: \$400,000	\$400,000
Total realignments			\$2,920,000

Phase 1 Budget reduction, realignment, and adjustments

April 4, 2024

Anoka-Hennepin schools announced a two-phase reduction and realignment plan in February 2024 with a preliminary goal of reducing \$30 million from district expenditures in the 2025-26 budget. The strategy regarding the two-phase budget reduction process is to take immediate action to reduce central office staff in Phase 1 to minimize the impact of school and districtwide Phase 2 reductions. Phase 1 personnel actions were enacted by March 1, 2024 and are incorporated into the 2024-25 budget approved by the board in June.

Phase 1: Total reduction, realignment and adjustments

Area	Budget impact
Reductions	\$3,115,000.00
Realignment	\$930,000.00
Adjustments	\$1,111,000.00
Total	\$5,156,000.00

Personnel reductions

Department	Position Type	Positions Reduced	Restructure / Positions Added	Estimated Reduction
Business Services/Finance/Warehouse	Administrator	2		\$200,000.00
	Custodian	1		\$47,000.00
Communication and Public Relations	Administrator	1		\$127,000.00
General Counsel	Administrator	1		\$130,000.00
Human Resources	Confidential	2		\$150,000.00
Superintendent	Secretary	1		\$60,000.00
Technology and Information Services	Administrator	1		\$84,000.00
	Secretary	1		\$60,000.00
Research, Evaluation and Testing	Administrator	1		\$120,000.00
Community Education - Parent Involvement	Administrator	1		\$60,000.00
Elementary State and Federal Programs	Teacher	1		\$110,000.00
Elementary Curriculum	Secretary	.5		\$30,000.00
	Teacher	2		\$220,000.00
Secondary Curriculum	Secretary	0.5		\$30,000.00
	Teacher	2		\$220,000.00
Student Conduct	Teacher	2		\$220,000.00
Special Education	Teacher	4		\$440,000.00
	Para	1		\$30,000.00
Student Services	Administrator	3	2	\$200,000.00
	Teacher	0.5		\$55,000.00
	Para	3		\$90,000.00
Transportation	Crossing Guards	5		\$150,000.00
Buildings and Grounds	Custodians	6		\$282,000.00
Total Staff Reductions		42.5	2	\$3,115,000.00

Personnel realignment to other budgets

The positions remain in place, they are coded to accounts other than the General Fund Unassigned, or to reimbursable codes to generate additional special education revenue.

Department	Position Type	Number of Positions	Budget Adjustment
Technology and Information Services	Teacher	4.2	\$500,000.00
Media Services	Teacher	1	\$110,000.00
Buildings and Grounds	Administrator	1	\$150,000.00
Transportation	Administrator	1.2	\$113,000.00
Community Education	Administrator	0.43	\$57,000.00
Total Realignments		7.83	\$930,000.00

Budget adjustments (non-personnel related)

Department	Description	Budget Adjustment
Technology and Information Services	Move district-level media subscriptions and supplies to Library Aid funding	\$561,000.00
Transportation	Reduce routes	\$550,000.00
Total		\$1,111,000.00



STRIVING TOWARD ACADEMIC EXCELLENCE

Including World's Best Workforce, Achievement and Integration

October 28, 2024

PRESENTATION OVERVIEW



- Anoka-Hennepin continuous improvement process.
- World's Best Workforce legislative components.
- Achievement and integration legislative components.
- Student perception.
- Student achievement.

CONTINUOUS IMPROVEMENT

Systems alignment




ANOKA-HENNEPIN SCHOOLS STRATEGIC PRIORITIES 2024-25 STRATEGIC PRIORITIES		
MISSION: To be a 21st-century great place for children and for adults, where every student achieves and grows, and every employee is engaged and empowered.		
QUALITY COMMITMENT: Anoka-Hennepin Schools is committed to providing a high-quality education for all students, and to ensuring that our employees are engaged and empowered.		
SAFE AND DEVELOPING ENVIRONMENT BEHAVIOR	INCREASED STUDENT ENGAGEMENT LITERACY	EFFECTIVE OPERATIONAL SUPPORT WORKFORCE

Superintendent's goals

Cabinets' goals

Principal and central administrator's goals

School improvement and departmental goals

Quality compensation teacher goals /
Classroom and student goals

Annual performance goals flow from the district scorecard and strategic priorities to the superintendent and cascade throughout the system.

WORLD'S BEST WORKFORCE

Legislative components



- Clearly defined goals.
- A process for assessing student progress.
- A system to review staff effectiveness.
- Quality instruction and curriculum.
- Effective educational practices.
- Budget aligned to learning.

WBWF LEGISLATIVE COMPONENTS



Overview of Anoka-Hennepin Schools' approach to WBWF components

WBWF components	Anoka-Hennepin strategies
Clearly defined goals	Goals based on data that cascade through the system.
A process for assessing student progress	Use of a comprehensive assessment system throughout all levels and departments, analyzed and disaggregated in multiple ways.
A system to review staff effectiveness	All staff are regularly scheduled for performance appraisal and teachers participate in QComp.
Quality instruction and curriculum	QComp observations focus on instruction, curriculum are aligned to standards and materials undergo a rigorous review.
Effective educational practices	The district employs a variety of evidence-based practices such as PLC structures, MTSS, and standards-based practices.
Budget aligned to learning	Over 75% of the district budget is directly aligned to classrooms.

ACHIEVEMENT AND INTEGRATION



Legislative components

Achievement and integration is established to:

- Reduce disparities in academic achievement based on students' diverse racial, ethnic and economic backgrounds.
- Reduce disparities in equitable access to effective and more diverse teachers among racially, ethnically and economically diverse students.
- Increase racial and economic diversity and integration.

Minnesota statute 124D.861-862

THREE-YEAR PLAN (2024-2026)



Overview of Anoka-Hennepin Schools' approach to A&I components

A&I components

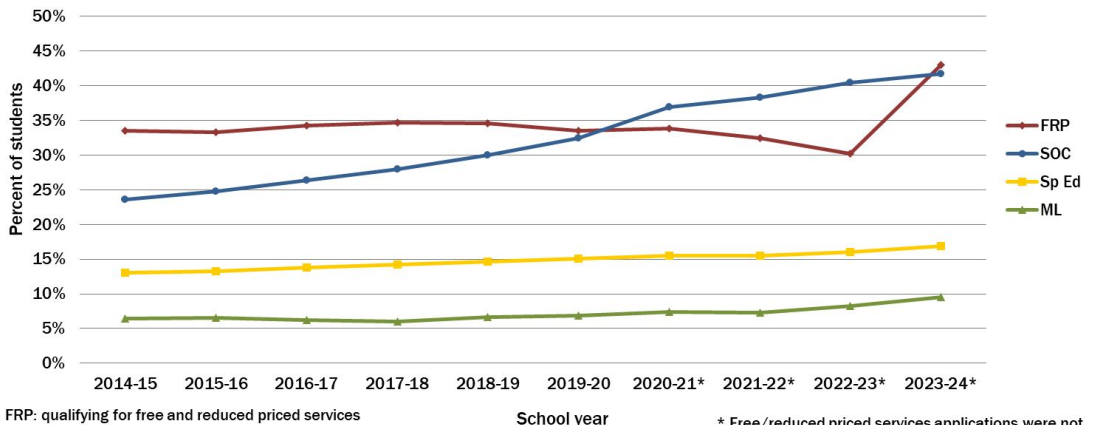
Anoka-Hennepin strategies

Career and college readiness and rigorous coursework	Advancement via Individual Determination (AVID), International Baccalaureate (IB), Magnet/specialty school programming.
Professional development	Professional development on effective teaching practices and academic achievement of all students.
Targeted interventions to improve achievement	Middle school and high school reading and math intervention teachers.
Family engagement	Student support advocates, cultural liaisons, Northwest Suburban Integration School District (NWSISD) partnership.
Integrated and innovative learning environments	Magnet/specialty school programming.
Recruitment and retention of diverse workforce	Recruitment specialist, Grow Your Own program, leadership development groups, mentorship program



DEMOGRAPHIC TREND

Who are we?



FRP: qualifying for free and reduced priced services
 SoC: students of color
 Sp Ed: qualifying for special education services
 ML: Multilingual student receiving English language acquisition services

* Free/reduced priced services applications were not required in 2020-21 or 2021-22. Beginning in 2022-23, students were directly qualified through MDE based on set criteria in addition to family applications.

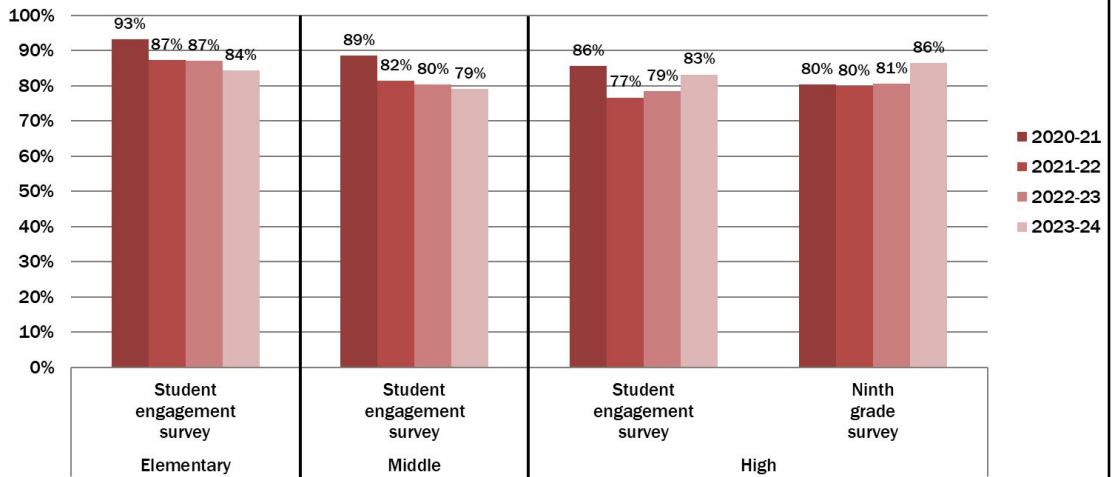


STUDENT PERCEPTION DATA



SAFETY AND CONNECTEDNESS

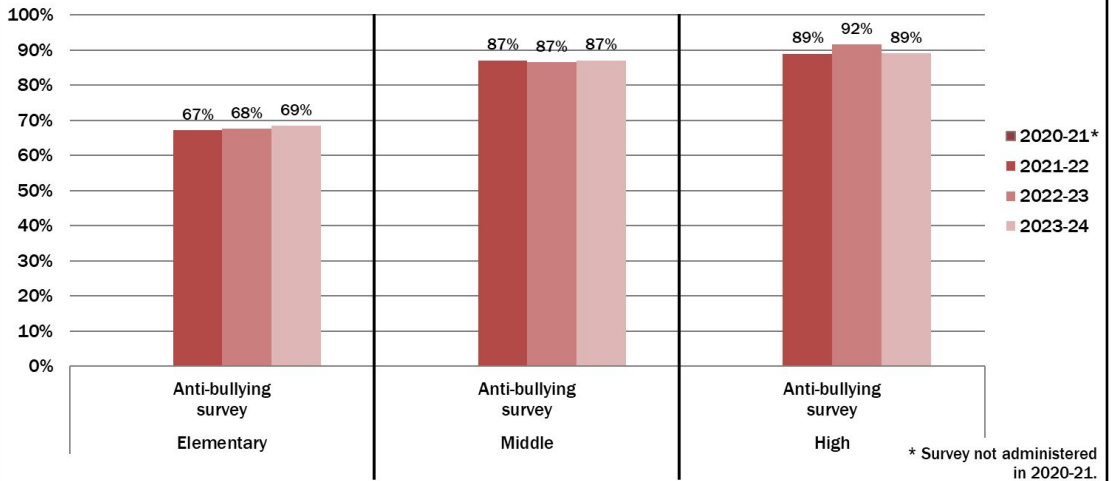
Students who report feeling safe at school





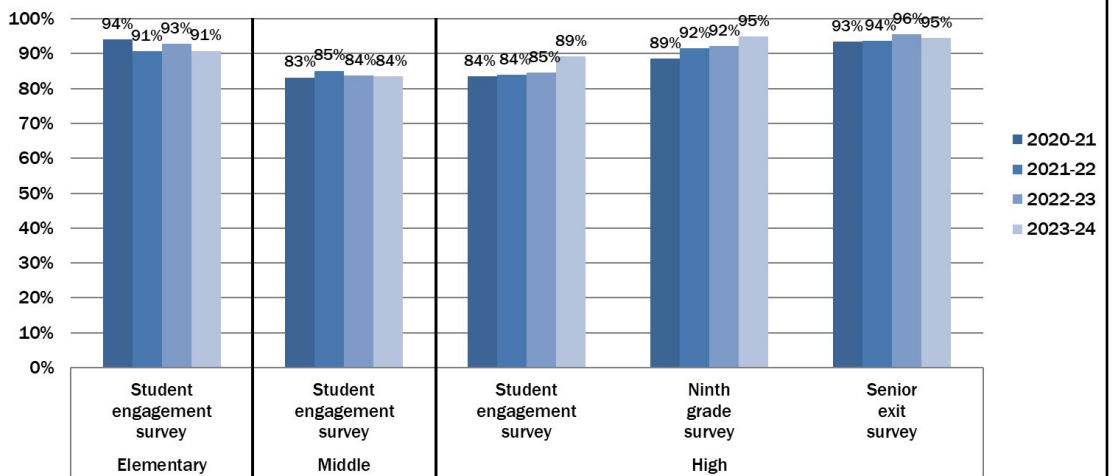
SAFETY AND CONNECTEDNESS

Students who report they have **never** been bullied in the last 30 days



SAFETY AND CONNECTEDNESS

Students who report having a good relationship with teachers



SAFETY AND CONNECTEDNESS



District response to the data - create an improvement plan

Anoka-Hennepin is focusing on:

- Deepening our work related to increasing positive culture and climate.
 - Emphasizing relationship building among students, teachers, staff, and families.
 - Continuing to find ways to incorporate student voice into what we do.
- Providing well-rounded, relevant academic programming at every level with increased mental health and behavioral support.



STUDENT ACHIEVEMENT DATA

PERFORMANCE MEASURES OVERVIEW



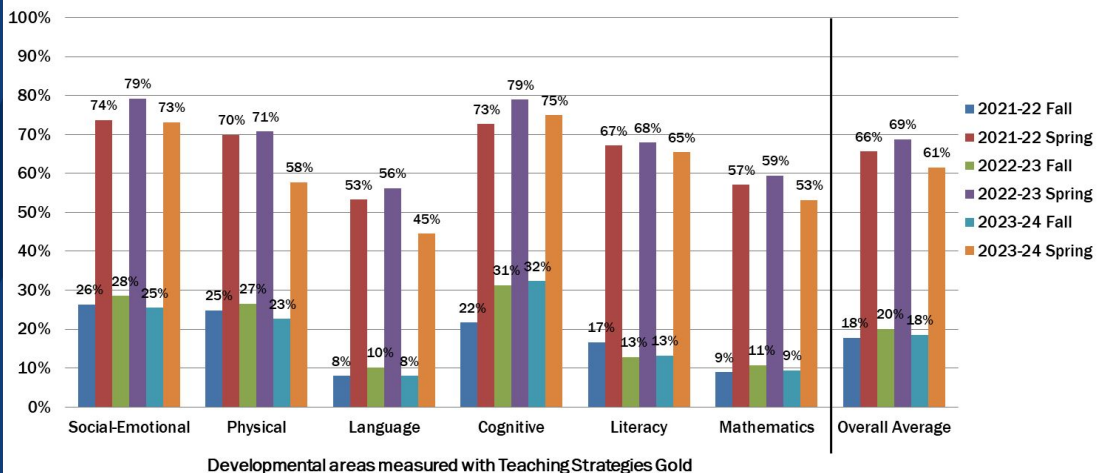
Aligned to World's Best Workforce:

- School readiness.
- Career and college readiness.
- Closing achievement gaps.
- All students graduate.

Third grade literacy is now incorporated into the Minnesota Reading to Ensure Academic Development (READ) Act instead of aligned to World's Best Workforce.

SCHOOL READINESS

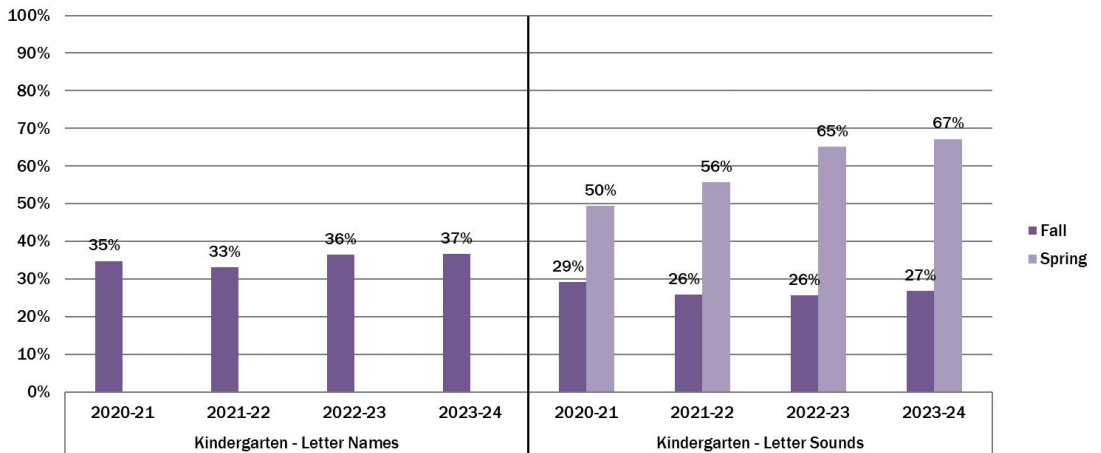
Percent of early learners meeting end-of-year kindergarten readiness benchmarks





SCHOOL READINESS

Percent of students meeting benchmarks on kindergarten assessment



Note: The letter names task of the earlyReading assessment is not given to kindergarten students in the spring.

SCHOOL READINESS ACHIEVEMENT



District response to the data – create an improvement plan

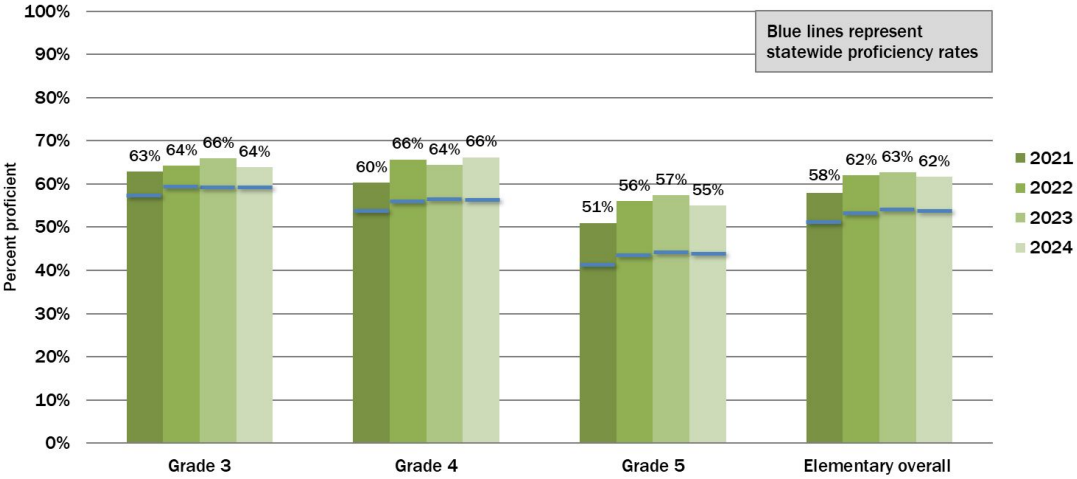
Anoka-Hennepin is focusing on:

- Training for early childhood teachers in LETRS for early learners to ensure alignment with kindergarten literacy instruction and best practices.
- Continuation of Heggerty to supplement existing literacy curriculum by bringing explicit phonemic awareness instruction to the classroom and aligning with K-3 literacy instruction.
- Using the Pyramid Model (MTSS) to support social-emotional learning through implementation of teacher development, curricular focus, and parent/guardian resources.



