



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

School Board Meeting
Monday, August 25, 2025
AGENDA

1. **Call to Order (1 minute)**
08-25-25 Important Dates 3
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
 - 4.A. Minutes from the August 11 School Board Work Session - A
Jeff Simon, Board Clerk

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

Appendix B 15
 - 4.C. Cash Disbursements Report - A
Jennifer Beck, Director of Finance

Appendix C 20
 - 4.D. Cash Balance Report - A
Jennifer Beck, Director of Finance

Appendix D 21
 - 4.E. Donations & Scholarship Report - A
Jennifer Beck, Director of Finance

Appendix E 22
 - 4.F. Monthly Revenue & Expenditures - A
Jennifer Beck, Director of Finance

Appendix F 24
 - 4.G. District Calendar 2025-26 School Year - A
Dr. Jennifer Cherry, Chief Human Resources Officer

Appendix G 26
5. **Communications, Delegations & Petitions (15 minutes)**
6. **Board Calendar & District Update (10 minutes)**
Cory McIntyre, Superintendent

7. Finance (15 minutes)	
7.A. Phase 3 Budget Reduction and Reallocations Timeline (15 minutes) - B	
Cory McIntyre, Superintendent	
Appendix H	27
8. General Counsel (20 minutes)	
8.A. 524.0 Acceptable Use Policy - First Read (10 minutes) - C	
Tim Palmatier, General Counsel, Jill Bourman, Executive Director of Technology	
Appendix I	28
8.B. 514.0 Bullying Prohibition Policy - First Read (10 minutes) - C	
Tim Palmatier, General Counsel	
Appendix J	36
9. Labor Relations & Benefits (10 minutes)	
9.A. Labor Relations Update (10 minutes) - B	
Dr. Jennifer Cherry, Chief Human Resources Officer	
Appendix K	42
10. Board Correspondence & Communication	
11. Executive Session (30 minutes)	
11.A. Labor Negotiations (30 minutes)	
Dr. Jennifer Cherry, Chief Human Resources Officer	
12. Adjourn	

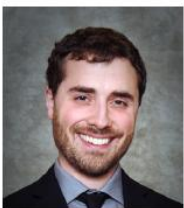
ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

August 25, 2025

Dates to Remember

- 1. August 25** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. August 25-28 Teacher Workshop, No Students
3. September 1 School District Closed, Holiday, No Students
4. September 2 First Day of School
- 5. September 8** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
- 6. September 22** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
7. September 23 Phase III Budget Reduction & Reallocations Community Meeting, Anoka Middle School for the Arts, 6:00 p.m.
8. September 24 Phase III Budget Reduction & Reallocations Community Meeting, Roosevelt Middle School, 6:00 p.m.
9. September 30 Phase III Budget Reduction & Reallocations Community Meeting, Jackson Middle School, 6:00 p.m.
10. October 1 Phase III Budget Reduction & Reallocations Community Meeting, Coon Rapids Middle School, 6:00 p.m.
11. October 6 No Elementary Students, PLC/Conf/Staff Development, K-5 Para Staff Dev.
- 12. October 6** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
13. October 8 Phase III Budget Reduction & Reallocations Community Meeting, Oak View Middle School, 6:00 p.m.



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 work session on **Monday, August 11, 2025**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order at 6:30 p.m.

The following members were present: Zach Arco, Matt Audette, Kacy Deschene, Linda Hoekman, and Jeff Simon (Virtual). Dr. Michelle Langenfeld arrived at Item 4.A. School Safety and Security Update.

Matt Audette motioned to approve the Board Agenda. Kacy Deschene seconded. Motion passed on a 5-0 vote.

CONSENT AGENDA

Co-Chair Kacy Deschene moved and Linda Hoekman seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the July 14 School Board Meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Faith Blackwell	Educational Svc Ctr, HR Generalist - Certified	01/02/2026
Theresa Dellapaolera	Morris Bye Elementary, ParaEducator Special Education	06/06/2025
Jeffrey Mueller	Educational Svc Ctr, Transportation Safety Coord	12/31/2025
Kathleen Murphy	Verndale, Teacher Speech Clinician StrCa	10/10/2025
Robert Sand	S.T.E.P., Teacher Agriculture	08/15/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Safa Ben Zarrouk Bibas	Jefferson Elementary, Teacher ESL	06/09/2025
Deborah Blomstrom	Monroe Elementary, Teacher Grade 1	06/09/2025
Cody Brunelle	Evergreen Park Elementary, Teacher Grade 4	06/09/2025
Carrie Gerber	Educational Svc Ctr, Teacher SA-Coach	06/09/2025
Elizabeth Lehmann	Wilson Elementary, Child Nutrition Assistant PT	07/28/2025
Chris Mertesdorf	Educational Svc Ctr, B/G Maint Spec HVAC	07/28/2025
Bailey Redemske	Evergreen Park Elementary, Teacher Social Worker	06/09/2025
Tammy Salmonson	Johnsville Elementary, ParaEducator Spec Ed Cntr Base	07/23/2025
Megan Schmidt	Educational Svc Ctr, Teacher SA-Coach	06/09/2025
Kathleen Thompson	Blaine High, Teacher SLD	06/09/2025
Barbara Virkus	Educational Svc Ctr, Director Employee Devl & Eval	07/18/2025
Jane Weston	Lincoln Elementary, ParaEducator Special Education	06/06/2025

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Lois Andringa	S.T.E.P., School Office Supervisor	06/27/2025	07/18/2025
Rachel Austin	Educational Svc Ctr, Teacher SA-Coach	07/16/2025	11/14/2025
Robert Bash	Two Rivers Transition Program, B/G Building Supervisor	05/19/2025	10/31/2025
Jessica Brunner	Champlin Park High, Teacher Nurse	07/01/2025	06/30/2026
Judith Cocchiarella	Sorteberg Early Childhood Ctr, Para Sped ECSE center base	05/23/2025	07/30/2025
Anjanette Doty	Ramsey Elementary, Teacher Music Elementary	07/08/2025	01/16/2026
Stephanie Enge	Jackson Middle, Teacher Grade 6	07/07/2025	11/14/2025
Jade Hibbard	Mississippi Elementary, Teacher Media Specialist Elem	07/08/2025	10/03/2025
Angela Jurnu	Educational Svc Ctr, Educ Office Prof	06/30/2025	08/04/2025
Darbi Kosir	Ramsey Elementary, Teacher SA-Coach Literacy Spec	07/07/2025	11/14/2025
Jacqueline Louwagie	Sandburg Regional High, ParaEducator Health	08/25/2025	11/25/2025
Alexander Roettger	AH Technical High, Teacher Math	12/05/2025	02/13/2026
Robert Sand	S.T.E.P., Teacher Agriculture	07/01/2025	08/15/2025
Lisa Simonson	Morris Bye Elementary, Teacher Grade K	08/25/2025	11/21/2025
Jenna Taatjes	ESC-Special Ed, Teacher Psychologist	07/07/2025	11/07/2025
Kelsey Wolle	Coon Rapids High, Teacher EC/SE	08/25/2025	11/14/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Steven Eastman	Coon Rapids High, B/G Custodian 2nd shift	07/14/2025	08/21/2025
John Eckhoff	Riverview Early Childhood Ctr, B/G Custodian Day Lead	06/16/2025	09/02/2025
Alisha Fox	Mississippi Elementary, Teacher Grade K	05/29/2025	08/05/2025
Jeffrey Kittelson	Roosevelt Middle, Teacher ABS (AcadBehav)	05/06/2025	08/04/2025
Schantelle Larson	Oak View Middle, B/G Custodian 2nd shift	06/02/2025	09/05/2025
Jessica Marino	Ramsey Elementary, A+ Site Coordinator full year	05/29/2025	07/30/2025
Anita McLaughlin	Educational Svc Ctr, Educ Office Prof	09/11/2025	10/27/2025
Kathleen Murphy	Vermdale, Teacher Speech Clinician StrCa	07/01/2025	10/10/2025
Krystyn Ness	S.T.E.P., Job Coach	03/18/2025	07/04/2025
Joshua Prokosch	Blaine High, Teacher Phys Ed Secondar	05/19/2025	07/02/2025
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	08/29/2025
Jon Spencer	Morris Bye Elementary, B/G Building Supervisor	04/02/2025	08/01/2025
Barbara Virkus	Educational Svc Ctr, Director Employee Devl & Eval	06/30/2025	07/18/2025

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					
Kirsten Anderson	Hoover Elementary, Teacher Academic Support	08/25/2025	Masters/7	0.5000	\$34,093
David Ayeni	Monroe Elementary, Teacher Grade 2	08/25/2025	Bachelors/1	1.0000	\$50,029
Brenna Balkus	Hamilton Elementary, Teacher ESL	08/25/2025	Masters+15/11	1.0000	\$81,091
Riley Brennan	Hoover Elementary, Teacher Phys Ed Elementary	08/25/2025	Masters/1	0.8330	\$48,363
Rebecca Burnham	Sunrise Elementary, Teacher Math Intervention	08/25/2025	Masters/9	0.5500	\$41,012
Phyllis Chen	Jefferson Elementary, Teacher Art Elementary	08/25/2025	Bachelors/7	1.0000	\$56,704
Elizabeth Clark	Oxbow Creek Elementary, Teacher Art Elementary	08/25/2025	Bachelors+45/9	1.0000	\$67,267
Karin Collette-Jelinek	Wilson Elementary, Teacher Grade 3	08/25/2025	Bachelors+45/1	1.0000	\$54,048
Teresa Cubas	Crooked Lake Elementary, Teacher ESL	08/25/2025	Bachelors+15/8	0.6400	\$39,818
Newelle Dalton	Johnsville Elementary, Teacher Grade 3	08/25/2025	Bachelors/1	1.0000	\$50,029
Lynsey Davis	Sunrise Elementary, Teacher Art Elementary	08/25/2025	Masters/4	0.8700	\$54,793
Peter Driessen	Brookside Elementary, Teacher Grade 4	08/25/2025	Masters/3	1.0000	\$60,280
Maureen Foster	Monroe Elementary, Teacher Music Elementary	08/25/2025	Masters/13	1.0000	\$82,217
Natalie Franklin	Dayton Elementary, Teacher Literacy Intervention	08/25/2025	Masters/1	1.0000	\$58,269
Ellise Hadley	Eisenhower Elementary, Teacher Academic Support	08/25/2025	Bachelors/1	1.0000	\$50,029
Jessica Havelka	Jefferson Elementary, Teacher K5 Core Inst Support	08/25/2025	Bachelors/1	0.6900	\$34,520
Alexandria Jensen	Crooked Lake Elementary, Teacher Grade 4	08/25/2025	Bachelors/1	1.0000	\$50,029
Sydney Klausler	Champlin Brooklyn Park Academy, Teacher Grade K	08/25/2025	Bachelors/3	1.0000	\$50,872
Julia Kuehne	Johnsville Elementary, Teacher Grade 5	08/25/2025	Masters/1	1.0000	\$58,269
Makaylah Legel	Mississippi Elementary, Teacher Grade 3	08/25/2025	Bachelors/1	1.0000	\$50,029
Cassady Lewis	Crooked Lake Elementary, Teacher Literacy	08/25/2025	Bachelors/1	0.9300	\$46,527
Kate Lundquist	Eisenhower Elementary, Teacher Literacy Intervention	08/25/2025	Bachelors/5	1.0000	\$52,140
Elizabeth Malecha	Evergreen Park Elementary, Teacher Grade 4	08/25/2025	Bachelors/1	1.0000	\$50,029
Susan Martinson	Brookside Elementary, Teacher ESL	08/25/2025	Masters/11	0.5000	\$39,350
Ashley Miller	Oxbow Creek Elementary, Teacher Grade 3	08/25/2025	Masters/2	1.0000	\$60,280
Megan Nelson	Hamilton Elementary, Teacher ESL	08/25/2025	Bachelors/1	1.0000	\$50,029
Sara Nelson	Oxbow Creek Elementary, Teacher K5 Core Inst	08/25/2025	Masters+60/20	0.8200	\$83,270
Zoey Olson	Johnsville Elementary, Teacher Grade 4	08/25/2025	Masters+30/3	1.0000	\$63,889
Mallory Perkins	Hamilton Elementary, Teacher Grade 1	08/25/2025	Bachelors/1	1.0000	\$50,029
Adam Pohlen	Wilson Elementary, Teacher 4-5 Exploration	08/25/2025	Masters/1	1.0000	\$58,269
Joseph Rydel	Morris Bye Elementary, Teacher Grade 5	08/25/2025	Bachelors+45/2	1.0000	\$55,290
Ana Sanchez	Ramsey Elementary, Teacher Grade 4	08/25/2025	Bachelors+15/5	1.0000	\$54,145
Kylie Sand	Hoover Elementary, Teacher Grade 4	08/25/2025	Masters/3	1.0000	\$60,280
Jack Schaub	McKinley Elementary, Teacher Phys Ed Elementary	08/25/2025	Bachelors/1	1.0000	\$50,029
Chloe Schwalbe	Johnsville Elementary, Teacher K-3 Exploration	08/25/2025	Bachelors/3	1.0000	\$50,872
Zarlasht Shinwari	Hoover Elementary, Teacher Social Worker Comm Ed	08/25/2025	Masters/1	0.5000	\$29,134

