



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

School Board Meeting
Monday, January 12, 2026
AGENDA

1. **Call to Order (1 minute)**
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Organization (45 minutes)**
 - 4.A. Ceremonial Oath, Matt Audette, Kacy Deschene, Jeff Simon - A
 - Oath of OfficeThomas Hunt, Anoka County Elections Manager

Appendix A 4
 - 4.B. Election of Officers - A
 - Chair
 - Vice Chair, Clerk, TreasurerKacy Deschene, Co-Chair

Appendix B 10
 - 4.C. Set 1/2026-7/2027 Meeting Dates - A
Kacy Deschene, Co-Chair
 - Appendix C 15
 - 4.D. Designate Official Depositories - A
Kacy Deschene, Co-Chair
 - Appendix D 17
 - 4.E. Designate Official Investment Financial Institutions - A
Kacy Deschene, Co-Chair
 - Appendix E 18
 - 4.F. Delegation of Authority for Minnesota Education Grants System (MEGS) - A
Kacy Deschene, Co-Chair
 - Appendix F 19
 - 4.G. Designate Official Newspapers - A
Kacy Deschene, Co-Chair
 - Appendix G 20
 - 4.H. Delegation of Authority for Electronic Funds Transfers - A
Kacy Deschene, Co-Chair

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4.I. Authorization to Sign Contracts - A Kacy Deschene, Co-Chair	
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5. Consent Agenda (5 minutes)	
5.A. Minutes from the December 8 School Board Meeting and the December 22 Special School Board Meetings- A Jeff Simon, Board Clerk	
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Greg Cole, Chief Operations Officer

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5.J. Immunization Exclusions as required by Statute 121a.15 - A
Kathy Schulz, Health Services Coordinator

6. **Communications, Delegations & Petitions (15 minutes)**

7. **Board Calendar & District Update (10 minutes)**

Cory McIntyre, Superintendent

8. **Labor Relations (15 minutes)**

8.A. Authorize 2025-2027 School Office Supervisor Master Agreement (5 minutes) - A

Dr. Jennifer Cherry, Chief Human Resources Officer

Appendix V

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8.B. Labor Relations Update (10 minutes) - B

Dr. Jennifer Cherry, Chief Human Resources Officer

Appendix W

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9. **Board Correspondence & Communication**

10. **Adjourn**

RECEIVED DEC 16 2025

OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will faithfully discharge the duties of the office of School Board Member District 3 of Anoka-Hennepin Independent School District No. 11 to the best of my judgment and ability.

12/16/2025
Date

Kacy M Deschene
Signature

STATE OF MINNESOTA
COUNTY OF ANOKA

The foregoing instrument was acknowledged before me this 16th day of December 2025 by Kacy Deschene.

A. Eaton
Notary Public



RECEIVED DEC 16 2025

ACCEPTANCE OF OFFICE

To: Kacy Deschene

The following acceptance and oath of office must be filed with the school district clerk within thirty (30) days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of School Board Member District 3 of Anoka-Hennepin Independent School District No. 11 for a four-year term beginning on the first Monday in January, 2026 and expiring on the first Monday in January, 2030.

12/16/2025
Date

Kacy M Deschene
Signature

STATE OF MINNESOTA
COUNTY OF ANOKA

The foregoing instrument was acknowledged before me this 16th day of December 2025 by Kacy Deschene.

A. Eaton
Notary Public



ACCEPTANCE OF OFFICE

To: Jeff Simon

The following acceptance and oath of office must be filed with the school district clerk within thirty (30) days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of School Board Member District 6 of Anoka-Hennepin Independent School District No. 11 for a four-year term beginning on the first Monday in January, 2026 and expiring on the first Monday in January, 2030.

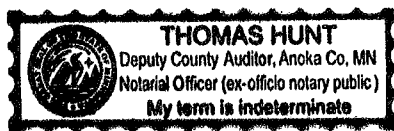
12-16-2025
Date

[Signature]
Signature

STATE OF MINNESOTA)
COUNTY OF ANOKA)

The foregoing instrument was acknowledged before me this 16 day of December, 2025 by Jeff Simon.

[Signature]
Notary Public



OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will faithfully discharge the duties of the office of School Board Member District 6 of Anoka-Hennepin Independent School District No. 11 to the best of my judgment and ability.

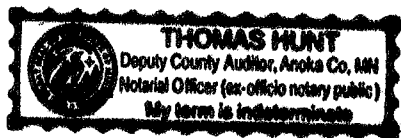
12-16-2025
Date

J. Carlson
Signature

STATE OF MINNESOTA)
COUNTY OF ANOKA)

The foregoing instrument was acknowledged before me this 16 day of December, 2025 by Jeff Simon.

[Signature]
Notary Public



ACCEPTANCE OF OFFICE

RECEIVED DEC 05 2025

To: Matt Audette

The following acceptance and oath of office must be filed with the school district clerk within thirty (30) days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of School Board Member District 4 of Anoka-Hennepin Independent School District No. 11 for a four-year term beginning on the first Monday in January, 2026 and expiring on the first Monday in January, 2030.

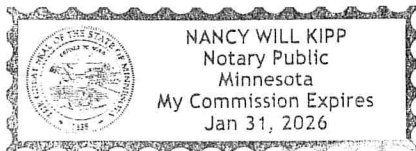
12/2/2025
Date

[Signature]
Signature

STATE OF MINNESOTA
COUNTY OF ANOKA

The foregoing instrument was acknowledged before me this 02 day of December, 2025 by Matt Audette.

Nancy Will Kipp
Notary Public



RECEIVED DEC 05 2025

OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will faithfully discharge the duties of the office of School Board Member District 4 of Anoka-Hennepin Independent School District No. 11 to the best of my judgment and ability.

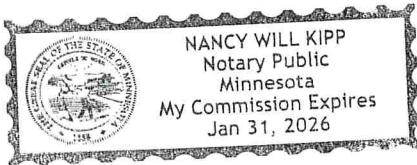
12/2/2025
Date

[Signature]
Signature

STATE OF MINNESOTA)
COUNTY OF ANOKA)

The foregoing instrument was acknowledged before me this 02 day of Dec, 2025 by Matt Audette.

[Signature]
Notary Public



ELECTION OF SCHOOL BOARD OFFICERS

On the first Monday in January of each year, or as soon thereafter as practical, the Board shall meet and organize by selecting a chair, a vice chair, a clerk, and a treasurer who shall hold their offices for one year and until their successors are selected and qualify.

Anoka-Hennepin District No. 11
Coon Rapids, MN 55433
Revised: August 22, 1994
Revised: November 27, 2006
Reaffirmed: February 22, 2021

DUTIES OF SCHOOL BOARD MEMBERS

1. The Board must have the general charge of the business of the district, the school houses, and of the interests of the schools thereof. The Board's authority to govern, manage, and control the district; to carry out its duties and responsibilities; and to conduct the business of the district includes implied powers in addition to any specific powers granted by the legislature. It shall delegate authority to the Superintendent and his staff but it is responsible to the people for the results produced.
2. It shall select and elect a Superintendent of Schools and support him in the discharge of his duties.
3. It may accept, modify, or reject the recommendations of the Superintendent and may call for new recommendations.
4. It shall elect, promote, dismiss, and assign all employees upon the recommendation of the Superintendent.
5. It shall make salary schedules, custodial working agreements, transportation contracts, insurance contracts, and any other contracts and agreements involving school business upon the recommendations of the Superintendent.
6. It shall approve materials of instruction, school philosophy, and changes in the curriculum upon the recommendation of the Superintendent.
7. It shall adopt a tentative budget and a final budget upon the recommendation of the Superintendent.
8. It shall designate depository or depositories for school funds.
9. It shall plan in advance capital outlay and maintenance expenditures including building alterations and additions, new equipment, improvement of grounds, and repair and replacement of buildings and equipment.
10. It shall provide for the enforcement and administration of all school laws, local, state, and federal.
11. It shall study, anticipate, and recognize the educational needs of the community and incorporate them in the school program.
12. It shall interpret the educational program and school policies to citizens in the community.
13. It shall be informed of all phases of the educational program in the district and of new ideas, trends, and advances being made in education elsewhere.
14. It shall evaluate the educational program and the work of the Superintendent and his staff
15. It shall approve all disbursements.
16. It shall approve the annual financial reports of the clerk and treasurer.
17. It shall, at least 45 days before the date of the biennial school elections, determine the number of voting precincts, the polling places, and the hours the polls will be open. It shall cause to be chosen election judges for each polling place and shall canvass the election returns at a meeting of the School Board called for that purpose.
18. It shall hear communications, written or oral, from citizens of organizations on matters of administration or policy.
 - a. Requests, petitions, etc., made by individuals or delegations will not elicit Board action at the meeting at which such request is made, unless the public interest requires an immediate decision by the School Board, and unless the rules, regulations, and practices of the school system will enable the making of an immediate decision.
 - b. On all requests not included in the exceptions previously mentioned, the School Board shall instruct the Superintendent to collect and report pertinent information at a later date.
19. It shall perform such other functions and duties as required by law.

DUTIES OF SCHOOL BOARD OFFICERS - CHAIR

The chair:

1. Shall preside at all meetings of the School Board and of the district.
2. Shall countersign all orders upon the treasurer for claims approved by the Board.
3. Shall sign all contracts or agreements approved by the Board.
4. Shall represent the district in all actions.
5. Shall appoint all special committees.
6. Shall advise the Superintendent concerning important school business for which there is no policy or precedent to follow and which requires a decision before the next regular Board meeting. The chair may canvass the opinion of all Board members. All emergency decisions shall be presented to the School Board at its next regular meeting for final action. In the absence of the chair, the vice chair shall serve as temporary chairman.
7. Shall call special meetings of the Board providing legal notice is given to all members.
8. Shall align the annual Superintendent performance pay goals to the School Board established district priorities.
9. Shall review district performance, document the rationale for the amount of Superintendent performance pay and authorize payment to the Chief Financial Officer.

Anoka-Hennepin District No. 11
Anoka, MN 55303
Revised: November 27, 2006
Revised: January 11, 2016
Reaffirmed: February 22, 2021

DUTIES OF SCHOOL BOARD OFFICERS - CLERK

The Clerk:

1. Shall be responsible for checking and supervising the record of all meetings of the district and the School Board.
2. On or before September 15 in each year shall make and transmit to the Commissioner certified reports showing:
 - a. The revenues and expenditures in detail, and such other financial information required by law, rule or as may be call for by the commissioner;
 - b. The length of the school term and the enrollment and attendance by grades, and
 - c. Such other items of information as may be called for by the commissioner.
3. Shall furnish the county auditor on or before September 30 of each year an attested copy of the clerk's record showing the amount of proposed property tax voted by the School Board for school purposes.
4. Shall sign all orders upon the treasurer for the payment of money for bills and salaries approved by the School Board.
5. Shall sign all contracts and agreements approved by the School Board unless the School Board authorizes the same to be signed by one of the administrative personnel.
6. Shall direct and inspect all records and reports as required of the clerk.
7. Shall, within three days after an election, notify all persons elected of their election.
8. Shall perform such duties as required by law.
9. Shall receive such stipend as the School Board may determine at its organizational meeting.
10. The records and reports described herein shall be prepared by the clerical staff of the central administration office, which shall file all records, minutes, and correspondence in a space provided in the central administration office.

Anoka-Hennepin District No. 11
Anoka, MN 55303
Revised: November 27, 2006
Revised: February 22, 2021

DUTIES OF SCHOOL BOARD OFFICERS - TREASURER

The Treasurer:

1. Shall deposit the funds of the district in the official depository.
2. Shall mail all reports which may be called for by the Board and perform all duties usually incumbent on such officer.
3. In the event that the Chair has been continuously absent from the district for a period of thirty days or more, the treasurer may pay orders without the signature of the Chair.
4. In the event that valid orders are presented to the treasurer for payment, and there are insufficient funds on hand to pay them, the treasurer shall receive, endorse and process them in accordance with section 123B.12.
5. Shall perform such duties as are required by law.
6. Shall receive such stipend as the School Board may determine at its organizational meeting.

Anoka-Hennepin District No. 11
Anoka, MN 55303
Revised: November 27, 2006
Revised: February 22, 2021

SCHOOL BOARD MEETING DATES
January 2026 – July 2027

The Board reaffirms the **regular School Board meeting dates of the School Board** as the fourth Monday of each month at 6:30 p.m. with the following exceptions: The meetings in July 2026 and July 2027 will be held on the second Monday. The December 2026 meeting will be held on the first Monday. The January 12, 2026, May 4, 2026, January 11, 2027 and May 10, 2027 meetings will be Regular School Board meetings.

The Board reaffirms the **Work Session meeting dates of the School Board** as the second Monday of each month at 5:30 p.m. with the following exceptions: There will not be a Work Session in January, May & December 2026. The January 11, 2027 and May 10, 2027 meetings will be Regular School Board meetings. The current edition of Robert's Rules of Order shall be the official guide of the School Board on all points of parliamentary procedure.

<u>Date</u>	<u>Time</u>	<u>Place</u>
Jan. 12, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Jan. 26, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Feb. 9, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
Feb. 23, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
March 9, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
March 23, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
April 13, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
April 27, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
May 4, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
May 18, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
June 8, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
June 22, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
July 13, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Aug. 10, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
Aug. 24, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Sept. 14, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
Sept. 28, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Oct. 12, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
Oct. 26, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Nov. 9, 2026	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
Nov. 23, 2026	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Dec. 7, 2026	6:30 p.m.	Regular School Board Meeting/Truth in Taxation, Board Room, Sandburg Education Center
Jan. 11, 2027	6:30 p.m.	Organizational School Board Meeting, Board Room, Sandburg Education Center
Jan. 25, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
Feb. 8, 2027	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
Feb. 22, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
March 8, 2027	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
March 22, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
April 12, 2027	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
April 26, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center

<u>Date</u>	<u>Time</u>	<u>Place</u>
May 10, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
May 24, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
June 7, 2027	5:30 p.m.	Work Session, Board Room, Sandburg Education Center
June 21, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center
July 12, 2027	6:30 p.m.	Regular School Board Meeting, Board Room, Sandburg Education Center

OFFICIAL DEPOSITORIES
Proposed Motion

_____ moved and _____ seconded the motion that the following financial institutions and any named by their investment service department shall be designated as **official depositories** of the Anoka-Hennepin Independent School District No. 11 for the calendar year 2026.

US Bank
Wells Fargo Bank
Minnesota School District Liquid Asset Fund

OFFICIAL INVESTMENT FINANCIAL INSTITUTIONS
Proposed Motion

_____ moved and _____ seconded the motion that the following financial institutions and any named by their investment service department shall be designated as **official investment financial institutions** of the Anoka-Hennepin Independent School District No. 11 for the calendar year 2026.

US Bank
Wells Fargo Bank
PFM/Minnesota School District Liquid Asset Fund

**DELEGATION OF AUTHORITY FOR MINNESOTA EDUCATION GRANTS SYSTEM
(MEGS)**

Proposed Motion

_____ moved and _____ seconded the motion to authorize the Superintendent to delegate the role of Application and Budget approver in the Minnesota Department of Education's Minnesota Education Grant System (MEGS) Financial application to the Chief Financial Officer for the calendar year of 2026. This role has the following responsibilities:

Approve Application and Budget

- Only given to an officer who can legally bind their organization (Superintendent/Executive Director)
- Accept Funds/Manage Allocation/Balance Forward
- Review and approve grant applications with electronic signature as authorized district representative
- Perform Application & Budget Tasks (If necessary)
- Enter/edit organization information
- Cannot request funds

OFFICIAL NEWSPAPERS
Proposed Motion

_____ moved and _____ second the motion to name the Anoka County Union Herald, the Brooklyn Center Sun-Post, the Brooklyn Park Sun-Post, the Blaine/Spring Lake Park, Columbia Heights/Fridley Life and the Champlin-Dayton Press as the official newspapers, published by APG of East Central Minnesota, of the Anoka-Hennepin Independent School District No. 11 for calendar year 2026.