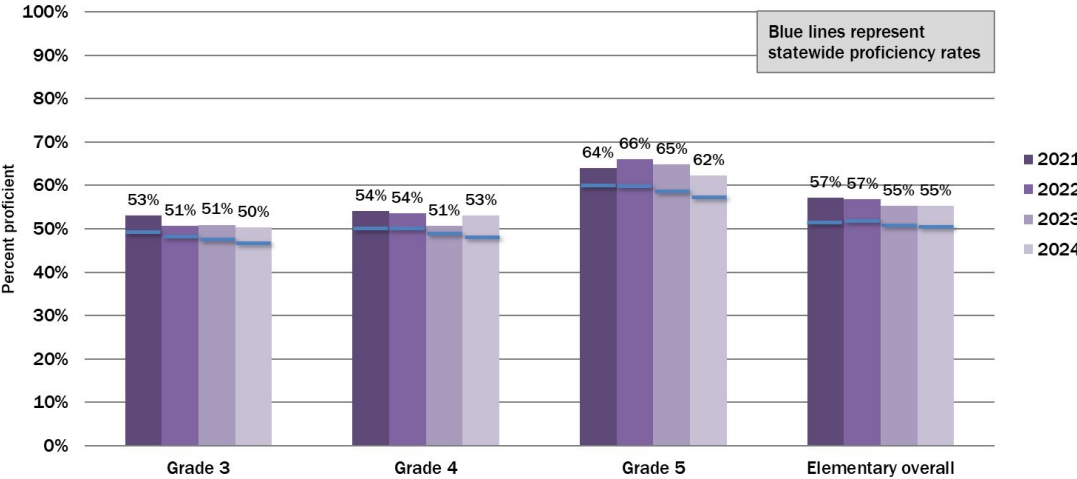
ELEMENTARY ACHIEVEMENT

Minnesota Comprehensive Assessment (MCA) in math



ELEMENTARY ACHIEVEMENT

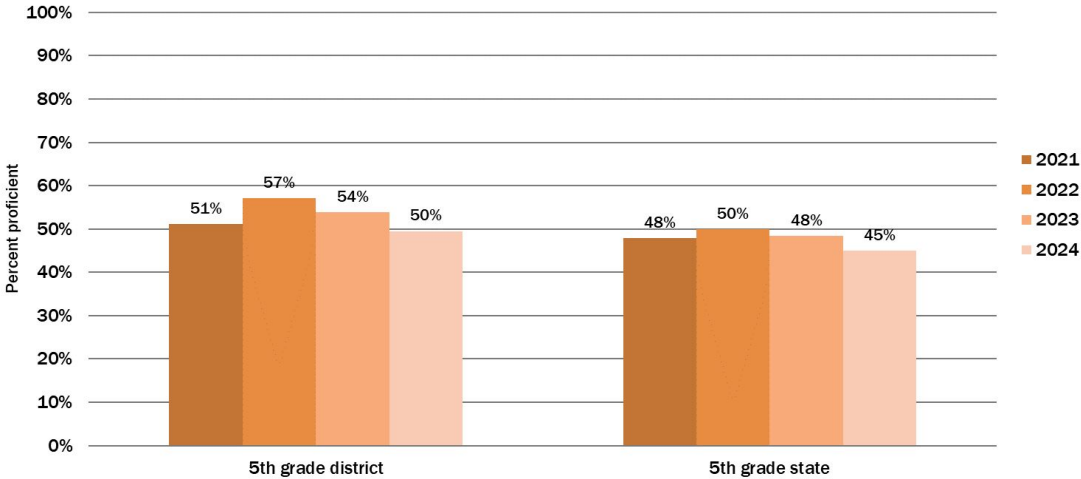
MCA in reading





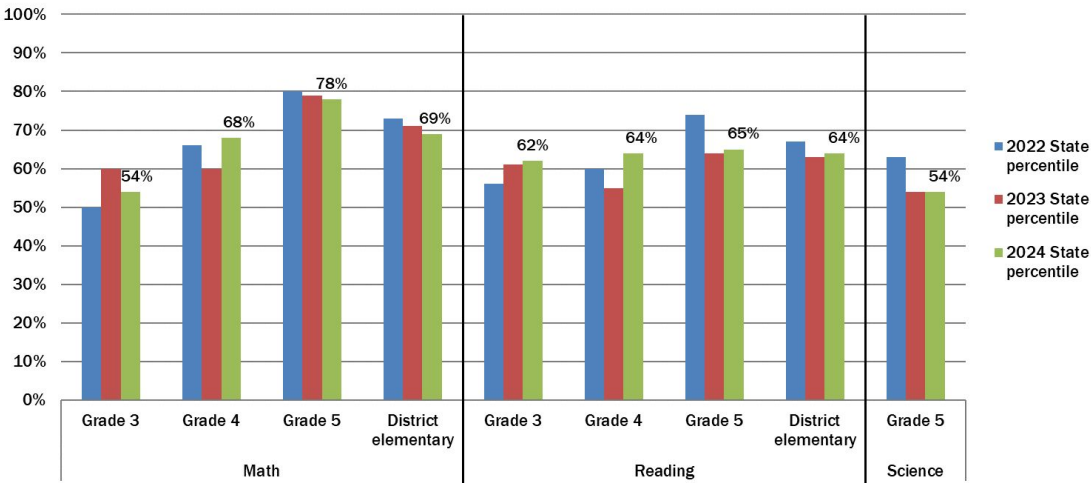
ELEMENTARY ACHIEVEMENT

MCA in science



ELEMENTARY ACHIEVEMENT

Statewide district-to-district percentile comparison based on MCA proficiency





ELEMENTARY ACHIEVEMENT

District response to the data – create an improvement plan

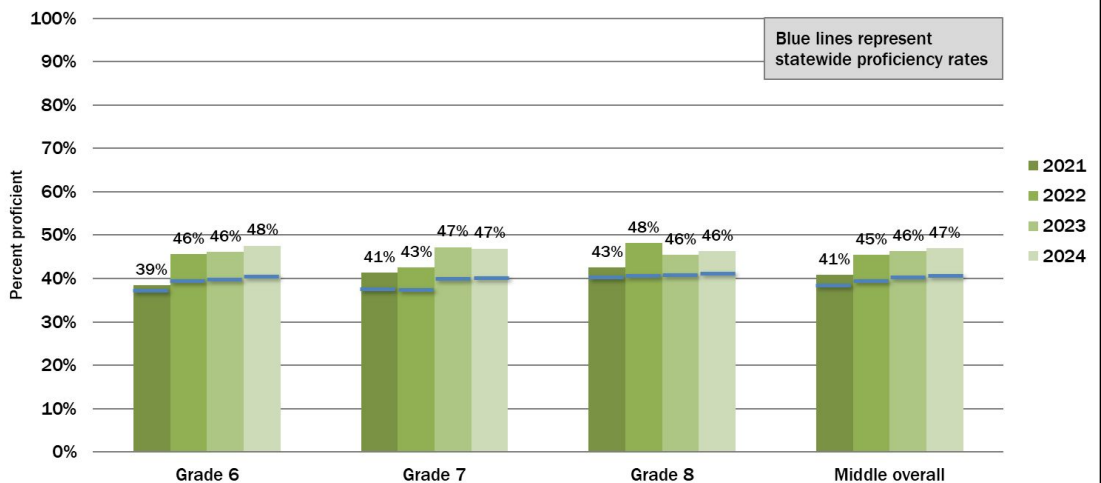
Anoka-Hennepin is focusing on:

- The READ Act:
 - Fourth year of LETRS training
 - First year of Online Language and Literacy Academy (OL&LA).
 - English Language Arts (ELA) pilot.
- Sixth year implementation of elementary math program, Bridges.
- Sixth year of talent development/school within a school (Nebula) programming.
- Academic and behavioral interventions to meet the individual needs of all learners through a multi-tiered system of support (MTSS) approach.
- Continued implementation of elementary behavior plans across all schools.



MIDDLE SCHOOL ACHIEVEMENT

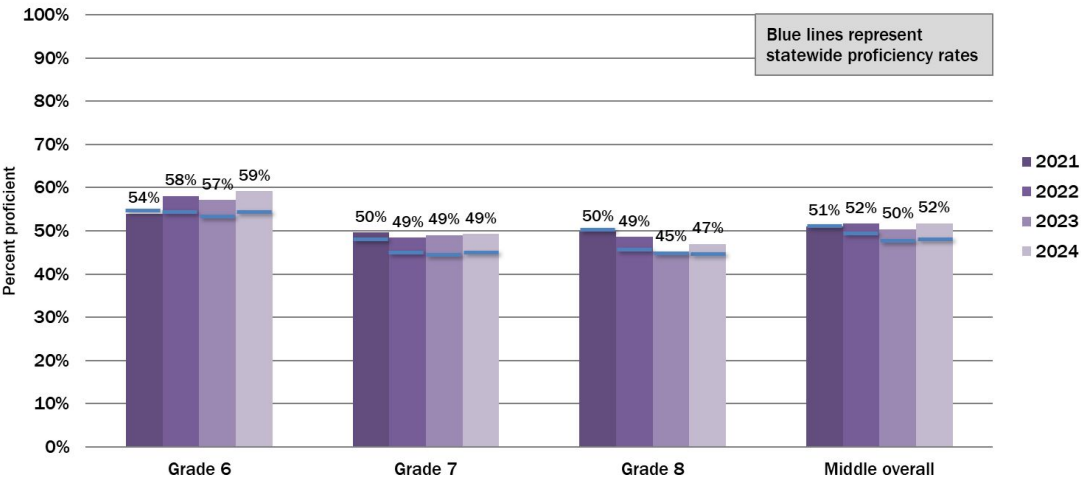
MCA in math





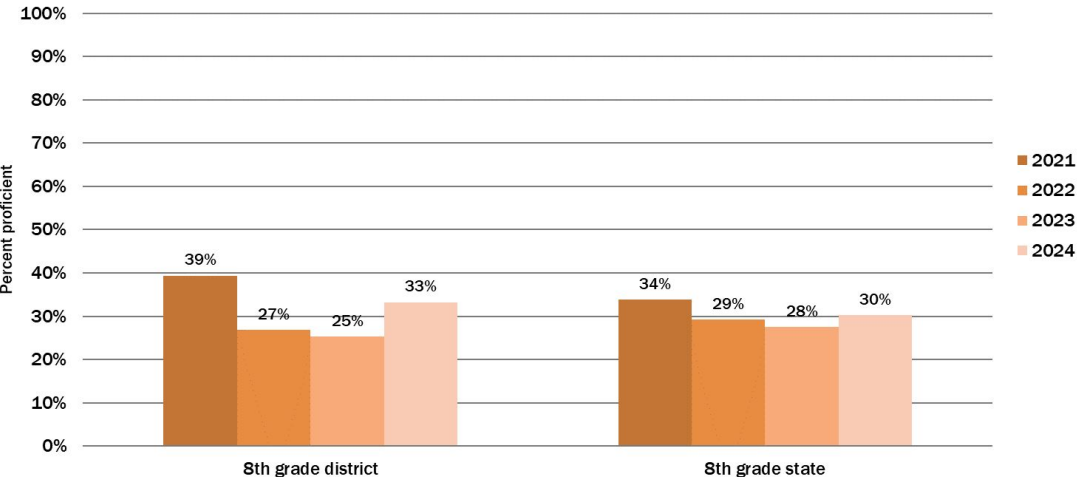
MIDDLE SCHOOL ACHIEVEMENT

MCA in reading



MIDDLE SCHOOL ACHIEVEMENT

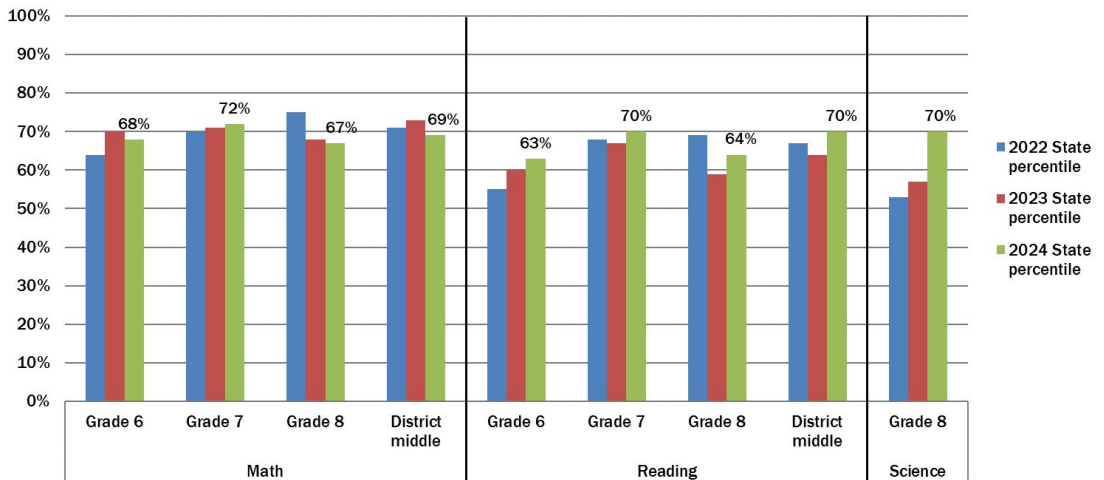
MCA in science





MIDDLE SCHOOL ACHIEVEMENT

Statewide district-to-district percentile comparison based on MCA proficiency



MIDDLE SCHOOL ACHIEVEMENT

District response to the data – create an improvement plan



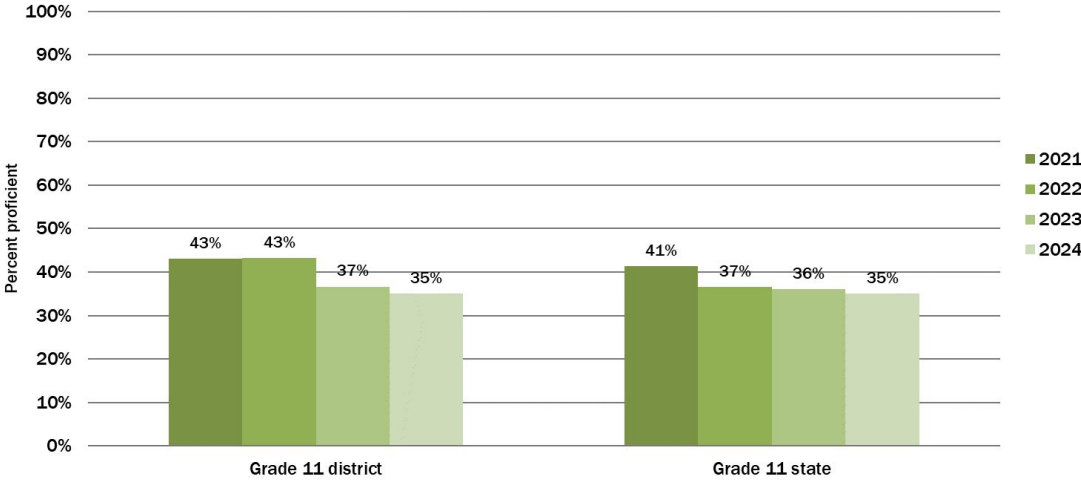
Anoka-Hennepin is focusing on:

- Strengthening academic, social and behavioral structures to meet the individual needs of all learners through a multi-tiered system of support.
- Implementation of Online Language and Literacy Academy (OL&LA) professional development for teaching staff in alignment with the READ Act.
- Improving student literacy by providing literacy coaching for middle school teachers; focused on ELA, Science, and Social Studies teachers.
- Improving math competency by supporting the implementation of math materials and evidenced-based instructional practices with math coaches.
- Improving science competency by aligning course sequencing and materials to new science standards.



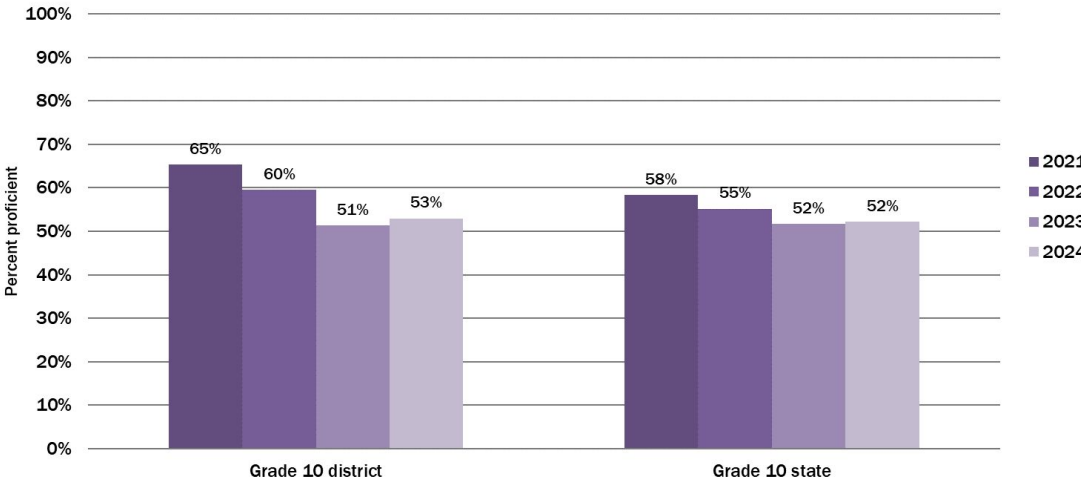
HIGH SCHOOL ACHIEVEMENT

MCA in math



HIGH SCHOOL ACHIEVEMENT

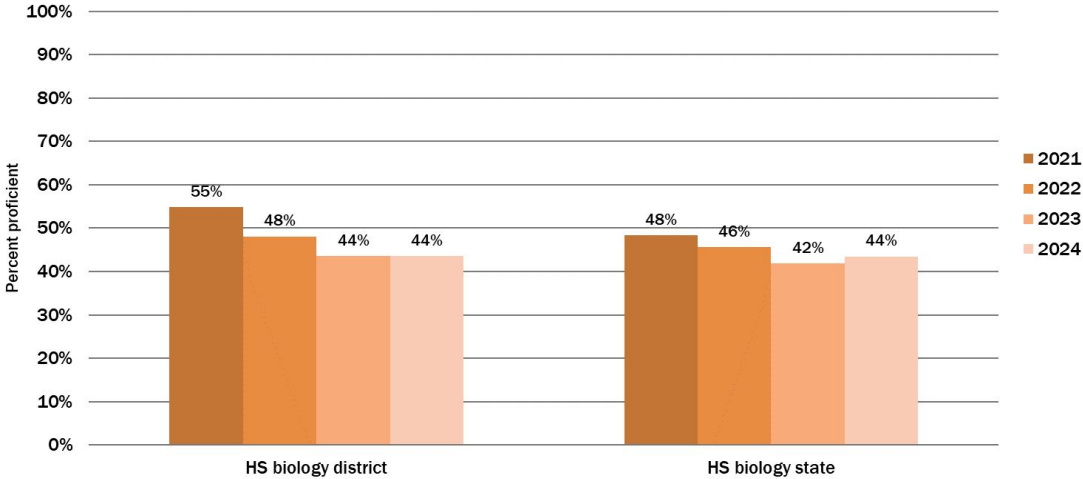
MCA in reading





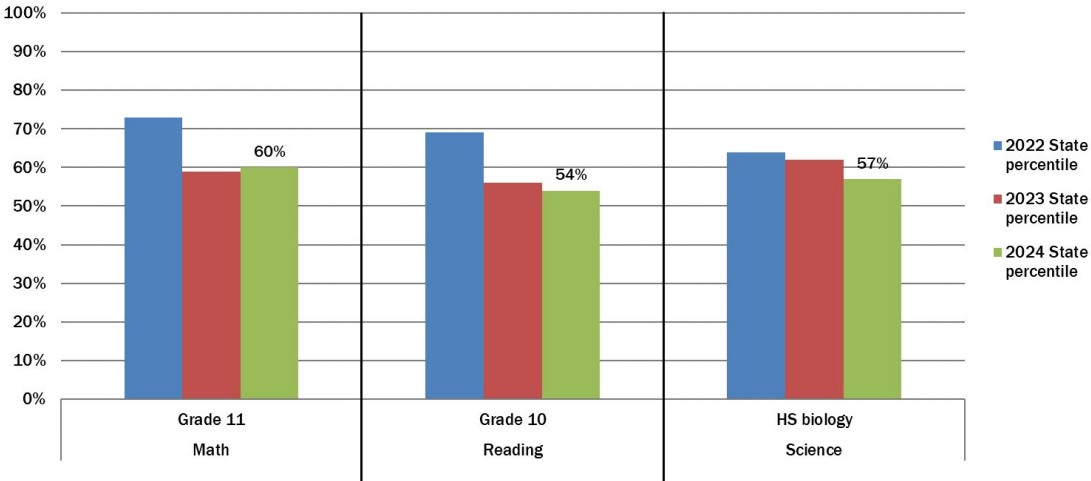
HIGH SCHOOL ACHIEVEMENT

MCA in science



HIGH SCHOOL ACHIEVEMENT

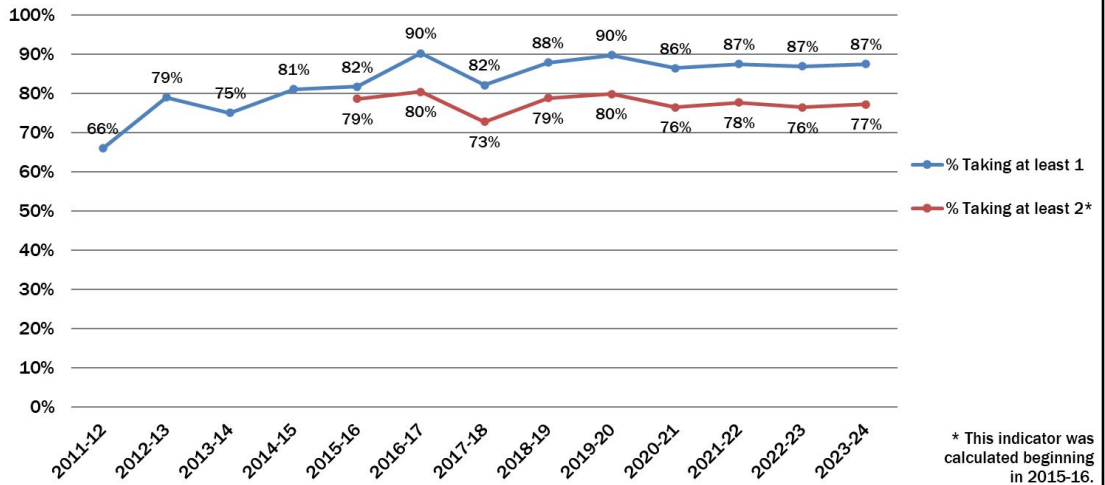
Statewide district-to-district percentile comparison based on MCA proficiency





HIGH SCHOOL ACHIEVEMENT

Senior students taking career/college-level courses in high school



HIGH SCHOOL ACHIEVEMENT

District response to the data – create an improvement plan



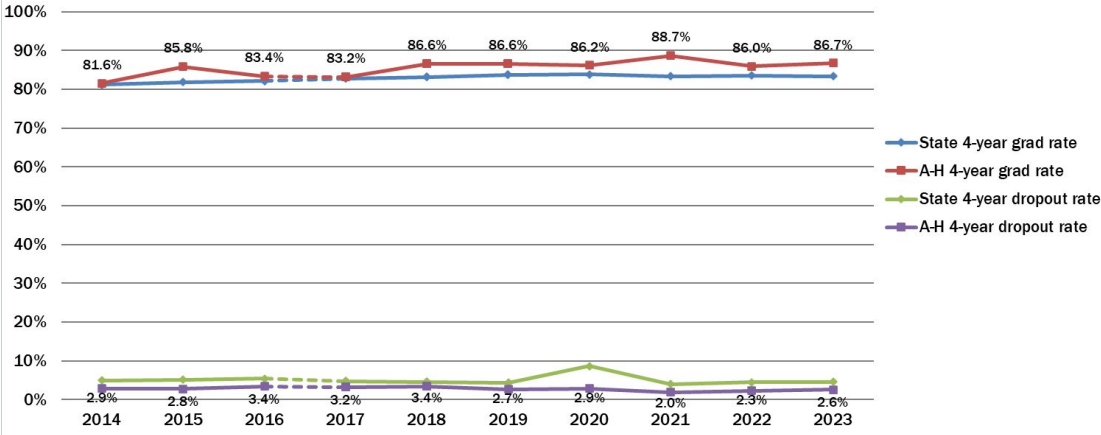
Anoka-Hennepin is focusing on:

- Monitoring of multi-tiered systems of support through site-specific MTSS monitoring plans. Emphasis on early warning MTTs indicators.
- Leveraging the math and literacy coach model to enhance instructional pedagogy and job-embedded professional development.
- Enhancing the core academic intervention model to address student learning gaps and improve achievement outcomes.
- Improving the behavior intervention model to support the social and emotional needs of students.
- Leveraging Online Language and Literacy Academy (OL&LA) professional development for teaching staff to support READ Act alignment.



