



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

School Board Work Session
Monday, October 6, 2025
AGENDA

1. **Call to Order (1 minute)**
 - 10-06-25 Important Dates 3
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from the September 22 School Board Meeting - **A**
Jeff Simon, Board Clerk

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

Appendix B 11
 - 3.C. #26015B - Northdale MS Pool Mechanical Upgrades - **A**
Tiffany Audette, Director of Purchasing

Appendix C 14
 - 3.D. City of Champlin Ice Forum Contract - **A**
Greg Cole, Chief Operations Officer

Appendix D 15
 - 3.E. Klus Realty - Andover Family Place Lease - C02363 - **A**
Greg Cole, Chief Operations Officer

Appendix E 26
 - 3.F. Immunization Exclusions as required by Statute 121a.15 - **A**
Kathy Schulz, Health Services Coordinator
4. **Work Session (60 minutes)**
 - 4.A. Career and Technical Education Pathways (60 minutes) - **B**
Jessica Lipa, Director of Career and Technical Education

Appendix F 28
5. **Board Correspondence & Communication**
6. **Adjourn**
7. **Executive Session (60 minutes)**

7.A. Labor Negotiations (30 minutes)

Dr. Jennifer Cherry, Chief Human Resources Officer

7.B. Litigation - Attorney Client Privilege (30 minutes)

Tim Palmatier, General Counsel

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

October 6, 2025

Dates to Remember

1. October 6 No Elementary Students, PLC/Conf/Staff Development, K-5 Para Staff Dev.
2. **October 6** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
3. October 8 Phase III Budget Reduction & Reallocations Community Meeting, Oak View Middle School, 6:00 p.m.
4. October 13 Board Policy Committee, Educational Service Center, 4:30 p.m.
5. October 16-17 MEA Professional Conference, No School
6. October 20 No Students, Staff Development
7. **October 27** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
8. November 4 Election Day
9. **November 10** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
10. November 21 End of Trimester One
11. November 24 PLC/Staff Development, No Students



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 meeting on **Monday, September 22, 2025**, at Sandburg Education Center, Anoka, Minnesota.

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

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

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

B.J. Ison, director of transportation, joined Jeff Mueller, transportation safety coordinator, to acknowledge the winners of the 2024-25 Minnesota School Bus Safety Poster Contest. Charlotte Olsen, grade 1 - Brookside Elementary; Amina Muhamed, grade 2 - McKinley Elementary; Leena Sharp, grade 3 - Jefferson Elementary; Kindra Kulseth, grade 4 - Sunrise Elementary; Maria Shinto, grade 5 - Madison Elementary; Baylynn Lluveres, grade 7 - Oak View Middle School; Elsa Leensvaart, grade 9 - Champlin Park High School; and Brielle Whitney, grade 10 - Andover High School. Amina Muhamed was in attendance to receive the recognition.

CONSENT AGENDA

Matt Audette moved and Jeff Simon seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the September 8, 2025, School Board Work Session.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Brian Marquis	Educational Svc Ctr, Purchasing Supervisor	11/26/2025
Daniel Vanhout	Jefferson Elementary, B/G Building Supervisor	01/02/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Alivia Johnson	Jackson Middle, Teacher Science	09/17/2025
Nathan Schultz	Blaine High, Head Coach	04/19/2025
Zarlasht Shinwari	Hoover Elementary, Teacher Social Worker	09/05/2025

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Kaitlin Aurand	Vemdale, Teacher Speech Clinician StrCa	09/19/2025	10/31/2025
Jennifer Bowman	Coon Rapids Middle, Teacher Science	08/18/2025	10/07/2025
Michelle Denzer	Eisenhower Elementary, ParaEducator Special Education	08/21/2025	11/13/2025
Eric Johnson	Blaine High, Teacher Science	12/08/2025	01/07/2026
Ashley Monroe	Monroe Elementary, Teacher Grade 5	08/13/2025	10/13/2025
Dawn Pettit	Roosevelt Middle, Teacher E/BD	09/08/2025	10/01/2025
Gina Pfeifer	Two Rivers Transition Program, Teacher Psychologist	08/28/2025	11/03/2025
Ashley Salvo	Champlin Park High, Teacher SLD	08/28/2025	10/03/2025
Aliyah Smrekar	Evergreen Park Elementary, ParaEducator Special Education	09/08/2025	10/06/2025
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	06/23/2025	09/23/2025
Diane Tich	Blaine Early Childhood Ctr, ECFE/Preschool Supervisor	06/09/2025	06/09/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	10/03/2025

SABBATICALS

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

APPOINTMENTS

20250922 1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Lindsey Beich	Jefferson Elementary, Teacher Academic Support	09/08/2025	Masters/16	0.6701	\$57,764
Carmel Larson	Champlin Brooklyn Park Academy, Teacher Academic	09/15/2025	Bachelors+45/11	0.9305	\$66,370

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Noah Martin	Champlin Park High, Teacher Career-Technical	08/25/2025	Bachelors/4	0.9893	\$51,582
Kirstin Wymore	Jackson Middle, Teacher Reading Secondary LTS	09/02/2025	Masters+45/17	0.1765	\$16,733

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Claire Eidenschink	ESC-Special Ed, Teacher Occupational Therapist	09/22/2025	Masters/7	0.5000	\$34,093
Megan Green	ESC-Special Ed, Teacher Social Worker	08/25/2025	Masters/1	0.9572	\$55,776
Maren Kioga	Rum River Elementary, Teacher ABS (AcadBehav)	09/15/2025	Masters/9	0.9305	\$69,383
Mary Noreen	Sorteberg Early Childhood Ctr, Teacher EC/SE	09/02/2025	Masters/24	0.2731	\$22,490
Eric Thompson	Morris Bye Elementary, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/5	0.9733	\$50,746
Amy Wulf	ESC-Special Ed, Teacher Occupational Therapist	10/02/2025	Bachelors/21	0.8610	\$64,295
Jamie Zakaras	Champlin Brooklyn Park Academy, Teacher ABS	08/25/2025	Bachelors/3	0.9572	\$48,686

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Robyn Hjorth-Martin	Educational Svc Ctr, Behavior Support Coordinator Based on an annual salary of \$134,353 for 261 days	09/05/2025	213	\$109,644
Kristine Kalmoe-Smith	Educational Svc Ctr, Behavior Support Coordinator Based on an annual salary of \$129,125 for 261 days	10/20/2025	182	\$90,041

c. Cash Disbursements

Fund No.	Description	Amount
	Checks	\$ 7,482,898.41
01	General	6,416,608.86
02	Food Service	660,451.48
04	Community Service	403,078.07
06	Building Construction	-
07	Bond & Interest K-12	-

20	Health-Self Insurance		-
21	Dental-Self Insurance		510.00
22	Work. Comp.-Self Insurance		2,250.00
47	OPEB Debt Service		-
	Electronic Payments	\$	21,597,734.69
01	General		11,735,915.89
02	Food Service		210,093.63
04	Community Service		766,452.96
06	Building Construction		-
07	Bond & Interest K-12		-
20	Health-Self Insurance		8,186,497.24
21	Dental-Self Insurance		526,673.72
22	Work. Comp.-Self Insurance		172,101.25
47	OPEB Debt Service		-
	ACH Payments	\$	5,985,120.78
01	General		4,805,340.66
02	Food Service		198,674.60
04	Community Service		192,851.94
07	Bond & Interest K-12		-
20	Health-Self Insurance		779,122.58
21	Dental-Self Insurance		-
22	Work. Comp.-Self Insurance		9,131.00
	P-Card	\$	229,876.70
01	General		166,053.69
02	Food Service		3,181.43
04	Community Service		60,641.58
06	Building Construction		-
20	Health-Self Insurance		-
	TOTAL DISTRICT	\$	35,295,630.58

d. Cash Balance Report.

ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY26

	GENERAL 01-101	FOOD SERVICE 02-101	COMMUNITY SERVICE 04-101	BUILDING CONSTRUCTION 06-101 ¹	DEBT SERVICE 07-101	EMP BENE HEALTH 20-101	EMP BENE DENTAL 21-101	EMP BENE WORK COMP 22-101	OPEB DEBT SERVICE 47-101	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY25 Total All Balances (1 year ago comparison)
07/01/25	185,532,088	13,372,785	13,839,643		6,339,602	15,502,685	2,798,753	3,530,564	1,397,033	245,113,455	25,000,000		720,238	270,833,892	283,323,836
07/31/25	179,460,866	13,110,663	13,334,588		6,832,684	5,333,713	2,240,140	3,355,274	1,481,506	225,249,734	-		670,588	225,920,332	222,888,610
08/31/25	205,215,526	12,009,627	12,796,795		6,938,744	(3,437,150)	1,746,228	3,389,344	1,481,580	240,140,993	10,000,000		541,922	250,682,915	238,000,342
09/30/25														0	0
10/31/25														0	0
11/30/25														0	0
12/31/25														0	0
01/31/26														0	0
02/28/26														0	0
03/31/26														0	0
04/30/26														0	0
05/31/26														0	0
06/30/26														0	0

e. Donations & Scholarship Report.

DATE	DONOR	DONEE	PURPOSE	AMOUNT
08/25/25	American Online Giving Foundation	UNIVERSITY AVE ELEMENTARY	Supplies, T-shirts, etc.	\$82.84
09/08/25	Andover Football Association, Inc.	ANDOVER HIGH	Girls soccer uniforms and travel	\$4,000.00
09/08/25	Andover Girls Soccer Booster Club	ANDOVER HIGH	Additional coach/Sebamulidde	\$3,500.00
09/08/25	Anoka High School Gymnastics	ANOKA HIGH	Remaining amount for new uniforms	\$7,384.00
08/25/25	Blaine Cheer Booster	BLAINE HIGH	BHS Cheer Uniforms	\$3,368.21
08/25/25	Blaine Cross Country Booster Club	BLAINE HIGH	BHS Girls & Boys Cross Country Running Booster	\$1,200.00
08/25/25	Blaine Nordic Booster Club	BLAINE HIGH	Weight Room Donation	\$200.00
08/25/25	Cardinal Tennis Association	COON RAPIDS HIGH	CRHS Assistant Coach ESA- Chad Fellows	\$3,537.90

08/25/25	Champlin Park Girls/Boys Swimming Diving Boosters	CHAMPLIN PARK HIGH	Block Toppers for Starting Blocks	\$1,930.70
08/29/25	Charities Aid Foundation	DAYTON ELEMENTARY	Supplies	\$10.00
08/18/25	Charities Aid Foundation America	ANDOVER ELEMENTARY	Classroom Supplies	\$30.00
08/25/25	Charities Aid Foundation America	ANDOVER ELEMENTARY	Classroom Supplies	\$30.00
08/25/25	Charities Aid Foundation America	ANDOVER HIGH	General Supply Usage	\$92.00
09/08/25	CyberGrants SPV	ADAMS ELEMENTARY	Supplies	\$15.00
08/25/25	Diane Anderson	JACKSON MIDDLE	Tech Ed Department	\$1,000.00
08/25/25	James Reed or Mary Margret Wilson	COMMUNITY EDUCATION	Project Power- Merry music makers program	\$55.00
08/25/25	Lisa Shivnarine	OXBOW CREEK ELEMENTARY	Supplies to support our social workers	\$100.00
08/25/25	Mat Bandits	COON RAPIDS HIGH	girls track related expenses for the season	\$5,000.00
08/25/25	Mat Bandits	COON RAPIDS HIGH	Boys golf expenses 25-26 season	\$5,000.00
08/25/25	Mat Bandits	COON RAPIDS HIGH	boys tennis expenses 25-26 season	\$5,000.00
08/25/25	Mat Bandits	COON RAPIDS HIGH	Nordic Ski expenses for 25-26 SY	\$5,000.00
08/25/25	Mat Bandits	COON RAPIDS HIGH	boys baseball expenses 25-26 season	\$2,500.00
08/25/25	Mat Bandits	COON RAPIDS HIGH	Boys track expenses for 25-26 season	\$5,000.00
08/25/25	Mat Bandits	COON RAPIDS HIGH	Girls Golf expenses for 25-26 season	\$5,000.00
08/29/25	Mat Bandits Wrestling Club	UNIVERSITY AVE ELEMENTARY	Outside services-performers, books, student celebrations, etc.	\$5,000.00
09/08/25	Mat Bandits Wrestling Club	ADAMS ELEMENTARY	Supplies	\$5,000.00
08/25/25	Ohiopyle Prints, Inc	CHAMPLIN PARK HIGH	Student Recognition	\$19.77
08/29/25	Oxbow Creek Home and School Assn	OXBOW CREEK ELEMENTARY	cover the cost of our VSC position from 2024-25	\$10,045.00
08/29/25	Saint Paul & Minnesota Foundation	ANOKA HIGH	support to Anoka High Track and Cross Country	\$500.00
08/25/25	The Blackbaud Giving Fund	ANDOVER HIGH	General Building Usage	\$40.00
08/25/25	The Blackbaud Giving Fund	CHAMPLIN PARK HIGH	Student Recognition	\$48.00
08/25/25	The Blackbaud Giving Fund	ESC	Supplies	\$9.58
08/29/25	The Blackbaud Giving Fund	JACKSON MIDDLE	Student Materials	\$72.00
08/25/25	The Blackbaud Giving Fund	SAND CREEK ELEMENTARY	classroom supplies	\$150.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION

TOTAL \$79,290.00

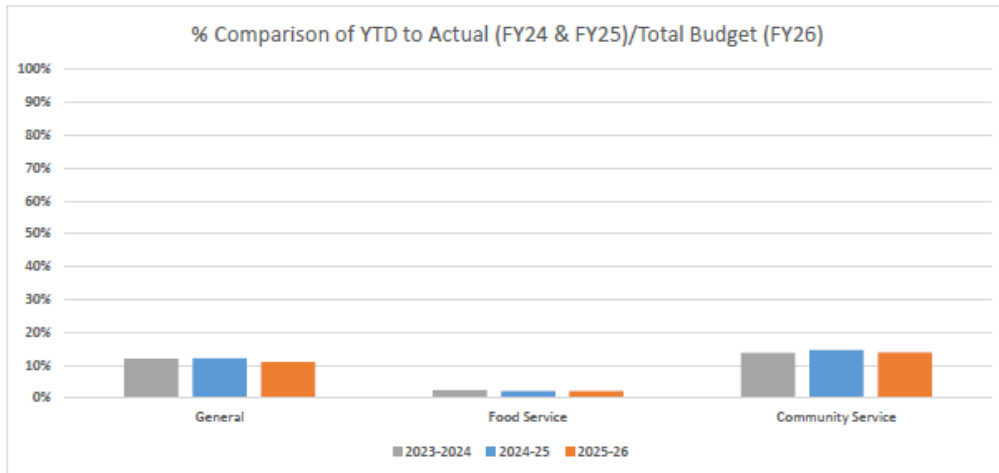
SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	AMOUNT
08/26/25	Neu Family Scholarship	Champlin Park HS	Neu Family Scholarship	\$1000.00
09/03/25	Clives Roadhouse	Champlin Park HS	Clives Roadhouse Champlin Community Scholarship	\$1000.00
SCHOLARSHIP TOTALS				<u><u>\$ 2,000.00</u></u>
TOTAL DONATIONS				<u><u>\$ 81,920.00</u></u>

