



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

School Board Meeting - Co-Chair Hoekman and Director Simon may be participating remotely.

Monday, March 23, 2026

AGENDA

1. **Call to Order (1 minute)**
03-23-26 Important Dates 3
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
 - 4.A. Minutes from the March 9, 2026 School Board Work Session - A
Jeff Simon, Board Clerk
Appendix A 4
 - 4.B. Retirements, Resignations, Terminations, Leaves and Modified Leaves of Absence, Sabbaticals, Appointments - A
Shelly Leciejewski, Director of Employee Services
Appendix B 8
 - 4.C. Cash Disbursements Report - A
Jennifer Beck, Director of Finance
Appendix C 12
 - 4.D. Cash Balance Report - A
Jennifer Beck, Director of Finance
Appendix D 13
 - 4.E. Donations & Scholarship Report - A
Jennifer Beck, Director of Finance
Appendix E 14
 - 4.F. Monthly Revenue & Expenditures - A
Jennifer Beck, Director of Finance
Appendix F 18
 - 4.G. 410.0 Paid Leave Policy - Second Read - A
Tim Palmatier, General Counsel
Appendix G 20
Appendix H 21
 - 4.H. 605.0 Shared Time Policy - Second Read - A
Tim Palmatier, General Counsel
Appendix I 25
Appendix J 26
 - 4.I. District Achievement and Integration Plan - A
Scott Hare, Executive Director of Student Support Services
Appendix K 30
 - 4.J. #26051B Snow Plowing & Removal, Region 8 - A
Tiffany Audette, Director of Purchasing
Appendix L 50
 - 4.K. Immunization Exclusions as required by Statute 121a.15 - A
Kathy Schulz, Health Services Coordinator
5. **Communications, Delegations & Petitions (15 minutes)**

6.	Board Calendar & District Update (10 minutes) Cory McIntyre, Superintendent	
7.	Employee Services (6 minutes)	
	7.A. Resolution Relating to the Non-Renewal of Teaching Contracts of Probationary Teachers (3 minutes) - A Shelly Leciejewski, Director of Employee Services	
	Appendix M	51
	7.B. Resolution Relating to the Non-Renewal of Teaching Contracts of Tier 1 or Tier 2 Teachers (3 minutes) - A Shelly Leciejewski, Director of Employee Services	
	Appendix N	54
8.	Finance (40 minutes)	
	8.A. FY26 Amended Budget (20 minutes) - B Michelle Vargas, Chief Financial Officer	
	Appendix O	56
	Appendix P	64
	8.B. Preliminary FY27 General Fund Budget (20 minutes) - B Michelle Vargas, Chief Financial Officer	
	Appendix Q	82
9.	Labor Relations & Benefits (20 minutes)	
	9.A. Authorize 2025-2027 Education Support Professionals Master Agreement (5 minutes) - A Dr. Jennifer Cherry, Chief Human Resources Officer	
	Appendix R	86
	9.B. Authorize Medical Insurance Plan Design (15 minutes) - A Dr. Jennifer Cherry, Chief Human Resources Officer, Todd Mensink, Director of Labor Relations & Benefits	
	Appendix S	111
10.	Board Correspondence & Communication	
11.	Adjourn	

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

March 23, 2026

Dates to Remember

- 1. March 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
- 2. March 25** School Board Student Growth Recognitions, Blaine High School, 6:30 p.m.
- 3. March 30-31** Spring Break, No School
- 4. April 1** Spring Break, No School
- 5. April 2-3** Holiday, District Closed
- 6. April 6** Board Policy Committee, Educational Service Center, 4:30 p.m.
- 7. April 13** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
- 8. April 27** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
- 9. May 1** Staff Development, No Students
- 10. May 4** **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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**MINUTES OF MEETING
SCHOOL BOARD OF INDEPENDENT SCHOOL DISTRICT NO. 11
(Anoka-Hennepin School District)
STATE OF MINNESOTA**

The School Board of Anoka-Hennepin Independent School District No. 11 held a work session on **Monday, March 9, 2026**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Michelle Langenfeld called the meeting to order at 5:30 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. Matt Audette seconded. Motion passed on a 6-0 vote.

CONSENT AGENDA

Kacy Deschene moved and Jeff Simon seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the February 23, 2026 School Board Regular Meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Cynthia Abeyesekera	Champlin Park High, ParaEducator Secondary	06/05/2026
Karen Callies	Sunrise Elementary, ParaEducator Special Education	06/30/2026
Jeffrey Chamberlin	Northdale Middle, B/G Custodian 3rd shift	07/01/2026
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	03/10/2026
Penny Freberg	Oxbow Creek Elementary, Teacher SA-Tal Devl	03/05/2026
Jean Handel	Sandburg Regional High, ParaEducator Secondary	06/05/2026
Denise Kanieski	Oxbow Creek Elementary, ParaEducator Elementary	06/08/2026
Marie Law	Oak View Middle, Asst Principal Middle School	06/30/2026
Leanne Lundsten	TEAM at Sandburg, ParaEducator Special Education	08/31/2026
Heidi Markgraf	ESC-Special Ed, ParaEducator Special Ed COTA	06/05/2026
Jeffrey McClain	Educational Svc Ctr, B/G Whse Driver	04/06/2026
Deanna Palmer	Andover High, Educ Office Prof	06/12/2026
Nicole Wilson	ESC-Special Ed, ParaEducator Special Ed COTA	06/05/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Amber Gunderson	Andover High, Driver Ed - BTW	02/19/2026
Malorie Miller	River Trail Learning Center, Teacher ASD (AutismSpectrum)	06/08/2026
Christopher OConnell	Ramsey Elementary, Teacher Adapt Phy Ed	02/11/2026
Dianne Peterson	Blaine High, Teacher Reading Secondary	06/08/2026
Brenna Sindt	Verndale, Teacher Speech Clinician StrCa	06/18/2026

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Taylor Becker	Champlin Brooklyn Park Academy, Teacher Grade K	02/18/2026	06/08/2026
Rebecca Borene	Anoka Middle - Fred Moore Campus, School Office Supervisor	02/13/2026	05/08/2026
Jacqueline Christian	University Ave Elementary, Teacher Grade 3	03/04/2026	03/16/2026
Yasmina Daichi	Jefferson Elementary, ParaEducator Spec Ed Cntr Base	02/27/2026	03/06/2026
Kathrina Dekruffyff-Glass	Eisenhower Elementary, Volunteer Services Coord PT	03/03/2026	03/09/2026
Audrey Easthouse	Oxbow Creek Elementary, ParaEducator Spec Ed Cntr Base	02/23/2026	03/05/2026
Lane Flaten	Home Address, Sub Teacher DAILY	01/05/2026	03/05/2026
Heather Forse	Sandburg Regional High, Principal Alternative Program	03/16/2026	06/17/2026
Mary Hagberg	Oxbow Creek Elementary, Teacher Grade 4	02/02/2026	04/16/2026
Sharon Himle	Wilson Elementary, ParaEducator Special Education	01/30/2026	04/24/2026
Connor Johnson	Andover Elementary, B/G Custodian 2nd shift	02/17/2026	04/06/2026
Judi Johnson	Anoka High, Child Nutrition Assistant FT	02/06/2026	05/01/2026
Katara Johnson	Evergreen Park Elementary, Child Nutrition Assistant FT	02/09/2026	03/06/2026
Natalie Joseph-Jaboin	Evergreen Park Elementary, ParaEducator Elementary	12/01/2025	12/17/2025
Halima Khatun	Hamilton Elementary, ParaEducator Spec Ed Cntr Base	02/12/2026	03/05/2026
Kelly Kusler	Rum River Elementary, Teacher K5 Core Inst Support	02/18/2026	03/04/2026
Maggie Mcalister	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	01/07/2026	02/27/2026
Donna Meglen	Madison Elementary, ParaEducator Elementary	03/12/2026	06/05/2026
Katherine Nelson	Coon Rapids Middle, Teacher Art Secondary	02/02/2026	05/01/2026
Lindsey Piersiak	ESC-Special Ed, ParaEducator Health	02/23/2026	03/13/2026
Lynnea Reine	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	02/12/2026	03/27/2026
Sara Ross	Hamilton Elementary, Teacher SA-Student Support	03/18/2026	05/11/2026
Molly Schuster	Oxbow Creek Elementary, ParaEducator Elementary	03/26/2026	04/27/2026
Janet Sheils	Rum River Elementary, A+ Site Leader full year	02/12/2026	02/27/2026
Benjamin Sutton	University Ave Elementary, Teacher E/BD	02/04/2026	06/08/2026
Whitney Tinjum	Blaine High, Teacher Business	02/22/2026	06/08/2026
Michelle Tuley	Mississippi Elementary, Teacher Grade 5	02/12/2026	06/08/2026
Rebecca Tunsky	Dayton Elementary, Teacher Grade 2	02/27/2026	06/08/2026
Michelle Tverberg	Oxbow Creek Elementary, ParaEducator Elementary	04/10/2026	05/01/2026
Kristi Vetsch	Andover Elementary, Teacher SA-Coach Math Spec	04/14/2026	06/08/2026
Wyneka Watts	Evergreen Park Elementary, ParaEducator Special Education	03/18/2026	04/30/2026
Emily Wise	Oak View Middle, Student Achievement Advisor	04/13/2026	05/08/2026
Oksana Yehorova	Anoka Middle - Fred Moore Campus, Child Nutrition Assistant PT	01/05/2026	03/05/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Darmel Aschenbach	Blaine High, ParaEducator Spec Ed Cntr Base	01/05/2026	04/17/2026
Robert Baker	Educational Svc Ctr, B/G Maint Spec Mnt	02/02/2026	02/27/2026
Kelly Beulke	Coon Rapids High, Teacher Science	01/07/2026	01/12/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Edward Breheny	Oak View Middle, B/G Custodian Day Lead	11/03/2025	02/27/2026
Mark Corcoran	Anoka High, Teacher Math	01/05/2026	06/08/2026
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/18/2024	03/10/2026
Lauren Ferrera	Northdale Middle, Teacher Counselor	02/04/2026	02/20/2026
Whitney Hansen	Jefferson Elementary, Teacher Speech Clinician	01/22/2026	03/09/2026
Laura Johnson	Educational Svc Ctr - Transportation, ParaEducator Bus Full Time	11/12/2025	02/26/2026
Marie Law	Oak View Middle, Asst Principal Middle School	07/01/2025	06/30/2026
Shelby Lenhart	Anoka High, Teacher Business	12/17/2025	04/20/2026
Amelia Mueller	Crooked Lake Elementary, Teacher Music Elementary	12/12/2025	03/25/2026
Kelsey Shaw	Oak View Middle, Teacher ABS (AcadBehav)	01/12/2026	05/29/2026
Logan Slind	Jackson Middle, B/G Custodian Day/Mid	12/08/2025	03/27/2026
Deborah Thalhuber	Eisenhower Elementary, ParaEducator Special Education	12/15/2025	02/25/2026