GRADUATION INDICATORS

Percent of students graduating and dropping out in four years

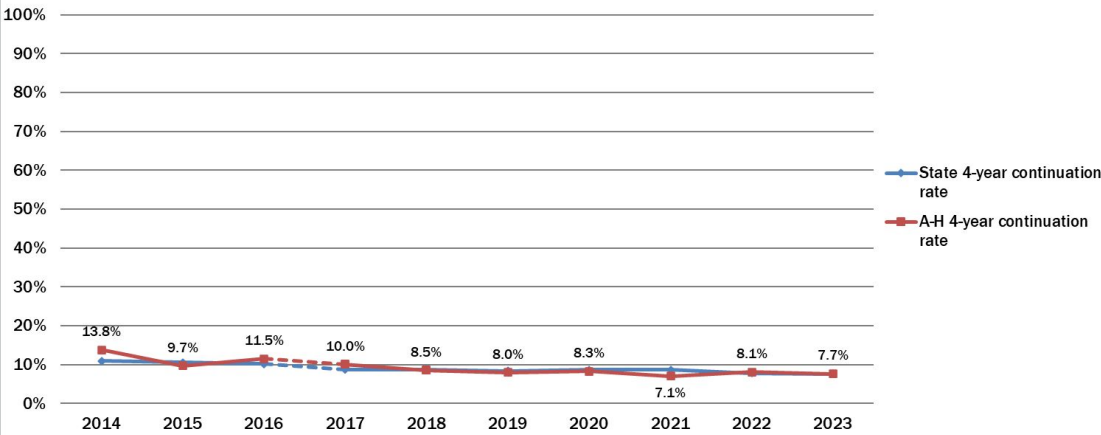


Note: dotted line indicates a change in how graduation indicators were calculated from one year to the next



GRADUATION INDICATORS

Percent of students continuing in our system after four years



Note: dotted line indicates a change in how graduation indicators were calculated from one year to the next



GRADUATION INDICATORS

District response to the data – create an improvement plan

Anoka-Hennepin is focusing on:

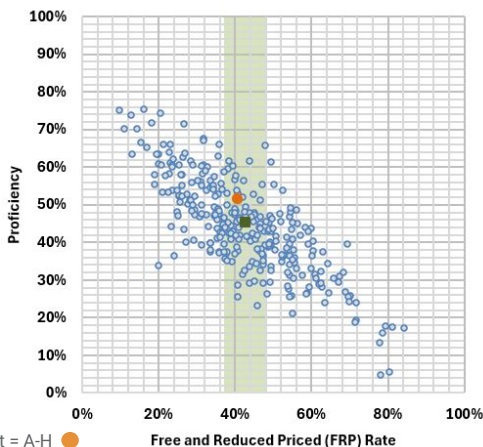
- Supporting students in meeting the requirements for four-year graduation through individualizing students’ high school experience.
- Developing proactive intervention support systems and plans to keep students on-track for graduation.
- Remediating learning by expanding credit recovery efforts, along with a systematic process to monitor student progress.
- Intervention identification and maximization of student support by leveraging student relationships with intervention staff, SAAs, counselors, SSWs, Indian Ed advisors, etc.

DISTRICT-TO-DISTRICT COMPARISON

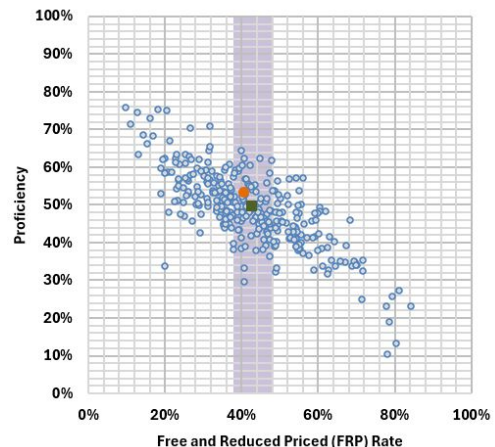
2024 MCA proficiency by district free/reduced priced service percentage



Math



Reading

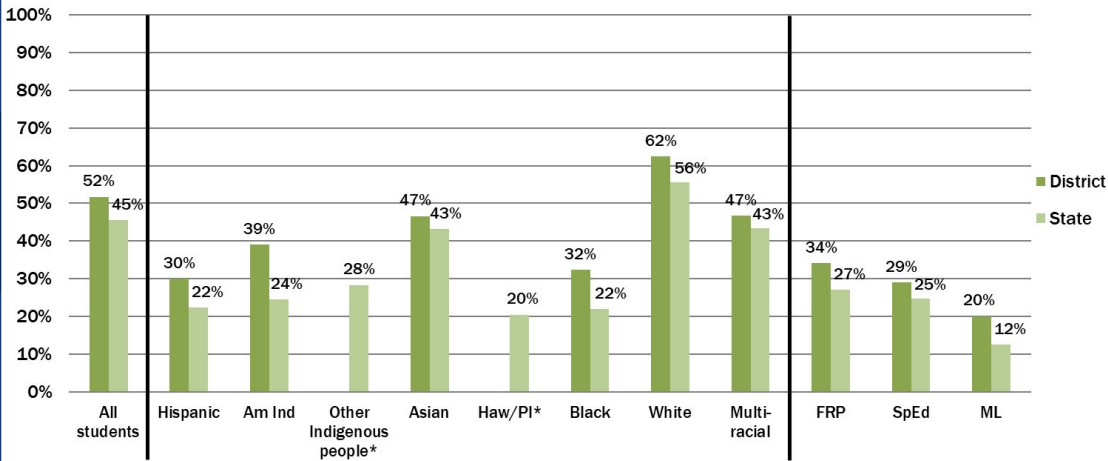


Orange dot = A-H
Green square = State



ACHIEVEMENT GAP CLOSURE

2024 MCA in math proficiency rate by student group: A-H and state

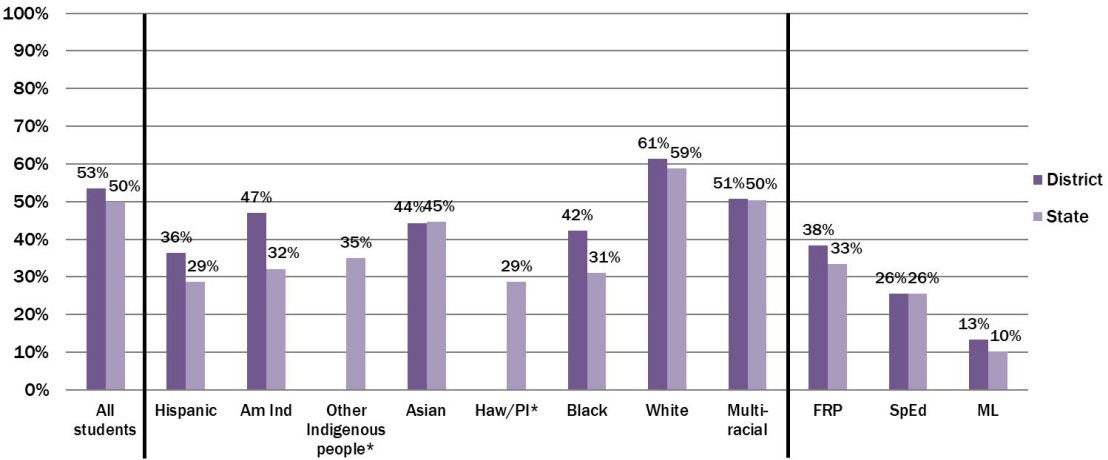


*District 'Other Indigenous people' and 'Haw/PI' data suppressed due to low cell size.



ACHIEVEMENT GAP CLOSURE

2024 MCA in reading proficiency rate by student group: A-H and state

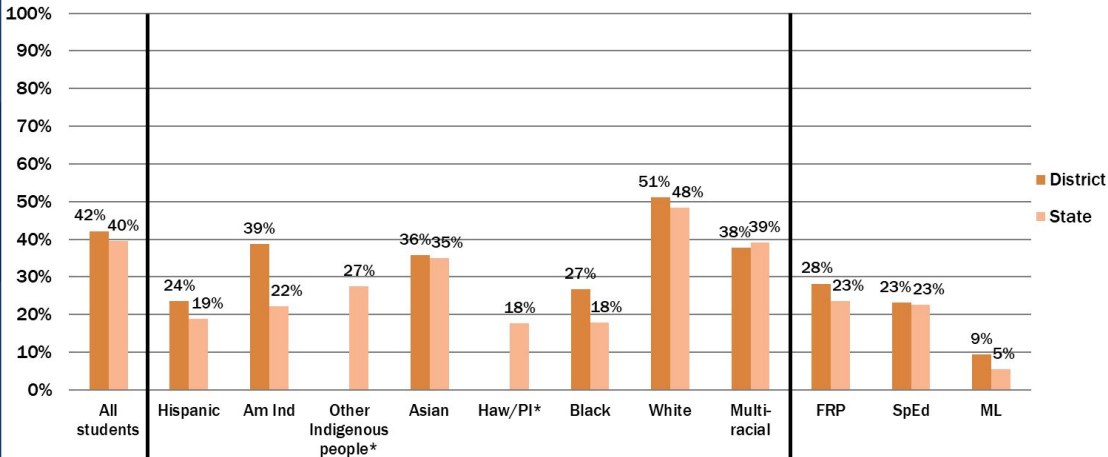


*District 'Other Indigenous people' and 'Haw/PI' data suppressed due to low cell size.



ACHIEVEMENT GAP CLOSURE

2024 MCA in science proficiency rate by student group: A-H and state

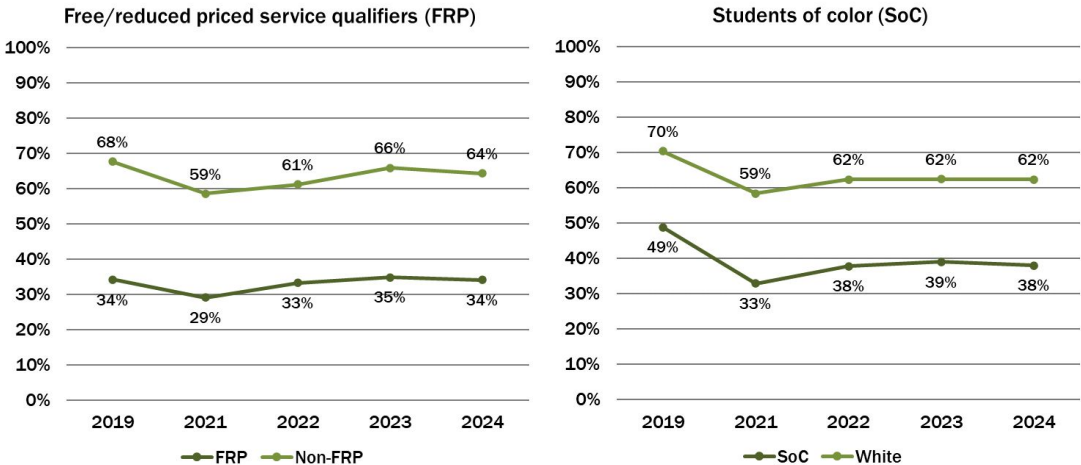


*District 'Other Indigenous people' and 'Haw/PI' data suppressed due to low cell size.



ACHIEVEMENT GAP CLOSURE

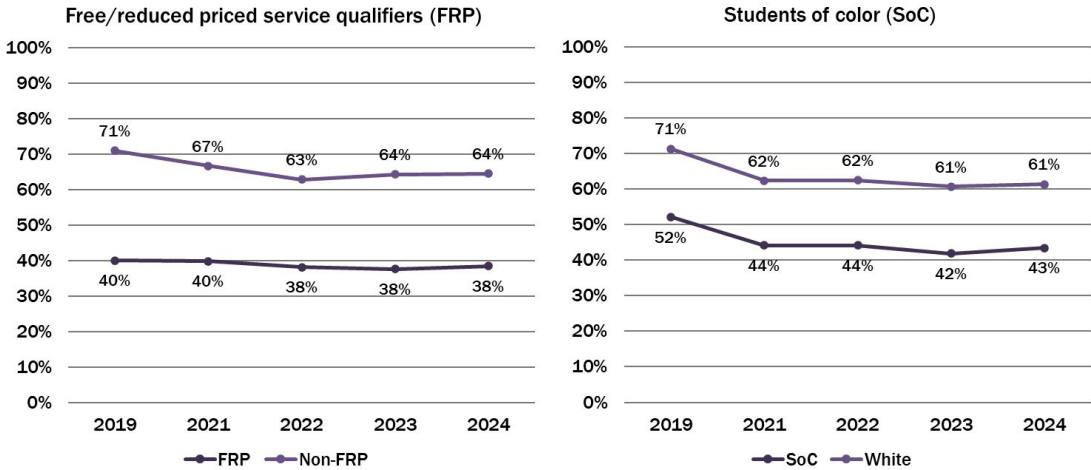
MCA in math proficiency rate by student group





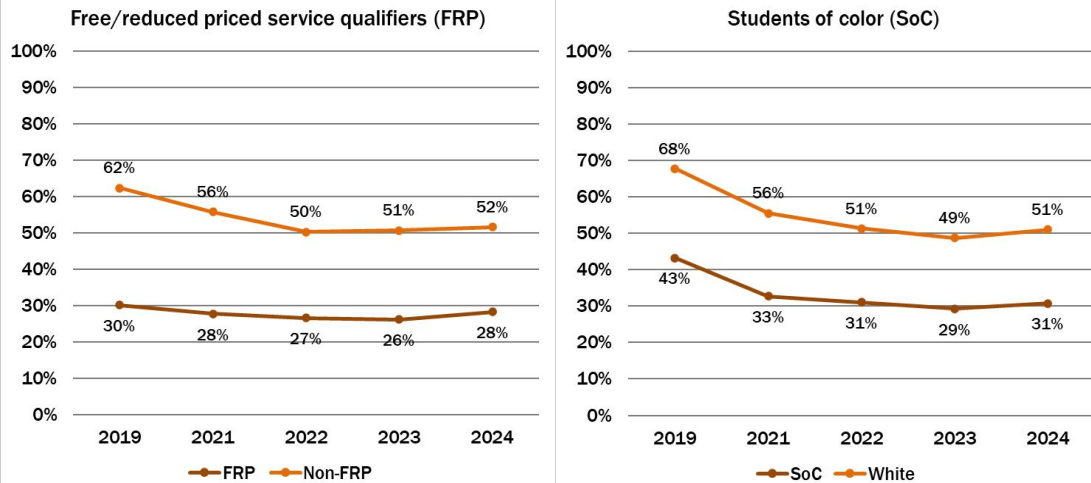
ACHIEVEMENT GAP CLOSURE

MCA in reading proficiency rate by student group



ACHIEVEMENT GAP CLOSURE

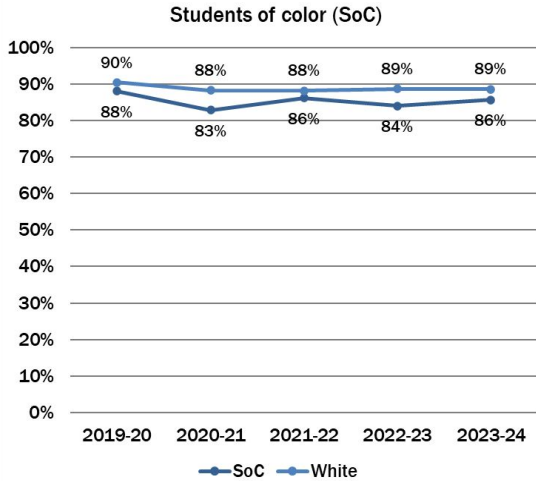
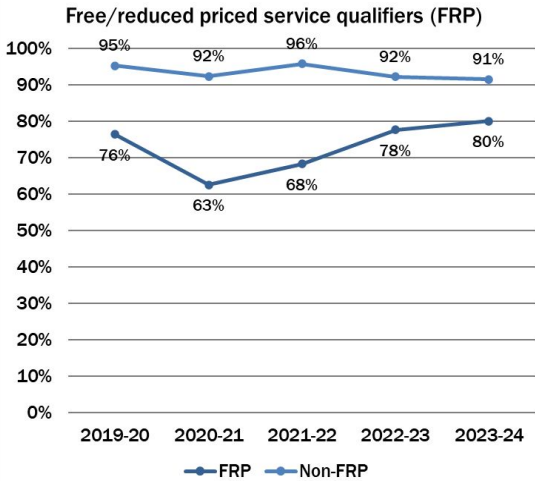
MCA in science proficiency rate by student group





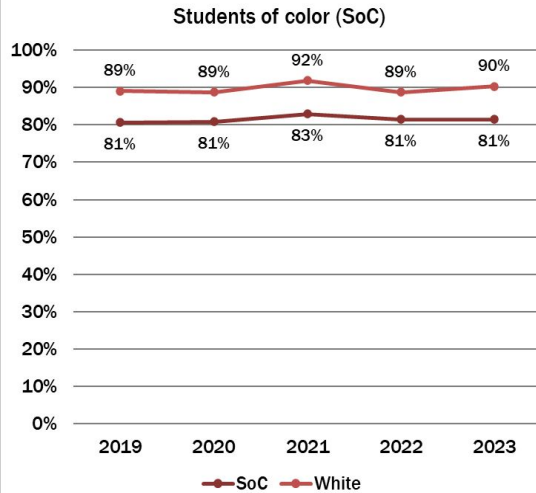
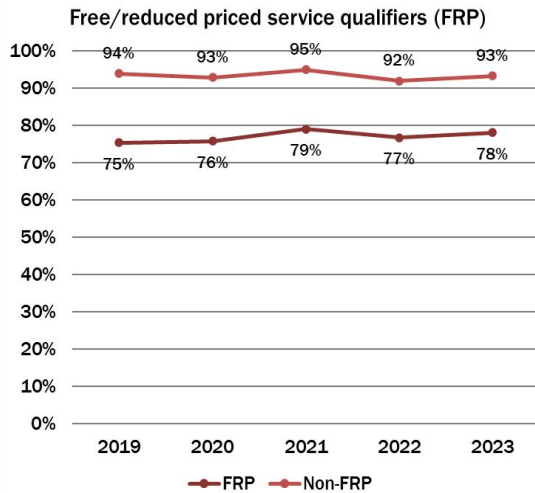
ACHIEVEMENT GAP CLOSURE