f. Monthly Revenue & Expenditures

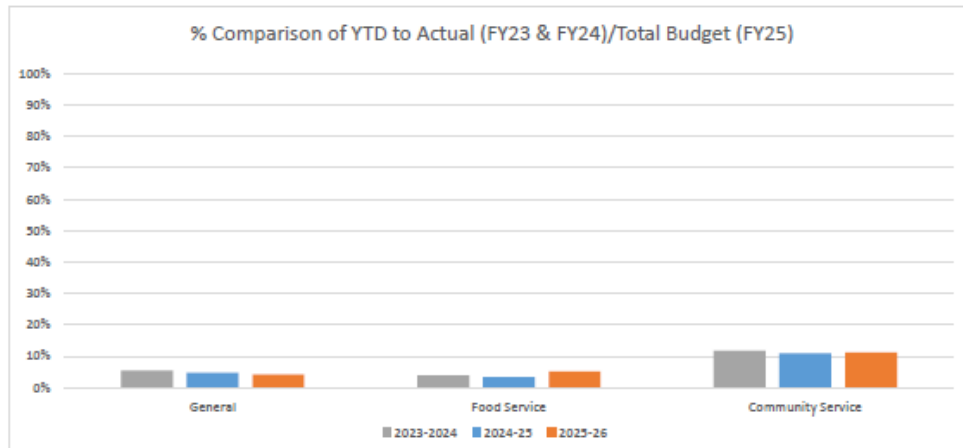
Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended August 31, 2025

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	60,809,135	73,862,016	675,245,459	11%	12%	12%
Food Service	547,100	571,630	26,973,057	2%	2%	2%
Community Service	2,207,020	4,359,873	31,540,742	14%	15%	14%
Building Construction	-	-	-	0%	221%	455%
Debt Service	3,420	1,519,575	15,199,755	10%	13%	11%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 63,566,675	\$ 80,313,094	\$ 750,959,013	11%	12%	12%



Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended August 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	7,218,014	10,519,189	539,851,293	2%	2%	3%
Purchased Services	1,249,484	1,828,527	67,495,098	3%	2%	7%
Supplies	3,838,294	8,417,072	26,212,772	32%	32%	29%
Capital Expenditures	4,055,419	6,389,100	24,765,410	26%	33%	34%
Other Exp & Transfers	275,304	525,353	4,058,066	13%	13%	12%
Total General Fund	\$ 16,636,514	\$ 27,679,241	\$ 662,382,639	4%	5%	5%
Food Service	1,051,522	1,523,245	29,522,260	5%	3%	4%
Community Service	2,413,702	3,423,938	30,326,421	11%	11%	12%
Building Construction	-	-	4,175,430	0%	17%	14%
Debt Service	-	3,835,501	15,442,703	25%	26%	27%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 20,101,739	\$ 36,461,925	\$ 742,599,453	5%	5%	6%



- g. Approved 514.0 Bullying Prohibition Policy
- h. Approved the Andover Community Center Ice Agreement FY26
- i. Approved the City of Coon Rapids Ice Center Contract
- j. Approved Immunization Exclusions as required by Statute - names and specifics are not included because of data privacy.

Motion passed with a 6-0 vote.

The School Board received testimony from John Wolhaupter, Matt VanZee, Rebecca Defoe, and Shannon Fox.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar as the school year begins: Anoka-Hennepin Schools is welcoming over 230 new teachers; The district has over 7800 employees as the school year begins and the strategies to improve wages and increase recruiting and retention are effective in helping us get off to a strong start to the school year from a staffing perspective. That said, the district is always looking for people to join our team. Residents looking to help your local schools should visit ahschools.us/jobs to see what positions are available. Also, the district is hosting a hiring event for operational and student support positions on Tuesday, Oct. 7 at Coon Rapids High School. This event runs from 3:30 to 5:30 p.m. in the atrium area at Door 1. Positions working with students as a paraeducator to serving meals, maintaining school facilities, student transportation and many more. Participants are strongly encouraged to begin filling out applications ahead of time at ahschools.us/jobs and come prepared to interview with hiring managers. Visit ahschools.us/jobs or call 763-506-JOBS for more information. Anoka-Hennepin coordinates the largest system for student transportation in the State of Minnesota with nine vendors. B.J. Ison, director of transportation, provided some highlights as the school year begins. The system includes 290 yellow school buses and 100 passenger vehicles visiting 8000 individual bus stop locations to pick up and deliver students. While vendors are still actively recruiting drivers the situation with staffing and service delivery has improved from past years. The district is serving over 27,000 lunches and 10,000 breakfasts each day, both of those numbers continue to show strong participation in the program. Thanks to our child nutrition director Noah Atlas for providing this information and for the entire child nutrition staff for stepping up and feeding our students every day. By the way, while the most popular school lunch continues to be Orange Chicken, the busiest day this year so far for our high schools served up Hot Honey Pepperoni Pizza, and for our elementary schools the all-beef barbeque smokies with whole-grain pretzel bites might just be a contender to take the top spot on the menu. October is manufacturers' month across Minnesota and high-school students from throughout the district will explore real-world pathways in manufacturing and the trades here in our area at the "Made in the North Metro" career fair. The North Metro Chamber of Commerce and Anoka County Job Training Center are partnering to promote the event set for Wednesday, October 8 from 9 a.m. to 1 p.m. at the National Sports Center in Blaine. The School District is an active partner with the North Metro Chamber and their members to match student interests in the trades and manufacturing with the options available in our communities. The month of September is School Board Member recognition month in the State of Minnesota. This is a time to recognize the dedicated service to our schools and community from our Anoka-Hennepin School Board members. I have the opportunity to work closely with all of you, so I get an up-close look at your dedication to serving your constituents and for improving outcomes for our students. We don't always get a chance to say "Thank you" for stepping up and serving your community, so let me say that now. Thanks for all you do to make our schools the best they can be. In recognition of your school board service, tonight you are receiving a small token of appreciation - a flower arrangement made through the "River Blooms" program at Two Rivers Transition Program at Franklin. This is a new program that reuses donated floral arrangements and provides work-based education and career options for students.

Michelle Vargas, chief financial officer, presented the preliminary tax certification for board approval. The action sets the maximum tax levy payable in 2026, an amount that will be reviewed and authorized at the Dec. 8, 2025 School Board meeting following a public hearing. Vargas explained that the levy amounts are mainly guided through state funding formulas and voter approved levies. The recommended maximum tax levy is a 1.97% reduction and would only increase property taxes for individual homeowners who experience an increase in the value of their property. Anoka County and Hennepin County to establish draft tax statements which will be mailed to property owners in November as the resolution was certified on a unanimous vote.

Cory McIntyre, superintendent of Anoka-Hennepin Schools, presented an update on the budget reduction and realignment process and timelines, along with options for School Board consideration. The district will conduct a public feedback process that includes an online survey toll and a series of community open house meetings to collect additional feedback. Approval of Phase 3 recommendations is expected at the December 8, 2025 School Board meeting.

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

Director Langenfeld mentioned AMSD (Association of Metropolitan School Districts) and their scheduled day at the Capitol which will be in April. She highlighted that this day is an opportunity for all to come together as a team which makes their advocacy work stronger. She also mentioned that she will be participating in a 3-day workshop with the MSBA about Public Education Advocacy, which is one of their strategic priorities. She also shared 2 shoutouts: Donations made to our district are greatly appreciated as we struggle with resources and Adams Fam Jam event in which staff engaged with parents on how they can support their children at home, it was a very well attended and coordinated event. Co-Chair Kacy Deschene shared that she was able to attend the School Information night at CBPA in which staff provided a very informative presentation to parents around what the school has to offer.