OFFICIAL DELEGATION OF AUTHORITY TO MAKE ELECTRONIC FUNDS TRANSFERS
Proposed Motion

_____ moved and _____ seconded the motion that the following staff shall be designated as **official staff with authority to make Electronic Funds Transfers on behalf** of the Anoka-Hennepin Independent School District No. 11 for the calendar year 2026.

Chief Financial Officer
Director of Finance
Accounting Manager
Accountants

AUTHORIZATION TO SIGN CONTRACTS
Proposed Motion

_____ moved and _____ seconded the motion to authorize the Superintendent and Chief Financial Officer to execute contracts and purchase orders for goods and services contained within the Board approved budget for Anoka-Hennepin Independent School District No. 11 for the calendar year of 2026.

School Board Chair

Date

School Board Clerk

Date

**DESIGNATION OF THE IDENTIFIED OFFICIAL WITH AUTHORITY
FOR EDUCATION IDENTITY ACCESS MANAGEMENT**

Anoka-Hennepin Public School District 0011-01

Proposed Motion

_____ moved and _____ seconded the motion to authorize the Anoka-Hennepin School Board to designate Superintendent Cory McIntyre as the primary Identified Official with Authority to authorize user access to MDE secure websites for the 2026-27 school year. The Identified Official with Authority will assign job duties and authorize user's access to MDE secure systems for their Education Identity Access Management.

School Board Chair

Date

School Board Clerk

Date

EXPENSES OF SCHOOL BOARD MEMBERS

School Board members shall receive a stipend in the amount of \$1,200 per month and the School Board Chair a stipend in the amount of \$1,300 per month. School Board members shall be reimbursed for necessary expenses incurred in performance of School Board functions in accordance with policies relating to reimbursement.

Anoka-Hennepin District No. 11
Coon Rapids, MN 55433
Revised July 11, 1983
Revised July 1, 1991
Revised July 11, 1994
Revised January 13, 2003
Revised January 12, 2004
Revised January 9, 2006
Revised January 14, 2008
Revised January 12, 2009
Revised January 9, 2012
Revised: February 22, 2021

The following committee appointments were proposed for the 2026 calendar year:

Committee/Organization	Representative	Commitment	Charge
AMSD – Association of Metropolitan School Districts	Michelle Langenfeld	Monthly	It is the mission of AMSD to advocate for metropolitan school districts and advance legislation that supports student achievement. The collective and consistent voice of member districts is critical to achieving our mission.
Brooklyn Bridge Alliance for Youth	Michelle Langenfeld	Quarterly	<p>Blueprint Goals:</p> <ul style="list-style-type: none"> ● Mobilize Students, Administrator, and Faculty to design, build & implement student-centered scheduling ● Create a Culture of Teaching & Learning that is Culturally Responsive ● Develop and Leverage Partnerships to increase access to opportunities for students to meet their needs and goals ● Consistent Advising, Tutoring, & Navigation support for all students ● Bring Students, Staff & Faculty together to continually identify blocks and build process solutions together ● Expand intentional communication, engagement & involvement with students
Community Education Advisory Committee	Kacy Deschene Matt Audette	4 times annually	The purpose of the Community Education Advisory Council is to advise the School Board regarding the planning, growth, development, and evaluation of Community Education within School District #11. The Advisory Council will strive to foster a close meaningful relationship between the school district and community to improve school and community life.
Labor Management Committee (LMC)	Jeff Simon	Afternoon meetings as needed	The mission of the District-AHEM Labor Management Committee is to foster and facilitate collaboration between AHEM and District representatives in seeking solutions on issues of mutual concern affecting labor management relations.
BrightWorks (Formerly Metro ECSU)	Kacy Deschene	Quarterly	As this fall's election has changed the make-up of BrightWorks' member school boards, there is a need to seek nominations from BrightWorks' member districts. The BrightWorks' board is seeking nominations from electoral districts 1, 2, and 4. After the election, BrightWorks' Board will be comprised of eight (8) elected officials, three (3) community members at large, and two (2) superintendents.
MSBA Delegate Assembly	Michelle Langenfeld	Pre-delegate assembly resolution review meeting & the	<p>The Minnesota School Boards Association, a leading advocate for public education, supports, promotes and strengthens the work of public school boards.</p> <p>These positions are no longer appointed by A-H board chair. Interested persons (must be serving on our school board currently) apply for a 3 year term. The position is elected by the MSBA board member director districts.</p>

		Delegate Assembly Weekend	Members will communicate interest to the Board Chair prior to making an application. If there are multiple interested parties, at the Anoka-Hennepin January organizational meeting the board will endorse the appropriate MSBA Delegate(s). Serving on this committee does not require Anoka-Hennepin Board endorsement. However, the Anoka-Hennepin name is attached to this service, therefore the Anoka-Hennepin Board will review and endorse board candidates at the January Organization Meeting.
MSHSL League	District Rep: Board Chair	Ad-hoc	The MSHSL provides educational opportunities for students through interscholastic athletic and fine arts programs and provides leadership and support for member schools. Andover High School = Matt Audette Anoka High School = Linda Hoekman Blaine High School = Zach Arco Champlin Park High School = Michelle Langenfeld Coon Rapids High School = Jeff Simon
Northwest Suburban Integration District Board	Kacy Deschene	Monthly	NWSISD envisions a global community learning and growing together, by providing students, parents and staff educational opportunities that are multicultural, diverse and promote racial integration. NWSISD and member districts will work to assist students, including students from racially diverse backgrounds, to be prepared for post-secondary success.
District Health, Wellness & Safety Committee	Matt Audette	Quarterly	This committee is focused on district-wide health, wellness, and safety and we try to commit our meeting time to address each of these with 1/3 of the agenda items. In past years, the committee has been more informational and advisory. While we will continue these functions, we also plan to add tabletop discussions and crisis team direction for all our schools to replicate at the building level.
Anoka-Hennepin Educational Foundation	Jeff Simon	Monthly	Our mission is to cultivate equitable and innovative experiences for students in partnership with compassionate people who have generous hearts. Our board members, including the school board representative, serve three-year terms, ideally.
Policy Review/Advisory Committee	Zach Arco Jeff Simon	Monthly	The Board Policy Review Committee exists to review all District and MSBA policies. The committee consists of board members and the general counsel's office.
Student Services Leadership Team	Kacy Deschene	Monthly	The Student Services Leadership Team will provide direction for student support programs across the district.
Student Services Advisory Committee	Michelle Langenfeld	Monthly	Anoka-Hennepin Schools will effectively educate each student for success through equitable distribution of district resources, targeted intervention, and enhancements, and supporting staff to meet the needs of all students. This will be accomplished through effective educational practices, policies, curricula, resources, and school cultures that are representative of all students, such that each student has access to meaningfully participate and make progress in high quality learning experiences, resulting in positive outcomes regardless of race, socio-economic status, gender, ability, religious affiliation, national origin, linguistic diversity, or other characteristics.

Tribal Council (TNEC)	Jeff Simon	Meets two times per year, once in October & once in February	The mission of TNEC is to strengthen, protect and advance the overall education experience and opportunities for all tribal (American Indian) students, families, and communities of Minnesota.
Staff Development Advisory Committee	Zach Arco	3 Meetings a year	To develop a staff development plan, assist site professional development teams in developing a site plan consistent with the goals of the plan, and evaluate staff development efforts at the district and site level. The committee may also include school board members.
Insurance Advisory Committee	Michelle Langenfeld	Monthly	The Insurance Advisory Committee, consisting of representatives from the majority of district bargaining units, holds quarterly meetings to deliberate and offer recommendations concerning district insurance policies.

January 9, 2026

**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, December 8, 2025**, at Sandburg Education Center, Anoka, Minnesota.

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

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

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

Michelle Trelstad, Executive Director of Community Education, presented Julie Morris with the MN Community Education Association 2025 Project Award for School-Age Care Hybrid Social Worker Internship Program. Jeff Thompson, Coon Rapids High School activities director, presented the students and staff in the Coon Rapids High School Marching Band, 2025 Class A champions, outstanding color guard and outstanding visuals award in the 2025 Youth in Music marching band championships held at U.S. Bank Stadium.

Jim Skelly, executive director of communications and public relations; and Tom Hunt, Anoka County elections manager; presented the School Board election results for canvassing election results from the Nov. 4 election. The School Board took action at their Nov. 10 meeting canvas results, although a recount was requested for Election District 6. That recount took place on Nov. 13 at the Anoka County Courthouse, and the results were unchanged and resubmitted for canvassing by the school board and approved on a unanimous vote.

**RESOLUTION CERTIFYING THE RESULTS OF THE RECOUNT OF THE
ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11, DISTRICT 6
GENERAL ELECTION HELD NOVEMBER 4, 2025**

WHEREAS, the Anoka-Hennepin Independent School District No. 11 conducted a general election on November 4, 2025;

WHEREAS, on November 11, 2025, Candidate Tiffany Strabala requested a recount of the results for school board member representing District No. 6 pursuant to Minn. Stat. §204C.36 Subd 2.(a);

WHEREAS, the Anoka-Hennepin Independent School District No. 11 conducted a recount on November 13, 2025; and

WHEREAS, that recount confirmed the results of the November 4 election.

BE IT RESOLVED by the School Board of Anoka-Hennepin Independent School District No. 11, State of Minnesota, as follows:

1. The recount results attached as 2025 ISD 11 SB6 Recount Worksheet are certified as the final results of the November 4, 2025, Anoka-Hennepin Independent School District No. 11, Election District No. 6 contest.

2. The final results of the recount of the ballots and the vote for each candidate are as follows:

Candidate	Votes	Elected
Jeff Simon	3,232	X
Tiffany Strabala	3,145	
Write-In	7	

3. As a result of the November 4, 2025, General Election, and the recount held on November 13, 2025, Candidate Jeff Simon is certified as the elected candidate of the November 4, 2025 General Election for Anoka-Hennepin Independent School District No. 11, Election District No. 6.

4. The clerk is hereby directed to certify results of the General Election to the county auditors of each county in which the school district is located in whole or in part.

5. After the time for contesting the election has passed and the candidate has filed all campaign financial reports required by Minnesota Statutes, Chapter 211A, the clerk is hereby directed to deliver a certificate of election to each person entitled thereto. The clerk is also hereby directed to enclose with the certificate a form of acceptance of office and oath of office.

Michelle Vagas, chief financial officer, presented a summary of the district's budget and the local levy funding necessary to maintain service delivery as programmed. The detailed presentation met all requirements for Truth-in-Taxation as outlined in state law. The School Board opened a public hearing regarding the tax levy proposal and following public comment then approved the 2026 property tax levy on a unanimous vote. The levy was set at \$135,556,609, a \$2.7 million or 1.97% decrease from 2025, the second consecutive year that the tax levy decreased for Anoka-Hennepin.

CONSENT AGENDA

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

- a. **Minutes** from the November 10 School Board Meeting and the November 13 Special School Board Meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Robert Bamberg	Andover High, Teacher SA-Tech Coordinator	06/08/2026
Lynnette Bauers	Wilson Elementary, ParaEducator Special Education	01/09/2026
Cherry Frechette	ABE-Blaine Learning Lab, ABE Asst Data Support	01/08/2026
Bradley Johnson	Anoka High, B/G Custodian 3rd shift	01/23/2026
Lisa Moat	Jackson Middle, Teacher Art Secondary	06/08/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Alex Contreras	River Trail Learning Center, Teacher ABS (AcadBehav)	12/05/2025
Rose Morris	Jefferson Elementary, Teacher Nurse	01/30/2026
Alecia Pankratz	Educational Svc Ctr, Teacher SA-Coach	11/25/2025
Theresa Soucy	River Trail Learning Center, Teacher ASD (AutismSpectrum)	11/03/2025

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Heather Berge	Champlin Park High, Teacher Social Studies	12/12/2025	01/23/2026
Paul Brown	Educational Svc Ctr, Teacher SA-QComp Peer Coach	07/01/2026	06/30/2027
Alex Contreras	River Trail Learning Center, Teacher ABS (AcadBehav)	10/21/2025	11/03/2025
Bethaney Costello	Anoka High, Teacher Social Studies	11/14/2025	03/05/2026
Destiny Cummings	Andover High, Student Achievement Advisor	01/05/2026	03/27/2026
Lynne Davis	Blaine High, ParaEducator Special Education	12/12/2025	01/23/2026
Rebekka Downing	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	10/10/2025	11/13/2025
LuAnn Fraser	Johnsville Elementary, A+ Casual CCA - Ln 1	09/25/2025	12/19/2025
Joan Goodhart	Blaine High, ParaEducator Spec Ed Cntr Base	11/06/2025	11/21/2025
Gloria Guiza	ABE-Blaine Learning Lab, ABE Teacher-Full Time Benefits	01/12/2026	01/23/2026
Mariah Isola	ESC-Special Ed, Teacher Occupational Therapist	10/21/2025	01/19/2026
Trevor Klein	Coon Rapids High, Teacher Science	12/04/2025	12/05/2025
Trevor Klein	Coon Rapids High, Teacher Science	01/09/2026	01/09/2026
Trevor Klein	Coon Rapids High, Teacher Science	02/06/2026	02/06/2026
Trevor Klein	Coon Rapids High, Teacher Science	04/10/2026	04/10/2026
Andrea Lo	Jefferson Elementary, Teacher ESL	11/20/2025	02/18/2026
Logan Mclean	Anoka Middle - Washington Campus, Teacher Grade 6	07/01/2026	06/30/2031
Shannon Merten	Anoka High, ParaEducator Special Education	12/04/2025	12/23/2025
Quyten Phan	Coon Rapids High, Asst Principal High School	11/05/2025	11/18/2025
Jacqueline Pierson	Anoka Middle - Fred Moore Campus, Teacher Art Secondary	12/08/2025	01/23/2026
Dora Porter	Mississippi Elementary, A+ CCA Ln2 full fiscal year	10/06/2025	11/14/2025
Dustine Shoberg-Turbeville	Wilson Elementary, Teacher Grade K	11/26/2025	01/06/2026
Benjamin Sutton	University Ave Elementary, Teacher E/BD	12/01/2025	12/23/2025
Brett Theisen	Blaine High, Teacher Science	01/05/2026	02/20/2026
Karlyu Tyler	Hoover Elementary, Teacher Grade 1	10/20/2025	06/08/2026
Shannon Vanjoske	Riverview Early Childhood Ctr, Para Sped ECSE center base	11/03/2025	11/11/2025
Kate Watson	Hoover Elementary, Teacher SA-Curr Integrator	11/20/2025	12/17/2025
Katie Whitney	Sorteberg Early Childhood Ctr, ECFE Child Educator Pro Rated	12/17/2025	01/28/2026
Thomas Zinselmeier	Coon Rapids High, Teacher SA-Admn Intern	11/14/2025	12/01/2025
Daniel Zurbey	Coon Rapids High, Asst Principal HS 10 Month	12/08/2025	12/19/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Heather Bushard	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	10/06/2025	11/21/2025
Patricia Cunningham	Wilson Elementary, Teacher Academic Support	09/30/2025	11/11/2025
Blair Curtis	River Trail Learning Center, Teacher ASD (AutismSpectrum)	10/27/2025	12/23/2025
Barbara Dixon	Mississippi Elementary, Teacher SA-Tal Devl	10/23/2025	12/01/2025
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/18/2024	03/05/2026
Antonio Gonzalez	Jackson Middle, B/G Custodian 2nd shift nolead	10/14/2025	12/10/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Deborah Hedrington	Coon Rapids High, Teacher MMH	08/25/2025	01/19/2026
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	01/05/2026
Paige Hlivka	Sunrise Elementary, A+ Casual CCA - Ln 2	09/24/2025	11/10/2025
Cassandra Lee-Nadeau	Morris Bye Elementary, ParaEducator Special Education	11/25/2025	12/08/2025
Christine Lone	Educational Svc Ctr - Transportation, ParaEducator Bus	11/03/2025	12/23/2025
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	10/09/2025	12/23/2025
Lisa Medved	Educational Svc Ctr, Educ Office Prof Lead Dept	09/29/2025	11/14/2025
Dawn Pettit	Roosevelt Middle, Teacher E/BD	09/04/2025	12/23/2025
Rebecca Sheils	Anoka High, Teacher ABS (AcadBehav)	07/01/2024	06/30/2027
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	06/23/2025	01/16/2026

SABBATICALS

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

APPOINTMENTS

20251208 1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Sarah Goar	Madison Elementary, Teacher Art Elementary LTS	11/17/2025	Masters/2	0.6898	\$41,584

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
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Secondary

This section returned no records

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Nathan Douvier	River Trail Learning Center, Teacher E/BD	11/12/2025	Bachelors/1	0.7059	\$35,314
Aaron Hoiland	Champlin Park High, Teacher ABS (AcadBehav)	11/19/2025	Masters/22	0.0644	\$61,809
Brenna McDowell	Oxbow Creek Elementary, Teacher ABS (AcadBehav)	11/11/2025	Masters/16	0.7112	\$61,314

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

Brian Duffy	Educational Svc Ctr, Director Employee Devl & Eval Based on annual salary \$147,013 for 261 days	11/11/2025	166	\$93,503
Courtney Kielb	Educational Svc Ctr, Accounting Manager Based on annual salary of \$104,000 for 261 days	12/02/2025	151	\$60,168

e. Donations & Scholarship Report.

