

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

**School Board Work Session
Monday, February 10, 2025
AGENDA**

1. **Call to Order (1 minute)**
 - 02-10-25 Important Dates 3
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from January 27 Board Meeting - **A**
Jeff Simon, Clerk
 - Appendix A 4
 - 3.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - **A**
Brian Duffy, Director of Employee Services
 - Appendix B 11
 - 3.C. #25028B-Morris Bye ES Kitchen Renovations - **A**
Tiffany Audette, Director of Purchasing
 - Appendix C 16
 - 3.D. #25026B-Monroe ES Office & Kitchen Renovations - **A**
Tiffany Audette, Director of Purchasing
 - Appendix D 17
 - 3.E. Immunization Exclusions as required by Statute 121a.15 - **A**
Kathy Schulz, Health Services Coordinator
4. **Work Session (135 minutes)**
 - 4.A. **Elementary & Secondary Education (30 minutes)**
 - 4.A.1. **Elementary ELA Pilot Update (30 minutes) - B**
Dr. Mary Wolverton, Associate Superintendent, Ann Sangster, Director of Elementary Curriculum, Instruction & Assessment, Michele Isaacson, Elementary ELA TaLS, Candice Riley, Elementary ELA TaLS
 - Appendix E 18
 - 4.B. **507.0 New Cell Phone Policy (30 minutes) - C**
Tim Palmatier, General Counsel, John Peña, Principal, Coon Rapids High
 - Appendix F 20
 - 4.C. **Staff and Student Safety (70 minutes) - C**

4.C.1. **K-12 Behavior Plan (20 minutes) - C**
Becky Brodeur, Associate Superintendent, Greg Cole, Chief Operations Officer

Appendix G 24

4.C.2. **SRO Update (10 minutes) - C**
Greg Cole, Chief Operations Officer, Tim Fournier, Manager of Security & Emergency Operations

Appendix H 27

4.C.3. **SOAR Program @ Coon Rapids Middle School (20 minutes) - C**
Becky Brodeur, Associate Superintendent, DeMann Seals, Principal, Coon Rapids Middle, Sarah Valley, Academic TOSA, Susan Ficzeri, Behavior TOSA, Coon Rapids Middle

Appendix I 28

4.C.4. **Student & Staff Safety Task Force Update (20 minutes) - C**
Dr. Jennifer Cherry, Executive Director of Human Resources

Appendix J 30

4.D. **Board Self Governance (15 minutes) - C**
Zach Arco, Co-Chair, Kacy Deschene, Co-Chair

5. **Board Correspondence & Communication**

6. **Executive Session (60 minutes)**

7. **Adjourn**

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

February 10, 2025

Dates to Remember

1. **February 10** **School Board Work Session, Educational Service Center, 5:30 p.m.**
2. February 17 District Closed, Holiday
3. February 18 Elem (PLC/Conf/Staff Development); Sec Staff Development, No Students
4. February 19 School Board, Student Growth Recognitions, Blaine High School, 6:30 p.m.
5. **February 24** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
6. February 26 AHEM Town Hall, Educational Service Center, 5:30 p.m.
7. **March 3** **School Board Work Session, Educational Service Center, 5:30 p.m.**
8. March 6 End of Trimester Two
9. March 7 Staff Planning, Grades, No Students
10. March 10-14 Spring Break, No School
11. March 13-14 Holiday, District Closed
12. March 17 PLC/Staff Development/Para Staff Development, No Students
13. **March 24** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**



Zach Arco
CO-CHAIR



Kacy Deschene
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
DIRECTOR



Linda Hoekman
TREASURER



Michelle Langerfeld
DIRECTOR

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, January 27, 2025**, at Sandburg Education Center, Anoka, Minnesota.

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

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

Co-Chair Zach Arco motioned to approve the Board Agenda as presented. Dr. Michelle Langenfeld seconded. Motion passed with a 4-0 vote.

The School Board recognized students from the following schools. Each of them was given a medal in honor of their achievements. Winners in the 21st annual kindness poster contest were recognized. Students at all grade levels are invited to submit artwork at each school and then a district level representative is selected. Students' work is posted at buildings throughout the district and winners receive a Kindle courtesy of the Horace Mann Insurance Company in appreciation of their winning effort. This year's theme "Make Kindness Your Purpose" generated 170 submissions. Winning posters were selected by a vote of district staff at the Educational Service Center on election day, Tuesday, Nov. 5, 2024. This year's winners are Lillian Raschke, kindergarten - Sunrise Elementary School; Gabe Zuk, first grade - McKinley Elementary School; Ollie Miller, second grade - Sunrise Elementary School; Mayvis Yang, third grade - McKinley Elementary School; Addison Bartley, fourth grade - Dayton Elementary School; Sabreen Zeinu, fifth grade - Sunrise Elementary School; Madeline Parrott, sixth grade - Anoka Middle School for the Arts; Ada Hammond, seventh grade - Northdale Middle School; Fatima Muhamed, eighth grade - Northdale Middle School; and Katie Tran, ninth grade - Andover High School. The annual event supports a districtwide initiative to support safe and welcoming schools for all students.

CONSENT AGENDA

Dr. Michelle Langenfeld moved and Co-Chair Zach Arco seconded the motion to approve the following **consent agenda** items.

- a. Minutes** from the January 13, 2025, School Board meeting.
- b. Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Dawn Applequist	Mississippi, Teacher SLD	06/09/2025
Cynthia Carlson-Paetznick	Verndale, Teacher D/HH	06/09/2025
Cynthia Heilman	Oxbow Creek, Teacher Grade 5	06/09/2025
Jan Herbst	ESC, HR Generalist - Certified	08/08/2025
Jeanne Kimble	Coon Rapids Middle, Teacher ESL	06/09/2025
Virginia Kornovich	Ramsey, Teacher Grade 5	06/09/2025
Shelly Loeffler	ChamplinBrklynPk Academy, School Office Supervisor	04/15/2025
Lisa Nystrom	Jackson Middle, ParaEducator Special Education	06/06/2025
Carol Wiechmann	Coon Rapids Family Center - Eval Team, ParaEducator Special Education	06/06/2025
Michele Zuercher	Eisenhower, Teacher Academic Support	05/09/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Justin Brama	Leave Of Absence, Teacher Social Studies	06/30/2025
Brittney Fussy	Leave Of Absence, Teacher SA-Tal Devl	06/30/2025
Lynn Greer	Leave Of Absence, Teacher Academic Support	06/30/2025
Jonathan Haupt	Roosevelt Middle, Teacher Industrial Tech	01/24/2025
Catherine MacLaughlin	Wilson, Teacher SLD	06/09/2025
Kelianne Scharphorn	Sand Creek, Teacher DD	01/29/2025
Melanie Vining	Ramsev, Teacher K-3 Exploration	06/09/2025