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Jacob Siira	Eisenhower Elementary, Teacher Grade 4	08/25/2025	Bachelors/1	1.0000	\$50,029
Isabelle Simdorn	Mississippi Elementary, Teacher Grade 4	08/25/2025	Bachelors/5	1.0000	\$52,140
Hanna Simon	Champlin Brooklyn Park Academy, Teacher Grade 3	08/25/2025	Masters/1	1.0000	\$58,269
Caitlin Turk	Monroe Elementary, Teacher Social Worker	08/25/2025	Bachelors+15/3	1.0000	\$52,466
Claire VanDenTop	University Ave Elementary, Teacher Grade 1	08/25/2025	Bachelors/1	1.0000	\$50,029
Kayla Worcester	Eisenhower Elementary, Teacher Grade 3	08/25/2025	Bachelors/2	1.0000	\$50,872
Stephanie Zimmerman	Ramsey Elementary, Teacher K-3 Exploration	08/25/2025	Masters/8	0.5700	\$41,205
Secondary					
Sara Asendorf	Anoka High, Teacher Social Studies	08/25/2025	Bachelors/11	0.5800	\$37,948
Brooke Auer Lee	Blaine High, Teacher Social Studies	08/25/2025	Masters/6	1.0000	\$65,599
Breanne Bergerson	Northdale Middle, Teacher Family Consumer Sci	08/25/2025	Masters/3	0.4000	\$24,112
Nicole Collins	Blaine High, Teacher Food Occupations	08/25/2025	Bachelors/9	1.0000	\$61,957
Jonathan Enns	Oak View Middle, Teacher Industrial Tech	08/25/2025	Masters+45/18	1.0000	\$96,119
Leah Erickson	Champlin Park High, Teacher SA-Student Support	08/25/2025	Bachelors/3	1.0000	\$50,872
Matthew Ervin	Blaine High, Teacher ESL	08/25/2025	Masters/5	1.0000	\$62,980
Brian Gronski	Jackson Middle, Teacher Industrial Tech	08/25/2025	Bachelors/3	1.0000	\$50,872
Alivia Johnson	Jackson Middle, Teacher Science	08/25/2025	Masters/1	1.0000	\$58,269
Louden Johnson-Rusco	Roosevelt Middle, Teacher Math	08/25/2025	Bachelors/1	1.0000	\$50,029
David Julien	Anoka High, Teacher ESL	08/25/2025	Masters/13	1.0000	\$82,217
Sarah Keller	Champlin Park High, Teacher English	08/25/2025	Bachelors/1	1.0000	\$50,029
Brian LaMotte	S.T.E.P., Teacher Career-Technical	08/25/2025	Bachelors/17	1.0000	\$72,013
Emily Lehman	Coon Rapids High, Teacher Food Occupations	08/25/2025	Bachelors/12	1.0000	\$67,352
Kelly Lehtola	Coon Rapids High, Teacher Social Studies	08/25/2025	Bachelors+45/1	1.0000	\$54,048
Timothy Loiselle	Northdale Middle, Teacher Industrial Tech	08/25/2025	Masters/3	1.0000	\$60,280
Aubrey Maneth	Jackson Middle, Teacher Music Secd Band	08/25/2025	Bachelors+45/5	1.0000	\$57,167
Jacob McNeff	Anoka Middle - Fred Moore Campus, Teacher	08/25/2025	Bachelors+15/1	1.0000	\$51,486
Julia Minikus	Roosevelt Middle, Teacher Family Consumer Sci	08/25/2025	Bachelors/1	1.0000	\$50,029
Tamara Morin	Jackson Middle, Teacher Family Consumer Sci	08/25/2025	Bachelors/1	1.0000	\$50,029
Grace Morningstar	Jackson Middle, Teacher English	08/25/2025	Bachelors/1	1.0000	\$50,029
Morgan Paaverud	Compass - Bell Building, Teacher Math	08/25/2025	Bachelors/1	1.0000	\$50,029
Meesha Peterson	Anoka Middle - Fred Moore Campus, Teacher Science	08/25/2025	Masters+45/1	1.0000	\$62,901
Hailey Pitzl	Jackson Middle, Teacher Science	08/25/2025	Bachelors/1	1.0000	\$50,029
Karsen Przybilla	Jackson Middle, Teacher Phys Ed Secondar	08/25/2025	Bachelors/1	1.0000	\$50,029
Jaleel Ramey Khabeer	River Trail Learning Center, Teacher Social Worker	08/25/2025	Masters/1	1.0000	\$58,269
Karsen Risse	CED, Teacher Social Worker	08/25/2025	Bachelors/1	1.0000	\$50,029
Jeffrey Ross	Champlin Park High, Teacher Business	08/25/2025	Bachelors/1	1.0000	\$50,029

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Jennifer Roufs	Jackson Middle, Teacher World Language	08/25/2025	Masters/9	1.0000	\$74,567
Ethan Scheibe	Blaine High, Teacher English	08/25/2025	Bachelors/2	1.0000	\$50,872
Sophia Scheveck	Coon Rapids Middle, Teacher Math	08/25/2025	Bachelors/1	1.0000	\$50,029
Kayla Schroeder	Champlin Park High, Teacher SA-Coach	08/25/2025	Masters+60/4	0.5000	\$35,266
Richard Sherer	Coon Rapids High, Teacher Academic Support	08/25/2025	Bachelors/3	1.0000	\$50,872
Shaquielle Shoulders	S.T.E.P., Teacher Career-Technical	08/25/2025	Masters/11	0.5000	\$39,350
Eryn Slagle	Anoka Middle - Fred Moore Campus, Teacher	08/18/2025	Masters/1	1.0535	\$61,385
Olga Suarez-Guzman	Blaine High, Teacher Spanish	08/25/2025	Bachelors+45/18	1.0000	\$79,807
Timothy Taylor	Roosevelt Middle, Teacher Industrial Tech	08/25/2025	Masters+15/13	1.0000	\$84,715
Peter Tignor	Blaine High, Teacher Food Occupations	08/25/2025	Bachelors/19	1.0000	\$73,575
Whitney Tinjum	Blaine High, Teacher Business	08/25/2025	Masters+45/2	1.0000	\$65,226
Catherine Varichak	Coon Rapids Middle, Teacher English	08/25/2025	Bachelors/2	1.0000	\$50,872
Hannah Wellington	Champlin Park High, Teacher English	08/25/2025	Masters/1	1.0000	\$58,269
Elizabeth Wess	Coon Rapids Middle, Teacher Math	08/25/2025	Bachelors/1	1.0000	\$50,029
Jerry Willour	Champlin Park High, Teacher Science	08/25/2025	Bachelors+15/1	1.0000	\$51,486
Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Kari Ballata	ESC-Special Ed, Teacher Psychologist	08/25/2025	Masters+60/21	1.0000	\$101,549
Jeffrey Bancroft	ESC-Special Ed, Teacher Adapt Phy Ed	08/25/2025	Bachelors/7	1.0000	\$56,704
Rebekah Banks	Anoka Middle - Washington Campus, Teacher ABS	08/25/2025	Bachelors/14	1.0000	\$69,914
Megan Blatchley	Riverview Early Childhood Ctr, Teacher EC/SE	08/25/2025	Bachelors/2	1.0000	\$50,872
Frederick Boyle	ESC-Special Ed, Teacher Adapt Phy Ed	08/25/2025	Masters+60/11	1.0000	\$88,790
Katherine Bultman	Sorteberg Early Childhood Ctr, Teacher EC/SE	08/25/2025	Bachelors/1	1.0000	\$50,029
Emily Carey	Northdale Middle, Teacher ABS (AcadBehav)	08/25/2025	Masters/3	1.0000	\$60,280
Conner Chambers	Sand Creek Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters/1	1.0000	\$58,269
Gregory Collins	Morris Bye Elementary, Teacher E/BD	08/25/2025	Masters/4	1.0000	\$62,980
Maggie Cooper	Champlin Brooklyn Park Academy, Teacher ABS	08/25/2025	Masters/7	1.0000	\$68,186
Roberta Davies	Sand Creek Elementary, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Abigail DeMars	ESC-Special Ed, Teacher Speech Clinician	08/25/2025	Masters+15/7	1.0000	\$70,783
Megan Dobson	Lincoln Elementary, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Rasha Eldawy	Jackson Middle, Teacher ABS (AcadBehav)	08/25/2025	Bachelors+45/2	1.0000	\$55,290
Patrick Frigerio	Coon Rapids Middle, Teacher SLD	08/25/2025	Bachelors/6	1.0000	\$53,851
David Hall	River Trail Learning Center, Teacher ABS	08/25/2025	Bachelors/4	1.0000	\$52,140
Nancy Hugh	Coon Rapids Middle, Teacher ABS (AcadBehav)	08/25/2025	Bachelors+15/2	1.0000	\$52,466
Tiarra Jackson	River Trail Learning Center, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Maggie Jacobs	ESC-Special Ed, Teacher Speech Clinician	08/25/2025	Masters/1	1.0000	\$58,269
Olivia Jones	Champlin Brooklyn Park Academy, Teacher E/BD	08/25/2025	Masters/1	1.0000	\$58,269

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Naomi Kaar	ESC-Student Conduct, Teacher Counselor	08/25/2025	Bachelors+45/14	1.0000	\$76,223
Katherine Kazemba	Ramsey Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters+15/17	1.0000	\$89,265
Laura King	River Trail Learning Center, Teacher ASD	08/25/2025	Bachelors/2	1.0000	\$50,872
Miranda Kowalenko	Coon Rapids High, Teacher ABS (AcadBehav)	08/25/2025	Bachelors+15/4	1.0000	\$54,145
Cassandra Larson	Lincoln Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters/1	1.0000	\$58,269
Morgan Lindquist	Anoka High, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Claire Lish	Rum River Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	1.0000	\$50,029
Hayley Myhre	Anoka Middle - Washington Campus, Teacher E/BD	08/25/2025	Bachelors+30/3	1.0000	\$53,825
Anna Paddock	Oak View Middle, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/2	1.0000	\$50,872
Michael Pendleton	Sunrise Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters+45/11	1.0000	\$86,135
Jazmin Perez Pineda	Andover High, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	1.0000	\$50,029
Jemine Pierick	Johnsville Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters/4	1.0000	\$62,980
Darcy Pitra	Oxbow Creek Elementary, Teacher ASD	08/25/2025	Bachelors+15/2	1.0000	\$52,466
Karyn Ratajczak	Brookside Elementary, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Brittany Ridout	Oak View Middle, Teacher ABS (AcadBehav)	08/25/2025	Masters/11	1.0000	\$78,699
Kieran Roller	Evergreen Park Elementary, Teacher ABS	08/25/2025	Bachelors/1	1.0000	\$50,029
Tricia Rutz	Blaine Early Childhood Ctr, Teacher EC/SE	08/25/2025	Bachelors/10	1.0000	\$63,832
Marnie Sanders	Champlin Brooklyn Park Academy, Teacher ASD	08/25/2025	Masters/4	1.0000	\$62,980
Brenna Sindt	Verndale, Teacher Speech Clinician StrCa	07/14/2025	Masters/1	1.0000	\$58,269
Alexander Skavlem	Verndale, Teacher Blind or Visually Imp	08/25/2025	Masters/8	1.0000	\$72,290
Maria Sopcinski	Verndale, Teacher Speech Clinician StrCa	07/14/2025	Masters/1	0.8000	\$46,615
Janet Squires	Champlin Park High, Teacher ASD (AutismSpectrum)	08/25/2025	Bachelors/2	1.0000	\$50,872
Nicole Troiano	McKinley Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters+45/11	1.0000	\$86,135
Tiara Watts	Northdale Middle, Teacher ABS (AcadBehav)	08/25/2025	Masters/2	1.0000	\$60,280
Morgan White	Oxbow Creek Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters/1	1.0000	\$58,269
Megan Wirth	ESC-Special Ed, Teacher Speech Clinician	08/25/2025	Masters/4	1.0000	\$62,980
Adamsheeye Xiong	ESC-Special Ed, Teacher Psychologist	08/25/2025	Masters+60/1	1.0000	\$64,607
Name	Current or Most Recent Position	Effective Date	Days	Salary	
Administrative					
Tiffany Hill	Educational Svc Ctr, Emp Data Sys Integration Spec Based on an annual salary of \$70,200 for 261 days	07/28/2025	242	\$65,090	
Gregory Kalberer	ESC-Special Ed, Special Educ Prg Administrator Based on an annual salary of \$112,893 for 261 days	07/28/2025	242	\$104,675	
Qurina Slayhi	Educational Svc Ctr, Coordinator Learning Achieve Based on an annual salary of \$122,903 for 261 days	07/07/2025	257	\$121,019	
Jessica Thomason	Adams Elementary, Principal - Interim Based on an annual salary of \$131,795 for 261 days	08/18/2025	228	\$115,131	
Daniel Zurbey	Coon Rapids High, Asst Principal HS 10 Month Based on an annual salary of \$124,912 for 261 days	08/01/2025	225	\$108,097	

