



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

School Board Work Session
Monday, June 9, 2025
AGENDA

1. **Call to Order (1 minute)**
 - 06-09-25 Important Dates 3
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from the May 12 Special School Board Meeting and May 19 School Board Meeting - **A**
Jeff Simon, Board 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 16
 - 3.C. Wage & Benefit Guidelines for Community Education Miscellaneous Non-Bargaining Unit Employees for the 2025-26 Fiscal Year - **A**
Todd Mensink, Director of Labor Relations & Benefits

Appendix C 21
 - 3.D. Wage & Benefit Guidelines for Miscellaneous E12 Non-Bargaining Unit Employees for the 2025-26 Fiscal Year - **A**
Todd Mensink, Director of Labor Relations & Benefits

Appendix D 29
 - 3.E. #25051B - Removal and Replacement of Ovens at Multiple Sites - **A**
Tiffany Audette, Director of Purchasing

Appendix E 37
 - 3.F. Non-Transported Walk Boundaries - **A**
Greg Cole, Chief Operations Officer

Appendix F 38
 - 3.G. Resolution for Termination of Teacher A - **A**
Tim Palmatier, General Counsel

Appendix G 40
4. **Work Session (110 minutes)**
 - 4.A. Special Education Program Overview Series - Part 3 (20 minutes) - **B**

Becky Brodeur, Associate Superintendent, Melissa Hayes, Director of Elementary Special Education,
Special Education Administrators

Appendix H	41
4.B. Student and Staff Safety Task Force Recommendations (20 minutes) - B Dr. Jennifer Cherry, Executive Director of Human Resources	
Appendix I	51
Appendix J	55
4.C. 10-year Long Term Facility Maintenance Plan, First Read (20 minutes) - B Greg Cole, Chief Operations Officer, Michelle Vargas, Chief Financial Officer, Ben Martinson, Director of Buildings & Grounds	
Appendix K	60
Appendix L	65
Appendix M	71
4.D. Morris Leatherman Survey Discussion (10 minutes) - C Cory McIntyre, Superintendent, Jim Skelly, Executive Director of Communication & Public Relations, Dr. Johnna Rohmer-Hirt, Executive Director of Research, Evaluation & Testing	
Appendix N	74
4.E. Phase 3 Budget Reductions and Realignment Process Planning (30 minutes) - B Cory McIntyre, Superintendent, Michelle Vargas, Chief Financial Officer	
Appendix O	76
Appendix P	83
4.F. Board Calendar Review (10 minutes) - C Cory McIntyre, Superintendent	
Appendix Q	95
Appendix R	99
5. Board Correspondence & Communication	
6. Executive Session (30 minutes)	
6.A. Attorney Client Privilege (30 minutes) Tim Palmatier, General Counsel	
7. Adjourn	

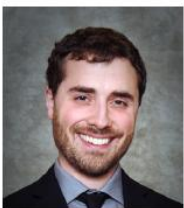
ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

June 9, 2025

Dates to Remember

1. June 9 Staff Planning, No Students
2. **June 9** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
3. June 19 District Closed, Holiday, No Students
4. **June 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
5. July 4 School District Closed, Holiday, No Students
6. **July 14** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
7. August 6 Leadership Workshop, Educational Service Center, 11:00 a.m.
8. **August 11** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
9. August 19-21 New Teacher Orientation
10. **August 25** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
11. August 25-28 Teacher Workshop, No Students
12. September 1 School District Closed, Holiday, No Students
13. September 2 First Day of School



Zach Arco
CO-CHAIR



Kacy Deschene
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
DIRECTOR



Linda Hoekman
TREASURER



Michelle Langenfeld
DIRECTOR

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a special board meeting on **Monday, May 12, 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, Matt Audette, Kacy Deschene, Linda Hoekman, Dr. Michelle Langenfeld and Jeff Simon.

Jeff Simon motioned to approve the Board Agenda. Co-Chair Zach Arco seconded. Motion passed on a 6-0 vote.

Co-Chair Kacy Deschene highlighted the item for the Special Board Meeting.

The special board meeting then continued with the following agenda item: Setting Health Insurance Premiums/Rates.

Matt Audette moved and Dr. Michelle Langenfeld seconded the motion to approve the Health Insurance Premiums and Rates as presented. The motion passed on a 5-0 vote with Jeff Simon abstaining.

Co-Chair Kacy Deschene recessed the meeting at 7:20 p.m. Jeff Simon moved and Dr. Michelle Langenfeld seconded the motion to adjourn the meeting. Motion passed.

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

Kacy Deschene, Co-Chair

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, May 19, 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, Matt Audette, Kacy Deschene, Linda Hoekman, Dr. Michelle Langenfeld and Jeff Simon.

Michelle Langenfeld motioned to approve the Board Agenda as presented. Matt Audette seconded. Motion passed with a 6-0 vote.

Ashley Brown AND Georgia Larson, International Baccalaureate (IB)/Advanced Placement (AP) coordinators at Champlin Park High School recognized IB and AP students at Champlin Park High School. IB diploma candidates: Maia Ark, Hunter Capers, Katie Dehonor Fortino, Chloe Kazee, Cecilia Kelly, Marek Krause, Zakiyyah Maalimdahir, Elizabeth Mayor, Kamar Sati, Rhett Simonson, Briar Stouffer, Raziel-Jade Talatala, Elissa Walker. IB Career diploma certificate: Antonella Avila, Pieter Bulimu, Abigail Burns, Dana Gau, Ezekiel Her, Ntshiabsi Khang, Najib Mohammed, Emily Nguyen, Kailey O'Brien, Kelly Odiakosa, Aubrey Onchiri, Demilola Owoade, Cameron Plantenberg, Danica Purkat, Sammie Sagbeh, Grace Saydee, Alex Speltz, Paulianee Vang, Siana Xiong, Paris Zeah and Evelyn Zimpfer. AP scholars: Norah J. Allen, Maia L. Ark, Logan J. Beheba, Elias R. Campbell, Peter Coan, Oluwafemi J. Ebohon, Ezekiel M. Her, Deven Khamvongsouk, Marek Krause, Zakiyyah M. Maalimdahir, William B. Maher, Destiny K. Masiasia, Elijah L. Moore, William Olsen, Rebecca E. Ritchie, Brady J. Schornstein and Theresa Ung. AP scholars with distinction: George A. Lieu, Jedrik Lunde and Elizabeth M. Mayor. AP scholars with honor: Samuel V. Feuerborn, Lailani V. Hanson, Cecilia C. Kelly, Logan R. Martinez, Jake H. Pollmann, Kamar Sati, Raziel-Jade Talatala, Samuel Wilhelmi, Nash A. Woodward. Blake Bodenbug, business teacher and DECA advisor at Coon Rapids High School introduced students with top finishes in DECA state and national competition including: Ja'el Roberts, Elise Yang, Julia Smith, Conner Pierce, Lilyanna Gagnon, Kali Barker, Denise Roberts, Adreanna Fowlkes, Justyne Vue, Peter Bruhjell, Kimora Freeman, Kelsey Koehler, Maggie Kamwendo. Bodenbug was also recognized for being named Outstanding DECA Advisor for Minnesota and 2025 Best Prep Educator of Excellence Award. Holly Boisjolie, business teacher and Business Professionals of America (BPA) coordinator at Blaine High School attended the meeting to recognize students for top performance at state and national competitions to include: Anan Abdi, Teni Adeogun, Teddy Agem, Ajibike Anjorin, Ali Al-Jumali, Nadaline Barry, Ruis Bhusal, Jordan Blair, Dmer Browne, Sebastian Butorac, Landen Chang, Jada Chen, Ben Darda, Maggie Davini, Vladimir Ditta, Niyjae Douglas, Gabriella Dubois Ketchaya, Mark Elau, Jake Elson, Sarrah Es-Sabha, Fernando Fung Bautista, Nolawi Gibe, Natran Gibe, Sienna Grant, Sydney Greene, Tristan Harris, Omar Hilowle, Andy Hoang, Jacob Hoang, Albert Holman, Leah Holman, Sarah Huynh, Kreem Ibrahim, Laela Jeon, Ishmael Kamara, Halie Kaufmann, Hiba Kemer, Ali Khan, Reema Krishnan, Ericka Miller, Abdulbasit Muhamed, Ayush Naik, Desmon Naimodu, Vivian Nguyen, Derrick Obwaya, Tosin Olasanmi, Nolan Olson, Shripad Patil, Amogh Patil, Isabella Phan, Vy Phan, Karma Phuntsok, Fahima Rashid, Omar Rincon Lopez, Marlana Roby, Umniyah Sekhi, Nelson Sherman, Sandara Sihavong, Anita Simons, Suditya Singh, Anushkaa Sinha, Feneti Sultan, Justin, Sworr, Bethel Teklu, Bona Terfassa, Ella Thomson, Emily Tran, Rosalynn Truong, Chuepor Vue, Isabelle Wegner, Aurelia Woolhouse, Ariel Yajcherthao, Barack Yusuf, Eliana Zerie, and Mary Zins. Holly Boisjolie was also recognized for receiving the 2025 Best Prep Educator of Excellence Award.

CONSENT AGENDA

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

- a. **Minutes** from the May 5, 2025, School Board meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Roni Crane	Educational Svc Ctr, Technical Spec Graphic Design	07/11/2025
Susan Elliott	Eisenhower Elementary, Teacher Grade 4	06/09/2025
Sharon Stephens	Blaine High, ParaEducator Special Education	06/06/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Stacey Dahlby	ESC-Special Ed, Director Special Ed Secondary	06/30/2025
Morgan Holleman	Educational Svc Ctr, Administrative Assistant	06/30/2025
Alivia Kamin	Blaine High, Teacher English	06/09/2025
Tabitha Markie	Monroe Elementary, Teacher E/BD	06/09/2025
Matthew Miller	McKinley Elementary, Asst Principal Elem 10 Month	06/30/2025
Molly Peddycoat	Champlin Brooklyn Park Academy, Teacher ASD (AutismSpectrum)	06/09/2025
Maria Nichole Rens	Educational Svc Ctr, Director Secd Curr & Inst	06/30/2025
Joel Verduin	Educational Svc Ctr, Chief Techn & Info Officer	06/30/2025

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Amy Anderson	Sand Creek Elementary, ParaEducator Spec Ed Cntr Base	05/05/2025	06/06/2025
Jana Brackin	Anoka High, Educ Office Prof	05/06/2025	08/15/2025
Ellen Butorac	Rum River Elementary, School Office Supervisor	06/11/2025	07/18/2025
Roni Crane	Educational Svc Ctr, Technical Spec Graphic Design	10/11/2024	01/27/2025
Sara Davis	Family Welcome Center, Educ Office Prof	05/05/2025	05/23/2025
Kara Ekman	Oxbow Creek Elementary, Teacher Grade 2	07/01/2025	06/30/2026
Todd Ewing	Jackson Middle, ParaEducator Spec Ed Cntr Base	04/23/2025	05/08/2025
Traci Hess	Roosevelt Middle, Teacher SA-Coach	01/02/2025	06/09/2025
Michelle Peterson	Mississippi Elementary, Teacher Grade 4	04/21/2025	05/16/2025
Christa Stenseth	S.T.E.P., Job Coach	04/29/2025	06/06/2025
John Taylor	Educational Svc Ctr, B/G Maint Spec Low Volt Lead	04/24/2025	10/31/2025
Justin Wilken	Blaine High, B/G Building Supervisor	05/06/2025	06/02/2025
Josephina Yang	Sand Creek Elementary, ParaEducator Spec Ed Cntr Base	04/28/2025	10/10/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Scott Arcand	Educational Svc Ctr, Teacher SA-TALS	02/19/2025	05/13/2025
Gail Bookey	Blaine Early Childhood Ctr, Technical Spec CAPE	02/27/2025	05/23/2025
Jessica Breneman	Mississippi Elementary, Teacher Grade 2	03/17/2025	05/08/2025
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/18/2024	06/06/2025
Molly Gruber	Andover Elementary, ParaEducator Special Education	04/21/2025	05/14/2025
Kara Hurley	Eisenhower Elementary, Child Nutrition Assistant PT	04/04/2025	06/06/2025
Maribeth Ladouceur	Anoka High, ParaEducator Spec Ed Cntr Base	04/07/2025	05/16/2025
Robin Lapcinski	Champlin Park High, Child Nutrition Assistant PT	01/27/2025	06/06/2025
Bruce Leonhardt	Champlin Park High, Teacher Career-Technical	04/16/2025	05/12/2025
Eric Naess	Anoka Middle - Fred Moore Campus, Teacher English	09/11/2024	06/05/2025
Robert Orrick	S.T.E.P., Teacher Career-Technical	04/21/2025	05/02/2025
Jessie Peterson	Eisenhower Elementary, ParaEducator Health	03/31/2025	06/06/2025
Danielle Ratajczyk	Jackson Middle, Teacher Grade 6	04/02/2025	05/09/2025
Danielle Rust	Johnsville Elementary, ParaEducator Spec Ed Cntr Base	03/19/2025	05/23/2025
Benjamin Stern	Champlin Park High, B/G Custodian Day/Mid	02/10/2025	05/05/2025

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					
Katherine Altenbach	Eisenhower Elementary, Teacher Grade 4	08/25/2025	Bachelors+30/8	1.0000	\$63,470
Sarah Bale	University Ave Elementary, Teacher Grade 1	08/25/2025	Bachelors/4	1.0000	\$52,140
Amy Chatt	Oxbow Creek Elementary, Teacher Grade 3	08/25/2025	Masters+60/13	1.0000	\$92,761
Nathaniel Elkins	Oxbow Creek Elementary, Teacher Grade 4	08/25/2025	Masters/3	1.0000	\$60,280
Kimberly Kiedrowski	Oxbow Creek Elementary, Teacher Grade K	08/25/2025	Bachelors/8	1.0000	\$60,081
Andrea Lo	Jefferson Elementary, Teacher ESL	08/25/2025	Masters+60/11	0.5000	\$44,395
Ryan Lynch	Lincoln Elementary, Teacher Grade 5	08/25/2025	Masters+30/14	1.0000	\$89,218
Sydney Rabata	Brookside Elementary, Teacher SA-Admn Intern	08/25/2025	Masters/5	1.0000	\$62,980
Benjamin Slavik	Johnsville Elementary, Teacher Grade 5	08/25/2025	Bachelors/1	1.0000	\$50,029
Rachel Theobald	Hamilton Elementary, Teacher Social Worker	08/25/2025	Bachelors+30/1	1.0000	\$52,735
Kelsey Tuominen	Oxbow Creek Elementary, Teacher Grade 3	08/25/2025	Masters+30/11	1.0000	\$83,482

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Matthew Boelke	Coon Rapids Middle, Teacher Social Studies	08/25/2025	Masters/7	1.0000	\$68,186
Elissa Christensen	Blaine High, Teacher ESL	08/25/2025	Masters/8	1.0000	\$72,290
Cassandra Ellies	Anoka Middle - Washington Campus, Teacher Social	08/25/2025	Bachelors/1	0.8000	\$40,023
Douglas Haas	Sandburg Regional High, Teacher Phys Ed Secondar	08/25/2025	Masters+60/13	1.0000	\$92,761
Amy Hatchner	Blaine High, Teacher Career-Technical	08/25/2025	Masters+60/16	1.0000	\$97,265
Jessica Hemmerich	S.T.E.P., Teacher Health Careers	08/25/2025	Bachelors+30/14	1.0000	\$74,263
Jenni Hoyt	Coon Rapids Middle, Teacher Art Secondary	08/25/2025	Bachelors/13	1.0000	\$68,346
Courtney Kohlstedt	Roosevelt Middle, Teacher Art Secondary	08/25/2025	Bachelors+45/13	1.0000	\$74,512
Elizabeth Mulville	Oak View Middle, Teacher Science	08/25/2025	Masters+15/13	1.0000	\$84,715
Danielle Pedersen	S.T.E.P., Teacher Agriculture	08/25/2025	Masters/5	1.0000	\$62,980
Alexis Ringler	Oak View Middle, Teacher Math	08/25/2025	Bachelors/1	1.0000	\$50,029
Dustin Rupperecht	Anoka High, Teacher Career-Technical	08/25/2025	Bachelors/10	1.0000	\$63,832
Allison Schlag	Coon Rapids High, Teacher Spanish	08/25/2025	Bachelors/4	1.0000	\$52,140
Stephanie Shoemaker	Jackson Middle, Teacher Art Secondary	08/25/2025	Bachelors/1	1.0000	\$50,029
Emilee Solberg	Coon Rapids Middle, Teacher Art Secondary	08/25/2025	Bachelors/1	1.0000	\$50,029
Erin Theobald	Blaine High, Teacher Math	08/25/2025	Masters/4	1.0000	\$62,980
Perrin Thompson	Andover High, Teacher Science	08/25/2025	Bachelors/1	1.0000	\$50,029
Michael Wahl	S.T.E.P., Teacher Career-Technical	08/25/2025	Masters+60/22	1.0000	\$104,251
James Weller	Northdale Middle, Teacher Math	08/25/2025	Bachelors+15/10	1.0000	\$66,274
Mary Wharton	Compass - Bell Building, Teacher Math	08/25/2025	Bachelors+45/19	0.5000	\$39,904

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Matthew Barron	Lincoln Elementary, Teacher Special Educ Lead	08/25/2025	Masters+60/21	1.0000	\$101,549

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Grete Bluhm	Ramsey Elementary, Teacher E/BD	08/25/2025	Masters/2	1.0000	\$60,280
Amanda Bogle	Jackson Middle, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	1.0000	\$50,029
Tristan Carter	ESC-Special Ed, Teacher Social Worker	08/25/2025	Masters+30/4	1.0000	\$66,808
Rachael Caughey	ESC-Special Ed, Teacher Physical Therapist	08/25/2025	Masters+60/6	1.0000	\$74,118
Kristine Chambers	Ramsey Elementary, Teacher Social Worker	08/25/2025	Masters/16	1.0000	\$86,208
Priscilla Cicero	Anoka Middle - Fred Moore Campus, Teacher ABS	08/25/2025	Masters+45/6	1.0000	\$71,957
Tristan Cofer	Roosevelt Middle, Teacher ASD (AutismSpectrum)	03/18/2025	Bachelors/2	0.3155	\$16,051
Resa Delaney	Hoover Elementary, Teacher ASD (AutismSpectrum)	08/25/2025	Masters/1	1.0000	\$58,269
Erik Derby	Oak View Middle, Teacher SLD	08/25/2025	Bachelors+30/17	1.0000	\$76,493
Marcie Drayton	ESC-Special Ed, Teacher Occupational Therapist	08/25/2025	Masters+60/1	1.0000	\$64,607
Stephanie Edgeton	Madison Elementary, Teacher SLD	08/25/2025	Masters/5	1.0000	\$62,980
John Ehler	Champlin Park High, Teacher ABS (AcadBehav)	08/25/2025	Masters+60/6	1.0000	\$74,118
Jessica Faust	Dayton Elementary, Teacher ASD (AutismSpectrum)	08/25/2025	Masters/7	1.0000	\$68,186
Miranda Frank	Coon Rapids High, Teacher ASD (AutismSpectrum)	08/25/2025	Masters+60/12	1.0000	\$91,409
Ashley Froemming	Champlin Brooklyn Park Academy, Teacher ABS	08/25/2025	Bachelors+45/4	1.0000	\$57,167
Ashlee Hommes	ESC-Special Ed, Teacher Occupational Therapist	08/25/2025	Masters/6	1.0000	\$65,599
Rachel Houger	Dayton Elementary, Teacher SLD	08/25/2025	Masters/7	1.0000	\$68,186
Rachel Jacobson	Coon Rapids Middle, Teacher DD	08/25/2025	Bachelors+15/4	1.0000	\$54,145
Jessica Johnson	Rum River Elementary, Teacher SLD	08/25/2025	Masters/12	0.5000	\$40,510
Alison Kath	Ramsey Elementary, Teacher Social Worker	08/25/2025	Masters+15/8	1.0000	\$74,381
Adam Ludwig	Compass - Bell Building, Teacher E/BD	08/25/2025	Bachelors+45/8	1.0000	\$64,916
Emma Mayes	Verndale, Teacher Blind or Visually Imp	08/25/2025	Masters+15/6	1.0000	\$67,766
Kathleen Moore	ESC-Special Ed, Teacher Speech Clinician	08/25/2025	Masters+15/6	0.8000	\$54,213
Nicole Olesen	Verndale, Teacher Speech Clinician StrCa	07/14/2025	Masters+45/11	1.0000	\$86,135
Nicole Page	Jackson Middle, Teacher DD	08/25/2025	Masters/4	1.0000	\$62,980
Emily Peterson	Wilson Elementary, Teacher E/BD	08/25/2025	Bachelors/2	1.0000	\$50,872
Scott Schaefer	Sand Creek Elementary, Teacher DD LTS	04/23/2025	Masters+60/23	0.1765	\$17,862
Lexi Schneider	Andover Elementary, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Gregory Williams	Evergreen Park Elementary, Teacher ABS	08/25/2025	Masters+15/22	1.0000	\$94,357

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Elizabeth Burgard	Educational Svc Ctr, Employee Services Manager Based on an annual salary of \$102,000 for 261 days	07/01/2025	261	\$102,000
Sarah Hunter	Educational Svc Ctr, Exec Dir Learning Achievement	07/01/2025	261	\$200,200
Alison Koshiol	Sand Creek Elementary, Asst Principal Elem 10 Month Based on an annual salary of \$100,000 for 261 days	08/01/2025	225	\$100,000
Caitlin Meyer	Evergreen Park Elementary, Asst Principal Elementary Schl Based on an annual salary of \$115,556 for 261 days	07/01/2025	261	\$115,556
Jessica Rogers	Educational Svc Ctr, Associate General Counsel Based on an annual salary of \$145,489 for 261 days	07/01/2025	261	\$145,489
Todd Zapzalka	ESC-Special Ed, Assistant Director Spec Educ Based on an annual salary of 144,116 for 261 days	07/01/2025	261	\$144,116

c. Cash Disbursements.