Career/college-level course taking by student group



ACHIEVEMENT GAP CLOSURE

4-year graduation rates by student group



ACHIEVEMENT GAP CLOSURE



District response to the data – create an improvement plan

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

ACHIEVEMENT GAP CLOSURE



District response to the data – create an improvement plan

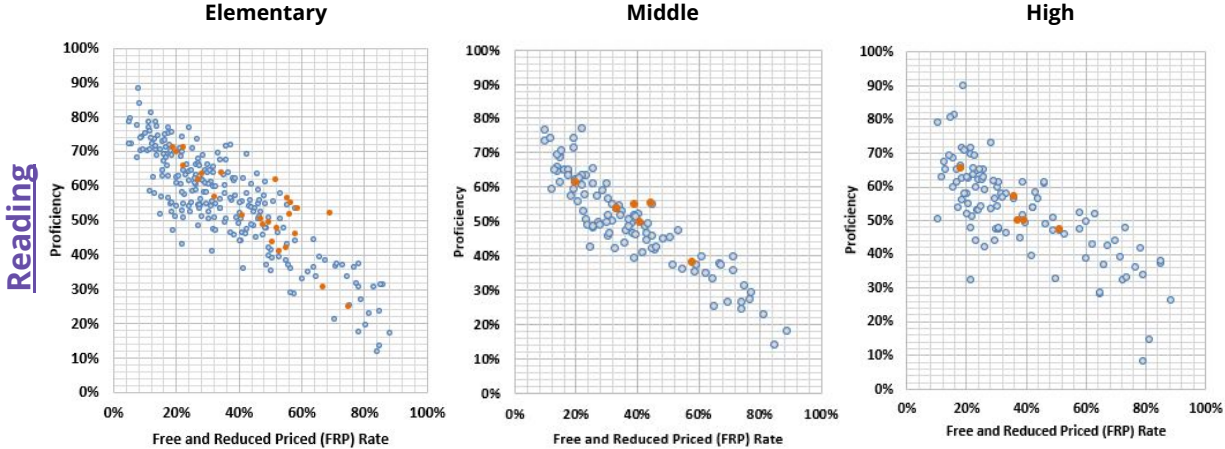
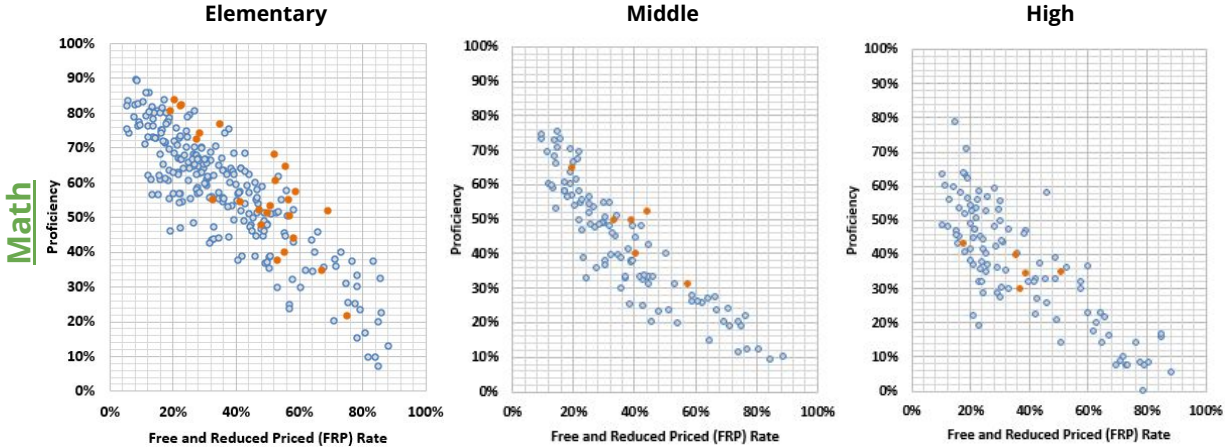
Anoka-Hennepin is focused on:

- Student data to drive the improvement process.
- Success for every student through strengthening multi-tiered systems of support (MTSS) in:
 - Instruction and assessment.
 - Student engagement.
 - School climate.
 - Student behavior and mental health supports.



SCHOOL-TO-SCHOOL COMPARISON

2024 MCA proficiency by school free/reduced priced service percentage



SCHOOL-TO-SCHOOL COMPARISON



2024 MCA proficiency by school free/reduced priced service percentage

Leading economic peers:

- Comparing overall performance of similar schools based on percentages of students qualifying for free or reduced priced services.
- Identifying schools in the top quarter of their economic peer group.

Math	Top Quarter of Peer Group	Led Peer Group (Top Spot)
Elementary	13	4
Middle	4	1
High	1	0

Reading	Top Quarter of Peer Group	Led Peer Group (Top Spot)
Elementary	7	2
Middle	3	1
High	0	0

Top Quarter in Both Math & Reading
6
2
0

Source: 2024 Minnesota Department of Education All-Accountability Assessment file and Public Enrollment file

SCHOOL-TO-SCHOOL COMPARISON



2024 MCA proficiency by school free/reduced priced service percentage

- Anoka-Hennepin schools outperform their peer schools across the economic spectrum when considering like-students.
- Nearly two-thirds of schools in Anoka-Hennepin School District are beating the odds compared to similar schools across the state in at least one subject area, with almost 90% of those schools also performing at this level in the previous year.
- Nearly all of Anoka-Hennepin schools have outperformed their comparable economic peers in at least one subject across the time these comparisons have been made.
- Anoka-Hennepin schools have outperformed their economic peer schools at higher rates in math than in reading in each year these comparisons have been made.

SCHOOL-TO-SCHOOL COMPARISON



2024 MCA proficiency by school free/reduced priced service percentage

Leading economic peers:

- Comparing student group performance of similar schools based on percentages of students qualifying for free or reduced priced services.
- Identifying schools in the top quarter of their economic peer group.

Math	Top Quarter of Peer Group in at least one student group	Led Peer Group at least one student group	Reading	Top Quarter of Peer Group in at least one student group	Led Peer Group in at least one student group	Top Quarter in Both Math & Reading in student group(s)
Elementary	18	5	Elementary	18	2	14
Middle	5	4	Middle	5	1	5
High	2	1	High	4	2	2

Source: 2024 Minnesota Department of Education All-Accountability Assessment file and Public Enrollment file

SCHOOL-TO-SCHOOL COMPARISON



2024 MCA proficiency by school free/reduced priced service percentage

- Over 90% of Anoka-Hennepin schools beat the odds by outperforming their economic peers in at least one examined student group.
- Nearly 80% of schools performed in the top quarter of their economic peer group across multiple student groups (in any subject).
- Nearly 80% of schools performed in the top quarter of their economic peer group across multiple subjects (in any student group).
- Over 40% of Anoka-Hennepin schools led their economic peer group in at least one student group.
- One fourth of Anoka-Hennepin schools led their economic peer group in more than one student group or subject area.



Questions, comments

Johnna Rohmer-Hirt

Executive Director, Research, Evaluation and Testing

ahschools.us/ret

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

MASTER AGREEMENT

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

and

Anoka-Hennepin Paraeducator Association

Regarding Terms and Conditions of Employment for
Paraeducator Employees
Anoka-Hennepin Independent School District No. 11

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

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Article I

PURPOSE

The purpose of the Agreement is to encourage and increase orderly, constructive and harmonious relationships between Anoka-Hennepin Independent School District No. 11, hereinafter referred to as the employer and/or the District, and the Anoka-Hennepin Paraeducator Association, hereinafter referred to as paraeducators; to establish procedures for the resolution of differences over terms and conditions of employment; to preserve the paramount right of the citizens of this community to operate their school/program without disruption; and to establish an environment in which the students of this community may receive education of the highest quality. Accordingly, the parties have set forth herein all terms and conditions of employment which have been agreed upon by the employer and the Association pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the "PELRA".

Article II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the PELRA of 1971, as amended, the School Board recognizes Anoka-Hennepin Paraeducator Association as the Exclusive Representative for the paraeducators who are employed by the District, which Exclusive Representative shall have those rights and responsibilities as prescribed by the PELRA of 1971, as amended, and as described in the provisions of this Agreement.

Section 2. Appropriate Unit: The Exclusive Representative shall represent all such paraeducators of the District contained in the appropriate unit as defined in Article III, Section 2, of this Agreement (and in certification by the Director of Mediation Service, if any).

Section 3. Equal Application: The provisions of this contract shall be applied equally to all paraeducators in the bargaining unit without discrimination as to race, creed, religion, color, national origin, disability, sex/gender (unless sex is a bona fide occupational qualification), marital status, or status with regard to public assistance, sexual orientation, age, family care leave status or veteran status.

Section 4. Exclusivity: The employer will not during the life of this Agreement meet and negotiate relative to terms and conditions of employment with any paraeducator or group of paraeducators who are covered by this Agreement except through the Exclusive Bargaining Representative. No paraeducator covered by this Agreement shall negotiate any terms and conditions of employment except with the School Board's designated negotiator.

Section 5. Inclusion of New Titles: If titles are created during the life of this Agreement that are not listed in Article III, Section 2, the parties will meet and attempt to agree on the inclusion or exclusion of the new title. If the parties cannot agree, the question will be submitted to the Director of the Bureau of Mediation Services for a determination of the inclusion or exclusion of such title.

Article III

DEFINITIONS

Section 1. Terms and Conditions of Employment: The term "terms and conditions of employment" means the hours of employment, the compensation therefore including fringe benefits except retirement contributions or benefits other than employer payment of, or contribution to, premium for group insurance coverage of retired employees or severance pay, and the employer's personnel policies affecting the working conditions of the paraeducators. The terms in this case are subject to the provisions of Section 179A.07 regarding the rights of public employers and the scope of negotiations.

Section 2. Description of Appropriate Unit: All District Paraeducators including Elementary, Secondary, Health, COTA, Special Education, Bus Paraeducators, Technology Paraeducators, Supplemental Program Paraeducators, ESL Paraeducators, and Special Education-LPN Paraeducators employed by the District whose employment service exceeds the lesser of 14 hours per week or 35 percent of the normal work week and more than 67 work days per year, excluding all other employees including emergency employees.

Section 3. Immediate Supervisor: This term shall mean the building Principal, Assistant Principal, or Supervisor as defined in PELRA, 1971, as amended.

Section 4. Other Terms: Terms not defined in this Agreement shall have those meanings as defined by PELRA, as amended.

Article IV

SCHOOL BOARD RIGHTS

Section 1: It is recognized that except as expressly stated herein, the employer shall retain whatever rights and authority granted by State Statutes in order to operate and direct the affairs of the schools/programs in all of their various aspects, including but not limited to, the educational policies of the schools/programs; the right to direct and assign paraeducators, to schedule working hours; to determine whether goods or services should be made or purchased; to make and enforce reasonable rules and regulations affecting terms and conditions of employment that are uniformly applied and enforced in accordance with the provisions of the rules or regulations. Any term or condition of employment not specifically established by this Contract shall remain solely within the discretion of the employer to modify, establish, or eliminate.

Section 2: The District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

Article V

PARAEDUCATOR RIGHTS

Section 1. Right to Views: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any paraeducator or her/his representative in the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment or circumvent the rights of the Exclusive Representative.

Section 2. Outside Activity: The parties to this Agreement shall take no action, direct or indirect, to deny or effectively reduce the constitutional rights of any paraeducator. No exercise of any right of citizenship or any religious or political activities of any paraeducator or the lack thereof shall be ground for disciplinary or discriminatory action with respect to the employment of such paraeducator. It is expressly recognized that the private and personal life of any paraeducator is neither within the concern of, nor the subject of any action taken by, the employer or his representative unless it affects the educational process of the school system.

Section 3. Dues Check Off: Paraeducators who are full members shall have the right to request and shall be allowed dues check off for the Exclusive Representative Organization. The employer, upon notification by the Exclusive Representative of such paraeducators, shall be obligated to check off said fee from the earnings of the paraeducator and transmit the same to the Exclusive Representative each regular pay period. Any dispute as to the validity of a specific deduction shall be solely between the Association and the individual employee. The Association warrants that it will indemnify and hold harmless the Employer and any of its agents from any and all actions which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction or lack thereof.

Section 4, Discipline, Dismissal, or Resignations: A paraeducator who has completed his/her probationary period as defined in Article VII, Section 3 shall not be disciplined, reprimanded, reduced in rank or compensation, or discharged without just cause.

A. Depending on the circumstances, corrective discipline will be prescribed with a verbal warning, written warning, suspension without pay, or termination. If a supervisor meets with a paraeducator to discuss discipline or potential discipline, the paraeducator shall be entitled to have an association representative present. Paraeducators who believe they have been disciplined without just cause may seek a remedy pursuant to Article XIV grievance procedure.

B. Paraeducators who resign due to unusual circumstances and are accepted for re-employment within one year of resignation shall be reinstated only with the approval of the Superintendent of Schools or her/his designee. Reinstatement shall be at the seniority level and pay rate attained prior to resignation including reinstatement of accrued sick leave days. Paraeducators who resign do so with the understanding that reinstatement may not be obtained by the grievance process.

C. Paraeducators who are dismissed for just cause or who resign shall do so with the understanding that this shall be with "loss of all rights."

D. Paraeducators who are terminated may request the District to provide, in writing, the reasons for their termination.

Section 5. Personnel File: Paraeducators shall be shown any evaluation and/or negative information placed in their personnel file and will have the right to respond. The response shall be placed in the personnel file. The paraeducator shall have the right to reproduce any contents of the file at the paraeducator's expense. A paraeducator may request that specific information be included in her/his personnel file subject to the District's approval.

Section 6. The District shall post this Agreement to its website; copies will be provided to employees upon request.

Article VI

ASSOCIATION RIGHTS

Section 1. Use of Facilities: The Association shall be afforded reasonable use of the school/program buildings. Prior approval for such use must be obtained from the building principal/program supervisor.

Section 2. Transaction of Business: Duly authorized representatives of the Association shall be permitted to transact official Association business on school premises contingent upon the approval of the building principal/program supervisor provided that this shall not unduly interfere with nor interrupt the operations of the school. The Association may use the District e-mail, mail service, ~~and~~ paraeducator mailboxes, **bulletin boards and/or the digital equivalent** for communications to paraeducators. **An Association mailbox shall be located at the District Office.**

~~Section 3. Bulletin Boards: The Association shall have the right to place appropriately identified notices and other material on school/program bulletin boards and/or in paraeducator mailboxes designated for such use. The Association shall be responsible to remove notices on a timely basis.~~

Section 43. Access of Information: **The District will provide the Association access to payroll deductions, employee information, union orientation time, and union access as required under MN Statute 179A.** Upon request, the employer or the employer's designee agrees to provide the Association information available to it concerning the paraeducator staffing and financial resources of the District, including the names and ~~addresses and positions on the~~ pay-rate schedule of all paraeducators in the bargaining unit and such other information requested by the Association in ~~contract matters or in the processing of a grievance.~~ **accordance with applicable statutes.**

Section 54. Time Off for Exclusive Representative: The District will provide reasonable time off to elected officers or appointed representatives of the Exclusive Representative for the purpose of conducting the duties of the Exclusive Representative including, but not limited to, grievance investigation and processing and conferring with District representatives and immediate supervisors with respect to the establishment, interpretation, and application of the provisions of this Agreement. The Exclusive Representative shall notify his/her immediate supervisor at least two (2) days prior to the use of such time off except in emergency situations.

Article VII

EMPLOYMENT PRACTICE

Section 1. Employee Work Rules: The principal/program supervisor shall be responsible to inform the paraeducators of the work rules.

Section 2. Seniority: The District shall maintain separate seniority lists for full-time positions for the following paraeducator categories: Elementary, Health, Secondary, Special Education, Bus, COTA's, Technology, Supplemental Programs (AVID and Title shall have separate seniority lists), ESL, and Special Education LPN Paraeducators. A paraeducator will earn seniority credit based on the most recent continuous date of employment. Seniority shall accrue up to one (1) year for all approved leaves. If a paraeducator changes positions within the bargaining unit, any seniority earned shall be retained in the new job. A copy of each seniority list shall be sent to the Exclusive Representative by April 1st of each school year. Part-time paraeducators shall be maintained in a separate seniority list, have no guarantees of number of hours of work and shall be subjected to termination at the end of each school year.

Section 3: Probation Period. The Probationary Period for new paraeducators shall be the equivalent of one full year from the date of hire. Section 5 and 6 of this Article does not apply to probationary paraeducators.

Section 4. School Year or Summer Openings:

- A. Any paraeducator may apply for voluntary transfer to an available opening.
- B. Administrative transfer of a paraeducator may be initiated to improve the paraeducator's working conditions. The assignment shall be mutually agreeable to the Executive Administrator, the Building Administrators, the paraeducator and the Association.
- C. During the school year, in the event of vacancies within a category, principals/program supervisors will notify building paraeducators within the same category of opportunities for reassignment. In the event of a position opening within a category and no paraeducator within the category is on layoff:

The District will post the opening created within the category in each school building/program for a minimum period of five (5) working days and send a copy of the notice to the Exclusive Representative. When the position is posted, reasonable effort shall be used to accurately describe the position, location, special training and hours.

- D. A current paraeducator must notify Employee Services of her/his desire to be considered for the posted position no later than the closing date of the posting. A minimum of five (5) internal applicants shall be interviewed for the posted opening. Seniority shall be one of the factors to be considered, but the applicant with the best qualifications for a position shall be selected.
- E. Any paraeducator transferring to a different paraeducator position shall normally be required to remain at her/his present position no more than two (2) weeks. (Summer not applicable)
- F. Vacancies which exist within two (2) weeks before or after commencement of a new school year shall be posted for two working days and then be released for immediate fill.

Section 5. Elimination, Displacement and Reassignment of Paraeducator Position(s):

A. If a full-time paraeducator position is eliminated during the school year, the following shall occur:

1. If a position is eliminated within a school, the least senior paraeducator within that category shall be displaced unless the more senior affected paraeducator volunteers to be displaced and/or the District determines that it is not in the best interest of the children or programs affected to displace the least senior paraeducator - in such circumstances the District, Association, and paraeducators shall meet in an attempt to resolve the procedure for the affected paraeducator's continuing assignment.

2. If a displaced paraeducator chooses to substitute for a period of time until an appropriate assignment becomes available, she/he shall receive her/his current hourly rate of pay and benefits.

B. If there is an elimination of full-time paraeducator positions within a building for the following school year, the paraeducator with the lowest district seniority within each category shall be the first to be displaced and the following shall apply:

1. If known, the paraeducator shall be informed by the building principal/program supervisor of the known eliminations of position(s) before the end of the school year. The paraeducators who have to be reassigned to other buildings shall be determined by their district seniority according to the category lists established in Section 2 of this Article, unless the District determines that it is not in the best interest of the children or programs affected to displace the least senior paraeducator. In such circumstances the next least senior paraeducator will be displaced.

2. Employee Services will notify all displaced paraeducators and the Exclusive Representative of the known open positions available approximately four weeks prior to the opening of school. Employee Services will accurately describe and designate hours of the open positions. Following notice of available positions from Employee Services, the displaced paraeducators shall submit within five (5) working days their preferences for a job opening within their category.

3. The District will assign all displaced paraeducators to the opening within their category with consideration of the following factors: preference, interview, seniority, and ability to do the job.

4. The District shall not hire any new paraeducators until the displaced paraeducators have been placed in all available openings within their category for which they are qualified or which they are willing to learn.

5. After the placement of all displaced paraeducators, vacancies which exist within two weeks prior to the start of school shall be posted for 2 working days and then released for immediate fill.

6. If a reassigned paraeducator is unable to exhibit the ability to perform the job after 40 school days, a district representative, the paraeducator, and the paraeducator's representative shall meet to place the paraeducator in a more suitable position. If a reassigned paraeducator chooses to substitute for a period of time until an appropriate assignment becomes available, she/he shall receive her/his current hourly rate of pay and benefits.

C. If there is a change to position minimum qualifications, and a paraeducator currently in the role is unable to meet the new qualifications (e.g. highly qualified status) of the position, the paraeducator shall be displaced and the following shall apply:

- 1. If known, the Exclusive Representative and displaced paraeducator(s) shall be informed of the new minimum qualifications before the end of the school year. The District and the Exclusive Representative shall meet to discuss a support plan to assist paraeducators in meeting the new qualifications.**
- 2. Employee Services will notify all displaced paraeducators and the Exclusive Representative of the known open positions available approximately four weeks prior to the opening of school. Similar, reasonable notice shall be provided for mid-year changes. Employee Services will accurately describe and designate hours of the open positions. Following notice of available positions from Employee Services, the displaced paraeducators shall submit within five (5) working days their preference for a job opening for which they are qualified.**
- 3. The District will assign all displaced paraeducators to an available opening with consideration of the following factors: preference, interview, seniority, and ability to do the job.**
- 4. The paraeducator may accept the new assignment or choose layoff pursuant to Section 6 of this Article.**

Section 6. Layoff and Reemployment:

A. Layoff: In the event the School Board shall eliminate or reduce full-time paraeducator positions or need to create additional openings for displaced full-time paraeducators, such action shall be governed by the following procedures:

- 1. The employer shall notify all affected paraeducators and the Exclusive Representative in writing. This notice shall be given at least two weeks prior to the date of layoff.**
- 2. The least senior paraeducators, by category, as established in Section 2 of this Article shall be laid off first. If more than one paraeducator started employment on the same day, the paraeducator with the higher "employee number" shall be laid off first.**

B. Reemployment of all full-time paraeducators shall be subject to the following conditions:

- 1. Rights of reinstatement shall continue only for a period of two (2) years from the date of layoff.**
- 2. All full-time paraeducators shall be reemployed in the inverse order in the job category in which they were laid off.**
- 3. A paraeducator who is reinstated as provided above shall have all rights and benefits previously earned restored. Seniority shall be retained but will not accumulate during this absence.**
- 4. The employer shall notify the paraeducator of an opening in her/his category by registered letter mailed to the last known address of the paraeducator.**

a. Paraeducators notified during the school year shall have five (5) working days to inform the District of acceptance or rejection of the offer. If the paraeducator accepts the offer, the paraeducator must be available within ten (10) working days of the date of notification.

b. Paraeducators notified during the summer months shall normally notify the District of acceptance or rejection of the offer within two weeks of notification.