DATE	DONOR	DONEE	PURPOSE	AMOUNT
10/20/25	AHEF	Blaine High School	Educators Rising / FACS Club	\$500.00
10/31/25	Allina Health System	Roosevelt Middle School	Chill Space	\$250.00
10/20/25	American Online Giving Foundation	University Elementary	Supplies, T-shirts, paper	\$176.76
10/27/25	Andover Football Association, Inc	Andover High School	LPE A-4, HOSA Travel Exp & Reg Fees	\$5,000.00
10/31/25	Andover Huskie Youth Hockey	Andover Elementary	Gr. 5 Long Lake Field Trip in December 2025	\$2,500.00
10/31/25	Andover Wrestling Club	Andover High School	Wrestling Singlets	\$3,500.00
10/20/25	Angela Busse/Terrence Busse	STEP	Classroom Instruction/Car Maintenance	\$416.99
10/31/25	Anoka Band Parents Association	Anoka High School	Jackets for Band	\$1,088.00
10/27/25	Anoka High School Softball Booster Club	Anoka High School	Numbers for Softball Jerseys	\$550.00
10/20/25	Bengal Touchdown Club	Blaine High School	BHS Summer Weight Room	\$22,974.00
10/20/25	Blaine Juniors Volleyball Juniors	Blaine High School	Volleyball Pole Contribution	\$2,000.00
10/20/25	Blaine Volleyball Association	Blaine High School	Volleyball Pole Contribution	\$2,000.00
10/31/25	CBPA PTO	CBPA	Donation for Fence	\$15,375.00
10/31/25	Charities Aid Foundation	Andover Elementary	Classroom Supplies	\$30.00
10/31/25	Charities Aid Foundation	Andover High School	General Building Usage	\$92.00
10/20/25	Charities Aid Foundation	Blaine High School	General Support	\$40.00
10/27/25	Charities Aid Foundation	Dayton Elementary	Student/school supplies as needed	\$10.00
10/31/25	Charities Aid Foundation	Eisenhower Elementary	Student incentives	\$10.00
10/20/25	Coon Rapids Gridiron Club	Coon Rapid High School	Football Game Fan Bus	\$400.00
10/20/25	CPHS Girls Soccer Booster Club	Champlin Park High School	Transportation to Duluth	\$2,700.00
10/20/25	CPHS Volleyball Booster Club	Champlin Park High School	Transportation to Marshall, MN	\$1,690.50
10/20/25	Danielle Pedersen	STEP	Classroom Instruction/Car Maintenance	\$48.00
10/27/25	Dayton Elementary PTO	Dayton Elementary	Student/staff t-shirts	\$4,550.00
10/20/25	E. Dale & A. Dale	Andover Elementary	Sped Department Equipment, Books, Games	\$5,000.00
10/27/25	Impacts Inc	Oxbow Creek Elementary	Student School Supplies	\$75.00
10/27/25	Johnsville PTO	Johnsville Elementary	Grade 1 Fieldtrip to Oliver Kelly Farm	\$1,562.68
10/20/25	Kopp Family Foundation	STEP	Students in need: School supplies, testing fees, Etc	\$500.00
10/31/25	Madison PTO	Madison Elementary	Title events/food	\$950.00
10/20/25	Madison PTO	Madison Elementary	transportation for gr. 3-5 trip to Mermaid Entertainment Center	\$639.00
10/20/25	Madison PTO	Madison Elementary	transportation for gr. 1-3 trip to BHS musical	\$480.00
10/20/25	Madison PTO	Madison Elementary	transportation for K trip to Pinehaven	\$375.00
10/31/25	Network for Good/Grants Department	Dayton Elementary	Student/school supplies as needed	\$18.16
10/27/25	Oxbow Creek PTO	Oxbow Creek Elementary	Student Lyceums and Field Trip Subsidies	\$15,950.00
10/27/25	Oxbow Creek PTO	Oxbow Creek Elementary	Sub cost	\$200.00
10/20/25	Peter Groebner	STEP	Classroom Instruction/Car Maintenance	\$300.00
10/20/25	Sand Creek PTO	Sand Creek Elementary	Student/classroom materials and supplies	\$5,300.00
10/31/25	The Blackbaud Giving Fund	Andover High School	General Building Usage	\$60.00
10/27/25	The Blackbaud Giving Fund	CBPA	school supplies	\$44.00
10/27/25	The Blackbaud Giving Fund	CBPA	school supplies	\$45.00
10/27/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
10/27/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$66.00
10/20/25	The Blackbaud Giving Fund	Coon Rapid High School	General Needs/Supplies	\$500.00
10/20/25	The Blackbaud Giving Fund	Sand Creek Elementary	School student/staff needs	\$150.00
10/20/25	Wilson PTCO	Wilson Elementary	Safety Patrol Sashes	\$108.70
	*MATERIAL, EQUIPMENT, OR LABOR DONATION			
			TOTAL	\$98,268.79

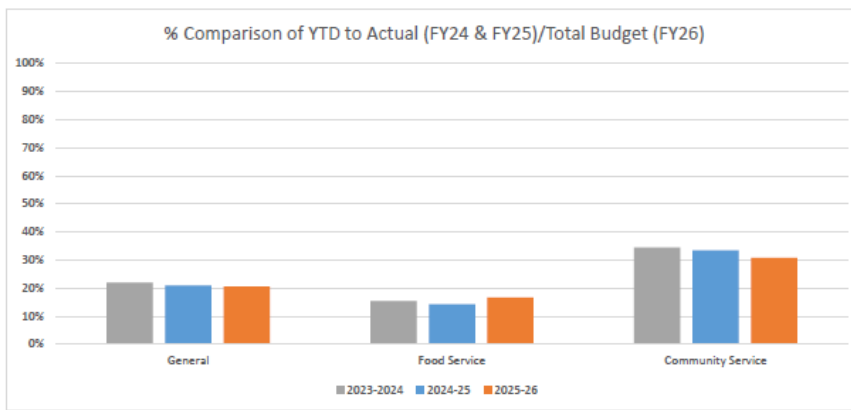
SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	AMOUNT
11/03/25	Claudia Bomier	Anoka High School	BBC Scholars Scholarship	\$500.00
11/03/25	Claudia Bomier	Anoka High School	BBC Scholars Scholarship	\$12,000.00
11/03/25	Armin Clobes/SC Johnson	Anoka High School	Class of '63 Scholarship	\$500.00

f. Monthly Revenue & Expenditures

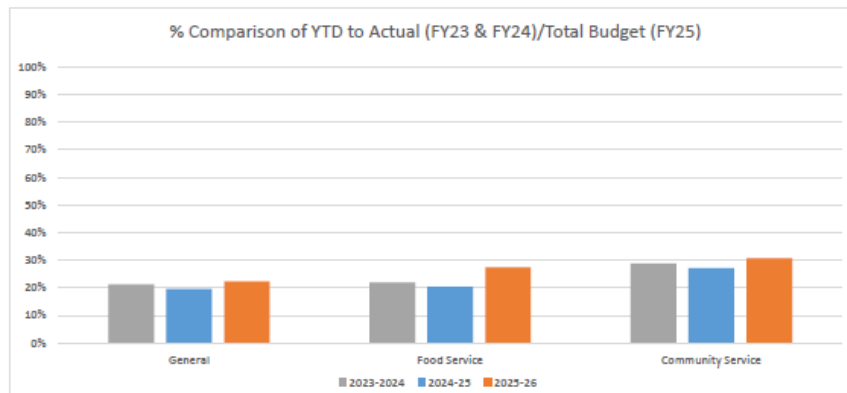
Anoka-Hennepin ISD #11
 Statement of Revenues
 For the month ended October 31, 2025

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	36,227,809	138,589,591	675,245,459	21%	21%	22%
Food Service	3,432,574	4,479,895	26,973,057	17%	14%	15%
Community Service	2,210,848	9,681,950	31,540,742	31%	33%	34%
Building Construction	-	-	-	0%	421%	488%
Debt Service	2,898,736	4,421,731	15,199,755	29%	26%	31%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 44,769,967	\$ 157,173,166	\$ 750,959,013	21%	21%	22%



Anoka-Hennepin ISD #11
 Statement of Expenditures
 For the month ended October 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	62,941,874	112,132,780	539,851,293	21%	17%	18%
Purchased Services	5,847,626	10,263,424	67,495,098	15%	12%	19%
Supplies	1,812,370	12,597,835	26,212,772	48%	49%	50%
Capital Expenditures	1,877,739	11,990,309	24,765,410	48%	56%	67%
Other Exp & Transfers	252,390	1,206,486	4,058,066	30%	22%	19%
Total General Fund	\$ 72,731,998	\$ 148,190,835	\$ 662,382,639	22%	20%	21%
Food Service	3,712,766	8,101,606	29,522,260	27%	20%	22%
Community Service	3,168,259	9,310,270	30,326,421	31%	27%	29%
Building Construction	-	-	4,175,430	0%	56%	81%
Debt Service	2,975	3,838,476	15,442,703	25%	26%	27%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 79,615,999	\$ 169,441,186	\$ 742,599,453	23%	20%	22%



- g. Approved 532.0 Use of Peace Officers and Crisis Teams to Remove Students with IEPs from School Grounds Policy, Second Read.
- h. Approved #26021B Dayton ES Remodel & Deferred Maintenance Phase 4
- i. Approved #26022B Eisenhower ES HVAC Replacement Phase 3
- j. Approved #26023B Madison ES HVAC Replacement & Deferred Maintenance Phase 4
- k. Approved Amendment to 2026-2027 School Calendar
- l. Approved Artificial Intelligence Course Proposal
- m. 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 Scott Zachmann, John Wolhaupter, Laura Bratland, Lois Zak, TJ Bubalo, Christopher Hosey, Cedar Kilby, Diane Schultz, Catherine Varichak, Michelle Powers, Barbara Blake, Mike Phillips, and Emily Neuharth.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar: Anoka-Hennepin's high school and middle school music programs have been practicing in preparation for seasonal concerts which are ramping up now. A listing of concerts for school choirs, bands and orchestras which are being hosted throughout the district are posted on the ahschools.us website. Student performers from Anoka High School and Champlin Park High School were featured as part of holiday tree lighting events in their respective cities held over the weekend. The City of Coon Rapids is lighting up their holiday tree in a community event on Saturday, Dec. 13 from 3:30 to 6 p.m. near the Coon Rapids Ice Center. Thank you to those students involved for being such strong ambassadors for our schools and helping to make those events special for community members. It's the time of the year for students and families to explore education pathways for next school year and in addition to events at individual high schools, the career pathways offered through the Secondary Technical Education Program are hosting open house events on Monday, Dec. 15 and Monday, Jan. 12 from 3 p.m. to 6 p.m. Career courses available span a wide range of interests from Automotive and Aviation to medical careers to Law Enforcement. Full and part-time schedules are available, and transportation is provided from a student's home high school. Anoka-Hennepin is a leader in Career and Technical Education classes and the programming offered at STEP provides students options to explore in-demand career pathways. Anoka-Hennepin Schools is updating district and school websites with the changeover date set for December 18. The updated sites are formatted for ease of use on mobile and desktop devices and include improved language translation and accessibility. The district receives 2.5 million visits per year to our websites, and they are considered a major source of information and transactions for families and community members. This is a required change due to a technological change with the vendor and is being done with current budget parameters. Andover High School teacher Anna Kiran was presented Minnesota's prestigious Mary Diaz Award from the Minnesota Teachers of Second Language for 2025 for her advocacy for language changes in the Minnesota Driver's Exam, a five-year process which originated with problems experienced with her students taking the exam. Kiran is the ninth recipient of The Mary Diaz Award for ELL Advocacy and joins Erin Cary, who teaches with the North Metro Adult Basic Education (ABE) program, as Anoka-Hennepin educators honored for their efforts. In the spirit of service, Kiran has donated her \$500 award proceeds to multilingual students at Andover High School to support their needs and development.

Michelle VanDenTop, director of technology and information services, presented a resolution to close specific school sites for non-resident enrollments. Minnesota law requires School Boards to adopt a resolution setting specific standards for acceptance and rejection of applications for non-resident enrollment. This action is responsive to the building capacities at selected sites. Schools closed to non-resident open enrollment applications include Blaine High School, Champlin Park High School, and Oxbow Creek Elementary School. The resolution was approved on a unanimous vote and will go into effect for the 2025-26 school year.

ANOKA – HENNEPIN SCHOOL BOARD RESOLUTION

WHEREAS, the Anoka-Hennepin School District, ISD #11 (the "District") participates in the State's Enrollment Options program while also needing to insure adequate space in certain buildings with high enrollments; and

WHEREAS, according to Minn. Stat. § 124D.03 Subdivision 6, the board must adopt, by resolution, specific standards for acceptance and rejection of applications for non-resident enrollment options. The

standards may include the capacity of a program, excluding special education services; class; or school building;

NOW, THEREFORE, BE IT RESOLVED, by the School Board of Anoka-Hennepin Independent School District No. 11 that the following school buildings will be closed to non-resident enrollment applications: Oxbow Creek Elementary School, Blaine High School, and Champlin Park High School.

Cory McIntyre, superintendent, presented the budget reduction and realignment process and timelines along with options for School Board consideration. Michelle Vargas, chief financial officer, provided an overview of the district's budget and summary data by program area. The School Board approved an \$8.1 million budget reduction and reallocation plan in five major areas. These areas include: Elementary technology support reduced by 4 FTE model, High School staffing reduction of 28 FTE in relation to the number of students who leave campus for Post-Secondary Education Options and other opportunities, reduction of 42.5 FTE in non-literacy based positions that were added with one-time Elementary and Secondary Student Emergency Relief funds, professional development reduction, and central services reduction that include cancelling the Coon Rapids Family Mall Lease and creating a centralized enrollment center at the Educational Services Center and also restructuring the Research, Evaluation and Testing department. This motion was approved with a 6-0 vote.

Dr. Jennifer Cherry, chief human resource officer, presented an updated master agreement with the child nutrition assistants bargaining group. The agreement was within the financial parameters provided by the School Board, and it was approved with a unanimous vote.

Dr. Jennifer Cherry, chief human resource officer, presented an updated master agreement with the principals and assistant principals bargaining group. The agreement was within the financial parameters provided by the School Board, and it was approved with a unanimous vote.

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 Simon highlighted the Anoka-Hennepin Educational Foundation and their Northern Stars event scheduled for February 7, 2026. He also provided examples of how the foundation utilizes community donations, including a recent grant awarded to CRMS to host an author presentation that engaged students effectively. Director Langenfeld shared her attendance at the AMSD conference, noting the work and presentations by AH leaders. She mentioned a breakout session on the implementation of the READ Act. Additionally, she highlighted Adams Elementary School's fall extravaganza and noted the City of Brooklyn Park's civic engagement nights, which featured student attendance from Champlin Park and Jackson. She also mentioned the Delegate Assembly and discussed two topics addressed there: dual enrollment/PSEO and cell phone policies at Stillwater School District. Lastly, she highlighted the 7th annual Hmong New Year celebration at CPHS. Co-Chair Deschene discussed the district's seasonal concerts and the Community Education Committee's collaboration with city and county partners to ensure that AH Community Education offerings meet community needs, fostering productive conversations. Co-Chair Arco attended Jefferson Elementary's Veterans' Day celebration and their well-organized math night.