Fund No.	Description	Amount
	Checks	\$ 3,925,307.01
01	General	3,722,735.37
02	Food Service	79,465.69
04	Community Service	122,541.65
06	Building Construction	
07	Bond & Interest K-12	
20	Health-Self Insurance	477.60
21	Dental-Self Insurance	86.70
22	Work. Comp.-Self Insurance	
47	OPEB Debt Service	-
	Electronic Payments	\$ 25,502,425.38
01	General	15,028,481.15
02	Food Service	267,978.01
04	Community Service	587,169.06
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	8,961,009.21
21	Dental-Self Insurance	506,335.35
22	Work. Comp.-Self Insurance	151,452.60
47	OPEB Debt Service	-
	ACH Payments	\$ 6,121,089.71
01	General	5,103,715.93
02	Food Service	582,228.26
04	Community Service	92,974.40
06	Building Construction	28,446.62
20	Health-Self Insurance	292,673.50
22	Work. Comp.-Self Insurance	170.00
	P-Card	\$ 304,511.93
01	General	272,438.49
02	Food Service	319.16
04	Community Service	26,760.68
06	Building Construction	-
20	Health-Self Insurance	4,993.60
TOTAL DISTRICT		\$ 35,853,334.03

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 DEBT SERVICE	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY24 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				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	168,724,339	10,450,262	14,129,342	206,547	3,478,290	16,734,570	2,611,700	3,232,089	516,604	220,083,745		99,542	482,802	220,666,088	225,675,381
02/28/25	180,110,377	10,716,156	13,162,740	(76,525)	3,478,290	18,203,589	2,569,266	3,264,998	516,604	231,945,495		100,318	555,775	232,601,588	242,066,458
03/31/25	191,665,569	11,317,090	14,952,261	(257,286)	3,477,790	18,211,515	2,676,926	3,298,662	516,603	245,859,131		100,647	601,586	246,561,364	209,465,399
04/30/25	180,283,712	11,886,393	13,982,274	(285,733)	3,477,790	16,139,328	2,620,757	3,276,162	516,604	231,897,287	25,000,000	100,511	650,430	257,648,229	252,255,581
05/31/25										0				0	
06/30/25															

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

e. Donations & Scholarship Report.

DATE	DONOR	DONEE	PURPOSE	AMOUNT
04/28/25	American Online Giving Foundation	University Ave Elem	Supplies, paper, etc.	82.84
04/28/25	Andover Football Association, Inc.	Andover Elem	Field Trips Costs	1,600.00
04/28/25	Andover Football Association, INC.	AndHS	Equipment, Transportation, and Coaching	2,000.00
04/28/25	Anoka Alpine ski Boosters	AHS	Season Charter Bus	3,231.29
04/30/25	Anoka High School Softball Booster	AHS	Coach Bus to Brainerd	1,135.00

				06-09-25	A-7	
04/30/25	Anoka High School Softball Booster	AHS	Bus for Gopher Game			317.85
04/30/25	Anoka High School Softball Booster	AHS	2 ESA for Add'l Coaches			8,317.70
04/30/25	Anoka Tornadoes Baseball Booster	AHS	Bus to Perham			1,760.00
04/28/25	BHS Boys Hockey Boosters	BHS	BHS Boys Hockey Bus Reimbursement			3,218.56
04/28/25	Blaine Central Lions Club	BHS	BHS Bengals in Government/Youth in Government			250.00
04/28/25	Blaine Youth Hockey	BHS	BHS Boy's Golf			2,500.00
04/28/25	Charities Aid Foundation America	AMS Fred Moore	Non-instructional supplies			20.00
04/30/25	Charities Aid Foundation America	AMS Fred Moore	Non-instructional supplies			20.00
04/28/25	Charities Aid Foundation America	BHS	General Programs Support			40.00
04/28/25	Charities Aid Foundation America	Dayton Elem	supplies as needed			10.00
04/28/25	Charities Aid Foundation America	Dayton Elem	supplies as needed			50.00
04/28/25	Charities Aid Foundation America	Eisenhower Elem	Student Incentives			10.00
04/30/25	Charities Aid Foundation America	Eisenhower Elem	Student Incentives			10.00
04/30/25	Charities Aid Foundation America	Rum River Elem	General Supplies			50.00
04/28/25	Charities Aid Foundation America	Andover Elem	Classroom Supplies			30.00
04/30/25	Charities Aid Foundation America	Andover Elem	Classroom Supplies			30.00
04/28/25	Charities Aid Foundation America	AndvHS	General Supply Usage			92.00
04/28/25	Charities Aid Foundation America	AMS Fred Moore	General Supply Usage			40.00
04/30/25	Coon Rapids Super Senior Club	ECFE	Outdoor Classroom			350.00
04/30/25	Coon Rapids Super Senior Club	ECFE	Rm4 Baby Class Supplies			350.00
04/28/25	CPHS Girls Hockey Boosters	CPHS	Transportation			3,497.00
04/30/25	CyberGrants SPV	Rum River Elem	General Supplies			10.00
04/30/25	David M Meberg	BHS	BHS Boys Track			500.00
04/28/25	Dayton Elementary PTO	Dayton Elem	Phase 2 playground			78,138.82
04/28/25	Eisenhower PTO	Eisenhower Elem	Bus for MOA Patrol FT			326.77
04/28/25	Hoover Parent Group	Hoover Elem	Library Books			1,000.00
04/28/25	Hospitality MN Education Foundation	AHS	Equipment grants for ProStart Team			579.85
04/28/25	Inspire Brands	BHS	BHS Activities			56.26
04/30/25	Jefferson Elem PTO	Jefferson Elem	VSC Sponsor Payment			4,860.00
04/30/25	Lincoln Elem PTO	Lincoln Elem	VSC Sponsor Payment			4,536.00
04/30/25	Linda Dirks	STEP	Automotive Classroom Instruction			50.00
04/28/25	Madison PTO	Madison Elem	bussing for grade 1 field trip to Como Zoo			526.04
04/30/25	Monroe Elementary PTO	Monroe Elem	iPads			2,039.25
04/30/25	Monroe Elementary PTO	Monroe Elem	iPads			8,059.00
04/30/25	Monroe Elementary PTO	Monroe Elem	4th Grade Field Trip			480.00
04/28/25	Morris Bye PTO	Morris Bye Elem	4th Grade Field Trip			126.00
04/28/25	Morris Bye PTO	Morris Bye Elem	K Field Trip			500.00
04/30/25	Morris Bye PTO	Morris Bye Elem	VSC Sponsor Payment			5,508.00
04/30/25	Previous Step It Up Fundraiser	RMS	Student Incentives			100.12
04/28/25	Rum River Assoc. of Families & Teachers	Rum River Elem	5th grade Valley fair Bus			1,000.00
04/28/25	Skills USA	CRHS	purchase competition supplies			1,200.00
04/30/25	Sunrise PTO	Sunrise Elem	VSC Sponsor Payment			7,128.00
04/28/25	The Blackbaud Giving Fund	CPHS	Student Recognition			44.00
04/30/25	The Blackbaud Giving Fund	CPHS	Student Recognition			48.00
04/30/25	The Blackbaud Giving Fund	CPHS	Student Recognition			66.00
04/28/25	The Blackbaud Giving Fund	Dayton Elem	supplies as needed			60.00
04/28/25	The Blackbaud Giving Fund	Dayton Elem	supplies as needed			339.25
04/28/25	The Blackbaud Giving Fund	Sand Creek Elem	Classroom Supplies			150.00
04/28/25	The Blackbaud Giving Fund	CBPA	Student School Supplies			60.00
04/28/25	The Blackbaud Giving Fund	CBPA	Donation			30.00
04/30/25	University Avenue ACES PTO	University Ave Elem	Nickelodeon Universe for Patrols Field Trip			719.50
04/30/25	University Avenue Elementary PTO	University Ave Elem	Nickelodeon Universe for Patrols Field Trip			494.00
04/28/25	VFW Auxiliary	Morris Bye Elem	K Spring Field Trip			300.00
04/28/25	Wilson PTCO	Wilson Elem	Books for Library			9,506.74
04/28/25	Wilson PTO	Wilson Elem	VSC Sponsor Payment			5,832.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION

TOTAL

\$163,385.84

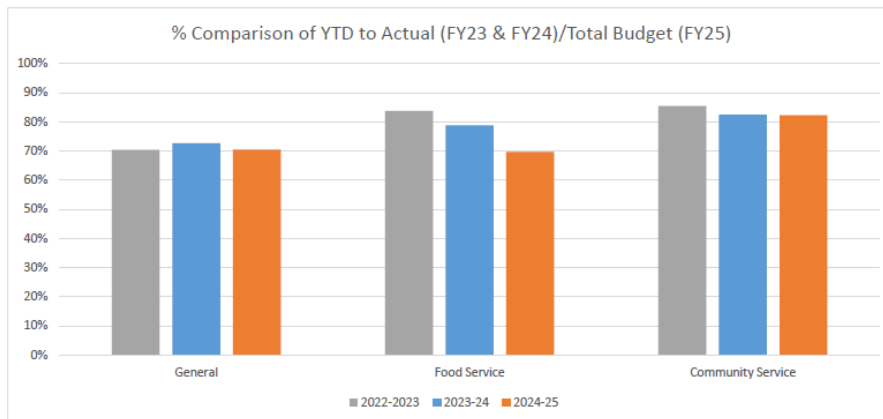
SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	AMOUNT
05/02/25	Andover End Zone Club	AndHS	Andover End Zone Club Scholarship	5,500.00
05/02/25	Andover High School Drama Parents Organization, INC.	AndHS	Andover High School Drama Parents Organization Inc. Scholarship	2,500.00
05/02/25	Andover Baseball Association	AndHS	Andover Baseball Association Scholarship	750.00
05/02/25	Andover Athletic Association, Main Acct	AndHS	Andover Athletic Association Scholarship	3,750.00
05/02/25	Kate Tverberg	AndHS	Brandon Voss Memorial Scholarship	200.00
05/02/25	Andover Traveling Basketball	AndHS	Andover Traveling Boys Basketball Scholarship	500.00
05/02/25	AGHS Hockey Booster Club Andover Community Center	AndHS	Andover Girls Hockey Booster Club (Christina Kern) Scholarship	2,000.00
05/02/25	Jill Marie Graham & Steven G Graham Agency, INC.	AndHS	Andover Kind & Caring Christian Scholarship	1,250.00
05/02/25	Jill Marie Graham & Steven G Graham Agency, INC.	AndHS	Andover Kind & Caring Christian Scholarship	1,250.00
05/02/25	Julie Leef Anderson	AHS	Anderson Family Scholarship	1,000.00
SCHOLARSHIP TOTALS				\$ 18,700.00
TOTAL DONATIONS				\$182,085.84

f. Monthly Revenue & Expenditures.

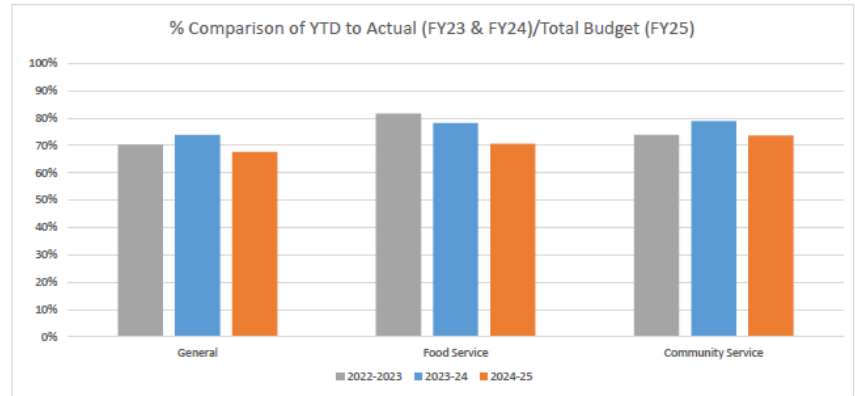
Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended April 30, 2025

Fund	Month to Date	Year to Date	Budget	FY25 YTD is % of Budget		
				FY23 & FY24 YTD is % of Actual		
				2024-25	2023-24	2022-2023
General	63,231,505	466,524,929	661,596,747	71%	73%	70%
Food Service	2,143,991	20,660,681	29,629,662	70%	79%	84%
Community Service	1,215,346	24,785,854	30,120,592	82%	83%	85%
Building Construction	(136)	107,729	110,000	98%	1875%	45410%
Debt Service	-	9,476,309	15,452,017	61%	62%	64%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 66,590,706	\$ 521,555,502	\$ 737,659,018	71%	73%	71%



Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended April 30, 2025

Fund	Month to Date	Year to Date	Budget	FY25 YTD is % of Budget FY23 & FY24 YTD is % of Actual		
				2024-25	2023-24	2022-2023
General						
Salaries & Benefits ¹	41,062,560	365,873,991	542,128,220	67%	71%	69%
Purchased Services ²	6,186,162	46,984,652	70,495,098	67%	83%	77%
Supplies ³	1,529,120	19,665,526	26,212,772	75%	65%	78%
Capital Expenditures ²	688,358	24,146,524	24,765,410	98%	119%	71%
Other Exp & Transfers ⁴	155,880	1,728,218	14,449,132	12%	33%	50%
Total General Fund	\$ 49,622,080	\$ 458,398,911	\$ 678,050,632	68%	74%	70%
Food Service						
Food Service ³	1,584,666	20,846,589	29,522,260	71%	78%	82%
Community Service	2,181,531	22,337,457	30,355,642	74%	79%	74%
Building Construction	30,056	3,923,779	3,898,288	101%	87%	58%
Debt Service	-	15,437,503	15,442,703	100%	100%	100%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 53,418,333	\$ 520,944,239	\$ 758,019,525	69%	75%	71%



¹Reduced spend in addtl hours compared to PY, similar spend when comparing PY actual to PY budget. 2-week buy back will post End of Year
²Reduced LTFM spend while building back fund balance
³Timing of spend
⁴English Learner transfer - new to this year with a post date at EOY
⁵Timing of Capital Expenditures that will occur at Year end CNP updates

- g. Approved #25041P – Group Term Life & LTD Insurance.
 - h. Approved #25048B – Oak View MS & Oxbow ES Paving Project.
 - i. Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed with a 6-0 vote.

The School Board received testimony from Greg Kimball, Kathleen Sekhon, Cedar Kilby, Nicole Hedman, Max Marcial, Jvon Vosquez, Janene Unke-Hanson, Patricia Rysdam, and Emily Neuharth.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. Oak View Middle School is set for its 29th annual Memorial Day Assembly on Friday, May 23. The event includes patriotic music and readings along with presentations on the historical significance of Memorial Day. QCTV will provide cable television and streaming coverage of the event. The assembly is a school tradition and features significant participation and planning by students. It’s a birthday celebration for one of Anoka-Hennepin’s longest-serving schools. The community is invited to join in as Lincoln Elementary School for the Arts celebrates 75 years at a special event held on Thursday, May 29 from 6:30 p.m. to 8 p.m. at the school located at 540 South Street in Anoka. The Lincoln PTO has organized a high energy event complete with free cake and lemonade while supplies last, school tours, a community art mural with the Rum River Art Center and more. Food trucks are on site from 5 p.m. to 8 p.m. and the Anoka High School Pep Band will lead up to a short presentation at 6:40 p.m. Scan the QR code on the presentation for even more information about this historic event. The Anoka-Hennepin Mustangs advanced to state in the PI or physical impairment division where they lost in the consolidation championship. Student athlete Maci Mauch represented the District on the All-Tournament Team. Anoka-Hennepin was represented by 22 individuals and 12 doubles teams in this year’s adapted bowling state tournament, which was held in Brooklyn Park. The Mustang student-athletes turned in strong performances, led by Kaleigh Knutson, who was the state champion in the Autism Spectrum Disorder Division. In the boys’ singles Cognitive Impairment (CI) division, Parker Karna placed fifth and Mason Carter placed ninth. Senior Chloe Bosley earned a silver medal, finishing second in the CI girls’ singles competition. The Mustangs had four individuals finishing in the top 10 of the Physical Impairment or PI division. Junior Evin Murray placed eighth, seventh grader Preston Herzenach tied for 10th. In girls’ PI singles, Abigail Kielty placed

eighth and junior Elizabeth Prenosil placed 10th. Champlin Park High School qualified for this year's Robotics state competition, which was held at Concordia University, St. Paul on May 10. Congratulations to the Rebels Robotics team on an outstanding season. The 2025 MSHSL Visual Arts Festival was held May 10 at the Perpich Center for Arts Education. The exhibition highlights Judge's Choice Spotlight on the Arts winners from the statewide MSHSL Visual Art section festivals. Anoka-Hennepin had two students with artwork displayed at this year's Visual Arts Festival. Anoka High School's Haley Leibel presented her drawing titled "Where Color Breaks the Surface." Livia Carlson of Champlin Park High School displayed a drawing titled "The Smolder." Anoka-Hennepin was represented by Anoka and Blaine high schools at the state speech tournament held at Shakopee High School on April 26. The Tornadoes placed 21st out of 37 in the team standings. Isaac Stokes of Anoka placed third in the finals of the Serious Interpretation of Drama competition. Anoka-Hennepin is proud of the learning leadership shown by students involved in specialty programs in our high schools. The board recognized excellence from Champlin Park's International Baccalaureate program tonight and community events have been held at Anoka High School and Blaine High School this spring to showcase student success. Coon Rapids High School is up next with their Biomedical Sciences and Engineering Capstone Presentation night, which is set for Wednesday, May 28 at 6:30 p.m. This is a free community event held in the auditorium and atrium area that will offer narrated presentations and an expo-style format where students will explain their work and have their projects on display. This is a good chance to see the updated high school and get an up-close look at some of the accomplishments of students. Students enrolled in the construction program at STEP - or Secondary Technical Education Program - have built and are auctioning off what could be your new home if the price is right. This is a 1352 sq. ft. rambler fully constructed by students and ready for relocation to the winning bidder. You can learn more and see photos of the house on the ahschools.us/STEP website. The minimum bid is \$73,000 and the deadline for submissions is June 5th. Proceeds from the sale go to support student learning and continued growth of trades education in our district. Over 3000 students will graduate from Anoka-Hennepin Schools over the next several weeks. These events are true celebrations for families and graduates and the result that demonstrates the contributions of numerous staff members into the accomplishment for each graduate. The district is fortunate to have the live streaming and cable television support of QCTV, CTN, CCX Media and North Metro TV. Complete information on how to view is listed on our ahschools.us website.