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

Co-Chair Kacy Deschene recessed the meeting at 8:48 p.m. The meeting reconvened in closed session at 8:55 p.m. to discuss matters of labor negotiations.

The meeting reconvened in open session at 9:28 p.m. Jeff Simon moved and Zach Arco seconded the motion to adjourn the meeting. Motion passed.

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

Co-Chair Kacy Deschene

Prepared by: 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
Paula Gallagher	Morris Bye Elementary, School Office Supervisor	01/02/2026
Mary J Milless	Hoover Elementary, Child Nutrition Assistant PT	10/10/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Ashley Salvo	Champlin Park High, Teacher SLD	10/03/2025

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
Timothy Bird	Roosevelt Middle, B/G Custodian Day Lead	09/17/2025	10/29/2025
Janice Durand	Educational Svc Ctr - Transportation, ParaEducator Bus	09/16/2025	10/13/2025
Michelle Gibson	Roosevelt Middle, Educ Office Prof School Year	09/03/2025	11/05/2025
Julie Griffin	Coon Rapids High, ParaEducator Secondary	09/18/2025	10/24/2025
Beth Heimerl	Oak View Middle, Teacher Social Studies	09/25/2025	10/08/2025
Tammi Josephs	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	10/09/2025	10/24/2025
Melissa Knotz	Educational Svc Ctr - Transportation, ParaEducator Bus	09/19/2025	11/14/2025
Lindsay Korus	Brookside Elementary, ParaEducator Spec Ed Cntr Base	09/17/2025	12/16/2025
Charlene LaGrange	Educational Svc Ctr, Preschool Inst-Pro Rated Bene	09/26/2025	10/10/2025
Laura Marx	Coon Rapids High, Teacher Science	09/23/2025	10/03/2025
Theodore Mitshulis	Anoka High, Teacher Art Secondary	09/19/2025	12/12/2025
Deanna Ollig	Riverview Early Childhood Ctr, Para Special Education ECSE	07/16/2025	11/28/2025
Travis Polster	Adams Elementary, Teacher Phys Ed Elementary	09/22/2025	09/30/2025
Tricia Rutz	Blaine Early Childhood Ctr, Teacher EC/SE	12/08/2025	01/06/2026
Izabella Skrivseth	Ramsey Elementary, Teacher Social Worker	09/17/2025	12/09/2025
Veta Ustimchuk	S.T.E.P., Job Coach	08/21/2025	01/16/2026

MODIFIED 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	09/16/2025
Jill Beck	Madison Elementary, Teacher Art Elementary	09/26/2025	11/21/2025
Jennifer Bowman	Coon Rapids Middle, Teacher Science	08/18/2025	10/03/2025
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	10/31/2025
Stacy Huggett	Crooked Lake Elementary, A+ Site Leader full year	08/18/2025	09/26/2025
Corinna Nunnery	Oxbow Creek Elementary, A+ Site Coordinator full year	06/27/2025	01/28/2026
Lynnea Reine	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	08/28/2025	12/23/2025
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	11/03/2025

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					
Justin Bonasera	Hoover Elementary, Teacher Social Worker	09/24/2025	Masters/1	0.4465	\$26,018
Tatum Johnson	Hamilton Elementary, Teacher ESL	09/22/2025	Bachelors/1	0.4519	\$22,607
Brittney Maki	Dayton Elementary, Teacher Art Elementary	08/26/2025	Bachelors/1	0.1954	\$9,776
Secondary					
Emily Gathman	Educational Svc Ctr, Teacher SA-Coach	10/20/2025	Bachelors+30/13	0.8075	\$58,620
Brendan Lindgren	Jackson Middle, Teacher Science	10/06/2025	Bachelors/3	0.8503	\$43,255
Special Education					
Katlyn Gross	River Trail Learning Center, Teacher Social Worker	08/25/2025	Masters/2	0.9144	\$55,122
Scott Larsen	Lincoln Elementary, Teacher E/BD	10/01/2025	Masters/22	0.8663	\$78,844
Elizabeth Morse	ESC-Student Conduct, Teacher Social Worker	09/22/2025	Masters/3	0.9037	\$54,477
Danny Boy Shaffa	Coon Rapids Middle, Teacher ABS (AcadBehav)	08/25/2025	Bachelors/1	0.9358	\$46,819
Administrative					
Mackenna Fredericksen	Coon Rapids Middle, Asst Principal Middle 10 Month Based on an annual salary of \$106,207 for 261 days		10/01/2025	193	\$91,102



ANOKA-HENNEPIN SCHOOLS

EDUCATIONAL SERVICECENTER

Cory McIntyre, *Superintendent*

✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

🌐 ahschools.us

October 6, 2025

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**

Bid # 26015B – Northdale MS Pool Mechanical Upgrades

Opened on Thursday, September 18, 2025, at 2:00 p.m. LT.

The recap below is a record of the six (6) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Schreiber Mullaney Construction of St. Paul, Minnesota with the base bid of \$598,000.00.

Response Tab for Solicitation						
Bid #26015B Northdale MS Pool Mechanical Upgrades Bid Opening 09/18/2025 at 2:00pm L.T.						
Bidder	Brennan Construction of MN, Inc.	CM Construction Company Inc.	Parkos Construction Company	Schreiber Mullaney Construction	JPMI Construction Co.	Jorgenson Construction Inc.
1.5B - Base bid	\$699,000.00	\$695,800.00	\$714,600.00	\$598,000.00	\$730,000.00	\$689,000.00
Addendum 1 acknowledged	x	x	x	x	x	x
Bid Bond received	x	x	x	x	x	x
Responsible Contractor acknowledged	x	x	x	x	x	x



Ice and Facility Rental Agreement

This ice and facility rental agreement (“the Agreement”) is entered this 19th day of September 2025, between the City of Champlin (“City”), and Anoka Hennepin School District 11 (“District 11”), a tax-exempt entity existing under the laws of the State of Minnesota.

City is the owner of real property and the improvements made thereon located at 12165 Ensign Avenue North, in the City of Champlin, Hennepin County, State of Minnesota, commonly known as the Champlin Ice Forum (the “Facility”)

District 11 desires to rent from City and City desires to rent to District 11 certain portions of the Ice Forum at specified times.

THEREFORE, in consideration the keeping and performance of the conditions and promises set forth in this Agreement, the adequacy of which are hereby acknowledged, the parties agree as follows:

1. **Schedule of Time:** The City agrees to rent to District 11’s high school boys’ and girls’ hockey teams certain portions of the Ice Forum at the times and dates shown on the attached Ice Use Schedule and in accordance with the terms of this Agreement. Such schedule may be amended from time to time upon the written agreement of both parties’ representatives, or as deemed necessary at the discretion of the Ice Forum Manager.
2. **Term:** This agreement will commence on November 1st, 2025, and will continue until March 10, 2026.
3. **Rates:** District 11 agrees to pay the following rates for ice and facility usage:
 - a. *Ice Rental:* \$265.00 per hour.
 - b. *Facility Rental:* \$600.00 per Boys and Girls games as flat rental fees hosted at the Facility. (Note: This fee is above and beyond the hourly ice rental rate as listed in Section 3(a) of this Agreement.)
 - c. *Gate Receipts:* 50% of the net gate receipts for games hosted at the Facility. (Note: This fee is above and beyond the hourly ice rental rate as listed in Section 3(a) of this Agreement.
 - d. \$10.00 per ice hour used (locker room cleaning fee)
 - e. All rates will be billed in accordance with Section 5 of this Agreement.
4. **Prime Hours:** Prime hours are described in the attached Ice Use Schedule.

