



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

School Board Work Session
Monday, February 9, 2026
AGENDA

1. **Call to Order (1 minute)**
02-09-26 Important Dates 3
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from the January 26, 2026 Regular School Board Meeting - **A**
Jeff Simon, Board Clerk
Appendix A 4
 - 3.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - **A**
Shelly Leciejewski, Director of Employee Services
Appendix B 12
 - 3.C. Immunization Exclusions as required by Statute 121a.15 - **A**
Kathy Schulz, Health Services Coordinator
4. **Board Calendar & District Update (10 minutes)**
Cory McIntyre, Superintendent
5. **Work Session (60 minutes)**
 - 5.A. Learning and Achievement Curriculum Adoption Process (20 minutes) - **B**
Cory McIntyre, Superintendent, Sarah Hunter, Executive Director Learning & Achievement
Appendix C 17
 - 5.B. Medical Insurance Administration Update (10 minutes) - **B**
Dr. Jennifer Cherry, Chief Human Resources Officer, Todd Mensink, Director of Labor Relations and Benefits
Appendix D 21
Appendix E 22
 - 5.C. Enrollment Center Update (10 minutes) - **B**
Tonya Constantine, Deputy Superintendent, Greg Cole, Chief Operations Officer, Michelle VanDenTop, Director of Technology and Information Services
Appendix F 25
Appendix G 27
 - 5.D. 2026-2027 District Strategic Priorities (10 minutes) - **B**
Cory McIntyre, Superintendent

Appendix H
5.E. 2026 District Legislative Platform (10 minutes) - **B**
Cory McIntyre, Superintendent

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- Appendix I
6. **Board Correspondence & Communication**
 7. **Closed Session (30 minutes)**
 - 7.A. Attorney Client Privilege (30 minutes)
Tim Palmatier, General Counsel
 8. **Adjourn**

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ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

February 9, 2026

Dates to Remember

- 1. February 9** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
- 2. February 16** District Closed, Holiday
- 3. February 17** Elem (PLC/Conf/Staff Development), Sec Staff Development, No Students
- 4. February 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
- 5. February 25** AHEM Town Hall. AHEM Office, 5:30 p.m.
- 6. March 3** School Board Student Growth Recognitions, Anoka High School, 6:30 p.m.
- 7. March 5** End of Trimester Two
- 8. March 6** Staff Planning, Grades, No Students
- 9. March 9** PLC/Staff Development, Para Staff Development, No Students
- 10. March 9** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
- 11. March 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**



Linda Hoekman
CO-CHAIR



Michelle Langenfeld
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
TREASURER



Zach Arco
DIRECTOR



Kacy Deschene
DIRECTOR

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Please call Fiorella Ball at 763-506-1002 to request an alternate format.

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, January 26, 2026**, at Sandburg Education Center, Anoka, Minnesota.

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

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

Kacy Deschene motioned to approve the Board Agenda as presented. Zach Arco seconded. Motion passed with a 4-0 vote.

Tom Shaw, Director of Student Services, joined Britt Olean, District School Social Worker, to acknowledge the winners of the 2025-2026 Kindness Posters by grade level. Landon Daly, grade Kindergarten – McKinley Elementary; Brynlee Jarvis, grade 1 – McKinley Elementary; Gabe Zuk, grade 2 – McKinley Elementary; Maggie Purves, grade 3 – Oxbow Creek Elementary; Liam Miller, grade 4 – Sunrise Elementary; Jenny Chen, grade 5 – Jefferson Elementary; Kirra Davis, grade 6 – Oak View Middle School; Madeline Parrot, grade 7 – Anoka Middle School for the Arts; Amelia Lynch, grade 8 – Anoka Middle School for the Arts; and Fatima Muhamed, grade 9 – Blaine High School were in attendance to receive the recognition. The annual event supports a districtwide initiative to support safe and welcoming schools for all students.

CONSENT AGENDA

Kacy Deschene moved and Zach Arco seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the January 12, 2026, Regular School Board Meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Karla Bell	Educational Svc Ctr, Transportation Route Coord	04/08/2026
Jodi Blair	Roosevelt Middle, Teacher Grade 6	06/08/2026
Barbara Dixon	Mississippi Elementary, Teacher SA-Tal Devl	06/08/2026
Ann Edwards	Blaine High, Educ Office Prof	04/24/2026
Tammy Gruenwald	Roosevelt Middle, Teacher English	06/08/2026
Sandra Jaeger	Sorteberg Early Childhood Ctr, Para Sped ECSE center base	06/05/2026
Barbara Schaust	Oak View Middle, Teacher Grade 6	09/08/2026
Nancy Stumpf	Blaine High, Teacher English	06/09/2026
Mark Sundberg	Anoka High, Teacher SLD	06/30/2026
Jill Vandermaten	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	03/05/2026
Leslie Witucki	Champlin Brooklyn Park Academy, Teacher Grade 4	06/08/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Andrew Radermacher	Hamilton Elementary, Teacher Grade 3	06/08/2026
Megan Taylor	Hamilton Elementary, Teacher DD	06/08/2026

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Darnel Aschenbach	Blaine High, ParaEducator Spec Ed Cntr Base	01/05/2026	01/26/2026
Randi Barbour	Anoka Middle - Fred Moore Campus, Child Nutrition Assistant PT	01/06/2026	01/13/2026
Maya Brothen	Rum River Elementary, Teacher Grade 4	02/20/2026	05/14/2026
Cynthia Carlson-Paetznick	Verndale, Teacher D/HH	01/26/2026	02/20/2026
Risa Ditty	Champlin Brooklyn Park Academy, A+ Site Coordinator full year	01/05/2026	03/30/2026
Anna Durie	Home Address, Sub Teacher DAILY	01/19/2026	04/10/2026
Deanna Evans	Jefferson Elementary, Teacher Phys Ed Elementary	01/07/2026	01/29/2026
Kathleen Ewing	Coon Rapids Middle, ParaEducator Health	01/05/2026	04/08/2026
Kylie Grimmer	Sand Creek Elementary, ParaEducator Health	01/01/2026	03/12/2026
Linda Groebner	Roosevelt Middle, Asst Principal Middle School	01/02/2025	06/30/2026
Laura Johnson	Educational Svc Ctr - Transportation, ParaEducator Bus Full Time	11/12/2025	06/30/2026
Robin Kushlan	Mississippi Elementary, ParaEducator Special Education	01/29/2026	04/23/2026
Adianna Liranzo	Compass - Bell Building, Teacher Academic Support	01/07/2026	03/09/2026
Kayla Pederson	Educational Svc Ctr, Educ Office Prof	03/02/2026	05/22/2026
Sarah Perry	Educational Svc Ctr, Teacher Social Worker	12/09/2025	06/08/2026
Donna Riley	Adams Elementary, A+ Site Coordinator full year	12/19/2025	01/13/2026
Barbara Schaub	Oak View Middle, Teacher Grade 6	07/01/2026	06/29/2029
Kelsey Shaw	Oak View Middle, Teacher ABS (AcadBehav)	01/12/2026	03/20/2026
Dijana Sivic	Jefferson Elementary, Volunteer Services Coord PT	01/05/2026	01/16/2026
Allison Smith	Oxbow Creek Elementary, ParaEducator Spec Ed Cntr Base	02/13/2026	03/27/2026
Nhat Tai Trinh	Champlin Park High, Teacher Math	12/22/2025	03/27/2026
Michelle Tuley	Mississippi Elementary, Teacher Grade 4	07/01/2026	06/30/2027
Erin Ulbrich	Wilson Elementary, Teacher Special Educ Lead	01/13/2026	04/10/2026
Alissa Ussery	Madison Elementary, Teacher ASD (AutismSpectrum)	12/05/2025	12/23/2025
Lorin Ware	Sunrise Elementary, B/G Custodian Day/Mid	03/25/2026	04/01/2026
Sylvia Warren	Crooked Lake Elementary, A+ PT CCA - Ln 1	01/05/2026	02/27/2026
Miyuki Watson	Sorteberg Early Childhood Ctr, Para Sped ECSE center base	01/22/2026	02/23/2026
Blair Wehr	Andover Elementary, Teacher Grade 1	01/08/2026	03/27/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Rachel Belting	Blaine High, Teacher Math	07/01/2024	06/30/2027
Mickenzie Blasing	Sand Creek Elementary, Teacher Grade K	07/01/2022	06/30/2027
Edward Breheny	Oak View Middle, B/G Custodian Day Lead	11/03/2025	03/06/2026
Heather Brouder	Champlin Brooklyn Park Academy, Teacher Grade 2	11/17/2025	12/23/2025
James Childers	Andover High, Child Nutrition Assistant FT	12/18/2025	01/16/2026
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	02/27/2026
Mariah Isola	ESC-Special Ed, Teacher Occupational Therapist	10/21/2025	03/27/2026
Michelle Meyer	Monroe Elementary, Child Nutrition Site Supv	11/03/2025	03/19/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Michelle Moorer	Champlin Brooklyn Park Academy, Teacher Grade 1	07/01/2024	06/30/2027
Julie Olson	Educational Svc Ctr, Technical Spec Records	12/02/2025	01/09/2026
Jennifer Pena	S.T.E.P., Teacher Health Careers	01/05/2026	02/13/2026
Dawn Pettit	Roosevelt Middle, Teacher E/BD	09/04/2025	03/30/2026
Mary Scales	University Ave Elementary, Teacher Literacy Intervention	01/05/2026	01/21/2026
Emmy Sherman	Evergreen Park Elementary, Teacher Speech Clinician	12/15/2025	05/04/2026
Logan Slind	Jackson Middle, B/G Custodian Day/Mid	12/08/2025	03/02/2026
Deborah Thalhuber	Eisenhower Elementary, ParaEducator Special Education	12/15/2025	02/06/2026
Kuntrell Travis	Oxbow Creek Elementary, ParaEducator Elementary	12/15/2025	01/23/2026
Katie Whitney	Sorteberg Early Childhood Ctr, ECFE Child Educator Pro Rated	12/17/2025	01/20/2026
Karen Witte	Hoover Elementary, A+ Casual CCA - Ln 1	01/08/2026	03/27/2026