The School Board took action regarding employees and positions in the district in relation to a reporting timeline needed to comply with contracts and state requirements. Dr. Jennifer Cherry, Executive Director of Human Resources, presented items for approval which were each approved on a unanimous 6-0 vote.

RESOLUTION RELATING TO THE NONRENEWAL OF TEACHING CONTRACTS OF PROBATIONARY TEACHERS

Member Kacy Deschene introduced the resolution and moved its adoption.

WHEREAS, the following persons are probationary teachers in Anoka-Hennepin Independent Schools,

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

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

WHEREAS there are other appropriate reasons and,

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

Cofer, Tristan A	Roosevelt Middle School
Thull, Jessica	ESC – Special Education

BE IT RESOLVED by the School Board of Anoka-Hennepin Independent School District No. 11 that pursuant to Minnesota Statute §122A.40, Subd. 5 and the District Master Agreement, the teaching contracts of the probationary Teachers listed above in Anoka-Hennepin Independent School District No. 11 are hereby nonrenewed at the close of the 2024-25 school year.

BE IT FURTHER RESOLVED that written notice be sent to said Teachers regarding nonrenewal of their contracts, as provided by law.

BE IT FURTHER RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on May 19, 2025.

Whereupon said resolution was declared duly passed and adopted.

Jeff Simon

Clerk of the Board

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

WHEREAS the School Board of Anoka-Hennepin Independent School District No. 11 adopted a resolution to terminate the teaching contract(s) of the following probationary teacher(s) at the close of the 2024-25 school year pursuant to Minnesota Statute §122A.40, Subdivision 5,

BE IT RESOLVED that the following name(s) be rescinded from the resolution to terminate probationary teacher(s) effective at the close of the 2024-2025 school year.

Mata Gallegos, Lorenzo A	Anoka High School
Caracena, Nicole D	Champlin Brooklyn Park Academy

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on May 19, 2025. Whereupon said resolution was declared duly passed and adopted.

Jeff Simon

Clerk of the Board

Superintendent Cory McIntyre presented options regarding Social Emotional Learning (SEL) curriculum. Options presented for board approval include maintaining the current SEL programming with Character Strong and Leader in Me, continuing with current materials and entering into a curriculum materials adoption process for implementation in 2026-27, or eliminating current SEL curriculum materials and directing a district process to create materials for character development. A motion to pursue writing Anoka-Hennepin specific SEL curriculum failed on a 3-3 vote with Deschene, Langenfeld and Simon voting no. With no board direction, SEL programming will continue in its current structure until directed differently by the School Board.

Annette Ziegler, associate superintendent for high schools, requested School Board action to approve membership to the Minnesota State High School League for the 2025-26 school year which the board approved on a 6-0 vote.

Greg Cole, chief operations officer and B.J. Ison, director of transportation, proposed changes in non-transported areas for seven schools: Jefferson Elementary, Johnsville Elementary, Mississippi Elementary, Morris Bye Elementary, Sunrise Elementary, Anoka High School and Sandburg Regional High School. These recommendations follow the district transportation policy which provides transportation services for students who live one mile or further from school. The board is expected to consider approval at a future meeting.

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

Michelle Vargas, chief financial officer, presented a proposed FY26 all funds budget timeline for decision-making and a series of financial planning assumptions for the district. The board is expected to consider approval of the 2025-26 budget at its June 23, 2025 meeting.

Tim Palmatier, general counsel, provided a first read of Policy 721.0 for board consideration. The policy will be considered for approval at a future meeting. Tim Palmatier, general counsel, provided a first read of Policy 721.1 for board consideration. The policy will be considered for approval at a future meeting. Tim Palmatier, general counsel,

provided a first read of Policy 507.0 for board consideration. The policy will be considered for approval at a future meeting.

Co-Chair Kacy Deschene proposed under Minnesota Statute 13D.05 subd. 1 that they move into a closed session to deal with matters of labor negotiations. The closed session was held in the Michael Sullivan Room. Jeff Simon motioned, and Zach Arco seconded the motion to go into closed sessions. Motion carried.

Co-Chair Kacy Deschene recessed the meeting at 10:21 p.m. The meeting reconvened in closed session at 10:27 p.m. to discuss matters of labor negotiations.

The meeting reconvened in open session at 10:43 p.m. Michelle Langenfeld moved and Jeff Simon seconded the motion to adjourn the meeting. Motion passed.

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

Co-Chair Kacy Deschene

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

APPENDIX B

20250609

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
Gary Burton	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/21/2025
Lynn Jaeck	Coon Rapids Middle, Teacher SA-Achievement Coach	06/30/2025
Debra Koffski	Educational Svc Ctr, Admin Assistant Superintendent	07/31/2025
Leah Lewis	Champlin Park High, ParaEducator Secondary	06/06/2025
Todd Manthey	Anoka Middle - Washington Campus, Teacher Grade 6	07/02/2025
Melanie Payne	Andover High, Teacher Music Seed Choir	06/30/2025
John Rikkola	Brookside Elementary, B/G Custodian Lead Afternoon	09/02/2025
James Ruid	S.T.E.P., Teacher Career-Technical	06/09/2025
Margaret Saba	Eisenhower Elementary, Teacher Literacy Intervention	07/05/2025
Mary Wolverton	Educational Svc Ctr, Assoc Supt Elementary	08/31/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Taylor Bangert	Sorteberg Early Childhood Ctr, Teacher EC/SE	06/09/2025
Rebecca Brodeur	Educational Svc Ctr, Assoc Supt Middle Schools	06/30/2025
Victoria Courts	River Trail Learning Center, Special Educ Prg Administrator	06/30/2025
Anna Durie	Hamilton Elementary, Teacher E/BD	06/09/2025
Jill Eaton	Anoka High, Teacher Art Secondary	06/09/2025
Jamie Johnson	Adams Elementary, Teacher Grade 4	06/09/2025
Donna Macoskey	Andover Elementary, Teacher ASD (AutismSpectrum)	06/09/2025
Kayla Murphy	Northdale Middle, Teacher ASD (AutismSpectrum)	06/09/2025
Noah Nesler	Roosevelt Middle, Asst Principal - Interim 10 Mo	06/26/2025
Michelle Paulson	Sorteberg Early Childhood Ctr, Preschool Inst-Sick leave Only	05/29/2025
Abbey Payeur	Crooked Lake Elementary, Teacher Literacy Intervention	06/09/2025
Tonya Rootes	Johnsville Elementary, Teacher Grade 3	06/09/2025
Tamara Sauer	Blaine High, Teacher English	06/09/2025
Anna Schech	ESC-Special Ed, Teacher SA-SpEd	06/16/2025
Kara Schumann	Wilson Elementary, Teacher Grade 2	06/09/2025

APPENDIX B

20250609

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
Stephanie Berglund	Sand Creek Elementary, Teacher Grade 1	05/19/2025	06/30/2025
Maya Brothen	Rum River Elementary, Teacher Grade 3	05/14/2025	06/09/2025
Collete Burandt	McKinley Elementary, Teacher Phys Ed Elementary	05/16/2025	06/03/2025
Kathryn Cain	ESC-Special Ed, Teacher Speech Clinician	05/19/2025	10/24/2025
Justin Dziedzic	Anoka High, ParaEducator Spec Ed Cntr Base	05/09/2025	06/06/2025
Aimee Halverson	Coon Rapids High, Teacher Family Consumer Sci	05/05/2025	06/09/2025
Carrie Hines	Sandburg Regional High, Teacher Work Exp Handicapped	05/27/2025	06/09/2025
Sarah Holmboe	Riverview Early Childhood Ctr, ECFE/Preschool Supervisor	05/08/2025	07/30/2025
Judith Inman	Blaine High, Child Nutrition Assistant FT	05/05/2025	05/16/2025
Christina Jensen	ESC-Special Ed, Teacher Speech Clinician	05/19/2025	11/28/2025
Madeline Knutson	Champlin Brooklyn Park Academy, Teacher Grade 3	05/20/2025	07/01/2025
Paula Louiselle	Roosevelt Middle, Teacher Grade 6	05/19/2025	06/30/2025
Sydney Olson	Dayton Elementary, Teacher Grade 5	05/27/2025	10/15/2025
Joshua Prokosch	Blaine High, Teacher Phys Ed Secondar	05/19/2025	06/13/2025
Amanda Salmonson	Anoka Middle - Fred Moore Campus, Teacher Spanish	05/12/2025	06/20/2025
Ethan Scheibe	Blaine High, Teacher English	06/05/2025	06/06/2025
Eric Seevers	Champlin Park High, Teacher Food Occupations	05/22/2025	06/09/2025
Diane Tich	Blaine Early Childhood Ctr, ECFE/Preschool Supervisor	06/09/2025	09/05/2025
Alice Wilson	Champlin Park High, Teacher Counselor	05/15/2025	06/26/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Cassandra Anclam	Evergreen Park Elementary, ParaEducator Elem BehavRm	03/17/2025	05/23/2025
Kendra Bailey	Sorteberg Early Childhood Ctr, ECFE Asst Instructor PT	05/01/2025	05/27/2025
Shayla Baumgarten	Rum River Elementary, Child Nutrition Assistant PT	03/04/2025	06/30/2025
Tammy Berg	Two Rivers Transition Program, Teacher MSH	02/09/2024	08/29/2025
Gail Bookey	Blaine Early Childhood Ctr, Technical Spec CAPE	02/27/2025	05/30/2025
Sara Davis	Family Welcome Center, Educ Office Prof	05/05/2025	05/30/2025
Richard Donais	Champlin Park High, B/G Custodian 3rd shift	04/15/2025	06/06/2025
Rebecca Ghedir	Coon Rapids High, ParaEducator Special Education	04/08/2025	06/25/2025
Carol Goers	Two Rivers Transition Program, Teacher MSH	03/28/2025	05/30/2025
Molly Gruber	Andover Elementary, ParaEducator Special Education	04/21/2025	06/16/2025
Jean Hanson	Coon Rapids High, Teacher Math	09/03/2024	06/08/2026
Lynn Jaeck	Coon Rapids Middle, Teacher SA-Achievement Coach	07/01/2024	06/30/2025
Jeffrey Kittelson	Roosevelt Middle, Teacher ABS (AcadBehav)	05/06/2025	06/06/2025
Tammy Sloth	Sand Creek Elementary, Teacher Media Specialist Elem	04/29/2025	05/23/2025
Tamara Strandberg	Dayton Elementary, Teacher Special Educ Lead	04/24/2025	05/22/2025
Justin Wilken	Blaine High, B/G Building Supervisor	05/06/2025	06/03/2025

APPENDIX B

20250609

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.

SABBATICALS

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

APPOINTMENTS

20250609

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Morgan Dockendorf	Hoover Elementary, Teacher Grade 5	08/25/2025	Masters/7	1.0000	\$68,186
Lisa Olson	Dayton Elementary, Teacher SA-Tal Devl	08/25/2025	Masters/22	0.6000	\$54,607
Sophie Russell	Evergreen Park Elementary, Teacher Grade 1	08/25/2025	Masters/5	1.0000	\$62,980
Rachel Strauss	Sunrise Elementary, Teacher 4-5 Exploration	08/25/2025	Masters+30/13	0.6900	\$60,176
Secondary					
David Bechard	Blaine High, Teacher Music Secd Band	08/25/2025	Bachelors/13	1.0000	\$68,346
Kaitlyn Mateychuk	Anoka Middle - Fred Moore Campus, Teacher Family	04/10/2025	Bachelors/1	0.2246	\$11,237
Rihab Naheel	Northdale Middle, Teacher ESL	08/25/2025	Masters+30/5	1.0000	\$66,808
Hannah Nelson	Oak View Middle, Teacher Art Secondary	08/25/2025	Bachelors/1	1.0000	\$50,029
Jonathan Nelson	Coon Rapids High, Teacher ESL	08/25/2025	Masters/1	1.0000	\$58,269
Quintin Nelson	Jackson Middle, Teacher Math	08/25/2025	Bachelors/3	1.0000	\$50,872
Sarah Norgren	AH Technical High, Teacher ESL	08/25/2025	Masters+60/13	1.0000	\$92,761
Eric Opsahl	Coon Rapids Middle, Teacher Industrial Tech	08/25/2025	Masters+45/13	1.0000	\$89,986
Monica Rohrbaugh	Roosevelt Middle, Tchr Hrly - Sped Due Process	08/25/2025	Masters/6	1.0000	\$65,599
Allison Schmidt	Andover High, Teacher Science	08/25/2025	Bachelors/1	1.0000	\$50,029
Carly Semmer	Andover High, Teacher Business	08/25/2025	Masters/6	1.0000	\$65,599
Lynsey Speltz	Blaine High, Teacher English	08/25/2025	Masters/11	1.0000	\$78,699
Charity Timm	Champlin Park High, Teacher English	08/25/2025	Bachelors/1	1.0000	\$50,029
Ka Vang	Anoka High, Teacher Phys Ed Secondar	08/25/2025	Masters/5	1.0000	\$62,980
Matthew Zook	Andover High, Teacher ESL	08/25/2025	Masters/13	0.7500	\$61,663
Special Education					
Sonee Bergquist	Sorteberg Early Childhood Ctr, Teacher Speech	08/25/2025	Masters+60/23	0.3342	\$31,382
Sonee Bergquist	Sorteberg Early Childhood Ctr, Tchr Hrly - Sped Due	03/02/2026	Masters+60/23	0.3556	\$33,390
Erin Diedrich	ESC-Special Ed, Teacher Occupational Therapist	08/25/2025	Masters/10	1.0000	\$76,845
Magdeline Faber	University Ave Elementary, Teacher SLD	08/25/2025	Bachelors/3	1.0000	\$50,872
Daniel Mades	Northdale Middle, Teacher ABS (AcadBehav)	08/25/2025	Masters+30/18	1.0000	\$93,251
Danette McDeid	Wilson Elementary, Teacher E/BD	08/25/2025	Bachelors+45/21	0.5000	\$40,502
Allison Quinn	Anoka High, Teacher ABS (AcadBehav)	08/25/2025	Masters+60/5	1.0000	\$70,532
Daria Reineccius	Oxbow Creek Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/5	1.0000	\$52,140
Manal Sarhan	River Trail Learning Center, Teacher Adapt Phy Ed	08/25/2025	Bachelors/1	1.0000	\$50,029
Molly Schulte	Coon Rapids Middle, Teacher DD	08/25/2025	Masters+15/3	1.0000	\$61,901
Noah Shepard	River Trail Learning Center, Teacher E/BD	08/25/2025	Bachelors+45/5	1.0000	\$57,167
Allison Sisombath	ESC-Special Ed, Teacher Social Worker	08/25/2025	Masters/6	1.0000	\$65,599
Jennifer Smithwick	Anoka Middle - Fred Moore Campus, Teacher E/BD	08/25/2025	Bachelors/2	1.0000	\$50,872

APPOINTMENTS

20250609

2

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Lane/Step</u>	<u>FTE</u>	<u>Salary</u>
Special Education					
Abby Thompson	Sorteberg Early Childhood Ctr, Teacher EC/SE	08/25/2025	Bachelors/1	1.0000	\$50,029
Anne Wernecke	Riverview Early Childhood Ctr, Teacher EC/SE	08/25/2025	Masters/3	1.0000	\$60,280
Kellee Wolfe	River Trail Learning Center, Teacher E/BD	08/25/2025	Bachelors+15/4	1.0000	\$54,145

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Days</u>	<u>Salary</u>
Administrative				
Amy Juola	ESC-Special Ed, Special Educ Prg Administrator Based on annual salary of \$112,893 for 261 days	07/01/2025	261	\$112,893
Kirsten Spark	Roosevelt Middle, Asst Principal Middle School Based on annual salary of \$124,978 for 261 days	07/01/2025	261	\$124,978



✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

💻 ahschools.us

DATE: June 9, 2025

TO: Members of the School Board and Superintendent McIntyre

FROM: Todd Mensink, Director of Labor Relations & Benefits

RE: Wage & Benefit Guidelines for Community Education Non-Bargaining Unit Employees 2025-26

School Board approval is requested for the Wage & Benefit Guidelines for Community Education Non-Bargaining Unit Positions for July 1, 2025 through June 30, 2026. This package has a projected cost of 13.2 million dollars, represents an overall increase to wages and benefits of 2.86%, and is within the authority provided by the School Board. Changes of note include:

- A 5% increase to Health Insurance Contributions
- Average wage increases of 2.5% for returning employees.
- An increase in life insurance coverage from \$30,000 to \$50,000 for 30 employees to bring them in line with others in the group
- Language changes and reformatting to clarify insurance and retirement benefits and align retirement benefits to those of other employee groups
- Starting wages of at least \$17.00 per hour for all non-casual positions

SCHOOL BOARD

Zach Arco, Co-Chair Kacy Deschene, Co-Chair Jeff Simon, Clerk Matt Audette, Treasurer Linda Hoekman, Director Michelle Langenfeld, Director

Community Education Benefit Guidelines Non-Bargaining Unit Employees

DUTY YEAR: 2025-26

Duty year and hours of work: The year will be defined as beginning on July 1 and ending on June 30 for the fiscal year. Community Education employees' specific duty days and hours will be established by the Community Education Manager or Supervisor responsible for the program.

- A. Paid Time Off: Employees employed by the Community Education Department are eligible for paid holidays coinciding with the School Board designated days. Eligible employees will earn the following paid holidays:

<u>Duty Year</u>	<u>Holidays</u>	<u>Dates</u>
260 Days Any hours – pro-rated	12	Fourth of July, Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Day, President's Day, Spring (2 days), Memorial Day
240 – 190 Days 6 hours per day or more	11	Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Day, President's Day Spring (2 days), Memorial Day

If Juneteenth is recognized as a District holiday, it will be treated as a paid holiday for 260 day employees. Due to the demands of the program, alternate days may be designated by CE management in exchange for scheduled holidays.

- B. Vacation: Employees who are assigned to positions by the Community Education Department for 260 days and at least six hours per day are eligible for paid vacation days as of July 1 of each year. Vacation accrual will be prorated based upon the employee's assigned hours per day compared to an eight-hour duty day. For example, an employee assigned 260 days at 8 hours per day will accrue 8 hours of vacation for each vacation day earned; an employee assigned 260 days at 6 hours per day will accrue 6 hours of vacation for each vacation day earned.

<u>CE Employment Years</u>	<u>Vacation Days</u>
Less than 5 years	10
5 years up to 10 years	15
10 years up to 15 years	20
15 years up to 20 years	22
20 years or more	23

In order to determine the number of years credited for vacation, the following guidelines will be used:

- 1 - All related work experience in the Community Education Department will be credited.
- 2 - Comparable employment experience outside Community Education will be considered for credit.

Requests for vacation must be approved by the immediate supervisor. The maximum vacation taken during any fiscal year shall not exceed 28 days; however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed during FMLA approved leave.

Vacation days not used during the fiscal year will accumulate to an unlimited amount.

Employees who retire with three months' notice shall be paid up to a maximum of forty (40) days of unused vacation.

Employees who resign with two weeks' notice shall be paid up to a maximum of twenty-five (25) days of unused vacation.

Non-Exempt employees are eligible for overtime pay if they work over forty (40) hours in a workweek (Sunday thru Saturday). Overtime will be calculated at time-and-a-half. For the purposes of overtime calculation, paid holidays shall be considered as work days; all other absences are not counted towards work time. There is no compensatory time off.

LEAVES:

- A. Sick Leave: Community Education employees in regular defined positions of 500 hours or more per year will accrue sick leave at the rate of 120 hours earned per one year of full time (2080 hours) worked pro rata.
- B. Personal Leave: Three days of personal leave may be used during each duty year without salary deduction. The days used will be deducted from the employee's accrued sick leave. Requests for personal leave must be submitted at least five days in advance,

except in emergency situations. The employee's supervisor has discretion to approve or deny requests on a first requested first granted basis and based on established limits on the number of employees who may take personal leave on any given day.

- C. Family Medical Leave: Employees may apply for family medical leave in accordance with state statute, federal law and school district policy.
- E. Maternity/Parental Leaves: An employee will be eligible for these leaves in accordance with District policy and state and federal laws. Earned sick leave may be used for all work days included in an FMLA approved maternity or parental leave.