5. A full-time paraeducator may reject up to three (3) full-time jobs within their category before relinquishing rights of reemployment. (Bus paraeducator openings excluded.)

C. Paraeducators laid off due to inability to meet new minimum requirements (e.g. Highly Qualified status) shall maintain recall rights to an available position in their same category shall they subsequently meet the new requirements and notify the District within two years.

Article VIII

COMPENSATION

Section 1. Pay Schedule: The pay rates and rules in Appendix A, attached hereto, shall be part of the Agreement.

Section 2. Paychecks: Paychecks shall be issued electronically by direct deposit on pay dates as determined by the District Payroll Department. Reasonable effort shall be made to pay new paraeducators (who have completed all required employment forms) no later than the second pay day after the start of the school year. If the payday occurs on a holiday, reasonable effort will be made to issue the paycheck on the last working day prior to the holiday.

Section 3. Pay Rate Beyond Normal Schedule Hours: Any hours authorized by the paraeducator's immediate supervisor shall be compensated in the following manner:

A. Hours authorized and worked up to forty (40) hours per week shall be compensated at the paraeducator's current hourly rate on the salary schedule including seniority and academic credits.

B. Hours authorized and worked beyond forty (40) hours per week shall be compensated at one and one-half the paraeducator's current hourly rate on the salary schedule including seniority and academic credits.

Section 4. If a paraeducator is required to go on a field trip to supervise a student(s) and is required to be on duty during lunch or beyond normal duty hours, she/he shall be paid for all compensable hours as set forth in Section 3 of this Article. Unusual circumstances may receive special consideration.

Section 5. Mileage: Any paraeducator who is directed and authorized to use his/her own vehicle for any assigned task shall be reimbursed at the district rate upon submitting the proper forms.

Section 6. Emergency Closings: Paraeducator attendance shall not be required whenever student attendance is not required due to district-wide closings because of inclement weather and there

shall be no loss in pay. If a school/program is closed or dismissed for students due to emergency conditions beyond the control of the District, the building principal/program supervisor shall determine the paraeducator's attendance. There shall be no loss in pay. If a day is required to meet minimum State requirements, paraeducators shall be paid at the current hourly rate on the salary schedule including seniority and academic credits for each additional day required to meet the State requirements.

Section 7. Overpayment/Underpayment: Overpayment or compensation which exceeds earned compensation by the paraeducator for whatever reason shall be recoverable by the school district by payroll deduction. Underpayment of compensation shall be recoverable by the paraeducator.

Recovery will be limited to one school year prior to the time of discovery. Individual repayment will be worked out between the Paraeducator and the Payroll Department.

Article IX

INSURANCE

Section 1. Hospitalization - Medical - Major Medical: The employer shall provide hospitalization, medical and major medical insurance annually for all paraeducators who work at least six (6) hours per day in the normal school year. Bus paraeducators are not normally eligible for insurance benefits. The District shall determine the number of bus paraeducators assignments eligible, if any. To the extent the District reduces the number of eligible positions from one plan year to the next, it will provide notice to the Union.

A. Single Coverage: Effective September 1, ~~2022~~**2024**, for benefit eligible, enrolled paraeducators, the District shall contribute up to ~~seven hundred thirty five dollars (\$735.00)~~**eight hundred ten dollars (\$810)** per month of the premium for single coverage; effective September 1, ~~2023~~**2025**, for benefit eligible, enrolled paraeducators, the District shall contribute up to ~~seven hundred seventy dollars (\$770.00)~~**eight hundred fifty dollars (\$850)** per month of the premium for single coverage.

B. Family District Contribution: Effective September 1, ~~2022~~**2024**, for benefit eligible, enrolled paraeducators, the District shall contribute up to ~~one thousand three hundred ten dollars (\$1,310.00)~~**one thousand five hundred fifteen dollars (\$1,515)** per month of the premium for family coverage; effective September 1, ~~2023~~**2025**, for benefit eligible enrolled paraeducators, the District shall contribute up to ~~one thousand three hundred seventy five dollars (\$1,375.00)~~**one thousand five hundred ninety dollars (\$1,590)** per month of the premium for family coverage. ~~Thereafter, the District contribution shall increase by the same dollar amount as the negotiated increase for single coverage.~~

C. Dual Spouse Contribution: Effective September 1, ~~2022~~**2024** if both married spouses work full time for the District and both are benefit eligible, the District shall contribute up to ~~two thousand forty five dollars (\$2,045.00)~~**two thousand three hundred twenty five dollars (\$2,325)** per month of the premium for family coverage; effective September 1, ~~2023~~**2025**, for benefit eligible enrolled paraeducators, the District shall contribute up to ~~two~~

~~thousand one hundred forty five dollars (\$2,145.00)~~ **two thousand four hundred forty dollars (\$2,440)** per month of the premium for family coverage.

D. Any additional cost of the premiums shall be borne by the employee and paid by payroll deduction.

Section 2. Dental Insurance: The District shall contribute up to a maximum of eighty dollars (\$80.00) per month for eligible enrolled paraeducators. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

Section 3. Income Protection: The employer will pay the premium of income protection insurance for paraeducators who work six (6) hours or more per day in the normal school year. Paraeducators who are on a long-term disability leave shall be allowed to continue participation in any group insurance plan in which they participated prior to going on LTD.

Section 4. Term Life Insurance: A \$50,000 term life insurance policy for each paraeducator who works six (6) hours or more per day in the normal school year will be paid by the employer.

Section 5. Worker's Compensation: The employer shall provide worker's compensation insurance as required by law with the following provisions:

Upon the request of the paraeducator who is absent from work as a result of a compensable injury, the employer will pay the difference between the compensation received pursuant to the Worker's Compensation Act by the paraeducator and the paraeducator's regular rate of pay to the extent of the paraeducator's earned accrual of sick leave.

Section 6. Liability Insurance: The employer shall provide liability insurance on all paraeducators to cover acts of the paraeducators while acting within the scope of their employment. Such policy per day and to be accrued on a per pay day basis. Paraeducators hired during the school year will earn sick leave on a pro-rated basis based on the days worked for the year. Sick leave will be allowed to accumulate to an unlimited amount.

Article X

LEAVES OF ABSENCE

Section 1. The District shall comply with the provisions of the Family and Medical Leave Act (FMLA)

Section 2. Sick Leave/Emergency Leave/Personal Leave: Paraeducators who return to work at the start of a school year will earn **twelve** (12) days of sick leave at the paraeducator's assigned hours per day and to be accrued on a per pay day basis. Paraeducators hired during the school year will earn sick leave on a pro-rated basis based on the days worked for the year. Sick leave will be allowed to accumulate to an unlimited amount.

- A. Sick leave may be used for safety leave, personal illness or injury, serious illness or injury of the employee's immediate family or on the account of death of a member of the immediate family. Immediate family shall include spouse, children, parents, siblings, grandparents, grandchildren, and in-laws of similar degree of relationship. Circumstances of an unusual nature may receive special consideration in accordance with District guidelines.
- B. Leaves of absence without pay may be granted for illness or poor health beyond the limits of paid sick leave.
- C. Paraeducator absence due to injury as a result of an assault by a student or a nonstudent, while performing school business that is not provoked by the Paraeducator, shall not be charged against the paraeducator's sick leave.
- D. Personal Leave: Three (3) non-cumulative personal leave days deducted from sick leave shall be granted each year at the paraeducators discretion; paraeducators with ten (10) years or more seniority shall be granted one (1) additional personal leave day. Paraeducators may request personal leave days on a first requested, first granted basis at least five (5) days in advance, except in emergency situations. A request is a filed, signed personal leave request form. Principals/program supervisors have discretion to approve or deny requests based on established limits on the number of paraeducators who may take personal leave on any given day. Guidelines for building/program limitations include the following:
1. Personal leave requests during the first five (5) days of the school calendar year or the last five (5) days of the student calendar year.
 2. No more than 7% of paraeducators may use personal leave the same day.
 3. Personal leave requests on Mondays (Tuesday of Memorial week-end) or Fridays, commencing on May 1st and continuing until the end of the school year.
 4. Personal leave requests adjacent to a scheduled break or to requests for unpaid days off.
 5. In cases where two or more paraeducators submit their request at the same time and the building/program limitations would be exceeded, District wide seniority would be used to break the tie (the most senior paraeducator shall be granted leave).
- E. A paraeducator who used less than half of the year's allotted sick leave (used days includes the combination of sick and/or personal leave days), no dock days, and has an accumulation of thirty (30) sick leave days may choose to buy back up to five unused days at the paraeducator's current hourly rate on the salary schedule including longevity and academic credits.
- F. Dock days may not be used for illness when the paraeducator has sick leave available. Unusual circumstances will be reviewed.
- G. Paraeducators who terminate employment or go on a leave of absence will be docked for any sick leave used but not earned to date.

Section 3. Parenting Leave: (Maternity, Paternity, Adoption)

- a. Purpose and Procedures: A leave of absence shall be granted to a paraeducator for the purpose of providing full-time parental care for a new-born or newly adopted child(ren). Whenever possible, arrangements for such leaves shall be made at least ninety (90) days prior

to the beginning date of the leave. A planned date of return to duty shall also be arranged at the same time. Paraeducators should meet with the principal/supervisor in considering the particular educational needs of the students in their classroom in selecting an effective date for beginning of and/or returning date from such leave. The leave must commence within the first twelve (12) months of the birth or adoption.

b. Use of Sick Leave for Parenting Leave: For any leave of absence for maternity, paternity or adoption, paraeducators shall be able to access their earned sick leave during the parenting leave up to twelve (12) weeks. Documentation of date of birth or adoption shall be submitted to the Employee Services Department.

c. Parenting Leave in Excess of twelve (12) Weeks: Any leave of absence in excess of twelve (12) weeks for maternity, paternity or adoption that results from the birth or adoption of a child(ren) that is medically necessary as evidenced by an attending physician's statement is covered by the sick leave provisions of this Agreement. The attending physician's statement shall be submitted to the Employee Services department concerning the medical circumstances that require the leave. Paraeducators may access their earned sick leave during parenting leave up to the time specified by their physician.

d. Paraeducators returning from parental leave shall return to the same position; in the event the position no longer exists, the relevant provisions of Article VII shall apply.

e. Sick leave benefits accumulated at the start of the parental leave will be granted at the return of the leave.

Section 3. Family/Medical Leave: A paraeducator will be eligible for family medical leave in accordance with state and federal statute.

Section 4. Jury Duty: A paraeducator called for jury duty shall suffer no loss of salary. Full salary shall be paid by the District; but compensation received by the paraeducator for jury duty, exclusive of expenses, shall be returned to the District.

Section 5. Leaves for Court Hearings: Court leave with pay shall be granted to paraeducators for the time necessary to make appearance(s) in any court proceeding resulting from District work activities. This shall not apply to court cases initiated by the paraeducator or the Association against the District.

Section 6. Military: Paraeducators shall be granted military leave as required or allowed by federal and state statutes.

Section 7. Dock Days: The building principal/program supervisor may grant leaves of absence up to five days annually without pay (includes adjustments for District contribution to insurance benefits and sick leave accrual) to be taken either consecutively or singly. An additional day may be granted upon request for approval to Employee Services.

Section 8. Extended Leaves of Absence: Paraeducators may be granted extended/educational leaves of absence at the discretion of the District by submitting in writing for consideration to Employee Services.

Section 9. If a paraeducator has more than a six-month continuous absence, that position may be posted as a vacancy. Upon return from leave, the paraeducator will take the next available opening for which qualified, unless the absence was for job-related injury in which case the paraeducator shall be entitled to the least senior position for which qualified.

If a paraeducator has a six month or less leave, that position will be posted for an emergency substitute. Upon return from leave, the paraeducator may return to the position. This includes all leaves of absence.

Article XI

HOLIDAYS

Section 1. Holidays: All paraeducators in the bargaining unit shall have eleven (11) paid holidays. These holidays shall be Labor Day, two days at Thanksgiving, two days at winter break, New Year's Day, President's Day, Martin Luther King Day, two days in the spring and Memorial Day. If Juneteenth is observed as a school district holiday for employees and falls within the school year calendar, it shall become a paid holiday.

Section 2. Holiday pay: Employees eligible for holiday pay are required to work (or use paid time) the day before and the day after a holiday to be paid for the holiday. Notwithstanding the foregoing, if the employee's assigned work year does not begin until the day after Labor Day the employee is not required to work (or take paid leave) the day before Labor Day to be paid for the Labor Day holiday.

Article XII

WORKING HOURS AND DAYS

Section 1. Hours:

- A. Regular full-time positions will be assigned at least six (6) hours per day for at least the number of student contact days. Each building and program shall be encouraged to schedule as many full-time (based on a work schedule of at least 6 hours per day) paraeducators as possible before creating part-time positions.
- B. Positions assigned less than six (6) hours per day will be considered part-time positions. Accrued sick leave shall be pro-rated. Bargaining unit status paraeducators (14 hours per week or more) are covered by the working agreement provisions with the exception of Article VII and Article XII.
- C. Paraeducators hired into full-time positions, or current paraeducators who voluntarily accept new or other full-time positions, shall be guaranteed a full-time position as defined in this Article. Notwithstanding the guarantee of hours, full-time paraeducators are subject to displacement/layoff. Part-time positions are subject to be assigned to fluctuating hours from

year to year; to the extent that no hours are available, the part-time paraeducator shall be terminated.

- D. Bus paraeducators shall be paid for a minimum of two (2) hours per route. Bus paraeducators shall be able to pick her/his route according to District seniority at the beginning of the school year. Thereafter, the Transportation Department shall conduct a posting and selection process twice per school year for new routes or vacancies which open during the school year.
- E. **Technology paraeducators shall be paid a minimum of two (2) hours when called back to work on a day they are not regularly scheduled to work.**

Section 2. Paraeducators shall normally work student contact days and designated staff development days and up to five (5) additional duty days **or up to ten (10) additional duty days for Health and Technology Paraeducators** at the District's discretion. ~~Technology paraeducators shall work student contact days, designated staff development days and up to ten (10) additional duty days at the District's discretion.~~ Flexing of a paraeducator's work hours ~~hours on a regular work day scheduled assignment~~ within the relevant pay period shall be at the discretion and approval of the building principal/program supervisor. ~~Paraeducators shall work on nonstudent contact days if mutually agreed upon between the building principal/program supervisor and the paraeducator.~~

Section 3. All paraeducators shall receive a one-half hour duty free lunch break. **A paraeducator required to work during their lunch break shall be compensated at their regular rate of pay.**

Section 4. To the extent the work schedule and workload permits, full time paraeducators shall be scheduled one (1) fifteen (15) minute break per day at a time approved by the paraeducator's supervisor. It is understood by all parties that scheduling and work assignments may not permit any or a portion of breaks on some days. It is also understood that this issue is not grievable and that lack of a break time on any given day can not be used for reasons to leave work early or to come to work later than a paraeducator's regular scheduled duty day.

Article XIII

RETIREMENT

For Paraeducators hired on or after July 1, 2011, the sick leave severance as set forth in Section 1 of this Article is not available.

Section 1. Retirement: The following retirement program is established for eligible paraeducators.

- A. **A. Severance:** A severance payment shall be available to paraeducators who have at least 10 years of seniority with the District, are immediately eligible for a Minnesota State retirement pension, and notify Employee Services of the intended retirement no later than March 1. For the purpose of this Section, the duty year shall begin July 1 of one calendar year and end on June 30 of the following calendar year.

The severance payment base will be determined by multiplying the paraeducator's unused sick leave hours times the paraeducator's current wage rate on the salary schedule including seniority pay but excluding any other stipend as of the date of retirement, not to exceed ~~80 days pay~~ **up to one half the value of the first 160 days pay. Severance eligible employees are also eligible for the other retirement benefits in this Article.**

~~1. As noted in Paragraph B below, the value of accumulated sick leave over 80 sick days shall be allocated to the Health Care Savings Plan for benefit eligible enrolled paraeducators.~~

~~2.1.~~ The severance payment shall be made as a lump sum payment in the calendar year of retirement.

~~3.2.~~ Deductions, such as State and Federal income tax, social security, or PERA shall be made only as required by law.

~~4.3.~~ If a paraeducator dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking a beneficiary, to the estate of the deceased.

B. Health and Dental Insurance: Paraeducators eligible for retirement as established by Section ~~2-A~~ and enrolled in the insurance plan may elect to continue to participate in the District's Health and Dental insurance programs. **One-half of the value of the first 160 accumulated sick leave days and 100% of the value of accumulated sick days over 160** ~~over 80 sick days~~ shall be allocated to the Health ~~Care Savings Plan Reimbursement Account~~ for benefit eligible enrolled paraeducators.

~~C. 403b: Effective July 1, 2019, the District shall contribute up to \$1,750 per year toward a matching 403(b) tax sheltered annuity for all benefit eligible full time paraeducators with one year's seniority as of July 1. The maximum individual lifetime matching contributions by the District shall be \$50,000.~~

All employees who are eligible for insurance assets in Article IX are eligible to receive up to one thousand seven hundred fifty dollars (\$1,750) annually in a 403(b) matching program on a per paycheck basis over 20 pay periods. Employees who begin contributions after the start of the year will receive a prorated amount of the full District match.

In the event MN statutes allow, the school district will allow student loan payments as qualifying dollars to receive the employer 403(b) matching contributions.

For paraeducators hired prior to July 1, 2011, each dollar contributed by the School District toward the matching 403(b) shall reduce the retirement severance payment, as set forth in Section 1 of this article, based on unused sick leave by the same dollar amount.

Section 2: Ineligibility: Paraeducators who are discharged for cause shall not be eligible for the benefits established by this Article. Sick leave severance and retirement health and dental benefits shall be available only once in a paraeducator's employment within the District.

Section 3. Date of Retirement: Retirement shall be mandatory only to the extent required by law. Generally, a Paraeducator's retirement shall be effective at the end of the school year; however,

retirement during the school year may be approved at the end of a trimester at the District's discretion.

Article XIV

GRIEVANCE PROCEDURE

Section 1. Definitions:

- A. A grievance is any controversy between the Board and the Association or between the Board and a paraeducator or group of paraeducators as to:
 - 1. Interpretation of this Agreement.
 - 2. A charge of violation of this Agreement.
 - 3. An alleged violation involving wages, hours or working conditions.
- B. Paraeducator is an employee or paraeducator organization that is certified as an appropriate unit in the District and not classified as confidential, supervisor, or principal/assistant principal as defined in PELRA of 1971 as amended.
- C. First Level Supervisor shall mean supervisor/principal or the person to whom the paraeducator reports.
- D. Second Level Supervisor shall mean the assistant superintendent/director/ supervisor or the person to whom the first level supervisor reports.
- E. Days shall be considered "working" days as defined for the paraeducator except at the end of the school year. The days in this instance shall be week days.

Section 2. Procedure: Grievances as defined in Section 1 shall be settled in the following manner and the steps set forth must be followed in the order listed within the time limits prescribed.

Step 1. The grievance shall be orally presented to the paraeducator's first level supervisor within fifteen (15) days after the paraeducator knew or should have known of the violation. No settlement in this Step 1 shall be made in violation of the "written contract." If a settlement is not reached within five (5) days after the oral presentation to the first level supervisor the grievance shall be reduced to writing on Form No. G-1 with a clear statement of the issues involved (see Appendix B). This shall be presented to the first level supervisor who shall promptly transmit the grievance to the ~~General Counsel~~ **Executive Director of Human Resources** for handling in accordance with Step 2.

Step 2. The ~~General Counsel~~ **Executive Director of Human Resources** shall establish a Step 2 meeting with the aggrieved and the appropriate second level supervisor. The Step 2 meeting shall be held within ~~five (5) days~~ **one (1) week** after the paraeducator has filed the grievance. The time and place for meetings under Step 2 shall be mutually agreed between the ~~General Counsel~~

Executive Director of Human Resources and the aggrieved. The paraeducator shall be allowed a maximum of three representatives at the meeting. The ~~General Counsel~~ **Executive Director of Human Resources** shall prepare a report of the meeting, together with a written disposition of the matter and forward copies thereof to the paraeducator and to the paraeducator's Exclusive Representative organization within five (5) days after the Step 2 hearing. If settlement is not reached in this Step 2 meeting, the grievant may within five (5) days of the date of the disposition refer the grievance to Step 3.