c. Cash Disbursements

Fund No.	Description	Amount
	Checks	\$ 3,509,579.84
01	General	3,312,385.90
02	Food Service	37,085.06
04	Community Service	137,430.15
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	22,678.73
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 31,028,798.83
01	General	22,310,857.52
02	Food Service	387,451.86
04	Community Service	774,468.88
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	6,969,553.57
21	Dental-Self Insurance	419,463.92
22	Work. Comp.-Self Insurance	167,003.08
47	OPEB Debt Service	-
	ACH Payments	\$ 10,611,654.82
01	General	9,902,494.84
02	Food Service	524,990.64
04	Community Service	138,177.02
06	Building Construction	-
20	Health-Self Insurance	22,068.32
21	Dental-Self Insurance	23,924.00
22	Work. Comp.-Self Insurance	-
	P-Card	\$ 45,588,179.00
01	General	415,605.11
02	Food Service	171,37
04	Community Service	20,440.62
06	Building Construction	-
20	Health-Self Insurance	1,929.21
	TOTAL DISTRICT	\$ 45,588,179.80

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	
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	13,138,301	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	208,927,370	11,575,502	13,768,664	(188,104)	6,084,921	10,510,629	2,283,700	3,124,221	902,350	256,989,251	25,000,000	0	669,403	282,658,654	267,817,950
06/30/25	185,153,385	13,383,456	13,806,762	-	9,518,526	15,502,685	2,798,753	3,530,564	1,419,333	245,113,465	25,000,000	0	720,238	270,833,702	263,325,129

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

e. Donation & Scholarship Report

DATE	DONOR	DONEE	PURPOSE	AMOUNT
06/23/25	AGHS Hockey Booster Club	Andover High	Girls Hockey- paying deficit	\$3,864.39
06/23/25	AHEF	Blaine High	Chance Fund- Playing for Activity Fees	\$2,000.00
07/07/25	AHEF	Champlin Park High	Cybersecurity Certification for 2 IB Students	\$354.00
06/30/25	AHEF	Champlin Park High	Chance Fund- Playing for Activity Fees	\$2,000.00
06/30/25	AHEF	Coon Rapids High	Chance Fund- Playing for Activity Fees	\$2,000.00
07/07/23	American Online Giving Foundation	Hamilton Elem	General Supplies	\$81.64
06/23/25	American Online Giving Foundation	University Ave Elem	Supplies, paper, etc.	\$82.84
06/23/25	Andover Center Ice Club	Andover High	Boys hockey account deficit	\$1,225.41
07/07/25	Andover Football Association, INC.	Andover High	Coaches & Uniforms	\$5,000.00
07/07/25	Andover Football Association, INC.	Andover High	Stadium laptop & program update	\$3,000.00
06/30/25	Andover High School Drama Parents Organization INC	Andover High	General Art Supplies Usage	\$775.50
06/30/25	Andover High School Drama Parents Organization INC	Andover High	General Band Supply Usage	\$1,034.00
06/30/25	Andover High School Drama Parents Organization INC	Andover High	General Choral Supply Usage	\$1,034.00
06/23/25	Andover Huskies Youth Hockey Gambling Account	Andover High		\$500.00
06/23/25	Ashley Romanov	Sand Creek Elem	Food for Staff Appreciation Week Classroom/Student Supplies	\$400.00
06/23/25	Blaine Girls Basketball Booster Club	Blaine High	BHS Girl's Basketball Practice Jersey Purchase	\$1,000.00
06/23/25	Blaine High School Alpine Ski Boosters	Blaine High	BHS Alpine Ski Bus Bill - Invoice # 13332	\$7,032.81
06/23/25	BookTixNow LLC	Anoka MS	Donation from play tickets	\$207.73
06/23/25	Casey's	Johnsville Elem	School Supplies	\$4.00
06/23/25	Casey's General Stores	Andover Elem	Classroom Supplies	\$9.40
06/23/25	Charities Aid Foundation America	Andover Elem	Classroom Supplies	\$30.00
06/23/25	Charities Aid Foundation America	Andover Elem	Classroom Supplies	\$30.00
06/23/25	Charities Aid Foundation America	Andover High	General Supply Usage	\$92.00
06/23/25	Charities Aid Foundation America	Anoka MS	Non-Instructional supplies	\$20.00
06/23/25	Charities Aid Foundation America	Blaine High	General Program Support	\$40.00
06/23/25	Charities Aid Foundation America	Dayton Elem	Student/school supplies as needed	\$10.00
07/07/25	Charities Aid Foundation America	Dayton Elem	Student/school supplies as needed	\$10.00
06/23/25	Charities Aid Foundation America	Eisenhower Elem	Student Incentives	\$10.00
07/07/23	Charities Aid Foundation America	Eisenhower Elem	Student Incentives	\$10.00
06/23/25	Charities Aid Foundation America	Rum River Elem	General Supplies	\$10.00
06/23/25	Coon Rapids Mat Bandits	Coon Rapids High	For Breakfast and Bibles tees/sweatshirts purchased through Cardinal Image store	\$1,000.00
06/23/25	Coon Rapids Super Senior Club	ECFE	Outdoor Classroom	\$350.00
06/23/25	Coon Rapids Super Senior Club	Sand Creek Elem	Classroom/Student Supplies	\$350.00
06/23/25	Coon Rapids Super Senior Club	Two Rivers	Community Participation Classes	\$350.00
06/23/25	CP Gymnastics Team Boosters	Champlin Park High	Gymnastics Coach	\$1,037.09
06/23/25	CP Gymnastics Team Boosters	Champlin Park High	Gymnastics Coach	\$2,592.72
06/23/25	CRYHA Charitable Gambling	Coon Rapids High	Track Construction of Disc Area	\$10,000.00
06/18/25	Dave Meberg	Blaine High	Boys Track & Field	\$5,000.00
06/23/25	Dayton Elementary PTO	Dayton Elem	Recess equipment	\$159.74
06/23/25	Dayton Elementary PTO	Dayton Elem	PE Bluetooth speaker reimbursement	\$400.00
06/23/25	Faith Lutheran Church	Coon Rapids High	CRHS Band Program	\$300.00
06/23/25	Fleetwood's	Coon Rapids High	paying for bus for woodworking/skills USA competition	\$316.38
06/23/25	Hoover PTO	Hoover Elem	5th Grade Buses for Field Trip	\$277.88
06/23/25	Hoover PTO	Hoover Elem	2nd Grade Field Trip to Cheap Skate	\$300.00

06/30/25	Jefferson Elementary PTO	Jefferson Elem	5th Grade Party	\$788.50
06/30/25	Jefferson Elementary PTO	Jefferson Elem	Patrol Field Trip	\$708.56
06/23/25	John Almos	STEP	Classroom Instruction	\$290.00
06/23/25	Johnsville PTO	Johnsville Elem	Grade 1 Field Trip to the Science Museum	\$2,477.44
06/23/25	Johnsville PTO	Johnsville Elem	Grade 2 Field Trip to Sea of Life	\$1,763.96
06/23/25	Johnsville PTO	Johnsville Elem	Kindergarten Field Trip to Como Zoo	\$540.36
06/23/25	Madison PTO	Madison Elem	Gr. 4 in-school field trip	\$75.00
06/23/25	Madison PTO	Madison Elem	Gr. 4 in-school field trip	\$75.00
07/28/25	McKinley PTO	McKinley Elem	Gaga Ball Pit with Grass Pats	\$9,400.00
06/23/25	Melanie Hobbs	STEP	Automotive Classroom Instruction	\$38.00
07/07/25	Monroe Elementary PTO	Monroe Elem	Field Trip Reimbursement	\$550.00
07/07/25	Monroe Elementary PTO	Monroe Elem	Field Trip Reimbursement	\$550.00
07/07/25	Monroe Elementary PTO	Monroe Elem	Field Trip Reimbursement	\$550.00
06/23/25	Morris Bye PTO	Morrie Bye Elem	Grade 2 Field Trip Scholarships	\$254.56
06/23/25	Ohio Pyle Prints, INC	Champlin Park High	Student Recognition	\$42.84
06/23/25	Oxbow Creek Home and School Assn	Oxbow Creek Elem	Payment for Word Masters Lists	\$210.00
06/23/25	Ramsey PTO	Ramsey Elem	Building popcorn/supplies	\$278.95
06/23/25	Ramsey PTO	Ramsey Elem	Paper cost reimbursement	\$158.50
07/28/25	Rebels Lacrosse Booster Club	Champlin Park High	Transportation - Boys LAX to Duluth	\$1,635.00
06/23/25	Rich Goden	STEP	Automotive Classroom Instruction	\$23.00
06/23/25	River Trail Learning Center Buffalo Boosters	River Trail	Jam Hops Field Trip Bussing	\$216.62
06/23/25	River Trail Learning Center Buffalo Boosters	River Trail	Twins Field Trip	\$468.77
06/23/25	Royal Credit Union	Coon Rapids High	top teacher award to Bobby Miller & CRHS woodworking Skills USA program	\$1,000.00
06/30/25	Shawna Feist	Mississippi Elem	Yearbook purchase for every student	\$250.00
06/30/25	Sunrise PTO	Sunrise Elem	Field Trip Bus Reimbursement for 1st Grade	\$285.00
06/23/25	Tanya Olson	STEP	Automotive Classroom Instruction	\$25.00
06/23/25	The Blackbaud Giving Fund	Andover High	General Building Usage	\$40.00
06/23/25	The Blackbaud Giving Fund	Champlin Park High	Student Recognition	\$44.00
06/23/25	The Blackbaud Giving Fund	Champlin Park High	Student Recognition	\$48.00
06/23/25	The Blackbaud Giving Fund	Champlin Park High	Student Recognition	\$48.00
06/23/25	The Blackbaud Giving Fund	Oxbow Creek Elem	Student supplies	\$50.00
06/23/25	The Blackbaud Giving Fund	Sand Creek Elem	Community Events	\$150.00
07/07/25	The Blackbaud Giving Fund	Sand Creek Elem	School / Classroom events and supplies	\$150.00
06/23/25	University Avenue Elementary PTO	University Ave Elem	5th Gr. Field Trip Blainebrook Bowl	\$302.12
06/30/25	Wilson PTCO	Wilson Elem	Busing for patrols to go to MOA	\$847.00
06/30/25	Wilson PTCO	Wilson Elem	Purchase yearbooks for 5th graders and families in need	\$930.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION

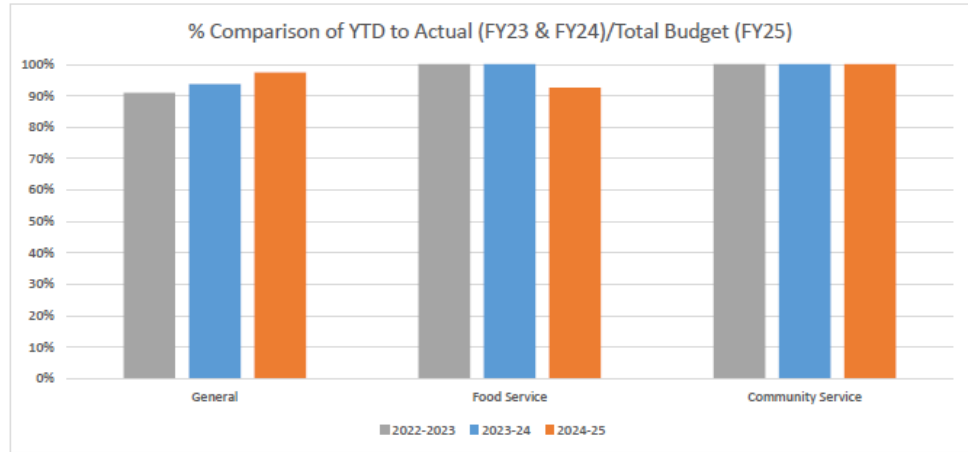
TOTAL**\$79,565.71****SCHOLARSHIP DONATIONS**