SABBATICALS

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

APPOINTMENTS

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Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Lynda Brandt	Madison Elementary, Teacher KS Core Inst Supp LTS	01/09/2026	Masters+15/13	0.1818	\$15,633
Ashley Gannon	Champlin Brooklyn Park Academy, Teacher Grade K	02/19/2026	Bachelors/1	0.3850	\$19,648
Emma Glasgow	Wilson Elementary, Teacher Grade 5 LTS	03/04/2026	Bachelors/1	0.1979	\$10,097
Samantha Mayo	Dayton Elementary, Teacher Grade 2 LTS	03/03/2026	Bachelors/1	0.3423	\$17,465

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
This section returned no records					

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Rebecca Hagestuen	Oak View Middle, Teacher ABS (AcadBehav) LTS	01/20/2026	Bachelors/1	0.2300	\$11,734

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Anna Bonner	Educational Svc Ctr, CNP Mgr-Site Op & Food Safety Based on annual salary \$94,000 for 261 days	03/16/2026	77	\$43,206

- c. Approved #26026B MSFBG Bid #1 – Non-Food Items
- d. Approved #26033B MSFBG Bid #2 – Food & Beverage Items
- e. Approved #26044B Anoka-Hennepin District Enrollment Center
- f. Approved Immunization Exclusions as required by Statue – names and specifics are not included because of data privacy.

Motion passed on a 6-0 vote.

The work session then continued with the following agenda items: Learning and Achievement – K-12 Literacy Update, District Achievement and Integration Plan, Medical Insurance Plan Design, Facilities Update.

Director Deschene expressed her appreciation for the opportunity to serve as a Mystery Guest Reader at Champlin Brooklyn Park Academy. She also congratulated all the sports teams that have concluded their seasons, as well as those still actively competing. She highlighted her attendance at the Special Education Advisory Committee meeting, which covered topics such as IEPs, 504 Plans, accommodations, modifications, and related matters. She commended the team for organizing this well-attended event. Director Arco shared that he enjoyed participating in a reading event at Jefferson Elementary. Co-chair Langenfeld mentioned that she also served as a Mystery Guest Reader, alongside Chuck E. Cheese. Additionally, she attended the Capitol with MSBA/MASA to discuss the district's priorities with legislative representatives. Co-chair Langenfeld also noted that she will be attending the National Conference for the Consortium of State School Boards Associations as part of her commitments with MSBA.

Co-Chair Michelle Langenfel proposed under Minnesota Statute 13D.03 that they move into a closed session to discuss labor negotiations for Education Support Professionals and all bargaining groups related to insurance program design and contributions. The closed session was held in the Michael Sullivan Room. Jeff Simon motioned, and Zach Arco seconded the motion to go into closed sessions. Motion carried.

Co-Chair Michelle Langenfeld recessed the meeting at 8:32 p.m. The meeting reconvened in closed session at 8:37 p.m. to discuss matters of labor negotiations.

The meeting reconvened in open session at 9:37. Jeff Simon moved and Linda Hoekman 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
Karen Emmerich	Jefferson Elementary, Child Nutrition Assistant PT	06/05/2026
Thomas Hagerty	Anoka Middle - Fred Moore Campus, Principal Middle School	09/18/2026
Karen Hoke	Jackson Middle, Educ Office Prof	06/19/2026
Lisa Iverson	Compass - Bell Building, Child Nutrition Site Supv	07/31/2026
Nancy Mccomber	Oak View Middle, Child Nutrition Assistant PT	05/01/2026
Susan Peterson	Madison Elementary, Educ Office Prof School Year	06/08/2026
Ruth Robinson	Jefferson Elementary, ParaEducator Spec Ed Cntr Base	12/03/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Emily Meland	Wilson Elementary, Teacher EL	06/08/2026
Allison Sisombath	ESC-Special Ed, Teacher Social Worker	03/19/2026
Heather Renee Tan	Coon Rapids Family Center - Eval Team, Teacher Speech Clinician	06/08/2026

APPENDIX B

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

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Tanya Atsidakos	Coon Rapids Family Center - Eval Team, Teacher Psychologist	01/20/2026	02/20/2026
Bonnie Bouley	Wilson Elementary, Child Nutrition Assistant PT	03/02/2026	03/13/2026
Nicole Craig	Wilson Elementary, A+ Site Coordinator full year	03/09/2026	04/20/2026
Kimberly Cronky	Oak View Middle, ParaEducator Spec Ed Cntr Base	12/05/2025	12/23/2025
Jessica Dahlen	Evergreen Park Elementary, ParaEducator Health	04/17/2026	05/01/2026
Kathryn Deprez	Coon Rapids High, Teacher Social Worker	04/22/2026	07/22/2026
Karlyn Erickson	Evergreen Park Elementary, Teacher Academic Support	04/09/2026	05/22/2026
Sydney Fields	Coon Rapids High, Teacher Business	03/10/2026	05/13/2026
Joseph Geiselman	Blaine High, Teacher Science	04/23/2026	06/08/2026
Justin Haughton	Coon Rapids Middle, Teacher Social Worker	03/16/2026	06/08/2026
Jacquelyn Jeffrey	Verndale, ParaEducator SpEd EIP	05/15/2026	09/01/2026
Andrew Maurer	Champlin Park High, Teacher English	05/18/2026	10/02/2026
Caitlin Mccain	Coon Rapids High, Teacher Math	03/11/2026	06/08/2026
Diana Melin	Sand Creek Elementary, Teacher Nurse	04/06/2026	05/22/2026
Taylor Mork	Jackson Middle, ParaEducator Health	03/09/2026	05/29/2026
Chad Robertson	Lincoln Elementary, Teacher Grade 2	04/20/2026	05/22/2026
Kari Saarloos	ESC-Special Ed, Teacher Nurse	03/09/2026	03/23/2026
Sandra Sparre	Oak View Middle, Child Nutrition Assistant PT	04/13/2026	07/13/2026
Molly Thurmes	Hoover Elementary, Teacher Grade 2	03/17/2026	06/08/2026
Hannah Wallenta	Blaine High, Teacher Science	04/15/2026	05/28/2026
Penny Walsh	Educational Svc Ctr, ECFE Parent Educator FT Benefit	04/13/2026	04/27/2026
Jessica York	Morris Bye Elementary, ParaEducator Elementary	04/06/2026	05/11/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Rebecca Borene	Anoka Middle - Fred Moore Campus, School Office Supervisor	02/13/2026	03/13/2026
Susan Dahlen	Home Address, Sub Child Nutrition Assistant	01/21/2026	04/15/2026
Yasmina Daichi	Jefferson Elementary, ParaEducator Spec Ed Cntr Base	02/27/2026	03/16/2026
Eric Higgins	Jackson Middle, B/G Custodian Day/Mid	03/04/2026	03/17/2026
Kurt Johnson	Adams Elementary, ParaEducator Special Education	02/19/2026	03/20/2026
Maribeth Ladouceur	Anoka High, ParaEducator Special Education	01/26/2026	04/30/2026
Megan Lesser	Mississippi Elementary, Teacher Grade K	12/22/2025	03/27/2026
Adianna Liranzo	Compass - Bell Building, Teacher Academic Support	01/07/2026	03/16/2026
Michelle Meyer	Monroe Elementary, Child Nutrition Site Supv	11/03/2025	04/30/2026
Daria Reineccius	Oxbow Creek Elementary, Teacher ABS (AcadBehav)	01/26/2026	04/22/2026
Debbie Richter	Educational Svc Ctr, HR Generalist - Substitutes	02/25/2026	03/27/2026
Martha Schwerr	Educational Svc Ctr - Transportation, ParaEducator Bus	12/23/2025	04/09/2026
Sesalie Warren	Hamilton Elementary, Teacher E/BD	02/09/2026	04/23/2026

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.

SABBATICALS

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

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Aseena Ally	Hoover Elementary, Teacher Grade 2 LTS	03/17/2026	Bachelors/1	0.2888	\$14,736
Haley Muntean	Adams Elementary, Teacher Grade 1 LTS	03/09/2026	Masters/3	0.1658	\$10,441

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Ryan Bauer	Anoka Middle - Fred Moore Campus, Teacher Social	03/16/2026	Bachelors/10	0.2888	\$18,613
Regan VanAvery	Coon Rapids High, Teacher Math LTS	03/11/2026	Bachelors/1	0.3102	\$15,827
Tyler Willard	Blaine High, Teacher English LTS	03/17/2026	Bachelors/2	0.2888	\$15,169
Samuel Woods	Coon Rapids High, Teacher Business LTS	03/10/2026	Bachelors+45/4	0.2246	\$12,980

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

This section returned no records

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Sandra Haug	Educational Svc Ctr, Transportation Route Coord Based on annual salary of \$68,904 for 261 days. 77/261 Days worked. Hourly rate: \$33.00	03/16/2026	77	\$20,328

MOTION**Date:****March 23, 2026**

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

Fund No.	Description		Amount
	Checks	\$	3,156,920.75
01	General		3,009,776.85
02	Food Service		45,991.22
04	Community Service		65,957.05
06	Building Construction		
07	Bond & Interest K-12		
20	Health-Self Insurance		1,720.30
21	Dental-Self Insurance		
22	Work. Comp.-Self Insurance		33,475.33
47	OPEB Debt Service		
	Electronic Payments	\$	28,711,895.68
01	General		19,696,981.78
02	Food Service		326,211.50
04	Community Service		639,026.31
06	Building Construction		
07	Bond & Interest K-12		
20	Health-Self Insurance		7,409,650.61
21	Dental-Self Insurance		525,185.19
22	Work. Comp.-Self Insurance		114,840.29
47	OPEB Debt Service		
	ACH Payments	\$	8,117,059.34
01	General		6,673,194.48
02	Food Service		1,077,377.41
04	Community Service		50,185.92
07	Bond & Interest K-12		
20	Health-Self Insurance		296,799.53
21	Dental-Self Insurance		
22	Work. Comp.-Self Insurance		19,502.00
	P-Card	\$	114,457.74
01	General		102,889.30
02	Food Service		383.63
04	Community Service		10,402.05
06	Building Construction		
20	Health-Self Insurance		782.76
	TOTAL DISTRICT	\$	40,100,333.51