5. Billing, Payments and Remission of Rates:

- a. *Ice Rental:* The City will bill District 11 for ice rental fees by submitting an itemized list of hourly practice and game ice usage to the high school which utilized the ice time.
- b. *Facility Rental and Gate Receipts:* The City will submit a full and complete accounting of the total gate receipts collected during any game hosted at the Facility and pay to District 11 an amount equal to the total gate receipts minus the Facility Rental fee and minus the City's Gate Receipt share. If the gate receipts are less than the Facility Rental fee, the City will bill District 11 for the deficit. Documentation of the gate receipts will be provided on the attached Gate Receipt Worksheet and will be calculated to include the value of any punch tickets presented at the gate.
- c. Upon proper billing and remittance of documentation by City, District 11 will promptly pay the City the amount billed.
- d. If District 11's share of the gate receipts exceeds the amount due to the City, the City will, within a reasonable time of the accounting, remit such amount to the high school which utilized the Facility.

6. Use of Facility:

- a. District 11 agrees to use and occupy the Facility solely for the purpose of conducting seasonal hockey activities in accordance with the terms of this Agreement.
- b. District 11 agrees not to use, nor permit any portion of the Facility to be used, for any illegal purpose or for any purpose that would cause an increase in or cancellation of the existing rate of insurance on the Facility.
- c. District 11 agrees to use the Facility according to the Rules and Regulations of the City of Champlin, which will be adopted and posted from time to time within the Ice Forum.

- 7. Insurance:** Both parties will maintain liability insurance against claims for bodily injury, death or property damage occurring on or about the Ice Forum. Such insurance will be written on an occurrence basis with a combined single limit of not less than \$1,000,000 per occurrence. If the insurance policy is written on a "claims-made basis", the party will maintain coverage for a minimum of three years past the expiration of this agreement. The retroactive date of the policy shall be indicated on the certificate of insurance outlining coverage. In addition, District 11 will name the City as an additional insured with respect to its own operation on said policies of insurance. Both parties will maintain all workers compensation insurance required by law.

- 8. Services:** In exchange for the rental rates set forth in Section 3 of this Agreement, the City agrees to provide a useable ice surface, secure and clean locker facilities, and parking facilities. On game days the City will also provide facility seating for spectators, appropriate management, ticket seller(s), time/score keeper(s), ice resurfacers driver(s), and security personnel as needed. Cleanup on game days will be provided by the City.

9. Covenant to Hold Harmless:

- a. District 11 acknowledges that the City has not asserted or accepted any responsibility for supervision, security, or control of District 11's property or activities conducted on the Facility, or any part connected or contiguous thereto. District 11 is solely responsible to provide security for its equipment kept in the Facility and shall be solely responsible to provide supervision of its students, staff and spectators, on and off the ice.
- b. District 11's athletes and coaching staff assume all risks of personal injury arising from its usage of the Facility or any part connected or contiguous thereto which result from an act or failure to act on the part of District 11 or others over whom it has supervisory responsibility.
- c. District 11 assumes responsibility for damages to the Facility or any part connected or contiguous thereto arising out of negligence or fault of District 11 under its performance of this Agreement. The City will notify District 11 of any damages and allow a reasonable opportunity for review of the damage before repairs are made. The City is responsible for the repair or replacement of facility property and will invoice District 11 for the damages. District 11's obligation will be to reimburse to the City for the cost of labor and replacement of like-kind and quality of equipment and materials.
- d. District 11 agrees to indemnify and hold harmless the City from and against all claims, costs, expenses (including attorney fees) and liabilities of whatever nature arising from (i.) any negligent or wrongful act or omission of District 11, its staff, athletes, licensees, agents, employees, or others over whom it has supervisory responsibility; or (ii.) any accident, injury, death or damage, to any person or property occurring in the Facility or any part connected or contiguous thereto and caused by the negligence or other wrongful conduct of District 11, its staff, athletes, licensees, agents, employees, or others over whom it has supervisory responsibility, excluding claims arising from the City's performance under this Agreement.
- e. The City agrees to indemnify and hold harmless District 11 from and against all claims, costs, expenses (including attorney fees) and liabilities of whatever nature arising from (i.) any negligent or wrongful act or omission of the City, its licensees, agents, or employees; or (ii.) any accident, injury, death, or damage to any person or property occurring in the Facility or any part connected or contiguous thereto and caused by the negligence or other wrongful conduct of the City, its licensees, agents, or employees, excluding claims arising from District 11's performance under this Agreement.

10. Cancellations: The City shall not be held responsible for the cancellation of ice time for reasons beyond the reasonable control of the City, its agents, or employees, such as but not limited to equipment failure, loss of power, severe weather, or other acts of God. In the event of such an occurrence, the City will attempt to reschedule District 11 ice times or District 11 may cancel and receive a return of any fees paid but not yet used. In the event District 11 cancels the hours agreed to in this agreement, full payment for these hours will be required by district 11 to the city.

11. Breach: The City may cancel this agreement for any material breach by District 11 of the terms of this agreement.

12. Damage or Destruction: If during the term of this Agreement the Facility is damaged by fire or other casualty, not arising from fault or negligence of District 11 or its assigns, so that the Facility is rendered unfit for use, then either District 11 or the City may terminate this Agreement upon thirty (30) days written notice to the other. Further, should such occur, the City agrees to return any rates paid in accordance with Section 3 of this Agreement but not yet used.

- 13. **Assignment:** If scheduled ice time cannot be used by District 11, they agree to promptly notify the City in writing as early as feasibly possible, and the City will reasonably attempt to assign that time to another group. If the time cannot be assigned to another group, District 11 agrees to pay for its originally scheduled time(s). District 11 agrees to not assign or otherwise transfer its interest in its scheduled ice time in any other manner than the process set forth in this section.
- 14. **Signage:** District 11 recognizes that it does not have rights to post any signs without the express written consent of the City, and any signs so consented will conform to and be consistent with the sign usage policy of the City of Champlin.
- 15. **Notice:** Whenever this Agreement requires notice to be given by either party to the other, except where oral notice is allowed, the notice must be given in writing and sent by certified mail, addressed as follows:

If to District 11: Anoka Hennepin School District, 2727 North Ferry Street, Anoka MN 55303

If to the City: City of Champlin, 11955 Champlin Drive, Champlin, MN 55316

16. Miscellaneous:

- a. It is agreed that no assent, express or implied, to any breach of anyone or more of the covenants or agreements herein contained will be deemed or taken to be a waiver of any succeeding or other breach.
- b. Severance: If any term, covenant, condition, or provision of this Agreement is held by a court of competent jurisdiction to be void or unenforceable, the remainder of the provisions of this Agreement will remain in full force and will in no way be affected, impaired or invalidated.
- c. No Oral Agreements: This Agreement includes in full each agreement of every kind between the parties concerning the Facility, and all preliminary negotiations and agreements of any kind or nature are merged in this Agreement. There are no oral agreements or implied covenants in connection with this Agreement. Any modifications to the Agreement must be made in writing, signed by both parties.
- d. Governing Law: This Agreement is governed by the laws of the State of Minnesota.


IN WITNESS WHEREOF, the parties hereto agree the day and year first above written.