DATE	DONOR	DONEE	PURPOSE	AMOUNT
07/17/25	CPHS Staff Scholarship	Champlin Park High	Julie yager scholarship	\$2,200.00
07/17/25	Class of '63 Scholarship	Anoka High	George Rootes & Mary Rootes	\$200.00
07/17/25	CRHS STEP Scholarship	Croon Rapids High	Coon Rapids Community Scholarship Association	\$750.00
07/17/25	Anoka Hennepin Education Minnesota Scholarship	Regional Tech	Anoka Hennepin Education Minnesota Scholarship	\$500.00
			SCHOLARSHIP TOTALS	<u>\$ 3,650.00</u>
			TOTAL DONATIONS	<u>\$ 91,651.12</u>

f. Monthly Revenue & Expenditures

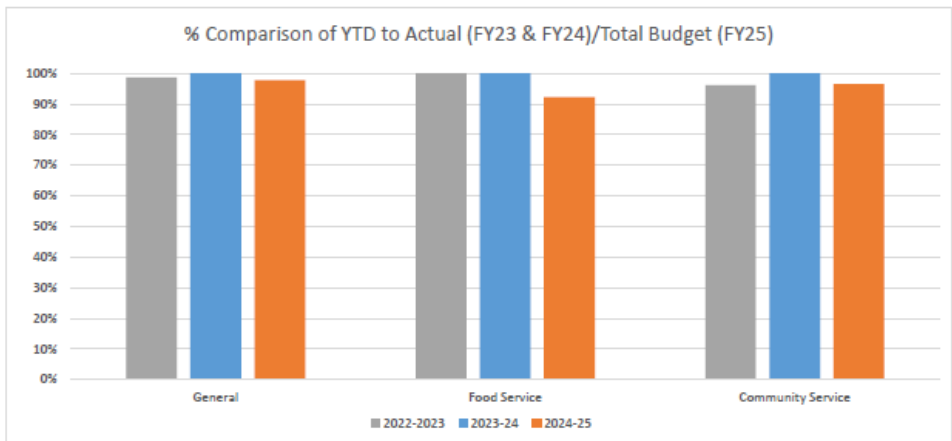
Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended June 30, 2025¹

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	91,316,528	644,263,018	661,596,747	97%	94%	91%
Food Service	3,330,058	27,428,171	29,629,662	93%	115%	107%
Community Service	3,149,975	30,247,548	30,120,592	100%	100%	102%
Building Construction	70	108,151	110,000	98%	2214%	60742%
Debt Service	3,585,888	16,056,473	15,452,017	104%	105%	109%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 101,382,519	\$ 718,103,361	\$ 737,659,018	97%	95%	92%



Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended June 30, 2025¹

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	91,396,559	520,646,130	542,128,220	96%	101%	98%
Purchased Services	12,418,752	75,516,726	70,495,098	107%	126%	101%
Supplies	5,226,343	26,312,567	26,212,772	100%	86%	103%
Capital Expenditures	2,429,710	27,638,119	24,765,410	112%	143%	99%
Other Exp & Transfers ²	10,842,511	12,670,114	14,449,132	88%	37%	57%
Total General Fund	\$ 122,313,875	\$ 662,783,656	\$ 678,050,632	98%	104%	99%
Food Service	2,240,982	27,229,992	29,522,260	92%	113%	107%
Community Service	3,729,143	29,292,608	30,355,642	96%	104%	96%
Building Construction	(30,574)	3,896,440	3,898,288	100%	98%	83%
Debt Service	3,100	15,442,003	15,442,703	100%	100%	100%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 128,256,526	\$ 738,644,698	\$ 758,019,525	97%	104%	98%



g. Approved the Joint Powers Agreement with City of Dayton – Safe Routes to School
Motion passed on a 5-0 vote.

The work session then continued with the following agenda items: School Safety and Security Update; Secondary Social Studies UbDs; Secondary Science and Instructional Methodology.

Co-Chair Zach Arco recessed the meeting at 9:10 p.m. Matt Audette moved and Dr. Langenfeld seconded the motion to adjourn the meeting. Motion passed.

Kacy Deschene, Acting Clerk
Anoka-Hennepin Independent School District No. 11

Zach Arco, Co-Chair

Prepared by: Fiorella Ball, CPS
Recorder

Approved: _____

APPENDIX B

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

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Michelle Berens	Leave Of Absence, Teacher Grade 3	07/30/2025
Carrie Brunn	S.T.E.P., Job Coach	08/25/2025
Elizabeth Grendahl-Hoff	Eisenhower Elementary, ParaEducator Special Education	11/21/2025
Julie Klund-Schubert	Northdale Middle, Asst Principal Middle School	06/30/2025
Julie Maresh	Champlin Park High, ParaEducator Secondary	06/06/2025
Lori Raatikka	Andover High, Teacher Math	08/29/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Colleen Atakpu-Shiggs	Champlin Park High, Asst Principal High School	08/11/2025
Molly Cardosi	ESC-Special Ed, Teacher Occupational Therapist	06/09/2025
Nicole Gross	Monroe Elementary, Teacher Academic Support	08/20/2025
Leila Silver	Compass - Bell Building, Teacher English	06/09/2025

APPENDIX B

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

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Lois Andringa	S.T.E.P., School Office Supervisor	08/25/2025	11/17/2025
Joel Barnick	Educational Svc Ctr, B/G Maint Spec HVAC	07/14/2025	09/30/2025
Laura Blondin	Roosevelt Middle, ParaEducator Health	08/12/2025	09/23/2025
Destiny Cummings	Andover High, Student Achievement Advisor	08/07/2025	09/29/2025
Patricia Cunningham	Wilson Elementary, Teacher Academic Support	09/30/2025	11/10/2025
Allison Dittberner	Educational Svc Ctr, Asst Director Child Nutrition	08/14/2025	11/05/2025
Marcus Giles	Monroe Elementary, Teacher Grade 4	08/04/2025	09/19/2025
Michelle Gindele	Andover Elementary, Teacher Grade 1	09/15/2025	10/31/2025
Deborah Hedrington	Coon Rapids High, Teacher MMH	08/25/2025	11/10/2025
Genny Hemingway	Oxbow Creek Elementary, Teacher DD	08/18/2025	10/17/2025
Ann Herlofsky	Adams Elementary, Principal Elementary School	09/26/2025	07/01/2026
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	09/08/2025
Jennifer Hieb	Champlin Brooklyn Park Academy, ParaEducator Elementary	08/05/2025	09/16/2025
Kerry Hommes	Educational Svc Ctr, Payroll Generalist	08/11/2025	11/03/2025
Cheri McQuay	ESC-Special Ed, Teacher MSH	07/14/2025	09/02/2025
Kesaia Montes	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	08/14/2025	09/05/2025
Linda Quammen	Andover Elementary, Teacher Grade K	08/25/2025	11/14/2025
Michael Race	Roosevelt Middle, CEd Comm Schl Coordinator 193	08/05/2025	06/12/2026
Lexie Read-Weber	Blaine High, Teacher English	07/21/2025	11/14/2025
William Rehfuss	Two Rivers Transition Program, Teacher Work Exp Handicapped	09/18/2025	10/31/2025
Paul Schrempf	Madison Elementary, Teacher Grade 4	07/01/2025	06/28/2030

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Kale Asada	Johnsville Elementary, A+ PT CCA - Ln 1	01/22/2025	09/30/2025
Michelle Berens	Adams Elementary, Teacher Grade 3	07/01/2021	07/30/2025
Jana Brackin	Anoka High, Educ Office Prof	05/06/2025	08/22/2025
Anjanette Doty	Ramsey Elementary, Teacher Music Elementary	09/17/2025	01/16/2026
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/18/2024	11/28/2025
Jennifer Gimble	Champlin Brooklyn Park Academy, Teacher K5 Core Inst Support	09/12/2024	02/13/2026
Nicole Gross	Monroe Elementary, Teacher Academic Support	07/01/2024	08/20/2025
Julie Klund-Schubert	Northdale Middle, Asst Principal Middle School	07/01/2023	06/30/2025
Anita McLaughlin	Educational Svc Ctr, Educ Office Prof	09/18/2025	10/27/2025
Shelly Parsons	Northdale Middle, ParaEducator Spec Ed Cntr Base	03/21/2025	12/31/2025
Lori Raatikka	Andover High, Teacher Math	07/01/2025	08/29/2025
Kelsey Wolle	Coon Rapids High, Teacher EC/SE	08/25/2025	10/30/2025

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					
Andrew Barnett	Jefferson Elementary, Teacher ESL	08/25/2025	Bachelors/1	1.0000	\$50,029
Renata Bonanno	Jefferson Elementary, Teacher Grade 5	08/25/2025	Masters/13	1.0000	\$82,217
Joseph Breckenridge	Hoover Elementary, Teacher Grade 3	08/25/2025	Masters/4	1.0000	\$62,980
Amy Cole	Champlin Brooklyn Park Academy, Teacher Academic	08/25/2025	Masters+45/4	1.0000	\$68,687
Matthew Franz-Shoff	Brookside Elementary, Teacher Phys Ed Elementary	08/25/2025	Masters/1	0.5000	\$29,134
Maeghan Grewe	Brookside Elementary, Teacher Grade K	08/25/2025	Bachelors/4	1.0000	\$52,140
Scott Hanson	Champlin Brooklyn Park Academy, Teacher K5 Core	08/25/2025	Masters/1	0.5559	\$32,394
Shannon Jensen	Oxbow Creek Elementary, Teacher K5 Core Inst	08/25/2025	Bachelors/10	0.8600	\$54,896
Alyssa Knapp	Eisenhower Elementary, Teacher Grade 1	08/25/2025	Bachelors/1	1.0000	\$50,029
Amy Lynn	Dayton Elementary, Teacher Grade 5 LTS	08/25/2025	Bachelors/1	0.2567	\$12,841
Elizabeth Manz	Dayton Elementary, Teacher Grade 2	08/25/2025	Bachelors/1	1.0000	\$50,029
Tamra Maroushek	Andover Elementary, Teacher K5 Core Inst Support	08/25/2025	Masters+15/2	0.7400	\$45,807
Robert McHugh	Hamilton Elementary, Teacher Phys Ed Elementary	08/25/2025	Masters/2	1.0000	\$60,280
Suzanne Pitkanen	Eisenhower Elementary, Teacher Literacy Intervention	08/25/2025	Masters+30/22	0.5000	\$48,488
Bethany Poppinga	Andover Elementary, Teacher Grade K LTS	08/25/2025	Bachelors/2	0.3102	\$15,778
Michelle Ronning	Rum River Elementary, Teacher ESL	08/25/2025	Masters/10	0.5000	\$38,422
Britany Sonnentag	Monroe Elementary, Teacher Grade 2	08/25/2025	Bachelors/2	1.0000	\$50,872
Emily Spanjers	Brookside Elementary, Teacher Media Specialist Elem	08/25/2025	Masters/8	0.7500	\$54,218
Allison Terry	Sand Creek Elementary, Teacher Grade 2	08/25/2025	Bachelors/1	1.0000	\$50,029

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Josiah Ahlquist	Anoka High, Teacher Career-Technical	08/25/2025	Bachelors/9	1.0000	\$61,957
Sydney Fields	S.T.E.P., Teacher Business	08/25/2025	Bachelors/1	1.0000	\$50,029
Cathy Lund-Ziebarth	Blaine High, Teacher English LTS	08/25/2025	Masters+60/21	0.2353	\$23,893
Angela Lyman	S.T.E.P., Teacher Career-Technical	08/25/2025	Bachelors/15	1.0000	\$70,955
Nessie Rain Rito	Coon Rapids Family Center - Eval Team, Teacher	08/25/2025	Bachelors/1	1.0000	\$50,029
Lisa Sjogren	Northdale Middle, Teacher SA-Tech Coord LTS	08/25/2025	Masters+60/12	0.4385	\$40,083
Ryan Tupy	S.T.E.P., Teacher Industrial Tech	08/25/2025	Bachelors/5	1.0000	\$52,140
Kai Uehara	Andover High, Teacher Science	08/25/2025	Bachelors/5	1.0000	\$52,140
Natasha Vigoren	Coon Rapids Middle, Teacher Art Secondary	08/25/2025	Bachelors/1	1.0000	\$50,029
Jordan Vylasek	Blaine High, Teacher Art Secondary	12/01/2025	Bachelors/1	0.6524	\$32,639
George Wilson	Andover High, Teacher SA-Admn Intern	08/25/2025	Masters/9	1.0000	\$74,567