Co-Chair Zach Arco 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. Matt Audette motioned, and Michelle Langenfeld seconded the motion to go into closed sessions. Motion carried.

Co-Chair Zach Arco recessed the meeting at 9:10 p.m. The meeting reconvened in closed session at 9:16 p.m. to discuss matters of labor negotiations.

The meeting reconvened in open session at 10:02 p.m. Matt Audette moved and Linda Hoekman seconded the motion to adjourn the meeting. Motion passed.

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a special board meeting to discuss negotiations strategy with AHEM on **Monday, December 22, 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, Dr. Michelle Langenfeld and Jeff Simon.

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

Co-Chair Zach Arco proposed under Minnesota Statute 13D.03 that they move into a closed session to discuss negotiations strategy in connection with the teachers' contract. The closed session was held in Room 319. Jeff Simon motioned, and Matt Audette seconded the motion to go into closed sessions. Motion carried.

Co-Chair Zach Arco recessed the meeting at 6:32 p.m. The meeting reconvened in closed session at 6:33 p.m.

The meeting reconvened in open session at 8:39 p.m. Jeff Simon moved and Matt Audette seconded the motion to adjourn the meeting. Motion passed with a 6-0 vote.

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a special board meeting to discuss Anoka-Hennepin School Board Operations in the Event of an AHEM Teacher Strike, Pursuant to Minn. Statute 13d.04 subd. 3, on **Monday, December 22, 2025**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order at 8:49 p.m.

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

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

Tim Palmatier, General Counsel, presented a resolution related to school operations in the event of Anoka Hennepin Education Minnesota Teacher Strike. The district received a notice of intent to strike from AHEM as early as January 8, 2026. The purpose of this resolution is to effectively delegate to the Superintendent the authority to take appropriate action. The resolution was approved on a unanimous vote.

**ANOKA-HENNEPIN SCHOOL BOARD OPERATIONS RESOLUTION IN THE EVENT
OF ANOKA HENNEPIN EDUCATION MINNESOTA TEACHER STRIKE**

WHEREAS, the Anoka-Hennepin School District, ISD #11 (the "District") is committed to sound collective bargaining principles and practices to resolve differences to the mutual satisfaction of the parties and avert, to the greatest extent possible, work actions such as strikes. However, recognizing that a work action is the ultimate exercise of bargaining power unions may employ as an economic sanction against the District in the event bargaining demands cannot be satisfied, the District must therefore take responsible precautions to ensure necessary public services will be provided in the event such action is employed.

BE IT FURTHER RESOLVED, that in the event of a strike by the Anoka Hennepin Education Minnesota ("AHEM"), the Superintendent of Schools or his designee, will exercise the following powers, to include but not be limited to the following:

1. Temporarily assign and reassign personnel as needed.
2. Temporarily close school, close buildings, cancel programs or cancel activities when deemed to be in the best interests of the District.
3. Take such other temporary emergency steps as deemed necessary for business activities and for the safety of students, staff and property.
4. Authorize varsity athletics and activities covered by the Minnesota State High School League on a case-by-case basis. Post-season competitions will be encouraged and supported to continue during a strike.
5. Advise all employees of their rights and responsibilities during a strike and the School District's rules regarding striking employees.
6. Take such actions as necessary to furlough employees (consistent with applicable laws and collective bargaining units) due to a substantial disruption in operations.
7. Determine employees, excluding members of the striking AHEM bargaining units, who must report to work during the strike.

8. Amend the school calendar to add additional school days (including but not limited to added over days in June) to make-up for lost instructional time.

BE IT FURTHER RESOLVED, that in the event of a strike action against the District and for the duration of the strike, the following will apply uniformly and consistently in accordance with state laws to all employees covered by the striking AHEM bargaining units who engage or participate in such strike action:

9. Employees who are absent from any portion of their work assignments without permission of the appropriate supervisor on the date or dates when a strike occurs will be presumed to have engaged in a strike on such date or dates.
10. No striking employee will be paid wages or benefits. For wages due prior to the commencement of a strike, the District will issue a paycheck to striking employees on the next regularly scheduled payday.
11. The District will discontinue contribution to all group insurance coverage for striking employees to the extent provided by law. Such employees will be notified by letter how they may continue to maintain group coverage.
12. No striking employee will receive personal leave pay.
13. No striking employee will be granted sick leave.
14. No striking employee will be granted vacation leave.
15. No striking employee will be eligible for any type of leave, including attendance at conferences and conventions. Employees on an approved leave that began prior to the strike will be allowed to remain on leave.
16. No striking employee will receive service credit for benefit accrual purposes.
17. Any District employee who takes part in the strike must work with their supervisor to secure all District property at their work site before the strike commences.
18. An employee participating in a strike is not allowed to take part in any other District work assignments for the duration of the strike, whether full-time, part-time, or on a volunteer basis.
19. All pre-approved travel or conferences for striking employees are cancelled and the District will not pay for or reimburse expenditures associated therewith.
20. Striking employees will not be allowed to use District facilities for the duration of the strike.

BE IT FURTHER RESOLVED, that the School Board of Anoka-Hennepin Independent School District No. 11 will designate Jim Skelly, Executive Director Communications & Public Relations, authorized to speak publicly on behalf of the District in regard to labor disputes in which a strike has commenced or is imminent.

Further, the Superintendent will report all action taken in accordance with this resolution to the School Board at the earliest opportunity.

Tim Palmatier, General Counsel, presented a resolution related to union picketing in the event of Anoka Hennepin Education Minnesota Teacher Strike. The purpose of this resolution is to establish expectations around picketing activities in and around the school district locations. The resolution was approved on a 5-1 vote.

ANOKA-HENNEPIN SCHOOL BOARD RESOLUTION ON PICKETING

WHEREAS, the Anoka-Hennepin School District, ISD #11 (the "District") has a right and obligation to protect school grounds and to continue to conduct school business during an employee strike; and

WHEREAS, public employees have a legal right to strike;

THEREFORE, BE IT RESOLVED that the following policy regulating picketing be adopted:

1. The proper and lawful access to, and egress from District property and facilities shall remain free from interference, or disruption or the imminent threat thereof.
2. No picketer while on private or public grounds adjacent to any District building in which District business is being conducted shall act in a manner threatening to the safety of persons or creating an interference that substantially disturbs the conduct of business.
3. Persons involved in picketing activities shall not obstruct or unreasonably interfere with the normal access to and egress from District property and facilities; no picketing or activities collateral to or arising out of the picketing activities will be permitted in District facilities while District business is being conducted.
4. No person, while engaged in picketing activities on public or private grounds adjacent to any building in which a school or any class thereof is in session, shall willfully make or assist in the making of any noise or diversion which disturbs or imminently threatens to disturb the peace and good order of such session or class thereof.
5. No person shall use school facilities/property (including parking lots) to participate in a strike. This includes utilizing school district parking lots for staging or parking in connection with picketing activities adjacent to school district property.
6. Any picketing activities in violation of this resolution or that would otherwise constitute an unfair labor practice under Minnesota Statute 179A.13 Subd. 3 should be reported to the School District's General Counsel's Office.

Co-Chair Zach Arco recessed the meeting at 9:03 p.m. Matt Audette moved and Jeff Simon seconded the motion to adjourn the meeting. Motion passed.

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
Kristin Bakkum	Anoka High, Teacher Science	06/08/2026
Mary Betland	Jackson Middle, Teacher English	11/16/2026
Barry Boevers	Jackson Middle, Teacher Phys Ed Secondar	06/30/2026
Cynthia Carlson	Rum River Elementary, Teacher K-3 Exploration	06/08/2026
Mary Donahue	ESC-Special Ed, ParaEducator Spec Ed Cntr Base	12/03/2026
Lisa Duhamel	Hoover Elementary, ParaEducator Special Education	06/05/2026
Coreen Fleury Engstrom	Educational Svc Ctr, Educ Office Prof	04/06/2026
Michael Hilber	S.T.E.P., Teacher Industrial Tech	06/15/2026
Linda Kittelson	Oak View Middle, ParaEducator Spec Ed Cntr Base	06/05/2026
Neil Klund-Schubert	McKinley Elementary, Asst Principal Elem 10 Month	01/20/2026
Esther Motyka	Educational Svc Ctr, CNP Mgr-Site Op & Food Safety	03/10/2026
David Nordberg	Jackson Middle, Teacher Grade 6	04/23/2026
Mark Sundberg	Anoka High, Teacher SLD	06/08/2026
Laura Svoboda	Educational Svc Ctr, Educ Office Prof Comm Ed	04/06/2026
Kimberly Zahn	University Ave Elementary, School Office Supervisor	06/30/2026
Lois Zak	Coon Rapids Family Center - Eval Team, Teacher Speech Clinician	06/08/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Lindsay Hanenburg	Blaine High, Teacher Social Worker	01/16/2026
Christopher Hosey	Monroe Elementary, Teacher Grade 3	01/09/2026
Tara Johnson	Verndale, Teacher Social Worker StrCal	12/19/2025
Annika Joy	Monroe Elementary, Teacher Nurse	01/16/2026
Rose Morris	Jefferson Elementary, Teacher Nurse	01/30/2026
Olivia Nkata	Champlin Brooklyn Park Academy, Teacher Grade 1	01/16/2026
Jared Scheel	Oak View Middle, Teacher E/BD	12/15/2025

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
Shrmake Ahmed	University Ave Elementary, A+ PT CCA - Ln 1	11/30/2025	12/10/2025
Nicole Amor	Champlin Park High, Teacher ABS (AcadBehav)	12/23/2025	04/20/2026
Alyssa Arend	Rum River Elementary, Teacher DD	12/12/2025	03/12/2026
Alissa Berthiaume	Morris Bye Elementary, Teacher Speech Clinician	12/23/2025	05/18/2026
Mary Betland	Jackson Middle, Teacher English	07/01/2026	06/29/2029
Sarah Bittner	Hamilton Elementary, Teacher SA-Coach Math Spec	01/05/2026	01/23/2026
Laura Blondin	Roosevelt Middle, ParaEducator Health	12/15/2025	12/23/2025
Paul Brown	Educational Svc Ctr, Teacher SA-QComp Peer Coach	07/01/2026	06/29/2029
James Childers	Andover High, Child Nutrition Assistant FT	12/18/2025	01/15/2026
Mark Corcoran	Anoka High, Teacher Math	01/05/2026	03/27/2026
Steven Czech	Two Rivers Transition Program, Teacher Work Exp Handicapped	07/01/2026	06/29/2029
Michelle Dapper	Monroe Elementary, Teacher Grade 4	01/05/2026	02/13/2026
Maani Ekka	Champlin Park High, ParaEducator Secondary	12/18/2025	01/23/2026
Lynn Espedal	Educational Svc Ctr, Educ Office Prof Lead Dept	12/09/2025	12/31/2025
Jill Farrell	Blaine High, Teacher English	07/01/2026	06/29/2029
Karri Fischer	Lincoln Elementary, Teacher Art Elementary	01/01/2026	01/21/2026
Emily Gage	Hoover Elementary, Teacher ESL	12/08/2025	03/27/2026
Kassandra Geiselman	Blaine High, Teacher Counselor	12/22/2025	03/20/2026
Antonio Gonzalez	Jackson Middle, B/G Custodian 2nd shift	12/17/2025	01/30/2026
Rhonda Gregerson	Sorteberg Early Childhood Ctr, School Office Supervisor	02/16/2026	05/15/2026
Sara Guerette	Blaine Early Childhood Ctr, Preschool Asst Instructor PT	10/30/2025	01/15/2026
Cadenn Happke	Educational Svc Ctr, B/G Whse Driver	01/06/2026	01/22/2026
Pamela Happke	Educational Svc Ctr, Payroll Data Specialist	01/06/2026	01/16/2026
William Hare	Educational Svc Ctr, Exec Dir Student Support Serv	01/22/2026	02/13/2026
Nicole Huttner	Andover Elementary, Teacher Grade K	01/07/2026	01/22/2026
Mariah Isola	ESC-Special Ed, Teacher Occupational Therapist	01/05/2026	03/27/2026
Traci Jackson	Dayton Elementary, School Office Supervisor	01/26/2026	02/06/2026
Heather Jacobson	Blaine High, Child Nutrition Assistant PT	12/11/2025	01/05/2026
Christina Jensen	ESC-Special Ed, Teacher Speech Clinician	01/05/2026	03/27/2026
Sarah Knilans	ESC-Special Ed, Teacher Physical Therapist	01/26/2026	04/17/2026
Madeline Knutson	Champlin Brooklyn Park Academy, Teacher Grade 3	01/05/2026	03/27/2026
Bethany Krueger	Oxbow Creek Elementary, ParaEducator Special Education	01/12/2026	04/03/2026
Carmel Larson	Champlin Brooklyn Park Academy, Teacher Academic Support	12/01/2025	12/18/2025
Shelby Lenhart	Anoka High, Teacher Business	12/17/2025	02/27/2026
Megan Lesser	Mississippi Elementary, Teacher Grade K	12/22/2025	03/20/2026
Shawn Levens	Hamilton Elementary, B/G Custodian 2nd shift	01/12/2026	04/06/2026
Greta McElvain	ABE-Columbia Heights/Fridley, ABE Teacher - sick leave only	11/04/2025	03/27/2026
Jeaine McGlone	Johnsville Elementary, A+ Casual CCA - Ln 1	12/19/2025	01/30/2026
Cheri McQuay	ESC-Special Ed, Teacher MSH	12/08/2025	01/16/2026

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
Elise Mehan	Lincoln Elementary, Teacher Grade 1	01/05/2026	03/20/2026
Anne Micklin-Rodman	Coon Rapids Middle, Teacher Math	12/25/2025	03/27/2026
Robert Miller	Coon Rapids High, Teacher Career-Technical	12/19/2025	01/21/2026
Amelia Mueller	Crooked Lake Elementary, Teacher Music Elementary	12/15/2025	03/13/2026
Julie Olson	Educational Svc Ctr, Technical Spec Records	12/02/2025	01/02/2026
Kathryn Pederson-Perovich	ESC-Special Ed, Teacher Occupational Therapist	01/02/2026	02/13/2026
Travis Polster	Adams Elementary, Teacher Phys Ed Elementary	01/05/2026	02/27/2026
Shannon Ruda	Jackson Middle, Teacher English	01/29/2026	03/26/2026
Kimberly Schenk	Blaine High, Teacher Art Secondary	07/01/2026	06/29/2029
Emmy Sherman	Evergreen Park Elementary, Teacher Speech Clinician	12/15/2025	03/13/2026
Deborah Skaaden	Sunrise Elementary, Child Nutrition Assistant PT	12/04/2025	12/23/2025
Izabella Skrivseth	Ramsey Elementary, Teacher Social Worker	01/05/2026	03/27/2026
Logan Slind	Jackson Middle, B/G Custodian Day/Mid	12/08/2025	01/05/2026
Jennifer Smith	Crooked Lake Elementary, Teacher ABS (AcadBehav)	12/01/2025	12/05/2025
Wendy Smith	Coon Rapids Middle, ParaEducator Special Education	12/04/2025	01/06/2026
Wendy Smith	Coon Rapids Middle, ParaEducator Special Education	01/07/2026	01/30/2026
Shelly Sontag-Johnson	Sorteberg Early Childhood Ctr, Teacher Physical Therapist	01/05/2026	02/27/2026
Erin Susag	Madison Elementary, Teacher Speech Clinician	01/01/2026	03/13/2026
Michaela Swanson	Dayton Elementary, Teacher Grade 3	01/05/2026	05/01/2026
Mikaela Swenson	Crooked Lake Elementary, Teacher ESL	01/05/2026	05/08/2026
Deborah Thalhuber	Eisenhower Elementary, ParaEducator Special Education	12/15/2025	01/12/2026
Cassandra Theisen	Blaine High, Teacher DD	01/05/2026	02/20/2026
Kuntrell Travis	Oxbow Creek Elementary, ParaEducator Elementary	12/15/2025	01/08/2026
Collette Tyson	Coon Rapids Middle, Teacher English	02/12/2026	02/19/2026
Tori Vlasjuk	Coon Rapids High, Teacher Counselor	07/01/2026	06/30/2027
Donna Wippler	Morris Bye Elementary, Teacher Grade 1	01/05/2026	03/27/2026
Karen Witte	Hoover Elementary, A+ Casual CCA - Ln 1	01/08/2026	02/27/2026
Bailey Zerban	Rum River Elementary, Teacher Grade K	01/05/2026	03/12/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Chelsey Altena	Brookside Elementary, Teacher Grade 5	07/01/2024	06/30/2027
Emma Anderson	Sunrise Elementary, Teacher Grade 1	10/06/2025	03/27/2026
Trista Bartko	Anoka Middle - Washington Campus, ParaEducator Spec Ed Cntr Base	08/28/2025	11/18/2025
Tammy Berg	Two Rivers Transition Program, Teacher MSH	02/09/2024	02/09/2026
Heather Berge	Champlin Park High, Teacher Social Studies	12/12/2025	12/23/2025
Jessica Brunner	Champlin Park High, Teacher Nurse	07/01/2025	06/30/2027
Cynthia Carlson	Rum River Elementary, Teacher K-3 Exploration	12/02/2025	12/23/2025
Bethaney Costello	Anoka High, Teacher Social Studies	11/14/2025	01/23/2026