City of Champlin
11955 Champlin Drive
Champlin, MN 55316

Anoka Hennepin School District 11
2727 North Ferry Street
Anoka, MN 55303

By Its: Ice Forum Facilities Manager

By Its: Anoka Hennepin School Board Chair



Chad Stancer

Date: 9/19/2025

Date: _____



Account Schedule Report

10/1/2025 - 3/31/2026

CPHS Game

Champlin Ice Forum

12165 Ensign Ave N
Champlin, MN 55316
(763) 421-3696

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours
12/4/2025	Thu	Champlin Ice	Main Rink	Rental	4:45 PM	9:00 PM	4.25
12/6/2025	Sat	Champlin Ice	Main Rink	Rental	12:30 PM	5:00 PM	4.50
12/9/2025	Tue	Champlin Ice	Main Rink	Rental	4:30 PM	9:00 PM	4.50
12/11/2025	Thu	Champlin Ice	Main Rink	Rental	4:30 PM	9:00 PM	4.50
1/8/2026	Thu	Champlin Ice	Main Rink	Rental	4:30 PM	9:00 PM	4.50
1/10/2026	Sat	Champlin Ice	Main Rink	Rental	12:30 PM	5:00 PM	4.50
1/31/2026	Sat	Champlin Ice	Main Rink	Rental	11:30 AM	4:00 PM	4.50
2/3/2026	Tue	Champlin Ice	Main Rink	Rental	4:30 PM	9:00 PM	4.50
2/10/2026	Tue	Champlin Ice	Main Rink	Rental	4:45 PM	9:00 PM	4.25
2/12/2026	Thu	Champlin Ice	Main Rink	Rental	4:45 PM	9:00 PM	4.25
2/13/2026	Fri	Champlin Ice	Main Rink	Rental	5:30 PM	7:30 PM	2.00
							46.25



Account Schedule Report

10/1/2025 - 3/31/2026

CPHS Practice Ice

6025 109th Ave N
Champlin, MN 55316-3475

Champlin Ice Forum

12165 Ensign Ave N
Champlin, MN 55316
(763) 421-3696

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours
11/10/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/10/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/11/2025	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/11/2025	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
11/12/2025	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/12/2025	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
11/13/2025	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/13/2025	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
11/14/2025	Fri	Champlin Ice	Main Rink	Rental	9:00 AM	12:00 PM	3.00
Schedule Notes: Pictures/practice							
11/17/2025	Mon	Champlin Ice	Main Rink	Rental	8:00 PM	9:00 PM	1.00
11/17/2025	Mon	Champlin Ice	Main Rink	Rental	9:15 PM	10:15 PM	1.00
11/18/2025	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/18/2025	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
11/19/2025	Wed	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
11/19/2025	Wed	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
11/20/2025	Thu	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
11/20/2025	Thu	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
11/21/2025	Fri	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
11/21/2025	Fri	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
11/24/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/24/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/25/2025	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/25/2025	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
11/26/2025	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/26/2025	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
11/27/2025	Thu	Champlin Ice	Main Rink	Rental	9:00 AM	10:00 AM	1.00
11/27/2025	Thu	Champlin Ice	Main Rink	Rental	10:15 AM	11:15 AM	1.00
11/28/2025	Fri	Champlin Ice	Main Rink	Rental	9:00 AM	10:00 AM	1.00
11/28/2025	Fri	Champlin Ice	Main Rink	Rental	10:15 AM	11:15 AM	1.00
12/1/2025	Mon	Champlin Ice	Main Rink	Rental	8:00 PM	9:00 PM	1.00
12/1/2025	Mon	Champlin Ice	Main Rink	Rental	9:15 PM	10:15 PM	1.00
12/2/2025	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/2/2025	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
12/3/2025	Wed	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00



Account Schedule Report

10/1/2025 - 3/31/2026

CPHS Practice Ice

6025 109th Ave N
Champlin, MN 55316-3475

Champlin Ice Forum

12165 Ensign Ave N
Champlin, MN 55316
(763) 421-3696

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours
12/3/2025	Wed	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
12/5/2025	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
12/8/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/8/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
12/10/2025	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/10/2025	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
12/12/2025	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/12/2025	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
12/15/2025	Mon	Champlin Ice	Main Rink	Rental	8:00 PM	9:00 PM	1.00
12/15/2025	Mon	Champlin Ice	Main Rink	Rental	9:15 PM	10:15 PM	1.00
12/17/2025	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
12/19/2025	Fri	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
12/19/2025	Fri	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
12/22/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/22/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
12/23/2025	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/23/2025	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
12/24/2025	Wed	Champlin Ice	Main Rink	Rental	9:00 AM	10:00 AM	1.00
12/24/2025	Wed	Champlin Ice	Main Rink	Rental	10:15 AM	11:15 AM	1.00
12/26/2025	Fri	Champlin Ice	Main Rink	Rental	9:00 AM	10:00 AM	1.00
12/26/2025	Fri	Champlin Ice	Main Rink	Rental	10:15 AM	11:15 AM	1.00
12/27/2025	Sat	Champlin Ice	Main Rink	Rental	1:30 PM	2:30 PM	1.00
12/27/2025	Sat	Champlin Ice	Main Rink	Rental	2:45 PM	3:45 PM	1.00
12/29/2025	Mon	Champlin Ice	Main Rink	Rental	9:00 AM	10:00 AM	1.00
12/29/2025	Mon	Champlin Ice	Main Rink	Rental	10:15 AM	11:15 AM	1.00
1/1/2026	Thu	Champlin Ice	Main Rink	Rental	9:00 AM	10:00 AM	1.00
1/1/2026	Thu	Champlin Ice	Main Rink	Rental	10:15 AM	11:15 AM	1.00
1/2/2026	Fri	Champlin Ice	Main Rink	Rental	9:00 AM	10:00 AM	1.00
1/2/2026	Fri	Champlin Ice	Main Rink	Rental	10:15 AM	11:15 AM	1.00
1/5/2026	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/5/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
1/6/2026	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/6/2026	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
1/9/2026	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/9/2026	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00



Account Schedule Report

10/1/2025 - 3/31/2026

CPHS Practice Ice

6025 109th Ave N
Champlin, MN 55316-3475

Champlin Ice Forum

12165 Ensign Ave N
Champlin, MN 55316
(763) 421-3696

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours
1/12/2026	Mon	Champlin Ice	Main Rink	Rental	8:00 PM	9:00 PM	1.00
1/12/2026	Mon	Champlin Ice	Main Rink	Rental	9:15 PM	10:15 PM	1.00
1/13/2026	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
1/14/2026	Wed	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
1/14/2026	Wed	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
1/15/2026	Thu	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
1/15/2026	Thu	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
1/16/2026	Fri	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
1/16/2026	Fri	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
1/19/2026	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/19/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
1/21/2026	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/21/2026	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
1/22/2026	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/22/2026	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
1/23/2026	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/23/2026	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
1/26/2026	Mon	Champlin Ice	Main Rink	Rental	8:00 PM	9:00 PM	1.00
1/26/2026	Mon	Champlin Ice	Main Rink	Rental	9:15 PM	10:15 PM	1.00
1/27/2026	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
1/28/2026	Wed	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
1/28/2026	Wed	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
1/29/2026	Thu	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
1/29/2026	Thu	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
1/30/2026	Fri	Champlin Ice	Main Rink	Rental	4:45 PM	5:45 PM	1.00
1/30/2026	Fri	Champlin Ice	Main Rink	Rental	6:00 PM	7:00 PM	1.00
2/2/2026	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
2/2/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/4/2026	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
2/4/2026	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
2/5/2026	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
2/5/2026	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:45 PM	1.50
2/9/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/9/2026	Mon	Champlin Ice	Main Rink	Rental	8:00 PM	9:00 PM	1.00

113.00



Account Schedule Report

10/1/2025 - 3/31/2026

CPCR Game

6025 109th Ave N
Champlin, MN 55316-3475

Champlin Ice Forum

12165 Ensign Ave N
Champlin, MN 55316
(763) 421-3696

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours
11/8/2025	Sat	Champlin Ice	Main Rink	Rental	12:30 PM	5:00 PM	4.50
12/17/2025	Wed	Champlin Ice	Main Rink	Rental	4:45 PM	9:00 PM	4.25
1/13/2026	Tue	Champlin Ice	Main Rink	Rental	4:45 PM	9:00 PM	4.25
1/27/2026	Tue	Champlin Ice	Main Rink	Rental	4:45 PM	9:00 PM	4.25
1/31/2026	Sat	Champlin Ice	Main Rink	Rental	4:30 PM	9:00 PM	4.50