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Hayley Bakkene	Champlin Park High, Teacher E/BD	08/25/2025	Bachelors/1	1.0000	\$50,029
Jennifer Cavanaugh	Hoover Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters+60/22	1.0000	\$104,251

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Sabrina Chorba	Sand Creek Elementary, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Tristan Cofer	Roosevelt Middle, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/2	1.0000	\$50,872
Robert Crump	Champlin Park High, Teacher ABS (AcadBehav)	08/25/2025	Masters/1	1.0000	\$58,269
Andrea Duff	Northdale Middle, Teacher ABS (AcadBehav)	08/25/2025	Masters/12	1.0000	\$81,020
Heather Faris	Oak View Middle, Teacher E/BD	08/25/2025	Bachelors/1	1.0000	\$50,029
Gabrielle Farrell	Riverview Early Childhood Ctr, Teacher Speech	08/25/2025	Masters/1	1.0000	\$58,269
Molly Finn	River Trail Learning Center, Teacher E/BD	08/25/2025	Bachelors+45/13	1.0000	\$74,512
Serina Gbakoyah	Oak View Middle, Teacher ABS (AcadBehav)	08/25/2025	Masters/2	1.0000	\$60,280
Alexandra Geisler	Sunrise Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	1.0000	\$50,029
Cynthia Guille	Jefferson Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	0.5000	\$25,014
Jerik Hahn	Blaine High, Teacher ABS (AcadBehav)	08/25/2025	Bachelors+45/8	1.0000	\$64,916
Kristin Hancock	ESC-Special Ed, Teacher SA-SpEd	08/25/2025	Masters+60/12	1.0000	\$91,409
Stephanie Harbulak-Barron	ESC-Special Ed, Teacher SA-SpEd	08/25/2025	Masters+60/20	1.0000	\$101,549
Stephanie Hurtado	Two Rivers Transition Program, Teacher DD	08/25/2025	Masters+30/17	1.0000	\$91,898
Brandy Johnson	Hamilton Elementary, Teacher ABS (AcadBehav)	08/25/2025	Masters/1	1.0000	\$58,269
Mackenzie Johnson	Adams Elementary, Teacher E/BD	08/25/2025	Bachelors/3	1.0000	\$50,872
Marisa Junkert	Brookside Elementary, Teacher ASD	08/25/2025	Bachelors/3	1.0000	\$50,872
Brittany Lindberg	Andover Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	0.5000	\$25,014
Amie Lorence Grubidge	Monroe Elementary, Teacher Special Educ Lead	08/25/2025	Masters/12	0.5000	\$40,510
Amanda Ogura	Johnsville Elementary, Teacher E/BD	08/25/2025	Masters/1	1.0000	\$58,269
Asia O'Neil	ESC-Special Ed, Teacher Psychologist	08/25/2025	Masters/1	1.0000	\$58,269
Holly Richards	Sand Creek Elementary, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Isabelle Richards	Hoover Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors+15/2	1.0000	\$52,466
Jared Scheel	Oak View Middle, Teacher E/BD	08/25/2025	Masters/1	1.0000	\$58,269
Andrianna Schmidt	University Ave Elementary, Teacher DD	08/25/2025	Masters+60/3	1.0000	\$67,228
Linda Schuck	River Trail Learning Center, Teacher DD	08/25/2025	Bachelors/1	1.0000	\$50,029
Alissa Shape	Andover High, Teacher ABS (AcadBehav)	08/25/2025	Masters+15/1	1.0000	\$59,677
Krista Siems Wilson	Roosevelt Middle, Teacher ABS (AcadBehav)	08/25/2025	Masters+15/18	1.0000	\$90,671
Emma Sima	Jackson Middle, Teacher ASD (AutismSpectrum)	08/25/2025	Bachelors/1	1.0000	\$50,029
Heather Renee Tan	Coon Rapids Family Center - Eval Team, Teacher	08/25/2025	Masters+60/22	0.6000	\$62,551
Jessica Thull	ESC-Special Ed, Teacher Social Worker Comm Ed	08/25/2025	Masters+60/22	1.0000	\$104,251
Holly Tieg	Ramsey Elementary, Teacher SLD	08/25/2025	Masters/10	1.0000	\$76,845
Alyssa Timmons	Sand Creek Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	1.0000	\$50,029
Justin Webb	Champlin Brooklyn Park Academy, Teacher E/BD	08/25/2025	Bachelors+45/2	1.0000	\$55,290

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Heidi Downhour	ESC-Special Ed, Special Educ Prg Administrator Based on an annual salary of \$112,893 for 261 days	08/18/2025	227	\$98,187

APPOINTMENTS

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Days</u>	<u>Salary</u>
Administrative Katherine Jarvi	Rum River Elementary, Asst Principal - Interim Based on an annual salary of \$115,556 for 261 days	08/18/2025	227	\$100,503

MOTION

Date:

August 25, 2025

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

Fund No.	Description	Amount
	Checks	\$ 8,896,817.53
01	General	7,883,659.04
02	Food Service	541,712.97
04	Community Service	437,710.19
06	Building Construction	
07	Bond & Interest K-12	
20	Health-Self Insurance	90.00
21	Dental-Self Insurance	170.00
22	Work. Comp.-Self Insurance	33,475.33
47	OPEB Debt Service	-
	Electronic Payments	\$ 31,187,010.10
01	General	15,577,951.79
02	Food Service	145,339.81
04	Community Service	735,809.09
06	Building Construction	-
07	Bond & Interest K-12	3,725,050.01
20	Health-Self Insurance	10,188,565.42
21	Dental-Self Insurance	569,919.14
22	Work. Comp.-Self Insurance	133,923.59
47	OPEB Debt Service	110,451.25
	ACH Payments	\$ 6,266,868.15
01	General	5,868,788.36
02	Food Service	239,793.57
04	Community Service	106,369.41
07	Bond & Interest K-12	3,100.00
20	Health-Self Insurance	40,415.81
21	Dental-Self Insurance	510.00
22	Work. Comp.-Self Insurance	7,891.00
	P-Card	\$ 243,218.52
01	General	198,320.12
02	Food Service	274.47
04	Community Service	44,594.65
06	Building Construction	-
20	Health-Self Insurance	28.98
	TOTAL DISTRICT	\$ 46,593,914.30

**ANOKA-HENNEPIN DISTRICT NO. 11
MONTHLY DONATION REPORT**

DATE	DONOR	DONEE	PURPOSE	AMOUNT
07/31/25	American Online Giving Foundation	UNIVERSITY AVE ELEM	Supplies, paper, toner, printer ink, etc.	\$82.84
08/11/25	Anoka High School Girls Basketball Booster Club Inc	ANOKA HIGH	1/2 expense of Shooting Machine already purch from 750 Fundraising account	\$2,150.00
08/11/25	Charities Aid Foundation America	ANDOVER ELEM	Classroom Supplies	\$30.00
08/11/25	Charities Aid Foundation America	ANDOVER ELEM	Classroom Supplies	\$30.00
08/11/25	Charities Aid Foundation America	ANDOVER ELEM	Classroom Supplies	\$30.00
07/31/25	Charities Aid Foundation America	ANDOVER HIGH	General Fund	\$92.00
07/31/25	Charities Aid Foundation America	ANDOVER HIGH	General Fund	\$92.00
08/11/25	Charities Aid Foundation America	ANOKA MIDDLE	Non-instructional supplies	\$20.00
08/11/25	Charities Aid Foundation America	ANOKA MIDDLE	Non-instructional supplies	\$20.00
07/31/25	Charities Aid Foundation America	BLAINE HIGH	General Program Support	\$40.00
08/11/25	Charities Aid Foundation America	BLAINE HIGH	General Program Support	\$40.00
07/31/25	Charities Aid Foundation America	DAYTON ELEM	General	\$10.00
08/11/25	Charities Aid Foundation America	EISENHOWER ELEM	Student incentives	\$10.00
07/31/25	Charities Aid Foundation America	RUM RIVER ELEM	General Supplies	\$10.00
08/11/25	Charities Aid Foundation America	RUM RIVER ELEM	General Supplies	\$10.00
08/11/25	Coon Rapids Mat Bandits	COON RAPIDS HIGH	Cross Country Expenses/Uniforms/Etc.	\$5,000.00
07/31/25	CyberGrants	RUM RIVER ELEM	General Supplies	\$50.00
07/31/25	Knights of Columbus - Leroy Stanislawski	COMM ED	Project Power Supplies	\$311.00
07/31/25	Knights of Columbus - Leroy Stanislawski	ESC	DAPE Equipment	\$311.00
07/28/25	McKinley PTO	MCKINLEY ELEM	Gaga Pit	\$9,400.00
07/31/25	Minnesota Association of Secondary School Principals	BLAINE HIGH	General	\$250.00
07/31/25	Mississippi Park Connections	MISSISSIPPI ELEM	Classroom Supplies-	\$500.00
07/31/25	Network for Good	DAYTON ELEM CHAMPLIN PARK	Student/school supplies as needed	\$786.89
07/28/25	Rebel Lacrosse Booster Club	HIGH	Bus To Duluth for Lacrosse	\$1,635.00
08/11/25	The Blackbaud Giving Fund	ANDOVER ELEM	Classroom Supplies	\$50.00
07/31/25	The Blackbaud Giving Fund	ANDOVER HIGH	General fund	\$40.00
08/11/25	The Blackbaud Giving Fund	ANDOVER HIGH CHAMPLIN PARK	General fund	\$40.00
07/31/25	The Blackbaud Giving Fund	HIGH CHAMPLIN PARK	Student Recognition	\$44.00
07/31/25	The Blackbaud Giving Fund	HIGH	Student Recognition	\$44.00

		CHAMPLIN PARK		
07/31/25	The Blackbaud Giving Fund	HIGH	Student Recognition	\$44.00
08/11/25	The Blackbaud Giving Fund	HAMILTON ELEM	General Appliwa	\$20.00
07/31/25	The Blackbaud Giving Fund	JACKSON MIDDLE	Student Materials	\$72.00

*MATERIAL, EQUIPMENT, OR
LABOR DONATION

TOTAL \$ 21,264.73

SCHOLARSHIP DONATIONS

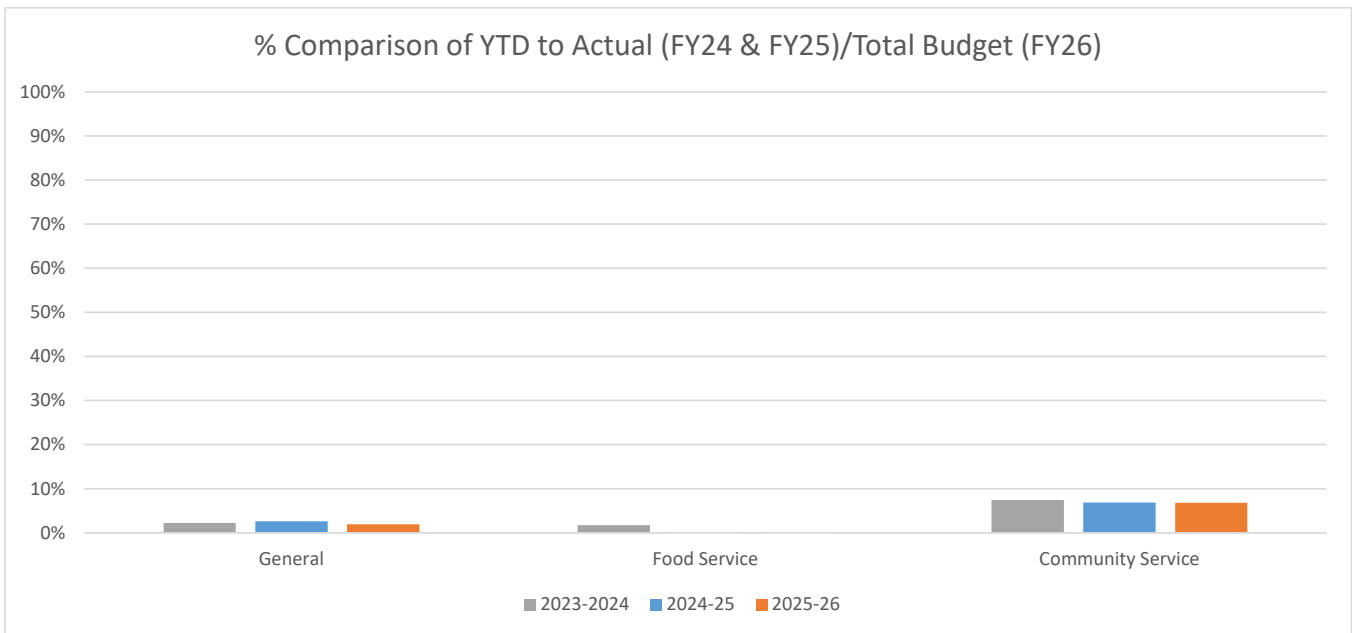
DATE	DONOR	DONEE	PURPOSE	AMOUNT
08/01/25	Melissa Hendrickson	Anoka High	Melissa Hendrickson Anoka Football Miles Hendrickson -Selfless Leader Award	\$1,000.00