SABBATICALS

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

APPOINTMENTS

20260126

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Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Ava Braun	Morris Bye Elementary, Teacher Academic Support	01/20/2026	Bachelors/1	0.5080	\$25,416
Claire Evenson	Ramsey Elementary, Teacher Academic Support	01/22/2026	Bachelors/1	0.4973	\$24,881
Sydney Smothers	Andover Elementary, Teacher Grade 2 LTS	01/12/2026	Bachelors/1	0.2941	\$14,715
Kyle Thompson	Ramsey Elementary, Teacher Social Worker	01/22/2026	Masters/2	0.4973	\$29,979

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Ivy Benner	Oak View Middle, Teacher ABS (AcadBehav)	01/13/2026	Masters/1	0.5294	\$30,848
Krystal Bollinger	Anoka High, Teacher Math LTS	01/14/2026	Bachelors/1	0.2754	\$13,778
Kirstin Wymore	Compass - Bell Building, Teacher Academic Support	01/16/2026	Masters+45/17	0.1872	\$17,748

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Andrew Lockwood	Educational Svc Ctr, Teacher Nurse	01/20/2026	Bachelors/6	0.5080	\$27,357
Kimberly Lowinger	Coon Rapids High, Teacher ABS (AcadBehav)	01/14/2026	Bachelors/1	0.5241	\$26,218
Marie Suzanne Marquart	University Ave Elementary, Teacher E/BD LTS	02/04/2026	Masters/1	0.4492	\$26,174
Emma Wallager	Anoka High, Teacher ABS (AcadBehav)	01/20/2026	Bachelors/1	0.5080	\$25,416

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Daniel Zezza	Educational Svc Ctr, Transportation Safety Manager Based on annual salary of \$110,000 for 261 days	02/02/2026	107	\$45,096

c. Cash Disbursements

Fund No.	Description	Amount
	Checks	\$ 2,482,847.81
01	General	2,179,766.92
02	Food Service	166,981.96
04	Community Service	136,098.93
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	-
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 35,296,804.17
01	General	25,498,938.95
02	Food Service	472,185.78
04	Community Service	893,732.12
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	7,887,213.60
21	Dental-Self Insurance	440,857.01
22	Work. Comp.-Self Insurance	103,876.71
47	OPEB Debt Service	-
	ACH Payments	\$ 7,270,369.77
01	General	6,543,973.18
02	Food Service	336,768.85
04	Community Service	76,527.36
07	Bond & Interest K-12	-
20	Health-Self Insurance	295,443.38
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	17,657.00
	P-Card	\$ 125,596.36
01	General	110,876.59
02	Food Service	450.79
04	Community Service	10,079.55
06	Building Construction	-
20	Health-Self Insurance	4,189.43
	TOTAL DISTRICT	\$ 45,175,618.11

d. Cash Balance Report

ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY26

	GENERAL	FOOD SERVICE	COMMUNITY SERVICE	BUILDING CONSTRUCTION	DEBT SERVICE	EMP BENE HEALTH	EMP BENE DENTAL	EMP BENE WORK COMP	OPEB DEBT SERVICE	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY25 Total All Balances (1 year ago comparison)
	01-101	02-101	04-101	06-101 ¹	07-101	20-101	21-101	22-101	47-101	CASH	INVESTMENTS	INVESTMENT	INVESTMENT	BALANCES	comparison)
07/01/25	185,532,088	13,372,785	13,639,643		9,339,902	15,502,685	2,798,753	3,530,564	1,397,033	245,113,455	25,000,000		720,238	270,833,692	263,323,836
07/31/25	179,460,866	13,110,863	13,334,588		8,932,984	5,333,713	2,240,140	3,355,274	1,481,506	225,249,734	-			225,920,332	222,888,610
08/31/25	205,215,526	12,009,627	12,796,795		8,938,744	(3,437,150)	1,746,228	3,389,344	1,481,580	240,140,993	10,000,000		541,922	250,682,915	238,000,342
09/30/25	210,781,293	8,941,488	13,669,334		8,942,122	(3,473,112)	1,946,988	3,412,566	1,481,621	243,715,300	10,000,000		467,586	254,182,886	249,131,783
10/31/25	197,210,703	9,201,956	13,067,359		9,464,844	482,287	2,159,898	3,585,670	1,854,659	237,027,377	10,000,000		453,154	247,480,531	254,016,449
11/30/25	178,259,734	10,077,349	13,053,885		12,118,878	2,102,500	2,260,426	3,578,431	2,246,676	221,695,879	10,000,000		453,643	232,149,522	243,172,357
12/31/25	175,423,997	11,019,082	16,524,361		13,142,497	(571,342)	2,224,776	3,454,898	2,397,592	223,615,861	10,000,000		447,592	234,063,453	235,796,957
01/31/26														0	
02/28/26														0	
03/31/26														0	
04/30/26														0	
05/31/26														0	
06/30/26														0	

e. Donations & Scholarship Report

DATE	DONOR	DONEE	PURPOSE	AMOUNT
12/22/25	AGHS Hockey Booster Club	Andover High School	Girls hockey jerseys	\$3,631.49
12/15/25	Allina Health	Coon Rapids Middle School	Change to Chill Space	\$1,000.00
12/22/25	American Online Giving Foundation	Oxbow Creek Elementary	Student school supplies	\$412.04