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

DATE	DONOR	DONEE	PURPOSE	AMOUNT
02/17/26	American Online Giving Foundation	Hamilton Elementary	General supplies	\$81.64
02/27/26	American Online Giving Foundation	McKinley Elementary	misc. supplies	\$33.98
02/17/26	American Online Giving Foundation	University Elementary	Supplies, T-shirts, misc.	\$82.84
02/27/26	American Online Giving Foundation	University Elementary	Supplies, etc.	\$82.84
02/17/26	American Online Giving Foundation	Wilson Elementary		\$63.20
02/27/26	ANDHS Swimming and Diving Booster Club	Andover High School	Boys swim coach bus	\$2,300.00
02/27/26	ANDHS Swimming and Diving Booster Club	Andover High School	Girls Swim coach bus	\$2,300.00
02/27/26	ANDHS Swimming and Diving Booster Club	Andover High School	Boys swimming program use Long Lake Conservation Center Field Trip - Grade 5	\$241.50
02/17/26	Andover Football Association	Crooked Lake Elementary		\$3,000.00
02/17/26	Andover Football Association, Inc	Andover High School	Program Support	\$300.00
02/17/26	Andover Football Association, Inc.	Andover High School	Boys Golf - Tournament Fees	\$3,000.00
02/17/26	Andover Football Association, Inc.	Rum River Elementary	Destination Imagination Program Support	\$3,500.00
02/27/26	Andover PTO	Andover Elementary	Magnetic Letters for Kindergarten Welcome Event	\$877.40
02/17/26	Anoka Boys Basketball Booster Club	Anoka High School	BSN Team Apparel Orders	\$4,500.00
02/27/26	Anoka Halloween Inc	Oak View Middle School	Marching band Use	\$300.00
02/17/26	Anoka HS Activities Fund - C/O Ruth Castle	Anoka High School	Boys Tennis Benches	\$1,000.00
02/17/26	Anoka HS Girls Hockey Booster Club	Anoka High School	Hockey Jerseys	\$800.00
02/17/26	Anoka Nordic Booster Club	Anoka High School	Bus to Mesabi Meet	\$1,250.00
02/27/26	Bengal Touchdown Club	Blaine High School	BHS Football Helmet	\$7,425.00
02/27/26	BHS Girls Hockey Boosters	Blaine High School	Reconditioning	\$905.00
02/27/26	Blaine Swimming and Diving Booster	Blaine High School	BHS Girls Hockey Coach Bus	\$1,536.67
02/17/26	Bring Change 2 Mind	Andover High School	BHS Swim & Dive Equipment	\$150.00
02/17/26	Brookside Elementary PTO	Brookside Elementary	BC2M Club	\$51,056.46
02/17/26	Brookside Elementary PTO	Brookside Elementary	Pavilion	\$868.41
02/17/26	Brookside Elementary PTO	Brookside Elementary	Recess equipment	\$585.00
02/17/26	Brookside Elementary PTO	Brookside Elementary	Kindergarten FT to Children's Museum	\$8,696.00
02/17/26	CBPA PTO	CBPA	VSC Sponsor Payment	\$26,164.00
02/17/26	Champlin Park Baseball Association	Champlin Park High School	Batting Cages	\$35.00
02/27/26	Charities Aid Foundation America	Adams Elementary	General Ed donation	\$30.00
02/17/26	Charities Aid Foundation America	Andover Elementary	Classroom Supplies	\$30.00
02/17/26	Charities Aid Foundation America	Andover Elementary	Classroom Supplies	\$30.00
02/27/26	Charities Aid Foundation America	Andover Elementary	Classroom Supplies	\$30.00
02/27/26	Charities Aid Foundation America	Andover Elementary	Classroom Supplies	\$30.00

02/27/26	Charities Aid Foundation America	Andover Elementary	Classroom Supplies	\$30.00
02/17/26	Charities Aid Foundation America	Andover High School	General Building Usage	\$92.00
02/27/26	Charities Aid Foundation America	Andover High School	General Building Usage	\$92.00
02/17/26	Charities Aid Foundation America	Andover High School	General building usage	\$92.00
02/27/26	Charities Aid Foundation America	Blaine High School	General Program Support	\$60.00
02/27/26	Charities Aid Foundation America	Blaine High School	General Program Support	\$40.00
02/17/26	Charities Aid Foundation America	Dayton Elementary	Student/school supplies as needed	\$10.00
02/17/26	Charities Aid Foundation America	Dayton Elementary	Student/school supplies as needed	\$10.00
02/27/26	Charities Aid Foundation America	Dayton Elementary	Student/school supplies as needed	\$10.00
02/27/26	Charities Aid Foundation America	Eisenhower Elementary	Student/school supplies as needed	\$15.00
02/17/26	Charities Aid Foundation America	Oxbow Creek Elementary	Student supplies	\$100.00
02/27/26	Charities Aid Foundation America	Rum River Elementary	General Supplies	\$15.00
02/26/26	Coon Rapids Downhill Ski Booster	Coon Rapids High School	Trailer	n/a
02/17/26	Coon Rapids High School Girls Basketball Booster Club	Coon Rapids High School	Addition ESA	\$4,918.00
02/17/26	Coon Rapids Lions Foundation	Lincoln Elementary	Books for students	\$1,463.00
02/17/26	Coon Rapids Lions Foundation, Inc	Mississippi Elementary	To purchase books for students	\$1,417.00
02/17/26	Coon Rapids Swim and Dive Booster Club	Coon Rapids High School	Boys Swim and Dive Team Bus Fargo Trip	\$135.37
02/17/26	Coon Rapids Swim and Dive Booster Club	Coon Rapids High School	Boys Swim and Dive Team Bus Fargo Trip	\$1,915.00
02/17/26	CPHS Girls Hockey Boosters	Champlin Park High School	Charter Transportation - Bemidji/Crookston	\$3,530.00
02/17/26	Day By Day Expense Account	Anoka High School	Advertisement Incentives	\$500.00
02/17/26	Dynamic Sealing Technologies, Inc	Andover High School	Robotics Club	\$3,000.00
02/17/26	Eisenhower PTO	Eisenhower Elementary	VSC Sponsor Payment	\$6,720.00
02/27/26	Hoover PTO	Hoover Elementary	Media Center	\$1,000.00
02/27/26	Johnsville PTO	Johnsville Elementary	Grade 3 Field Trip to Zero Gravity	\$1,536.00
02/17/26	Johnsville PTO	Johnsville Elementary	VSC Sponsor Payment	\$8,696.00
02/17/26	Johnsville PTO	Johnsville Elementary	Grade 5 Field Trip to Cheap Skate	\$1,240.00
02/17/26	Johnsville PTO	Johnsville Elementary	Grade 4 Field Trip to Elm Creek Park	\$2,776.00
09/25/25	Luther Technical Training Center	Blaine High School	Car for Mechanics Program	n/a
02/17/26	Madison PTO	Madison Elementary	Grade 1 bussing for Como Zoo	\$290.00
02/27/26	Madison PTO	Madison Elementary	bussing and admission - gr. 3 field trip	\$377.00
02/17/26	Madison PTO	Madison Elementary	VSC Sponsor Payment	\$7,906.00
02/27/26	Michael Wahl	STEP	Automotive Classroom Instruction	\$94.85
02/27/26	Might cause Charitable Foundation	Oxbow Creek Elementary	Student supplies	\$40.00

02/17/26	Mighy Cause Charitable Foundation	Coon Rapids Middle School	Supplies for the classrooms Help with Transportation to	\$20.00
02/27/26	MNCPA Foundation	Anoka High School	Accounting Career Summit Snack to be sold at WEB	\$100.00
02/28/26	NMS Booster Club	Northdale Middle School	Volleyball tournament Snack to be sold at Avid	n/a
02/27/26	NMS Booster Club	Northdale Middle School	Knowledge Bowl	n/a
02/27/26	Project Lead The Way	Coon Rapids High School	PLTW Engineering	\$10,000.00
02/17/26	Ryan & Heather Jung	Northdale Middle School	Oasis Group Use	\$250.00
02/17/26	T.Lorbeski	Andover High School	Andover Outdoor Adventures	\$600.00
02/17/26	The Blackbaud Giving Fund	Andover Elementary	Classroom Supplies	\$50.00
02/17/26	The Blackbaud Giving Fund	Andover High School	General Building Usage	\$20.00
02/27/26	The Blackbaud Giving Fund	Andover High School	General building usage	\$10.00
02/17/26	The Blackbaud Giving Fund	CBPA	Supplies	\$30.00
02/17/26	The Blackbaud Giving Fund	CBPA	Supplies	\$30.00
02/17/26	The Blackbaud Giving Fund	CBPA	Supplies	\$44.00
02/17/26	The Blackbaud Giving Fund	CBPA	Supplies	\$44.00
02/17/26	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
02/17/26	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
02/17/26	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
02/17/26	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
02/27/26	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$100.00
02/17/26	The Blackbaud Giving Fund	Coon Rapids High School	General expenses	\$1,000.00
02/17/26	The Blackbaud Giving Fund	Coon Rapids Middle School	Classroom Supplies	\$200.00
02/17/26	The Blackbaud Giving Fund	ESC	General Use by Superintendent	\$200.00
02/17/26	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	\$72.00
02/17/26	The Blackbaud Giving Fund	McKinley Elementary	misc. supplies	\$50.00
02/17/26	The Blackbaud Giving Fund	Monroe Elementary	Classroom supplies	\$100.00
02/17/26	The Blackbaud Giving Fund	Sand Creek Elementary	Building and classroom needs	\$150.00
02/27/26	The Blackbaud Giving Fund	Sand Creek Elementary	Student/Staff recognition	\$150.00
02/27/26	VFW Auxiliary	Morris Bye Elementary	Kindergarten Field trip to the Bell Museum	\$300.00
02/17/26	Wilson Elementary PTO	Wilson Elementary	VSC Sponsor Payment	\$7,115.00