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Ashley Andersen	University Avenue, ParaEducator Special Education	01/03/2025	01/21/2025
Victoria Barnes	Verndale, Teacher D/HH	11/19/2024	12/19/2024
Jennifer Bates	Lincoln, Teacher DD	01/09/2025	01/27/2025
Alex Contreras	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	01/21/2025	01/31/2025
Jill Eaton	Anoka High, Teacher Art Secondary	01/10/2025	03/14/2025
Samar Gad	Coon Rapids High, Child Nutrition Assistant PT	12/16/2024	01/17/2025
Carole Giardini	Hamilton, Teacher DD	01/08/2025	01/31/2025
Brittany Harvey	McKinley, ParaEducator Elementary	01/06/2025	01/17/2025
Scott Mattis	Monroe, Asst Principal Elementary Schl	01/03/2025	02/20/2025
Michael Mensing	Andover High, ParaEducator Special Education	01/13/2025	01/24/2025
Ebony Muse	RiverTrail Learning Ctr, ParaEducator Spec Ed Cntr Base	01/08/2025	02/28/2025
Shannon Roy	Sunrise, Teacher ABS (AcadBehav)	01/17/2025	04/11/2025
Robert Sand	S.T.E.P., Teacher Agriculture	07/01/2025	06/28/2030
Julianne Scullen	ESC, Teacher SA-TALS	07/01/2025	06/28/2030
Kevin Stimpson	Anoka High, B/G Custodian 2nd shift nonlic	12/16/2024	04/01/2025
Mami Williams	Wilson, ParaEducator Spec Ed Cntr Base	01/03/2025	01/28/2025
Mary Wold	Rum River Elementary, Child Nutrition Assistant PT	01/02/2025	01/17/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jac Anderson	University Avenue, ParaEducator Elementary	12/12/2024	02/12/2025
Jeneen Asmussen	Dayton, ParaEducator Special Education	12/10/2024	01/10/2025
Jennifer Beck	ESC, Director Finance	12/17/2024	01/13/2025
Bonnie Bouley	Wilson, Child Nutrition Assistant PT	11/20/2024	01/31/2025
Jennifer Dwyer	Wilson, Teacher Grade 1	12/17/2024	01/10/2025
Elizabeth Shaffer	Oxbow Creek, ParaEducator Special Education	09/03/2024	09/03/2026
Cheryl Skluzacek	Monroe, ParaEducator Elementary	12/19/2024	01/13/2025
Sara White	Adams, Teacher ABS (AcadBehav)	10/08/2024	01/28/2025
Emily Ylvisaker	Sand Creek, Teacher ABS (AcadBehav)	09/23/2024	06/09/2025

SABBATICALS

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

APPOINTMENTS

20250127 1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Kimberly Kiedrowski	Oxbow Creek, Teacher Grade K LTS	01/17/2025	Bachelors/8	0.1925	\$11,566
Jennifer Nettleton	ChamplinBrklynPk Academy, Teacher Academic	01/21/2025	Masters/21	0.5080	\$45,570
Margaret Raverty	Evergreen Park, Teacher Grade 3 LTS	01/02/2025	Masters/1	0.3316	\$19,319
Alexis Ringler	Mississippi, Teacher Grade 1 LTS	01/08/2025	Bachelors/1	0.2300	\$11,504
Rachel Theobald	Hamilton, Teacher Social Worker	01/29/2025	Bachelors+30/1	0.2540	\$13,395

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Claire Mikolich	Blaine High, Teacher Social Studies	01/21/2025	Bachelors/1	0.5080	\$25,416
Joshua Woodley	Blaine High, Teacher Social Studies LTS	01/21/2025	Masters/6	0.1765	\$11,576

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Robert Crump	Champlin Park High, Teacher ABS (AcadBehav)	01/02/2025	Masters/1	0.5722	\$33,341
Timothy Layton	Two Rivers Transition Program, Teacher DD LTS	09/27/2024	Bachelors+45/17	0.8075	\$63,398
Michael Wahl	S.T.E.P., Teacher Career-Technical	01/02/2025	Masters+60/22	0.2861	\$29,826

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

This section returned no records

c. Cash Disbursements.

Fund No.	Description	Amount
	Checks	\$ 3,349,355.65
01	General	2,867,571.91
02	Food Service	198,601.26

04	Community Service	99,041.06
06	Building Construction	33,502.15
07	Bond & Interest K-12	-
20	Health-Self Insurance	150,139.27
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	500.00
	Electronic Payments	\$ 32,305,253.08
01	General	24,125,129.86
02	Food Service	429,447.67
04	Community Service	864,283.23
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	6,426,160.80
21	Dental-Self Insurance	366,181.28
22	Work. Comp.-Self Insurance	94,050.24
47	OPEB Debt Service	-
	ACH Payments	\$ 6,924,944.57
01	General	5,571,558.23
02	Food Service	918,940.94
04	Community Service	63,638.56
06	Building Construction	44,457.55
20	Health-Self Insurance	303,586.29
22	Work. Comp.-Self Insurance	22,763.00
	P-Card	\$ 160,599.77
01	General	134,393.27
02	Food Service	488.62
04	Community Service	22,815.11
06	Building Construction	-
20	Health-Self Insurance	2,902.77
	TOTAL DISTRICT	\$ 42,740,153.07

d. Cash Balance Report.

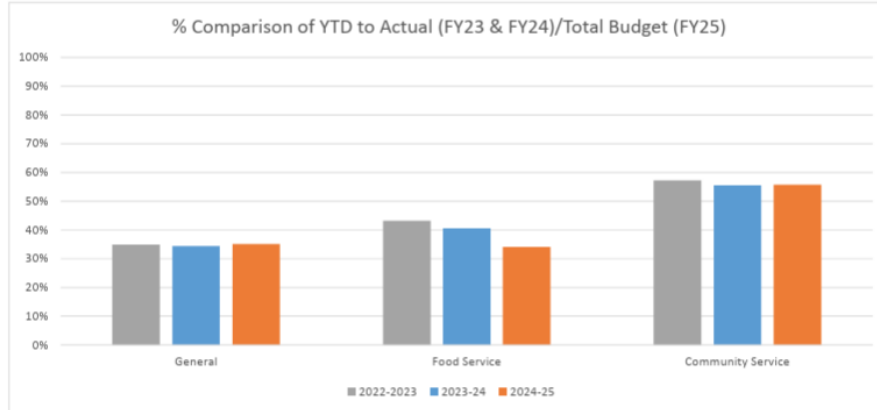
ANOKA HENNEPIN DISTRICT NO. 11															
MONTHLY CASH BALANCES - FY25															
	GENERAL	FOOD SERVICE	COMMUNITY SERVICE	BUILDING CONSTRUCTION	DEBT SERVICE	EMP BENE HEALTH	EMP BENE DENTAL	EMP BENE WORK COMP	OPEB	TOTAL CASH	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY23 Total All Balances (1 year ago comparison)	
	01-101	02-101	04-101	06-101 ¹	07-101	20-101	21-101	22-101	47-101	CASH	INVESTMENT	INVESTMENT	BALANCES	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	199,164,100	10,215,724	13,139,301	120,020	8,339,738	10,205,183	2,156,865	3,184,673	1,649,861	248,175,465	1,427,221	463,381	250,066,066	254,016,449	
11/30/24	170,990,536	10,560,722	13,178,936	6,227	12,029,304	14,853,578	2,488,456	3,219,614	2,194,989	229,522,361	718,257	439,735	230,680,353	243,172,357	
12/31/24	166,461,705	10,814,760	14,615,582	163,128	13,072,899	15,344,705	2,682,950	3,254,037	2,348,334	228,758,099	213,073	444,394	229,415,566	235,796,957	
01/31/25										0			0	0	
02/28/25										0			0	0	
03/31/25										0			0	0	
04/30/25										0			0	0	
05/31/25										0			0	0	
06/30/25										0			0	0	

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

e. Monthly Revenue & Expenditures.

Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended December 31, 2024

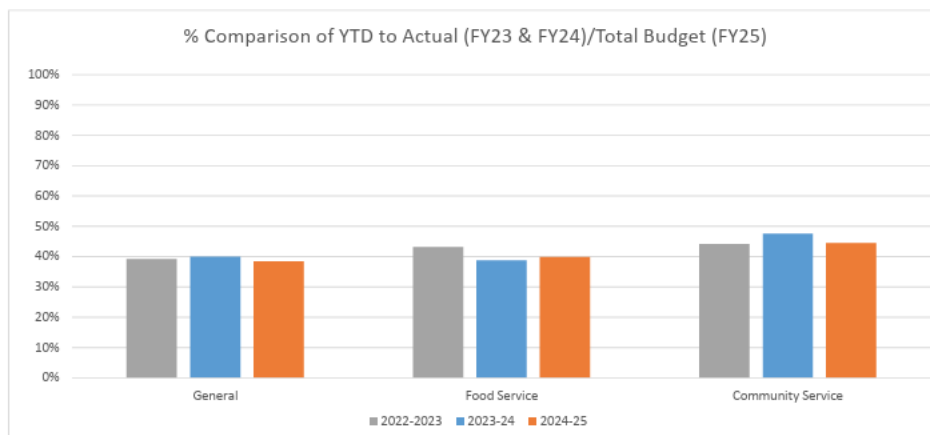
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2024-25	2023-24	2022-2023
General	53,733,035	225,154,829	641,410,751	35%	34%	35%
Food Service	2,511,460	10,089,726	29,629,662	34%	41%	43%
Community Service	3,829,522	16,704,721	30,002,421	56%	55%	57%
Building Construction ¹	4,677	104,801	20,000	524%	1486%	24449%
Debt Service	1,197,440	9,461,896	15,452,017	61%	61%	63%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 61,276,134	\$ 261,515,973	\$ 717,264,851	36%	36%	37%



¹Conservative budgeting

Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended December 31, 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	43,835,964	200,644,592	539,851,293	37%	37%	38%
Purchased Services	5,647,371	20,769,646	67,495,098	31%	45%	37%
Supplies	836,775	15,037,913	26,212,772	57%	50%	57%
Capital Expenditures	1,063,016	17,065,963	24,765,410	69%	79%	51%
Other Exp & Transfers	125,848	1,141,627	4,058,066	28%	23%	24%
Total General Fund	\$ 51,508,974	\$ 254,659,742	\$ 662,382,639	38%	40%	39%
Food Service	2,568,586	11,774,265	29,522,260	40%	39%	43%
Community Service	2,163,228	13,493,276	30,326,421	44%	48%	44%
Building Construction	352,960	3,541,160	4,175,430	85%	88%	42%
Debt Service	500	3,996,251	15,442,703	26%	27%	28%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 56,594,248	\$ 287,464,694	\$ 742,599,453	39%	41%	39%



- f. Approved Pay Equity Report.
 - g. Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed with a 4-0 vote.

The School Board received testimony from Lorie Schuetzle, Carolyn Beahen, Mark Duffy, and Emily McCollor.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. The Superintendent highlighted Anoka-Hennepin's magnet and specialty schools providing high quality learning options for students and this year six of those schools have earned national recognition from Magnet Schools of America (MSA). Hoover Elementary, a Biomedical, Health Sciences and Engineering specialty school located in Coon Rapids, was one of 94 schools nationwide to be named a 2025 Top Magnet School of Excellence. Anoka Middle School for the Arts received the Magnet School of Excellence. Champlin-Brooklyn Park Academy, University Avenue Elementary School, Aerospace, Children's Engineering & Science, Monroe Elementary School and Lincoln Elementary School for the Arts each earned Merit School of Distinction honors. MSA national merit awards are given to magnet schools that demonstrate a commitment to high academic standards, curriculum innovation, and strong parent and community involvement. Representatives from these schools will be recognized at future school board meetings and in district publications. The awards recognize the district's commitment to providing quality education choices for students and families. Superintendent McIntyre thanked our paraeducators for their service to our schools, community and students. Anoka-Hennepin Schools joined districts from across the state in showing appreciation for the dedicated staff members who serve our students as paraeducators during Minnesota Paraprofessional Recognition Week. Paraeducators serve student needs for instruction, student activities, special education, individual student needs, health, safety, transportation and in various other roles. The School Board and district leadership will meet with area legislators on Wednesday, Jan. 22 to share the district's legislative priorities in advance of the upcoming session. The district was also invited to share testimony at the Senate Education Policy Committee and House Education Policy committee that same day. The district is fortunate to be served by representatives who engage with the district regarding legislative issues and value the perspectives of the district as they discuss education issues. The Superintendent highlighted Anoka-Hennepin Educational Foundation's annual fundraising gala - the Northern Stars Celebration - which is set for Saturday, Feb. 8 from 5:30 p.m. to 9 p.m. at the Bunker Hills Event Center in Coon Rapids. Anyone interested in attending should visit ahef.us for tickets and additional information. The district appreciates the efforts of the Anoka-Hennepin Educational Foundation and the many corporate and individual donors who support the learning needs of students.

Aaron Nielsen, a certified public accountant with the accounting firm Malloy, Montague, Karnowski, Radosevich and Company (MMKR), reviewed the annual audit his firm conducted of the district's financial statements for the fiscal year 2024. The auditor gave the district an unmodified opinion on its basic financial statements and said the district is in a strong financial position with an adequate fund balance and provided trend data along with current financial measures to provide context. No findings, material weaknesses, or instances of noncompliance were reported. The analysis and report of district funds by an independent firm provides information for School Board consideration in financial planning and management of business affairs and compliance with legal requirements and mandates.

Dr. Michelle Langenfeld highlighted the recent MSBA Leadership Conference and updates from the District Directors' meeting as she serves as our regional representative. She gave an overview of the MSBA/MASA March 10 'Day at the Capitol' with the morning dedicated to speakers at the Radisson, and the afternoon with scheduled appointments to meet with constituents. Friday MSBA chat rooms from 9:00-9:30 AM are available to all members to catch up on what is going on each week at the legislature. Former School Board Member, Denise Dittrich, is now the government relations person running that effort as she brings straight forward information for us. The sessions are recorded for those who cannot attend. District directors, Co-Chair Deschene, and Supt. McIntyre attended as well and learned the work of School Boards across the state and their focus on what is best for students. Work sessions centering around Supt. and Board Relations, building trust together over time, shared values, We are the Guardians of the Public Trust were some of the highlights. To Speak in a Unified Voice for Public Education is vitally important. Dr. Langenfeld shared about a video developed by students across the state focusing on how School Boards impact their lives, it is very heartening and real and highlights the reason why we do what we do. Helping our communities better understand and trust and value the power potential of public education systems. To recognize that we work hard to get the trust of our community, and we all want the best for every student. Co-Chair Deschene attended the District STEM Fair last weekend and saw over 200 students share their hypothesis, ideas, tests and observations along with their conclusions. It was exciting to see the energy in the room and she encouraged all to attend these amazing events. Director Deschene highlighted the Power of our Students 'CPHS

Youth Night,' with the Pep Band, and a large student section with many freshman boys sharing their Power of Positivity and showing that type of leadership to make a great moment as the basketball team won by a point in overtime.

Co-Chair Kacy Deschene recessed the meeting at 7:33 p.m. Co-Chair Arco moved and Dr. Langenfeld seconded the motion to adjourn the meeting. Motion passed.