21.75



Account Schedule Report

10/1/2025 - 3/31/2026

CPCR Practice

6025 109th Ave N
Champlin, MN 55316-3475

Champlin Ice Forum

12165 Ensign Ave N
Champlin, MN 55316
(763) 421-3696

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours
11/3/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/3/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/4/2025	Tue	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/4/2025	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/5/2025	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/5/2025	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/6/2025	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/6/2025	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/7/2025	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/7/2025	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/17/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
11/17/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
11/19/2025	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
11/20/2025	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
11/21/2025	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
12/1/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/1/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
12/3/2025	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
12/4/2025	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
12/5/2025	Fri	Champlin Ice	Main Rink	Rental	4:45 PM	7:00 PM	2.25
12/15/2025	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/15/2025	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
12/18/2025	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
12/18/2025	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
12/19/2025	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
12/29/2025	Mon	Champlin Ice	Main Rink	Rental	11:30 AM	1:00 PM	1.50
12/29/2025	Mon	Champlin Ice	Main Rink	Rental	1:15 PM	2:30 PM	1.25
12/30/2025	Tue	Champlin Ice	Main Rink	Rental	11:30 AM	1:00 PM	1.50
12/30/2025	Tue	Champlin Ice	Main Rink	Rental	1:15 PM	2:30 PM	1.25
1/12/2026	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
1/12/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
1/14/2026	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
1/15/2026	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
1/16/2026	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
1/26/2026	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00



Account Schedule Report

10/1/2025 - 3/31/2026

CPCR Practice

6025 109th Ave N
Champlin, MN 55316-3475

Champlin Ice Forum

12165 Ensign Ave N
Champlin, MN 55316
(763) 421-3696

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours
1/26/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
1/28/2026	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
1/29/2026	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
1/30/2026	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
2/9/2026	Mon	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
2/11/2026	Wed	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
2/12/2026	Thu	Champlin Ice	Main Rink	Rental	3:00 PM	4:30 PM	1.50
2/13/2026	Fri	Champlin Ice	Main Rink	Rental	3:00 PM	4:00 PM	1.00
2/13/2026	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/16/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/17/2026	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/18/2026	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/19/2026	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/20/2026	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/23/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/24/2026	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/25/2026	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/26/2026	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
2/27/2026	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
3/2/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
3/3/2026	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
3/4/2026	Wed	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
3/5/2026	Thu	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
3/6/2026	Fri	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
3/9/2026	Mon	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00
3/10/2026	Tue	Champlin Ice	Main Rink	Rental	4:15 PM	5:15 PM	1.00

70.75

LEASE RENEWAL

THIS LEASE RENEWAL AGREEMENT is made as of the 27 Day of August 2025, by and between Klus-Klus Realty Andover Partnership, a Minnesota Partnership (Landlord) and Anoka-Hennepin school District No. 11, a Learning Readiness Preschool, (Tenant).

STATEMENT OF FACTS

Landlord and Tenant entered into a Lease dated August 23, 1995, and amended as of February 22, 2000, and as amended on October 2, 2003, and as amended on October 1, 2006, and as amended on July 23, 2009, and as amended on June 30, 2011, and as amended on June 30, 2012, amended in August 2016, amended June 10, 2019, and amended September 10, 2022 (the Lease) for space addressed as 13628-13636 Crosstown Boulevard NW, Andover, Minnesota 55304 (the premises). This space is a part of Crosstown Square Shopping Center. The current Lease Renewal Term expires September 30, 2025.

NOW, THEREFORE, in consideration of the above and the agreements set forth herein, the parties hereto agree as follows:

ARTICLE I LEASE TERM

The Lease Term is hereby extended to September 30, 2028.

ARTICLE II TOTAL ANNUAL RENT

The Gross Annual Rent for the Renewal Term will be as follows:

10/01/25-09/30/28	\$71,400.00/yr.	\$5,950.00/month
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ARTICLE III APPROPRIATIONS

The Tenant reasonably believes that budgeted funds will be obtained sufficient to make all payments. Notwithstanding any language in this agreement to the contrary, continuation of any agreements beyond June 30th of any year is contingent upon appropriation of budgeted funds for payment of this contract. In the event that adequate funds are not so appropriated, the Tenant shall notify the Lessor as soon as possible prior to the necessary cancellation and no penalty in any form shall be levied against the Tenant because cancellation of any portion of this lease required by failure of appropriation.

**ARTICLE IV
CONTINUATION**

All other terms and conditions of this Lease Renewal will be those as set out in the original Lease Agreement, other than terms that further describe amounts due from Tenant, a copy of which is attached hereto and made a part of this agreement.

RENEWAL OPTION

There will be one additional Renewal Option covering the period from October 1, 2028, through September 30, 2031. Gross Rental shall be determined by the greater of the then Market Rate Rental being charged to new and existing Tenants in the Crosstown Square Shopping Center and other comparable shopping centers in the adjacent trade areas.

IN WITNESS WHEREOF, the parties hereto have agreed to the above at Andover, Minnesota as of the date first above written.

LANDLORD:

KLUS-KLUS REALTY ANDOVER PARTNERSHIP BY:

Carolyn U. Klus, Partner

TENANT:

Anoka-Hennepin Independent School District #11 BY:

ITS: Michelle Vargas, Chief Financial Officer



ANOKA-HENNEPIN CAREER PATHWAYS

Career and Technical Education
opportunities for students

GUESTS



- | | |
|-------------------------|---------------------------------------|
| Katie Ullereng | Recruiter, Mate Precision Tooling |
| Brian Dischinger | Floor Foreman, Mate Precision Tooling |
| Carter Gerlach | Internship Teacher, STEP |
| Susan Gard | Blaine Brothers |
| Theron Busse | Advanced Automotive Teacher, STEP |

GOALS OF CAREER AND TECHNICAL EDUCATION (CTE)



The role of CTE is to provide rigorous academic and technical skills that lead to college and career success.

CTE plays a critical role in ensuring our nation's educational, workforce, and economic advancement and success.

Our goals are to:

- Provide clear pathways to occupations aligned to the National Career Clusters Frameworks in high skills, high wage, and in demand occupations.
- Link education to the needs of the workforce.
- Collaborate with business and industry partners with increased work based learning opportunities for students.
- Support our students and families with college and career guidance.



PATHWAYS AND PROGRAMS

Determining what to offer students

OCCUPATIONAL OUTLOOK



- We use occupational outlook data to look at occupations in demand for the next 10 years. This looks at National, State, and Regional/County predictions.
 - Department of Employment and Economic Development (DEED)
 - Anoka County Workforce Development Board
 - Chambers of Commerce
 - Advisory Board information
- We use that data to review curriculum, standards, course options to assure we are staying up to date with where the industry is headed.

ADVISORY BOARDS



Our programs are required to host 2 advisory board meetings each year in order to maintain program approval with the Minnesota Department of Education.

Advisory Board Partners support us with the following:

- Hire our students (either as graduates or high school interns).
- Provide recommendations on industry standards.
- Guidance on purchasing equipment and supplies.
- Tours for groups of students and/or teachers.
- Donations.
- Professional development for teachers to maintain or learn new skills.