SCHOLARSHIP TOTALS \$ 1,000.00

TOTAL DONATIONS \$ 22,264.73

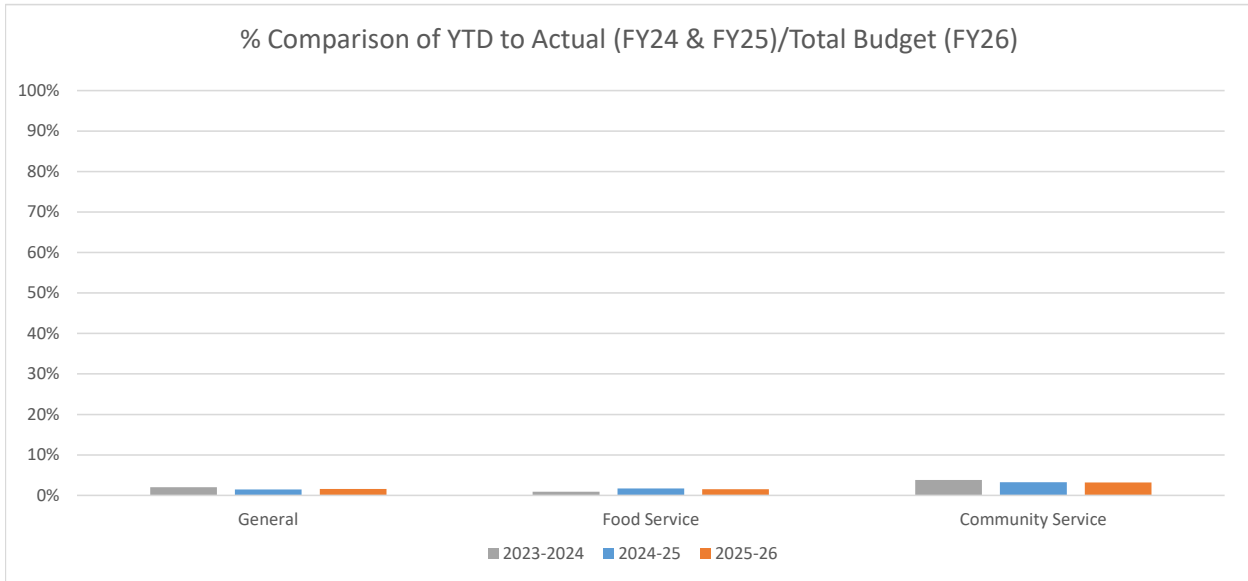
**Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended July 31, 2025**

Fund	Month to Date	Year to Date	Budget	FY26 YTD is % of Budget FY25 & FY24 YTD is % of Actual		
				2025-26	2024-25	2023-2024
General	13,052,880	13,052,880	675,245,459	2%	3%	2%
Food Service	24,529	24,529	26,973,057	0%	0%	2%
Community Service	2,152,853	2,152,853	31,540,742	7%	7%	7%
Building Construction	-	-	-	0%	108%	190%
Debt Service	1,516,156	1,516,156	15,199,755	10%	13%	11%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 16,746,419	\$ 16,746,419	\$ 750,959,013	2%	3%	3%



**Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended July 31, 2025**

Fund	Month to Date	Year to Date	Budget	FY26 YTD is % of Budget FY25 & FY24 YTD is % of Actual		
				2025-26	2024-25	2023-2024
				General		
Salaries & Benefits	3,301,175	3,301,175	556,200,740	1%	1%	1%
Purchased Services	579,043	579,043	80,029,838	1%	1%	2%
Supplies	4,578,779	4,578,779	24,892,772	18%	9%	18%
Capital Expenditures	2,333,681	2,333,681	28,518,476	8%	6%	6%
Other Exp & Transfers	250,050	250,050	10,657,853	2%	6%	5%
Total General Fund	\$ 11,042,727	\$ 11,042,727	\$ 700,299,679	2%	1%	2%
Food Service	471,723	471,723	30,773,496	2%	2%	1%
Community Service	1,010,236	1,010,236	31,640,576	3%	3%	4%
Building Construction	-	-	-	0%	1%	1%
Debt Service	3,835,501	3,835,501	15,442,703	25%	26%	27%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 16,360,186	\$ 16,360,186	\$ 780,156,454	2%	2%	3%





Anoka-Hennepin School Board

Briefing Notes

DATE: 8/25/2025

AUTHOR: Dr. Jennifer Cherry, Chief Human Resources Officer

SUBJECT: District Calendar, 2025-26 School Year

PURPOSE:

Propose adjustment to the 2025-2026 School Calendar to align with the AP Exam Schedule.

BACKGROUND:

The 2025-26 School Calendar was approved by the School Board on March 25, 2024.

The College Board recently published the final exam schedule for 2025-2026 Advanced Placement (AP) exams. The 2026 AP Exams will be administered in schools over two weeks in May: May 4–8 and May 11–15. Early testing or testing at times other than those published by the College Board is not permitted under any circumstances.

Anoka-Hennepin offers several [Advanced Placement Courses](#), one of which is United States History. The United States History Advanced Placement exam is scheduled on May 8, 2026 which is currently a non-school day for Anoka-Hennepin students and a professional development day for teachers.

CONSIDERATIONS:

May 8, 2026 must be a school day to meet the requirements for the United States History Advanced Placement exam.

May 8, 2026 is currently scheduled as a professional development day for teachers. Many teachers will be engaging in READ Act training and other types of professional development leading up to this time. To meet the need to convert May 8 to a student contact day, the teacher professional development day could be moved to May 1, 2025.

In compliance with the Anoka Hennepin Education Minnesota (AHM) Master Agreement, the district has conferred with teachers about the calendar and are in agreement about moving the teacher professional development day from May 8, 2026 to May 1, 2026.

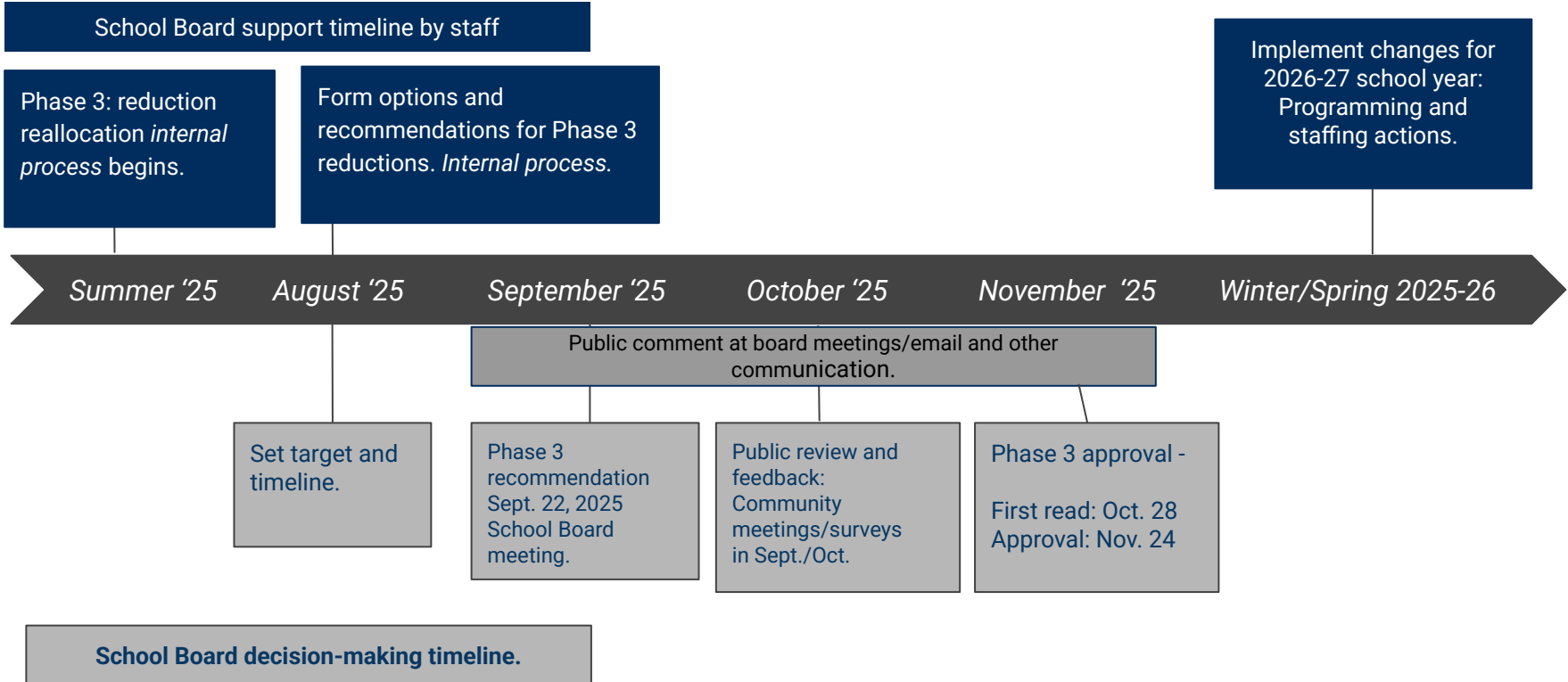
RECOMMENDATIONS/NEXT STEPS:

Recommend approval to convert May 1, 2026 to a non-student contact/teacher professional development day and May 8, 2026 to a regular school day for all students.



BUDGET REDUCTION AND REALIGNMENT

Phase 3: Budget target and timeline



First read 8/25/2025

INTERNET AND TECHNOLOGY ACCEPTABLE USE AND SAFETY POLICY

I. PURPOSE

The purpose of this policy is to set forth policies and guidelines for access to the school district computer system and acceptable and safe use of the Internet.

II. GENERAL STATEMENT OF POLICY

In making decisions regarding student and employee access to the school district computer system and the Internet, the school district considers its own stated educational mission, goals, and objectives. The school district expects that faculty will blend thoughtful use of the school district computer system and the Internet throughout the curriculum and will provide guidance and instruction to students in their use. The school district further expects that students, school employees, contractors and visitors will use all school technology consistent with this policy, all other school policies and in accordance with all laws.

III. LIMITED EDUCATIONAL PURPOSE

The school district is providing students and employees with access to the school district computer system, which includes Internet access. The purpose of the system is more specific than providing students and employees with general access to the Internet. The school district system has a limited educational purpose, which includes use of the system for classroom activities, educational research, and professional or career development activities. Users are expected to use Internet access through the district system to further educational and personal goals consistent with the mission of the school district and school policies. Uses which might be acceptable on a user's private personal account on another system may not be acceptable on this limited-purpose network.

IV. USE OF SYSTEM IS A PRIVILEGE

The use of the school district system and access to use of the Internet is a privilege, not a right. Depending on the nature and degree of the violation and the number of previous violations, unacceptable use of the school district system or the Internet may result in one or more of the following consequences: suspension or cancellation of use or access privileges; payments for damages and repairs; discipline under other appropriate school district policies, including suspension, expulsion, exclusion, or termination of employment; or civil or criminal liability under other applicable laws.