Zach Arco, Acting Clerk
Anoka-Hennepin Independent School District No. 11

Co-Chair Kacy Deschene

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

APPENDIX B

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

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Robyn Aaron	Coon Rapids Middle, Teacher Media Specialist Secd	06/09/2025
Amy Blank	Wilson, Educ Office Prof School Year	06/09/2025
Jeffrey Buerkle	Anoka High, Teacher Phys Ed Secondar	06/09/2025
Barbara Carlson	Andover High, Preschool Inst-Pro Rated Bene	06/02/2025
Pamela Fisher	Andover, Teacher Literacy Intervention	06/09/2025
Laurie Gandrud	Verndale, Teacher EC/SE Stretch Calendar	06/20/2025
Kimberly Gustafson	Blaine ECC, Para Special Education ECSE	06/09/2025
Nikki Hassel	ESC, ESP Comm School Programmer	06/03/2025
Valerie Holthus	Leave Of Absence, Teacher Work Exp Handicapped	06/30/2025
Traci Intihar	Madison, Teacher Grade 3	06/09/2025
Michelle Kalina	Sorteberg ECC, Teacher Speech Clinician	06/09/2025
Kari Kalsow	Dayton, Teacher SA-Tal Devl	06/09/2025
Kristine Kondrak-Fish	ChamplinBrklynPk Academy, Teacher Nurse	06/09/2025
Tricia Koski	Andover High, Teacher Health	06/09/2025
Mary Kriz	ESC-Special Ed, Teacher Physical Therapist	06/09/2025
Catherine Landis	Eisenhower, Teacher Grade 1	06/09/2025
Michael Neis	ESC, Tech Support Specialist II	06/30/2025
Bruce Olson	Blaine High, Teacher Music Secd Band	06/09/2025
Robert Orrick	S.T.E.P., Teacher Career-Technical	07/02/2025
Karen Ouellette	Adams, ParaEducator Spec Ed Cntr Base	06/06/2025
Lisa Palmer	Wilson, Teacher SA-Coach Literacy Spec	06/30/2025
Susan Pangerl	Sunrise, ParaEducator Special Education	06/06/2025
Susan Peterson	CED - ABE - Tech, ABE Teacher-Full Time Benefits	06/30/2025
James Ruid	S.T.E.P., Teacher Career-Technical	07/02/2025
Margaret Saba	Eisenhower, Teacher Literacy Intervention	06/09/2025
Ann Sangster	ESC, Director Elem Curr & Inst	08/19/2025
Joseph Scheller	Oxbow Creek, Teacher Grade 3	06/09/2025
Kathryn Scheuring	Brookside, Teacher Social Worker	06/09/2025
Tracey Wahlquist	Verndale, Teacher Speech Clinician StrCa	06/30/2025
Linda Walker	Madison, Teacher Grade 4	06/09/2025
Annette Wheeler	Adams, Child Nutrition Site Supv	06/09/2025
Carrie Wilkerson	Northdale Middle, Educ Office Prof	06/13/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
John Bauer	Ramsey, Teacher Literacy Intervention	01/28/2025
Sharolyn Carlson	Leave Of Absence, Teacher Grade 5	06/30/2025
Kevin Cipperly	Oak View Middle, Teacher Science	06/09/2025
Diane Dale	Andover, ParaEducator Special Education	02/02/2025

HR School Board Appendix Report: Terminations

APPENDIX B

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

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Greta East	Anoka High, Teacher English	01/16/2025
Anna Goetzman	Madison, Teacher Grade 3	06/09/2025
Amy Pauleon	Leave Of Absence, Teacher Grade 4	06/30/2025
Hetty Rasmussen	Leave Of Absence, Teacher Psychologist	06/30/2025
Angela Singer	Leave Of Absence, Teacher Family Consumer Sci	06/30/2025
Nannette Sorenson	Hamilton, Teacher SLD	06/09/2025

APPENDIX B

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

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Janice Anderson	Coon Rapids High, Teacher ABS (AcadBehav)	01/27/2025	04/25/2025
Scott Arcand	ESC, Teacher SA-TALS	02/19/2025	05/14/2025
Kale Asada	Johnsville, A+ PT CCA - Ln 1	01/22/2025	02/28/2025
Kristi Beach	University Avenue, Child Nutrition Assistant PT	02/18/2025	04/01/2025
Megan Bloomquist	Roosevelt Middle, Teacher Health	01/28/2025	04/28/2025
Collete Burandt	McKinley, Teacher Phys Ed Elementary	07/01/2025	06/28/2030
Robert Cahow	Oak View Middle, Asst Principal Middle 10 Month	07/01/2025	06/28/2030
Elizabeth Carver	Blaine High, Teacher Science	01/30/2025	03/07/2025
Diane Dale	Andover,	10/14/2025	01/06/2025
Diane Dale	Andover, ParaEducator Special Education	01/09/2025	01/31/2025
Jill Eaton	Anoka High, Teacher Art Secondary	01/10/2025	04/10/2025
Karri Fischer	Lincoln, Teacher Art Elementary	01/22/2025	04/22/2025
Shannon Fox	Anoka Middle - FM, Teacher English	01/22/2025	02/21/2025
Penny Freberg	Oxbow Creek, Teacher SA-Tal Devl	07/01/2025	06/28/2030
Katlyn Hale	Anoka High, Teacher Family Consumer Sci	04/24/2025	06/09/2025
Judith Haralson	Verndale, Teacher Speech Clinician StrCa	07/01/2025	06/28/2030
Susan Hawley	Mississippi, ParaEducator Special Education	01/27/2025	03/06/2025
Lisa Head	Coon Rapids High, Teacher SLD	02/05/2025	02/14/2025
Brittany Hetrick	ChamplinBrklynPk Academy, Teacher Social Worker	01/27/2025	04/25/2025
Valerie Holthus	Leave Of Absence, Teacher Work Exp Handicapped	07/01/2018	06/30/2025
Monique Johnson	Mississippi, ParaEducator Special Education	01/06/2025	02/28/2025
Stephanie Johnston	Sandburg Regional High School, Student Achievement Advisor	02/03/2025	06/09/2025
Robin Lapcinski	Champlin Park High, Child Nutrition Assistant PT	01/27/2025	02/21/2025
Sarah Lindbo	ChamplinBrklynPk Academy, Teacher Grade 2	05/19/2025	06/09/2025
Heather Oswald	Coon Rapids High, Child Nutrition Assistant FT	01/03/2025	01/17/2025
Heather Oswald	Coon Rapids High, Child Nutrition Assistant FT	01/21/2025	01/31/2025
Kathryn Pederson-Perovich	ESC-Special Ed, Teacher Occupational Therapist	01/22/2025	04/22/2025
Emma Ramaley	Jackson Middle, Teacher English	01/28/2025	02/18/2025
Kandy Schroer	Hoover, Teacher SA-Coach Math Spec	07/01/2025	06/28/2030
Natasha Sheeley	Dayton, Teacher Grade 1	01/27/2025	02/07/2025
Jennifer Smith	Crooked Lake, Teacher ABS (AcadBehav)	02/10/2025	03/21/2025
Benjamin Stern	Champlin Park High, B/G Custodian Day/Mid	02/10/2025	05/09/2025
Kelly Timonen	Johnsville, Teacher Grade K	07/01/2025	06/28/2030
Hannah Wallenta	Blaine High, Teacher Science	01/16/2025	02/02/2025
Kelsey Walz	Anoka High, Teacher Spanish	01/27/2025	04/25/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Trista Bartko	Sunrise, ParaEducator Special Education	12/17/2024	03/03/2025