INSURANCE:

Eligibility: Employees, who are employed in benefit eligible positions requiring at least 170 days per year and six hours per day, are eligible for Single or Family Health & Hospitalization Insurance, Dental Insurance, Term Life, and Long-Term Disability. Eligible employees must enroll within 30 days of employment or initial eligibility in new positions; changes to enrollment may only be made during the annual open-enrollment period or within 30 days of a qualifying life event change. The District will provide the following contributions for insurance eligible employees:

- \$850 per month to the cost of single health insurance.
- \$1,590 per month to the cost of family health insurance.
- \$2,440 per month to the cost of family health insurance when an employee is married to another benefit eligible employee who serves as a dependent on the employee's family health insurance plan.
- \$80 per month to the cost of dental insurance.
- The full premium for Long Term Disability
- The full premium for a \$50,000 term life insurance policy.

RETIREMENT:

A. Retirement Benefit Eligibility:

1. To qualify for retirement severance pay and/or the Anoka-Hennepin Retiree Healthcare Reimbursement Arrangement (HRA) benefits an employee must have at least ten (10) years of District 11 experience in a sick leave benefit eligible position, notify the District of the intended retirement with at least three months' notice, and be immediately eligible for a state retirement annuity benefit.
2. The retirement severance and retiree HRA pay base will be determined by taking the unused sick leave hours times the hourly rate.
3. This section shall not apply to an employee who is discharged for cause by the school district.
4. Retirement severance pay and benefits are available only once for an employee.

B. Retirement Severance:

1. Employee hired prior to July 1, 2004 shall be eligible upon retirement, subject to all subdivisions of the Section, for retirement severance pay of up to one half the value of the first 160 days of unused sick leave (and less any district contribution to a matching 403(b) plan as set forth in Section E paragraph 1 below.).
2. The retirement severance payment shall be made as a lump sum payment upon retirement from the District – which is defined as becoming an annuitant to a state retirement annuity benefit within 6 months of separation of employment. Deductions such as State and Federal income tax, social security or PERA/TRA shall be made only as required by law. If eligible, the sick leave severance payment will be deposited into the Anoka-Hennepin Special Pay Plan subject to the plan provisions. If the retiree dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or to the estate of the deceased.

C. Insurance Continuation:

Current CE benefit eligible employees enrolled in the School District health and/or dental insurance may continue to be enrolled in those plans following retirement with the retiree paying the entire premium on a prepaid quarterly basis.

D. Retiree HRA

Insurance Benefit Eligible employees, upon retirement from the District – which is defined as becoming an annuitant to a state retirement system within 6 months of separation from employment – shall have one half of the value of the first 160 days of accumulated sick leave and 100% of the value of any accumulated sick days in excess of 160 deposited in the retirees' name into the employee's Retiree HRA according to the Plan provisions.

E. 403(b)

1. Community Education employees who have been employed in an insurance benefit eligible position are eligible for a School District Match of \$2000 per fiscal year to a 403(b) tax sheltered annuity in accordance with the School District program. This School District Match shall offset on a dollar for dollar basis any sick leave severance payment that employees hired prior to July 1, 2004 may be eligible for at the time of retirement.
2. Effective July 1, 2004, insurance benefit eligible employees in positions specified in the Wage and Benefit Guidelines as eligible for the 403(b) match program will no longer be eligible for Sick Leave Severance pay. The positions continue to be eligible for the retiree HRA as defined in Section D above..

POSITION PERFORMANCE REVIEW PERIOD: Length and term of employment for employees is based on the number of duty days for the position assignment during the applicable fiscal year beginning July 1st and ending June 30th. New employees or employees in new positions will be subject to a position performance review period of up to one year for determination of continuation through the remaining position assignment.

If as a result of funding or enrollment, there is a loss of revenue to support a position or program, the School District will notify the affected employees within 30 days of impending termination.

There shall be no prepayment of wages. The school district will make every effort to recoup any overpayment of wages from subsequent paychecks. Paychecks will be issued electronically by direct deposit on pay dates in accordance with the pay cycle as determined by the District payroll department.

Effective July 1, 2025 – June 30, 2026

Approved by School Board:

Community Education Benefit Guidelines Non-Bargaining Unit Employees

DUTY YEAR: ~~2024-25~~2025-26

Duty year and hours of work: The year will be defined as beginning on July 1 and ending on June 30 for the fiscal year. Community Education employees' specific duty days and hours will be established by the Community Education Manager or Supervisor responsible for the program.

- A. Paid Time Off: Employees employed by the Community Education Department are eligible for paid holidays coinciding with the School Board designated days. Eligible employees will earn the following paid holidays:

<u>Duty Year</u>	<u>Holidays</u>	<u>Dates</u>
260 Days Any hours – pro-rated	12	Fourth of July, Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Day, President's Day, Spring (2 days), Memorial Day
240 – 190 Days 6 hours per day or more	11	Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Day, President's Day Spring (2 days), Memorial Day

If Juneteenth is recognized as a District holiday, it will ~~become~~ **be treated as** a paid holiday for ~~12-month~~ **260 day** employees. Due to the demands of the program, alternate days may be designated by CE management in exchange for scheduled holidays.

- B. Vacation: Employees who are assigned to positions by the Community Education Department for 260 days and at least six hours per day are eligible for paid vacation days as of July 1 of each year. Vacation accrual will be prorated based upon the employee's assigned hours per day compared to an eight-hour duty day. For example, an employee assigned 260 days at 8 hours per day will accrue 8 hours of vacation for each vacation day earned; an employee assigned 260 days at 6 hours per day will accrue 6 hours of vacation for each vacation day earned.

<u>CE Employment Years</u>	<u>Vacation Days</u>
Less than 5 years	10
5 years up to 10 years	15
10 years up to 15 years	20
15 years up to 20 years	22
20 years or more	23

In order to determine the ~~amount of~~ **number of years credited for** vacation days eligible, the following guidelines will be used:

- 1 - All related work experience in the Community Education Department will be credited.
- 2 - Comparable employment experience outside Community Education will be considered for credit.

Requests for vacation must be approved by the immediate supervisor. The maximum vacation taken during any fiscal year shall not exceed 28 days; however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed ~~when employees are on~~ **and during** FMLA approved leave.

Vacation days not used during the fiscal year will accumulate to an unlimited amount.

Employees who retire with three months' notice shall be paid up to a maximum of forty (40) days of unused vacation.

Employees who resign with two weeks' notice shall be paid up to a maximum of twenty-five (25) days of unused vacation.

Non-Exempt employees are eligible for overtime pay if they work over forty (40) hours in a workweek (Sunday thru Saturday). Overtime will be calculated at time-and-a-half. For the purposes of overtime calculation, paid holidays shall be considered as work days; all other absences are not counted towards work time. There is no compensatory time off.

LEAVES:

- A. Sick Leave: Community Education employees in regular defined positions of 500 hours or more per year will accrue sick leave at the rate of 120 hours earned per one year of full time (2080 hours) worked pro rata.
- B. Personal Leave: Three days of personal leave may be used during each duty year without salary deduction. The days used will be deducted from the employee's accrued sick leave. Requests for personal leave must be submitted at least five days in advance,

except in emergency situations. The employee's supervisor has discretion to approve or deny requests on a first requested first granted basis and based on established limits on the number of employees who may take personal leave on any given day.

- C. Family Medical Leave: Employees may apply for family medical leave in accordance with state statute, federal law and school district policy.
- E. Maternity/Parental Leaves: An employee will be eligible for these leaves in accordance with District policy and state and federal laws. Earned sick leave may be used for all work days included in an FMLA approved maternity or parental leave.

INSURANCE:

Eligibility: ~~Community Education employees~~ **Employees**, who are employed in a **benefit eligible** positions that is defined as **requiring** at least 170 days per year and six hours per day, are eligible for ~~Insurance Benefits~~. **Single or Family Health & Hospitalization Insurance, Dental Insurance, Term Life, and Long-Term Disability**. Eligible employees must enroll within 30 days of employment or **initial eligibility in new positions**; changes to enrollment may only be made **during the annual open-enrollment period** or within 30 days of a qualifying life event change. **The District will provide the following contributions for insurance eligible employees:**

- **\$850 per month to the cost of single health insurance.**
- **\$1,590 per month to the cost of family health insurance.**
- **\$2,440 per month to the cost of family health insurance when an employee is married to another benefit eligible employee who serves as a dependent on the employee's family health insurance plan.**
- **\$80 per month to the cost of dental insurance.**
- **The full premium for Long Term Disability**
- **The full premium for a \$50,000 term life insurance policy.**

RETIREMENT:

~~Retirement severance pay shall be available to Community Education employees who meet the following criteria (hired before July 1, 2004): 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. Retirement Benefit Eligibility:

1. To qualify for retirement severance pay **and/or the Anoka-Hennepin Retiree Healthcare Reimbursement Arrangement (HRA) benefits** an employee must have at least ten (10) years of District 11 experience in a sick leave benefit eligible position **and**, notify the District of the intended retirement with at least three months' notice, **and are be immediately eligible for and receiving a state retirement annuity benefit.** ~~(excluding those hired after July 1, 2005).~~
2. The retirement severance **and retiree HRA** pay base will be determined by taking the unused sick leave hours times the hourly rate.
3. This section shall not apply to an employee who is discharged for cause by the school district.
4. Retirement severance pay and benefits are available only once for an employee.

B. Retirement Severance:

13. Employee **hired prior to July 1, 2004** shall be eligible upon retirement, subject to all subdivisions of the Section, for retirement severance pay of; up to ~~80~~ **one half the value of the first 160 days of unused sick leave (and less any district contribution to a matching 403(b) plan as set forth in Section E paragraph 1 below.)** ~~pro-rata.~~
24. The retirement severance payment shall be made as a lump sum payment upon retirement **from the District – which is defined as becoming an annuitant to a state retirement annuity benefit within 6 months of separation of employment.** Deductions such as State and Federal income tax, social security or PERA/TRA shall be made only as required by law. If eligible, the sick leave severance payment will be deposited into the Anoka-Hennepin Special Pay Plan subject to the plan provisions. If the retiree 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.
5. This section shall not apply to an employee who is discharged for cause by the school district.

C. Insurance Continuation:

6. Current CE benefit eligible employees enrolled in the School District health and/or dental insurance may continue to be enrolled in those plans following retirement with the retiree paying the entire premium on a prepaid quarterly basis.

D. Retiree HRA

7. ~~Current CE benefit eligible and enrolled employees who have accrued more than 80 days of sick leave are eligible for the Anoka Hennepin Health Care Savings Plan.~~ **Insurance Benefit Eligible employees, upon retirement from the District – which is defined as becoming an annuitant to a state retirement system within 6 months of separation from employment – shall have one half of the value of the first 160 days of accumulated sick leave days and 100% of the value of any accumulated sick days in excess of 160** ~~over the 80 days shall be deposited in the retirees' name into the employee's Health Care Savings Plan.~~ **Retiree HRA** according to the Plan provisions.
8. ~~Retirement severance pay and benefits are available only once for an employee.~~

E. 403(b)

- 1.9. ~~Effective July 1, 2023, Community Education employees in positions specified in the Wage and Benefit Guidelines who have been employed in an insurance benefit eligible position are eligible for a School District Match of \$2000 per fiscal year to a 403(b) tax sheltered annuity in accordance with the School District program. This School District Match shall offset on a dollar for dollar basis any sick leave severance payment that employees hired prior to July 1, 2004 may be eligible for at the time of retirement.~~
- 2.10. ~~Effective July 1, 2004, insurance benefit eligible employees in positions specified in the Wage and Benefit Guidelines as eligible for the 403(b) match program will no longer be eligible for Sick Leave Severance pay. The positions continue to be eligible for the retiree HRA as defined in Section D above.~~ **sick leave insurance credits if the accrued sick leave is greater than 80 days with the value of the days over 80 applied towards the Health Care Savings Plan as defined in 7. above.**

POSITION PERFORMANCE REVIEW PERIOD: Length and term of employment for employees is based on the number of duty days for the position assignment during the applicable fiscal year beginning July 1st and ending June 30th. New employees or employees in new positions will be subject to a position performance review period of up to one year for determination of continuation through the remaining position assignment.

If as a result of funding or enrollment, there is a loss of revenue to support a position or program, the School District will notify the affected employees within 30 days of impending termination.

There shall be no prepayment of wages. The school district will make every effort to recoup any overpayment of wages from subsequent paychecks. ~~The payment of wages for hourly community education employees will be in accordance with the delayed payroll cycle.~~ **Paychecks will be issued electronically by direct deposit on pay dates in accordance with the pay cycle as determined by the District payroll department.**

Effective July 1, 2024-2025 – June 30, 20252026

Approved by School Board:



✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

💻 ahschools.us

DATE: June 9, 2025

TO: Members of the School Board and Superintendent McIntyre

FROM: Todd Mensink, Director of Labor Relations & Benefits

RE: Wage & Benefit Guidelines for Miscellaneous E-12 Non-Bargaining Unit Employees 2025-26

School Board approval is requested for the Wage & Benefit Guidelines for E-12 Non-Bargaining Unit Positions for July 1, 2025 through June 30, 2026. This package has a projected cost of 6.94 million dollars, represents an overall increase to wages and benefits of 2.95% and is within the authority provided by the School Board. Changes of note include:

- A 5% increase in Health Insurance Contributions
- Average wage increases of 2.5% for returning employees
- An average increase of 2% to the top and bottom wage at each level
- Language changes and reformatting to clarify retirement benefits and align the benefits of other employee groups
- Starting wages of at least \$16.91 per hour for all positions

Feel free to contact me with any questions at 763-506-1142.

SCHOOL BOARD

Zach Arco, Co-Chair Kacy Deschene, Co-Chair Jeff Simon, Clerk Matt Audette, Treasurer Linda Hoekman, Director Michelle Langenfeld, Director

**School District Wage & Benefit Guidelines for Misc E-12 Non-Bargaining Unit Positions
2025-26**

Level	Assignment Type code	FLSA Status	Assignment Type Description	non-exempt Assignments		Exempt / Salaried Assignments	
				Hourly Minimum	Hourly Maximum	Daily Minimum	Daily Maximum
Level 1	1545/8045 8017 8020 8051/8055	non-Exempt non-Exempt non-Exempt non-Exempt	School Monitor Crossing Guard Conference Services Aide HS Facility Monitor	\$16.91	\$21.98	\$135.28	\$175.84
Level 2	1536/8036	non-Exempt	Job Coach	\$17.87	\$23.23	\$142.96	\$185.84
Level 3	1500 1515	non-Exempt non-Exempt	Communications Project Asst Tech Support Assistant	\$19.38	\$25.19	\$155.04	\$201.52
Level 4	1541 8085	non-Exempt non-Exempt	Certified Brailist Auditorium Technician	\$22.00	\$28.60	\$176.00	\$228.80
Level 5	1517 1602/8022 1602-10M 8013	non-Exempt Exempt Exempt non-Exempt	Tech Support Specialist II ESL Intake Specialist ESL Intake Specialist 10 month Traffic Control Officer	\$27.50	\$35.75	\$220.00	\$286.00
Level 6	1516 1609 1635 1662 1663	non-Exempt Exempt Exempt Exempt Exempt	Tech Support Specialist III Observatory Coordinator Job Coach Supervisor Child Nutrition Staffing Coord Child Nutrition Training Coord	\$29.58	\$38.45	\$236.64	\$307.60
Level 7	1595 1606/8026 1607 1608 8040	non-Exempt Exempt Exempt Exempt	Speech Lang Pathologist Assist Student Achievement Advisor ESL Cultural Liaison Amer Indian Ed Advisor Student Services Casual	\$30.60	\$39.78	\$244.80	\$318.24
Level 8	1611	Exempt	Board Cert Behavior Analyst	\$38.76	\$50.39	\$310.08	\$403.12

SCHOOL BOARD APPROVED:

**E-12 Miscellaneous Employees Benefit Policy
Non-Bargaining Unit Employees**

DUTY YEAR: 2025-26

Duty year and hours of work: The fiscal year will be defined as beginning on July 1 and ending on June 30. E - 12 Miscellaneous Employees' specific duty days and/or hours during the year will be established by the Supervisor responsible for the program or department. Casual summer assignments worked prior to August 1st will be paid based on the wage authorization for the previous fiscal year.

- A. Holidays: Employees in regular defined positions of at least 180 days at 6 hours per day or more are eligible for paid holidays coinciding with the School Board designated days. Eligible employee will earn the following pro-rated paid holidays if they are employed in positions that earn holidays:

<u>Eligible Duty Year Position</u>	<u>Holidays</u>	<u>Dates</u>
260 Days 6 hours or more	12	Fourth of July, Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Jr. Day, President's Day, Spring (2 days), Memorial Day
240 Days – 180 Days 6 hours or more	11	Labor Day, Thanksgiving (2 days), Winter Break (2) New Year's Day, Martin Luther King Jr. Day, President's Day Spring (2 days), Memorial Day

If Juneteenth is recognized as a holiday, it will be treated as a paid holiday for 260 day employees. Due to the demands of the program, alternate days may be designated by the Program Supervisor in exchange for scheduled holidays that are duty days.

- B. Vacation: Employees who are employed for 260 days at eight hours per day are eligible for paid vacation days as of July 1 of each year:

<u>Full Time Employment Years</u>	<u>Vacation Days</u>
Less than 5 years	10
5 years up to 10 years	15
10 years up to 15 years	20
15 years up to 20 years	22
20 years or more	23

In order to determine the number of years credited for vacation accrual, the following guidelines will be used:

- 1 - All related work experience in the School District will be credited.
- 2 - Comparable employment experience outside the School District will be considered for experience credit.

Requests for vacation must be approved by the immediate supervisor. The maximum vacation taken during any fiscal year shall not exceed 28 days; however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed during an FMLA approved leave.

Vacation days not used during the fiscal year will accumulate to an unlimited amount.

Employees who retire with three months' notice shall be paid up to a maximum of forty (40) days of unused vacation.

Employees who resign with two weeks' notice shall be paid up to a maximum of twenty-five (25) days of unused vacation.

Non-Exempt hourly employees are eligible for overtime if they work more than 40 hours in a workweek (Sunday thru Saturday). Overtime shall be paid at time-and-a-half. There shall be no comp time.

LEAVES:

- A. Sick Leave: Employees in regular defined positions of less than 260 days and at least 180 days at 6 hours per day or more per year will accrue 12 days of sick leave. Employees in full year (260 day) positions will accrue 15 days of sick leave per year.
- B. Personal Leave: Employees in regular defined vacation eligible positions of 260 days at eight hours per day will earn three days of personal leave per year that may be used during each fiscal year without salary deduction. The days used will be deducted from the employee's accrued sick leave. Requests for personal leave must be submitted and pre-approved in advance by the Supervisor and Labor Relations Director. Employees in regular defined positions of less than 260 days at eight hours per day and at least 180 days at 6 hours per day or more per year will earn three days of personal leave per year that may be used during each fiscal year at the employee's discretion without salary deduction. The days used will be deducted from the employee's accrued sick leave.
- C. Family Medical Leave: Employees may apply for family medical leave in accordance with state statute, federal law and school district guidelines.
- E. Maternity/Parental Leaves: An employee will be eligible for these leaves in accordance with District policy and state and federal laws. Earned sick leave may be used for all work days included in an FMLA approved maternity or parental leave.

INSURANCE:

Eligibility: Employees who are employed in benefit eligible positions requiring at least 180 days per year and six hours per day or more are eligible for Single or Family Health & Hospitalization Insurance, Dental Insurance, Term Life, and Long-Term Disability. Eligible employees must enroll within 30 days of employment or new eligibility in new position; changes to enrollment may only be made during the annual open-enrollment period or within 30 days of a qualifying life event change. The District will provide the following contributions for insurance eligible employees:

- \$850 per month to the cost of single health insurance.
- \$1,590 per month to the cost of family health insurance.
- \$2,440 per month to the cost of family health insurance when an employee is married to another benefit eligible employee who serves as a dependent on the employee's family health insurance plan.
- \$80 per month to the cost of dental insurance.
- The full premium for Long Term Disability
- The full premium for a \$50,000 term life insurance policy.