V. UNACCEPTABLE USES

- A. While not an exhaustive list, the following uses of the school district system and Internet resources or accounts are considered unacceptable:
 - 1. Users will not use the school district system to access, review, upload, download, store, print, post, receive, transmit, or distribute:
 - a. pornographic, obscene, or sexually explicit material or other visual depictions that are harmful to minors;
 - b. obscene, abusive, profane, lewd, vulgar, rude, inflammatory,

- c. threatening, disrespectful, or sexually explicit language;
 - c. materials that use language or images that are inappropriate in the education setting or disruptive to the educational process;
 - d. information or materials that could cause damage or danger of disruption to the educational process;
 - e. materials that use language or images that advocate violence or discrimination toward other people (hate literature) or that may constitute harassment or discrimination.
2. Users will not use the school district system to knowingly or recklessly post, transmit, or distribute false or defamatory information about a person or organization, or to harass another person, or to engage in personal attacks, including prejudicial or discriminatory attacks.
 3. Users will not use the school district system to engage in any illegal act or violate any local, state, or federal statute or law.
 4. Users will not use the school district system to vandalize, damage, or disable the property of another person or organization, will not make deliberate attempts to degrade or disrupt equipment, software, or system performance by spreading computer viruses or by any other means, will not tamper with, modify, or change the school district system software, hardware, or wiring or take any action to violate the school district's security system, and will not use the school district system in such a way as to disrupt the use of the system by other users.
 5. Users will not use the school district system to gain unauthorized access to information resources or to access another person's materials, information, or files without the implied or direct permission of that person.
 6. Users will not use the school district system to post private information about another person, personal contact information about themselves or other persons, or other personally identifiable information, including, but not limited to, addresses, telephone numbers, school addresses, work addresses, identification numbers, account numbers, access codes or passwords, labeled photographs, or other information that would make the individual's identity easily traceable, and will not repost a message that was sent to the user privately without permission of the person who sent the message.
 - a. This paragraph does not prohibit the posting of employee contact information on school district webpages or communications between employees and other individuals when such communications are made for education-related purposes (i.e., communications with parents or other staff members related to students).
 - b. Employees creating or posting school-related webpages may include personal contact information about themselves on a webpage. However, employees may not post personal contact information or other personally identifiable information about students unless:
 - (1) such information is classified by the school district as directory information and verification is made that the school district has not received notice from a parent/guardian or eligible student that such information is not to be designated as directory information in accordance with Policy 515; or
 - (2) such information is not classified by the school district as directory information but written consent for release of the

information to be posted has been obtained from a parent/guardian or eligible student in accordance with Policy 515.

In addition, prior to posting any personal contact or personally identifiable information on a school-related webpage, employees shall obtain written approval of the content of the postings from the building administrator.

- c. These prohibitions specifically prohibit a user from utilizing the school district system to post personal information about a user or another individual on social networks, including, but not limited to, social networks such as “Facebook,” “Twitter,” “Instagram,” “Snapchat,” “TikTok,” “Reddit,” and similar websites or applications.
 7. Users will not attempt to gain unauthorized access to the school district system or any other system through the school district system, attempt to log in through another person’s account, or use computer accounts, access codes, or network identification other than those assigned to the user.
 8. Users will not use the school district system to violate copyright laws or usage licensing agreements, or otherwise to use another person’s property without the person’s prior approval or proper citation, including the downloading or exchanging of pirated software or copying software to or from any school computer, and will not plagiarize works they find on the Internet.
 9. Users will not use the school district system for unauthorized commercial purposes, or for financial gain unrelated to the mission of the school district. Users will not use the school district system to offer or provide goods or services or for product advertisement. Users will not use the school district system to purchase goods or services for personal use without authorization from the appropriate school district official. This section does not prevent users from use of school district system consistent with the Public Employment Labor Relations Act (Minn. Stat. 179A.01 *et. seq.*)
 10. Users will not use the school district system to engage in bullying or cyberbullying in violation of the school district’s Bullying Prohibition Policy. This prohibition includes using any technology or other electronic communication off school premises to the extent that student learning or the school environment is substantially and materially disrupted.
- B. The school district has a special interest in regulating off-campus speech that materially disrupts classwork or involves substantial disorder or invasion of the rights of others. A student or employee engaging in the foregoing unacceptable uses of the

Internet when off school district premises also may be in violation of this policy as well as other school district policies. Examples of such violations may include, but are not limited to, serious or severe bullying or harassment targeting particular individuals, threats aimed at teachers or other students, failure to follow rules concerning lessons, the writing of papers, the use of computers, or participation in other online school activities, and breaches of school security devices. If the school district receives a report of an unacceptable use originating from a non-school computer or resource, the school district may investigate such reports to the best of its ability. Students or employees may be subject to disciplinary action for such conduct, including, but not limited to, suspension or cancellation of the use or access to the school district computer system and the Internet and discipline under

other appropriate school district policies, including suspension, expulsion, exclusion, or termination of employment.

- C. If a user inadvertently accesses unacceptable materials or an unacceptable Internet site, the user shall immediately disclose the inadvertent access to an appropriate school district official. In the case of a school district employee, the immediate disclosure shall be to the employee's immediate supervisor and/or the building administrator. This disclosure may serve as a defense against an allegation that the user has intentionally violated this policy. In certain rare instances, a user also may access otherwise unacceptable materials if necessary to complete an assignment and if done with the prior approval of and with appropriate guidance from the appropriate teacher or, in the case of a school district employee, the building administrator.
- D. If an employee user knowingly or inadvertently takes an action that permits or potentially malware to access the District's system, they must immediately inform their direct supervisor. If an employee user is a target of a phishing scheme or suspects that they were targeted by such a scheme they should contact their site technology contact, acshelp@ahschools.us or ns@ahschools.us.
- E. If an employee user knowingly or inadvertently discloses private or confidential data while using the District's system they should contact acshelp@ahschools.us or ns@ahschools.us for assistance in addressing the disclosure and they must also notify their direct supervisor.

VI. FILTER

- A. With respect to any of its computers with Internet access, the school district will monitor the online activities of both minors and adults and employ technology protection measures during any use of such computers by minors and adults. The technology protection measures utilized will block or filter Internet access to any visual depictions that are:
 - 1. Obscene;
 - 2. Child pornography; or
 - 3. Harmful to minors.
- B. The term "harmful to minors" means any picture, image, graphic image file, or other visual depiction that:
 - 1. Taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion; or
 - 2. Depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals; and
 - 3. Taken as a whole, lacks serious literary, artistic, political, or scientific value as to minors.
- C. Software filtering technology shall be narrowly tailored and shall not discriminate based on viewpoint.
- D. An administrator, supervisor, or other person authorized by the Superintendent may disable the technology protection measure, during use by an adult, to enable

access for bona fide research or other lawful purposes.

- E. The school district will educate students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms and cyberbullying awareness and response.

VII. CONSISTENCY WITH OTHER SCHOOL POLICIES

Use of the school district computer system and use of the Internet shall be consistent with school district policies and the mission of the school district.

VIII. LIMITED EXPECTATION OF PRIVACY

- A. By authorizing use of the school district system, the school district does not relinquish control over materials on the system or contained in files on the system. Users should expect only limited privacy in the contents of personal files on the school district system.
- B. Routine maintenance and monitoring of the school district system may lead to a discovery that a user has violated this policy, another school district policy, or the law.
- C. An individual investigation or search will be conducted if school authorities have a reasonable suspicion that the search will uncover a violation of law or school district policy.
- D. Parents may have the right at any time to investigate or review the contents of their child's files and e-mail files in accordance with the school district's Protection and Privacy of Pupil Records Policy. Parents have the right to request the termination of their child's individual account at any time.
- E. School district employees should be aware that the school district retains the right at any time to investigate or review the contents of their files and e-mail files. In addition, school district employees should be aware that data and other materials in files maintained on the school district system may be subject to review, disclosure, or discovery under Minnesota Statutes chapter 13 (Minnesota Government Data Practices Act).
- F. The school district will cooperate fully with local, state and federal authorities in any investigation concerning or related to any illegal activities or activities not in compliance with school district policies conducted through the school district system.

IX. LIMITATION ON SCHOOL DISTRICT LIABILITY

Use of the school district system is at the user's own risk. The system is provided on an "as is, as available" basis. The school district will not be responsible for any damage users may suffer, including, but not limited to, loss, damage, or unavailability of data stored on school district diskettes, tapes, hard drives, or servers, or for delays or changes in or interruptions of service or misdeliveries or nondeliveries of information or materials, regardless of the cause. The school district is not responsible for the accuracy or quality

of any advice or information obtained through or stored on the school district system. The school district will not be responsible for financial obligations arising through unauthorized use of the school district system or the Internet.

X. PARENTS' RESPONSIBILITY; NOTIFICATION OF STUDENT INTERNET USE

Outside of school, parents bear responsibility for the same guidance of Internet use as they exercise with information sources such as television, telephones, radio, movies, and other possibly offensive media. Parents are responsible for monitoring their student's use of the school district system and of the Internet if the student is accessing the school district system from home or a remote location.

XI. NOTIFICATION REGARDING TECHNOLOGY PROVIDERS

- A. "Technology provider" means a person who:
1. contracts with the school district, as part of a one-to-one program or otherwise, to provide a school-issued device for student use; and
 2. creates, receives, or maintains educational data pursuant or incidental to a contract with the school district.
- B. "Parent" means a parent of a student and includes a natural parent, a guardian, or an individual acting as a parent in the absence of a parent or a guardian.
- C. Within 30 days of the start of each school year, the school district will give parents and students direct and timely notice, by email, of any curriculum, testing, or assessment technology provider contract affecting a student's educational data. The notice must:
1. identify each curriculum, testing, or assessment technology provider with access to educational data;
 2. identify the educational data affected by the curriculum, testing, or assessment technology provider contract; and
 3. include information about the contract inspection and provide contact information for a school department to which a parent or student may direct questions or concerns regarding any program or activity that allows a curriculum, testing, or assessment technology provider to access a student's educational data.
- D. The school district must provide parents and students an opportunity to inspect a complete copy of any contract with a technology provider.
- E. A contract between a technology provider and the school district must include requirements to ensure appropriate security safeguards for educational data. The contract must require that:
1. the technology provider's employees or contractors have access to educational data only if authorized; and
 2. the technology provider's employees or contractors may be authorized to access educational data only if access is necessary to fulfill the official duties of the employee or contractor.
- F. All educational data created, received, maintained, or disseminated by a technology provider pursuant or incidental to a contract with a public educational agency or institution are not the technology provider's property.

XII. SCHOOL-ISSUED DEVICES

- A. “School-issued device” means hardware or software that the school district, acting independently or with a technology provider, provides to an individual student for that student’s dedicated personal use. A school-issued device includes a device issued through a one-to-one program.
- B. Except as provided in paragraph C, the school district or a technology provider must not electronically access or monitor:
 - 1. any location-tracking feature of a school-issued device;
 - 2. any audio or visual receiving, transmitting, or recording feature of a school-issued device; or
 - 3. student interactions with a school-issued device, including but not limited to keystrokes and web-browsing activity.
- C. The school district or a technology provider may only engage in activities prohibited by paragraph B if:
 - 1. the activity is limited to a noncommercial educational purpose for instruction, technical support, or exam-proctoring by school district employees, student teachers, staff contracted by the school district, a vendor, or the Minnesota Department of Education, and notice is provided in advance;
 - 2. the activity is permitted under a judicial warrant;
 - 3. the school district is notified or becomes aware that the device is missing or stolen;
 - 4. the activity is necessary to respond to an imminent threat to life or safety and the access is limited to that purpose;
 - 5. the activity is necessary to comply with federal or state law, including but not limited to Minnesota Statutes section 121A.031 (student bullying policy); or
 - 6. the activity is necessary to participate in federal or state funding programs, including but not limited to the E-Rate program.
- D. If the school district or a technology provider interacts with a school-issued device as provided in paragraph C, clause 4, it must, within 72 hours of the access, notify the student to whom the school-issued device was issued or that student’s parent and provide a written description of the interaction, including which features of the device were accessed and a description of the threat. This notice is not required at any time when the notice itself would pose an imminent threat to life or safety, but must instead be given within 72 hours after that imminent threat has ceased.

XIV. LIMIT ON SCREEN TIME FOR CHILDREN IN PRESCHOOL AND KINDERGARTEN

Pre-k and kindergarten students may not use an individual-use screen, such as a tablet, smartphone, or other digital media, without engagement from a teacher or other students. This section does not apply to a child for whom the school has an individualized family service plan, an individualized education program, or a 504 plan in effect.

XV. IMPLEMENTATION; POLICY REVIEW

- A. The school district administration may develop appropriate user notification forms, guidelines, and procedures necessary to implement this policy for submission to the school board for approval.
- B. The administration shall revise the user notifications, including student and parent notifications, if necessary, to reflect the adoption of these guidelines and procedures.
- C. The school district Internet policies and procedures are available for review by all parents, guardians, staff, and members of the community.
- D. The school board shall conduct a review of this policy (at least every 3 years) to ensure alignment with legal requirements or technology advancements.