APPENDIX B

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MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jennifer Bates	Lincoln, Teacher DD	01/09/2025	02/11/2025
Shirlee Berndt	Northdale Middle, ParaEducator Special Education	10/30/2024	01/24/2025
Stacy Gartner	Coon Rapids Middle, ParaEducator Spec Ed Cntr Base	12/02/2024	08/04/2025
Carole Giardini	Hamilton, Teacher DD	01/08/2025	01/24/2025
Ryan Green	Coon Rapids Middle, Teacher SA-Tech Coordinator	01/06/2025	01/31/2025
Lisa Hall	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	10/01/2024	02/28/2025
Jean Hanson	Coon Rapids High, Teacher Math	09/03/2024	06/09/2025
Kelly Jacobson	ChamplinBrklynPk Academy, Preschool Inst-Pro Rated Bene	12/09/2024	02/14/2025
Monique Johnson	Mississippi, ParaEducator Special Education	11/13/2024	01/03/2025
Charlene LaGrange	ESC, Preschool Inst-Pro Rated Bene	01/02/2025	02/17/2025
Tabitha Markie	Monroe, Teacher E/BD	01/02/2025	01/31/2025
Wendy Mauk	Anoka High, Child Nutrition Assistant FT	11/06/2024	02/28/2025
Eric Naess	Anoka Middle - FM, Teacher English	09/11/2024	02/17/2025
Peter Ockuly	Champlin Park High, Teacher Science	07/01/2024	06/30/2025
Kaija S Packer	Hoover, Teacher Grade K	09/30/2024	06/09/2025
Lisa Palmer	Wilson, Teacher SA-Coach Literacy Spec	07/01/2023	06/30/2025
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	03/17/2025
James Vanloon	ESC-Special Ed, Teacher Psychologist	01/14/2025	01/30/2025
Marni Williams	Wilson, ParaEducator Spec Ed Cntr Base	01/03/2025	04/29/2025

SABBATICALS

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

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Katelyn Karrow	Lincoln, Teacher Art Elementary LTS	01/22/2025	Bachelors/2	0.3262	\$16,594
Courtney Kohlstedt	Wilson, Teacher Art Elementary	01/27/2025	Bachelors+45/13	0.3466	\$25,824
Mackenzie Miettinen	Ramsey, Teacher Grade 3	01/03/2025	Bachelors/1	0.5668	\$28,359
Mary Nettleton	ChamplinBrklynPk Academy, Teacher Social Worker	02/03/2025	Masters+60/23	0.2075	\$21,001

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Anahi Fernandez	Anoka High, Teacher World Language LTS	01/27/2025	Masters+15/1	0.3155	\$18,829
Emilee Solberg	Anoka High, Teacher Art Secondary LTS	01/13/2025	Bachelors/1	0.2086	\$10,434
Marc Stevenson	Roosevelt Middle, Teacher Health LTS	01/28/2025	Bachelors/3	0.0621	\$3,158

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Catherine Gordy	Morris Bye, Teacher ABS (AcadBehav)	02/03/2025	Masters/1	0.4599	\$26,797
Pamela Leindecker	Coon Rapids High, Teacher E/BD LTS	01/27/2025	Masters+60/24	0.3209	\$28,047

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

This section returned no records



ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICE CENTER

Cory McIntyre, Superintendent

✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

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February 6, 2025

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**

Bid # 25028B – Morris Bye ES, Office & Kitchen Renovations

Opened on Wednesday, January 22, 2025, at 2:00 p.m. LT.

The recap below is a record of the ten (10) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Dering Pierson Group, LLC. of Rogers, Minnesota with the acceptance of a base bid of \$639,000.00, for a total contract award of \$639,000.00.

Response Tab for Solicitation	
25028B Morris Bye ES Office & Kitchen Renovations	Opening/Due Date: Wednesday, January 22, 2025 - 2:00 PM LT
Bidder	Base Bid
Brennan Construction of MN., Inc.	\$734,000.00
Construction Results Incorporated	\$727,779.00
Dering Pierson Group, LLC.	\$639,000.00
Ebert, Inc. dba: Ebert Companies	\$727,000.00
**General Contractors of Minnesota, Inc.	\$507,000.00
Jorgenson Construction, Inc.	\$734,000.00
Parkos Construction Company	\$703,200.00
Morcon Construction CO., Inc.	\$746,000.00
RAK Construction, Inc.	\$796,183.00
Schreiber Mullaney Construction	\$687,000.00

** Vendor - General Contractors of Minnesota, Inc. has withdrawn their bid due to an oversight in which the cost of the equipment was not included in the base bid.



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February 7, 2025

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation****Bid # 25026B – Monroe ES, Office & Kitchen Renovations****Opened on Thursday, January 16, 2025, at 2:00 p.m. LT.**

In response to Solicitation 25026B for Monroe Elementary School Office and Kitchen Renovations thirteen (13) bids were received. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Schrieber Mullaney Construction of St. Paul, Minnesota with the acceptance of the Base Bid \$751,273.00, Alternate 2 \$34,922.00, and Alternate 3 \$126,495.00 for a total contract award of \$912,690.00. Alternate 1 is not included in the total contract amount, as its value is encompassed within Alternate 2.

Response Tab for Solicitation							
Opening/Due Date:							
Thursday, January 16, 2025 - 2:00PM LT							
Bidder	Base Bid Office	Base Bid Kitchen	Total Base Bid	Alternate 1	Alternate 2	Alternate 3	Total Contract
Brennon Construction Of MN., Inc.	\$400,000.00	\$397,000.00	\$797,000.00	\$13,500.00	\$27,000.00	\$106,000.00	\$930,000.00
Construction Results Corp	\$350,895.00	\$540,617.00	\$891,512.00	\$12,800.00	\$31,183.00	\$111,237.00	\$1,033,932.00
Dering Pierson Group, LLC.	\$403,900.00	\$389,800.00	\$793,700.00	\$12,800.00	\$25,500.00	\$116,800.00	\$936,000.00
General Contractors of MN, Inc.	\$483,434.00	\$226,112.00	\$709,546.00	\$12,466.00	\$36,912.00	\$183,355.00	\$929,813.00
Jorgenson Construction, Inc.	\$426,966.00	\$400,034.00	\$827,000.00	\$15,000.00	\$29,000.00	\$102,000.00	\$958,000.00
KUE Contractors, Inc.	\$428,508.00	\$406,725.00	\$835,233.00	\$20,196.00	\$29,851.00	\$125,123.00	\$990,207.00
MIC Services, LLC	\$542,936.00	\$453,136.00	\$996,072.00	\$14,080.00	\$23,540.00	\$123,790.00	\$1,143,402.00
Morcon Construction Co. Inc.	\$398,000.00	\$348,000.00	\$746,000.00	\$23,000.00	\$34,000.00	\$138,000.00	\$918,000.00
Parkos Construction	\$452,500.00	\$403,200.00	\$855,700.00	\$22,500.00	\$36,000.00	\$155,000.00	\$1,046,700.00
RAK Construction, Inc.	\$402,751.00	\$419,576.00	\$822,327.00	\$26,031.00	\$39,761.00	\$116,224.00	\$978,312.00
Schrieber Mullaney Construction	\$383,123.00	\$368,150.00	\$751,273.00	\$23,920.00	\$34,922.00	\$126,495.00	\$912,690.00
Versacon, Inc	\$519,430.00	\$354,750.00	\$874,180.00	\$12,800.00	\$25,540.00	\$101,118.00	\$1,000,838.00
Weber, Inc	\$490,000.00	\$327,000.00	\$817,000.00	\$14,100.00	\$24,800.00	\$134,700.00	\$976,500.00



Anoka-Hennepin School Board

Briefing Notes

DATE: 02/10/2025

CLASSIFICATION: School Board Update

AUTHORS:

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

SUBJECT: Elementary ELA Update

PURPOSE: To provide an update on the Elementary ELA pilot.