12/22/25	American Online Giving Foundation	University Ave Elementary	Supplies, Staff Celebration, etc.	\$111.07
12/22/25	American Online Giving Foundation	Wilson Elementary	Staff Recognition	\$63.20
12/08/25	Organization	Andover Elementary	Books for Gr. K-2	\$18,022.94
12/15/25	Anoka Girls Hockey Booster Club	Anoka High School	Hockey Bus to Duluth	\$1,300.00
12/15/25	Anoka Girls Volleyball Boosters	Anoka High School	Volleyball Uniforms	\$1,820.00
12/22/25	Anoka High School Hockey Booster	Anoka High School	Bus to Duluth	\$3,475.00
12/22/25	Champlin Park Band Association	Champlin Park High School	Marching Band Assistant Directors Pay	\$0.32
12/22/25	Champlin Park Band Association	Champlin Park High School	Marching Band Assistant Directors Pay	\$3,052.76
12/15/25	Charities Aid Foundation America	Andover Elementary	Classroom Supplies	\$30.00
12/22/25	Charities Aid Foundation America	Andover Elementary	Classroom Supplies	\$30.00
12/22/25	Charities Aid Foundation America	Andover High School	General Building Usage	\$92.00
12/15/25	Charities Aid Foundation America	Dayton Elementary	Student/school supplies as needed	\$10.00
12/15/25	Charities Aid Foundation America	Eisenhower Elementary	Student Incentives	\$10.00
12/15/25	Charities Aid Foundation America	Rum River Elementary	General Supplies	\$10.00
12/15/25	Coon Rapids Girls Gymnastics	Coon Rapids High School	Add'l'l ESA'S Barker & Seul	\$8,155.92
12/15/25	Coon Rapids Veterans	Adams Elementary	Bus to go to Starbase field trip	\$500.00
12/08/25	CPHS Boys Hockey Booster Club	Champlin Park High School	Portion of Jerseys	\$1,976.00
12/08/25	CPHS Boys Hockey Booster Club	Champlin Park High School	Charter Transportation - Barthel	\$2,130.00
12/22/25	CPHS Girls Hockey Boosters	Champlin Park High School	Charter Transportation to Grand Rapids	\$2,080.00
12/15/25	CRHS Basketball Boosters	Coon Rapids High School	Add's ESA'S Schlinsog & Schumann	\$11,485.99
12/22/25	Dayton Elem PTO	Dayton Elementary	VSC Sponsor Payment	\$3,953.00
12/08/25	Kristin Shively	STEP	Automotive Classroom Instruction	\$100.00
12/22/25	Madison PTO	Madison Elementary	Bus- grade 5 trip to Hyland Hills	\$537.00
12/22/25	Madison PTO	Madison Elementary	Outdoor Electronic Sign	\$14,000.00
12/22/25	Mckinley PTO	Mckinley Elementary	VSC Sponsor Payment	\$6,325.00
12/22/25	Monroe Elementary PTO	Monroe Elementary	VSC Sponsor Payment	\$2,964.50
12/15/25	Oxbow Creek Home and School Assn	Oxbow Creek Elementary	Playground addition	\$53,621.00
12/08/25	Peter Groebner	STEP	Automotive Classroom Instruction	\$300.00
12/22/25	Premium Home Healthcare LLC	Champlin Park High School	Supplies for African Student Union	\$200.00
12/22/25	Ramsey PTO	Ramsey Elementary	VSC Sponsor Payment	\$3,755.00
12/22/25	Rebels Boys Lacrosse Booster Club	Champlin Park High School	LAX Shorts	\$190.50
12/22/25	Robert & Jessica Kelley	Anoka Middle School	7th grade science donation	\$30.00
12/22/25	Rum River Assoc. of Families & Teachers	Rum River Elementary	5th Grade Long Lake Field Trip	\$2,500.00
12/22/25	Scott Richards North Star Charitable Foundation	Coon Rapids High School	Music Department use	\$500.00
12/08/25	Steven Christnagel	STEP	Automotive Classroom Instruction	\$260.00
12/08/25	Sunrise PTO	Sunrise Elementary	School Track	\$38,965.00
12/22/25	The Blackbaud Giving Fund	CBPA	supplies	\$111.00
12/22/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$29.84
12/22/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
12/22/25	The Blackbaud Giving Fund	Oxbow Creek Elementary	Student school supplies	\$150.00
12/22/25	The Blackbaud Giving Fund	Roosevelt Middle School	Supplies	\$60.00
12/22/25	The Blackbaud Giving Fund	Sand Creek Elementary	School/Building Supplies	\$375.00
12/08/25	Theron Busse	STEP	Automotive Classroom Instruction	\$100.00
12/08/25	Theron Busse	STEP	Automotive Classroom Instruction	\$60.00
12/22/25	Theron Busse	STEP	Automotive Classroom Instruction	\$150.00
12/22/25	University Elementary PTO	University Ave Elementary	VSC Sponsor Payment	\$4,000.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION

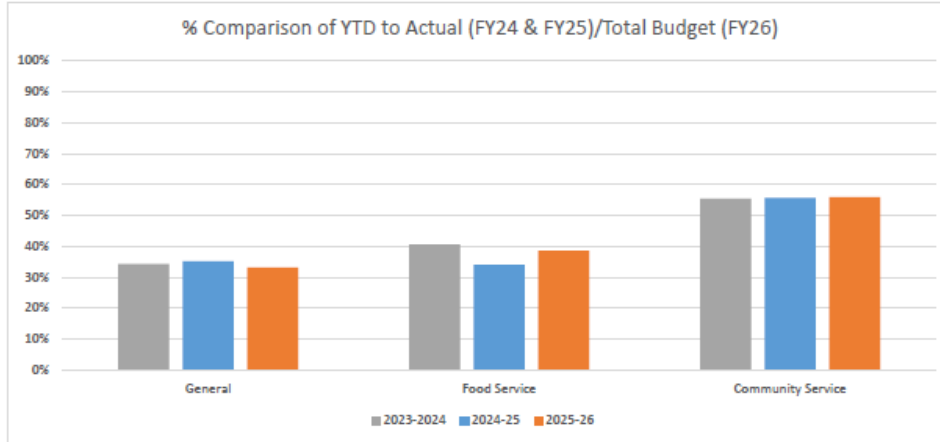
TOTAL**\$192,729.57****SCHOLARSHIP DONATIONS**

DATE	DONOR	DONEE	PURPOSE	AMOUNT
			SCHOLARSHIP TOTALS	<u>\$-</u>
			TOTAL DONATIONS	<u>\$ 192,729.57</u>

f. Monthly Revenue & Expenditures

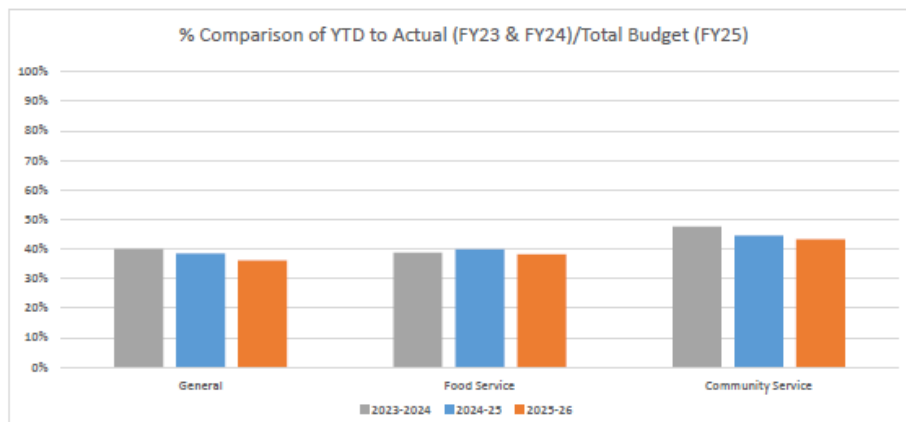
Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended December 31, 2025