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

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Amy Crosby	Champlin Brooklyn Park Academy, ParaEducator Elem BehavRm	11/19/2025	12/23/2025
Blair Curtis	River Trail Learning Center, Teacher ASD (AutismSpectrum)	10/27/2025	01/16/2026
Brianna Dacus	Sunrise Elementary, Teacher Grade 2	07/01/2023	06/30/2027
LuAnn Fraser	Johnsville Elementary, A+ Casual CCA - Ln 1	09/25/2025	01/02/2026
Alexandra Garcia-Lisle	Riverview Early Childhood Ctr, Teacher Occupational Therapist	10/20/2025	03/04/2026
Kelly Godwin-Pratt	Morris Bye Elementary, Teacher SA-Coach Literacy Spec	07/01/2024	06/30/2027
Antonio Gonzalez	Jackson Middle, B/G Custodian 2nd shift nolead	10/14/2025	12/12/2025
Julie Griffin	Coon Rapids High, ParaEducator Secondary	09/18/2025	09/17/2027
Lori Harris	Educational Svc Ctr, Coordinator Learning Achieve	12/16/2025	01/02/2026
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	02/02/2026
Mariah Isola	ESC-Special Ed, Teacher Occupational Therapist	10/21/2025	01/02/2026
Lydia Johnson	Madison Elementary, Teacher ABS (AcadBehav)	07/01/2024	06/30/2027
Neil Klund-Schubert	McKinley Elementary, Asst Principal Elem 10 Month	07/01/2023	01/20/2026
Linda Koehler	Mississippi Elementary, Child Nutrition Assistant PT	10/28/2025	03/02/2026
Lindsay Korus	Brookside Elementary, ParaEducator Spec Ed Cntr Base	09/17/2025	12/23/2025
Christine Lone	Educational Svc Ctr - Transportation, ParaEducator Bus	11/03/2025	01/19/2026
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	10/09/2025	01/09/2026
Hallie Michealson	Sunrise Elementary, Teacher K5 Core Inst Support	10/29/2025	12/23/2025
David Nordberg	Jackson Middle, Teacher Grade 6	07/01/2024	04/23/2026
Amy Ogren	Sandburg Regional High, Teacher English	07/01/2024	06/30/2027
Kaija Packer	Hoover Elementary, Teacher Grade K	07/01/2025	06/30/2027
Shelly Parsons	Northdale Middle, ParaEducator Spec Ed Cntr Base	03/21/2025	06/30/2026
Dawn Pettit	Roosevelt Middle, Teacher E/BD	09/04/2025	01/16/2026
Gina Pfeifer	Two Rivers Transition Program, Teacher Psychologist	08/28/2025	03/06/2026
Sara Roberts	Morris Bye Elementary, Teacher Grade K	12/15/2025	12/23/2025
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	02/13/2026
Tricia Rutz	Blaine Early Childhood Ctr, Teacher EC/SE	12/08/2025	01/30/2026
Dustine Shoberg-Turbeville	Wilson Elementary, Teacher Grade K	11/26/2025	12/23/2025
Benjamin Sutton	University Ave Elementary, Teacher E/BD	12/08/2025	12/23/2025
Kate Watson	Hoover Elementary, Teacher SA-Curr Integrator	11/20/2025	12/11/2025

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					
Kristeen Chachage	Hoover Elementary, Teacher ESL LTS	01/05/2026	Masters/13	0.3209	\$26,380
Amy Lynn	Dayton Elementary, Teacher Grade 3 LTS	01/05/2026	Bachelors/1	0.4278	\$21,403
Hallie Olson	Hoover Elementary, Teacher Grade 1 LTS	12/10/2025	Bachelors+45/1	0.6150	\$33,238
Lindsey Pockl	Champlin Brooklyn Park Academy, Teacher Grade 3	01/05/2026	Masters+45/5	0.3262	\$22,406
Trisha Pull	McKinley Elementary, Teacher Music Elementary	12/16/2025	Bachelors/2	0.1083	\$5,509
Edward Roche	Adams Elementary, Teacher Phys Ed Elementary LTS	01/05/2026	Masters/13	0.2032	\$16,707
Nkau Xiong Thao	Evergreen Park Elementary, Teacher SA-Student	12/15/2025	Masters/4	0.5989	\$37,721

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Samuel Derfus	Anoka High, Teacher Social Studies LTS	12/16/2025	Bachelors/1	0.2674	\$13,377
Ann McGurk	Blaine High, Teacher Counselor LTS	01/05/2026	Masters/7	0.2941	\$20,055

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Cheryl Bailey	Blaine High, Teacher ASD (AutismSpectr) LTS	01/05/2026	Bachelors+45/14	0.1818	\$13,859
Brennan Jachin	River Trail Learning Center, Teacher ABS	12/11/2025	Masters/2	0.6096	\$36,748
Emma Roeder	Champlin Park High, Teacher ABS (AcadBehav) LTS	01/08/2026	Bachelors/1	0.3529	\$17,657
Marc Stevenson	Roosevelt Middle, Teacher E/BD LTS	10/28/2025	Bachelors/3	0.2139	\$10,882

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Stephanie Wendel	Educational Svc Ctr, Accountant Based on annual salary of \$91,000 for 261 days	01/05/2026	127	\$44,279

MOTION**Date:****January 12, 2026**

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

Fund No.	Description	Amount
	Checks	\$ 3,028,328.63
01	General	2,818,016.56
02	Food Service	122,449.75
04	Community Service	87,502.32
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	-
21	Dental-Self Insurance	360.00
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 22,209,108.84
01	General	15,293,748.10
02	Food Service	283,928.22
04	Community Service	606,539.99
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	5,523,394.31
21	Dental-Self Insurance	362,873.85
22	Work. Comp.-Self Insurance	138,624.37
47	OPEB Debt Service	-
	ACH Payments	\$ 8,015,800.24
01	General	6,885,140.94
02	Food Service	722,654.54
04	Community Service	96,159.42
07	Bond & Interest K-12	-
20	Health-Self Insurance	286,381.34
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	25,464.00
	P-Card	\$ 155,460.69
01	General	138,663.81
02	Food Service	(130.31)
04	Community Service	15,710.74
06	Building Construction	-
20	Health-Self Insurance	1,216.45
	TOTAL DISTRICT	\$ 33,408,698.40

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

DATE	DONOR	DONEE	PURPOSE	AMOUNT
11/28/25	AGHS Hockey Booster Club	Andover High School	Additional coaches- Anitzberger,	\$8,507.75
11/24/25	AHEF	Andover High School	Pre Cut Mat Board	\$500.00
11/17/25	AHEF	Champlin Park High School	Academic Intervention Students	\$750.00
11/10/25	AHEF	Crooked Lake Elementary	Coffee Cart	\$450.00
11/10/25	AHEF	Sp Ed/DAPE	DAPE Balance Beams	\$345.00
11/17/25	AHEF	Mississippi Elementary	Tonie boxes to support listening	\$500.00
11/24/25	AHEF	Oxbow Creek Elementary	Phy Ed equipment for Shadow's	\$400.00
11/17/25	AHEF	River Trail	AHEF Grant Art	\$350.00
11/17/25	AHEF	Rum River Elementary	4th Grade DI Materials	\$200.00
11/17/25	AHEF	Sunrise Elementary	Bead Racks for Math	\$130.00
11/17/25	Allina Health System	Blaine High School	Social Work / Change to Chill	\$250.00
11/17/25	Allina Health System	Compass	Mental Health needs and a chill	\$2,500.00
11/17/25	Allina Health Systems	Andover High School	Change To Chill	\$250.00
11/17/25	American Online Giving	McKinley Elementary	misc. supplies	\$231.73
11/24/25	American Online Giving	University Elementary	Supplies, T-shirts, etc.	\$505.83
11/24/25	Andover Center Ice Club	Andover High School	Boy's hockey buses	\$5,000.00
11/24/25	Andover Center Ice Club	Andover High School	Additional coach- J Leopold	\$4,000.00
11/24/25	Andover Center Ice Club	Andover High School	Additional coach- N Manney	\$5,000.00
11/24/25	Andover Center Ice Club	Andover High School	Additional coach- R Olson	\$5,000.00
11/24/25	Andover Elementary PTO	Andover Elementary	VSC Sponsor Payment	\$7,906.00
11/24/25	Andover Huskie Youth Hockey Andover Music Booster Organization	Rum River Elementary	5th Grade Long Lake Field Trip	\$1,000.00
11/10/25	Organization	Andover High School	Add'l ESA's Fall Marching Band	\$7,500.00
11/24/25	Anoka Halloween Inc	Anoka Middle School	Marching band supplies	\$300.00
11/28/25	Anoka Halloween Inc	Jackson Middle School	Buy an Instrument	\$300.00
11/17/25	Anoka High School Dance Anoka HS Swimming and Diving Booster	Anoka High School	Bus to Brainard	\$1,805.04
11/10/25		Anoka High School	Add'l Coach Grade 5 Long Lake Conservation	\$3,200.00
11/24/25	Blaine Festival	Madison Elementary	Camp trip	\$1,500.00
11/10/25	Brandon and Ebony Krosch Charities Aid Foundation	Anoka Middle School	Theater- Non Instructional	\$260.00
11/10/25	America Charities Aid Foundation	Andover Elementary	Classroom Supplies	\$30.00
11/17/25	America	Blaine High School	General Programs	\$40.00
11/28/25	Charities Aid Foundation	Rum River Elementary	General Supplies	\$10.00
11/24/25	CPHS Boys Hockey Booster	Champlin Park High School	Hudl Access Breezes & Uniforms for Girls	\$4,000.00
11/17/25	CPHS Girls Hockey Boosters	Champlin Park High School	Hockey	\$3,124.00
11/17/25	CPHS Girls Hockey Boosters	Champlin Park High School	Jerseys/Breezes for Girls Hockey	\$3,124.00
11/24/25	CPHS Girls Hockey Boosters Crooked Lake Parent Teacher Organization	Champlin Park High School	Hudl for Girls Hockey	\$4,000.00
11/24/25	Organization	Crooked Lake Elementary	Bus to CRHS School Pay	\$1,127.00
11/24/25	Cyber Grants	Adams Elementary	General Supplies	\$15.00
11/24/25	Dayton Elementary PTO	Dayton Elementary	field trip - MN Children's Museum	\$500.00
11/17/25	Edward B Cutter Post NO. 102,	Anoka High School	Veterans Day Breakfast	\$250.00

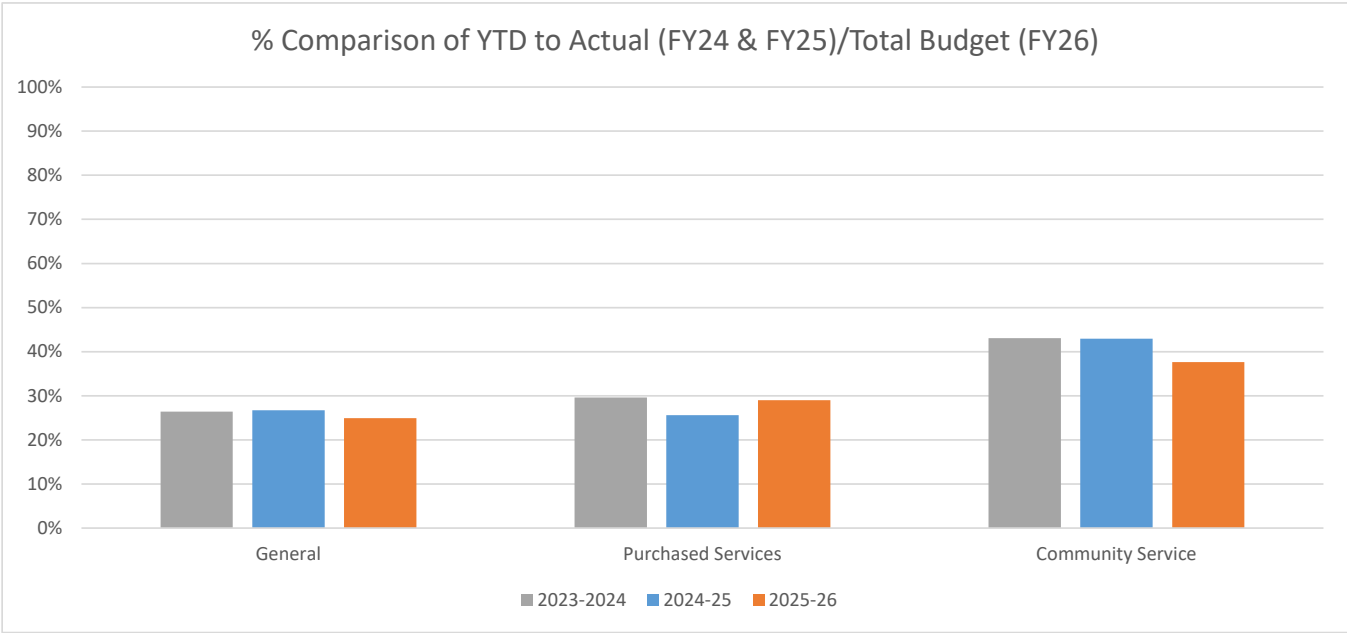
11/24/25	Faith Brook Church of the Nazarene	Dayton Elementary	Donuts with my Veteran day	\$51.00
11/28/25	Husky Hoops	Andover High School	Additional ESA- J Swanson	\$300.00
11/28/25	Husky Hoops	Andover High School	Additional ESA- J Swanson	\$3,000.00
11/17/25	Jayne Chisholm Macklin	STEP	Automotive Classroom	\$40.00
11/24/25	Laura Kuhn	Blaine Early Childhood Center	Supplies, Snacks, Etc.	\$25.00
11/10/25	Marigold Home Inspections LLC	Dayton Elementary	field trip to the Science Museum	\$756.00
11/24/25	McKinley PTO	McKinley Elementary	Field Trips	\$6,400.00
11/24/25	Mighty Cause	ESC	General Supplies	\$45.00
11/17/25	Mississippi Elementary PTO	Mississippi Elementary	field trips and class celebrations	\$8,520.00
11/17/25	Monroe Elementary PTO	Monroe Elementary	Student Take Home Folders	\$587.52
11/24/25	Morris Bye PTO	Morris Bye Elementary	VSC Sponsor Payment	\$5,929.00
11/24/25	Oxbow Creek PTO	Oxbow Creek Elementary	VSC Sponsor Payment	\$8,696.00
11/24/25	Oxbow Creek PTO	Oxbow Creek Elementary	Reimbursement for a sub for a fun	\$35.86
11/24/25	Ramsey PTO	Ramsey Elementary	General Supplies	\$341.00
11/24/25	Ramsey PTO	Ramsey Elementary	General Supplies	\$79.25
11/17/25	Sunrise PTO	Sunrise Elementary	Math Masters Field Trip (April	\$658.50
11/28/25	The Blackbaud Giving Fund	Andover High School	General Building Usage	\$20.00
11/24/25	The Blackbaud Giving Fund	CBPA	supplies	\$30.00
11/17/25	The Blackbaud Giving Fund	McKinley Elementary	misc. supplies	\$98.60
11/24/25	The Blackbaud Giving Fund	Oxbow Creek Elementary	Student supplies	\$105.00
11/28/25	The Blackbaud Giving Fund	Oxbow Creek Elementary	Student supplies	\$55.00
11/17/25	Theron Busse	STEP	Automotive Classroom Instructions	\$150.00
11/17/25	Theron Busse	STEP	Automotive Classroom Instructions	\$200.00
11/28/25	TruStone Financial	Andover High School	Football team	\$2,500.00
11/28/25	University Avenue PTO	University Elementary	Bussing cost for 1st Grade Field Trip	\$453.32
11/17/25	Xia K. Thao	Champlin Park High School	AVID Equipment/Supplies/Food	\$1,230.00
	*MATERIAL, EQUIPMENT, OR LABOR DONATION		TOTAL	\$115,167.40

SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	AMOUNT
12/03/25	Bruce Bomier (101)	Anoka High	BBC Scholars Scholarship	\$12,000.00
12/03/25	Doug Dehn Mark Bonnell (102)	Anoka High	Class of '67 Pat Clark Memorial Scholarship	\$4,000.00
			SCHOLARSHIP TOTALS	\$ 16,000.00
			TOTAL DONATIONS	\$ 131,167.40

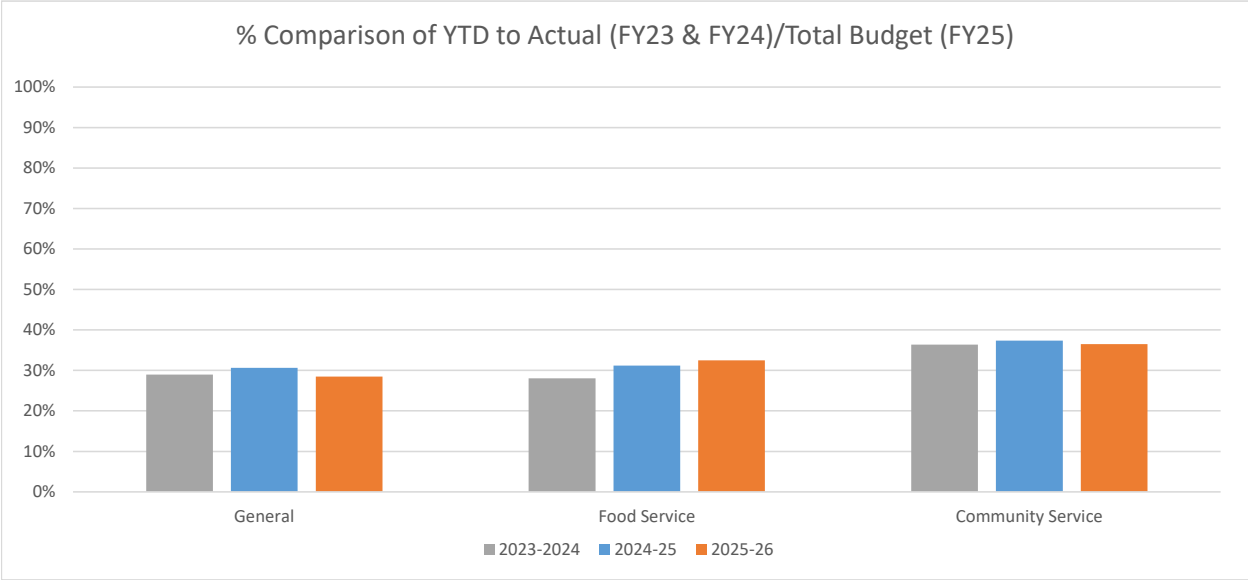
**Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended November 30, 2025**

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	29,710,282	168,299,873	675,245,459	25%	27%	26%
Purchased Services	3,341,107	7,821,002	26,973,057	29%	26%	30%
Community Service	2,197,965	11,879,915	31,540,742	38%	43%	43%
Building Construction	-	-	-	0%	501%	814%
Debt Service	3,046,050	7,467,780	15,199,755	49%	53%	53%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 38,295,404	\$ 195,468,571	\$ 750,959,013	26%	28%	28%



**Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended November 30, 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	42,277,259	154,410,039	556,200,740	28%	29%	26%
Purchased Services	7,303,465	17,566,889	80,029,838	22%	22%	27%
Supplies	1,092,651	13,690,486	24,892,772	55%	54%	56%
Capital Expenditures	760,706	12,751,015	28,518,476	45%	65%	74%
Other Exp & Transfers	(209,713)	996,774	10,657,853	9%	25%	20%
Total General Fund	\$ 51,224,368	\$ 199,415,203	\$ 700,299,679	28%	31%	29%
Food Service						
Food Service	1,891,305	9,992,911	30,773,496	32%	31%	28%
Community Service						
Community Service	2,238,611	11,548,881	31,640,576	37%	37%	36%
Building Construction	-	-	-	0%	76%	87%
Debt Service	-	3,838,476	15,442,703	25%	26%	27%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 55,354,285	\$ 224,795,471	\$ 780,156,454	29%	31%	30%





✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

💻 ahschools.us

MEMO

Date: December 18, 2025

To: Anoka-Hennepin ISD #11 Board of Directors

From: Jennifer Beck, Director of Finance

Re: Prior Approval for Release of Payments in 2026

Due to the occasionally altered schedule of School Board meetings during the year, the cut-off for payment of the district's obligations may fall after scheduled meeting dates. Business Service requests advance approval from the School Board to release payments that do not coincide with a School Board meeting or work session in 2026. This action ensures compliance with the M.S. 471.425 prompt payment requirement. A complete list of the bills paid is presented at the next scheduled School Board meeting or work session. All payments are available for review prior to School Board approval at the request of the School Board treasurer.

SCHOOL BOARD

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

Anoka-Hennepin ISD 11 Investment Report for Calendar Year 2025

The investment of District funds was made in compliance with School Board Investment Policy 705.1. This policy defers to Minnesota Statute 118A and requires adherence to any other applicable law or written administrative procedures.

The primary criteria for the investment of the funds of the school district, in priority order, are as follows:

1. **Safety and Security:** The safety of the principal is the first priority. The investments of the school district shall be undertaken in a manner that seeks to ensure the preservation of the capital in the overall investment portfolio.
2. **Liquidity:** The funds shall be invested to assure that funds are available to meet immediate payment requirements, including payroll, accounts payable, and debt service.
3. **Return and Yield:** The investments shall be managed in a manner to attain a market rate of return through various economic and budgetary cycles while preserving and protecting the capital in the investment portfolio and taking into account constraints on risk and cash flow requirements.

The District funds invested in the calendar year 2025 totaled \$35,000,000 with \$25,000,000 maturing in 2025. The investment interest earned for 2025 was \$270,476.71 with an average annual yield of 4.27% and an average investment length of 113 days. The length of the investments is based on cash flow requirement projections of the District.

A comparison to prior years is shown below:

	Total Invested	Current Year	Subsequent Year	YTD Interest Earned	Average Length of Investment	Average Annual Yield
2023	\$ 10,000,000	\$ 10,000,000	\$ 0	\$ 400,866	274	5.34%
2024	\$ 0	\$ 0	\$ 0	\$ 0	0	0.00%
2025	\$ 35,000,000	\$ 25,000,000	\$ 10,000,000	\$ 270,477	113	4.27%

All investment were made in MSDLAF+ Term fixed-rate investment. This is an investment of the Minnesota School District Liquid Asset Fund which are specifically designed to provide school districts with a better rate than can be realized from the more liquid accounts at the Fund. As a comparison, the 2025 average rate for the Liquid and Max class accounts were 4.09% and 4.19% respectively. (Liquid being readily available and Max requiring a 14-day redemption period)

Certificates of Deposit have not been competitive with the Term investment option and were not a viable investment option for 2025.

The following provides detailed information for the investments made in the 2025 calendar year.

TERM	Trade Date	Settlement Date	Maturity Date	Rate	Investment Amount	Value at Maturity	Interest
MSDLAF+ TERM	04/10/25	04/11/25	07/15/25	4.33%	6,000,000.00	6,067,619.18	67,619.18
MSDLAF+ TERM	04/10/25	04/11/25	07/15/25	4.33%	19,000,000.00	19,202,857.53	202,857.53
MSDLAF+ TERM	08/12/25	08/13/25	01/08/26	4.15%	10,000,000.00	10,166,127.96	166,127.96
					35,000,000.00	35,436,604.67	

Jennifer Beck
Director of Finance

MEMORANDUM OF UNDERSTANDING
For School Resource and Prevention Program Officer Services
Between the Anoka-Hennepin School District No. 11
and the City of Coon Rapids
2025-2026

PURPOSE. The purpose of this Memorandum of Understanding is to address the need for the presence of licensed peace officers to provide specific services/roles to the Anoka Hennepin School district No. 11 (hereafter referred to as “District”) schools and establish a mutually beneficial framework that both schools and law enforcement can work within to achieve shared goals. The intent is to establish and delineate the mission of a School Resource Officer/Prevention Program, herein referred to as the School Resource Officer (SRO) Program, as a joint cooperative effort between the District and the City of Coon Rapids (hereafter referred to as “City”), representing the designated law enforcement agency. The partnership is intended to facilitate effective, timely communication and coordination of efforts for both the District and the law enforcement agencies to promote a safe and positive learning environment and decrease the number of youths formally referred to the juvenile justice system. Additionally, it clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build a positive relationship between officers, school administrators/staff and students.

GOALS. The primary goals of the SRO Program are 1) to promote positive and supportive school climates and 2) to create and maintain safe and secure school environments. To promote positive and supportive school climates, the partnership will collaborate to increase law-related education, expand school safety and crime prevention efforts, reduce conflict, and support effective interventions for students. To create and maintain safe and secure school environments, the partnership will collaborate to reduce and prevent crime, violence, victimization, and fear in and around schools, and minimize student involvement with the juvenile and criminal justice systems. It is the responsibility of school administrators to facilitate effective communication to all school staff and students regarding SRO program goals and responsibilities.

ROLES. The SRO program is unique to the community, based on input from the district, school administration, teachers, students, and community members. The program is designed to fulfill three overall roles:

1. Law Enforcement
2. Fostering Positive School Climate / Crime Prevention
3. Law-Related Educator

Law Enforcement Role – SROs are responsible for law enforcement incidents occurring at the school. Parents, students, teachers, and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, rather than the SRO. A determination of whether an activity raises to the level of a law enforcement activity, when reasonable, should be made in consultation with a school administrator. While law enforcement is the role of SROs, officers responding to an incident or consulting with school officials are encouraged to use their discretion in determining the best course of action, especially when using alternatives to arrest.

Fostering Positive School Climate / Crime Prevention – One of the primary roles SROs fulfill is fostering a positive school climate through relationship building and crime prevention. Officers will focus on getting to know students, serve as a role model, engage in various activities in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and general patrol efforts. SROs are critical members of the school Building Crisis Teams for emergency preparation and planning.

Law-Related Educator – SRO / Prevention Program Officers should participate in the school community and be a resource to the educational team where appropriate the SRO should represent the law enforcement community to build positive relationships with youth, their families, and school staff. Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the education fabric within the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

1. **OFFICER EMPLOYED BY CITY.** City shall employ (or assign), in accordance with applicable state statutes, a police officer(s) to serve as School Resource or Prevention Program Officer(s) in District schools. The selection or assignment of such officers shall be done by the City in consultation with the principals in the area or City covered by this contract. City shall assume all obligations and payments with regard to officers' salaries and benefits including worker's compensation, PERA, withholding taxes, etc. District will reimburse City as defined in paragraph 15 of this document. The SRO shall, at all times, remain employed by the Coon Rapids Police Department. This agreement explicitly disclaims any employee or agent relationship between the SRO and the City and/or District. This agreement does not create a contract of any type between the District and any individual officer, investigator, sworn peace officer, community service officer, or other officer in the Coon Rapids Police Department or any other law enforcement agency working with the Coon Rapids Police Department, nor does this Agreement create any employer-employee relationship, independent contractor relationship, or services agreement with any individual.
2. **TERM OF CONTRACT.** The initial term of this contract shall be from July 1, 2025, to June 5, 2026 unless terminated by either party as defined in paragraph 14.
3. **ADMINISTRATION RESPONSIBILITIES.** Law enforcement services rendered to District shall be at the sole direction of City. Standards of performance, discipline of the officer assigned, and other internal matters shall be under the authority of City. Upon request, the District shall provide the City with an appraisal of the services received. The City shall provide the District with a list of services provided at the elementary level, Prevention Program schedules, and the name of the officer(s) providing the service.

4. **LEVEL OF SERVICE.** The SRO will respond to emergency calls within the boundaries of City and attend police training and special duties as assigned by City while fulfilling the requirements of this contract. Time spent on emergency calls, police training, etc., shall not be considered time spent as a School Resource or Prevention Program officer.
5. **SCHOOL CALENDAR.** The District shall provide the City with a school calendar. SRO services will be provided during regular school hours in the school district on all student contact days, except SRO's short-term absences for City approved leave, illness, and required training. Each day the SRO works in excess of eight hours shall be paid according to the officer's contract, providing such additional time has been approved in advance by City and District. Blanket approvals will not be accepted.
6. **DUTIES OF OFFICER.** The basic duties of the SRO are to help provide a safe and secure learning environment, foster a positive school climate, reduce/prevent crime, serve as an educational resource, and serve as a liaison between the school and the law enforcement agency. Specific daily assignments to accomplish this will vary by school. The SRO, school principal, and District Coordinator will meet periodically to discuss plans and strategies to address specific issues or needs that may arise. Officers may respond to calls to all schools in the city of Coon Rapids, although may be based primarily at one school in the city.

Basic duties of the SRO will include but are not limited to:

1. To enforce criminal law, prevent damage to property, and protect students, staff, and public at large against criminal activity.
2. Foster mutually respectful relationships with students and staff to support a positive school climate.
3. Provide information concerning questions about law enforcement topics to students and staff.
4. Provide classroom instruction on a variety of topics including but not limited to, law enforcement practices, conflict resolution, personal and school safety strategies, crime trends, and crisis response.
5. Handle initial police reports of violent crimes committed on campus.
6. Take enforcement action on criminal matters when appropriate.
7. Coordinate investigative procedures between police and school administrators.
8. Prepare lesson plans as necessary for the instruction provided.
9. In conjunction with school administrators, building crisis teams, and the district Emergency Management Coordinator, SROs should be an active participant in planning emergency drills and assisting with the facility assessment process utilizing the District Threat and Hazard Identification Risk Assessment (THIRA) to help analyze the physical safety of school facilities.
10. Prevention Program Officers serving elementary schools will present an approved prevention program, which may be a part of the fifth-grade health curriculum.
11. Collect data on SRO activities (arrests, citations, etc.)