*MATERIAL, EQUIPMENT, OR LABOR DONATION TOTAL \$190,186.16

SCHOLARSHIP DONATIONS

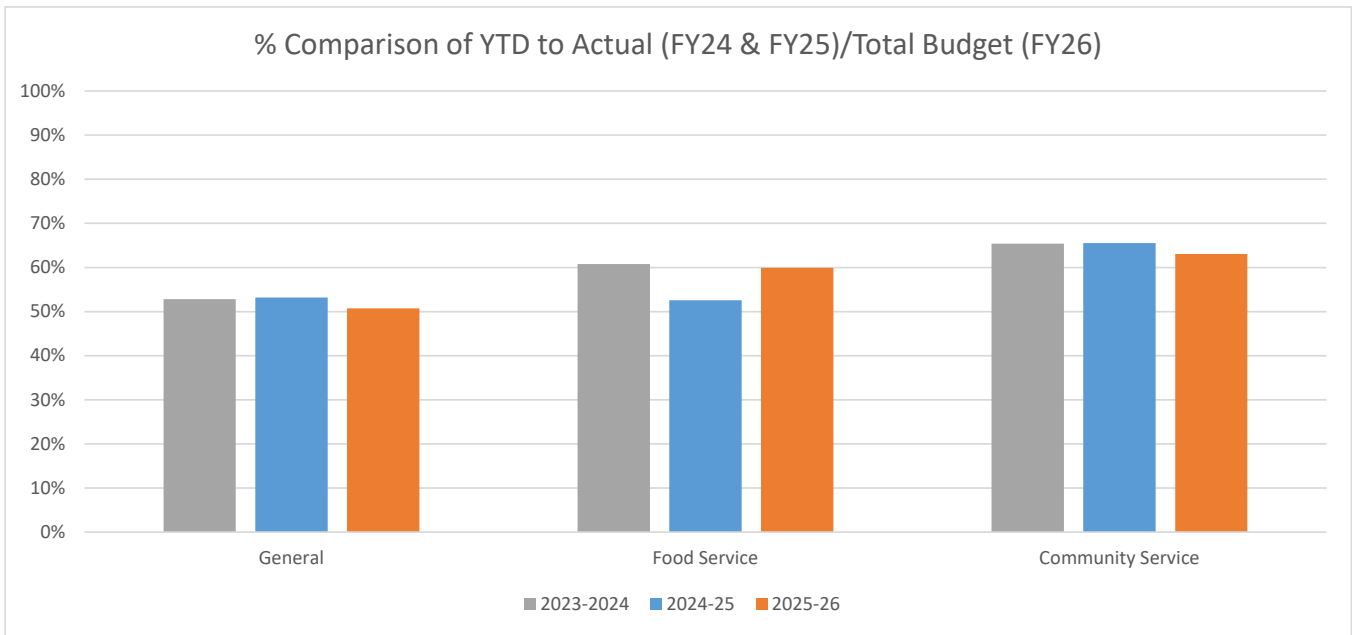
DATE	DONOR	DONEE	PURPOSE	AMOUNT
02/18/26	RBC - Kelly Cronan	Champlin Park High School	CPHS Dayton Lions LEO	\$3,500.00
02/18/26	New Creations Child Care	Champlin Park High School	New Creations Child Care and Learning - Community Scholarship	\$500.00
02/18/26	Ryan Ellis	Andover High School	Andover Swimming & Diving Booster Club Scholarship	\$1,000.00
02/18/26	Jennifer Adriens	Andover High School	Anoka-Hennepin Education Minnesota Scholarship	\$500.00
02/18/26	Diana Bristlin	Andover High School	Vista Outdoor Inc. (Federal Ammunition) Scholarship	\$1,000.00
02/18/26	Gina Andersland	Andover High School	Integra Dental PA Scholarship	\$1,500.00
02/18/26	Edward and Janet Davenport Anoka Band Parents	Anoka High School	Class of '63 Scholarship Anoka High School Band Parents	\$100.00
02/18/26	Association	Anoka High School	Association Scholarship	\$2,000.00
02/18/26	AARA Football	Anoka High School	Anoka Ramsey Youth Football Scholarship	\$1,000.00

02/18/26	Ralph WB Talbot & Anoka Lions	Anoka High School	Anoka Lions Club-Buster Talbot Scholarship	\$1,000.00
02/18/26	Johnnie B Tillery	Anoka High School	David J.W. Tillery Memorial Scholarship	\$500.00
02/18/26	Edward and Janet Davenport	Anoka High School	Kenneth Davenport String Scholarship	\$800.00
02/25/26	Sarah Bogenreif	Andover High School	Northeast Bank Scholarship	\$500.00
02/25/26	Olivia Pizinger	Andover High School	Andover Baseball Association Scholarship	\$2,000.00
02/25/26	Zach Schmitz	Andover High School	The Homestead at Anoka and Anoka Rehab & Living Center Scholarship	\$500.00

SCHOLARSHIP TOTALS**\$ 16,400.00****TOTAL DONATIONS****\$206,586.16**

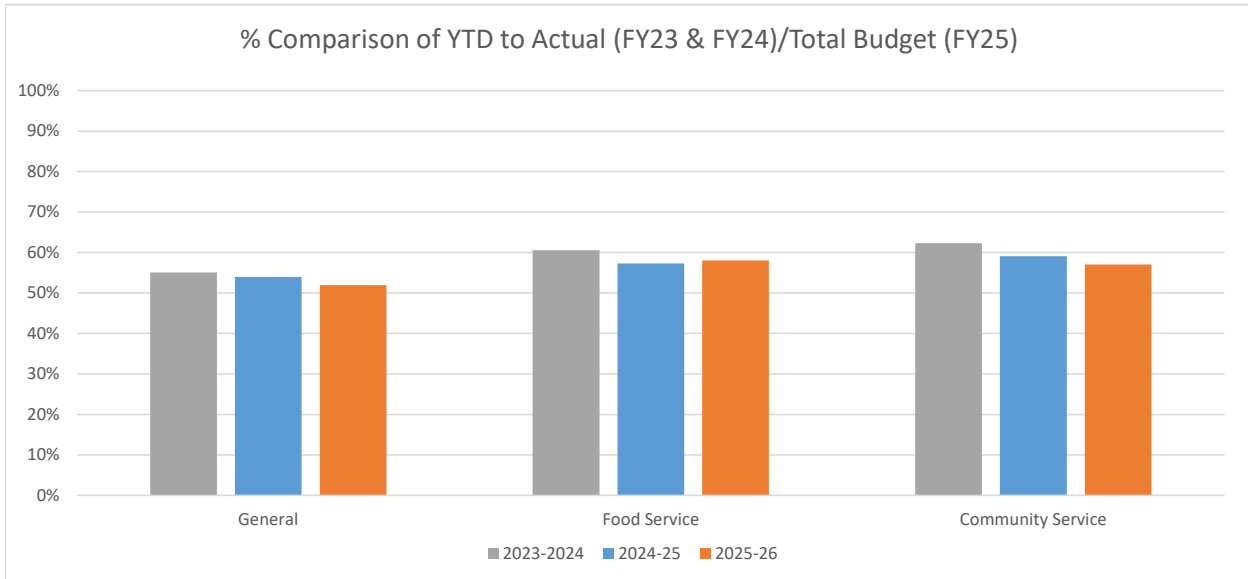
**Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended February 28, 2026**

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	64,966,584	342,362,796	675,245,459	51%	53%	53%
Food Service	2,989,391	16,165,274	26,973,057	60%	53%	61%
Community Service	1,071,156	19,890,714	31,540,742	63%	66%	65%
Building Construction	-	-	-	0%	538%	1723%
Debt Service	-	8,780,091	15,199,755	58%	61%	62%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 69,027,131	\$ 387,198,876	\$ 750,959,013	52%	54%	54%



**Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended February 28, 2026**

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	47,736,479	287,382,166	556,200,740	52%	52%	52%
Purchased Services	7,545,465	40,699,514	80,029,838	51%	50%	61%
Supplies	975,575	17,490,616	24,892,772	70%	65%	57%
Capital Expenditures	1,993,915	16,818,867	28,518,476	59%	89%	99%
Other Exp & Transfers	208,920	1,371,529	10,657,853	13%	35%	26%
Total General Fund	\$ 58,460,354	\$ 363,762,692	\$ 700,299,679	52%	54%	55%
Food Service	2,618,523	17,865,438	30,773,496	58%	57%	61%
Community Service	2,195,018	18,050,169	31,640,576	57%	59%	62%
Building Construction	-	-	-	0%	89%	94%
Debt Service	-	15,439,528	15,442,703	100%	100%	100%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 63,273,895	\$ 415,117,827	\$ 780,156,454	53%	55%	57%





Anoka-Hennepin School Board

Briefing Notes

DATE: 3/13/2026 **CLASSIFICATION:** Report
AUTHOR: Jess Rogers
SUBJECT: Proposed Policy 410.0 (Leave of Absence Policy, formerly FMLA Policy)
PURPOSE: Revisions to Proposed Policy Following First Reading

BACKGROUND: At the regular school board meeting on February 23, 2026, District administration introduced, for first reading, a new Leave of Absence Policy (replacing the existing FMLA Policy). The proposed policy integrates the requirements of the newly implement Minnesota Paid Leave Act (MN Paid Leave) with existing Family and Medical Leave Act requirements, along with the District's other paid leave policies. The new MN Paid Leave law gives employers the choice whether to allow employees to supplement MN Paid Leave payments with accrued sick and/or vacation time, in order to receive their full salary while out on MN Paid Leave, subject to negotiations with collective bargaining units. Section IV.D. of the proposed policy states that employees can choose to either use accrued paid sick or vacation leave, or apply for Minnesota Paid Leave payments, but not both. The language was originally drafted to mirror the statutory language as closely as possible. However, Director Audette pointed out that the existing language may be confusing to employees, and there was interest in stating clearly that employees would not be allowed to supplement MN Paid Leave payments, unless required by a collective bargaining agreement.

CONSIDERATIONS: The MN Paid Leave Act holds employers responsible for not paying employees more than their regular wages while out on paid leave. The Act includes all of an employee's wages in this calculation. So, if the District were to allow employees to supplement their MN Paid Leave payments, it would be responsible for ensuring that teachers, for example, didn't inadvertently receive more than their regular wages, including any wages earned outside of the District. In planning for the implementation of MN Paid Leave, it was unclear if the District would have the employee's non-District income information. Also, the way MN DEED calculates a teacher's regular income varies based on how that teacher chooses to be paid (20 paychecks per year versus 26); it was unclear if this was an unintended consequence that the state might later correct, or an intentional choice. The safest option for the District, especially during the first year of implementation, was to choose not to allow employees to supplement MN Paid Leave payments with accrued vacation and sick leave.