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	55,838,902	224,138,776	675,245,459	33%	35%	34%
Food Service	2,596,652	10,417,655	26,973,057	39%	34%	41%
Community Service	5,756,820	17,636,734	31,540,742	56%	56%	55%
Building Construction	-	-	-	0%	524%	1486%
Debt Service	1,174,536	8,642,316	15,199,755	57%	61%	61%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 65,366,910	\$ 260,835,481	\$ 750,959,013	35%	36%	36%



Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended December 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	44,591,919	199,001,957	556,200,740	36%	37%	37%
Purchased Services	6,560,151	24,135,040	80,029,838	30%	31%	45%
Supplies	1,569,673	15,260,159	24,892,772	61%	57%	50%
Capital Expenditures	742,050	13,493,066	28,518,476	47%	69%	79%
Other Exp & Transfers	67,973	1,064,746	10,657,853	10%	28%	23%
Total General Fund	\$ 53,539,765	\$ 252,954,968	\$ 700,299,679	36%	38%	40%
Food Service	1,753,690	11,746,601	30,773,496	38%	40%	39%
Community Service	2,152,717	13,701,598	31,640,576	43%	44%	48%
Building Construction	-	-	-	0%	85%	88%
Debt Service	-	3,838,476	15,442,703	25%	26%	27%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 57,446,172	\$ 282,241,643	\$ 780,156,454	36%	39%	41%



- g. Approved the MSHSL Field Trip – Blaine High School Baseball Trip to Florida
- h. Approved the MSHSL Field Trip – Champlin Park High School Baseball Trip to Florida
- i. Approved Immunization Exclusions as required by Statute - names and specifics are not included because of data privacy.

Motion passed with a 4-0 vote.

The School Board received no public testimony.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar: Anoka-Hennepin Schools joined districts from across the state in showing appreciation for the dedicated staff members who serve our students as paraeducators during Minnesota Paraprofessional Recognition Week. Paraeducators serve student needs for instruction, student activities, special education, individual student needs, health, safety, transportation and in various other roles. Nearly all of our 1000+ paraeducators also live in our communities, so this is a true call to service for these dedicated community members. Paraprofessionals serve a vital role in ensuring the best possible educational experience for our students, and for helping provide the best possible schools for our community. Thank you, paraeducators, this week, and every day of the year, for your service to our schools and community and students. The Minnesota Elementary School Principals' Association (MESPA), in partnership with the Science Museum of Minnesota, has announced Hoover Elementary in Coon Rapids as the 2026 recipient of Minnesota's STEM Innovation Award. Hoover Elementary received the honor by conducting a "real world" learning initiative in which 4th-grade students partnered with the American Red Cross to plan and support a community blood drive at the school. This innovative program connected rigorous STEM learning with authentic service, empowering students to transform scientific knowledge into life-saving community action. In the award announcement, MESPA Executive Director Michelle Krell shared, "Hoover Elementary's program is a shining example of how STEM education can build not only academic excellence but civic responsibility, leadership, and compassion. Their students are learning that science has the power to save lives—and that they can be part of that impact." Hoover Elementary offers a specialty school curriculum focus on Biomedical, Health Sciences and Engineering, one of 12 magnet and specialty school options offered in Anoka-Hennepin. Congratulations to Hoover Principal Minh Strusz and her entire team, the parents/guardians and students at the school along with community supporters on achieving this statewide distinction. Anoka-Hennepin Schools will celebrate academic growth in reading, math and English language acquisition for over 3000 students districtwide at recognition ceremonies in February and March. The top 10 achievers from each elementary school, middle school and special education program will be recognized at the ceremony. Certificates of accomplishment will be shared with all students who achieved the honor at their school sites. The district will be livestreaming the ceremony on our YouTube page and website. The National Council of Teachers of English - NCTE - has awarded, *The Storm*, the literary magazine created by students at Anoka Middle School for the Arts, a ranking of First Class in the Recognizing Excellence in Art and Literary Magazines or REALM program. AMSA is one of 135 schools in the nation to be recognized at this level of achievement, which is the highest level of recognition provided by NCTE. AMSA's is also one of six Minnesota schools to be awarded through this program and is the only middle school in the state to receive the honor. Work continues in advance of the Anoka-Hennepin Educational Foundation's annual fundraising gala - the Northern Stars Celebration - which is set for Saturday, Feb. 7 from 5:30 p.m. to 9 p.m. at the Bunker Hills Event Center in Coon Rapids. Anyone interested in attending should visit ahef.us for tickets and additional information. The district appreciates the efforts of the Anoka-Hennepin Educational Foundation and the many corporate and individual donors who support the learning needs of students.

Aaron Nielsen, a certified public accountant with the accounting firm LB Carlson, reviewed the annual audit his firm conducted of the district's financial statements for the fiscal year 2025. The auditor gave the district an unmodified opinion on its basic financial statements and said the district is in a strong financial position with an adequate fund balance and provided trend data along with current financial measures to provide context. No findings, material weaknesses, or instances of noncompliance were reported. The analysis and report of district funds by an independent firm provides information for School Board consideration in financial planning and management of business affairs and compliance with legal requirements and mandates.

Greg Cole, chief operations officer; Tim Fournier, manager of security and emergency operations; and Tim Palmatier, general counsel, provided the School Board with an update on safety and security of district buildings. They detailed the technology investments that have been made to improve school security, crisis plans, school resource officers, and the human factors for creating and maintaining safe schools, such as building a positive school culture and climate, building relationships, partnerships with local law enforcement and early intervention.

Superintendent McIntyre provided a brief update on the curriculum adoption process related to learning and achievement to the School Board. This overview offers a preview of the upcoming work that will be discussed during the next work session and upcoming meetings. The proposed streamlined model involves fewer steps, thereby reducing redundancies in the current process. Additionally, the new model aims to better prioritize teachers' input, recognizing its importance. This revised process is also designed to enhance operational transparency in curriculum selection. Superintendent McIntyre emphasized that if any questions arise from board members between this meeting and the next work session, they are encouraged to reach out so that those questions can be addressed promptly.

Sarah Hunter, executive director learning and achievement, presented to the School Board the elementary and secondary literacy update. The update included the implementation process, CKLA visits, coaching support, literacy interventions, aREADING and CAPTI data and professional development requirements.

Dr. Jennifer Cherry, chief human resources officer, presented the 2025-2027 Teacher master agreement. Two board members shared comments regarding the presented agreement. Co-Chair Hoekman emphasized that it is the board's responsibility to ensure the long-term stability of the system supporting our teachers and students. Therefore, she could not support this contract, as it represents an unsustainable agreement that may threaten the long-term health of our schools and, consequently, affect our students and staff. She also noted that during the negotiation process, the union's leadership did not accurately represent the district's financial situation to its members, as the district had recently completed a \$22 million budget reduction process due to unfunded mandates, decreased special education funding, and other factors. Director Arco emphasized the challenges involved in making such decisions. He indicated his intention to vote in favor but noted that we operate within a framework of difficult trade-offs and must carefully consider how to balance these situations. He noted that one of the most disappointing aspects of this negotiation process was the communication from the union to its members. Although we maintained classroom sizes, some teachers were still impacted by the recent budget cuts. As expected, an agreement that is not sustainable could lead to a return to cost-cutting measures, potentially including further teacher reductions. Additionally, the rising costs of insurance were discussed as a significant factor. He acknowledged that efforts are ongoing to investigate the reasons for the substantial increase in insurance expenses. The agreement was within the financial parameters provided by the School Board, and it was approved with 3-1 vote.

Director Deschene attended the MSBA Leadership Conference, where she emphasized the valuable insights gained from the sessions and extended appreciation to the team at Monroe Elementary for their presentation on the READ Act. She also recognized the achievements of the CPHS boys' swimming dive team, the district's basketball teams, and unified clubs. Director Arco highlighted Sunrise Elementary's science fair as an engaging event, in which he participated as a judge. Co-Chair Langenfeld also spoke about the MSBA Leadership Conference and shared that she will soon complete her third visit to Monroe to teach the Minneapolis Institute of Arts Program. She mentioned that these visits to elementary schools are a great source of fulfillment. Additionally, she expressed gratitude to our teachers for their dedication to supporting students and families, even in challenging circumstances.