Step 3. Grievances referred to Step 3 shall be discussed between the paraeducator's Exclusive Representative and the General Counsel. This discussion shall take place within five (5) days after the grievance has been referred to Step 3. If agreement is reached as a result of this meeting, the General Counsel shall issue a disposition of the matter which shall be final and binding. If agreement is not reached, the Association, not individual members, may, within seven (7) days after the Step 3 meeting, notify, in writing the General Counsel that Arbitration is required.

Step 4. Arbitration: In cases referred to Step 4 the parties shall attempt to agree on an Arbitrator. If agreement is not reached within three (3) days the parties shall petition the Bureau of Mediation Services for assistance under the rules of the PELRA of 1971. The Arbitrator shall set the time and place for the Step 4 hearing, the method of procedure and make all necessary rulings. The Arbitrator shall have no power to add to, subtract from or modify any of the terms of the written Agreement or to any Agreement made supplementary hereto, and shall only be allowed to rule on those cases that apply to the definition of a grievance as described in this article. The decision of the Arbitrator, if within the scope of his/her power, shall be binding on both parties within the limitations of PELRA of 1971. The expense and fees of the Arbitrator shall be borne jointly by the District and the Association.

Section 3. Rules: Any loss of time by the paraeducator and her/his representatives to attend Step 4 in the grievance procedure shall not be compensated. The number of days indicated at each step of the grievance procedure should be considered as maximum and every effort should be made to expedite the grievance process. Any time limit may be extended by mutual written consent. The failure of an aggrieved person to proceed from one step of the grievance to the next step within the time limits set forth shall be deemed to accept the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of an administrator to communicate his decision or hold a meeting within the specific time limits shall permit the aggrieved to proceed to the next step in the grievance procedure. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

Article XV

SEVERABILITY

Provisions of the Agreement are severable, and if any provisions thereof or the application of any such provision under any such circumstances is held to be invalid or void, it shall not affect any other provision of this Agreement or the application of any provision thereof under different circumstances.

Article XVI

DURATION

Section 1. The Agreement shall become effective on July 1, 202~~2~~4, and shall continue in full force and effect to and including June 30, 2024~~6~~.

Section 2. Any and all prior agreements, resolutions, practices, policies, rules, and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this Agreement, are hereby superseded.

Section 3. This Agreement may be modified by written notice to the other party submitted between April 1 and April 30, 2024~~6~~, otherwise the Agreement shall remain in effect for another twelve (12) month period.

The remainder of this page intentionally left blank.

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

Anoka-Hennepin Paraeducator Association
District No. 11

Anoka-Hennepin Independent School

Executive Director of Human Resources
Date

APPENDIX " A"

RATE OF PAY AND STEP MOVEMENT

The parties understand that the salary schedule is subject to change in future contract negotiations.

Section 1. The hourly rate of pay for Paraeducators for all work performed in all schools shall be according to the following schedule:

~~Effective July 1, 2022 – June 30, 2024~~

~~Step movement both years~~

~~BUS~~

	2022-2023				2023-2024		
Step	Base	AA/AAS	BA		Base	AA/AAS	BA
1	16.00	17.60	18.40		16.50	18.10	18.90
2	16.35	17.95	18.75		16.85	18.45	19.25
3	16.70	18.30	19.10		17.20	18.80	19.60
4	17.05	18.65	19.45		17.55	19.15	19.95
5	17.40	19.00	19.80		17.90	19.50	20.30
6	17.75	19.35	20.15		18.25	19.85	20.65
7	18.15	19.75	20.55		18.65	20.25	21.05
8	18.55	20.15	20.95		19.05	20.65	21.45

~~Secondary, Elementary, Supplemental Programs, ESL~~

	2022-2023				2023-2022		
Step	Base	AA/AAS	BA		Base	AA/AAS	BA
1	16.50	18.10	18.90		17.00	18.60	19.40
2	17.25	18.85	19.65		17.75	19.35	20.15
3	18.00	19.60	20.40		18.50	20.10	20.90
4	18.75	20.35	21.15		19.25	20.85	21.65

5	19.50	21.10	21.90		20.00	21.60	22.40
6	20.25	21.85	22.65		20.75	22.35	23.15
7	21.00	22.60	23.40		21.50	23.10	23.90
8	21.90	23.50	24.30		22.40	24.00	24.80

Technology, Special Ed, & COTA

	2022-2023				2023-2024		
Step	<u>Base</u>	<u>AA/AAS</u>	<u>BA</u>		<u>Base</u>	<u>AA/AAS</u>	<u>BA</u>
1	17.50	19.10	19.90		18.00	19.60	20.40
2	18.30	19.90	20.70		18.80	20.40	21.20
3	19.10	20.70	21.50		19.60	21.20	22.00
4	19.90	21.50	22.30		20.40	22.00	22.80
5	20.70	22.30	23.10		21.20	22.80	23.60
6	21.50	23.10	23.90		22.00	23.60	24.40
7	22.30	23.90	24.70		22.80	24.40	25.20
8	23.10	24.70	25.50		23.60	25.20	26.00

Health Para—Licensed Practical Nurse, Health Para—Registered Nurse

	2022-2023				2023-2024	
Step	<u>Base</u>	<u>AA/AAS</u>	<u>LPN-RN-BA</u>		<u>LPN-RN*</u>	
1	20.00	21.60	23.50		24.00	
2	20.50	22.10	24.00		24.50	
3	21.00	22.60	24.50		25.00	
4	21.50	23.10	25.00		25.50	
5	22.00	23.60	25.50		26.00	
6	22.50	24.10	26.00		26.50	
7	23.00	24.60	26.50		27.00	
8	23.50	25.10	27.00		27.50	

* Beginning in 2023-24, Grandfathered Health paraeducators without an RN or LPN license will be paid at Step 1 of the LPN Grid. Grandfathered Health Paraeducators without an RN or LPN license who have an associate degree will receive step 1 plus \$1.60. Additional pay for seniority date will still apply.

Effective July 1, 2024 – June 30, 2026
Step movement both years

BUS							
	2024-2025				2025-2026		
Step	Base	AA/AAS	BA		Base	AA/AAS	BA
1	\$18.00	\$19.10	\$19.90		\$18.50	\$19.65	\$20.50
2	\$18.25	\$19.35	\$20.15		\$18.75	\$19.90	\$20.75
3	\$18.50	\$19.60	\$20.40		\$19.00	\$20.15	\$21.00
4	\$18.75	\$19.85	\$20.65		\$19.25	\$20.40	\$21.25
5	\$19.00	\$20.10	\$20.90		\$19.50	\$20.65	\$21.50
6	\$19.25	\$20.35	\$21.15		\$19.75	\$20.90	\$21.75
7	\$19.50	\$20.60	\$21.40		\$20.00	\$21.15	\$22.00
8	\$19.80	\$20.90	\$21.70		\$20.25	\$21.40	\$22.25
9	\$20.10	\$21.20	\$22.00		\$20.55	\$21.70	\$22.55

Secondary,Elementary,Supplemental Programs							
	2024-2025				2025-2026		
Step	Base	AA/AAS	BA		Base	AA/AAS	BA
1	\$18.75	\$19.85	\$20.65		\$19.25	\$20.40	\$21.25
2	\$19.35	\$20.45	\$21.25		\$19.80	\$20.95	\$21.80
3	\$20.00	\$21.10	\$21.90		\$20.40	\$21.55	\$22.40
4	\$20.60	\$21.70	\$22.50		\$21.00	\$22.15	\$23.00
5	\$21.20	\$22.30	\$23.10		\$21.60	\$22.75	\$23.60
6	\$21.80	\$22.90	\$23.70		\$22.20	\$23.35	\$24.20
7	\$22.40	\$23.50	\$24.30		\$22.80	\$23.95	\$24.80
8	\$23.00	\$24.10	\$24.90		\$23.40	\$24.55	\$25.40
9	\$23.50	\$24.60	\$25.40		\$24.05	\$25.20	\$26.05

Technology, Spec Ed & COTA							
	2024-2025				2025-2026		
Step	Base	AA/AAS	BA		Base	AA/AAS	BA
1	\$19.60	\$20.70	\$21.50		\$20.00	\$21.15	\$22.00
2	\$20.30	\$21.40	\$22.20		\$20.65	\$21.80	\$22.65
3	\$20.95	\$22.05	\$22.85		\$21.30	\$22.45	\$23.30
4	\$21.60	\$22.70	\$23.50		\$21.95	\$23.10	\$23.95
5	\$22.25	\$23.35	\$24.15		\$22.65	\$23.80	\$24.65

the start of their assignment, will be granted lane placement retroactive to the first day of employment. Paraeducators who earned additional compensation for academic quarter credits prior to June 30, 2000, will continue to receive the additional compensation or compensation for an associate or bachelor's degree or LPN/RN license (Health Paraeducators) or Associates of Applied Science degree (COTA Paraeducators) whichever is greater.

~~C. Effective July 1, 2017~~ **Special Education** paraeducators regularly assigned to a ~~center based site~~ **Setting III program** for half of their assignment or more, as determined by the District, shall receive an additional \$0.50 per hour. ~~Effective July 1, 2022, All~~ **Special Education** paraeducators regularly assigned to ~~Bridges/Pathways and RTLC LO Jacob/RTLC Verndale a~~ **Setting IV program (e.g. Two Rivers, River Trail Learning Center)** will receive an additional \$1.00 per hour. These stipends cannot be stacked.

D. Health Paraeducators who show evidence of relicensure with the Board of Nursing shall be reimbursed for the cost of the license.

~~E. If a licensed staff member is absent from the classroom and a paraeducator is responsible for the entire class period, she/he shall be paid at one and one-half times their current hourly rate on the salary schedule including longevity and academic credits for that class period.~~

~~If a licensed staff member normally assigned to an area (i.e., Media, A-V, Secondary Health, etc.) is absent from his/her assigned area for two hours or more, and the paraeducator is solely responsible for the students in the area, the paraeducator shall be paid at one and one-half times their current hourly rate on the salary schedule including longevity and academic credits for the entire student contact time.~~

~~As determined by the District, this section does not apply for paraeducator assignments with students that do not normally require a licensed teacher.~~

~~Final approval for this compensation shall be with the Labor Relations and Benefits Department.~~

A paraeducators with any current teacher license, including short call substitute, is eligible for a \$100 annual stipend.

A paraeducator with a valid teaching license assigned to a daily substitute teacher assignment for any part of a day shall be paid the greater of the current substitute teacher rate or the equivalent of their regular daily wage. For as long as the law allows, this shall also include paras who fall under the Minnesota Statutes 122A.441, the pilot program that allows paraprofessionals with a high school degree and one year of experience and training from the School District to be licensed as a short call substitute teacher. Such training shall be voluntary, at no cost to the employee, and not paid time.

~~F. Paraeducators who did not receive Step Movement in 2022-23 because they were on the top step of the salary schedule in 2021-22 will receive a \$750 one-time payment in the Spring of 2022-23 if they are still employed by the District.~~

Section 2. Initial Placement on Pay Schedule: Salary schedule placement will be at the discretion of the District based on an individual's training and experience. New hires will not be placed above the initial step without notice to the Association.

Section 3. Step Movement: Effective July 1, 202~~2~~⁴, all paraeducators hired prior to April 1, 202~~2~~⁴ shall be eligible for step movement on July 1, 202~~2~~⁴. Those hired between April 1, 202~~2~~⁴ and June 30, 202~~2~~⁴ shall remain on the same step.

~~Due of the reworking of the Salary Schedule, Step movement for all Groups will be in accordance with the following Chart showing the 2022-23 step for people receiving step movement based on their 2021-22 step:~~

Bus		Elem, Sec, Suppl		SPED, Tech, COTA		HEALTH	
2021-22	2022-23	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
2	4	4	4	4	4	5	2
3	4	2	4	2	4	6	3
4	4	3	4	3	4	7	4
5	2	4	2	4	2	8	5
6	3	5	3	5	3	9	6
7	4	6	4	6	4	10	7
8	5	7	5	7	5	11	8
9	6	8	6	8	6	12	8
10	7	9	7	9	7		
11	8	10	8	10	8		
12	8	11	8	11	8		

Effective July 1, 202~~3~~⁵, all paraeducators hired prior to April 1, 202~~3~~⁵ shall be eligible for step movement on July 1, 202~~3~~⁵. Those hired between April 1, 202~~3~~⁵ and June 30, 202~~3~~⁵ shall remain on the same step.

Section 4. Extended School Employment:

A. Summer School employment shall be voluntary.

B. Paraeducators accepting employment in their same category shall be paid at their school year ending hourly rate on the salary schedule including seniority and academic credits; paraeducators accepting employment in a different category shall be paid that category's school year ending hourly rate on the salary schedule at the relevant step including seniority and academic credits. **Para educators accepting Setting III and Setting IV ESY assignments shall also receive the corresponding stipend.**

APPENDIX "B"

ANOKA-HENNEPSCHOOL DISTRICT No. 11

WRITTEN GRIEVANCE

Grievance No. _____

Aggrieved _____
Classification _____

Grievance: State in clear terms the violation, people involved and other relevant information.

Relief sought:

Date Signature

(To be filled out by First Level Supervisor with copies to the Aggrieved and the District Legal Counsel.)

Disposition of Step I:

Date Signature

MEMORANDUM OF AGREEMENT C

The following provisions shall apply for teachers/paraeducators or any other employees who have retired from employment with the District and now seek re-employment into a regular vacant paraeducator position.

1. Retired teachers/paraeducators or any other employees hired shall not be eligible or entitled to receive any benefits set forth in Article VII, IX, X, ~~XII~~ and XIII of the collective bargaining agreement, **unless required by state or federal law.** -
2. Retired teachers/paraeducators or any other employees shall be eligible to receive **the greater of** two noncumulative days at assigned hours per day of sick leave pay **or the equivalent of one (1) hour of sick leave for every 30 hours worked.**
3. Retired teachers/paraeducators or any other employees will be paid for student contact days within the regular assignment and any conference or staff development days for which they are required to attend.
4. At the end of each school year this/these position(s) shall be re-posted.

~~Memorandum of Understanding
between
Anoka Hennepin School District #11
and
Anoka Hennepin Paraeducator Association~~

~~WHEREAS, the parties have negotiated a collective bargaining agreement effective July 1, 2022, through June 30, 2024; And~~

~~WHEREAS, in the course of negotiating a new collective bargaining agreement, the parties identified the following topics for further conversation in a Labor Management Committee:~~

- ~~• Paraeducator professional development~~
- ~~• Grow Your Own~~

~~NOW THEREFORE, the parties agree to schedule a labor management committee commencing the 2022-2023 school year.~~

~~_____
Anoka Hennepin Paraeducator Association _____ Date~~

~~_____
Anoka Hennepin School District _____ Date~~

Memorandum of Understanding

between

~~Anoka Hennepin School District #11~~

and

~~Anoka Hennepin Paraeducator Association~~

~~WHEREAS, the parties have negotiated a collective bargaining agreement effective July 1, 2022 through June 30, 2024; and~~

~~WHEREAS, during contract negotiations the parties discussed the District's managerial rights to reassign health paraeducators as needed.~~

~~NOW THEREFORE, when exercising its managerial rights the District will attempt to seek volunteers for reassignment first, and will endeavor to ensure reassignments are not inconsistent with regularly assigned duty days or hours.~~

~~This does not apply to float paraeducators.~~

~~Anoka Hennepin Paraeducator Association~~ _____ ~~Date~~

~~Anoka Hennepin School District~~ _____ ~~Date~~

Memorandum of Understanding

between

Anoka-Hennepin School District #11

and

Anoka-Hennepin Paraeducator Association

WHEREAS, the parties have negotiated a collective bargaining agreement effective July 1, 2024, through June 30, 2026; and

WHEREAS, in the course of negotiating a new collective bargaining agreement, the parties identified several topics for further conversation.

NOW THEREFORE, the parties agree to schedule a labor management committee(s) commencing during the 2024-2025 school year, to discuss the following topics:

- **Professional development**
- **Health Paraeducator ongoing issues**
- **Performance Appraisal System**
- **Floating Paraeducator Positions**
- **Peer mentorship pilot programs with the:**
 - **intent to have at least one pilot program to try in the second year of the Contract and to evaluate and reflect on such pilot programs.**
 - **recognition that additional District resources will likely be needed.**
 - **understanding that decisions will be made by consensus of the LMC**
 - **goal of collaboratively building and running an ongoing peer educator program that benefits students by increasing retention of paraeducators, building skill and confidence, and enhancing experience of paraeducators.**

Anoka-Hennepin Paraeducator Association

Date

Anoka-Hennepin School District

Date

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

MASTER AGREEMENT

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

and

Anoka-Hennepin Educational Office Professionals' Association

Regarding Terms and Conditions of Employment for
Secretarial-Clerical Employees
Anoka-Hennepin Independent School District No. 11

July 1, ~~2022~~ 2024 through June 30, ~~2024~~ 2026

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ARTICLE I

PURPOSE

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

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

SECTION 1. RECOGNITION: In accordance with the PELRA the School Board recognizes Anoka-Hennepin Educational Office Professionals' Association (hereinafter referred to as the "Association") as the exclusive representative for the Secretarial-Clerical Staff (hereinafter referred to as "employee") employed by the School Board of Independent School District No. 11, which exclusive representative shall have those rights and duties as prescribed by the PELRA and as described in the provisions of this Agreement.

SECTION 2. APPROPRIATE UNIT: The exclusive representative shall represent all such employees of the District contained in the appropriate unit as defined in Article III, Section 1, of this Agreement and the PELRA and in certification by the Director of Mediation Services, if any.

ARTICLE III

DEFINITIONS

SECTION 1. DESCRIPTION OF APPROPRIATE UNIT: For the purpose of this Agreement, the term employee shall mean all persons in the appropriate unit employed by the Board in such classifications excluding the following: confidential employees, supervisory employees, essential employees, part-time employees whose services do not exceed 14 hours per week or 35% of the normal work week, employees who hold positions of a temporary or seasonal character for a period of not in excess of 67 working days in any calendar year, and emergency employees.

SECTION 2. BOARD AND THE ASSOCIATION: The terms Board and Association shall include authorized officers, representatives and agents, and each reserves the right to act hereunder by designated representatives.

SECTION 3. TERMS AND CONDITIONS OF EMPLOYMENT: Terms and conditions of employment shall mean the hours of employment, the compensation therefore including fringe benefits, and the employer's personnel policies affecting the working conditions of the employees.

SECTION 4. OTHER TERMS: Terms not defined in the Agreement shall have those meanings as defined by the PELRA.

ARTICLE IV

SCHOOL BOARD RIGHTS

SECTION 1. INHERENT MANAGERIAL RIGHTS: The exclusive representative recognizes that the Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structures and selection and direction and number of personnel.

SECTION 2. MANAGEMENT RESPONSIBILITIES: The exclusive representative recognizes the right and obligation of the Board to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligations to provide educational opportunity for the students of the School District.

SECTION 3. EFFECT OF LAWS, RULES AND REGULATIONS: The exclusive representative recognizes that all employees covered by this Agreement shall perform the services and duties prescribed by the Board and shall be governed by State Law, and by the Board rules, regulations, directives and orders, issued by properly designated officials of the School District. The exclusive representative also recognizes the right, obligation and duty of the Board and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the Board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement and recognizes that the Board, all employees covered by this Agreement, and all provisions of this Agreement are subject to State Law. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be without force or effect.

SECTION 4. RESERVATION OF MANAGERIAL RIGHTS: The foregoing enumeration of Board rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management functions not expressly delegated in this Agreement are reserved to the Board.

ARTICLE V

EMPLOYEE RIGHTS

SECTION 1. RIGHT TO VIEWS: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any employee or his representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their

betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

SECTION 2. RIGHT TO JOIN: Employees shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. Employees in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of the employment for employees of such unit with the Board.

SECTION 3. DUES CHECK OFF: Employees who are full members have the right to request and be allowed dues check off for the exclusive representative organization. The employer, upon notification by the exclusive representative, is obligated to check off the fee from the employee's earnings and transmit the same to the exclusive representative. Any dispute as to the validity of a specific deduction is solely between the Association and the individual employee. The Association warrants that it will indemnify and hold harmless the employer and any of its agents from any and all actions which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction or lack thereof.

SECTION 4. PRIVILEGES UNDER PELRA: All employees in the School District shall enjoy all of the privileges and responsibilities granted to them under the provisions of the PELRA.

SECTION 5. OUTSIDE ACTIVITY: No exercise of any right of citizenship or any religious or political activity of any Association member shall be grounds for disciplinary or discriminatory action with respect of the employment of such member. It is expressly recognized that the private and personal life of any member is not within the concern of the Board, providing that it does not interfere with the education program of the Board, or the performance of employee's duties.

SECTION 6. PERSONNEL FILES: Members of the bargaining unit shall be shown any evaluation and/or negative information placed in the personnel file. The employee shall have the right to reproduce any contents of the file at the employee's expense. An employee may request that specific information be included in his/her personnel file, subject to Employee Services Department approval.

SECTION 7. EMPLOYEE DISCIPLINE:

Subd. 1. An employee shall not be disciplined, reprimanded, or reduced in rank or compensation without just cause.