RETIREMENT:A. Retirement Benefit Eligibility:

1. Retirement severance pay and/or the Anoka-Hennepin Retiree Healthcare Reimbursement Arrangement (HRA) benefits shall be available to benefit eligible employees (positions of 180 days and 6 hours or more) who, retire with ten (10) years of District 11 continuous employment, notify the District of the intended retirement with at least three months' notice, and are immediately eligible for a state retirement annuity benefit.
2. The retirement severance and retiree HRA benefit pay base will be determined by taking the unused sick leave days times the daily wage rate.

3. Retirement severance and retiree HRA benefits shall not apply to an employee who is discharged for cause by the school district.
4. Retirement benefits are available only once in a lifetime for an employee.

B. Retirement Severance:

1. Employee hired prior to July 1, 2004 shall be eligible upon retirement for severance pay of up to one half the value of the first 160 days of unused sick leave (and less any district contribution to a matching 403(b) plan as set forth in Section E paragraph 1 below.)
2. The severance payment shall be made as a lump sum payment upon retirement from the District – which is defined as becoming an annuitant to a state retirement annuity benefit within 6 months of separation of employment. Deductions such as State and Federal income tax, social security or PERA/TRA shall be made only as required by law. If the retiree dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or to the estate of the deceased. For those eligible, the sick leave severance payment shall be deposited in the retiree’s name into the Anoka-Hennepin Special Pay Plan according to the plan provisions.

C. Insurance Continuation

Current benefit eligible and enrolled employees who retiree under this article may voluntarily continue in the School District health and/or dental plan by paying the quarterly premium on a prepaid basis.

D. Retiree HRA

Upon retirement from the District – which is defined as becoming an annuitant to a state retirement system within 6 months of separation from employment - one half of the value of the first 160 days of accumulated sick leave and 100% of the value of accumulated sick days over 160 will be deposited in the retiree’s name into the employee’s retiree HRA.

E. 403(b)

1. Effective July 1, 2022, E-12 Miscellaneous Policy employees in insurance benefit eligible position are eligible for up to a \$2000 School District Match to a 403(b) tax sheltered annuity in accordance with the School District program. This School District Match shall offset on a dollar for dollar basis any sick leave severance payment that employees hired prior to July 1, 2005 may be eligible for at the time of retirement.
2. Effective July 1, 2005, insurance benefit eligible newly hired employees in specific positions indicated in the Wage and Benefit Guidelines as eligible for the 403(b) match program will no longer be eligible for Sick Leave Severance pay. The positions are eligible for the Retiree HRA as defined in Section D above.

POSITION PERFORMANCE REVIEW PERIOD: New employees or employees in new positions will be subject to a performance review period of up to one year for determination of continuation in the position. Employment for employees is based on the number of duty days for the position assignment during the applicable fiscal year.

There shall be no prepayment of wages. The School District will make every effort to recoup any overpayment of wages from subsequent paychecks. Paychecks will be issued electronically by direct deposit on pay dates as determined by the District Payroll Department.

Effective July 1, 2025 – June 30, 2026

School Board Approved:

**E-12 Miscellaneous Employees Benefit Policy
Non-Bargaining Unit Employees**

DUTY YEAR: 2024-252025-26

Duty year and hours of work: The fiscal year will be defined as beginning on July 1 and ending on June 30. E - 12 Miscellaneous Employees' specific duty days and/or hours during the year will be established by the Supervisor responsible for the program or department. Casual summer assignments worked prior to August 1st will be paid based on the wage authorization for the previous fiscal year.

- A. Holidays: Employees in regular defined positions of at least 180 days at 6 hours per day or more are eligible for paid holidays coinciding with the School Board designated days. Eligible employee will earn the following pro-rated paid holidays if they are employed in positions that earn holidays:

<u>Eligible Duty Year Position</u>	<u>Holidays</u>	<u>Dates</u>
260 Days 6 hours or more	12	Fourth of July, Labor Day, Thanksgiving (2 days), Winter Break (2 days), New Year's Day, Martin Luther King Jr. Day, President's Day, Spring (2 days), Memorial Day
240 Days – 180 Days 6 hours or more	11	Labor Day, Thanksgiving (2 days), Winter Break (2) New Year's Day, Martin Luther King Jr. Day, President's Day Spring (2 days), Memorial Day

If Juneteenth is recognized as a holiday, it will be treated as a paid holiday for 260 day employees. Due to the demands of the program, alternate days may be designated by the Program Supervisor in exchange for scheduled holidays that are duty days.

- B. Vacation: Employees who are employed for 260 days at eight hours per day are eligible for paid vacation days as of July 1 of each year:

<u>Full Time Employment Years</u>	<u>Vacation Days</u>
Less than 5 years	10
5 years up to 10 years	15
10 years up to 15 years	20
15 years up to 20 years	22
20 years or more	23

In order to determine the number of years credited for vacation accrual, the following guidelines will be used:

- 1 - All related work experience in the School District will be credited.
- 2 - Comparable employment experience outside the School District will be considered for experience credit.

Requests for vacation must be approved by the immediate supervisor. The maximum vacation taken during any fiscal year shall not exceed 28 days; however, additional earned vacation time (annual vacation plus accumulated unused vacation) may be allowed during an FMLA approved leave.

Vacation days not used during the fiscal year will accumulate to an unlimited amount.

Employees who retire with three months' notice shall be paid up to a maximum of forty (40) days of unused vacation.

Employees who resign with two weeks' notice shall be paid up to a maximum of twenty-five (25) days of unused vacation.

Non-Exempt hourly employees are eligible for overtime if they work more than 40 hours in a workweek (Sunday thru Saturday). Overtime shall be paid at time-and-a-half. There shall be no comp time.

LEAVES:

- A. Sick Leave: Employees in regular defined positions of less than 260 days and at least 180 days at 6 hours per day or more per year will accrue 12 days of sick leave. Employees in full year (260 day) positions will accrue 15 days of sick leave per year.
- B. Personal Leave: Employees in regular defined vacation eligible positions of 260 days at eight hours per day will earn three days of personal leave per year that may be used during each fiscal year without salary deduction. The days used will be deducted from the employee's accrued sick leave. Requests for personal leave must be submitted ~~in~~ **writing** and pre-approved in advance by the Supervisor and Labor Relations Director. Employees in regular defined positions of less than 260 days at eight hours per day and at least 180 days at 6 hours per day or more per year will earn three days of personal leave per year that may be used during each fiscal year at the employee's discretion without salary deduction. The days used will be deducted from the employee's accrued sick leave.
- C. Family Medical Leave: Employees may apply for family medical leave in accordance with state statute, federal law and school district guidelines.
- E. Maternity/Parental Leaves: An employee will be eligible for these leaves in accordance with District policy and state and federal laws. Earned sick leave may be used for all work days included in an FMLA approved maternity or parental leave.

INSURANCE:

Eligibility: Employees who are employed in benefit eligible positions requiring at least 180 days per year and six hours per day or more are eligible for Single or Family Health & Hospitalization Insurance, Dental Insurance, Term Life, and Long-Term Disability. Eligible employees must enroll within 30 days of employment or new eligibility in new position; **changes to enrollment may only be made during the annual open-enrollment period or within 30 days of a qualifying life event change.** The District will provide the following contributions for insurance eligible employees:

- \$~~810~~**850** per month to the cost of single health insurance.
- \$~~1,515~~**1,590** per month to the cost of family health insurance.
- \$~~2,325~~**2,440** per month to the cost of family health insurance when an employee is married to another benefit eligible employee who serves as a dependent on the employee's family health insurance plan.
- \$80 per month to the cost of dental insurance.
- The full premium for Long Term Disability
- The full premium for a \$50,000 term life insurance policy.

RETIREMENT:**A. Retirement Benefit Eligibility:**

1. Retirement severance pay **and/or the Anoka-Hennepin Retiree Healthcare Reimbursement Arrangement (HRA) benefits** shall be available to benefit eligible employees (positions of 180 days and 6 hours or more) who, retire with ten (10) years of District 11 continuous employment, notify the District of the intended retirement with at least three months' notice, and are immediately eligible ~~and receiving for~~ a state retirement annuity benefit. ~~(excluding those hired after July 1, 2005).~~

2. The retirement severance **and retiree HRA benefit pay base** will be determined by taking the unused sick leave days times the daily wage rate.

3. Retirement severance and retiree HRA benefits shall not apply to an employee who is discharged for cause by the school district.

4. Retirement severance pay and benefits are available only once in a lifetime for an employee.

B. Retirement Severance:

1. Employee hired prior to July 1, 2004 shall be eligible upon retirement for severance pay of up to **one half the value of the first 160** days of unused sick leave (and less any district contribution to a matching 403(b) plan as set forth in Section E paragraph 1 below.)

2. The severance payment shall be made as a lump sum payment upon retirement from the District – which is defined as becoming an annuitant to a state retirement annuity benefit within 6 months of separation of employment. Deductions such as State and Federal income tax, social security or PERA/TRA shall be made only as required by law. If the retiree dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or to the estate of the deceased. For those eligible, the sick leave severance payment shall be deposited in the retiree's name into the Anoka-Hennepin Special Pay Plan according to the plan provisions.

~~Retirement Severance shall not apply to an employee who is discharged for cause by the school district.~~

C. Insurance Continuation

Current benefit eligible and enrolled employees who retire under this article may voluntarily continue in the School District health and/or dental plan by paying the quarterly premium on a prepaid basis.

D. Retiree HRA

~~Current benefit eligible and enrolled employees who retire and have more than 80 days of unused sick leave will be eligible for the Anoka Hennepin Health Care Savings Plan. Upon retirement from the District – which is defined as becoming an annuitant to a state retirement system within 6 months of separation from employment - one half of the value of the first 160 days of accumulated sick leave days and 100% of the value of accumulated sick days over 160 not paid as severance pay will be deposited in the retiree's name into the employee's retiree HRA. Health Care Savings Plan.~~

~~Retirement severance pay and benefits are available only once in a lifetime for an employee.~~

E. 403(b)

1. Effective July 1, 2022, E-12 Miscellaneous Policy employees in insurance benefit eligible position are eligible for up to a \$2000 School District Match to a 403(b) tax sheltered annuity in accordance with the School District program. This School District Match shall offset on a dollar for dollar basis any sick leave severance payment that employees hired prior to July 1, 2005 may be eligible for at the time of retirement.

2. Effective July 1, 2005, insurance benefit eligible newly hired employees in specific positions indicated in the Wage and Benefit Guidelines as eligible for the 403(b) match program will no longer be eligible for Sick Leave Severance pay. The positions are eligible for the sick leave insurance credit if the sick leave accrued days are greater than 80 days with the value of the days over 80 applying towards the Anoka Hennepin Health Care Savings Plan the Retiree HRA as defined in Section D above.

POSITION PERFORMANCE REVIEW PERIOD: New employees or employees in new positions will be subject to a performance review period of up to one year for determination of continuation in the position. Employment for employees is based on the number of duty days for the position assignment during the applicable fiscal year.

There shall be no prepayment of wages. The School District will make every effort to recoup any overpayment of wages from subsequent paychecks. Paychecks will be issued electronically by direct deposit on pay dates as determined by the District Payroll Department.

Effective July 1, 2024-2025 – June 30, 2025/2026

School Board Approved:



ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICE CENTER

Cory McIntyre, Superintendent

✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

🌐 ahschools.us

June 2, 2025

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**

Bid # 25051B – Removal and Replacements of Ovens at Multiple Sites

Opened on Wednesday, May 28, 2025, at 2:00 p.m. LT.

The recap below is a record of the six (6) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Horizon Equipment, LLC. of Eagan, Minnesota with the acceptance of a total bid of \$150,975.00, for a total contract award of \$150,975.00.

Response Tab for Solicitation	
Removal and Replacements of Ovens at Multiple Sites Bid Due Date: Wednesday, May 28, 2025 at 2:00 p.m. LT	
VENDOR	TOTAL BID
Boelter, LLC	\$167,144.38
Horizon Equipment, LLC	\$150,975.00
Chef's Depot, Inc. DBA Culinary Depot	\$160,155.02
Trimark USA	\$167,162.19
Zepole Supply Company	\$161,871.55
**Pueblo Hotel Supply	\$156,580.71
** Ineligible for award due to no submission of bid security	



Anoka-Hennepin School Board

Briefing Notes

DATE: 6/9/25 **CLASSIFICATION:** Action

AUTHOR: Greg Cole, Chief Operations Officer
B.J. Ison, Director of Transportation

SUBJECT: Review of potential non-transported boundary adjustments for the 2025-2026 school year

PURPOSE:

Each year, the Anoka-Hennepin Transportation Department reviews transported and non-transported boundaries across the school district to ensure that those boundaries are in alignment with Transportation Policy 707.0, which outlines criteria for students to receive transportation services. School boundary adjustments, program moves, completion of neighborhood developments, sidewalk improvements, and other projects completed by municipalities create the need for the school district to reevaluate walk boundaries to bring them into alignment with all schools across the district.

BACKGROUND:

While state law requires students be transported by school districts if they live more than two miles from school property, the Anoka-Hennepin School District has committed to providing transportation to students who live more than one mile from their school's boundary. Based on a current evaluation of Anoka-Hennepin's transportation boundaries and recent developments, adjustments to non-transported areas may be warranted for Mississippi, Morris Bye, Jefferson, Johnsville, and Sunrise Elementary Schools as well as Sandburg Regional High School and Anoka High School.

CONSIDERATIONS:

As part of an annual process, the Transportation Department has reviewed all boundaries district wide to determine which schools might need changes as a result of adjustments made since the previous review in 2024. Based on that analysis, only the seven schools listed above were identified as potentially needing adjustments, and those schools and impacted neighborhoods have been presented to the Transportation Safety Committee and the school board for further review. Anytime bussing services no longer are available to families, particularly those whose students attend elementary schools, concerns arise regarding safety and accessibility. The administration from Anoka-Hennepin takes these concerns very seriously, which is, in part, why the non-transported walk boundary is significantly less than that required by the state of Minnesota. That said, there is also a commitment to consistency across the school district's 47 school and program sites to ensure consistent treatment and access for all students and families.

OPTIONS/CONCLUSIONS:

Based on the information provided, the Transportation Safety Committee has agreed with the areas proposed by the Transportation Department. As such, the next phase was for the proposals to be shared with impacted neighborhoods and households for feedback; for it to then be reviewed a second time by the Transportation Safety Committee; and presented a second time to the School Board for review, consideration, and feedback at its meeting on May 19, 2025. The reason and rationale for the recommended adjustments is due to each of the areas considered having undergone changes that warrant a shift in service, which is aligned with the other K-12 schools in Anoka Hennepin.

RECOMMENDATIONS/NEXT STEPS:

Based on the feedback received and information reviewed, the Transportation Department and Chief Operations Officer are requesting approval by the School Board regarding the recommended non-transported walk boundary adjustment proposals as presented at the May 19, 2025, school board meeting for Mississippi, Morris Bye, Jefferson, Johnsville, and Sunrise Elementary Schools as well as those for Sanburg Regional High School and Anoka High School.

**EXTRACT MINUTES
OF MEETING OF THE BOARD OF
ANOKA-HENNEPIN SCHOOLS (ISD No. 11)
ANOKA, MINNESOTA**

Pursuant to due call and notice thereof, a meeting of the Anoka-Hennepin School District was held on the 9th day of June, 2025 at 5:30 p.m. At that time, the following resolution was presented on the Anoka-Hennepin School District Board's ("Board") on the Board's consent agenda:

RESOLUTION PROPOSING TO IMMEDIATELY DISCHARGE OF TEACHER A

BE IT RESOLVED, by the Board that:

1. Teacher A is proposed to be immediately discharged pursuant to Minn. Stat. § 122A.40, Subd. 13;
2. Written notice be sent to Teacher A regarding the proposed immediate discharge and that said notice shall be in the form set forth in Exhibit A attached hereto;
3. Each and all of the grounds set forth in said notice are within the grounds for the immediate discharge of a continuing contract teacher;
4. Exhibit A to this Resolution contains private data on an individual, pursuant to the Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13 and, therefore, the District Administration is specifically directed to maintain the private data classification of the exhibit in accordance with applicable state law.

Adopted on the consent agenda by the School Board of Anoka-Hennepin School District on June 9, 2025

Clerk of the Board



SPECIAL EDUCATION INSTRUCTIONAL DELIVERY MODELS

June 9, 2025

*Melissa Hayes, Director of Special Education for Elementary Schools
Shannon Flegel and Amy Homicke, Special Education Administrators for Early Childhood Special Education
Jennifer Babiracki, Special Education Administrators for Elementary
Andrew Heidemann, Special Education Administrator for Middle School
Heather Johnson, Special Education Administrator for High School
Anne Wegscheider, Special Education Administrator at River Trail Learning Center
Paige Dopp, Special Education Administrator*

AGENDA



- Review of special education requirements.
- Needs of students served.
- Related services.
- Federal settings.
- Anoka-Hennepin services delivery models.

SPECIAL EDUCATION RULES AND MANDATES



- Free Appropriate Public Education (FAPE) The Individuals with Disabilities Education Act (IDEA) guarantees a FAPE to eligible students with disabilities.
- Individual Education Program (IEP) - The IEP outlines a student's unique educational needs, goals, and the services required to meet those needs. *MN Rules 3525.2700*
 - MN statutes emphasizes parental involvement and provides the right to participate in all IEP team meetings, to receive notice, and to dispute decisions. *MN Statutes 125A.08*
- Least Restrictive Environment (LRE) - "To the maximum extent appropriate, children with disabilities...are educated with children who are nondisabled." *U.S.C. § 1412(a)(5)(A); 34 CFR § 300.114.*
- Continuum of Service - School districts must provide a "continuum of alternative placements" to meet the unique needs of students. *34 CFR § 300.115*

FEDERAL SETTINGS



Federal setting refers to the amount of time a student receive special education services away from their non-disabled peers.

- Setting I: 0-20% of time spent in special education.
- Setting II: 21-60% of time spent in special education.
- Setting III: 61-100% of time spent in special education.
- Setting IV: Public day-school student receives special-education services in a separate school more than 50% of the school day.

NEEDS IDENTIFIED AND SERVICED FOR STUDENTS WITH IEPS



The needs of a student are identified through the special education evaluation process and may include but not limited to:

- **Academic:** Reading, writing and math.
- **Social/Emotional:** Social skills, perspective taking, self-regulation, stress management, executive functioning.
- **Independent daily living:** Skills needed for everyday living
- **Communication:** Articulation, using language to communicate and interpretation of language.
- **Gross motor:** Physical skills.
- **Fine motor:** Control and manipulation of objects.

RELATED SERVICES



Services and supports that a student with a disability needs to access to make progress in their educational program:

- Speech language pathology
- School psychology
- Occupational therapy
- Physical therapy
- School Social Worker
- Nursing services
- Transportation
- Audiology
- Orientation and mobility



SPECIAL EDUCATION SERVICE DELIVERY MODELS

Early childhood-transition

EARLY CHILDHOOD SPECIAL EDUCATION-EARLY INTERVENTION PROGRAM (EIP) - BIRTH TO AGE 3



Who are the learners

- Early Intervention (EI) serves infants and toddlers (birth to age 3) with developmental delays or disabilities.

Key features

- Family-centered and provided in natural environments.
 - Homes, daycares, ECFE classes, small classrooms.
- Includes services like speech therapy, occupational therapy, physical therapy, and special instruction.
- Each child has an Individualized Family Service Plan (IFSP) developed with the family.

Goal of early intervention

- Improve outcomes through early identification, supportive services, and collaboration with families and caregivers.
- Anoka-Hennepin currently serves 635 families through Early Intervention Programming.

EARLY CHILDHOOD SPECIAL EDUCATION (AGES 3-7)



Who are the learners:

Total students served: 858.

- Preschool-aged children through age 7 who qualify for special education due to a developmental delay or disability.
- Services are delivered according to a child's unique needs as outlined in their IEP, developed collaboratively with the IEP team and families.

Key features

- A primary goal is to build foundational skills and prepare children for successful transitions to kindergarten.
- Services are provided in environments that are as inclusive as possible, often alongside typically developing peers, when appropriate.
- Specialized Instruction within integrated or self-contained settings.