Co-Chair Michelle Langenfeld proposed under Minnesota Statute 13D.05 subd. 2(3) that they move into a closed session to deal with matters of private student data. The closed session was held in the Michael Sullivan Room. Kacy Deschene motioned, and Zach Arco seconded the motion to go into closed sessions. Motion carried.

Co-Chair Michelle Langenfeld recessed the meeting at 8:38 p.m. The meeting reconvened in closed session at 8:46 p.m. to discuss matters of private student data.

The meeting reconvened in open session at 9:53 p.m. Kacy Deschene moved and Zach Arco 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
Mary Allison	Blaine High, Teacher Family Consumer Sci	06/08/2026
Jodi Baker	Educational Svc Ctr, Teacher SA-Coach	06/08/2026
Lynn Billett	Sunrise Elementary, Teacher Grade 5	06/30/2026
Melinda Bisek	Coon Rapids Family Center - Eval Team, Teacher SLD	06/08/2026
Ellen Butorac	Rum River Elementary, School Office Supervisor	07/01/2026
Cynthia Carlson-Paetznick	Verndale, Teacher D/HH	06/08/2026
Michael Doyle	AH Technical High, Teacher Social Studies	06/08/2026
Kellie Duff	Anoka High, ParaEducator Special Education	12/03/2026
Peder Engebretson	Andover High, Teacher English	06/08/2026
Linda Germann	Sand Creek Elementary, Teacher Grade 2	06/08/2026
Jeanine Grimmer	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	06/05/2026
Sandra Gunderson	Wilson Elementary, Teacher Grade 5	06/08/2026
Alice Hanley	Rum River Elementary, ParaEducator Technology	06/09/2026
Marla Kohl	Anoka High, Teacher American Sign Language	06/08/2026
Betsy Lawson	Crooked Lake Elementary, Teacher Speech Clinician	06/08/2026
Ruth Morgan	Jackson Middle, Teacher Music Secd Choir	06/08/2026
Esther Motyka	Educational Svc Ctr, CNP Mgr-Site Op & Food Safety	03/13/2026
Marcia Murphy	Roosevelt Middle, ParaEducator Spec Ed Cntr Base	06/05/2026
Elizabeth Quist	Brookside Elementary, Teacher Grade 5	06/09/2026
Carol Raeker	Adams Elementary, Teacher Academic Support	06/30/2026
Michele Regenscheid	Oak View Middle, Teacher Grade 6	06/08/2026
Gary Ritter	Rum River Elementary, A+ Site Leader full year	06/05/2026
Keith Rose	Oxbow Creek Elementary, Teacher Grade 5	06/08/2026
Nancy Salmon	Oxbow Creek Elementary, Teacher Literacy Intervention	06/08/2026
Teresa Schieffer	Educational Svc Ctr, Data Operations Manager	08/07/2026
Nancy Stumpf	Blaine High, Teacher English	06/09/2026
Carol Zimmerman	Lincoln Elementary, Teacher E/BD	12/04/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Angelica Atkinson	Leave Of Absence, Teacher Grade 1	06/30/2026
Tracy Brynelsen	Blaine Early Childhood Ctr, Teacher Speech Clinician	02/27/2026
Emma Coronado	Hamilton Elementary, Teacher Media Specialist Elem	06/08/2026
Kara Ekman	Oxbow Creek Elementary, Teacher Grade 2	06/30/2026
Emily Eng	Johnsville Elementary, Teacher Grade 1	06/30/2025
Patrick Geiger	Coon Rapids High, Teacher Music Secd Choir	06/30/2026
Nicholas Johnson	Leave Of Absence, Teacher Math	06/30/2026
Elena Manderfield	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	06/05/2026
Kimberlye McKenzie	Ramsey Elementary, Teacher Grade K	06/08/2026

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RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Lori Onstad	CED - ECFE, Preschool Instr-Casual	05/01/2025
Heidi Peterson	Ramsey Elementary, Teacher Academic Support	06/30/2026
Morgan Reel	Roosevelt Middle, Teacher Media Specialist Seed	06/30/2026
Rebecca Reith	Adams Elementary, Teacher Grade 1	06/08/2026
Alyssa Stickan	Educational Svc Ctr, Teacher SA-QComp Peer Coach	06/30/2026
Megan Taylor	Hamilton Elementary, Teacher DD	06/30/2026

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LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Robert Baker	Educational Svc Ctr, B/G Maint Spec Mnt	02/02/2026	03/27/2026
Tyler Bakken	Anoka High, Teacher Music Secd Orchestra	02/02/2026	03/20/2026
Toby Ban	Oak View Middle, Teacher Social Studies	01/20/2026	01/23/2026
Daniel Bell	Blaine High, Teacher Phys Ed Secondar	01/05/2026	02/03/2026
Kelly Beulke	Coon Rapids High, Teacher Science	01/07/2026	01/22/2026
Jeanne Bolstad	Jefferson Elementary, Teacher Academic Support	07/01/2026	06/30/2031
Shelon Bormann	Johnsville Elementary, Teacher SA-Coach Literacy Spec	07/01/2026	06/30/2031
Alexandra Brinda	Sunrise Elementary, Teacher SA-Tal Devl	07/01/2026	06/30/2027
Heather Bushard	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	11/24/2025	12/23/2025
Kim Butalla	Anoka Middle - Washington Campus, Teacher Art Secondary	07/01/2026	06/29/2029
Jodi Buysse	Jefferson Elementary, Teacher Academic Support	07/01/2026	06/30/2031
Kelly Freeborg	Jackson Middle, Teacher Science	07/01/2026	06/07/2029
Susan Hagerty	Anoka High, Asst Principal High School	07/01/2026	06/29/2029
Kelsey Hrdlicka	Dayton Elementary, ParaEducator Spec Ed Cntr Base	01/12/2026	04/24/2026
Jennifer Keller	Sunrise Elementary, Teacher Grade 2	07/01/2026	06/30/2031
Maribeth Ladouceur	Anoka High, ParaEducator Special Education	01/26/2026	03/10/2026
Sarah Leo	Champlin Brooklyn Park Academy, Preschool Inst-Full Time Bene	01/05/2026	05/22/2026
Gina Lewis	Ramsey Elementary, Educ Office Prof School Year	01/22/2026	02/03/2026
Patrick Lijewski	Champlin Park High, Teacher Math	07/01/2026	06/29/2029
Lynda Ludbrook	Northdale Middle, Teacher Grade 6	07/01/2026	06/30/2031
Caitlin McCarthy	Anoka High, Teacher French	01/09/2026	04/09/2026
Cheri McQuay	ESC-Special Ed, Teacher MSH	07/01/2026	06/30/2031
Madeline Michel	Sunrise Elementary, Teacher ABS (AcadBehav)	07/01/2026	06/30/2027
Alexandra Mortenson	Rum River Elementary, ParaEducator Spec Ed Cntr Base	01/20/2026	03/09/2026
Lindsay Murray	Anoka Middle - Washington Campus, Teacher Grade 6	01/05/2026	01/30/2026
Rachel Parker	CED - ECFE, ECFE Child Educator FT Benefit	01/26/2026	04/24/2026
Andrew Paulsen	Jackson Middle, Teacher E/BD	01/15/2026	02/25/2026
Neal Pearce	Educational Svc Ctr, Child Nutrition Training Coord	02/02/2026	02/27/2026
Michelle Powers	Coon Rapids Middle, Teacher English	07/01/2026	06/29/2029
Madison Pray	Roosevelt Middle, Teacher ABS (AcadBehav)	01/20/2026	04/03/2026
Rebecca Reimers	Anoka High, Teacher Spanish	02/11/2026	02/20/2026
Debbie Richter	Educational Svc Ctr, HR Generalist - Substitutes	02/25/2026	03/18/2026
Manal Sarhan	River Trail Learning Center, Teacher Adapt Phy Ed	01/05/2026	01/15/2026
Mary Scales	University Ave Elementary, Teacher Literacy Intervention	07/01/2026	06/30/2031
Martha Schwerr	Educational Svc Ctr - Transportation, ParaEducator Bus	12/23/2025	03/16/2026
Brent Strand	Jefferson Elementary, ParaEducator Spec Ed Cntr Base	01/14/2026	01/29/2026
Nancy Stumpf	Blaine High, Teacher English	07/01/2026	06/29/2029
Karlyn Tyler	Hoover Elementary, Teacher Grade 1	07/01/2026	06/30/2027
Andrea Wiehe	Sunrise Elementary, Teacher SA-Coach Literacy Spec	01/12/2026	01/16/2026