OPTIONS/CONCLUSIONS: Given the District's decision to not allow employees to supplement MN Paid Leave payments with their accrued sick or vacation time, the proposed policy has been rewritten to clearly communicate this decision to employees. In compliance with state law, this language also states that the ability to supplement these payments could later be negotiated into a collective bargaining agreement.

RECOMMENDATIONS/NEXT STEPS: The recommendation of administration is that the policy be adopted as modified.

LEAVE OF ABSENCE POLICY

I. PURPOSE

The purpose of this policy is to provide for family and medical leave to school district employees in accordance with applicable state and federal laws, including the Family and Medical Leave Act, the [Minnesota Paid Leave Law](#), and Earned Sick and Safe Time.

II. GENERAL STATEMENT OF POLICY

The following procedures and policies regarding family and medical leave are adopted by the school district, pursuant to the [requirements of the Family and Medical Leave Act of 1993](#) (FMLA) and consistent with the requirements of the Minnesota Leave laws. Employees entitled to multiple programs described in this policy shall be required to take leave under various programs concurrently, to the extent allowable by law. This policy is applicable to all employee groups; however, individual collective bargaining agreements or contracts may either grant additional leave rights or restrict the use of accrued leaves for certain employee groups.

III. TYPES OF LEAVE BENEFITS

- A. Family and Medical Leave Act (federal) leave: The FMLA provides up to twelve (12) weeks of unpaid leave a year for an employee's own serious illness, or to care for certain family members during illness, or for up to twenty-six (26) weeks of unpaid leave to care for certain military family members. An employee becomes eligible for FMLA leave after working for 12 months and at least 1250 hours. For purposes of FMLA tracking, a year will be defined as a 12-month period measured forward from the first day of an employee's eligible leave.
- B. MN Paid Leave: MN Paid Leave provides for up to 12 weeks of leave for an employee's own serious illness, as well as up to 12 weeks of leave to care for a family member, for a total of no more than 20 weeks leave per year. MN Paid Leave provides job protection during the leave period with the option to be paid by the state from premiums paid by both employees and employers. However, this program only pays a portion of the employee's salary, with a higher percentage being paid to lower income earners. Anoka-Hennepin does not administer this program, so any questions about eligibility and payment should be directed to the Minnesota Department of Employment and Economic Development (DEED). For tracking purposes, a year will be the 52 week period beginning on the first day an employee takes leave, unless the leave begins on January 1, April 1, July 1, or October 1, in which case it will be the 53 calendar weeks beginning on that day. MN Paid Leave and FMLA shall run concurrently, to the extent allowable by law.
- C. MN Pregnancy and Parental Leave: This law provides up to 12 weeks of unpaid leave during pregnancy or upon the birth or adoption of a child, regardless of how long the employee has worked for the District. MN Parenting Leave shall run concurrently with FMLA and MN Paid Leave, to the extent allowable by law.
- D. Earned Sick and Safe Time: ESST is paid leave provided to employees that can be used for certain reasons, including when an employee is sick, to care for a sick family member or to seek assistance if an employee or their family member has experienced domestic abuse, sexual assault or stalking. All employees receive at least one hour of paid leave for every 30 hours worked up to a maximum of 80 hours per year.

- E. Sick/Vacation Leave: Anoka-Hennepin provides paid sick and vacation leave as set out in the applicable collective bargaining agreement or employment policy. Vacation leave can be used for any reason, subject to approval by the employee's immediate supervisor. Sick leave can be used for ESST purposes and any additional reasons laid out in the applicable collective bargaining agreement or employment policy.

IV. USE OF LEAVE

Requests for leave shall be made by emailing leaves@ahschools.us. Employees must give 30 days' written notice of a leave of absence where possible and practicable. The failure to provide the required notice may result in a delay of the requested leave. Employees are expected to make a reasonable effort to schedule leaves resulting from planned medical treatment so as not to disrupt unduly the operations of the school district, subject to and in coordination with the health care provider.

An employee interested in applying for MN Paid Leave compensation must apply through the state, at mn.gov/deed/paid-leave/. Such employee should refer any questions about eligibility, approval, or MN Paid Leave payments directly to DEED.

A. Allowable Reasons for Sick Leave

Allowable reasons for sick leave are defined by state and federal law, working agreements, and employment policies and may include:

1. For the employee's medical care, treatment, or diagnosis of a physical or mental illness, injury, or health condition or preventive care.
2. For an employee's family member's (as defined below) medical care, treatment, or diagnosis of a physical or mental illness, injury, or health condition or preventive care.
3. To bond with a new child, within 12 months.
4. Closure of the employee's workplace due to weather or public emergency or closure of a family member's school or care facility due to weather or public emergency.
5. When determined by a health authority or health care professional that the employee or a family member is at risk of infecting others with a communicable disease; and
6. To make funeral arrangements, attend a funeral service or memorial or address financial or legal matters that arise after the death of a family member.
7. If the employee or the employee's family member (as defined below) has been the victim of domestic violence, sexual assault or abuse, or stalking, ("Covered Offense"), for reasons related to the Covered Offense to:
 - a. seek legal or equitable relief to help ensure the health, safety, and welfare of the employee or the employee's family member, such as seeking a temporary or permanent restraining order;
 - b. seek medical attention;
 - c. seek psychological counseling or other mental health services;
 - d. obtain services from a domestic violence shelter, program, or rape crisis center;
 - e. seek legal advice or legal services, including meeting with a civil or criminal attorney or law enforcement or filing a complaint or domestic incident report;
 - f. participate in civil or criminal legal proceedings;
 - g. participate in safety planning and take other actions to increase safety from future covered offenses, including temporary or permanent relocation and enrolling children in a new school; and

- h. take other actions necessary to maintain, improve, or restore the physical, psychological, or economic health or safety of the employee or the employee's family member or to protect those who associate or work with the employee.

B. Family Member Defined

"Family member" is defined by state and federal law, working agreements, and employment policies and may include:

- Child
- Parent or person who raised you
- Spouse or registered domestic partner
- Sibling
- In-laws (including son, daughter, father or mother)
- Child of a sibling
- Sibling of a parent
- Grandparent
- Grandchild
- Anyone close to you who depends on you like family without the expectation of compensation for caring for them, even if not related by blood

A "child" includes a biological, adopted or foster child, stepchild, legal ward, or child to whom the employee stands in place of a parent.

A "parent" includes a biological, adoptive, or foster parent, stepparent, or legal guardian of an employee or the employee's spouse or registered domestic partner, or a person who stood in place of a parent when the employee was a minor child, regardless of the child's current age or dependency status.

C. Documentation of Proper Leave Use

Employees who take more than seven consecutive calendar days under this policy must provide documentation that leave was used for a permitted purpose as follows:

1. For sick leave, provide certification from a health care provider attesting that leave was taken because of the employee's, or their family member's, illness, injury, or medical condition. Employees should not provide or request their health care provider to provide the details of any medical condition or genetic information with this certification.
2. For safe time, provide written documentation of the authorized use of safe time, which may include signed documentation from a victim services agency, attorney, clergy member, or medical or professional services provider, a police or court record, or a notarized letter from the employee. Employees should not provide the details of any Covered Offense with this documentation.
3. Documentation must be submitted no less than seven days after the employee returns to work.

The District will keep all documentation regarding the reasons for leave confidential to the greatest extent practicable and as required by applicable law.

D. Coordinated Leave Benefits Under MN Paid Leave

In accordance with MN Statute 268B, an employee may either use accrued vacation pay or sick leavepay or apply for in lieu of Minnesota Paid Leave benefit payments. An employee is eligible for the job protections provided under MN Statute 268B while exercising either option for any days for which this option is exercised. The District will only allow employees to supplement MN Paid Leave benefit payments with accrued sick or vacation leave to the extent required by a collective bargaining agreement.

V. INTERMITTENT LEAVE

Leave may be taken continuously or intermittently. For non-exempt employees, intermittent leave under this policy may be taken in 15 minute increments. For exempt employees, leave may only be taken in half or whole day increments. Intermittent leave is limited to 480 hours per year.

VI. JOB PROTECTION

Employees returning from a leave protected under either the FMLA or Minnesota Paid Leave are eligible for reinstatement in the same or an equivalent position as provided by law. However, the employee has no greater right to reinstatement or to other benefits and conditions of employment than if the employee had been continuously employed during the leave. The District will also continue to pay its share of an employee's insurance premiums during any leave taken pursuant to this policy. If an employee is taking unpaid leave, he or she will be required to make any required premium payments to avoid a lapse in coverage.

VII. NO RETALIATION

The District prohibits any form of retaliation or discrimination against an employee for using or attempting to use leave under this policy, and for any other reason prohibited by applicable law. Employees who believe they have been discriminated or retaliated against should report their concerns to the Director of Employee Services.

Legal References:

29 U.S.C. 2601 *et seq.* (Family and Medical Leave Act)

29 C.F.R. 925 (Regulations under Family and Medical Leave Act)

Minn. Stat. 181.9446 -181.9447 (Earned Sick and Safe Time)

Minn. Stat. Ch. 268B (Minnesota Paid Leave Law)

Anoka-Hennepin ISD #11

Anoka, MN 55303

Adopted: September 3, 1997

Revised: December 14, 2009

Reaffirm: September 13, 2021

Rewritten: March 23, 2026



Anoka-Hennepin School Board

Briefing Notes

DATE: March 13, 2026 **CLASSIFICATION:** Report
AUTHOR: Tim Palmatier
SUBJECT: Proposed Policy 605.0 (Shared-Time Policy)
PURPOSE: Revisions to Proposed Policy Following First Reading

BACKGROUND: At the regular school board meeting on February 23, 2026, District administration introduced, for first reading, a new shared-time policy. The proposed policy formally extends to nonpublic school students an opportunity to participate in limited academic courses offered by the District. The proposed policy continues the existing practice of Anoka Hennepin schools permitting shared-time instruction and provides standard criteria and limitations for offering of shared-time instruction.

At the meeting, Director Audette raised concerns about the limiting impact of the following language in the policy stating, “Students requesting shared-time privileges must remain enrolled at their non-public or home school for the majority of their educational instruction.” Co-Chair Langenfeld expressed an interest in ensuring that students participating in shared-time classes are properly vetted in terms of their prerequisites or safety concerns.

OPTIONS/CONCLUSIONS: The proposed policy has been modified to address the questions/concerns raised at the meeting. Specifically, the revised policy has deleted the provision stating, “Students requesting shared-time privileges must remain enrolled at their non-public or home school for the majority of their educational instruction.” In addition, the following provision was added to Section V of the proposed policy:

District administration shall develop an application for families/students seeking access to shared time instruction. The application will address the applicant’s completion of necessary prerequisite course completion and knowledge/skill acquisition to participate in the shared-time course(s) and will require applicants to notify the District if they are currently supported by a juvenile probation officer. Applications for shared-time courses may be denied for students lacking appropriate prerequisite courses or knowledge/skill or for appropriate health and safety concerns.