Subd. 2. Normal discipline will be prescribed in the following manner:

- a. verbal warning
- b. written warning
- c. temporary suspension without pay
- d. termination

If a supervisor meets with an employee to discuss possible discipline, the employee shall be entitled to have an association representative present. Any waiver of the employee's right to

association representation shall be in writing. The meeting shall occur within two (2) working days after the District's request for such meeting.

Subd. 3. Extreme instances may require immediate termination.

Subd. 4 After three (3) years of the date of the most recent documentation of performance deficiency, an employee may request the District to remove from the employee's personnel file written performance deficiencies that have been satisfactorily corrected. If the District denies the request, the District shall provide the employee with its reasons for denial.

ARTICLE VI

ASSOCIATION RIGHTS

SECTION 1. USE OF FACILITIES: The Association shall be afforded reasonable use of the school buildings. Prior approval for such use must be obtained from the building principal.

SECTION 2. TRANSACTION OF BUSINESS: Duly authorized representatives of the Association shall be permitted to transact official Association business on school premises contingent upon the approval of the building principal provided that this shall not interfere with nor interrupt the normal operations of the school. The Association may use the District mail service and employee mailboxes for communications to employees. This cannot be used for endorsement of political candidates, and any abuse of this privilege will result in its immediate termination.

SECTION 3. BULLETIN BOARDS: The Association shall have the right to post announcements and notices of its activities and concerns on school bulletin boards designated for such use in accordance with the building policy. The Association shall be responsible to remove notices on a timely basis.

SECTION 4. ACCESS OF INFORMATION: Upon request, the employer or the employer's designee agrees to provide the Association information available to it concerning the office professional staffing and financial resources of the School District, including the names and addresses and positions on the pay-rate schedule of all employees in the bargaining unit and such other information requested by the Association in contract matters or in the processing of a grievance.

SECTION 5. TIME OFF FOR EXCLUSIVE REPRESENTATIVE: The District will provide reasonable time off to elected officers or appointed representatives of the exclusive representative for the purpose of conducting the duties of the exclusive representative including grievance investigation and processing and conferring with District representatives and immediate supervisors with respect to the establishment, interpretation, and application of the provisions of this Agreement. The exclusive representative shall give reasonable notice to his/her immediate supervisor prior to the use of such time off except in emergency situations.

ARTICLE VII

WORKING HOURS

SECTION 1. WORK YEAR: The full-time work year shall be 2080 hours, based on fifty-two (52) weeks at forty (40) hours per week. The relationship between 2080 hours and the actual assigned hours for the office professional position will produce the fraction or percentage of other duty year calculations. The year that shall be considered shall start on July 1 and end on June 30 of that fiscal year. Twelve-month positions are defined as those positions with 260 duty days inclusive of paid holidays; ten month positions are those positions defined with 210 to 230 duty days inclusive of paid holidays; and nine month positions are defined as those with less than 210 duty days inclusive of paid holidays. Generally, it is understood that references to ten month and nine month positions reflect employees assigned to K-12 programs, whereas those assigned in Community Education programs reflect limited duty days assigned throughout the calendar year.

SECTION 2. WORKING HOURS: The normal work day for full-time employees shall consist of eight (8) hours per day. The beginning and ending times of the day shall be determined by the employee's immediate supervisor. Employees who work more than four (4) consecutive hours per day are entitled to receive a 30 minute unpaid lunch break at times approved by the employee's immediate supervisor.

Flexible hours of work during summer and non-school time may be established with the approval of the immediate supervisor; such scheduling, involving more than eight hours per day, will not require payment of overtime for those hours in excess of 8 hours per day. In any case of flexible hours during contact days, any approval by the immediate supervisor shall not be final until reviewed and approved by the Labor Relations and Benefits Department.

SECTION 3. REGULAR - PART-TIME: All regular employees must work over 14 hours per week and 67 days per year. All employees must have regular scheduled hours. They will be on salary schedule and be eligible for designated benefits and responsibilities per Agreement.

SECTION 4. LONG-TERM SUBSTITUTES: Employees hired into long-term substitute positions (for another employee on a leave of absence of more than 67 days) shall be terminated at the end of the long-term assignment or at the end of the school year whichever comes first and shall not be eligible for insurance benefits set forth in Article IX nor vacation as set forth in Article X. In the event the position becomes vacant, the vacancy shall be posted and filled through the normal selection processes set forth in Article XIII.

SECTION 5. OVERTIME:

Subd. 1: When employees work beyond forty (40) hours per week, employees shall be paid either by use of compensatory time off at a rate of one and one-half hours for each overtime hour worked over forty (40) hours per week or at the rate of time and one-half the employee's regular hourly rate of pay for each hour worked over forty (40) hours per week. Payment of compensatory time off in lieu of overtime pay shall be at the discretion and approval of the employee's immediate supervisor.

- a) Employees shall not be allowed to accumulate over ninety (90) hours of compensatory time (sixty (60) hours of overtime) except upon written request of the employee and approval of the supervisor. Any compensatory time over ninety (90) hours shall be paid off at the employee's regular rate of pay for each hour over ninety (90).
- b) Compensatory time off shall be granted at times as mutually agreed upon between the employee and the employee's immediate supervisor. Compensatory time shall not be carried over beyond June 30 of the school year; in the event the employee has accumulated compensatory time, such compensatory time shall be paid off at the employee's regular rate of pay.

Subd. 2: For purposes of this Section, paid holidays shall be considered compensable hours of work; sick or vacation days shall not be considered compensable hours of work.

SECTION 6. EMERGENCY CLOSING:

Subd. 1. All schools closed for the entire day due to district-wide closings because of inclement weather:

- a. Those employees who are needed will be called to report to work if able. Those who report after being called shall be paid an additional straight time rate or compensatory time off at a later date.
- b. Those employees who are not required to work shall not be reduced in compensation.

Subd. 2. School closings during the day due to unforeseen emergencies:

- a. In these instances the principal/supervisor shall have the authority to retain or dismiss as he/she sees fit. There shall be no loss in the employee's salary.

ARTICLE VIII

COMPENSATION

SECTION 1. SALARY: The salaries and rules in Appendix A, attached hereto, shall be a part of this Agreement for the period commencing July 1, ~~2022~~**2024**, through June 30, ~~2024~~**2026**.

SECTION 2. DIRECT DEPOSIT: Paychecks will be issued electronically by direct deposit on pay dates as determined by the District Payroll Department. If the normally scheduled payday occurs on a bank holiday, reasonable effort will be made to issue paychecks on the last working day before the bank holiday. Overpayment or compensation which exceeds the normal compensation of the employee for whatever reason shall be recoverable by the School District as set forth in the District guidelines for addressing wage and benefit deductions.

SECTION 3. MILEAGE: Any employee who is directed by a supervisor to use a private vehicle for any assigned task shall be reimbursed at the prevailing rate of the district, upon submitting the proper forms. This shall not apply to the annual Staff Development Workshop.

ARTICLE IX

INSURANCE

SECTION 1. INSURANCE ELIGIBILITY: Effective July 1, 2017, to qualify for insurance programs stipulated in Sections 2, 3, 4, and 6, employees must be assigned to a position of six (6) hours or more per day and one hundred ninety four (194) days per year.

SECTION 2. HOSPITALIZATION, HEALTH AND MAJOR MEDICAL INSURANCE:

- a. Single Contribution: Effective September 1, ~~2022-2024~~ through August 31, ~~2023~~**2025**, the School Board shall contribute up to ~~seven hundred thirty-five dollars (\$735.00)~~**eight hundred ten dollars (\$810)** per month toward the premium for individual coverage for eligible employees who qualify for and are enrolled in the school district group health and hospitalization plan; effective September 1, ~~2023-2025~~ the School Board shall contribute ~~seven hundred seventy dollars (\$770.00)~~**eight hundred fifty dollars (\$850)** per month toward the premium for individual coverage for eligible employees who qualify for and are enrolled in the school district group health and hospitalization plan.
- b. Family Contribution: Effective September 1, ~~2022-2024~~ through August 31, ~~2023~~**2025**, the School Board shall contribute up to ~~one thousand three hundred ten dollars (\$1,310.00)~~**one thousand five hundred fifteen dollars (\$1,515)** per month toward the premium for family coverage for eligible employees. Thereafter, the District contribution shall increase by the same dollar amount as the negotiated increase for single coverage; effective September 1, ~~2023~~**2025**, the School Board shall contribute one thousand ~~three hundred seventy-five dollars (\$1,375.00)~~**one thousand five hundred ninety dollars (\$1,590)** toward the premium for family coverage for eligible employees who qualify for and are enrolled in the school district group health and hospitalization plan.
- c. Dual Spouse Contribution: Effective September 1, ~~2022-2024~~ through August 31, ~~2023~~**2025**, if both married spouses work full time for the District and both are benefit eligible and enrolled, then the District shall contribute up to ~~two thousand forty-five~~**two thousand three hundred twenty five** dollars (~~\$2,045.00~~**2,325**) per month of the premium for family coverage; effective September 1, ~~2023~~**2025**, the School Board shall contribute ~~two thousand one hundred forty-five dollars~~**two thousand four hundred forty dollars (\$2,440)** if both married spouses work full time for the District and both are benefit eligible and enrolled.

- d. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.
- e. Flexible benefit spending accounts will be established for each eligible employee according to the Anoka-Hennepin Flexible Benefit Plan.

SECTION 3. LONG-TERM DISABILITY: The District will pay the full cost for Income Protection for all eligible employees.

SECTION 4. TERM LIFE INSURANCE: A \$50,000 term life insurance policy will be paid by the District for all eligible employees.

SECTION 5. WORKER'S COMPENSATION:

- Subd. 1. Upon the request of an employee who is absent from work as a result of a compensable injury under the provisions of the Worker's Compensation Act, the School District will pay the difference between the compensation received pursuant to Worker's Compensation Act by the employee and the employee's regular rate of pay to the extent of the employee's earned accrual of sick leave and/or vacation pay.
- Subd. 2. A deduction shall be made from the employee's accumulated vacation or sick leave time according to the pro rata portions of days of sick leave or vacation time which is used to supplement Worker's Compensation.
- Subd. 3. Such payment shall be paid by the School District to the employee only during the period of disability.
- Subd. 4. In no event shall additional compensation paid to the employee by virtue of sick leave or vacation pay result in the payment of total daily, weekly, or monthly compensation that exceeds the normal compensation of the employee.

SECTION 6. DENTAL INSURANCE: Effective September 1, 2018, the District shall contribute up to a maximum of eighty dollars (\$80.00) per month of the premium for all eligible employees. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

ARTICLE X

VACATIONS

SECTION 1. GENERAL: The full-time work year shall be 2080 hours based on fifty-two (52) weeks at forty (40) hours per week. The relationship between the 2080 hours and the actual assigned hours for the position will produce the fraction or percentage of other duty year calculations.

SECTION 2. SENIORITY CRITERIA: For purposes of this section, the District may credit new hires with up to five years of employment depending on background and experience. Vacation accrual shall be on the pay period following an employee's continuous leave accrual date. (Unless prior experience is granted, the continuous leave accrual date is the first date of continuous employment in a sick leave eligible position in the District.)

260+ Day Assignments

Based on the above calculation guidelines, vacation credit for employees on twelve (12) month, 260 paid duty day assignments will be earned in the following manner:

- a. Employees who have five years or less shall earn ten pro-rata days vacation per year.
- b. After five years employees shall earn 15 pro-rata days vacation per year.
- c. After ten years employees shall earn 20 pro-rata days vacation per year.
- d. After fifteen years employees shall earn 21 pro-rata days vacation per year.
- e. After seventeen years employees shall earn 22 pro-rata days vacation per year.
- f. After twenty years employees shall earn 23 pro-rata days vacation per year.

210-259 day Assignments

Employees with assignments of 210 or more paid days but less than 260 paid days shall earn vacation in the following manner:

- a. Employees who have eight (8) years or less shall earn ten (10) pro-rata days vacation.
- b. Employees who have more than eight (8) years shall earn a maximum of fifteen (15) pro-rata days vacation.

Educational Office Professionals in assignments of 210 or more paid days but less than 260 days who had allocations of greater than 15 days on December 12, 2022, will be grandfathered into that allocation, without any further accrual.

Less than 210 Day Assignments

Vacation credit is not available for assignments of less than 210 paid days.

SECTION 3. SCHEDULE:

Subd. 1. All vacation time must have the prior approval of the employee's immediate supervisor. The supervisor shall not unreasonably refuse to approve vacation.

Subd. 2. Normally, the maximum vacation taken during any fiscal year shall not exceed one (1) year annual accrual; however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed with the approval of the employee's supervisor. Employees with 210 or more and less than 260 paid day assignments with unused vacation days at the end of the duty year, may carry over up to 5 days vacation and may be paid up to 5 days vacation. Carryover of vacation days will occur prior to any payment of unused vacation days and be processed after the end of the fiscal year. Employees on twelve (12) month (260 days) assignments may carry over an unlimited amount of vacation days.

SECTION 4. TERMINAL VACATION: Employees who have one (1) or more years of seniority and are terminated or resign with adequate notification will be paid for up to twenty-five (25) days of accrued vacation based on the individual's seniority set forth in Section 2 of this Article. Employees who retire may be paid up to forty (40) days of accrued vacation.

ARTICLE XI

HOLIDAYS

All 12-month employees shall have twelve (12) paid holidays and all ten (10) month and nine (9) month/(school year) employees shall have eleven (11) paid holidays. These holidays shall coincide with the school year calendar and will normally be Independence Day, Labor Day, two (2) days at Thanksgiving, two (2) days at Winter break, New Year's Day, Martin Luther King Jr. Day, President's Day, two (2) days designated to represent Spring break, and Memorial Day.

If Juneteenth is observed as a school district holiday for employees, it shall become a paid holiday for 12-month employees. For employees who do not work year-round, Juneteenth shall be a paid holiday if it falls within the school year calendar.

ARTICLE XII

LEAVES OF ABSENCE

SECTION 1. SICK LEAVE: Employees will be granted sick leave for personal illness, serious illness of a member of the immediate family, or on account of death of a member of the immediate family as determined by State law (e.g. spouse, children, sibling, parents, grandparents, grandchildren, parents-in-law).

Subd. 1. Sick leave accrual will be earned on the following schedule prorated on a per pay day basis
 12 months (260 days) = 15 days
 10 and 9 months (school year) (230 to 174 days) = 12 days

- Subd. 2. Employees terminating employment during the school year shall be required to reimburse the District for sick leave days taken but not earned.
- Subd. 3. Sick leave shall accumulate to an unlimited amount.
- Subd. 4. Any employee who has used less than half of the year's allotted sick leave and no dock days and has accumulated thirty (30) sick days may choose to buy back up to five (5) unused days at the regular hourly rate (not including stipends).
- Subd. 5. An employee with accrued sick leave may not use dock days for illness.

SECTION 2. PERSONAL LEAVE:

- Subd. 1. For those employees who accrue vacation: Three (3) days of personal leave may be used per fiscal year and will be deducted from sick leave. Personal leave may be used for personal business and emergencies, transaction, hearing or consultation which requires the presence of the staff member during working hours, and which would be impossible to fulfill at any other time. Personal leave will not be approved for absence resulting from weather conditions and its effect on transportation. Requests for personal leave must be submitted to the staff member's supervisor in writing two (2) days in advance, except in emergency cases. All requests must have the approval of the Employee Services Department. Leave days are not cumulative.
- Subd. 2. Effective July 1, 2017, those employees who do not accrue vacation shall be granted up to three (3) non-cumulative days of personal leave per year deducted from sick leave at employee's discretion without salary deduction; employees with ten (10) years or more seniority shall be granted one (1) additional personal leave day. Employees may request personal leave days on a first requested, first granted basis at least five (5) days in advance, except in emergency situations. A request is a filed, signed personal leave request form. Principals/Supervisors have discretion to approve or deny requests based on established limits on the number of office professionals who may take personal leave on any given day. Guidelines for building/program limitations include the following:
- a. Personal leave requests during the first five (5) days of the school calendar year or the last five (5) days of the student calendar year.
 - b. No more than 7% of office professionals may use personal leave the same day.
 - c. Personal leave requests on Mondays (Tuesday of Memorial weekend) or Fridays, commencing on May 1st and continuing until the end of the school year.
 - d. Personal leave requests adjacent to a scheduled break or to requests for unpaid days off.
 - e. In cases where two or more office professionals submit their request at the same time and the building/program limitations would be exceeded, District wide seniority would be used to break the tie (the most senior office professional shall be granted leave).

SECTION 3. PARENTING LEAVE: (Maternity, Paternity, Adoption)

- a. Purpose and Procedures: A leave of absence shall be granted to an Employee for the purpose of providing full-time parental care for a new-born or newly adopted child(ren). Whenever possible, arrangements for such leaves shall be made at least ninety (90) days prior to the beginning date of the leave. A planned date of return to duty shall also be arranged at the same time. The Employee should meet with the principal/supervisor in considering the particular educational needs of the students at their school building or department in selecting an effective date for beginning of and/or returning date from such leave. The leave must commence within the first twelve (12) months of the birth or adoption.
- b. Use of Sick Leave for Parenting Leave: For any leave of absence for maternity, paternity or adoption, Employee shall be able to access their earned sick leave during the parenting leave up to twelve (12) weeks. Documentation of date of birth or adoption shall be submitted to the Employee Services Department.
- c. Parenting Leave in Excess of Twelve (12) Weeks: Any leave of absence in excess of twelve (12) weeks for maternity, paternity or adoption that results from the birth or adoption of a child(ren) that is medically necessary as evidenced by an attending physician's statement is covered by the sick leave provisions of this Agreement. The attending physician's statement shall be submitted to the Employee Services department concerning the medical circumstances that require the leave. Employees may access their earned sick leave during parenting leave up to the time specified by their physician.
- d. Employees returning from maternity leave shall return to the same position; in the event the position no longer exists, the provision of Article XIV shall apply. Full-time twelve (12) or ten (10) month employees returning from child care leave shall return to the same position or a comparable position. Except as provided by federal or state law, part-time or nine (9) month/(school year) employees do not have any guarantees to return to the same or comparable position.
- e. Sick leave and vacation benefits accumulated at the start of the maternity/child care leave will be granted at the return from leave; such benefits do not accumulate during the leave.

SECTION 4. FAMILY/MEDICAL LEAVE: Employees will be eligible for family medical leave in accordance with state and federal statute.

SECTION 5. JURY DUTY: Employees called for jury service shall serve without loss of pay. Full salary will be paid by the School District but compensation received for the jury service shall be returned to the School District, exclusive of mileage reimbursement.

SECTION 6. LEAVES OF ABSENCE OF UNUSUAL NATURE:

Subd. 1. A leave of absence of five (5) working days or less annually may be granted by the immediate supervisor. Leaves under this section shall be without pay as set forth in the District guidelines for addressing wage and benefit deductions.

Subd. 2. A leave of absence of more than five (5) working days but less than one (1) school/fiscal year may be granted by the Employee Services Director upon the recommendation of the immediate supervisor. Leaves under this section shall be without pay as set forth in the District guidelines for addressing wage and benefit deductions.

Subd. 3. Employees granted leaves of absence under Subd. 1 and 2 above shall return to his/her former position and the employee shall not lose his/her rights.

Subd. 4. Requests for extended leaves of absence may be granted at the discretion of the District. Full-time twelve (12) or ten (10) month employees returning from leave shall return to the same position or a comparable position. Part-time or nine (9) month/(school year) employees do not have any guarantees to return to the same or comparable position.

SECTION 7. Educational Leaves: Employees may be granted educational leaves of absence at the discretion of the District. Requests for these leaves should be submitted in writing to the Employee Services Director for consideration.

SECTION 8. Professional Association: Employees who have been elected as officers or board members of MAEOP may be granted a paid professional staff development leave for attendance at the two-day conference.

SECTION 9. SENIORITY: Seniority shall continue to accumulate during approved leaves of absence.

SECTION 10. REEMPLOYMENT: Association Employees who have terminated their District employment within the bargaining unit and who resume active employment within one (1) calendar year will be credited with their previous sick leave and step placement. Their seniority date for layoff purposes will be the new or latest date of hire. They will be assigned an adjusted career date for determining seniority pay that reflects experience in the unit immediately before and after the period of separation in addition to any initial placement credit.

ARTICLE XIII

POSTINGS

SECTION 1. VACANCIES AND NEW POSITIONS: In the event of vacancies or new positions created within the District, the position shall be posted on the District website. During the summer break, employees may access available openings by the District's website. Reasonable effort shall be used to describe the classification, location, special training required, and general information of the job opening.

SECTION 2. SELECTION: Applicants for posted positions must submit their application to Employee Services online before the close of the posting period. All internal non-probationary employees covered by this working agreement who apply using the proper application procedures on or before the posted deadline will be entitled to an interview. Final decisions, however, for employment advancement or promotion will be made by the supervisor.

SECTION 3. STATUS CHANGE: It is understood that to the extent that the District determines to change a ten (10) month position to a twelve (12) month position or a twelve (12) month position to a ten (10) month position, and the employee assigned to the position prior to the change voluntarily accepts the change, then the position need not be posted; however, to the extent the current employee does not voluntarily accept the change, the employee will be subject to layoff provisions as set forth in Article XIV and the new position shall be posted as a vacancy.

SECTION 4. ADMINISTRATIVE TRANSFER: Nothing within this Article prohibits an administrative transfer to a different assignment upon mutual agreement of the District and the Association.