7. **SRO ROLE IN SCHOOL POLICY VIOLATIONS.** School administrators and teachers are responsible for school discipline. Although SROs are expected to be familiar with the District code of student conduct, the rules of individual schools, and their application in day-to-day practice, SROs should not be involved with the enforcement solely of school rules or disciplinary infractions that are not violations of law. SRO action should be guided by applicable law and policy including Minnesota Statute Sections 609.06 and 626.8482.
8. **PRIVACY OF PUPIL RECORDS.** The SRO shall follow the District's Protection and Privacy of Pupil Records Policy and the requirements of the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act. The SRO will not access, and the School District will not provide private data on a student unless disclosure is allowed under MSS 13.32 Subd. 3. The District and SRO may share records and information, as allowed by law, in the performance of the duties described in Section 6 of this Agreement. The SRO and City certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act.
9. **CLOTHING, EQUIPMENT, AND SUPPLIES.** City shall provide any required clothing, uniforms, vehicle, necessary equipment and supplies for officer to perform law enforcement duties. District shall provide SRO with a private, lockable office, telephone, and supplies necessary for the officer to perform required duties as specified in paragraph 6 of this contract.
10. **TRAINING.** The SRO shall receive such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his/her duties as SRO and ensure a smooth transition into the educational setting. Prior to appointment to an SRO position the SRO will complete training as required by Minnesota State Statute Sec. 626.8482. If courses are not available prior to appointment, training should be completed within 6 months of appointment.
11. **DISTRICT SRO MEETINGS.** Upon appointment, the district will provide new SROs with District Orientation to deliver training related to district policies and procedures, technology access, security cameras, keys/fobs, and district crisis management planning. The District will also provide annual orientation training in the fall, prior to school beginning and bi-monthly meetings to discuss school specific issues and SRO concerns and/or recommendations.
12. **SCHOOL RESOURCE OFFICER DISTRICT COORDINATION.** The district Manager of Security and Emergency Operations will be the primary contact for SROs at the district.
13. **SCHOOL BASED LAW ENFORCEMENT DATA COLLECTION.** Upon written request from the District, the Coon Rapids Police Department shall provide the District with an SRO activity report during the specified period of time not to exceed one school year. The report should include descriptions of the following activities engaged in by the SRO: classroom presentations, scheduled meetings (with staff, parents, committees), calls for service, arrests, and citations.
14. **TERMINATION.** Either party may terminate this agreement upon 30 days written notice of such termination. All payment due hereunder shall be prorated in the event of such termination.
15. **DURATION AND COST.** For and in consideration of the provision of SRO and the Prevention Program Officer services in accordance with the terms of this MOU, District shall pay City the sum of \$332,345.00. Request for payment should be submitted by July 1, 2026, which the District shall pay within 30 days of receipt of said request.

16. INDEMNIFICATION. The City agrees to defend, indemnify, and hold harmless the District, their agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement. The District agrees to defend, indemnify, hold harmless the City, its agents, officials, employees and representatives from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney's fees, arising out of or resulting from the duties of the City and their respective employees, agents, officials, and representatives pursuant to the terms of this Agreement.

17. SERVICE TO SCHOOLS. The following secondary school(s) shall receive SRO services as a result of this contract:

Coon Rapids High School
Coon Rapids Middle School
Northdale Middle School
River Trail Learning Center

Compass Programs

The following elementary school(s) shall receive Prevention Program services as a result of this contract:

Adams	Hoover	Sand Creek	Morris Bye
Eisenhower	Mississippi	Hamilton	

18. SCOPE. It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.

19. EXECUTION IN COUNTERPARTS. This Agreement, and any supplement, amendment, or modification, may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed to be an original and all of which executed counterparts taken together shall constitute one and the same Agreement as if an original, fully executed Agreement. Delivery of an executed counterpart by facsimile or email or PDF file containing an electronic signature shall be equally as effective as delivery of an original signed counterpart of this Agreement.

IN WITNESS WHEREOF, the parties have hereunder to set their hands.

City of Coon Rapids

Signed By *Jerry Koch*
E2E995038DB9453...

Title: Mayor

Date: 10/8/2025

City of Coon Rapids

Signed By *Matt Stemwedel*
EA1CD94079AA4B8...

Title: City Manager

Date: 10/8/2025

City of Coon Rapids

Signed By *David Brodie*
9D9C97C4569247B...

Title: City Attorney

Date: 10/8/2025

Anoka-Hennepin School District No. 11

Signed By _____

Title: _____

Date: _____

ADMINISTRATION INFORMATION FORM

CONTACTS AT THE SCHOOL DISTRICT

Contracted Administration

Greg Cole
Chief Operations Officer
Educational Service Center
2727 N Ferry Street
Anoka, MN 55303
763-506-1175

Program Administration

John Pena, Principal	Coon Rapids High School	763-506-7101
DeMann Seals, Principal	Coon Rapids Middle School	763-506-4801
Jeff Leach, Principal	Northdale Middle School	763-506-5401
Anne Wegscheider, Sp. Ed. Sup.	River Trail Learning Center	763-506-1901
Ann Herlofsky, Principal	Adams Elementary	763-506-1601
Lillian DeRung, Principal	Eisenhower Elementary	763-506-2301
Julie Bowman, Principal	Hamilton Elementary	763-506-2701
Minh Strusz, Principal	Hoover Elementary	763-506-2801
Rachel Grillo, Principal	Mississippi Elementary	763-506-3501
Janel Wahlin, Principal	Morris Bye Elementary	763-506-3701
Melanie Wohlers, Principal	Sand Creek Elementary	763-506-4301
Stephanie Diaz-Celon, Principal	Compass Programs	763-506-3201

Payment Procedures

Pursuant to paragraph 15 of the agreement, the City should submit a bill to:

Educational Service Center
ATTN: Greg Cole, Chief Operations Officer
2727 N Ferry St
Anoka, MN 55303

greg.cole@ahschools.us

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

MASTER AGREEMENT

by and between

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

and

Anoka-Hennepin Office Professional Supervisors Association

July 1, ~~2023-2025~~ through June 30, ~~2025~~2027

ARTICLE I- PURPOSE

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

ARTICLE II DEFINITIONS

- A. PELRA shall mean the Public Employment Labor Relations Act of 1971 as amended.
- B. SUPERINTENDENT shall mean the Superintendent of Schools of Independent School District No. 11 or a designated representative.
- C. SCHOOL BOARD shall mean the School Board of Independent School District No. 11 or its designated representative.
- D. SCHOOL OFFICE SUPERVISOR shall mean supervisory personnel covered by this contract.
- E. ASSOCIATION shall mean the Anoka-Hennepin Office Professional Supervisors Association or Anoka-Hennepin Office Professional Supervisors designated representative.
- F. OTHER TERMS not defined in this contract shall have those meanings as defined by PELRA

ARTICLE III - LAWS, RULES, AND REGULATIONS

The parties agree to abide by the state and federal laws, and reasonable rules and regulations established by the School Board. Such School Board rules and regulations will not conflict with this contract.

The exclusive representative recognizes that the School Board, all employees covered by this agreement, and all provisions of this contract are subject to the laws of the State of Minnesota, federal laws, and valid rules, regulations, and orders of state and federal government agencies. Any provision of this contract found to be in violation of any such laws, rules, regulations, directives, or orders shall be null and void and without force and effect.

The exclusive representative recognizes the right, obligation and duty of the School Board and its duly designated officials to promulgate rules, regulations, directives, and orders from time to time if deemed necessary by the School Board insofar as such rules, regulations, directives, and orders are not inconsistent with the terms of this contract.

ARTICLE IV - RECOGNITION

In accordance with the PELRA, as amended, the School Board recognizes the Anoka-Hennepin Office Professional Supervisors Association, (hereinafter referred to as the "Association"), as the exclusive representative of all School Office Supervisors employed by the School Board of Anoka-Hennepin Independent School District No. 11. The terms School Board and Association shall include authorized officers, representatives, and agents. Despite references herein to School Board and Association as such, each reserves the right to act hereunder by designated representative.

ARTICLE V - SCHOOL OFFICE SUPERVISOR'S RIGHTS

SECTION 1. RULE, LAW, AND REGULATION:

The School Office Supervisors have all rights afforded them by state and federal rules, laws, and regulations established by state boards and School Board policies.

SECTION 2. RIGHT TO JOIN:

School Office Supervisors shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. School Office Supervisors in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such School Office Supervisors.

SECTION 3. DEDUCTION OF DUES:

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

SECTION 4. USE OF FACILITIES:

The Association shall have the right to use District buildings before or after hours for meetings, scheduling such use with the Superintendent, provided that this shall not interfere with or interrupt school district operations. Expenses incident to the meeting shall be borne by the Association in accordance with District policy.

SECTION 5. TRANSACTION OF BUSINESS:

The Association shall be entitled to use the district mail distribution service for distribution of Association material free of charge. This privilege shall not be used for any political activity.

SECTION 6. PROBATIONARY PERIOD

Following a probationary period of one (1) calendar year, School Office Supervisors shall not be disciplined or reduced in compensation without just cause.

ARTICLE VI - SCHOOL DISTRICT RIGHTS

SECTION 1. INHERENT MANAGERIAL RIGHTS:

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

SECTION 2. RESERVATION OF MANAGERIAL RIGHTS:

The foregoing enumeration of Board rights and duties shall not be deemed to exclude other inherent management rights, and management functions not expressly delegated in this contract are reserved to the School Board.

ARTICLE VII - HOURS AND DUTY DAY

SECTION 1. BASIC DUTY YEAR:

The work year for the School Office Supervisor at the Compass Program will be 230 days, including earned holidays and vacation. For all other School Office Supervisors, the work year shall be 12 months including earned holidays and vacations.

Although the basic duty day will be eight (8) hours per day, not including the 30 minutes of the unpaid lunch break, the School Office Supervisors, because of their managerial and supervisory responsibilities, agree to commit whatever additional time is necessary to accomplish such managerial and supervisory duties and responsibilities. There shall be no paid overtime.

SECTION 2. HOLIDAYS:

There shall be eleven (11) paid holidays for positions with a basic duty year of less than 12 months: Labor Day, two days at Thanksgiving, two days during Winter break, New Year's Day, Martin Luther King, Jr. Day, President's Day two days during spring break, and Memorial Day.

There shall be twelve (12) paid holidays for 12-month employees: Independence Day, Labor Day, two days at Thanksgiving, two days in winter break, New Year's Day, Martin Luther King, Jr. Day, President's Day, two days in spring break, and Memorial Day.

If Juneteenth is observed as a School District holiday for employees, 12 month School Office Supervisors will receive it as a paid holiday.

SECTION 3. VACATION:

Vacation accrual shall be allocated on the pay period following an employee's anniversary date. Vacation shall be accrued in the following manner:

Less than five years of consecutive employment with the district:

10 days*

Five or more years and less than ten years of consecutive employment with the district:

15 days*

Ten or more years and less than fifteen years of consecutive employment with the district:

22 days*

Fifteen or more years and less than twenty years of consecutive employment with the district:

23 days*

Twenty or more years of consecutive employment with the district:

25 days*

** This contract item is subject to pro-rata calculations for any Office Supervisor working less than full time.*

For purposes of this section, the District may credit new hires with up to five years of employment depending on background and experience.

Requests for vacation must be approved by the immediate supervisor. The maximum vacation taken during any fiscal year shall not exceed thirty (30) days.

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

School Office Supervisors who retire with three months' notice shall be paid up to a maximum of fifty (50) days of unused vacation.

School Office Supervisors who resign with two weeks' notice shall be paid up to a maximum of thirty (30) days of unused vacation.

ARTICLE VIII- BASIC COMPENSATION

SECTION 1. SALARY SCHEDULE:

2023-24	Elementary, Bridges/Pathways, Compass, River Trail, BECC/RECC/SECC	Middle School, STEP, Sandburg Regional /Technical HS	High School
	TIER 1	TIER 2	TIER 3
Step 1	53,440	55,690	56,690
Step 2	54,065	56,315	57,315
Step 3	54,690	56,940	57,940
Step 4	55,315	57,565	58,565
longevity 10 (7/1/09-6/30/14)	57,815	60,065	61,065
longevity 15 (7/1/04-6/30/09)	60,315	62,565	63,565
longevity 20 (7/1/99-6/30/04)	62,815	65,065	66,065
longevity 25 (pre 7/1/99)	65,315	67,565	68,565
 2024-25	 TIER 1	 TIER 2	 TIER 3
Step 1	55,225	57,475	58,475
Step 2	55,850	58,100	59,100
Step 3	56,475	58,725	59,725
Step 4	57,100	59,350	60,350
longevity 10 (7/1/10-6/30/15)	59,600	61,850	62,850
longevity 15 (7/1/05-6/30/10)	62,100	64,350	65,350
longevity 20 (7/1/00-6/30/05)	64,600	66,850	67,850
longevity 25 (pre 7/1/00)	67,100	69,350	70,350

~~In year one, there will be a one time off schedule payment of 800.00 per School Office Supervisor at time of ratification for any Employee who are not scheduled to receive a step increase (including longevity steps) for the 2023-24 or 2024-25 fiscal year.~~

2025-26

	<u>TIER 1</u>	<u>TIER 2</u>	<u>TIER 3</u>
<u>Step 1</u>	<u>56,330</u>	<u>58,580</u>	<u>59,580</u>
<u>Step 2</u>	<u>56,955</u>	<u>59,205</u>	<u>60,205</u>
<u>Step 3</u>	<u>57,580</u>	<u>59,830</u>	<u>60,830</u>
<u>Step 4</u>	<u>58,205</u>	<u>60,455</u>	<u>61,455</u>
<u>longevity 10 (7/1/11-6/30/16)</u>	<u>60,705</u>	<u>62,955</u>	<u>63,955</u>
<u>longevity 15 (7/1/06-6/30/11)</u>	<u>63,205</u>	<u>65,455</u>	<u>66,455</u>
<u>longevity 20 (7/1/01-6/30/06)</u>	<u>65,705</u>	<u>67,955</u>	<u>68,955</u>
<u>longevity 25 (pre 7/1/01)</u>	<u>68,205</u>	<u>70,455</u>	<u>71,455</u>

2026-27

	<u>TIER 1</u>	<u>TIER 2</u>	<u>TIER 3</u>
<u>Step 1</u>	<u>57,456</u>	<u>59,706</u>	<u>60,706</u>
<u>Step 2</u>	<u>58,081</u>	<u>60,331</u>	<u>61,331</u>
<u>Step 3</u>	<u>58,706</u>	<u>60,956</u>	<u>61,956</u>
<u>Step 4</u>	<u>59,331</u>	<u>61,581</u>	<u>62,581</u>
<u>longevity 10 (7/1/12-6/30/17)</u>	<u>61,831</u>	<u>64,081</u>	<u>65,081</u>
<u>longevity 15 (7/1/07-6/30/12)</u>	<u>64,331</u>	<u>66,581</u>	<u>67,581</u>
<u>longevity 20 (7/1/02-6/30/07)</u>	<u>66,831</u>	<u>69,081</u>	<u>70,081</u>
<u>longevity 25 (pre 7/1/02)</u>	<u>69,331</u>	<u>71,581</u>	<u>72,581</u>

SECTION 2. SALARY SCHEDULE PLACEMENT

Upon hire, each Employee will be given a step and career date for purposes of placement and advancement on the Salary Schedule. The career date will reflect prior experience in the School Office Supervisors' and Education Office Professionals' bargaining units as well as other relevant experience as determined by the District.

Step movement will be provided on July 1. Employees hired on or after March 1 will not be eligible for step movement in their first year.

SECTION 3. LARGE SCHOOL STIPEND

Beginning July 1, 2024, Employees in elementary schools with more than 900 students, middle and high schools with more than 2,000 students, and those who supervise Office Professionals in multiple buildings will receive an additional stipend of \$1,000 per year. The October 1 student count will be used to determine allocation of the stipend each year.

SECTION 4. DAILY PAY RATE:

For purposes of retirement benefits, the daily rate shall be based on the annual salary divided by 260 duty days. For purposes of pay deduction, the daily rate will be based on the annual salary divided by the number of duty days, including holidays, in the fiscal year.

SECTION 5. MILEAGE:

The employee will be reimbursed for authorized travel in accordance with District Policy and per IRS regulations.

SECTION 6. PAY CHECKS AND PAY DEDUCTIONS:

Paychecks will be issued electronically by direct deposit on pay dates as determined by the District Payroll Department. If the normally scheduled payday occurs on a bank holiday, reasonable effort will be made to issue paychecks on the last working day before the bank holiday. Overpayment or compensation which exceeds the normal compensation of the employee for whatever reason shall be recoverable by the School District. Underpayment of compensation shall be recoverable by the School Office Supervisor.

ARTICLE IX - GROUP INSURANCE

SECTION 1. CARRIER SELECTION:

The selection of the insurance carrier or carriers to provide the group insurance program shall remain with the district.

SECTION 2. HOSPITAL-MEDICAL-MAJOR MEDICAL: INSURANCE:

The School District provides hospitalization insurance for all full-time employees.