RECOMMENDATIONS/NEXT STEPS: The recommendation of administration is that the policy be adopted as modified.

Presented for first read 2/23/26

605.0

(Effective date July 1,2026)

SHARED TIME POLICY

I. Purpose and General Statement of Policy

This policy delineates the guidelines and procedures governing the part-time enrollment of non-public or homeschooled students within the District.

II. Definitions

- A. Non-public School: A school, church, religious organization, or home school wherein a child receives instruction in compliance with applicable state compulsory attendance laws (e.g., Minnesota Statute 120A.22, Subd. 4 and 120A.24).
- B. Shared Time (Students): Students enrolled in grades K-12 who attend non-public or home schools on a full-time basis but participate in District academic courses on a limited, part-time basis.

III. Student Eligibility and Limitations

A. Eligibility Criteria

1. Students must be residents of the Anoka-Hennepin School District and attend a homeschool or non-public school full-time in compliance with applicable state compulsory instruction laws.
2. Shared-time privileges are available to all non-public students in grades K-12.
3. Nothing in this policy shall be construed to exclude students with disabilities from receiving special education services in accordance with applicable law.

B. Enrollment Limitations

~~1. Students requesting shared-time privileges must remain enrolled at their non-public or home school for the majority of their educational instruction.~~

~~2.1.~~ Shared-time enrollment shall be limited to a portion of the school day, up to 50% of the scheduled school day. (e.g. in a 5 period day 2 courses, or in a 7 period day 3 courses, , unless an exception is approved by the Assistant Superintendent's Designee.

~~3.2.~~ Shared-time enrollment is restricted to courses that generate shared-time foundation aid from the state. Such classes generally include those academic classes that require instruction by a properly licensed teacher. Ineligible programs, services, or

classes include, but are not limited to: targeted services, study hall, non-district provided online learning classes, Title I services, PSEO, and work-based learning programs.

- 4.3. Academic shared-time enrollment will be provided only on a seat available basis. Course sections will not be added to provide additional seats. Priority for course enrollment will be given to full-time public school students. Academic shared-time enrollment will be provided only in courses at regular times within the normal schedule of classes. Class hours will not be altered to provide for shared-time enrollment.

IV. Participation Requirements

A. Course Prerequisites and Demonstrations

1. Students granted shared-time enrollment in a specific course must have satisfied all prerequisite course requirements.
2. Students may be required to demonstrate appropriate skill and/or knowledge levels for course placement.

B. Adherence to District Policies

Students participating in academic shared time are required to comply with all District policies, regulations, and procedures applicable to public school students. This includes, but is not limited to, student rights and responsibilities, grading policies, attendance requirements, and performance expectations.

C. On-Campus Conduct and Facilities Use

1. Shared-time students enrolled in courses that are not offered consecutively must exit school property when not in class or may attend a supervised study hall, if available.
 - a. A study hall shall not be considered an eligible shared-time course for the purpose of state aid.
 - b. A study hall is not included in 2 course per trimester limitation for shared time students
2. Inquiries regarding meal programs should be directed to the District's Food and Nutrition Services Department.
3. School computers, science laboratories, and libraries/media centers are available for shared-time student use exclusively as an integral component of a public school course taken by a shared-time student, or when such facilities have been made available for general public use.

D. Testing

1. Homeschool shared-time students may elect to take certain state assessments (e.g., Minnesota Comprehensive Assessments) and nationally norm-referenced tests at the public school, subject to arrangements made with the principal.
2. The homeschool shall be responsible for the cost of the test and scoring.

V. Enrollment Procedures

1. District administration shall develop an application for families/students seeking access to shared time instruction. The application will address the applicant's completion of necessary prerequisite course completion and knowledge/skill acquisition to participate in the shared-time course(s) and will require applicants to notify the District if they are currently supported by a juvenile probation officer. Applications for shared-time courses may be denied for students lacking appropriate prerequisite courses or knowledge/skill or for appropriate health and safety concerns.
- 1-2. Completed applications must be submitted to the Home School Office no less than one month prior to the commencement of the requested course(s) for due consideration.
- 2-3. The Home School Office will verify the student's eligibility and attendance area school.
- 3-4. Final confirmation of acceptance, contingent upon space availability, shall be transmitted to the home school (and home school office) no later than one week prior to the first day of the course(s)
- 4-5. Students who were enrolled in shared time classes prior to the implementation of this policy that do not live within the Anoka-Hennepin attendance area will be permitted to continue their enrollment. They will need to complete the application, adhere to all district policies, and will not be eligible for district provided transportation.
- 5-6. Specific communication regarding class scheduling shall occur directly between the applicant (student or parent/guardian) and the principal or their designated representative.

VI. Attendance Area, Transportation and Athletics

A. Attendance Area

1. Shared-time students must attend the public school located within their assigned K-12 attendance area.
2. A non-public student may submit a request to enroll in courses at a school other than their assigned attendance area school. Such a request must adhere to the same procedures as those followed by public school students applying for enrollment options (e.g., refer to District Policy 502, Student Transfers, or equivalent).
3. Should a resident homeschool student desire to take a course offered exclusively at a school outside their attendance area, the Assistant Superintendent or their designee may authorize the student's attendance at that alternative school.

B. Transportation

Transportation of special education students will be provided to the extent required by applicable law or the student's IEP. Special transportation arrangements are not available to facilitate the participation of non-special education students in shared time classes.

C. Athletics

Families and students should consult the Minnesota State High School League (MSHSL) for questions regarding student eligibility, nothing in this policy should be construed to determine student eligibility for the purposes of HS sports.

Legal References: Minn. Stat. 126C.01 sub.8
Minn. Stat. 120A.22, subd 4
M.S. 120A.24

Anoka-Hennepin District No. 11
Anoka, MN 55303

Adopted: March 23, 2026



Achievement and Integration Plan

July 1, 2026 to June 30, 2029

District ISD# and Name: 11 Anoka Hennepin

District Integration Status: Racially Isolated District (RI)

Superintendent: Cory McIntyre

Phone: 763-506-1001

Email: cory.mcintyre@ahschools.us

Plan submitted by: Tom Shaw

Title: Director of Student Services

Phone: 763-506-1017

Email: tom.shaw@ahschools.us

Partnering Districts

Racially isolated districts must partner with adjoining districts on student integration strategies (Minn. R. 3535.0170). List the districts you will partner with, adding additional lines as needed.

1. **286 Brooklyn Center Community** – RI Racially Isolated
2. **877 Buffalo** – A – Adjoining
3. **728 Elk River** – A – Adjoining
4. **14 Fridley** – RI – Racially Isolated
5. **279 Osseo** – RI – Racially Isolated
6. **883 Rockford** – A - Adjoining

Provide the name of your integration collaborative if you have one: **Northwest Suburban Integration School District.**

Racially Identifiable Schools within District

If you have been notified by the Minnesota Department of Education (MDE) that your district has a Racially Identifiable School (RIS), please list each of those schools below. Add additional lines as needed. You will complete one RIS plan, one per RIS, at the end of the form.

1. Evergreen Elementary
2. Monroe Elementary
3. Adams Elementary (2026-2027)

Plans for racially identifiable schools should include the same information and follow the same format as districtwide plans. Provide that information in the [Racially Identifiable School section](#) of this document.

School Board Approval

We certify that we have approved this Achievement and Integration plan (Minn. Stat. § 124D.861, subd. 4).

We certify that we sought and received input on integration goals and strategies from councils as described on page 2. The council(s) included representation and meaningful input from our American Indian Parent Advisory Committee as required by Minnesota Rules 3535.0160, subpart 2, and Minnesota Rules 3535.0170, subparts 2-5.

Superintendent: Cory McIntyre

Signature:

Date Signed: Enter date.

School Board Co-Chair: Enter name.

Signature:

Date Signed: Enter date.

School Board Co-Chair: Enter name.

Signature:

Date Signed: Enter date.

Plan Input

Minnesota School Desegregation/Integration Rule, part 3535.0170, subpart 2, requires racially isolated and adjoining districts to establish a **Multidistrict Collaboration Council (MDCC)** to provide input on integration goals and to identify cross-district strategies to improve student integration.

Districts with Racially Identifiable Schools (RIS) are required to convene a **Community Collaboration Council (CCC)** to assist in developing integration goals and to identify ways of creating increased opportunities for integration at the racially identifiable schools (Minn. R. 3535.0160, subp. 2).

Districts with an **American Indian Parent Advisory Committee (AIPAC)** must include representation from this committee on the councils described above (Minn. R. 3535.0160, subp. 2, and 3535.0170, subp. 3).

For stakeholder input to be meaningful it should be based on open communication and coordination that acknowledges and considers the views of all participants. For steps to ensure that input from your council is meaningful, see the Facilitation Guide on page 8 of the [Achievement and Integration Plan Guide](#).

Below, is a list of our council members and American Indian parent committee members along with a brief description of council members' recommendations for our district-wide plan and racially identifiable school plans.

American Indian Parent Advisory Committee: The purpose of the Anoka-Hennepin Indian Education Parent Advisory Committee and Indian Education program is to encourage and inspire the academic achievement and community connection for our American Indian Students; to serve as a resource to review and recommend accurate curriculum; and to promote dialogue for continuous program improvement between community, staff and students. The American Indian Parent Advisory Committee (AIPAC) is a committee composed of parents or guardians of American Indian students, school district representatives and secondary American Indian students. The Parent Advisory Committee meets on a monthly basis throughout the school year. They provide an important link with the Indian community and advise the school district on all aspects of the Indian Education program.

Community Collaboration Council for Racially Identifiable School(s): Anoka-Hennepin convenes a monthly Community Curriculum Advisory Council (CCAC) for the purpose of reviewing PreK-16 curriculum, assessment, and instructional programming through community lens; to provide information to and request feedback from Parent Teacher Organizations, Partnership Teams, and Parent Advisory Committees in each building regarding curriculum, assessment, and instructional programming; to provide input and feedback to the Curriculum Advisory Council (CAC); and to provide input and feedback to the School Board regarding academic programs. Membership: PreK family and parent representatives (one family or parent representative each per elementary, secondary, and alternative school); elementary, secondary, and alternative school principals/designees; Executive Director of Learning and Achievement; Learning and Achievement Coordinators; as well as District Office Representation.