BACKGROUND:

The elementary ELA pilot launched on September 3, 2024 with [57 teachers](#) at 13 schools piloting the following materials:

- CKLA using all components
- CKLA with Bridge2Read in grades K-3
- Wit and Wisdom with Bridge2Read in grades K-3
- Wit and Wisdom with Functional Morphology in grades 4-5

The expanded pilot with Bridge2Read continues with 547 teachers in all 25 elementary schools.

- Wonders with Bridge2Read in grades K-3

The district level team has visited or will be visiting McKinley, Sunrise, CBPA, Eisenhower, Brookside, Dayton, Sand Creek, Ramsey, Evergreen Park, Wilson and University Avenue pilot classrooms in action.

Pilot teachers completed the first round survey between November 11th- 26th and will complete the second round survey between February 24th- March 6th.

Round two of the elementary ELA pilot launched on December 2, 2024 and will be completed by March 6, 2025.

CONSIDERATIONS:

Our district team was informed in mid-September 2024 that CKLA had published a 3rd edition, which would be available in mid-December. In mid-October we were informed that Wit and Wisdom had a new updated resource, which would be available in May 2025.

- CKLA: Published a 3rd edition with enhanced writing resources and refined unit selections to better suit school districts with many of the units staying the same.
- Wit and Wisdom: Introduced "Arts and Letters," a new resource closely aligned with Wit and Wisdom, featuring updated literature and improved teacher usability.

OPTIONS/CONCLUSIONS:

- CKLA: Teachers in Round 1 piloted the 2nd edition materials and teachers in Round 2 are piloting the 3rd edition materials.
- Wit and Wisdom: Teachers in Round 2 are piloting Wit and Wisdom.
 - All pilot teachers will participate in a 3 hour deep dive highlighting the similarities and differences between Wit and Wisdom and Arts and Letters before the end of the pilot.
- ELA TaLS will continue with office hours and classroom visits during the remainder of the pilot.

RECOMMENDATIONS/NEXT STEPS:

- Following the second pilot phase, teacher feedback will be collected and analyzed. A debriefing session on March 17, 2025, will inform next steps.
- The School Board will receive an update on these findings and recommendations on April 14, 2025.

APPENDICES:

- CIAC and Board Briefing Notes
 - [November 8, 2023](#)
 - [March 18, 2024](#)
 - [May 9, 2024](#)
 - [May 9, 2024 Bridge2Read](#)
 - [August 12, 2024](#)
 - [November 4, 2024](#)
- [ELA Pilot Timeline](#)
- [Scarborough's Rope and Pilot Resources](#)
- [READ Act Science of Reading Professional Development Update](#)

STUDENT CELL PHONE AND PERSONAL TECHNOLOGY DEVICE POLICY

I. PURPOSE

The purpose of this policy is to help ensure student focus on learning by limiting distractions from student use of cell phones and other personal technology devices (PTDs) at school.

II. GENERAL STATEMENT OF POLICY

The School Board recognizes the near ubiquitous use of cell phones and PTD among students and families. The School Board also recognizes the importance of reducing distractions from learning for students during the school day. Restricting cell phone use in the classroom and throughout the instructional day will increase student engagement and learning, and limit the immediate negative impacts of social media.

III. DEFINITIONS

For purposes of this policy, the following definitions apply:

- A. The term “cell phone” means a phone with access to a cellular radio system so it can be used over a wide area, without a physical connection to a network.
- B. The term “personal technology device” (“PTD”) means a privately owned or possessed electronic device primarily used for personal reasons and not required for instruction or participation in the school day. Examples of PTDs include (but are not limited to): smart phones, electronic tablets, laptop computers, bluetooth devices connected to cellular networks or internet (e.g. watches, headphones, earbuds, smart glasses) and electronic cameras and other recording devices.

IV. GENERAL PROVISIONS

- A. Students are expected to conduct themselves in a manner that respects the rights of others. Use of a cell phone or PTD in a manner that interferes with a positive, orderly, educational environment or does not respect the rights of others is not acceptable.
- B. Students bring cell phones and PTDs to school at their own risk. The District assumes no liability for loss, theft, damage, nor liability for any unauthorized use of an electronic device. If a device is confiscated under this policy, no responsibility for the safety or security of the device is guaranteed.
- C. This policy applies to student conduct occurring on school property and during school related activities.

V. SPECIFIC PROHIBITIONS AND EXPECTATIONS IN USE OF CELL PHONES AND PTDs

A. Prohibited Uses: All students are strictly prohibited from using cell phones or PTDs under the following circumstances:

1. Using the device to record or post a fight, assault or other illegal or illicit activity on the internet or social media.
2. Using the device to photograph, video record/capture images, audio record/capture conversations or events, listen-in on, track, or engage in surveillance of any student or staff person: (a) without that person's knowledge or consent; and (b) in a manner that is harmful to another or an invasion of privacy. This provision would not apply to pictures, video or audio recording of persons present at school sponsored events open to the public when the student is otherwise complying with school board policy.
3. Using a device in locker rooms, restrooms, rooms designated for changing clothing or in other areas where there is an increased expectation of privacy.
4. Using the device to engage in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, wrongfully obtaining test copies or scores or accessing artificial intelligence to complete tests or assignments (unless expressly authorized by a classroom teacher or site administrator).
5. Using the device on school property or at a school sponsored activity to create, send, share, view, receive, or possess an indecent or obscene visual depiction of oneself or another person.
6. Possessing a surreptitious surveillance device on school property or during a school sponsored activity without the expressed permission of building administration.
7. Using the device while operating a motor vehicle on school property.

B. Specific Use of Cell Phones or PTDs in Elementary and Middle Schools: Cell phones and other PTDs must be "powered off and away," concealed and not be powered on or used in any way during regular operations of the school day, during other school-sponsored and supervised group activities during the school day (e.g., during student assemblies, field trips, events, or other ceremonies, etc.), or when their use is otherwise prohibited by school personnel.

C. Specific Use of Cell Phone or PTDs in High Schools: Students must turn off their cell phones and PTDs or put them in airplane mode during class time and store them in their backpack unless the teacher has given permission for use. During passing time and at lunch students are permitted to use their cell phones.

D. Expectations for Permitted to Uses Cell Phones or PTDs: Students permissibly using a cell phone or a PTD while on school property must exhibit respect for the educational

environment by: (a) putting away the device upon the reasonable request of staff or administration; (b) using the device in a manner that does not distract from the educational process or disturb other students; (c) using the device in a manner that respects the property and copyright rights of others; (d) using the device in a manner that does not interfere with the safe operation of school transportation, or the safety of students or driver.

VI. EXCEPTIONS

Students may possess and use their cell phone or other PTD during instructional time or when otherwise prohibited, under the following circumstances:

A. When specifically authorized under a current individual education plan (IEP), a Section 504 accommodation plan, or a health care plan in force and effect for the student.

C. The device is needed to respond to or report an emergency. For purposes of this policy, "emergency" shall mean an actual or imminent threat to the health or safety of students and/or school personnel, which may result in death, bodily injury, or property damage.

D. For instructional purposes in accordance with specific school procedures and under the direction of the school principal.