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LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Donna Wippler	Morris Bye Elementary, Teacher Grade 1	04/06/2026	04/04/2031

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Darnel Aschenbach	Blaine High, ParaEducator Spec Ed Cntr Base	01/05/2026	02/26/2026
Elizabeth Brossart	Jackson Middle, Teacher English	07/01/2024	06/30/2027
Courtney Decowski	Andover Elementary, Teacher E/BD	07/01/2024	06/30/2027
Amy Elder	Monroe Elementary, Teacher Social Worker	07/01/2024	06/30/2027
Deanna Evans	Jefferson Elementary, Teacher Phys Ed Elementary	01/07/2026	02/06/2026
Kathleen Ewing	Coon Rapids Middle, ParaEducator Health	01/05/2026	01/19/2026
Jill Farrell	Blaine High, Teacher English	07/01/2026	06/30/2031
Megan Follick	Roosevelt Middle, Teacher English	07/01/2023	06/30/2027
Deanna Gronseth	Dayton Elementary, Teacher Grade K	07/01/2025	06/30/2027
Marissa Haffele	University Ave Elementary, Teacher Grade 3	07/01/2023	06/30/2027
Cadenn Happke	Educational Svc Ctr, B/G Whse Driver	01/06/2026	02/19/2026
Katie Houlton	Wilson Elementary, Teacher Grade 3	07/01/2025	06/30/2027
Kristin Hovdet	Jackson Middle, Teacher Math	07/01/2025	06/30/2027
Lisa Humble	Johnsville Elementary, Teacher Grade 5	07/01/2025	06/30/2027
Marla Kohl	Anoka High, Teacher American Sign Language	07/01/2024	06/08/2026
Robert Miller	Coon Rapids High, Teacher Career-Technical	12/19/2025	01/20/2026
Kaylea Nelson	Jackson Middle, Teacher ABS (AcadBehav)	07/01/2025	06/30/2027
Corinna Nunnery	Oxbow Creek Elementary, A+ Site Coordinator full year	06/27/2025	03/02/2026
Amanda Olsen	Anoka Middle - Fred Moore Campus, Teacher Family Consumer Sci	07/01/2024	06/30/2027
Kathryn Pederson-Perovich	ESC-Special Ed, Teacher Occupational Therapist	04/06/2026	05/11/2026
Jennifer Pena	S.T.E.P., Teacher Health Careers	01/05/2026	02/13/2026
Shauni Podkopacz	Sunrise Elementary, Teacher SLD	07/01/2025	06/30/2027
Kesha Quade	Madison Elementary, Teacher Grade 1	07/01/2022	06/30/2027
Lauren Schlecht	Evergreen Park Elementary, Teacher Grade K	07/01/2023	06/30/2027
Meghan Schneider	Johnsville Elementary, Teacher Grade 3	07/01/2024	06/30/2027
Kuntrell Travis	Oxbow Creek Elementary, ParaEducator Elementary	12/15/2025	01/26/2026
Gina Uebel	Leave Of Absence, ParaEducator Spec Ed Cntr Base	11/20/2020	06/30/2027
Kathleen Ward	Anoka High, Teacher English	07/01/2023	06/30/2027
Sylvia Warren	Crooked Lake Elementary, A+ PT CCA - Ln 1	01/05/2026	01/30/2026
John Wolhaupter	Educational Svc Ctr, Teacher SA-TALS	07/01/2025	06/30/2027
Leanne Ziegeweid	ESC-Special Ed, ParaEducator Special Ed COTA	12/04/2025	02/06/2026

SABBATICALS

Full Name	Current or Most Recent Position	LOA Start	LOA End Date
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APPOINTMENTS

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Lane/Step</u>	<u>FTE</u>	<u>Salary</u>
Elementary					
Paige Kolanski	Champlin Brooklyn Park Academy, Teacher Grade 1	01/26/2026	Bachelors/1	0.4866	\$24,346
Kaiyre Lewis	Monroe Elementary, Teacher Grade 3	01/30/2026	Bachelors/1	0.4652	\$23,275
Noelle McCarthy	Crooked Lake Elementary, Teacher EL LTS	02/03/2026	Bachelors/1	0.3476	\$17,390
May Upton	Morris Bye Elementary, Teacher Academic Support	01/26/2026	Masters/4	0.4866	\$30,648

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Lane/Step</u>	<u>FTE</u>	<u>Salary</u>
Secondary					
Jeanne Adams	Anoka High, Teacher World Language LTS	01/12/2026	Bachelors/1	0.2694	\$13,478
Kevin Berdine	Anoka High, Teacher Music Secondary LTS	02/02/2026	Masters/20	0.1818	\$16,310
Bethany Olson	Coon Rapids Middle, Teacher Math LTS	01/20/2026	Bachelors+30/14	0.2620	\$19,459

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Lane/Step</u>	<u>FTE</u>	<u>Salary</u>
Special Education					
Stephanie Pemberton	Champlin Park High, Teacher ABS (AcadBehav)	11/18/2025	Bachelors/1	0.6898	\$34,512

<u>Name</u>	<u>Current or Most Recent Position</u>	<u>Effective Date</u>	<u>Days</u>	<u>Salary</u>
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Administrative

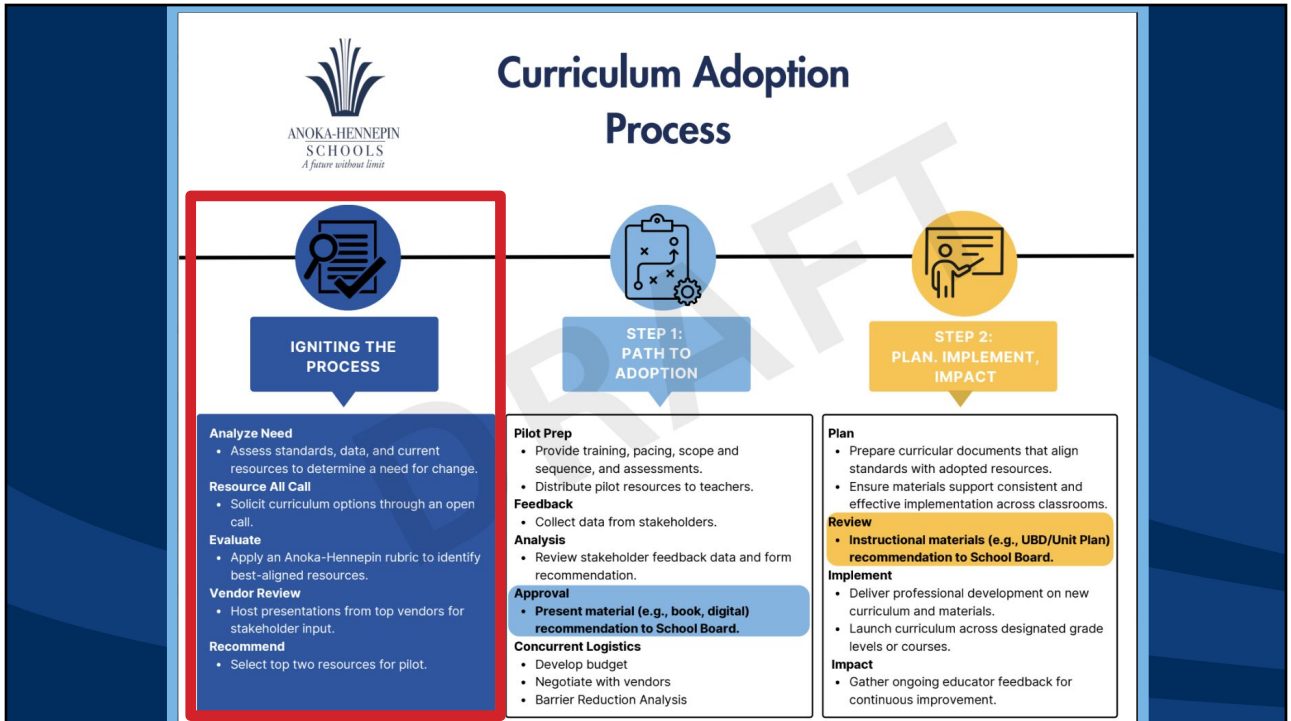
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CURRICULUM REVIEW PROCESS UPDATE