1. Single Contribution: The School Board shall contribute up to ~~\$770.00~~850.00 (~~seven hundred seventy-eight hundred fifty~~ dollars) per month of the premium for single coverage for full-time employees who qualify for and are enrolled in the School District group health and hospitalization plan; effective September 1, ~~2024~~2026, the School Board shall contribute up to ~~\$810.00~~945.00 (~~eight hundred ten~~ ~~hundred forty-five~~ dollars) of the premium for single coverage for eligible, enrolled employees.

2. Family Contribution: The School Board shall contribute up to ~~\$1,375.00~~1,590.00 (~~one thousand three hundred seventy-five~~ ~~one thousand five hundred ninety~~ dollars) per month for full-time eligible and enrolled employees; effective September 1, ~~2024~~2026, the School Board shall contribute up to ~~\$1,515~~1,845 (~~one thousand five hundred fifteen~~ ~~one thousand eight hundred forty-five~~ dollars) per month for full-time eligible and enrolled employees.

3. Dual Spouse Contribution: If both married spouses work full time for the District and both are benefit eligible, the School Board shall contribute up to ~~\$2,145.00~~2,440 (~~two thousand one hundred forty-five~~ ~~two thousand four hundred forty~~ dollars) per month toward the premium for family coverage; effective September 1, ~~2024~~2026, if both married spouses work full time for the District and both are benefit eligible, the School Board shall contribute up to ~~\$2,325~~2,790 (~~two thousand three hundred twenty-five~~ ~~two thousand seven hundred ninety~~ dollars) per month toward the premium for family coverage.

SECTION 3. LONG TERM DISABILITY INSURANCE:

The District will pay the full cost for Long Term Disability insurance for all eligible employees.

SECTION 4. TERM LIFE INSURANCE:

A \$50,000-term life insurance policy will be paid by the District for all eligible employees.

SECTION 5. DENTAL INSURANCE:

The District shall contribute no more than ~~\$80.00~~85.00/month of the premium for all full time eligible and enrolled employees in accordance with the School District Dental plan.

SECTION 6. PAYROLL DEDUCTION:

The difference between the actual monthly premium cost of the group insurance programs and the District's contribution shall be paid by the enrolled School Office Supervisor through payroll deduction.

SECTION 7. VOLUNTARY PARTICIPATION:

Participation by eligible School Office Supervisors in the insurance programs is voluntary. School Office Supervisors who choose not to participate shall receive no additional compensation in lieu of not participating.

SECTION 8. DURATION OF COVERAGE:

School Office Supervisors shall be eligible for District contribution through their last duty day of employment. District contributions shall cease as of the date of separation from employment.

SECTION 9. WORKERS COMPENSATION:

Subd. 1. If any employee is absent from work as a result of a compensable injury under provisions of the Workers' Compensation Act, the School District will pay the difference between the compensation received pursuant to the Workers' Compensation Act by the employee and the regular rate of pay to the extent of the employee's earned accrual of sick leave (unless the employee requests that sick leave not be utilized).

Subd. 2. Any employee who terminates his/her employment during a period of absence eligible for Workers' Compensation and has been overpaid shall return the overpayment to the School District.

Subd. 3. Such payment shall be paid by the School District to the employee only during the period of disability.

Subd. 4. In no event shall additional compensation paid to the employee by virtue of sick leave or vacation pay result in the payment of total daily, weekly, or monthly compensation that exceeds the regular compensation of the employee.

ARTICLE X - LEAVES OF ABSENCE

SECTION 1. SICK LEAVE:

School Office Supervisors shall be granted fifteen (15) days of sick leave per year. School Office Supervisors terminating employment during the year shall be required to reimburse the District for sick leave days taken but not earned.

Subd. 1. Use of Sick Leave. Earned sick leave may be used because of personal injury or illness, serious injury or illness in the School Office Supervisor's immediate family, or death in the School Office Supervisor's immediate family as determined by state law.

Subd. 2. Definition of Immediate Family. The immediate family is designated as the School Office Supervisor's spouse, child, parent, siblings, grandparents, grandchildren, mother-in-law, father-in-law, and stepparent.

Subd. 3. Earned Safe and Sick Time. Up to 80 hours of accrued sick leave may be used for any other uses allowable under MN Statute 181.9413, such as safety leave and care of relatives not included in the definition of immediate family members.

Subd. 4. Accumulation. Unused sick leave shall accumulate to an unlimited amount.

Subd. 5. School Office Supervisor's absence due to injury as a result of assault by a student or nonstudent while performing school business shall not be charged against the School Office Supervisor's sick leave days during the three calendar day workers compensation waiting period.

Subd. 6. An employee with accrued sick leave or vacation may not use dock days for illness.

SECTION 2. PERSONAL/EMERGENCY LEAVE:

Three (3) days of personal leave per year may be deducted from sick leave, for personal business and emergencies, transaction, hearing or consultation which requires the presence of the staff member during working hours, and which would be impossible to fulfill at any other time. ~~Personal leave will not be approved for absence resulting from weather conditions and its effect on transportation. Requests for personal leave must be submitted to the staff member's supervisor in writing five (5) days in advance, except in emergency cases. All requests must have the approval of the Labor Relations and Benefits Department.~~ Leave days are not cumulative.

SECTION 3. JURY DUTY:

School Office Supervisors shall be compensated by the District for the difference between the School Office Supervisor's regular salary and fees received while on jury duty. However, mileage fees paid to the School Office Supervisor in lieu of said duty shall be kept by the School Office Supervisors

SECTION 4. MILITARY LEAVE OF ABSENCE:

A military leave of absence shall be granted to School Office Supervisors in accordance with applicable state and federal laws.

SECTION 5. MATERNITY/PARENTAL LEAVE OF ABSENCE:

A maternity leave of absence shall be granted for Employees in accordance with applicable State and Federal Laws. Earned sick leave may be used for all work days included in a FMLA approved maternity or parental leave.

ARTICLE XI - SENIORITY/LAYOFF

SECTION 1. PROCEDURES:

Seniority shall be established by the following procedures:

1. Seniority in the District shall be computed on the basis of continuous employment as a School Office Supervisor from the first day of actual work as a Supervisor.
2. Tiebreaker seniority shall be based on the first day of continuous employment in a benefit eligible position with the District.

SECTION 2. PROCEDURES FOR LAYOFF:

Within each school level as set forth above, in the event of reduction in School Office Supervisor positions, School Office Supervisors will be displaced/laid off in reverse seniority order subject to the following rules:

1. A School Office Supervisor may only be displaced by another School Office Supervisor working at the school tier level equal or greater to their own (elementary, middle, or high school) and with greater seniority.
2. The District shall assign the least senior displaced employee to a vacancy at the employee's current school tier level. In the event more than one vacancy exists, the District shall seek the displaced employees' vacancy preferences before the District makes a final placement decision.
3. If no vacancy exists at the current level, the School Office Supervisor whose position has been eliminated may choose whether to accept layoff, displace the least senior School Office Supervisor within the same school level, or accept assignment to a vacancy at a lower level if a vacancy exists.
4. When the least senior School Office Supervisor is bumped out of their level they will have the choice of layoff or bumping to the next lower level to accept assignment to a vacancy, or to the extent their seniority is greater, to bump the least senior School Office Supervisor in the next lower level.
5. If no position exists for the least senior displaced employee, the employee shall be laid off.
6. In the event that a new position is created at a higher level than current employees on layoff previously held, that position will be posted for internal transfer.
7. Recall rights will be in reverse order of layoff; a School Office Supervisor may not be recalled into a higher level or greater duty day position unless the District determines, at its sole discretion, that they are qualified for the position.
8. The recalled School Office Supervisor must be qualified for the position. An individual's recall rights expire after 24 months from the first effective date of layoff or if the individual declines an offer of recall.
9. Short-term vacancy:
 - a. When an employee on leave results in a short-term vacancy, the employee still has rights to a position. A laid off employee will not be recalled to a short-term vacancy. A laid off employee may temporarily fill a short-term vacancy, subject to school district approval and selection.
 - b. If selected: A laid off employee's recall duration will not be altered or lengthened. A laid off employee will not be eligible for school district contribution to benefits or leave benefits (i.e. sick leave). However, a laid off employee may apply available sick or vacation time prior to layoff to absences defined by Article X, Section I, during the short-term assignment. A laid off employee will be paid at the daily rate for the position that the employee is covering, including any previously earned longevity credit.

ARTICLE XII - RETIREMENT/SEVERANCE

To be eligible for District retirement/severance benefits, School Office Supervisors must have ten (10) years active service in the District, be enrolled in the district health insurance plan, and be immediately eligible for a Minnesota State retirement pension.

All School Office Supervisors with a School District employment date on or after July 1, 2001, are not eligible for Section 1.

SECTION 1. SEVERANCE:

School Office Supervisors who provide three months' notice to the district of intended retirement of the relevant school year will qualify for a payment of up to 80 unused sick days times the School Office Supervisor's daily rate of pay and less any District contribution to a matching 403(b) plan as set forth in Section 2. 403(b) of this Article.

Subd. 1. The severance payment shall be made as a lump sum payment upon retirement to the District's Special Pay Plan in accordance with federal rules and regulations. Deductions, such as state and federal income tax, social security, or PERA shall be made only as required by law.

Subd. 2. If a retired School Office Supervisor dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking a beneficiary, to the estate of the deceased.

Subd. 3. This section shall not apply to any School Office Supervisor who is discharged for cause by the School District.

Subd. 4. For purposes of this section, active service includes FMLA and statutory leaves of absences but excludes all other unpaid leaves of absence.

SECTION 2. 403(b):

Subd. 1 All School Office Supervisors who are eligible for insurance as set forth in Article IX are eligible for this benefit.

Subd. 2 The District shall establish a matching contribution of up to ~~\$2,500.00~~2,990 in a 403(b) matching program ~~for all School Office Supervisors. Effective July 1, 2024, the District shall establish a matching contribution of up to \$2,860.00 in a 403(b) matching program~~ on a per paycheck basis over 26 pay periods (20 pay periods for 10 month employees). Employees who begin contributions after the start of the year will receive a prorated amount of the full annual district match.

SECTION 3. HEALTH AND DENTAL:

a. Health and Dental Insurance: Benefit eligible and enrolled employees eligible for retirement as established by Section 1 may elect to continue to participate in the District's Health and Dental insurance programs. The value of accumulated sick leave over 80 sick days shall be allocated to the Health Care Savings Plan in accordance with Plan documents for the individual retiring employees.

b. This section shall not apply to any School Office Supervisor who is discharged for cause by the school district. The employee notification of retirement shall be waived in the event of District layoff or position elimination for the employee.

SECTION 4. RETIREMENT BENEFITS:

Severance and Retirement Health Benefits shall be available only once in a School Office Supervisor's employment with the District.

SECTION 5: MANDATORY RETIREMENT:

Retirement shall be mandatory only to the extent required by law.

ARTICLE XIII: EMPLOYEE DISCIPLINE:

Subd. 1. A Non-probationary employee shall not be disciplined, reprimanded, or reduced in rank or compensation without just cause.

Subd. 2. Progressive discipline will be applied at the District's discretion:

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

If a supervisor meets with an employee to discuss possible discipline, the employee shall be entitled to have an association representative present. The meeting shall occur within two (2) working days after the District's request for such meeting unless mutually agreed by the Association and the District.

Subd. 3. Certain instances may require immediate termination.

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

ARTICLE XIV GRIEVANCE PROCEDURE

SECTION 1. DEFINITIONS:

Subd 1. A grievance is any controversy between the Board and the Association or between the Board and an employee as to:

- a. Interpretation of this Agreement
- b. A charge of violation of this Agreement
- c. An alleged violation involving wages, hours or working conditions

Subd. 2. Supervisor shall mean supervisor/principal/assistant principal or the person to whom the employee reports.

Subd. 3. Days shall be considered "working" days, defined as Monday through Friday excluding District-designated holidays.

SECTION 2. PROCEDURE:

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

Step 1. The grievance shall be orally presented by the employee and/or the Association to the employee's supervisor within thirty (30) calendar days after the employee knew or should have known of violation. No settlement in this Step 1 shall be made in violation of the "written contract". If a settlement is not reached

within three (3) days after oral presentation to the first level supervisor, then, within ten (10) days of the oral presentation, the grievance shall be submitted in written form by the employee and/or the Association with a clear statement of the issue(s) involved to the Executive Director of Human Resources for handling in accordance with Step 2.

Step 2. The Executive Director of Human Resources shall establish a Step 2 meeting with the Association and/or its representatives, the aggrieved and appropriate District representatives. The Step 2 meeting shall be held within ten (10) days after the employee has filed the written grievance. The time and place for meetings under Step 2 shall be at the discretion of the Association and Executive Director of Human Resources. The Executive Director of Human Resources shall prepare a report of the meeting, together with a written disposition of the matter and forward copies to the employee and to the Association within ten (10) days after the Step 2 hearing. If the employee or Association is dissatisfied with the Executive Director of Human Resources' written disposition the employee and/or Association may appeal to Step 3 within five (5) days of the receipt of the written disposition.

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

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

SECTION 3. RULES:

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

SECTION 4. TIME LIMITATIONS ARE MANDATORY:

The time limitations set forth herein relating to the time for filing a grievance and demand for arbitration shall be mandatory. Failure to follow said limitations shall result in the grievance being waived and it shall not be submitted to arbitration. In the event the District does not reply to the grievance as required in Step 2, and the time limits contained therein are not extended by mutual consent, the grievance shall be referred

to the next step. The time limitations provided herein may be extended by mutual written Agreement of the District and the Union.

ARTICLE XV – DURATION

SECTION 1. TERMS AND REOPENING NEGOTIATIONS:

This agreement shall remain in full force and effect for a period commencing on July 1, ~~2023-2025~~ through June 30, ~~2025-2027~~ and thereafter until modifications are made pursuant to the PELRA as amended. If either party desires to modify or amend this agreement commencing on July 1, ~~2025-2027~~, it shall give written notice of such intent no later than April 1, ~~2025-2027~~. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 days prior to the expiration of this agreement.

SECTION 2. EFFECT:

This agreement constitutes the full and complete agreement between the School Board and the Anoka-Hennepin Office Professional Supervisors Association. Provisions herein relating to terms and conditions of employment supersede and take precedence over any and all prior agreements, resolutions, practices, School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with the provisions.

SECTION 3. FINALITY:

It is further agreed that any matters relating to the current contract term, whether or not referred to in this Agreement, shall not be open for negotiations during the terms of this Agreement.

SECTION 4 .SEVERABILITY:

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

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

Anoka-Hennepin Office Professional
Supervisors Association

Anoka-Hennepin Independent
School District No. 11

Chief Human Resources Officer

Date

Date



LABOR RELATIONS UPDATE

January 12, 2026

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.

CONTRACT NEGOTIATIONS



Bargaining goals

- **Collaborative bargaining process** focused on finding mutual gains and solving shared problems.
- **Legally sound** and **operationally manageable** agreement with clear and concise language.
- **Recruitment and retention** of high quality staff.
- **Fiscally responsible** steward of taxpayer money, within fixed budget.

BUDGET FACTS



FY26 General Fund salaries and benefits total \$539 million.

- Salaries and benefits are approximately 82% of the general fund budget.

FY26 budget includes a 2.5% increase in salaries and 5% increase in benefits.

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 agreements: child nutrition assistants, community school coordinators, principals, school office supervisors, school service employees, technical specialists.
 - 2024-2026 master agreements: building supervisors, child nutrition site supervisors, education office professionals, paraeducators.
 - 2023-25 master agreements: education support specialists, teachers, special education supervisors.

OPEN CONTRACTS



Negotiation status: Tentative Agreement

Employee group	Exclusive representative	# of Employees	Meeting status
Teachers (including ABE, ECFE, Preschool)	Anoka Hennepin Education Minnesota, Local 7007	3,267	Jan. 7: Tentative Agreement Reached

OPEN CONTRACTS



Negotiation status

Employee group	Exclusive representative	# of employees	Meeting status
Community school programmers and early childhood screeners	Anoka-Hennepin Education Minnesota	9	1: TBD
Special Education Administrators	Special Education Program Supervisors Association	15	1: Jan 28

NEXT STEPS



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



THANK YOU

Comments and questions?