VII. VIOLATIONS

Use of a cell phone or PTD in violation of this policy will result in a corrective action which may include: office referral for repeat or non-compliant offenders of the policy; temporary confiscation of the device by building administration; revocation of the privilege to possess the device on school property or at school sponsored activities; and/or disciplinary action (up to and including) detention, suspension; expulsion; and/or referral to law enforcement. (Note: Prohibited use of a cell phone or PTD under this policy may also be investigated and treated as a violation of Policy 413 (Harassment, Violence, and Discrimination), Policy 514 (Bullying and Cyberbullying), Policy 526 (Hazing Prohibition), and/or Policy 506 (Student Discipline).

VIII. PARENT COMMUNICATION DURING SCHOOL DAY

If a parent/guardian has an emergency and needs to contact a student right away, they may call the main office at the school and a message will be sent promptly to the classroom to have the student step out and call home.

IX. CELL PHONE AND PTD SEARCHES

Student cell phones or PTDs are subject to search upon reasonable suspicion that the device has been used in a manner that violates the law or school policy. Any search of

a student's personal electronic device must be conducted at the direction of the building administrator and must be narrowly tailored to respect a student's privacy. Unless there are exigent circumstances requiring an immediate search of the device, building administration are encouraged to confer with the District's General Counsel's Office before conducting a search of a cell phone.

Legal References: U. S. Const., Amendment 1
Minn. Stat. § 121A.73

Cross References: Policy 506 (Student Discipline)
Policy 524 and 524.2G (Internet Acceptable Use and Safety)
Policy 903.2 (Parental Contact with Student During the School Day)

Adopted [month and date], 2025



Anoka-Hennepin School Board

Briefing Notes

DATE: 02/10/2025 **CLASSIFICATION:** Report
AUTHOR: Becky Brodeur, associate superintendent; Greg Cole, chief operations officer
SUBJECT: Update on K-12 district-wide behavior, response, programming and structure

PURPOSE:

To provide an update to the School Board regarding planning activities for student behavior programming and structures along with addressing questions from board members.

BACKGROUND:

The Anoka-Hennepin School Board endorsed a proposed behavior support plan in October 2024 to address student behavior concerns at the elementary and middle school levels. This action was taken to align resources with board approved strategic priorities without the need for additional resources during a time of budget reduction as a key planning parameter.

The proposal presented intends to:

- Mitigate concerns regarding the K-3 non-exclusionary discipline statute and provide options to manage student behavior that is highly dysregulated and poses disruptions to the learning of themselves and others. Students in grades 4-5 who experience similar challenges are included in this evaluation.
- Expand options for students in grades 6 through 8 who have experienced behavioral challenges that require intervention through placement in a smaller program.
- Ensure continued support for students grades 9 through 12 who have experienced behavioral challenges or events in their lives that have resulted in intervention through placement in a smaller program.

With district restructuring, a new K-12 Behavior Support and Response Committee has been formed to ensure a cohesive plan for support and response system-wide. The committee consists of the following district leaders and their roles for 2025-26:

- Becky Brodeur, Deputy Superintendent
- Greg Cole, Chief Operations Officer
- Dr. Annette Zieger, Assistant Superintendent
- Amy Oliver, Assistant Superintendent
- Mary Kling, Executive Director of Student Support Services
- Ray Brodeur, Principal for Secondary Discipline
- TBD, Principal for Elementary Discipline

Principals and other directors will be included in the planning and implementation as needed.

Action Step Update:

- Ensuring the district provides a full spectrum of options for managing behavior concerns for elementary students is a priority for action. The goal is to address severe behavioral problems that prevent students with chronic behavioral issues from experiencing success in their neighborhood schools.

- Due to changes in the statute that eliminate the tool of suspension for K-3 students, options for response must be created. Behavior response needs for 4th and 5th-grade students are also being explored while staying within budget allocations. Three levels of response have been drafted as follows:
 - **Level One Response:** Additional staff members push in to provide a burst of support for staff and students. This is currently in place and would be expanded with an increase from two staff members to three.
 - **Level Two Response:** Additional staff remain at the neighborhood school for an extended period of time to provide behavior management and educational support 1:1 with student(s)
 - **Level Three Response:** Students are relocated from their neighborhood school and their education is provided at another location. This may be for a few days in a district- modified learning center (DMLC) placement or for an extended period depending on need.
 - The location for the level three response continues to be explored.
 - Sorteberg Early Childhood Center in Coon Rapids was identified as a potential location. As the committee continues its review of student needs, additional site locations are under consideration.
- To accommodate an expansion of the mid-level alternative program at Compass at Bell Center, the Teen Parent Program (TPP) for teen parents will shift to Sandburg Regional High School.
- Students who have been referred for expulsion will continue to receive their education at Compass at Bell
 - 6-8 grade students are in person full time
 - 9-12 grade students are hybrid; part-time remote and part time in person with online instruction
- Alternative programming for 6-8 grade students will be expanded to accommodate students who are not achieving behavioral and/or academic goals at their neighborhood school
- The SOAR pilot program at CRMS will continue to be vetted to determine if an expansion to other middle schools for 2025-26 is appropriate.

CONSIDERATIONS:

Changing students' schools is an impactful decision that should never be taken lightly. Ensuring clear criteria and strategies to address behavior or circumstances that have led to a school change is essential to successful programming. When restructuring programs and response systems to address behavior and life events, budget and logistical considerations related to facilities and transportation also play an important role in decision making.

As part of this process the restructuring of the Teen Parent Program, currently housed at Compass at Bell Center, and the sunseting of the CAPE Daycare Center located at the Blaine Early Childhood Center, factored into the total support model recommendations for the overarching behavior restructuring. Along with realigning the \$750,000 to \$1 million in funding support annually for these programs including staffing, transportation, and facility use, this proposal will provide additional space at the Blaine Early Childhood Center to meet increasing needs early childhood needs in the Blaine area due to population growth. It is important to note that Anoka-Hennepin Schools is the only suburban district and one of three in Minnesota who offer programming in this service delivery model.

The new model will continue to provide a high level of support for students and their families. TPP students will relocate to Sandburg Regional High School from Compass at Bell Center, where they will have access to a broader array of class offerings, support systems, and peers as part of their programming. Daycare funding provided by counties to supplement services will still be available to the students to use for the daycare of their choice. By consolidating programs, staffing will be maximized to support students managing county support and daycare assistance.

While grants and county reimbursements have helped with costs associated with running the CAPE Childcare Center, the program requires general fund support, along with \$250,000 annual transportation costs impacting the overall district budget.

This entire pre-K through 12 student support plan, in light of the district's \$26 million budget reduction, is intended to address emerging problems associated with behavior and discipline while also continuing to meet the unique needs of all students.

RECOMMENDATIONS/NEXT STEPS:

Moving forward, the K-12 Behavior Support and Response Committee will continue to seek feedback before identifying a specific model for the 2025-2026 school year. Part of that process is to receive feedback from school board members. Because of staffing timelines, the committee will determine a final matter as soon as possible to ensure appropriate placements and facility plans.



Anoka-Hennepin School Board

Briefing Notes

DATE: 02/10/2025 **CLASSIFICATION:** Report/Update

AUTHOR: Greg Cole, Chief Operations Officer; Tim Fournier, Manager of Security and Emergency Operations

SUBJECT: School Resource Officer program modification

PURPOSE:

The purpose of this briefing is to engage in a discussion with the school board regarding support for an additional School Resource Officer (SRO) to be contracted to support Sandburg Regional High School.

BACKGROUND:

Sandburg Regional High School enrollment has grown and is expected to be at 300 or more students into the future. This increased enrollment has prompted review about adding a School Resource Officer to help enhance safety, promote law enforcement partnerships with students, and improve crime prevention at the site.