Igniting the process

School Board Work Session
February 9, 2026



IGNITING THE PROCESS



Analyze need

Analyze need

- **Who:** Learning & Achievement Team and RET
- **What:** Assess updated standards, student data, and current resource alignment/misalignment to evidence-based best practices for a given content.
- **Why:** To ensure our district approved resources are aligned to standards, are rooted in research based best practices and meeting the needs of our students.

IGNITING THE PROCESS



Resource all call

Resource all call

- **Who:** Learning & Achievement Team
- **What:** Investigate effective resources being used in other systems. Invite vendors to provide Anoka-Hennepin with curricular resources aligned to AH minimum criteria.
- **Why:** To ensure our district approved resources are aligned to standards, and rooted in research-based best practices.

IGNITING THE PROCESS



Evaluate

Evaluate

- **Who:** Learning & Achievement Team and Instructional Coaches (if applicable)
 - **What:** Apply an Anoka-Hennepin rubric grounded in evidence-based best practices to review materials shared during the all call, with the goal of narrowing the selection to those most closely aligned to the updated standards and frameworks for a given content area.
- **Why:** To take the lift off of classroom teachers in narrowing the resources to be considered for pilot.

IGNITING THE PROCESS



Vendor review

Vendor review

- **Who:** Learning & Achievement Team, Study Committee Members (*Content-Area and Grade-Level Teachers, Technology Team, Instructional Coaches, School Board & Community Members, etc.*)
- **What:** Apply an Anoka-Hennepin content focused rubric during vendor presentations, to gain input and feedback from stakeholders on which resources move to pilot.
- **Why:** To gather feedback from multiple stakeholders.

IGNITING THE PROCESS



Recommend

Recommend

- **Who:** Executive Director of Learning & Achievement on behalf of the study committee.
- **What:** Provide the School Board with a recommendation, based on stakeholder feedback on which resources to move forward to pilot.
- **Why:** To maintain process clarity and continual communication while streamlining the process.



THANK YOU

Sarah Hunter

*Executive Director of Learning and
Achievement*

Sarah.Hunter@ahschools.us



Anoka-Hennepin School Board

Briefing Notes

DATE: 2/09/2026

CLASSIFICATION: Information

AUTHOR: Todd Mensink, Director of Labor Relations and Benefits

SUBJECT: 2026-2028 Insurance Third Party Administrator

PURPOSE:

After reviewing the results of the recent Request for Proposal for Third Party Administration and stop-loss insurance, recommend Medica continue as third party administrator for the two year period from 2026-2028.

BACKGROUND:

Minnesota Statute §471.6161 requires that self-insured school districts seek proposals for third party administrative (TPA) services and stop-loss insurance from a minimum of three parties every two years unless the district and the exclusive representative of the largest employee group mutually agree to extend the TPA agreement.

Anoka-Hennepin employed the services of Aon to coordinate the development of the Request for Proposals (RFP). The RFP was released on November 17, 2026, with initial responses due and opened on December 19, 2025. Four vendors submitted proposals for third-party administrative services: Medica, Health Partners, Blue Cross Blue Shield of MN, United Health, and Preferred One. Innovo benefits submitted a fully insured PEIP bid. Aon conducted financial data, provider network, and disruption analysis of the proposals, and summarized the results for Anoka-Hennepin Schools' administration and the Insurance Advisory Committee.

CONSIDERATIONS:

Aon's analysis showed that there was no measurable difference in cost between the finalists, but there would be some network disruption for employees who are currently accessing narrow network plans to reduce their premium cost if we were to make a change.

Based on the financial data analysis and summary information provided by Aon, District administration and the Insurance Advisory Committee are recommending to the School Board that Medica be retained as the third-party administrator for its health plans.

The Insurance Advisory Committee has been engaged in ongoing discussions about the creation of more affordable plan designs to provide employees with lower-premium options. The decision regarding plan designs and rates is separate from the choice of third-party administrator and will be brought to the Board for consideration at a later date.

RECOMMENDATION:

Approve Medica to continue as our health insurance third party administrator at the February 23, 2026 School Board meeting.



MEDICAL INSURANCE UPDATE

February 9, 2026

SELF-FUNDED



- ★ *Minnesota Statute §471.617*
 - # Members
 - Pay Own Claims
 - Stop Loss Insurance
 - State-Mandated Coverages
 - Union Consent
 - Data Privacy

ADMINISTRATION



- ★ *Minnesota Statute §471.6161*
 - RFP Every 2 Years
 - Third Party Administration
 - Stop Loss Insurance
 - ◆ Aggregate
 - ◆ Individual

COST DRIVERS / CONTAINMENT



COST DRIVERS

- High Cost Claimants
- Specialty Drugs
- Medical Inflation

CONTAINMENT LEVERS

- Premiums
- Out of Pocket Costs
 - Deductibles
 - Co-insurance
 - Out of Pocket Max
- Network / Coverage / RX Formulary



TIMELINE

DATE	SCHOOL BOARD ACTION
February 23	Approve Third Party Administrator for 2026 - 2028 Plan Years
March 9	Review/Consider Plan Design Changes
March 23	Authorize Medical Insurance Plans and 2026-2027 Rates (Plan Year September 1 - August 31; Open Enrollment May-June)



QUESTIONS?



Anoka-Hennepin School Board

Briefing Notes

DATE: 2/9/2026

AUTHOR: Tonya Constantine, Deputy Superintendent
Greg Cole, Chief Operations Officer
Michelle VanDenTop, Director of Technology and Information Services

SUBJECT: Anoka-Hennepin Enrollment Center

PURPOSE:

The opening of the Anoka-Hennepin Enrollment Center represents a strategic shift toward a more efficient onboarding experience for families. This model ensures that every new family receives comprehensive, wrap-around services to support school success for their student from their very first interaction with the district.

BACKGROUND:

Currently, Anoka-Hennepin's student enrollment process begins with an Online Registration (OLR) system that is managed independently at the school-site level. While functional, this decentralized model often creates a fragmented experience for families with students in multiple buildings, leading to inconsistent communication and varying timelines. By centralizing the initial intake process, school-site staff will be able to focus exclusively on academic transitions, such as record collection and scheduling. This shift ensures every family receives clear, concise, and uniform guidance while enabling the district to provide immediate wrap-around services that support a successful transition for every student.