EARLY CHILDHOOD SPECIAL EDUCATION (AGES 3-7)



Goal of early childhood special education (ECSE):

Main sites: Blaine Early Childhood Center (BECC),

Riverview Early Childhood Center (RECC), Sorteberg Early Childhood Center (SECC)

- **Collaboration with Anoka-Hennepin preschool program:**
 - **Integrated classrooms:** Opportunities for children with disabilities to learn alongside typically developing peers in preschool settings.
 - **Shared expertise:** ECSE staff and preschool teachers work together to provide comprehensive support and foster an inclusive learning environment.

ELEMENTARY SERVICE MODELS



Resource settings

All 25 elementary schools offer integrated learning environments:

- **Push-in model:**
 - Special education teachers- specialized instruction in general education classrooms or flex areas.
 - Paraeducators support in general education classrooms.
- **Specialized support settings:**
 - Resource room - small group reading, and math support.
 - Behavior resource room - self-regulation and interpersonal skill development.

ELEMENTARY SERVICE MODELS



Setting III programs

DCD (288)	LAUNCH (163)	Ready Set LAUNCH (65)	EBD (64)
Adams (3) CBPA (2) Evergreen Park (3) Hamilton (4) Jefferson (4) Lincoln (2) McKinley (2) Mississippi (1) Oxbow Creek (2) Ramsey (4) Rum River (4) Sand Creek (4)	Andover (2) Brookside (2) Dayton (2) Eisenhower (2) Hoover (2) Madison (2) Oxbow Creek (2) Sunrise (2) University Ave (2)	Brookside (2) CBPA (2) Madison (1) Sunrise (2) University Ave (1)	Crooked Lake (2) Johnsville (2) Monroe (2) Morris Bye (2) Wilson (2)

MIDDLE SCHOOL SERVICE MODELS



Co-taught classes:

- ELA/Math

Replacement courses:

- Essential: ELA and Math (ELA is adding the general ed curriculum next year) use the general education curriculum and replace supplemental resources that target specific learner-based needs in math, reading, and writing. Executive functioning and social skills replacement courses utilize a comprehensive curriculum that targets the learner's needs in those areas.
- Functional: Core replacement curriculum for students with Developmental Cognitive Disorders in the areas of Math, Reading and Writing. Also curriculum in the areas of executive functioning skills, social skills and transition areas.

Programs offered at each middle school:

- **RMS/JMS:** DCD (41), LAUNCH (54), EBD (21) Setting III programs
- **AMSA/OVMS/CRMS:** DCD (75), EBD (23) Setting III programs
- **NMS:** DCD (18), LAUNCH (26) Setting III programs

HIGH SCHOOL SERVICE MODELS



Integrating learning environments:

- **Co-taught core courses:**
 - English and Math (Setting I/II)
- **Replacement/functional courses:**
 - Functional English, Essential Math and Life Skills
- **Specialized support settings:**
 - Resource room - Small group reading, and Math support
 - Behavior resource room - Self-regulation and interpersonal skill development
- **Transition and life-skills:**
 - Courses of study aligned to postsecondary needs (vocational preparation, career exploration, and work based learning)

• All high schools offer the full continuum of Setting III programs:

- Autism Spectrum Disorder (ASD), also referred to as LAUNCH Program
- Developmental Cognitive Delay (DCD)
- Emotional Behavioral Disorder (EBD)

• High schools, programs, and student enrollment:

- AndHS: ASD (13), DCD (20), & EBD (7)
- AHS: ASD (7), DCD (31), & EBD (6)
- BHS: ASD (13), DCD (41), & EBD (16)
- CPHS: ASD, DCD, & EBD
- CRHS: ASD (5), DCD (26), & EBD (15)

• Regional High School:

- Co-taught core courses

RIVER TRAIL LEARNING CENTER (RTLCL)



Four communities: Stream, Creek, Delta, Rapids

Stream: Secondary, DCD/ASD/SMI
7 classrooms (25-26SY)
Curriculum: functional
communication, daily living skills

Creek: Elementary, DCD, ASD, SMI
4 Classrooms
Curriculum: functional
communication, daily living skills

Delta: K-12; ASD, EBD, OHD
13 classrooms (5 Elem/8 Sec)
Curriculum: Alternative:
Modified academic instruction focused on
gen ed curriculum, instruction in self
regulation and social skills

Rapids: Secondary, EBD
7 Classrooms
Curriculum: Alternative
Modified academic instruction focused on gen
ed curriculum, instruction in self regulation and
social skills

TWO RIVERS TRANSITION PROGRAM AT FRANKLIN



Who are the learners

- Transition programming serves students who are ages 18-22.
- Our anticipated enrollment for next year will be 250 students.
- Specialized instruction address transition needs (postsecondary education and training, employment, and independent living).

Key features

- Students are referred from high school IEP teams.
- Two Rivers Transition Program at Franklin provides a large continuum of instruction focused on basic transition skills, including academic skills needed for daily living, employment and independent living skills.
- Although these students have received instruction in the areas of transition during high school, they continue to have a high need for additional specialized instruction in order to meet their measurable postsecondary goals.

TWO RIVERS TRANSITION PROGRAM AT FRANKLIN



Goal of transition programming:

It is the primary mission of our program to empower students to build independence in the home, workplace and community in order to meet their measurable postsecondary goals.

SUMMARY



- **Individualized:** Placement is determined by the IEP team based on the unique needs of each student.
- **LRE:** The goal is always to educate students with disabilities alongside their non-disabled peers to the maximum extent appropriate.
- **Continuum of services:** Anoka-Hennepin provides a robust and full continuum of services from birth to age 22.



THANK YOU

for your support.

Anoka-Hennepin School District

Final Summary Report: Student and Staff Safety Task Force

Date: June 9, 2025

To: Superintendent Cory McIntyre and Anoka-Hennepin School Board

From: Student and Staff Safety Task Force

Subject: Recommendations for Enhancing Student and Staff Safety

I. Purpose and Charge of the Task Force

The Student and Staff Safety Task Force was established by Anoka-Hennepin Schools to conduct a comprehensive review of current safety practices and develop proactive strategies to enhance the well-being of all students and staff. A particular focus was 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 metrics to measure and track effectiveness. The task force was charged with producing a detailed report with specific recommendations for policy changes, program implementation, professional development, and resource allocation by June 30, 2025.

II. Task Force Membership

To ensure a comprehensive and collaborative approach, the task force comprised a diverse group of key stakeholders, including representatives from para, teacher, and principal bargaining units, school board members, and select district administrators:

- School Board Co-Chair Zach Arco and Director Jeffrey Simon
- Anoka-Hennepin Paraeducators Association President Jeremy Swanson and Vice President Gina Uebel
- Anoka Hennepin Education Minnesota Local 7007 President Valerie Holthus, Vice President Jon Kohnen, Incoming President John Wolhaupter
- Anoka-Hennepin Elementary and Secondary Principal Association President Jeffrey Leach, Mike Koenig, Stephanie Diaz-Celon
- Anoka-Hennepin Special Education Supervisors Association Representative Jen Babiracki

- Becky Brodeur, Associate Superintendent of Middle Schools and Student Services
- Tim Fournier, Manager of Security and Emergency Operations
- Mary Kling, Principal of Elementary Student Conduct
- Raymond Brodeur, Principal of Secondary Student Conduct
- Brian Duffy, Director of Employee Services
- Todd Mensinck, Director of Labor Relations and Benefits
- Tim Palmatier, General Counsel
- Melissa Hayes, Director of Special Education for Elementary Schools
- Annette Ziegler, Director of Elementary Schools and State and Federal Programs
- Jennifer Cherry, Executive Director of Human Resources (Task Force Facilitator)

III. Meeting Dates and Key Activities

The task force met monthly throughout the Spring of 2025, engaging in data review, analysis, and collaborative discussions to develop recommendations.

- **December 16, 2024 (Initial Formation & Charge Review):**
 - Establishment of the task force and review of its charge statement.
 - Discussion of background, expected outcomes, and initial timeline.
- **February 3, 2025 (Data Review):**
 - Focused on concerns regarding classroom evacuations and staff injuries.
 - Discussion on the need for clear definitions (e.g., "room evacuation," "injury") and consistent coding practices for incidents.
 - Identified action items for additional information gathering (e.g., special education status of students involved in injuries, growth rates, staff experience, survey on reporting practices).
- **March 31, 2025 (Prevention and Response Strategies):**
 - Discussion on existing strategies and tools to address behavior issues and available professional development opportunities (Ukeru, CPI, PCM, Handle with Care, Developmental Repair, Reasonable Force, Tier 2 & 3 supports).
 - Identified a need for improved training on injury reporting and response procedures for staff and differentiating from student incident/discipline reports.
 - Emphasized the need for sustained professional development for paraprofessionals and teachers in establishing and supporting expected student behaviors and de-escalation strategies.
- **April 22, 2025 (Small Group Strategy Development):**
 - Task force members engaged in small group activities focused on three dimensions of preventative and responsive measures:

- Employee Training/Professional Development
 - Student Support Programs
 - Policy/Procedures
- Groups identified current strategies, strengths, weaknesses, relevant data, and initial recommendations for enhancement or new implementation.
- The meeting concluded with initial report-outs from each group, with all recommendations carried forward for further discussion.
- **May 12, 2025 (Consensus Building Workshop):**
 - The primary goal was to find consensus on recommendations to be brought forward for the Superintendent's and School Board's consideration.
 - Members reviewed previous brainstorming notes and engaged in a structured consensus-building workshop to articulate specific recommendations and reach agreement.

IV. Task Force Recommendations

The following recommendations gained consensus among the task force members and are put forth for the Superintendent's and School Board's consideration and action:

1. **Conduct an annual staff survey to gather feedback on student and staff safety protocols.** This will ensure that professional development opportunities are responsive to the evolving needs of staff.
2. **Purchase De-escalation Online Training Subscription** from the Crisis Prevention Institute (CPI Lite) at the rate of \$800 per building and provide for all staff that work directly with students. This foundational training will equip all school staff with essential knowledge and skills to handle crises safely and effectively.
3. **Conduct annual school staff training inclusive of the following topics:**
 1. Student Discipline Policy and Behavior Matrix
 2. Behavior incident documentation process (who, how, and what to record)
 3. Reasonable force and the legalities of physical intervention
 4. Post-incident response protocol
4. **Review District Student Discipline Policy 506.** To promote consistency in understanding and addressing challenging behaviors consider refining detailed definition(s) of disruptive behavior and provide clear direction to communicate these with staff.
5. **Implement a 'reroute' or SOAR program in every secondary school (and explore elementary options).** These programs provide structured support for students exhibiting challenging behaviors, aiming to reduce disruptions and promote positive outcomes.

6. **Establish a working group/committee to create clear and consistent documentation expectations inclusive of the following topics:**
 1. Reporting process for injuries, including who is responsible for recording information
 2. Critical incident response protocol which guides administrators on follow-up procedures responsive to staff injuries; Step by step process for outreach after an incident (i.e. contact injured employee within 24 hours starting with 'how are you doing', etc.)

V. Conclusion

The Student and Staff Safety Task Force has diligently worked to analyze current practices and develop actionable recommendations to enhance the safety and well-being of the Anoka-Hennepin school community. The recommendations presented in this report represent a collaborative effort to address critical areas related to student behavior, staff support, and overall school climate. We believe that implementing these recommendations will lead to a more secure and supportive environment for all students and staff.

The Task Force is confident that these recommendations, when implemented, will significantly contribute to reducing unsafe behaviors, preventing injuries, enhancing crisis response, and fostering a positive school climate. We are available to discuss these recommendations further and provide any additional information needed.



STUDENT AND STAFF SAFETY TASK FORCE

June 9, 2025

SAFETY TASK FORCE



Purpose

The Student and Staff Safety Task Force was established by Anoka-Hennepin Schools to conduct a comprehensive review of current safety practices and develop proactive strategies to enhance the well-being of all students and staff.

A particular focus was 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 metrics to measure and track effectiveness.

TASK FORCE MEMBERSHIP



Stakeholders

- School Board Co-Chair Zach Arco and Director Jeffrey Simon
- Anoka-Hennepin Paraeducators Association: Jeremy Swanson and Gina Uebel
- Anoka Hennepin Education Minnesota Local 7007: Valerie Holthus, Jon Kohnen, John Wolhaupter
- Anoka-Hennepin Elementary and Secondary Principal Association President Jeffrey Leach, Mike Koenig, Stephanie Diaz-Celon, Mary Kling, Ray Brodeur
- Anoka-Hennepin Special Education Supervisors Association Representative Jen Babiracki
- Becky Brodeur, Middle Schools and Student Services Associate Superintendent
- Tim Fournier, Manager of Security and Emergency Operations
- Brian Duffy, Director of Employee Services; Todd Mensinck, Director of Labor Relations and Benefits
- Tim Palmatier, General Counsel
- Melissa Hayes, Director of Special Education for Elementary Schools
- Annette Ziegler, Director of Elementary Schools and State and Federal Programs
- Jennifer Cherry, Executive Director of Human Resources (Task Force Facilitator)

RECOMMENDATION #1



Conduct an annual staff survey to gather feedback on student and staff safety protocols.

- This will ensure that professional development opportunities are responsive to the evolving needs of staff.

RECOMMENDATION #2



Purchase de-escalation online training

subscription from the Crisis Prevention Institute (CPI Lite) at the rate of \$800 per building and provide for all staff that work directly with students.

- This foundational training will equip all school staff with essential knowledge and skills to handle crises safely and effectively.

RECOMMENDATION #3



Conduct annual school staff training inclusive of the following topics:

- Student Discipline Policy and Behavior Matrix
- Behavior incident documentation process (who, how, and what to record)
- Reasonable force and the legalities of physical intervention
- Post-incident response protocol

RECOMMENDATION #4



Review District Student Discipline Policy 506

- To promote consistency in understanding and addressing challenging behaviors consider refining detailed definition(s) of disruptive behavior and provide clear direction to communicate these with staff.

RECOMMENDATION #5



Implement a 'reroute' or SOAR program in every secondary school (and explore elementary options)

- These programs provide structured support for students exhibiting challenging behaviors, aiming to reduce disruptions and promote positive outcomes.

RECOMMENDATION #6



Establish a working group/committee to create clear and consistent documentation expectations inclusive of the following topics:

- Reporting process for injuries.
- Critical incident response protocol responsive to staff injuries.



THANK YOU

Comments and questions?



FY 2027 LONG TERM FACILITIES MAINTENANCE (LTFM) 10-YEAR PLAN

June 9, 2025

*Greg Cole, chief operations officer
Ben Martinson, director of buildings and grounds*

WHAT IS LTFM?

Long Term Facilities Maintenance



Long Term Facilities Maintenance (LTFM) is a revenue program supported by the Minnesota Department of Education for the purpose of allowing school districts to address deferred capital expenditures and maintenance projects necessary to prevent further erosion of facilities.

HOW IS LTFM FUNDED?



Long Term Facility Maintenance is funded statewide on a \$380 per pupil allocation generated by levy and general fund aid.

HOW DOES ANOKA-HENNEPIN QUALIFY?



To qualify for Long Term Facilities Maintenance Revenue, **a school district must develop a ten-year facilities plan and submit that plan to the commissioner of education. *The plan must be updated and approved by the school board annually.*** Long Term Facility Maintenance may only be used for deferred maintenance projects, for increasing facility accessibility, and for health and safety purposes. (LTFM funds may not be used on leased spaces.)

HOW ARE PROJECTS DETERMINED?



School Board priorities, collaborative process, facilities audit

- School Board priorities.
- Buildings and grounds department collaborative process.
- Facilities Condition Index (FCI).
- Input from school sites (administration and staff).

SUMMARY OF FY 2027 LTFM



Breakdown of remaining project categories (rounded)

- **Mechanical systems** = \$4.9 million.
- **Health and safety** = \$2.6 million.
- **Sites and grounds projects** = \$3.3 million.
- **Electrical** = \$550,000.
- **Building envelope** = \$350,000.
- **Interior surfaces** = \$390,000.
- **Building hardware and equipment** = \$550,000.
- **Professional services and salaries** = \$1.3 million.
- **Plumbing** = \$220,000.
- **Roof systems** = \$110,000.
- **Total FY 2027 LTFM budget** = 14,271,094

FY 2027 PROPOSED LTFM MAJOR PROJECTS

Fiscal year 2027 LTFM total = \$14,271,094

- **Eisenhower Elementary School:** Phase III of a 3-summer dehumidification project = \$1.35 million (10 classrooms).
- **Dayton Elementary School:** Phase IV of a 4-summer classroom remodel and replacement project: LTFM portion = \$500,000.
- **Andover Elementary School:** Phase I of a 5-summer dehumidification project = \$250,000 (design and development).
- **Sandburg Education Center:** Phase I of a 5-summer dehumidification project = \$300,000 (design and development).
- **Madison Elementary School:** Phase IV of a 4-summer dehumidification project = \$1.8 million (office, mezzanine).
- **Anoka Middle School FM Campus Pool:** Phase II of a 2-summer project = \$1.9 million
- **Northdale Middle School Pool:** Phase II of a 2-summer project = \$500,000

SUMMARY

Based on the priorities identified and the project scheduling process reviewed, next steps are seeking School Board approval of the Fiscal Year 2027, 10-Year Long Term Facilities Maintenance plan at the June 23, 2025, school board meeting.



THANK YOU

Comments and questions?

27 LTFM AHSD11 by Finance Code

Fin Description	Values											
	Sum of 2026	Sum of 2027	Sum of 2028	Sum of 2029	Sum of 2030	Sum of 2031	Sum of 2032	Sum of 2033	Sum of 2034	Sum of 2035	Sum of 10YR Total	
347 PHYSICAL HAZARDS	\$201,075	\$201,075	\$201,075	\$201,075	\$201,075	\$201,075	\$201,075	\$201,075	\$201,075	\$201,075	\$201,075	\$2,010,7
349 OTHER HAZARDOUS MATERIALS	\$353,575	\$353,575	\$353,575	\$353,575	\$353,575	\$353,575	\$353,575	\$353,575	\$353,575	\$353,575	\$1,303,575	\$4,485,7
352 ENVIR HEALTH SAFETY MGMNT	\$706,400	\$706,400	\$706,400	\$706,400	\$706,400	\$706,400	\$706,400	\$706,400	\$706,400	\$706,400	\$706,400	\$7,064,0
358 ASBESTOS REMOVAL AND ENCAPSULA	\$725,000	\$725,000	\$725,000	\$725,000	\$725,000	\$725,000	\$725,000	\$725,000	\$725,000	\$725,000	\$725,000	\$7,250,0
363 FIRE SAFETY	\$471,450	\$471,450	\$621,450	\$621,450	\$1,021,450	\$771,450	\$696,450	\$696,450	\$771,450	\$471,450	\$471,450	\$6,614,5
366 INDOOR AIR QUALITY	\$105,000	\$105,000	\$105,000	\$105,000	\$105,000	\$105,000	\$105,000	\$105,000	\$105,000	\$105,000	\$105,000	\$1,050,0
368 BUILDING ENVELOPE	\$275,000	\$350,000	\$100,000	\$100,000	\$100,000	\$100,000	\$100,000	\$600,000	\$600,000	\$100,000	\$100,000	\$2,425,0
369 BUILDING HARDWARE & EQUIP	\$267,500	\$495,000	\$719,000	\$900,000	\$913,000	\$400,000	\$948,000	\$900,000	\$900,000	\$125,000	\$125,000	\$6,567,5
370 ELECTRICAL	\$575,421	\$486,533	\$535,399	\$505,333	\$575,333	\$575,333	\$540,333	\$392,000	\$425,333	\$255,333	\$255,333	\$4,866,3
379 INTERIOR SURFACES	\$634,000	\$384,000	\$1,934,000	\$2,658,000	\$3,474,000	\$2,507,500	\$2,319,000	\$1,829,000	\$1,964,000	\$3,384,000	\$3,384,000	\$21,087,5
380 MECHANICAL SYSTEMS	\$6,629,733	\$4,956,533	\$4,380,403	\$4,505,333	\$3,605,333	\$2,855,333	\$2,555,333	\$1,352,000	\$1,192,333	\$2,013,333	\$2,013,333	\$33,223,6
381 PLUMBING	\$155,334	\$186,524	\$185,404	\$155,334	\$155,334	\$155,334	\$155,334	\$1,692,000	\$1,655,334	\$155,334	\$155,334	\$4,651,2
382 PROFESSIONAL SERV & SALARY	\$1,307,245	\$1,350,004	\$1,394,162	\$1,439,764	\$1,486,858	\$1,535,492	\$1,585,717	\$1,637,585	\$1,691,149	\$1,746,465	\$1,746,465	\$15,174,4
383 ROOFING SYSTEMS	\$310,000	\$110,000	\$1,760,000	\$110,000	\$110,000	\$110,000	\$110,000	\$110,000	\$110,000	\$110,000	\$3,860,000	\$6,700,0
384 SITE PROJECTS	\$1,807,000	\$3,390,000	\$1,830,000	\$2,465,000	\$2,019,000	\$4,450,000	\$4,450,000	\$4,250,000	\$4,150,000	\$400,000	\$400,000	\$29,211,0
and Total	\$14,523,733	\$14,271,094	\$15,550,868	\$15,551,264	\$15,551,358	\$15,551,492	\$15,551,217	\$15,550,085	\$15,550,649	\$15,551,965	\$15,551,965	\$152,381,7