FEASIBILITY



- Cost
- Equipment needed
- Facility requirements
- Legal requirements
- Availability of licensed teachers
- Location - high schools or STEP



ANOKA-HENNEPIN CAREER PATHWAYS/PROGRAM S

CLUSTER GROUPING: CARING FOR COMMUNITIES

Sub cluster: Education



Education:

- Education and Human Development
- Early Childhood Careers
- Education Support Careers
- Foundations of Education

College Credit available:

- Articulated College Credits
- Concurrent Enrollment with ARCC

Industry certifications:

- Child Development Associate (CDA)

Internship/Clinical component:

- Preschools
- Observations at elementary schools

Student organization (CTESO)/leadership opportunities:

- FCCLA: Family, Community, Careers Leaders of America
- Future Educators Club

CLUSTER GROUPING: CARING FOR COMMUNITIES

Sub cluster: Health care and human services



Courses available

- Medical Terminology and Anatomy
- Sports Medicine
- Nursing Assistant
- Cosmetology and Barbering
- Pharmacy Technician
- Medical Assistant

College Credit available:

- Articulated College Credits

Industry certifications:

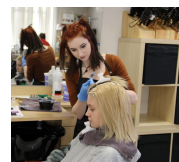
- Certified Nursing Assistant
- Cosmetology hours
- Pharmacy Technician

Internship/Clinical component:

- Internships available
- CNA Clinical hours required - local nursing homes

Student organization (CTESO)/Leadership Opportunities:

- HOSA (Health Occupations Students of America)



CLUSTER GROUPING: CARING FOR COMMUNITIES



Sub cluster: Public service and safety

Courses available

- Law Enforcement
- Firefighting
- Emergency Medical careers
- Emergency Medical Technician



College Credit available:

- Articulated College Credits
- Concurrent Enrollment (ATC)

Industry certifications:

- First Responder
- EMT



Internship/Clinical component:

- Internships available
- EMT Clinical Component (North Memorial Ambulance, Brooklyn Park FD)

Student organization (CTESO):

- HOSA (Health Occupations Students of America)



CLUSTER GROUPING: CULTIVATING RESOURCES



Agriculture and natural resources opportunities



Courses available

- Horticulture
- Animal Science
- Landscaping
- Greenhouse Management
- Ecology
- Zoology



College Credit available:

- Articulated College Credits
- CIS - Pre Vet Animal Science



Internships:

- Internships Available

Student Organization (CTESO):

- FFA: Future Farmers of America

CLUSTER GROUPING: BUILDING AND MOVING



Sub clusters: Transportation, construction and advanced manufacturing

Courses available

- Aviation
- CDL/Logistics
- Automotive
- Advanced Automotive
- Outdoor Power Sports and Equipment
- Architecture, Drafting and Design
- Construction
- Cabinetry
- Welding
- Engineering, Design, and Fabrication
- CNC Programming

College Credit available:

- Articulated College Credits
- Concurrent Enrollment - ATC

Internships:

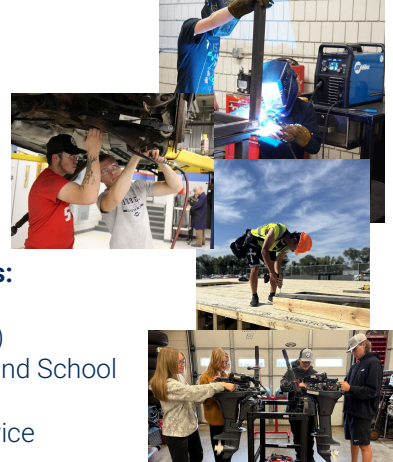
- Internships available

Student organization (CTESO):

- Skills USA

Partnerships/certifications:

- Polaris (CRHS/BHS)
- Yamaha (Andover HS)
- FAA Private Pilot Ground School
- CDL
- ASE (Automotive Service Excellence)
- AWS Welding



CLUSTER GROUPING: CREATING AND EXPERIENCING



Sub clusters: hospitality, events and tourism; and arts, entertainment and design

Courses available

- Culinary Arts
- Baking and Pastry
- Hospitality and Tourism
- Graphic Design
- Digital Photography
- Interior Design and housing
- Music/Media Technology
- Videography
- Apparel and design
- CAPS (Center for Advanced Professional Studies) Creative Design

College Credit available:

- Articulated College Credits
- Concurrent Enrollment - Stout

Internships:

- Internships available

CTESO/Student Leadership opportunities:

- Skills USA, FCCLA
- ProStart



CLUSTER GROUPING: INVESTING IN THE FUTURE



Sub cluster: Financial services

Courses available

- Accounting
- Building Wealth
- Personal Money Management

College Credit available:

- Articulated College Credits

Internships:

- Internships available

CTESO opportunities:

- BPA (Business Professionals of America)

Personal Finance requirement:

- Personal Money Management

CLUSTER GROUPING: CONNECTING AND SUPPORTING SUCCESS (CROSS CUTTING CLUSTERS)



Sub clusters: Management and entrepreneurship, marketing and sales, and digital technologies

Courses available

- Business Management
- CAPS Business Management
- Video Game design
- Web Page Coding
- Computer Programming
- Computer Science
- IT Essentials

College Credit available:

- Articulated College Credits

Internships:

- Internships available

- Cybersecurity
- Ethical Hacking
- AI
- Marketing
- Ads and Sales

Industry Credentials available:

- CISCO Cybersecurity

CTESO opportunities:

- BPA (Business Professionals of America)
- DECA (formerly Distributive Education Clubs of America)

STUDENT OUTCOMES



- In 2024, 78% of all Anoka-Hennepin high school students took CTE Courses.
- In 2024, 93% of Anoka-Hennepin CTE students graduated in 4 years.
- Students are earning college credits, industry certifications, and are participating in valuable work based learning opportunities across the district and in our communities.

STUDENTS SERVED (2024)



Career Field	Participants	Concentrators	Total CTE
Agriculture, Food, and Natural Resources	1,007	1,146	2,153
Arts, Communications & Information Systems	1,621	1,668	3,289
Business, Management & Administration	3,514	3,161	6,675
Engineering, Manufacturing & Technology	1,445	1,590	3,035
Health Sciences	735	1,171	1,906
Human Services	4,368	3,522	7,890
WBL-ACTE-SPED	124	280	404

** Participant = 1 CTE course, Concentrator = 150 hours in a field Students can be duplicated across fields



COLLEGE NOW

- Early college program open to Anoka-Hennepin juniors and seniors.
- Students have the opportunity to take a combination of PSEO and concurrent enrollment courses at STEP
- The college credits are transferable to any Minnesota State College or University and the University of Minnesota.
- Fulfills high school academic core classes and allows students to stay on our district campuses
- Students are in a cohort with their peers; ARCC faculty come to our campus

34

College Credits

94%

courses successfully completed

MATE PRECISION TECHNOLOGIES



Partnership spotlight - Manufacturing pathway

- Our geographic area is a hub for manufacturing and we need skilled workers.
- Youth Skills Training Program.
- Continued support for a high school intern.
- Demonstrates a clear pathway for a student to progress from high school to postsecondary education and employment.
- Career tours and field trips for students.

BLAINE BROTHERS



Partnership spotlight - Automotive careers pathway

- A direct pipeline for employment; hiring Anoka-Hennepin graduates.
- Continued commitment to improvement through advisory board participation.
- Financial support for the district's Nitro-X camp.
- Facility tours for high school students.



BENEFITS OF CTE

Benefits to students and families:

- Real world, relevant experiences in high school.
- Explore careers to find passion.
- Options for career and college success.
- Access to high skills, high wage, and in demand occupations while still in high school.

Benefits to employers/communities:

- Employers can address skills gaps.
- Learners with CTE experience provide employers with a trusted talent pipeline of employees who are equipped with in-demand skills.



THANK YOU

Questions or comments?

Jessica Lipa
Program director

STEP information: ahschools.us/STEP