ARTICLE XIV

DISPLACEMENT/LAYOFFS

SECTION 1. SENIORITY: Seniority for purposes of this article shall mean continuous unit employment with the District. Seniority does not include other District employment or time as a substitute employee prior to regular employment.

SECTION 2. SENIORITY LIST: The employer shall prepare an updated seniority list which shall be provided to the Association and Association Representative no later than April 1st of each year.

SECTION 3. PROCEDURE: In the event of an office professional displacement, the procedures and flowchart set forth in Appendix “D” will be used within each school building, the Community Education Department and programs, Special Education Department and programs, Alternative School sites and programs, and Central Office Administrative Departments.

Subd. 1. The District will determine the number of positions to be reduced within a building, department, or program and will notify the affected incumbents who are initially affected as soon as determined during the staffing process.

Subd. 2. Employees may not improve their status (class, months, hours) by this process or by recall.

Subd. 3. As an alternative to displacement bumping processes, the District may place the affected employee in an existing or anticipated vacancy of the same status; however, the employee’s status cannot be improved unless mutually agreed by the District, employee, and Association. Affected employees may also request to be considered for existing or anticipated vacancies.

Subd. 4. In the event positions do not exist for employees displaced/bumped under these procedures, the employee will be laid off. The last hired shall be the first laid off within the same class and status, and recall shall be the last laid off being the first recalled within the same class and status and so on. Recall rights shall be for two (2) years. An employee may reject an offer to a position of lesser status and/or pay and has a right to refuse one recall of the same class and status and still retain recall rights.

- Subd. 5. Like status and pay shall mean employment in the same classification from which the employee was laid off.
- Subd. 6. Part-time means any status other than full-time (full-time shall include ten (10) and twelve (12) month eight (8) hour employees). Assignments of nine (9) months may fluctuate hours from year-to-year, will be subject to bumping rights, but not the layoff/recall procedures as set forth in Section 3, subdivision 4 of this Article. ~~There shall be no displacement bumping between part time and full time employees; however, twelve (12) or ten (10) month employees subject to layoff, may exercise bumping rights into a nine (9) month/(school year) position.~~

ARTICLE XV

GRIEVANCE PROCEDURE

SECTION 1. DEFINITIONS:

- Subd. 1. A grievance is any controversy between the Board and the Association or between the Board and an employee as to:
- a. Interpretation of this Agreement
 - b. A charge of violation of this Agreement
 - c. An alleged violation involving wages, hours or working conditions
- Subd. 2. Supervisor shall mean supervisor/principal/assistant principal or the person to whom the employee reports.
- Subd. 3. Days shall be considered "working" days, defined as Monday through Friday excluding District-designated holidays.

SECTION 2. PROCEDURE: Grievances as defined in Section 1 shall be settled in the following manner and the steps set forth must be followed in the order listed within the time limits prescribed:

Step 1. The grievance shall be orally presented by the employee and/or the Association to the employee's supervisor within thirty (30) calendar days after employee knew or should have known of violation. No settlement in this Step 1 shall be made in violation of the "written contract." If a settlement is not reached within three (3) days after oral presentation to the first level supervisor, then, within ten (10) days of the oral presentation, the grievance shall be submitted in written form by the employee and/or the Association with a clear statement of the issue(s) involved to the ~~General Counsel~~ **Executive Director of Human Resources** for handling in accordance with Step 2.

Step 2. The **Executive Director of Human Resources** ~~General Counsel~~ shall establish a Step 2 meeting with the Association and/or its representatives, the aggrieved and appropriate District representatives. The Step 2 meeting shall be held within ten (10) days after employee has filed the written grievance. The time and place for meetings under Step 2 shall be at the discretion of the Association and **Executive Director of Human Resources** ~~General Counsel~~. The **Executive Director of Human Resources** ~~General Counsel~~ shall prepare a report of the meeting, together with a written disposition of the matter and forward copies

to the employee and to the Association within ten (10) days after the Step 2 hearing. If the employee or Association is dissatisfied with the **Executive Director of Human Resources** ~~General Counsel's~~ written disposition the employee and/or Association may appeal to Step 3 within five (5) days of the receipt of the written disposition.

Step 3. Grievances referred to Step 3 shall be discussed between the Association and/or its representatives and the General Counsel. This discussion shall take place within ten (10) days after filing the Step 3 appeal. The General Counsel shall have ten (10) days to respond in writing to the Association and/or its representative. The Step 3 response may be appealed to Step 4 by the Association and/or its representatives with ten (10) days by written notice to General Counsel.

Step 4. ARBITRATION: In cases referred from Step 3 the parties shall attempt to agree on an arbitrator. If agreement is not reached within five (5) days the parties shall petition the Bureau of Mediation Services for selection of an arbitrator under the rules of the PELRA. The arbitrator shall set the time and place for the Step 4 hearing, the method of procedure and make all necessary rulings. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of the written agreement or to any agreement made supplementary hereto, and shall only be allowed to rule on those cases that apply to the definition of a grievance as described in this article. The decision of the arbitrator, if within the scope of his power, shall be binding on both parties within the limitations of the PELRA. The expense and fees of the arbitrator shall be borne jointly by the School District and the Association.

SECTION 3. RULES: Any loss of time by the employee and the employee's representatives to attend Step 4 in the grievance procedure shall not be compensated. The number of days indicated at each step of the grievance procedure should be considered as maximum and every effort should be made to expedite the grievance process. Any time limit may be extended by mutual written consent. The failure of an aggrieved person to submit or present a grievance within the time limits or to proceed from one step of the grievance procedure to the next step within the time limits set forth shall be deemed to accept the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of an administrator to communicate a decision or hold a meeting within the specific time limits shall permit the aggrieved to proceed to the next step in the grievance procedure. Grievance cases shall be as confidential as possible. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

ARTICLE XVI

RETIREMENT

For employees hired after July 1, 2001, the sick leave severance set forth in Section 1 is not available. **Retirement benefits set forth in Section 2 and Section 3 are available for all eligible employees regardless of their hire date.**

SECTION 1. RETIREMENT: Employees who are immediately eligible for a state retirement pension benefit, have ten years in the district and who notify the District of retirement at least three (3) months prior to retirement shall qualify for up to ~~80~~ **one half the value of the first 160 days of unused sick leave** ~~days of unused sick leave~~ times their daily rate of pay less any District contribution to a matching 403(b) as set forth

in Section 2 403(b) of this Article as retirement severance compensation. For the purpose of this Section, the school year shall begin with July 1 of one year and end on June 30 of the following year.

- a. The daily wage rate shall include the employee's regular hourly rate as set forth on the salary schedule including seniority/longevity pay but excluding any other pay such as professional certificates.
- b. The severance payment shall be made as a lump sum payment upon retirement to the District's Special Pay Plan in accordance with Federal rules and regulations. Deductions, such as State and Federal income tax, social security or PERA shall be made only as required by law. If the retired employee dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking same, to the estate of the deceased.
- c. This section shall not apply to any employee who is discharged for cause by the School District.
- d. Severance and retirement benefits shall be available only once in an employee's employment with the District.

SECTION 2 403(b): The School District will contribute up to \$2,500 per year towards a matching 403(b) tax-sheltered annuity for all benefit eligible full time twelve (12) month employees ~~with one-year's seniority as of July 1,~~ and up to \$1,500 per year for all benefit eligible full-time ten (10) month employees ~~with one-year's seniority as of July 1. The maximum individual lifetime matching contribution by the District shall be \$50,000.~~

For employees hired prior to July 1, 2001, each dollar contributed by the School District towards the matching 403(b) shall reduce the Retirement Severance payment, as set forth in Section 2, based on unused sick leave by the same dollar amount.

~~For employees hired after July 1, 2001, the sick leave severance set forth in Section 1 is not available.~~

SECTION 3. Health and Dental Insurance: Benefit eligible and enrolled employees eligible for retirement as established by Section 1 may elect to continue to participate in the District's Health and Dental insurance programs. ~~The value of accumulated sick leave over 80 sick days shall be allocated to the Health Care Savings Plan for the individual retiring employees.~~ **One half of the value of the first 160 days of accumulated sick leave and 100% of the value of sick leave days over 160 shall be allocated to the Health Care Reimbursement Account.**

ARTICLE XVII SEVERABILITY

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

ARTICLE XVIII
DURATION

SECTION 1. This agreement shall become effective on July 1, ~~2022~~**2024**, and shall continue in full force and effect to and including June 30, ~~2024~~**2026**.

SECTION 2. Any and all prior agreements, resolutions, practices, policies, rules, and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this agreement, are hereby superseded.

SECTION 3. This agreement may be modified by written notice to the other party submitted between April 1, ~~2024~~**2026** and June 30, ~~2024~~**2026** otherwise the agreement shall remain in effect for another twelve (12) month period.

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

Anoka-Hennepin Educational Office
Professionals' Association

Anoka-Hennepin Independent
School District No. 11

Date

Executive Director of Human Resources

APPENDIX "A" - RATES OF PAY

SECTION 1.A. Salary Schedule Effective July 1, ~~2022-2024~~ through June 30, ~~2024-2025~~Hourly Rates Effective July 1, ~~2022-2024~~ through June 30, ~~2024-2025~~: Step movement ~~both years.~~

	Class A	Class B	Class C
Step 1	\$18.55	\$20.45	\$22.65
Step 2	\$19.20	\$21.20	\$23.35
Step 3	\$19.85	\$21.95	\$24.05
Step 4	\$20.50	\$22.65	\$24.75
Step 5	\$21.15	\$23.35	\$25.50
Step 6	\$21.85	\$24.05	\$26.25
11-14 Year Longevity 7/1/2010 - 6/30/2014 seniority date	\$22.85	\$25.05	\$27.25
15-19 Year Longevity 7/1/2005 - 6/30/2010 seniority date	\$23.85	\$26.05	\$28.25
20+ Year Longevity seniority date before 7/01/05	\$24.35	\$26.55	\$28.75

B. Salary Schedule Effective July 1, 2025 through June 30, 2026

Hourly Rates Effective July 1, 2025 through June 30, 2026: Step movement

	Class A	Class B	Class C
Step 1	\$19.05	\$21.00	\$23.25
Step 2	\$19.70	\$21.75	\$23.95
Step 3	\$20.35	\$22.50	\$24.65
Step 4	\$21.00	\$23.20	\$25.35
Step 5	\$21.65	\$23.90	\$26.10
Step 6	\$22.35	\$24.60	\$26.85
11-14 Year Longevity 7/1/2011 - 6/30/2015 seniority date	\$23.35	\$25.60	\$27.85
15-19 Year Longevity 7/1/2006 - 6/30/2011 seniority date	\$24.35	\$26.60	\$28.85
20+ Year Longevity seniority date before 7/01/06	\$24.85	\$27.10	\$29.35

Step Movement - 2024-25
Employees hired on or after 1/01/24 do not get step movement
Employees on steps 1-4 hired before 1/01/24 move up 1 step
Employees on step 5 hired on or after 7/01/14 move to step 6
Employees on step 5 hired before 7/01/14 move to L11
Employees on steps 6-8 move to L11
Employees on step 9 or 10 hired on or after 7/01/05 move to L15
Employees on step 10 hired before 7/01/05 move to L20+

Step Movement - 2025-26
Employees hired on or after 1/01/25 do not get step movement
Employees on steps 1-5 hired before 1/01/25 move up 1 step
Employees on step 6 hired on or after 7/01/15 remain on step 6
Employees on step 6 hired before 7/01/15 move to L11
Employees on L11 hired between 7/01/11 and 6/30/14 remain on L11
Employees on L11 hired between 7/01/10 and 6/30/11 move to L15
Employees on L15 hired between 7/01/06 and 6/30/10 remain on L15
Employees on L15 hired between 7/01/05 and 6/30/06 move to L20+
Employees on L20+ remain on L20+

Step 2021-22	Step 2022-23	Class A	Class B	Class C	Step 2023-24	Class A	Class B	Class C
2	1	17.00	18.75	20.55	1	17.10	18.95	20.75
3	2	17.50	19.30	21.15	2	17.60	19.50	21.35
4	3	18.00	19.85	21.75	3	18.10	20.05	21.95
5	4	18.50	20.40	22.35	4	18.60	20.60	22.55
6	5	19.00	20.95	22.95	5	19.15	21.20	23.15
7	6	19.50	21.50	23.55	6	19.70	21.80	23.75
8	7	20.00	22.05	24.20	7	20.25	22.40	24.40
9	8	20.55	22.85	24.85	8	20.80	23.00	25.05

12	9	21.25	23.55	25.50	9	21.35	23.65	25.70
13	10	21.90	24.20	26.25	10	22.25	24.55	26.70

~~B. Office Professionals whose bargaining unit seniority date is listed will receive the additional hourly amount.~~

-				
Seniority	Dates	Additional hourly	Dates	Additional hourly
15-19 yrs	7/01/03-6/30/08	\$0.75	7/01/04-6/30/09	\$0.75
20-24 yrs	7/01/98-6/30/03	\$1.00	7/01/99-6/30/04	\$1.00
25+ yrs	Prior to 7/01/98	\$1.25	Prior to 7/01/99	\$1.25

The above salary schedule is a guide for compensation for the length of this Agreement and is not to be considered as a continuing contract.

Upon ratification of the contract, a one-time payment of five hundred dollars (\$500) will be provided for all employees who are not scheduled to receive step movement or an improvement in longevity pay in both 2024-2025 and 2025-2026.

~~**A one time payment of \$1000 dollars will be provided for all employees who were on Step 13 in 2021-22 and are not scheduled to receive an improvement in longevity pay in 2022-23 or 2023-24.**~~

~~**A one time payment of \$500 dollars will be provided for all other current employees following the approval of the working agreement.**~~

- C. Probation: The probationary period for new employees shall be the equivalent of one full year from date of hire.
- D. Classifications: Appendix B sets forth job positions sorted by classification.
1. Classifications shall be retained except as reviewed and adjusted by the District. Records and history of classification assignments shall be retained by the Labor Relations and Benefits Department. If the District reclassifies an existing position, the District will inform the Association of the reclassification and the rationale for the reclassification.
- E. Step Placement and Movement:
1. New hires shall not be placed above the initial step without notice and an opportunity to meet and confer with the Association.
 2. Employees hired prior to ~~March 1~~**December 31**, shall advance one step on July 1 of the relevant year.
 3. Employees hired on or after ~~March 1~~**December 31**, shall remain on the initial step with no step movement until the following July 1, if applicable.
 4. Movement from one step to another will be based on satisfactory performance. A 30 day written notice will be given to an employee if the increment is to be withheld, giving the reason for withholding that increment. Prior to withholding the increment, the District shall meet and confer with the Association. Denial of a step movement shall be subject to the grievance procedure.
 5. Employees who advance classification shall:
 - a. Move to the corresponding step in that classification if applicable.
- F. Professional Certificates:

1. Employees hired prior to the ratification of the July 1, 2018 agreement and are current holders of a certificate issued by Professional Standards - National Association of Educational Office Professionals prior to July 1, 2018 will be paid an additional:
 - a. CEOE or Advanced - \$22.00 per pay period

G. Department Lead Pay

Effective July 1, 2022, Lead Department Office Professionals and the Educational Office Professional assigned to the Superintendent's Office will receive an additional \$0.75 per hour leadership stipend. (see Appendix B for list of assignments)

SECTION 2. TERMINATION OF EMPLOYEES

Employees who are terminated or resign shall do so with the understanding that this shall be "loss of all rights."

SECTION 3. SUMMER SCHOOL EMPLOYMENT:

1. Summer employment shall be voluntary.
2. Employees accepting summer school office professional employment and/or other positions as determined by the District shall be paid at their regular rate through their summer assignment.
3. "Regular Hourly Rate" shall not include stipends for certificates.
4. Summer employment does not affect eligibility for insurance, vacation, sick leave, or any other benefit.

SECTION 4. DAILY WAGE RATE: The daily wage rate shall include the employee's regular hourly rate as set forth on the salary schedule including and seniority/longevity pay but excluding any other pay such as professional certificates or college credits.

SECTION 5. TEMPORARY REASSIGNMENT PAY: When the building principal or departmental supervisor temporarily reassigns an employee in a lower classification position to a higher classification position for ~~more than~~ 10 or more continuous workdays due to employee absence in the higher classification position, the reassigned employee will receive the higher rate of pay in the same step classification retroactive to the first day of absence.

When the building principal or departmental supervisor temporarily reassigns an employee to fill in for the School Office Supervisor for ~~more than~~ 10 or more continuous workdays due to employee absence, in the higher classification position, the reassigned employee will receive \$3.00 per hour retroactive to the first day of absence.

APPENDIX "B"

The District maintains the inherent managerial right to establish organizational structures, including the selection, direction, and number of personnel. As of July 1, 2024 the following positions were in place. The association will be notified of any changes prior to implementation.

Class C = One Data Management Educational Office Professional at each Middle School, High School, STEP, and ~~Virtual Academy~~ **Step Ahead Online.**

Application & Connection Services Educational Office Professionals

One Lead Program Office Professional at each of the following Programs

A-H Technical HS

Anoka Middle School – Washington Campus

Community Education – Adventures Plus

~~Compass—ESC~~ **Student Conduct**

Purchasing Buyers (2 Department Lead Office Professionals) *

~~One Educational Office Professional assigned to the Superintendent's Office*~~

One Department Lead Office Professional may be designated at the following:*

Building and Grounds

Child Nutrition

Elementary Curriculum

~~Q-Comp~~ **Employee Development and Evaluation**

Finance

Secondary Curriculum

Special Education

Student Services

Supplemental Programs

Technology Services

Transportation

Class B = all other Office Professionals not listed in Class C or Class A

Class A = Receptionist, Switchboard, ~~Part-time~~ **School Year** ~~Elementary~~ Office Professionals, ~~Part-time Department/Program Office Professionals (excludes some Community Education).~~

***Assignments receive department lead pay as outlined in Appendix A, Section 1G.**

FORM G- 1

APPENDIX "C"

ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11

WRITTEN GRIEVANCE

GRIEVANCE NO. _____

Aggrieved

Classification _____

Grievance: State in clear terms the violation, people involved and other relevant information.

Relief sought:

_____ Date

_____ Signature

(To be filled out by the First Level Supervisor with copies to the Aggrieved and the General Counsel.)

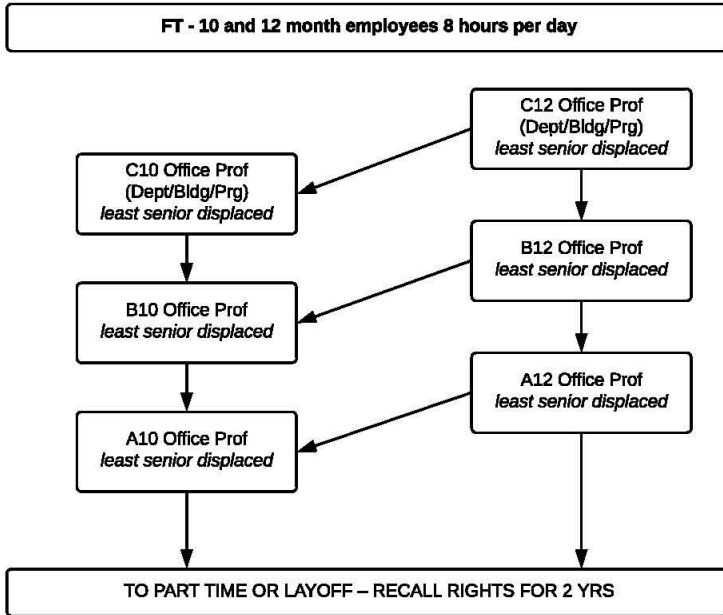
Disposition of Step 1

_____ Date

_____ Signature

|

APPENDIX D OFFICE PROFESSIONALS DISPLACEMENT/BUMPING/LAYOFF EFFECTIVE 7/1/2022

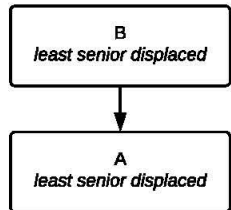


**Reduction in number of positions
or positions eliminated:**

- 1) Least senior employee in category within department/building/program is displaced out of department/building/program;
- 2) School District assigns least senior displaced employee to opening within category district-wide;
- 3) If no openings within the category district-wide, the employee displaces least senior within category district-wide;
- 4) Least senior employee has been displaced chooses to accept layoff or to bump if their seniority is greater than anyone in lower classification down or across - choosing between less months or lower classification; (cannot improve status)
- 5) Repeat # 2 - 4.

At bottom of FT/Benefit Eligible

- 6) Employee may choose bumping to part-time or layoff with recall rights
- 6a) if chooses bump down, no rights to recall; may apply for openings
- 6b) if chooses layoff, recall to equal status or less only



**Reduction in number of positions
or positions eliminated:**

- 1) Least senior employee in category within department/building is displaced out of building/department;
- 2) School District assigns displaced employee to opening within category district-wide;
- 3) If no opening within the category district-wide, the employee displaces least senior in lower category district-wide;
- 4) Least senior bumps lower following #1 - 3; (cannot improve status)
- 5) No guarantee of days or hours.

Miscellaneous Information:

- When multiple openings within categories, Principals will interview displaced office professionals for selection process.
- No recall to higher level.