CONSIDERATIONS:

By co-locating the former Family Welcome Center from the Coon Rapids Family Center Mall and Application and Connection Services (ACS) staff at the ESC, Anoka-Hennepin is creating a specialized environment for student and family success. Families will enter the ESC at Door 1 with conveniently available parking locations nearby. Existing space near the main entrance will be remodeled to accommodate the staffing and services provided. The area will maintain security and customer service for ESC visitors while also providing accommodation for new families. Renovation will begin in March and be complete prior to the 2026-27 school year.

While our central office team will efficiently manage the 85–90% of enrollments submitted online, the physical Enrollment Center will focus on families needing additional support. This 'wrap-around model' ensures that whether a parent has questions about Special Education, transportation or preschool programming, they can find the answer in a single visit, rather than navigating multiple departments.

OPTIONS/CONCLUSIONS:

The establishment of an enrollment center is an extension of the budget reduction process that required the sunseting of a lease agreement at the Coon Rapids Family Center Mall. By folding the services currently provided there into a new enrollment center at the ESC, Anoka-Hennepin is able to offer a better service for a lower cost while reducing the tax impact associated with leasing space. In essence, the enrollment center is more than a logistical shift; it is a commitment to excellence in family engagement.

By centralizing the intake process at the ESC, the District removes the barriers of inconsistent messaging and fragmented support. This model allows our school sites to focus on their core mission—academics and student integration—while ensuring that every new family, regardless of their needs, is met with a comprehensive and

unified support system. This transition positions Anoka-Hennepin to provide a welcoming onboarding experience that reflects the high standards of our school district.

NEXT STEPS:

By implementing this plan, the district will move from a fragmented model to a supportive, centralized hub. This will not just change where families go to sign up for school; it will improve how they feel when they first join the Anoka-Hennepin Schools community.

The District is committed to communicating with all employee groups at locations that are impacted through the sunset of the Coon Rapids Family Center Mall location as the work on the physical renovation of the ESC space is set to begin in March. The enrollment center is scheduled for operation to support the start of the 2026-27 school year.



ANOKA-HENNEPIN ENROLLMENT CENTER

One place.
A positive first experience for Anoka-Hennepin families.

Michelle VandenTop
Director of Technology & Information

Greg Cole
Chief Operations Officer

Tonya Constantine
Deputy Superintendent

PURPOSE



By uniting enrollment supports in one location, the new Anoka-Hennepin Enrollment Center creates a seamless, welcoming, and family-centered transition into our schools.



ANOKA-HENNEPIN SCHOOLS STRATEGIC PRIORITIES 2023-26

2025-26 STRATEGIC PRIORITIES

MISSION: To effectively educate each of our students for success.

VISION: To be a public school system of excellence, with high quality staff and programs and successful graduates.

EQUITY COMMITMENT: Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation, and highly positive outcomes for each student.

IMPLEMENTING: Changes that are happening during this school year. Changes may take multiple years to complete.

REVIEWING AND PLANNING FOR POTENTIAL IMPLEMENTATION: Studying our current program for possible improvements and making plans for potential implementation. Some of these items may move to implementation immediately while others may not lead to action.

MONITORING AND CONSIDERING: Items in this area fall into one of two categories. Some initiatives were recently implemented and are continuing to be monitored to ensure they are meeting intended outcomes (M). Others are potential areas of need that haven't risen to the level of review yet (C).

SAFE AND WELCOMING ENVIRONMENT	INCREASED STUDENT ACHIEVEMENT	EFFECTIVE ORGANIZATIONAL SUPPORT
BEHAVIOR	LITERACY	WORKFORCE
1.1 Improve student engagement, connection and behavior	2.1 Improve literacy at all grades 2.2 Prepare students to enter the workforce of the future: Portrait of a Graduate 2.3 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic 2.4 Improve instruction and comprehension at the secondary level	3.1 Improve employee recruitment and retention 3.2 Analyze district student enrollment trends. 3.3 Continue construction and facilities improvements.



FROM WELCOME TO ENROLLMENT:

How did we get here?

ROAD TO IMPLEMENTATION



Visits of metro-area school district enrollment centers, 2015-26

- Core team of Anoka-Hennepin directors visit five similar-sized districts.

Enrollment Center committee gathers, 2025-26

- Decision made to end rental of Coon Rapids mall (current Welcome Center).
- Meetings with architect begin to plan new space at Educational Service Center.
- Discussion of spaces: who will be moving where.

March 2026

- Construction begins within the Educational Service Center.

July 2026

- Grand opening of Anoka-Hennepin Schools Enrollment Center.



*85-90% of new families
enroll online through
the Anoka-Hennepin
School District website*

85%

ENROLLMENT PROCESS



CURRENT MODEL:

Online enrollment available online, via the Anoka-Hennepin Schools website.

- Individual school sites: Designated registrars process the registration queues.
- Multilingual families referred to the Coon Rapids Family Center Mall (aka the Family Welcome Center) for ACCESS testing.

NEW ENROLLMENT CENTER:

Online enrollment still available online, via Anoka-Hennepin Schools website.

Wrap-around services may include:

- Transportation
- McKinney Vento
- Child nutrition
- Special Education
- Adventures Plus
- Adult Basic Education
- Early childhood screening

STAFFING



- **Cross-functional staffing:** A unified team representing Application and Connection Services, the former Family Welcome Center, and partner departments.
- **On-demand services:** Wrap-around services push into the Enrollment Center as identified during the intake process.
- **Strategic location:** Operations based at ESC, with wrap-around services integrated into the onboarding workflow.



CONCLUSION

- A new standard for family engagement.
- Relieves school-site staff of intake burdens to prioritize student success.
- Replaces fragmented support with a unified system at the ESC.
- Ensures every family receives a welcoming onboarding experience that reflects district standards.



THANK YOU



2026-27 STRATEGIC PRIORITIES

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SAFE AND WELCOMING ENVIRONMENT

BEHAVIOR

1.1 Improve student engagement and behavior

INCREASED STUDENT ACHIEVEMENT

LITERACY

2.1 Improve literacy at all grades

EFFECTIVE ORGANIZATIONAL SUPPORT

WORKFORCE

3.1 Improve employee recruitment and retention

The Anoka-Hennepin School District is facing a budget shortfall of \$26M due to a convergence of factors including:

- Nearly flat enrollment
- Increasing costs for transportation and operations
- Sunsetting of federal pandemic relief funds
- Pressure on employee contract settlements
- New mandates without funding

STUDENT COMPOSITION

16,340 students qualify for free
↓ and/or reduced-price services.

43%

20%

3,800 students are
↓ English Learners.

10%

2%

7,600 students receive ↑
special education services.

760 students are homeless ↑
or highly mobile.

The district serves approximately 38,000 PreK-12 students, including 17,100 students of color, and 253,000 residents living in 13 communities across 172 square miles.

Anoka-Hennepin Schools operates 25 elementary schools, six middle schools, and five high schools, plus alternative schools, special education, and early learning sites.



School Board: Dr. Michelle Langenfeld, *Co-Chair*; Linda Hoekman, *Co-Chair*; Matt Audette, *Treasurer*; Jeff Simon, *Clerk*; Zach Arco, *Director*; Kacy Deschene, *Director*

Cory McIntyre, *Superintendent of Schools*
cory.mcintyre@ahschools.us



Anoka-Hennepin Schools has set three strategic priorities:

Improve literacy at all grades.

01

Improve student engagement and behavior.

02

03

Increase employee recruitment and retention.

Policy Mandates

- Fully Fund or repeal unfunded/underfunded mandates
 - Unemployment Insurance (3.5M)
 - Paid Family Medical Leave (2M)
 - K-3 Discipline statute (1.5M)
- Maintain tiered licensure process flexibility
- Provide State Standards implementation flexibility

Education Funding

- Eliminate Special Education and English Learner cross-subsidies (38M).
- Hold Harmless for any Compensatory Aid funding formula changes for 2 years (9M).

PRIORITIES