Anoka-Hennepin School District Student Services Advisory Committee (SSAC): This committee is a group of students, parents, teachers, school administrators and student support specialists charged with advising the district regarding how best to provide equitable educational opportunities for all students. The Student Services Advisory Committee works to address and close persistent gaps in student achievement, including academic performance and graduation rates. Specifically, this group will focus on the following:

1. Student Services Advisory Committee will develop outreach strategies to parents and families to build awareness around and gain feedback regarding the district's educational improvement efforts;
2. Student Services Advisory Committee will gather and review student outcome and system data to identify progress and areas for improvement related to student learning;
3. Student Services Advisory Committee will provide recommendations to Student Services Leadership Team regarding strategies, policies, and procedures related to improving student achievement;
4. Serve as a two-way conduit of information to Anoka-Hennepin families and community members. Members also serve as family and community connectors to the public, communicating the committee's recommendations and progress.

Multidistrict Collaboration Council: Amy Cochran – Fridley, Tom Shaw – Anoka-Hennepin, Michael Walker – Osseo, Nancy Eiyneck – Buffalo-Hanover-Montrose, Kelly Corbett – ISD 728, Jena Carlson- Brooklyn Center Community Schools, Jeff Ridlehoover- Rockford, Heather Lyke – Northwest Suburban Integration School District

Achievement and Integration Goals

Goal #1: Reduce Disparities in Academic Achievement

Goal type: Achievement Disparity

Goal #1: By the end of the 2028-29 school year, the percentage of students scoring at the high-risk level on the FastBridge aReading assessment will decrease from 13.6% to 12.1%.

Strategies

Strategy #1: Student Achievement Advisors

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, your narrative description should describe how the different aspects of integrated learning environments listed below are part of that strategy:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input checked="" type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Anoka-Hennepin will provide students with academic and executive functioning support that increases connectedness, positive student-adult relationships, and student self-advocacy.

Student achievement advisors (SAAs) provide resources outside the classroom that assist students in academic, social, emotional, and behavioral support as well as self-esteem, social skills, and conflict resolution.

SAAs lead opportunities for students to participate in groups and workshops around school climate, academic achievement, and social skills. They assist students to understand the key educational concepts of achievement, opportunity, aspirations, and expectations to think about their lives and future in a constructive way. SAAs promote student success by helping students with goal attainment, improved attendance, increased engagement in school

activities, and valuing them and their unique skills, abilities, and talents. SAAs provide direct interventions to students as needed.

Location of services: School sites

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain at least 80.0% overall student engagement for each student group.	80.0%	80.0%	80.0%
Maintain at least 75.0% student engagement on the culture and climate dimension for each student group.	75.0%	75.0%	75.0%

Strategy #2: Build Bridges Between School and Community

Type of Strategy: Family engagement initiatives to increase student achievement.

Narrative description of this strategy: The Student Services Coordinator and Cultural Liaisons support school, family, and community partnerships to increase student achievement. These roles facilitate parent groups to engage families in supporting, informing, and supplementing parent involvement initiatives across the district.

Student Services Coordinator: This role manages the work of the SAAs to drive a district-wide support network for students and families. The Student Services Coordinator will meet with the SAAs regularly to provide professional development, discuss goals, expectations, programming, and cross-district collaboration, as well as ways to promote continuous improvement and student achievement.

Cultural Liaisons: This role assists families in navigating the school system. They assist school personnel in building knowledge and understanding between school and families so that they can better meet students' academic and social needs to increase student achievement.

Location of services: All schools and district sites

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain at least 90.0% of parents/guardians reporting agreement regarding feelings of welcome and belonging in our schools.	90.0%	90.0%	90.0%

Strategy #3: College and Career Readiness - Advancement Via Individual Determination (AVID)

Type of Strategy: Career/college readiness and rigorous coursework for underserved students, including students enrolled in ALC.

Narrative description of this strategy: AVID is a nationally affiliated college-readiness program for our students in grades 6 - 12 and is designed to increase the number of students who enroll in four-year colleges. Although AVID serves all students, it focuses on the least served students in the academic middle. AVID's mission is to close the learning gap by preparing all students for college readiness and success in a global society. AVID students are required to take the AVID elective class as well as advanced level core classes to prepare them for the rigor of a four-year college experience. Anoka-Hennepin will continue to participate in NWSISD efforts to provide coordination, training, and support for member districts and their AVID programs.

Student Achievement Advisors (SAAs) will work with the school counselors and administrators in each of their respective secondary schools to help identify and encourage underserved students to enroll and participate in AVID, International Baccalaureate, Advanced Placement, College Possible, College in the Schools and other advanced courses. SAAs will support students that may be struggling with coursework and decision-making around college and careers.

Additional support staff will be provided to assist students at risk of not meeting defined expectations in developing and carrying out their personal learning plans promoting career and college readiness.

Location of services: Secondary Sites

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The percentage of senior students taking at least one potential-college-credit-earning course in high school will increase.	90.3%	90.4%	90.5%
The percentage of grade 12 AVID students who report having completed at least one college application will increase.	89.5%	90.0%	90.5%

Strategy #4: Academic Intervention Specialists

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, your narrative description should describe how the different aspects of integrated learning environments listed below are part of that strategy:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input checked="" type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: All reading and math teachers use data to inform their teaching practice in order to differentiate and plan instruction based on diagnostics. Through professional development and support from the reading and math teaching Learning and Achievement Coordinators, intervention teachers will strengthen their ability to accelerate student learning through deeper and more focused small group instruction as a part of a workshop model. Through professional development and work in collaborative teams, teachers will accelerate student learning through integration of technology, where appropriate, as a part of the workshop model of intervention. Through professional development, intervention teachers will be strategic in their use of vocabulary and math instruction strategies.

Educators use multi-tiered systems of support (MTSS) to meet the academic needs of students. With new reading curriculum at the elementary level, along with READ Act requirements including professional development, specific and targeted intervention supports will be provided for students struggling academically.

Location of services: Secondary schools, Monroe Elementary (RIS) and Evergreen Park Elementary (RIS)

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The 4-year districtwide high school graduation rate will increase.	86.0%	86.4%	86.8%
The percentage of students making typical growth or more on the FastBridge aMath assessment from fall to spring will increase.	44.3%	44.8%	45.3%
The percentage of students making typical growth or more on the FastBridge aReading assessment from fall to spring will increase.	42.3%	42.8%	43.3%

Strategy #5: College and Career Readiness at Alternative Learning Center Sites

Type of Strategy: Career/college readiness and rigorous coursework for underserved students, including students enrolled in ALC.

Narrative description of this strategy:

Achievement/Behavior Facilitators: The Achievement/Behavior Facilitator teacher(s) will work with students on their four-year Personalized Learning Plans (PLP), identify academic and behavioral strengths and areas for growth, develop and implement advisory curriculum including study skills, note taking, and personal development skills (behavior learning targets) to prepare students for personal and professional success. They will educate students on post-secondary options, including career and post-secondary readiness by leading the following activities: career inventories, career study, education paths, career fair, interview skills practice, college search activities, college visits.

Care Coach Paras: The Care Coach Para(s) will work with students to address issues around developing the interpersonal skills needed to work in collaboration with diverse groups of people, attendance, assignment completion and other successful qualities needed to progress in school, as well as to ensure that career exploration and college and career information is aligned with the PLP goals.

Location of services: District Alternative Learning Center Sites

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The percentage of students at Sandburg Regional High School who report completing at least one college application will increase.	21.1%	23.5%	26.0%
The percentage of Sandburg Regional High School students reporting their highest education goal as at least some college will increase.	70.5%	71.0%	71.6%

Goal #2: Access to Effective and High Quality Teachers

Goal type: Teacher Equity

Goal #2: By the end of the 2028-29 school year, the percentage of teachers meeting performance expectations in the Performance Appraisal System will increase from 96.5% to 97.5%.

Strategies

Strategy 6: Recruitment and Retention of High Quality Staff

Type of Strategy: Recruitment and retention of diverse teachers and administrators representing our student population.

Narrative description of this strategy:

Recruitment: The recruitment specialist will implement strategies to widen the range of candidates more closely representing our student population and those specialized in hard-to-fill positions who apply for positions within our district. Anoka-Hennepin will develop a marketing-recruitment strategy that includes assessing what our current employees share about their employment and creating an employment brand that can be used in all recruitment activities. Anoka-Hennepin will target recruitment strategies that include, but are not limited to: (1) attendance at a broad range of job fairs; (2) working proactively in building relationships with higher education organizations and connect with their student organizations; (3) designing recognition program for employee referral; (4) recruitment through “pop up job fairs” within individual school communities; (5) optimizing recruitment resources such as LinkedIn, Facebook, Glassdoor, and Twitter; (6) ensure our school community is reflected on job recruitment pamphlets; (7) review and revise job descriptions; (8) work with the legislature and Minnesota Department of Education to eliminate impediments for candidates who would like to become licensed educators; (9) develop a student-teacher pipeline with higher education organizations whose enrollments are more closely aligned with the district’s student population. Anoka-Hennepin partners with post-secondary institutions to develop and foster a grow-your-own pathway for future teachers from current employees.

Retention: District will focus on the retention of high-quality teachers through a number of actions including but not limited to: (1) developing and administering exit interview questions for employees voluntarily leaving the organization; (2) focus groups for current employees to collect and analyze information related to employee engagement and barriers to success; (3) the district will provide opportunities for employees to meet periodically as a means to increase employee support systems and reduce isolation.

Location of services: All Anoka-Hennepin Schools and District Offices

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The percentage of respondents on the Anoka-Hennepin New Employee Survey reporting overall positive experiences will increase.	89.2%	89.6%	90.0%
The percentage of respondents on the Anoka-Hennepin Employee Engagement Survey reporting overall positive engagement will increase.	84.6%	84.8%	85.0%

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The percentage of Grow Your Own participants retained as Anoka-Hennepin employees will increase.	80.0%	82.0%	85.0%

Goal #3: Innovative and Integrated Learning Environments

Goal type: Integration

Goal #3: By the end of the 2028-29 school year, the percentage of senior students taking at least one potential-college-credit-earning course in high school will increase to 90.5%. The 2024-25 cohort of senior students participated at a rate of 90.2%.