FY27 LTFM AHSD11 by Site

Site #	Site	Values										
		Sum of 2026	Sum of 2027	Sum of 2028	Sum of 2029	Sum of 2030	Sum of 2031	Sum of 2032	Sum of 2033	Sum of 2034	Sum of 2035	Sum of 10YR Total
005	District Wide	\$5,654,745	\$6,126,094	\$7,156,868	\$7,812,264	\$6,179,358	\$10,027,992	\$10,043,217	\$10,620,085	\$10,533,649	\$5,868,965	\$80,023,23
075	ESC			\$1,900,000	\$550,000	\$860,000	\$250,000	\$250,000				\$3,810,00
076	Anoka Regional at Sandburg		\$300,000	\$1,200,000	\$1,200,000	\$975,000						\$3,675,00
105	Lincoln ES		\$200,000		\$80,000				\$75,000			\$355,00
106	Johnsville ES						\$75,000					\$75,00
107	Morris Bye ES									\$112,000	\$358,000	\$470,00
110	Mississippi ES						\$1,698,500	\$1,700,000	\$75,000			\$3,473,50
111	University ES								\$250,000	\$325,000	\$1,550,000	\$2,125,00
112	Jefferson ES						\$125,000					\$125,00
113	Hamilton ES		\$75,000									\$75,00
114	Monroe ES	\$350,000							\$750,000	\$750,000		\$1,850,00
115	McKinley ES								\$410,000		\$750,000	\$1,160,00
116	Wilson ES				\$124,000		\$50,000					\$174,00
117	Sand Creek	\$700,000										\$700,00
118	Adams ES					\$115,000			\$750,000	\$750,000		\$1,615,00
120	Madison Elementary	\$422,000	\$400,000									
122	Evergreen ES					\$75,000		\$250,000	\$250,000			\$575,00
123	Eisenhower	\$1,850,000	\$1,350,000	\$300,000								\$3,500,00
124	Ramsey ES		\$125,000	\$125,000		\$1,000,000	\$675,000	\$150,000				\$2,075,00
125	Dayton			\$160,000								\$160,00
126	Oxbow Creek ES	\$280,000				\$360,000	\$150,000					\$790,00
127	Andover Elementary		\$250,000	\$1,000,000	\$1,000,000	\$1,025,000	\$1,000,000	\$750,000			\$100,000	\$5,125,00
132	Rum River ES			\$40,000		\$50,000			\$150,000			\$240,00
190	Sorteberg ECSE					\$300,000	\$1,200,000	\$900,000		\$75,000		\$2,475,00
196	Riverview ECC								\$250,000	\$325,000	\$1,550,000	\$2,125,00
201	AMSA-Fred Moore	\$1,329,000	\$2,027,000	\$382,000	\$250,000				\$95,000	\$3,750,000		\$7,833,00
202	Coon Rapids MS		\$115,000			\$500,000		\$100,000	\$1,450,000	\$1,450,000		\$3,615,00
203	Roosevelt MS	\$115,000		\$1,710,000	\$1,850,000	\$1,713,000		\$508,000			\$25,000	\$5,921,00
204	Jackson MS	\$415,400	\$250,000		\$250,000			\$0	\$0	\$730,000	\$1,600,000	\$3,245,40
205	Northdale MS	\$480,588	\$628,000	\$432,000	\$400,000	\$1,099,000		\$25,000				\$3,064,58
207	Oak View MS	\$350,000	\$125,000	\$845,000		\$150,000						\$1,470,00
208	AMSA-Washington	\$200,000										\$200,00
301	Anoka HS	\$150,000		\$100,000	\$675,000	\$200,000	\$300,000					\$1,425,00
302	Coon Rapids HS		\$1,100,000	\$100,000	\$300,000			\$500,000				\$2,000,00
303	Blaine HS	\$477,000			\$110,000	\$800,000						\$1,387,00
304	Champlin Park HS	\$1,200,000	\$700,000	\$100,000	\$200,000	\$150,000			\$500,000			\$2,850,00
305	Andover HS	\$550,000	\$500,000		\$750,000			\$300,000		\$500,000		\$2,600,00
Grand Total		\$14,523,733	\$14,271,094	\$15,550,868	\$15,551,264	\$15,551,358	\$15,551,492	\$15,551,217	\$15,550,085	\$15,550,649	\$15,551,965	\$152,381,72

Site #	Site	PROJECT DETAIL	Values													
			Sum of 2026	Sum of 2027	Sum of 2028	Sum of 2029	Sum of 2030	Sum of 2031	Sum of 2032	Sum of 2033	Sum of 2034	Sum of 2035	Sum of 10YR Total			
116 Total																
117	Sand Creek	Phase4 Replace unit ventilators and piping to meet 15 cfm ventilation requiremen				\$124,000			\$50,000							\$174,000
117 Total			\$700,000													\$700,000
118	Adams ES	Install voice evac FA system							\$75,000							\$75,000
		New VCT or polish cafeteria floor							\$40,000							\$40,000
		Replace domestic water lines										\$750,000	\$750,000			\$1,500,000
118 Total									\$115,000			\$750,000	\$750,000			\$1,500,000
120	Madison Elementary	HVAC Clean Up	\$422,000	\$400,000								\$750,000	\$750,000			\$1,615,000
120 Total			\$422,000	\$400,000												\$1,615,000
122	Evergreen ES	Install voice evac FA system							\$75,000							\$75,000
		Semco ERU 1,2, 3 & 4										\$250,000	\$250,000			\$500,000
122 Total									\$75,000			\$250,000	\$250,000			\$500,000
123	Eisenhower	Eisenhower reclaim repave			\$300,000				\$75,000			\$250,000	\$250,000			\$575,000
		Phase2 Replace unit ventilators and piping to meet 15 cfm ventilation requiremen	\$1,400,000													\$300,000
		Phase3 Replace unit ventilators and piping to meet 15 cfm ventilation requiremen	\$450,000	\$1,350,000												\$1,400,000
123 Total			\$1,850,000	\$1,350,000	\$300,000											\$1,800,000
124	Ramsey ES	Install voice evac FA system										\$150,000				\$150,000
		Remove carpeted hallways and polish floors		\$125,000	\$125,000											\$250,000
		Replace walls						\$1,000,000	\$675,000							\$1,675,000
124 Total				\$125,000	\$125,000			\$1,000,000	\$675,000			\$150,000				\$2,075,000
125	Dayton	Dayton Playground reclaim repave			\$160,000											\$160,000
125 Total					\$160,000											\$160,000
126	Oxbow Creek ES	Install voice evac FA system								\$150,000						\$150,000
		Oxbow bus loop reclaim repave						\$360,000								\$360,000
		Oxbow reclaim west lot - repave	\$280,000													\$280,000
126 Total			\$280,000					\$360,000	\$150,000							\$790,000
127	Andover Elementary	Phase1 Replace univentilation system to increase to 15 CFM per person		\$250,000	\$750,000											\$1,000,000
		Phase2 Replace univentilation system to increase to 15 CFM per person			\$250,000	\$750,000										\$1,000,000
		Phase3 Replace univentilation system to increase to 15 CFM per person				\$250,000	\$750,000									\$1,000,000
		Phase4 Replace univentilation system to increase to 15 CFM per person					\$250,000	\$750,000								\$1,000,000
		Phase5 Replace univentilation system to increase to 15 CFM per person						\$250,000	\$750,000	\$750,000						\$1,000,000
		Replace fire pump or remove if possible						\$25,000								\$25,000
		Replace UST and monitoring system												\$100,000		\$100,000
127 Total				\$250,000	\$1,000,000	\$1,000,000	\$1,025,000	\$1,000,000	\$750,000					\$100,000		\$5,125,000
132	Rum River ES	Fieldhouse Floor			\$40,000											\$40,000
		Install voice evac FA system										\$150,000				\$150,000
		resurface gym floor						\$50,000								\$50,000
132 Total								\$50,000				\$150,000				\$50,000
190	Sorteberg ECSE	Install voice evac FA system			\$40,000				\$50,000			\$150,000				\$240,000
		Phase 1											\$75,000			\$75,000
		Phase 2						\$300,000	\$900,000							\$1,200,000
190 Total								\$300,000	\$900,000	\$900,000						\$1,200,000
196	Riverview ECC	Classroom Refresh, cabinets ceiling lights, floor						\$300,000	\$1,200,000	\$900,000			\$75,000			\$2,475,000
		Install voice evac FA system												\$1,550,000		\$1,550,000
		Semco ERU 1&2											\$75,000			\$75,000
196 Total												\$250,000	\$250,000	\$500,000		\$500,000
201	AMSA-Fred Moore	3rd Floor Reno					\$250,000					\$250,000	\$325,000	\$1,550,000		\$2,125,000
		Fieldhouse Floor														\$250,000
		Pool Filter system replacement			\$50,000											\$50,000
		Pool Replace air handler and boiler	\$1,315,000	\$1,980,000	\$295,000											\$37,000
		Provide new PA system in pool w/ interface to building paging		\$19,000												\$3,590,000
		Provide pool acoustics														\$19,000
		Pump replacement, in pool area.	\$14,000									\$95,000				\$95,000
		Repair concrete and railings at pool bleacher area		\$28,000												\$14,000
		Replace Pool Roof and Structure														\$28,000
201 Total			\$1,329,000	\$2,027,000	\$382,000	\$250,000								\$3,750,000		\$3,750,000
202	Coon Rapids MS	Classroom Refresh, cabinets ceiling lights, floor										\$95,000		\$3,750,000		\$7,833,000
		Coon Rapids Middle bus loop reclaim - repave		\$115,000								\$1,450,000	\$1,450,000			\$2,900,000
		Polish abated floors														\$115,000
		Semco ERU 1&2										\$100,000				\$100,000
202 Total				\$115,000					\$500,000	\$500,000		\$100,000	\$0	\$0		\$500,000
203	Roosevelt MS	Classroom Refresh, cabinets ceiling lights, floor			\$1,260,000	\$1,450,000	\$1,450,000					\$100,000	\$1,450,000	\$1,450,000		\$4,160,000
		Install voice evac FA system					\$150,000									\$150,000
		Locker replacement pool locker rooms. Estimated 200 lockers at \$125 each.														\$25,000
														\$25,000		\$25,000

Site #	Site	PROJECT DETAIL	Values										Sum of 10YR Total					
			Sum of 2026	Sum of 2027	Sum of 2028	Sum of 2029	Sum of 2030	Sum of 2031	Sum of 2032	Sum of 2033	Sum of 2034	Sum of 2035						
203	Roosevelt MS	Pool Filter system replacement		\$40,000												\$40,000		
		Pool Replace heating unit															\$200,000	
		Provide Repairs to pool deck and gutter system as needed for rusting and cracking	\$63,000															\$63,000
		Replace existing original speakers - damaged, Provide new sound system in pool w/ interface to building paging system										\$30,000						\$30,000
		Replace mechanical louvers at pool addition	\$12,000															\$12,000
		Replace pool doors and hardware (16) door leaves										\$18,000						\$18,000
		Semco ERU 1,2&3				\$250,000	\$250,000	\$250,000										\$750,000
		SPED Hub										\$460,000						\$460,000
203 Total		Sump pit replacement, in pool area.					\$13,000									\$13,000		
204	Jackson MS	Boiler Burners	\$115,000		\$1,710,000	\$1,850,000	\$1,713,000			\$508,000				\$25,000		\$5,921,000		
		Chiller	\$130,000													\$130,000		
		Demo bad VCT at pool entrance and polish floors.	\$285,400													\$285,400		
		Entry Skylights - failed		\$250,000								\$30,000				\$30,000		
		Repair or Replace existing univents and ventilation system for original building 15 classrooms and cafeteria East end of building								\$0	\$0	\$500,000	\$1,500,000			\$2,000,000		
		Replace abated ceramic wall tile										\$200,000				\$200,000		
		Replace UST and monitoring system											\$100,000			\$100,000		
204 Total		Semco ERU #1	\$415,400	\$250,000		\$250,000				\$0	\$0	\$730,000	\$1,600,000			\$3,245,400		
205	Northdale MS	Classroom Renovation				\$400,000	\$500,000									\$900,000		
		Install voice evac FA system			\$150,000											\$150,000		
		Lighting (includes alternate)	\$120,088													\$120,088		
		Northdale reclaim repave						\$599,000								\$599,000		
		Polish abated floors								\$25,000						\$25,000		
		Pool Filter system replacement	\$40,000													\$40,000		
		Pool Replace boiler and air handler	\$310,000	\$490,000												\$800,000		
		Replace Pool Decking and basin			\$282,000											\$282,000		
		Replace pool lockers		\$138,000												\$138,000		
205 Total		Sump pit replacement, in pool area.	\$10,500													\$10,500		
207	Oak View MS	Install voice evac FA system	\$480,588	\$628,000	\$432,000	\$400,000	\$1,099,000			\$25,000						\$3,064,588		
		oakview bus loop					\$150,000									\$150,000		
		Oakview parking lot reclaim - repave	\$350,000		\$240,000											\$240,000		
		Oakview Tennis courts			\$480,000											\$480,000		
207 Total		Remove carpeted hallways and polish floors		\$125,000	\$125,000											\$250,000		
208	AMSA-Washington	Roof	\$350,000	\$125,000	\$845,000		\$150,000									\$1,470,000		
208 Total			\$200,000													\$200,000		
301	Anoka HS	Anoka high crackseal and color coat tennis courts			\$100,000											\$100,000		
		Anoka High track resurface				\$175,000										\$175,000		
		Fieldhouse Floor	\$150,000													\$150,000		
		New acoustical spray-on & lights						\$200,000								\$200,000		
		Replace Internal Bleachers					\$500,000									\$500,000		
301 Total		Stadium Lightning							\$300,000							\$300,000		
302	Coon Rapids HS	Abatment and polish remaining classrooms	\$150,000		\$100,000	\$675,000	\$200,000	\$300,000								\$1,425,000		
		Coon Rapids tennis courts reclaim resurface		\$1,100,000												\$1,100,000		
		Replace Internal Bleachers									\$500,000					\$500,000		
302 Total		Stadium Lightning					\$300,000									\$300,000		
303	Blaine HS	Blaine High crackseal and colorcoat tennis courts			\$1,100,000	\$100,000	\$300,000			\$500,000						\$2,000,000		
		Blaine High track reclaim - resurface	\$477,000				\$110,000									\$110,000		
		Replace Internal Bleachers							\$500,000							\$500,000		
303 Total		Stadium Lightning						\$300,000								\$300,000		
304	Champlin Park HS	Carpet removal and polish floors (classrooms)	\$477,000			\$110,000	\$800,000									\$1,387,000		
		Carpet replacment office area				\$100,000										\$100,000		
		Champlin Crackseal and color coat tennis courts			\$100,000											\$100,000		
		Champlin track reclaim - resurface		\$400,000												\$400,000		
		Hydronics	\$1,200,000	\$0												\$1,200,000		
		Replace generator						\$150,000								\$150,000		
		Replace Internal Bleachers									\$500,000					\$500,000		
304 Total		Stadium Lightning		\$300,000												\$300,000		
			\$1,200,000	\$700,000	\$100,000	\$200,000	\$150,000			\$500,000						\$2,850,000		

Site #	Site	PROJECT DETAIL	Values												
			Sum of 2026	Sum of 2027	Sum of 2028	Sum of 2029	Sum of 2030	Sum of 2031	Sum of 2032	Sum of 2033	Sum of 2034	Sum of 2035	Sum of 10YR Total		
305	Andover HS	Andover high main lot and drive lane reclaim repave				\$750,000									\$750,000
		Andover tennis courts	\$300,000	\$500,000											\$800,000
		Generator	\$250,000												\$250,000
		Replace Internal Bleachers													\$500,000
		Stadium Lightning										\$500,000			\$500,000
305 Total			\$550,000	\$500,000		\$750,000				\$300,000		\$500,000		\$300,000	
Grand Total			\$14,523,733	\$14,271,094	\$15,550,868	\$15,551,264	\$15,551,358	\$15,551,492	\$15,551,217	\$15,550,085	\$15,550,649	\$15,551,965		\$152,381,720	



Anoka-Hennepin School Board

Briefing Notes

DATE: 06/09/2025

CLASSIFICATION: Update

AUTHOR: Greg Cole, Chief Operations Officer; Ben Martinson, Director of Buildings and Grounds

SUBJECT: District Pools Condition, Maintenance, & Cost Update

PURPOSE:

Anoka-Hennepin's Buildings and Grounds Department has been monitoring and addressing the conditions of the school district's five pools for several years. The schedule and budget for pool repairs have been listed in the district's 10-year Long Term Facilities Maintenance plan. However, additional maintenance problems have emerged at multiple sites, and cost estimates determined during the last few years have increased during and since the Pandemic. As a result, the scope and cost of addressing the basic needs for maintaining all five pools has increased. The purpose of this briefing is to inform the School Board of the general status of Anoka-Hennepin's pools and to seek the board's input on priorities moving forward to ensure our strategy for allocating funds is aligned with needs of the communities we serve.

BACKGROUND:

Anoka-Hennepin Schools manages four swim and dive facilities including the following locations:

- Anoka Middle School – Fred Moore Campus
- Northdale Middle School
- Jackson Middle School,
- Roosevelt Middle School,
- Oak View Middle School. (Offline)

Like most other Minnesota school districts, pools were originally built in middle schools across the district because swimming was part of the middle school curriculum. Anoka-Hennepin phased out swimming as part of the middle school curriculum in 2001 because of the need to make budget reductions. As part of those cuts, the Coon Rapids Middle School pool was closed and repurposed to accommodate a cafeteria space and Oak View Middle School's pool was closed. This left the remaining four pools' usage narrowed to high school practice facilities, practice and competition sites, Community Education class sites, and places where swim schools have leased them for training.

The following is a brief history on each pool:

Anoka Middle School for the Arts – Fred Moore Pool: built in 1975 (50 years old)

- Current Use: AHS and AndHS Swim and Dive competition and practice site

Northdale Middle School Pool: built in 1975 (50 years old)

- Current Use: BHS and CRHS Swim and Dive competition and practice site; occasional rentals for swim school meets.

Jackson Middle School Pool: built in 1978 (47 years old)

- Current Use: CPHS Swim and Dive competition and practice site; Lease site for swim school and City of Brooklyn Park swim lessons.

Roosevelt Middle School Pool: built in 1979 (46 years old)

- Current Use: Community Education Aquatics Program, occasional community rentals.

Oak View Middle School Pool: built in 1996 (29 years old; Closed for 17 years, from 2001 to 2018)

- Current Use: The pool was taken offline in 2024 to reduce repair, maintenance, and operational costs.

Coon Rapids Middle School Pool: closed and repurposed in 2001

Two of the four current pools have significant repair needs and recent investigations have revealed additional problems that require immediate attention. Given projected costs over the next 10 years as well as the current overall expected budget reductions, an analysis of pool utilization and the future of each pool continues to be warranted.

CONSIDERATIONS:

The following is a prioritized list of pool repair needs in order of most likely to have a major failure to least likely. The current allocation in the 10-year LTFM plan for district pool repairs and replacements is approximately \$7.3 million; however, the most recent estimate to address all mechanical and cosmetic needs for pools is estimated at \$9 million. That said, these allocations detract from other anticipated LTFM needs across the district over the next 10 years, thus forcing the discussion about where priorities should lie as we look at the next ten years of long term facilities maintenance.