Legal References: Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn. Stat. § 13.32 (Educational Data)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn. Stat. § 124D.166 (Limit on Screen Time for Children in Preschool and Kindergarten)
Minn. Stat. § 125B.15 (Internet Access for Students)
Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)
15 U.S.C. § 6501 *et seq.* (Children's Online Privacy Protection Act)
17 U.S.C. § 101 *et seq.* (Copyrights)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
47 U.S.C. § 254 (Children's Internet Protection Act of 2000 (CIPA))
47 C.F.R. § 54.520 (FCC rules implementing CIPA)
Mahanoy Area Sch. Dist. v. B.L., 594 U.S. 180, 141 S. Ct. 2038 (2021)
Tinker v. Des Moines Indep. Cmty. Sch. Dist., 393 U.S. 503 (1969)
United States v. Amer. Library Assoc., 539 U.S. 194 (2003)
Sagehorn v. Indep. Sch. Dist. No. 728, 122 F.Supp.2d 842 (D. Minn. 2015)
R.S. v. Minnewaska Area Sch. Dist. No. 2149, 894 F.Supp.2d 1128 (D. Minn. 2012)
Tatro v. Univ. of Minnesota, 800 N.W.2d 811 (Minn. App. 2011), *aff'd* on other grounds 816 N.W.2d 509 (Minn. 2012)
S.J.W. v. Lee's Summit R-7 Sch. Dist., 696 F.3d 771 (8th Cir. 2012)
Parents, Families and Friends of Lesbians and Gays, Inc. v. Camdenton R-III Sch. Dist., 853 F.Supp.2d 888 (W.D. Mo. 2012)
M.T. v. Cent. York Sch. Dist., 937 A.2d 538 (Pa. Commw. Ct. 2007)

Adopted: September 11, 1995

Revised: July 13, 2009

Revised: September 13, 2010

Revised: July 9, 2012

Rewritten: September ____, 2025 (Combined 524.2 and 524.2G)

BULLYING PROHIBITION POLICY INCLUDING CYBERBULLYING

I. PURPOSE

A safe and civil environment is needed for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with students' ability to learn and teachers' ability to educate students in a safe environment. To the extent such conduct affects the educational environment of district schools and the rights and welfare of its students and is within the control of the district in its normal operations, it is the district's intent to prevent bullying and to take action to investigate, respond, remediate, and discipline those acts of bullying which have not been successfully prevented. Appropriate administrative and staff follow-up will be provided for targets and offenders of bullying. While Anoka Hennepin School District cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel, the purpose of this policy is to assist the district in its goal of preventing and responding to acts of bullying, intimidation, violence, and other similar disruptive behavior.

II. GENERAL STATEMENT OF POLICY

A. An act of bullying, by either an individual student or a group of students, is expressly prohibited on district property, at school related functions, or in electronic form otherwise known as cyberbullying. This policy applies to all of the academic and nonacademic (for example, athletic and extracurricular) programs of the district and will be enforced before, during, or after school hours on all school property, including the school bus, school functions, or events held at other locations. The policy also applies to any off-campus conduct that causes or threatens to cause a substantial and material disruption at school, or interferes with the rights of students or employees to be free from a hostile school environment taking into consideration the totality of the circumstances on and off campus. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying.

B. No district employee shall permit, condone, or tolerate bullying. Any district employee who observes an act of bullying shall intervene to attempt to stop the act and shall report it to the appropriate person. Likewise, any person who receives a report of an act of bullying shall report it to the appropriate person.

C. Apparent permission or consent by a student being bullied does not lessen the prohibitions contained in this policy.

D. Retaliation against a target, good faith reporter, or a witness of bullying is prohibited.

E. False accusations or reports of bullying against another student are prohibited.

F. A person who engages directly or indirectly in an act of bullying, reprisal, or intentional false reporting of bullying or permits, condones, or tolerates bullying may be subject to discipline for that act in accordance with the district's policies and procedures. The district may take into account the following factors:

1. The age, developmental and maturity levels of the parties involved;
2. The levels of harm, surrounding circumstances, and nature and severity of the behavior;
3. Past incidences or past or continuing patterns of behavior;
4. The relationship between the parties involved; and
5. The context in which the alleged incidents occurred.

~~Consequences for students who commit prohibited acts of bullying may range from positive behavioral interventions up to and including suspension and/or expulsion. Consequences for district employees who permit, condone, or tolerate bullying or engage in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge. Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from district property and events and/or termination of services and/or contracts.~~

G. The district will act to investigate all complaints of bullying and will take appropriate action against any student or district employee who is found to have violated this policy.

III. DEFINITIONS

For purposes of this policy, the definitions included in this section apply.

A. ~~Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. In order to be considered bullying, the behavior must be aggressive and include:~~

¶

~~1. An imbalance of power: Students who bully use their power such as physical strength, access to embarrassing information, or popularity to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.~~

¶

~~2. Repetition: Bullying behaviors happen more than once, or have the potential to happen more than once.~~

"Bullying" means intimidating, threatening, abusive, or harming conduct that is objectively offensive and:

(1) there is an actual or perceived imbalance of power between the student engaging in prohibited conduct and the target of the behavior and the conduct is repeated or forms a pattern; or

(2) materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services, or privileges.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. There are three types

of bullying:

514.0

1. Verbal bullying is saying or writing mean things. Verbal bullying includes:
 - Teasing
 - Name-calling
 - Taunting
 - Threatening to cause harm

2. Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
 - Leaving someone out on purpose
 - Telling other children not to be friends with someone
 - Spreading rumors about someone
 - Embarrassing someone in public

3. Physical bullying involves hurting a person's body or possessions. Physical bullying includes:
 - Hitting/kicking/pinching
 - Spitting
 - Tripping/pushing
 - Taking or breaking someone's things
 - Making mean or rude hand gestures

Bullying can take a variety of forms. As noted above, it can be a written, verbal, or electronic expression, a physical act or gesture, graphic representation (e.g. graffiti). Bullying may include the misuse of technology in any form, including sending or posting e-mail messages, instant messages, text messages, blog or social media postings, digital pictures or images, or other electronic postings, regardless of whether such acts are committed on or off district property and/or with or without the use of district resources.

Bullying based on a protected classification set forth in the district's Equal Educational Opportunity Policy (race, color, creed, religion, national origin, sex, marital status, disability, familial status, status with regard to public assistance, sexual orientation, or age) may also constitute a violation of the district's Harassment, Violence, and Discrimination Policy.

B. "District employee" for purposes of this policy includes school board members, district employees, agents, volunteers, contractors/vendors, or persons subject to the supervision and control of the district.

C. "Immediately" or "immediate" means as soon as possible but in no event longer than 24 hours.

D. "On district property, at school-related functions, or in electronic form" means all district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for district purposes, the area of entrance or departure from school grounds, premises, or events, all school-related functions, school-sponsored activities, events, or trips, the use of any district technology equipment or system on or off-campus, the use of a personal digital device on campus, or off-campus electronic communication that causes or

threatens to cause a substantial and material disruption at school or interference with the rights of students or employees to be secure. District property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations or events or through use of district technology resources, the district does not represent that it will provide supervision or assume liability at these locations or events, or through use of district technology resources.

IV. REPORTING PROCEDURE

A. Any person who believes he or she has been the target of bullying or any person with knowledge or belief of conduct that may constitute bullying shall report the alleged acts immediately to an administrator, counselor, or student services advocate in that school. A student may report bullying anonymously. However, the district's ability to take action against an alleged offender based solely on an anonymous report may be limited.

B. A report (verbal or written) should be made immediately, or as soon after the incident as possible; delays between the date of the alleged incident and the reporting date may make investigations more difficult.

The district encourages the target or other reporting party to use a report form; oral and electronic reports shall be considered complaints as well. The report form is available in the counseling and administrative office of each school, the district office, and on the district's website at: www.ahschools.us/complaintform

Upon request for qualified persons with a disability, alternative means of filing a complaint, such as through a personal interview or by tape recording, will be made available.

C. Nothing in this policy shall prevent any person from reporting harassment, violence, or discrimination directly to the Title IX Coordinator/Equity Coordinator or to the superintendent:

Title IX Coordinator/Equity Coordinator
Mailing address: 2727 North Ferry Street, Anoka, MN 55303
Telephone: (763) 506-1000
Email: titleIXcoordinator@ahschools.us

Superintendent, Anoka Hennepin School District
Mailing address: 2727 North Ferry Street, Anoka, MN 55303
Telephone: (763) 506-1000
Email: superintendent@ahschools.us

D. District employees shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who receives a report of, observes, or has other knowledge or belief of conduct that may constitute bullying shall inform the building principal or designee immediately.

E. Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.

F. Submission of a good faith complaint or report of bullying will not affect the target's or reporter's future employment, grades, work assignments, or educational or work environment.

G. The district will respect the privacy of the target, the reporter, the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

V. DISTRICT ACTION

A. Upon receipt of a complaint or report of bullying, the district shall undertake or authorize an investigation by District officials or a third party designated by the district, consistent with the Harassment, Violence and Discrimination Policy. ([Policy 413/525](#))

B. The district shall take immediate steps to protect the target, reporter, students, or others as necessary pending completion of an investigation of bullying, consistent with applicable law.

C. Upon completion of the investigation, the district will take appropriate action pursuant to the School Discipline Policy. Such action may include, but is not limited to, warning, suspension, exclusion, loss of privilege, expulsion, transfer, remediation, termination, or discharge. The district may also contact law enforcement if the behavior is criminal in nature. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. District action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; district policies; and regulations. Appropriate administrative and staff follow-up will be provided for targets and offenders of bullying.

D. The district is not authorized to disclose to a target or reporter private educational or personnel data regarding an alleged offender who is a student or district employee.

E. School officials will notify the parent(s) or guardian(s) of students involved in a bullying incident and the remedial action taken, to the extent permitted by law, based on a confirmed report. [A parent or guardian may designate in writing to the school another individual to be notified of the prohibited conduct.](#)

F. The district shall monitor all incidents of bullying as fully set forth in Section IX of the Harassment, Violence and Discrimination Policy.

VI. APPEAL

If the report has not been resolved to the satisfaction of the target, s/he may appeal to the Title IX/Equity Coordinator within ten (10) school days of receipt (verbal or written) of the findings of the district investigation. The Title IX/Equity Coordinator will conduct a review of the appeal and, within ten (10) school days of receipt of the appeal, will affirm, reverse, or modify the findings of the report. The decision of the Title IX/Equity Coordinator is final.

VII. REPRISAL

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The district will discipline or take appropriate action against any student or district employee who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying. Retaliation includes, but is not limited to, any form of intimidation, harassment, or intentional disparate treatment.

VIII. PROGRAMMING

The district shall implement annual bullying prevention and character development education programs for students to prevent and reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.

IX. NOTICE

The district will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the student handbook.

X. REVIEW OF THE POLICY

This policy will be reviewed by the Board or its designee on an annual basis and, if necessary, will be revised to conform with applicable state and federal law.

Anoka-Hennepin School Dist. No. 11

Anoka, MN 55303

Adopted: June 26, 2006

Revised: July 14, 2008

Revised: October 25, 2010

Revised: October 22, 2012

Revised: November 12, 2014

Revised: December 12, 2016

Revised: September __, 2025



LABOR RELATIONS UPDATE

August 25, 2025

LABOR RELATIONS UPDATE



Purpose

- **Policy 209 Negotiations Code of Ethics:**
Administration will review the status of negotiations at public School Board meetings.
- **Note:** Consistent with the Open Meeting Law and PELRA - detailed negotiation discussions are addressed in closed sessions of the School Board.

EMPLOYEE GROUPS



Background information

Anoka-Hennepin Schools is comprised of 18 employee groups:

- 5 unaffiliated groups: administrators/supervisors, sr leadership, confidentials, misc E-12, misc. community education.
- 13 collective bargaining groups:
 - 2025-2027 master agreement: community school coordinators.
 - 2024-2026 master agreements: building supervisors, child nutrition site supervisors, education office professionals, paraeducators.
 - 2023-25 master agreements: child nutrition assistants, education support specialists, principals, teachers, school office supervisors, school service employees, special education supervisors, technical specialists.

OPEN CONTRACTS



Negotiation meeting status

Employee group	Exclusive representative	# of employees	Meeting status
Building service employees	SEIU Local 284	196	Filed for mediation
Teachers (including ABE, ECFE, Preschool)	Anoka Hennepin Education Minnesota, Local 7007	3267	4: Sept. 4

ADDITIONAL OPEN CONTRACTS



Negotiation meetings scheduled

Employee group	Exclusive representative	# of employees	Meeting status
Child nutrition assistants	Minnesota School Employees Association	217	1: Sept. 9
Technical specialists	Anoka-Hennepin School Technical Specialists Minnesota School Employees Association	14	1: Sept. 10

ADDITIONAL OPEN CONTRACTS



Negotiation meetings to be scheduled

Employee group	Exclusive representative	# of Employees
Community school programmers and early childhood screeners	Education Minnesota Anoka-Hennepin Education Support Professionals	9
Principals	Anoka-Hennepin Elementary and Secondary Principals' Association	126
School office supervisors	Anoka-Hennepin Office Professional Supervisors Association	42
Special Education Administrators	Special Education Program Supervisors Association	15

NEXT STEPS



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



THANK YOU

Comments and questions?