The district has a strong history of relationships with law enforcement agencies in Anoka and Hennepin Counties and has coordinated with six of those agencies for school resource police officers at 12 secondary schools and programs:

- Anoka County Sheriff: Andover High School, Oak View Middle School
- Anoka Police: Anoka High School, Anoka Middle School for the Arts
- Blaine Police: Blaine High School, Roosevelt Middle School
- Brooklyn Park Police: Champlin Park High School
- Coon Rapids Police: Coon Rapids High School, Coon Rapids Middle School, Northdale Middle School, River Trail Learning Center at L.O. Jacob,
- Champlin Police: Jackson Middle School

These departments also support the district's 25 elementary school sites in both counties.

CONSIDERATIONS:

The Anoka-Hennepin School District values its relationship with area law enforcement partners and the positive impact the SRO program has had over the years. The Anoka Police Department has expressed interest in discussion on adding an SRO to Sandburg and is open to continued collaboration.

RECOMMENDATIONS/NEXT STEPS:

The Administration from Anoka-Hennepin is recommending engaging in further discussions with the City of Anoka and the Anoka Police Department to pursue adding an SRO to Sandburg Regional High School. Should this proposal be approved, it would be supported by a combination of building staffing allocations and health and safety funds.



Anoka-Hennepin School Board

Briefing Notes

DATE: February 10, 2025

CLASSIFICATION: Update

AUTHOR: DeMann Seals, Principal, Coon Rapids Middle School
Sarah Valley, Academic TOSA, Coon Rapids Middle School
Susan Ficzeri, Behavior TOSA, Coon Rapids Middle School

SUBJECT: Students Offered Additional Resources Program (SOAR) at Coon Rapids Middle School

PURPOSE:

The Students Offered Additional Resources Program (SOAR) is designed to address the needs of our middle school students who need help regulating their behavior in the classroom and setting them up for success during the school day.

BACKGROUND:

Anoka-Hennepin Schools has identified improving student engagement, connection, and behavior as a strategic priority for the district. Academic and behavioral data indicate that Coon Rapids Middle School (CRMS) has a disproportionate number of students requiring intervention in these areas. Following numerous conversations with staff, families, and school board members, it was determined that a unique approach to student support should be developed to better support students' behavioral or academic needs. Principal DeMann Seals, CRMS teachers, and administrators met with the staff at Blaine High School to observe and ask questions about their Reroute Space. The knowledge gained from that observation gave birth to the CRMS Students Offered Additional Resources (SOAR) program.

CONSIDERATIONS:

CRMS students have been introduced to the “Falcon Way” to strengthen positive school culture and climate. The four key principles of the Falcon Way are acceptance, achievement, respect, and community. School staff embed these principles into conversations with students and they will guide the implementation and direction of the SOAR program.

The MTSS Early Warning Systems (EWS) in Synergy was utilized to determine which students demonstrated the greatest need based on attendance, behavior referrals, and course grades. Students supported in SOAR will report to the center for skill building and support. During this time they will work with an interventionist to address their specific goals based on EWS data needs. Classroom teachers will provide tier one instruction and may send SOAR students to the center for tier 2 or tier 3 support and assistance in addition to their scheduled SOAR intervention time. SOAR student interventions will be delivered based on student need and may occur weekly, daily, or multiple times per day as necessary.

Once in the SOAR program, the student's contract dictates what level of support is required. Students meeting goals and showing success may exit the program and then will be monitored for any sign of regression. The CRMS administrators and the MTSS team will continually review student data to determine if additional students need to be added to the SOAR. In addition, students can be added to the watch list via teacher request.

UPDATE:

No additional allocation of funds were needed to create the SOAR program. Intervention TOSAs in the building were reallocated to serve as this space's academic and behavior leaders. In addition, CRMS filled a job opening for a secondary paraprofessional with an exceptional candidate to assist in facilitating growth in the SOAR center. Currently enrolled in college, he has quickly become a positive presence for our students in this space. Our teachers have actively engaged in helping students meet behavior, social, and academic expectations at CRMS. The SOAR center serves a dual purpose: it functions as our Internal School Suspension (ISS) class as well. Students assigned to this program are held to specific academic and behavioral standards, which had not been consistently enforced in previous years. Students who are unable to meet these expectations or struggling will be referred to their Assistant Principal or Support Office for additional interventions.

Since our inception in early December, we have developed caseloads of students using data to determine eligible students. This process has involved data collection, as well as communication with teachers, administration, parents, and students. The students have effectively utilized the workspace provided. SOAR staff are tracking their attendance, including arrival and departure times, and sharing relevant notes among administration, families and staff.

During a recent professional development session, teachers provided positive feedback regarding the program; we are supporting students, who are demonstrating significant progress. Notable comments included that these students are completing work, advocating for themselves, monitoring their behaviors and realizing when they need to step out to a different space in order for all students to experience success, which aligns with the outcomes we aimed to achieve. We remain committed to improvement and welcome all constructive feedback.

Our hope is that the staffing for 25-26 will continue to support this model. Additionally, we would like to maintain some flexibility to grow the program and have the necessary FTE available to hire additional intervention teachers as needed.



Anoka-Hennepin School Board

Briefing Notes

DATE: 02/07/2025

CLASSIFICATION: Status Update Report

AUTHOR: Jennifer Cherry, Executive Director of Human Resources

SUBJECT: Student and Staff Safety Task Force 2025

PURPOSE:

Anoka-Hennepin Schools established the Student and Staff Safety Task Force to conduct a review of current safety practices and develop proactive strategies to enhance the well-being of students and staff. A particular focus is placed on the prevalence, prevention, and response to dangerous student behavior, reducing the incidence of staff and student injuries resulting from student behavior, and generating the metric(s) to measure and track the effectiveness.

BACKGROUND:

Recent incidents and trends highlight the importance of a proactive and collaborative approach to safety. Anoka-Hennepin has a strong foundation of safety protocols and procedures and also strives to continuously improve its policies and practices to prevent and respond to student behaviors driving student and staff injuries.

Unlike other committees and workgroups responsible for school safety topics, this task force seeks to analyze these issues from multiple perspectives. To ensure a comprehensive and collaborative approach, the task force includes school board members; paraeducator, teacher, and principal labor association leaders; and district administration.

CONSIDERATIONS:

This task force will meet monthly throughout the Spring of 2025 to analyze data, identify areas of concern, and develop actionable recommendations to:

- Prevent student behaviors that lead to injuries: Implement proactive strategies to address the root causes of challenging behaviors.
- Refine existing crisis intervention protocols and ensure that all staff have the necessary training and resources to respond effectively to student behaviors that pose a risk of harm.
- Improve communication channels between students, staff, families, and community partners to identify and address potential safety concerns proactively.

Task force meetings include:

February: Review of summary data currently available on student disruption resulting in classroom evacuations, student incidents resulting in staff injuries, and workers compensation incident summary by building; developed preliminary recommendations to identify metrics and improve data collection and reporting.

March: Additional data review and analysis; review of current safety response protocols and practices, preliminary recommendations to revise district policies and procedures.

April: Additional data review and analysis; review of current proactive strategies to promote safe schools; develop recommendations to revise district policies and procedures.

May: Finalize recommendations for the Superintendent and School Board.

OPTIONS/CONCLUSIONS:

By June 30, 2025, the task force will produce a detailed report with specific recommendations for policy changes, program implementation, professional development, and resource allocation. These recommendations will be presented to the Superintendent and School Board for consideration and action.