- **Oak View Middle School Pool:** The pool dehumidification system and boiler/heating system are both in poor condition and near failure. District staff has kept them in operation for five years, although this has created a need to expend an additional \$25,000 annually. HVAC vendors will no longer perform service calls because of system leaks and predicted short term benefit of repairs. This means that continued operation requires replacement of the existing system as the only option moving forward to continue use as a practice pool. The estimated cost of replacing this system is about \$750,000 to \$1 million. This pool has been used by the Andover High School boys' and girls' swim and dive teams for practices. It is not a competition-size pool, so it is not used for swim meets or competitions. There has also been occasional use of this facility by a swim school but there is no current or projected use by community groups.
- **Anoka Middle School for the Arts – Fred Moore Pool:** The pool dehumidification system and heating systems are both original and in poor condition. While modifications to this system have been made over time to keep the facility operational, this facility is overdue for a replacement dehumidification system and boiler. In addition, parts of the ceiling and walls need repair along with other cosmetic and functional items throughout the facility. To address the essential mechanical items, the district estimates the cost to be \$1.5 to \$2 million and this repair is scheduled to occur in 2026. District estimates anticipate the ceiling and wall repair costs at \$3 to \$3.5 million. Further structural evaluations this spring have revealed the need for \$2 million in additional costs to fortify roof and beam systems as well as piping and HVAC needs.

In the December report, the total estimated repair costs for this facility was \$4.5 to \$5 million. The new and revised estimate puts the costs closer to \$7 million.

- **Northdale Middle School Pool:** The pool dehumidification system and heating systems are both original and in poor condition. While modifications to this system have been made over time to keep it working, it should really receive a new dehumidification system and boiler. To address the two essential mechanical items, district staff estimates the cost at \$1.5 to 2 million. To address everything identified by the Anoka-Hennepin team as needing repair or replacement, the projected cost is \$2 to 2.5 million. At this time, the HVAC system replacement is scheduled to occur in 2029. Less significant repairs are scheduled for 2026. This facility is a competition-sized pool and it accommodates swim meets and practice sites for both Blaine High School's and Coon Rapids High School's boys' and girls' swim and dive teams. It is also used for swim meets by a swim school.

OPTIONS/CONCLUSIONS:

Anoka-Hennepin School District Buildings and Grounds Department has prioritized projects that focus on mechanical systems first and foremost because they determine more than any other aspect of facilities our ability to keep the doors open for our students and communities to access them. Staff analysis also puts a priority on functionality over appearance in cases where resources have forced a choice. Based on the assessment of Buildings and Grounds staff, outside architects, and pool contractors as well as input from school board members, it appears there are several paths forward regarding Anoka-Hennepin's pools.

To simply ensure HVAC and structural integrity for Northdale and AMSA Fred Moore pool facilities, the costs hover between \$9.5 and 10 million over the next 2 to 4 years. This is up from original estimates of \$7 to \$7.5 million. None of these costs include cosmetic improvements at either facility. They are simply to ensure operational integrity at both sites.

Given the annual Long Term Facilities Maintenance budget of \$15.3 million, priorities will need to be shifted in areas such as HVAC systems, parking lot repairs, roof systems, and other mechanical and operational costs at the district's other facilities, in order to address the pool concerns. Before moving forward, it's important to provide the school board the opportunity to provide feedback on investing in pools versus other needs across the district.

Anoka-Hennepin Community Survey

OVERVIEW

May 2025

Anoka-Hennepin has conducted an annual survey of residents and parents for over two decades with Morris-Leatherman, a twin cities based polling firm.

Why survey: The survey provides a statistically valid sample across the entire district with items such as satisfaction with services provided and identify issues and trends that require consideration for board action. Because Morris Leatherman conducts surveys in other districts across the metro area and state, the board also receives comparison data to inform decisions.

Representative data: The community survey represents responses from all areas of the district in a way that seeks to mirror the population. Past school boards have found it helpful to compare the information they are hearing from the stakeholders they represent against information from the district as a whole.

How is the data used: Data from the survey is used to populate the important accountability and monitoring tools for the school board, including the District Scorecard. Specifically the data is able to:

- identify satisfaction with the quality of education provided along with strategies to improve performance,
- identify serious issues that may require action,
- ensure taxpayer dollars are spent effectively,
- Overall tax tolerance for referendums along with others as determined,
- Performance measurement for district and school administrators.

In 2024, questions including school start times and the middle school schedule provided representative data to use in decision-making. The survey also included awareness data of community members regarding district budget reductions and a perception guide for how certain topics are covered in schools on a “too much/too little” matrix.

In 2023, questions regarding the district’s “play up policy” were helpful as part of the decision making process regarding the processing of this issue.

Process: A draft survey is prepared and a meeting held with the Superintendent and board co-chairs. The survey is circulated for board feedback, then refined and finalized. Preliminary results are presented at a worksession or board meeting depending on direction from school board leadership.

Timing: The survey is typically processed between April and June each year with a presentation to follow.

Information we learn from the community survey:

- Proportion of families with school-aged children (and at which levels), pre-school children and graduates of the district
- Portion of the community that are graduates themselves
- The longevity of community residence (distribution of the length of time people have lived in the district)
- Community perception of the district’s strengths and challenges

- Community perception of the quality of education provided by the district and reputation
- Parental perceptions of their own and their childrens' experiences in school
- Parental communication preferences
- Family technology and internet access
- Topical perceptions and preferences such as:
 - Start times
 - School schedules
 - Policy input - play-up
 - Budget allocation/reduction input
 - Levy awareness & support, including financial tolerance levels
 - Strategic priority input - identified
 - Awareness of challenges faced by the district
 - Choices to enroll children in out-of-district or non-public schools
 - Others...
- Preparation for life/career/post-secondary success
- Community education experience and offerings
- Topics/experiences that are of most importance to community members and parents
- Progress of the district - improvement or decline?
- Effectiveness of the district in terms of:
 - School Board performance
 - Administration performance
 - Teacher performance
 - Spending
 - Educating students
 - Decision making
 - Providing safe learning environments
 - Financial management
 - District communication
- Most prominent means of receiving communication about the district

Examples of actions taken based on the information learned:

- Setting strategic priorities and staff action
- Modifying processes, practices and policies based on feedback on effectiveness
- Gauging community support for levy and operating decisions
- Determining communication plans for sharing information about topics of district interest and concern
 - Encouraging voter participation
 - Increasing community and family engagement
 - Soliciting input and feedback from families and community members
 - Enrollment options and program opportunities
 - Marketing strategies for families choosing out-of-district or non-public school options
- Monitoring changes in perceptions as well as similarities or differences in perceptions of different stakeholder groups

Anoka-Hennepin Schools

Phase 2 Budget reduction, realignment, and adjustments

November 25, 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 \$8.75 million 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/Target
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)	\$9,041,000
Total	\$26,391,000

Phase 2 Reductions

Budget area	Position Type	Positions Reduced	Description	Reduction Amount
K-12 class size impacts		109		\$8,720,000
Elementary Schools	Teachers	16	Districtwide current average class sizes will increase by 1 student.	\$1,280,000
Middle Schools	Teachers	36.75	Districtwide current average class size is 29; projected change to 33 students	\$2,940,000
High Schools	Teachers	56.25	Districtwide current average class size is 29; projected change to 34 students	\$4,500,000
Other K-12 site reductions		49.5		\$3,530,000
Elementary schools	Teachers	37.5	Elementary Instructional coaching, math and literacy interventions and enrichment programming.	\$2,970,000
Middle Schools	Teachers Paraprofessionals	12	Middle school Instructional coaching and academic interventions.	\$560,000
Central services and district-wide reductions		202		\$6,121,000
District Leadership	Administration Clerical Teachers	45	Reorganization of senior leadership: Eliminate associate superintendents, chief technology and information officer, director of elementary schools, directors of special education, directors of curriculum; realign executive director of community education and government relations, executive director of communications and public relations, executive director of research evaluation and testing, and director of enterprise technology; add a deputy superintendent, 2 assistant superintendents, executive director of learning and achievement, executive director of student support, director of special education. Reduce ESC clerical staff. Replace Elementary and Secondary CIA Departments and State and Federal Programs with a new Learning and Assessment Department, replace 20 TaLS with 10 coordinators and realign clerical staff.	\$1,237,000
Buildings and Grounds	Building Service Employees Education Office Professional	4	Reduction of 3 custodians and 1 secretary; implement cross-subsidy for woodshop and low voltage services; adjust HVAC filter replacement cycle to 2 annually; close OMS Pool; reduce district-wide capital expenditures; reduce LTFM project allocation to accommodate 2 B&G manager salaries.	\$990,000
Business Services/ Finance	Confidential	1	Reduction of 1 payroll generalist.	\$70,000

Budget area	Position Type	Positions Reduced	Description	Reduction Amount
Communication and Public Relations	Technical Specialist	1	Reduction of 1 Print and Design Services position; reduce general fund operating subsidy for Print and Design Services; transition printed handbook to digital translation system using website; eliminate school refrigerator magnets subsidy.	\$258,000
Community Education	Director	1	Eliminate the CE director position (fund 04) to allow for facilities realignment - CE will absorb the staffing cost associated with scheduling community use of elementary and middle school buildings.	See realignment
Community Education - Parent Involvement	Volunteer Services Coordinators Secretary	38	Reorganization: Eliminate program secretary and 37 part-time Volunteer Services Coordinators (VSCs) at each school. Replace with 5 full-time Centralized Parent Involvement Specialists to recruit volunteers, promote volunteerism, maintain risk management protocols, and support PTO and Booster resources.	\$352,000
Human Resources	Substitutes		Reduction of substitute teachers for meetings	\$265,000
Research, Evaluation and Testing			Change MAP in grades 3-5 to FAST; eliminate assessors for Kindergarten ACCESS; eliminate district-paid ACT testing for Juniors; eliminate the phone version of the PASS	\$220,000
Special Education	Paraeducators Teachers	50	Reduce itinerant staff and para allocations. Review/consideration of maintenance of effort; \$2,152,000 reduction, net savings is 25%	\$538,000
Student Services	Education Office Professional Paraeducators Teachers	45	Reduce curriculum integrators; reduce 1 secretary; eliminate district-licensed school nurse program coordinator; eliminate AVID paras and shift work to SAAs Reduction in specialty school budget allocations	\$850,000
Technology and Information Services	Education Office Professionals Teachers	12	Realign technology and information systems departments under operations and finance; reduction of 4 clerical staff; replace 7 technology facilitators with 2 coordinators; replace 1 Media TaLS with a coordinator	\$554,000
Transportation	Crossing Guards	5	Reduction of 35 units of crossing guard support; adjust non-transported walk boundaries to be consistent across the district; reduction in bussing related to HS 10-minute earlier start; reduction of one position in office reorganization; eliminate WEB bus	\$787,000
Total Phase 2 Reductions		361.5		\$18,371,000

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.

Phase 2 Realignments

Budget area	Impact	Description	Realignment 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 Phase 2 Realignments			\$2,920,000

Anoka-Hennepin Schools

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



BUDGET REDUCTION AND REALIGNMENT

November 25, 2024

Cory McIntyre, superintendent

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



Superintendent recommendations

Recommendation #1: \$26,391,000 million total reduction/reallocation

Elementary	\$4,250,000	16.10%
Middle school	\$3,500,000	13.26%
High school	\$4,500,000	17.05%
Phase 2 Central services	\$9,041,000	34.26%
Phase 1 Central services	\$5,100,000	19.33%

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

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	District cabinet, curriculum, special education, technology departments, and ESC clerical staff.	\$1,237,000
		\$6,121,000

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

BUDGET REDUCTION AND REALIGNMENT



Superintendent recommendations

Recommendation #2: District reduction/reallocation with referendum

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 \$9.04 million in district and central office/services.

- \$14.14 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



Superintendent recommendations

Recommendation #3: District reduction/reallocation with no referendum

Delay some reductions and utilize fund balance.

- Maintain a minimum 8% unassigned fund balance.

Maintain strategic investments for 2025-2026

- Maintain \$5M one-time use of funds used for instructional coaches and student intervention/support positions, reduce remaining \$5M for 26-27.

Reduce additional \$9.04 million in district and central office/services.

- \$14.14 million total reduction in Phase 1 and Phase 2.

No plan for operating referendum election in November 2025.

- Board review of referendum options at a later date



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

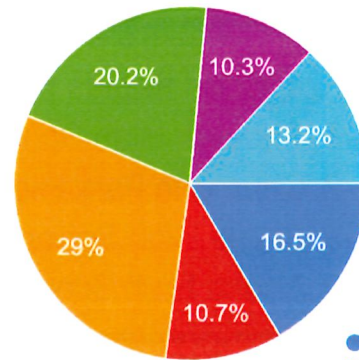
Note: Participants allowed to select all fields that applied.



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

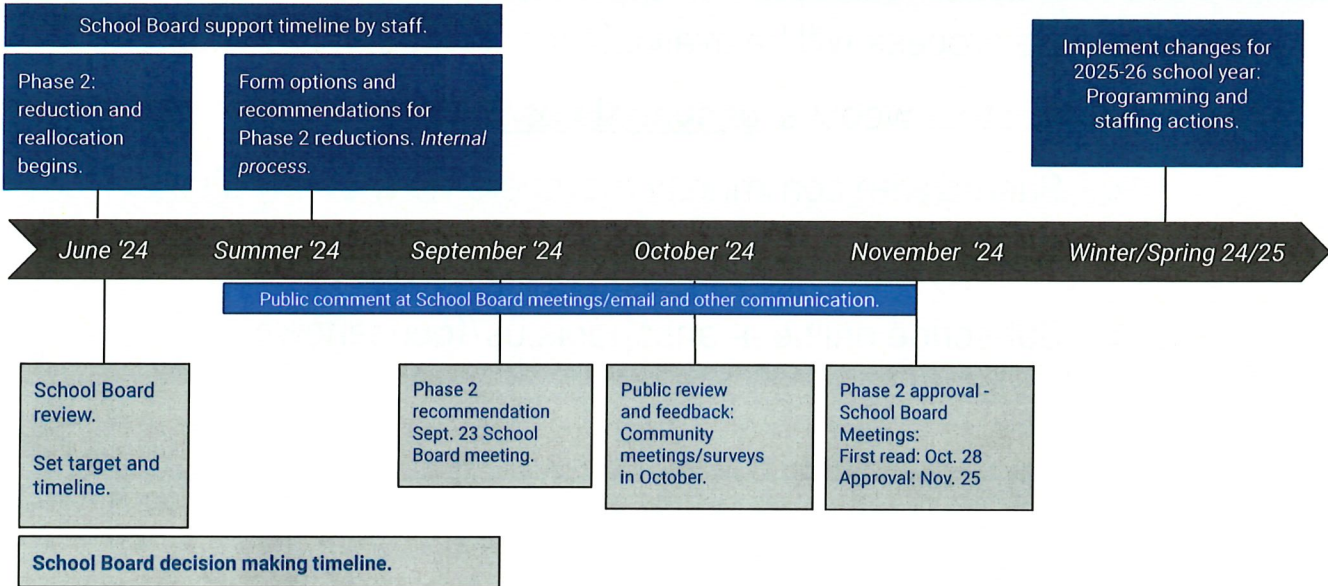
- Support of a referendum option by 89.4% of respondents.
- Concerns about class size.
- Concerns about fewer elective options for advanced programs.
- More questions regarding specific detail of reduction proposals.
- Staffing concerns.
- Suggestions for reduction strategies and finding efficiencies.



BUDGET REDUCTION AND REALIGNMENT



Phase 2: Budget target and timeline



BUDGET REDUCTION AND REALIGNMENT



Superintendent recommendations

Recommendation #1:

- \$26 million total reduction and reallocation made now

Recommendation #2:

- District reduction/reallocation with Fall '25 referendum

Recommendation #3:

- District reduction/reallocation with no referendum

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



ANOKA-HENNEPIN
SCHOOLS
A future without limit

Cory McIntyre
Superintendent
ahschools.us/budget

Anoka-Hennepin Schools
***Draft* 1 Yr Board Calendar**

2024-2025 School Year
June 9, 2025

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Public Engagement				Phase 2 Budget reductions and realignment of community feedback meetings		<ul style="list-style-type: none"> Truth in Taxation public hearing

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Operational Oversight	<p>Regular Meeting (1/13):</p> <ul style="list-style-type: none"> Election of board officers/annual meeting/board protocols review (AR) <p>Regular Meeting (1/27):</p> <ul style="list-style-type: none"> Board Recognitions Kindness Poster Winners presentation/video Superintendent’s Report MMKR FY24 Audit TBD 	<p>Work Session (2/10):</p> <ul style="list-style-type: none"> Curriculum, Instruction, and Assessment: <ul style="list-style-type: none"> Elementary ELA Pilot Update Cell Phone Policy Staff and Student Safety <p>Regular Meeting (2/24):</p> <ul style="list-style-type: none"> Board Recognitions Superintendent’s Report Indian Education Program Update - Concurrence/ nonconcurrence Compliance Documents for Approval Amended Budget FY25 Preliminary FY26/FY27 General Fund Budget 2024-2025 Strategic Priorities 	<p>Work Session (3/3):</p> <ul style="list-style-type: none"> Special Education Program Overview Series - Part 1 Recent Federal Executive Orders and Guidance Curriculum, Instruction, and Assessment: TBD Board calendar review <p>Regular Meeting (3/24):</p> <ul style="list-style-type: none"> Board Recognitions Superintendent’s Report Amended Budget FY25 Wells Fargo OPEB Trust update 	<p>Work Session (4/14):</p> <ul style="list-style-type: none"> Special Education Program Overview Series - Part 2 Property, Liability & Cyber Insurance Renewal Curriculum, Instruction, and Assessment: <ul style="list-style-type: none"> Elem ELA Curriculum Adoption Update/Rec. Secondary Social Studies (TBD) Board calendar review <p>Regular Meeting (4/28):</p> <ul style="list-style-type: none"> Cancelled due to weather 	<p>Regular Meeting (5/5):</p> <ul style="list-style-type: none"> Board Recognitions Superintendent’s Report Consent: Text Book Purchases; Property, Liability, Cyber Insurance renewal Employee Services Actions Elem ELA Curriculum Adoption/Rec. SEL Review & Recommendation Health Insurance Rates for 2025-2026 - First Read 2026-27 Calendar Committee Proposal, Second Read Preliminary FY26 and FY27 General Fund Budget Executive Session for Labor Negotiations <p>Special Meeting (5/12):</p> <ul style="list-style-type: none"> Health Insurance Premium Rates for 2025-2026 (30mn) <p>Regular Meeting (5/19):</p> <ul style="list-style-type: none"> Board Recognitions (10mn) Consent Agenda (5mn) Public Comment (15mn) Superintendent’s Report (10mn) District Update (10mn) Employee Services Actions (9mn) MSHSL Membership (5mn) 	<p>Work Session (6/9):</p> <ul style="list-style-type: none"> Consent Agenda (5) Special Education Program Overview Series - Part 3 (20mn) Student and Staff Safety Task Force Recommendations (20mn) 10-year Long Term Facility Maintenance Plan first read (20mn) Board calendar review (10mn) <p>Regular Meeting (6/23):</p> <ul style="list-style-type: none"> Board Recognitions (10mn) Consent Agenda (5mn) Public Comment (15mn) Superintendent’s Report (10mn) Certification of Population Estimation (5mn) Resolution - Probationary Terminations (final actions) (5mn) 2025-2026 Terms and Conditions of Employment (10mn) 10 year Long Term Facility Maintenance Plan (20mn) Legislative Session Recap (15mn) Approve FY26 Budget (20mn) Labor Relations Update (10mn)

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					<ul style="list-style-type: none"> • Non-Transported Walk Boundary Review (10mn) • SEL Review and Recommendations (20mn) • Labor Relations Update (10mn) • Policy 720; 721.1; 507; Recommendations (20mn) • FY26 Proposed Budget All Funds (20mn) 	
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Supt Relations						<ul style="list-style-type: none"> • June/July Supt Evaluation
Public Engagement						

Anoka-Hennepin Schools
***Draft* 1 Yr Board Calendar**

2025-2026 School Year
April 14, 2025

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