Strategies

Strategy 7: School Choice

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, your narrative description should describe how the different aspects of integrated learning environments listed below are part of that strategy:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input checked="" type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Anoka-Hennepin will offer open enrollment, in-district transfer, and NWSISD enrollment opportunities to students and families who wish to participate in magnet and specialty schools. Magnet/Specialty schools are designed to provide opportunities for students to learn in an innovative and integrated environment that provides rigorous coursework for all students. The curriculum is aligned to themes such as the Arts, International Baccalaureate, or STEM/STEAM. Magnet/Specialty schools are more “hands-on, minds on” and use an approach to learning that is inquiry or performance/project based. Policies, curricula, trained instructors, administrators, counselors and other staff all work together to provide integrated learning activities. Curriculum integration teachers integrate the magnet school themes into the state standards-based curriculum. Students participate in innovative learning activities such as field trips, guest speakers, and digital learning experiences.

High school magnet/specialty programs provide opportunities for students to enroll in college credit-bearing courses during the regular school day. These opportunities include, but are not limited to, International Baccalaureate Career Certificate courses, Advanced Placement, Project Lead the Way, concurrent enrollment, and certificate programming within the health career industry.

Anoka-Hennepin will continue to work in partnership with NWSISD in the development, design, and implementation of educational methods and practices that promote increased choices for families. The NWSISD magnet schools do not have entrance criteria and student eligibility is based on an interest in theme, resulting in students from a wide array of backgrounds enrolled in the magnet schools. Anoka-Hennepin will use the Minnesota open enrollment process and transportation legislation to promote integration across the NWSISD collaborative using the NWSISD magnet school system.

NWSISD magnet students receive free transportation as long as they live within the seven district collaborative boundaries. Anoka Hennepin will continue to participate in NWSISD efforts to provide coordination, training, and support for member districts.

Location of services: The Anoka-Hennepin School District has twelve Magnet/Specialty Schools: 1) Champlin Brooklyn Park Academy for Math and Environmental Science, 2) Evergreen Park Elementary School of Innovation, 3) Hoover Elementary School: Science, Technology, Engineering, and Mathematics, 4) Lincoln Elementary School for the Arts, 5) Monroe Elementary School for Mathematics, Science, and Children's Engineering, 6) University Avenue Aerospace, Children's Engineering, and Science, 7) Anoka Middle School for the Arts, 8) Jackson Middle School: A Science and Math Specialty School, 9) Anoka High School Science, Technology, Engineering, Arts, and Mathematics, 10) Blaine High School: Center for Engineering, Mathematics, and Science, 11) Champlin Park High School: International Baccalaureate, and 12) Coon Rapids High School: Center for Biomed Sciences and Engineering

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The number of student requests to open enroll and in-district transfer into our 12 magnet/specialty schools will increase.	575	581	587

Strategy 8: Integrated Student Enrichment Activities

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, your narrative description should describe how the different aspects of integrated learning environments listed below are part of that strategy:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input checked="" type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input checked="" type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Anoka-Hennepin students will participate in the NWSISD-sponsored student support service opportunities promoting integrated learning environments and practices to increase academic rigor, competency, and interaction.

Student programs provided by NWSISD are the Step-Up: Mentorship for Young Men and Essence: Mentorship for Young Women. These mentorship programs target middle school and high school students with a focus on the four educational concepts: Aspirations, Expectations, Opportunities, and Achievement. Students experience activities which are focused on introspection, learning how culture shapes expectations, setting goals for their high school careers and beyond. Examples of specific activities are college field trips, career exploration, service learning, team building and guest speakers. In addition to support for the specific mentorship programs, NWSISD provides college experiences for middle school and high school students who may be in AVID, Educators Rising, as well as in collaboration with the college and career centers. NWSISD offers college and career conferences.

Anoka-Hennepin Schools will use the Minnesota open enrollment process and transportation legislation to promote student integration across the NWSISD collaborative using the NWSISD magnet school system.

Location of services: NWSISD member districts. The Anoka-Hennepin School District has twelve Magnet/Specialty Schools: 1) Champlin Brooklyn Park Academy for Math and Environmental Science, 2) Evergreen Park Elementary School of Innovation, 3) Hoover Elementary School: Science, Technology, Engineering, and Mathematics, 4) Lincoln Elementary School for the Arts, 5) Monroe Elementary School for Mathematics, Science, and Children's Engineering, 6) University Avenue Aerospace, Children's Engineering, and Science, 7) Anoka Middle School for the Arts, 8) Jackson Middle School: A Science and Math Specialty School, 9) Anoka High School Science, Technology, Engineering, Arts, and Mathematics, 10) Blaine High School: Center for Engineering, Mathematics, and Science, 11) Champlin Park High School: International Baccalaureate, and 12) Center for Biomed Sciences and Engineering

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain at least 70.0% of seniors who report having visited a college campus while in high school.	70.0%	70.0%	70.0%
The 4-year districtwide high school graduation rate will increase.	86.0%	86.4%	86.8%

Creating Efficiencies and Eliminating Duplicative Programs

Anoka-Hennepin employs a continuous improvement model for change, collecting and monitoring multiple sources of data to determine areas of success and areas on which to focus. Student achievement, behavioral, perception and enrollment data are disaggregated by school, grade-level, ethnicity, gender, special populations (students receiving special education, free/reduced-priced services, and/or language-acquisition services), and by program participation (i.e., magnet/specialty programs, intervention programming, advanced learner programming), in addition to by classroom and individual student.

District and school staff regularly examine and analyze these data formally at scheduled times throughout the year and when questions arise through daily activities as part of on-going school improvement processes and work within collaborative teams.

The district/school leadership teams annually set these goals in August, write action plans to meet these goals including strategies targeting areas of focus, evidence of effectiveness, timelines for implementation and persons responsible for implementation throughout the year.

Our district's Achievement and Integration Plan creates efficiencies by implementing a multi-district collaborative for planning and implementing integration activities. Utilizing a single outside entity of NWSISD to provide integration activities for the entire region reduces redundancy in the development and implementation of the magnet, student services and professional development programs and eliminates duplicative programs within the region. Additionally, efficiencies are created through linking the Achievement and Integration Plan, goals, and strategies to our other district initiative and funding sources, including the Comprehensive Achievement and Civic Readiness Plan and the American Indian Education Plan and funds. By supplementing each of these areas, we avoid program duplication while increasing efficiencies and effectiveness.

Racially Identifiable School(s) (RIS)

Achievement and Integration Plan

July 1, 2026-June 30, 2029

RIS Plan Input

Districts with **Racially Identifiable Schools (RIS)** are required to convene a Community Collaboration Council (CCC) to assist in developing integration goals and to identify ways of creating increased opportunities for integration at the racially identifiable schools (Minn. R. 3535.0160, subp. 2).

Community Collaboration Council for Racially Identifiable School(s): Anoka-Hennepin convenes a monthly Community Curriculum Advisory Council (CCAC) for the purpose of reviewing PreK-16 curriculum, assessment, and instructional programming through community lens; to provide information to and request feedback from Parent Teacher Organizations, Partnership Teams, and Parent Advisory Committees in each building regarding curriculum, assessment, and instructional programming; to provide input and feedback to the Curriculum Advisory Council (CAC); and to provide input and feedback to the School Board regarding academic programs. Membership: PreK family and parent representatives (one family or parent representative each per elementary, secondary, and alternative school); elementary, secondary, and alternative school principals/designees; Executive Director of Teaching and Learning; Learning and Achievement Coordinators; as well as District Office Representation.

Evergreen Park Elementary School

District ISD# and Name: 11 Anoka Hennepin

RIS Name: Evergreen Park Stem School of Innovation

Program Contact: Cory McIntyre

Phone: 763-506-1001

Email: cory.mcintyre@ahschools.us

RIS Achievement and Integration Goals

Goal type: Achievement Disparity

RIS Goal #1: By the end of the 2028-29 school year, the percentage of grade 3 students at Evergreen Park Elementary scoring at the high risk level on the FastBridge aReading assessment will decrease from 30.4% to 28.9%.

Goal type: Teacher Equity

RIS Goal #2: By the end of the 2028-29 school year, the percentage of teachers meeting performance expectations in the Performance Appraisal System at Evergreen Park Elementary will increase from 88.5% to 92.2%.

Goal type: Integration

RIS Goal #3: By the end of the 2028-29 school year, the percentage of students qualifying for Talent Development programming at Evergreen Park Elementary will increase from 3.8% to 5.3%.

RIS Strategies

Strategy #1: Intervention Teacher

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Providing facilitation and data analyzation support to grade level/student support teams who meet weekly to discuss data by group, standard and grade level. Intentional focus on specific student needs. Support in tracking data, growth over time, and facilitation of conversations about Tier I differentiation and Tier II interventions. Specializing in differentiation strategies to model and coach effective best practices through regular coaching cycles for staff supporting whole group and small group, tier I and II instruction in the areas of math or reading.

Location of services: Location of services: Evergreen Park Elementary School of Innovation

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The percentage of grade 3 students at Evergreen Park Elementary scoring at the high risk level on the FastBridge aReading assessment will decrease.	29.9%	29.4%	28.9%

Strategy #2: Student Services Advocate - School Social Worker

Type of Strategy: Family engagement initiatives to increase student achievement.

Narrative description of this strategy: Outreach/support to parents/students in the area of basic needs, physical, academic, and social and emotional wellness, especially in tier II needs, to increase achievement, so all students can succeed – student services advocate licensed school social work (SSW). Parent, family, and community involvement in education correlates with higher academic performance and school improvement. When schools, parents, families, and communities work together to support learning, students tend to earn higher grades, attend school more regularly, stay in school longer, and enroll in higher level programs.

The School Social Worker will supplement a larger family engagement program by acting as a liaison between home and school and encouraging broader parent involvement from families. The School Social Worker will seek out resources from The Family Community Engagement Program (FCE) at Northwest Suburban Integration School District in an effort to assist families in learning how to navigate school systems and empower their children to achieve academic success. The FCE works with schools, families, and community stakeholders to improve student achievement. Studies show that relationships, resources and school climate play a significant role in family engagement. The School Social Worker will use and promote the Family Community Engagement online resource <http://nwsisd/fce.wordpress.com/> which offers the best practices and innovations related to school, family, and community partnerships and how it contributes to student

achievement and life-long success. Staff will collaborate with NWSISD to provide workshops to educators on working with underrepresented families, specifically families in poverty.

Location of services: Evergreen Park Elementary School of Innovation

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain an overall parent satisfaction rate of 88.0% on the Parent Attitude and Satisfaction Survey for Evergreen Park Elementary.	88.0%	88.0%	88.0%

Strategy # 3: Effective Teaching Practices Coach

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input checked="" type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input checked="" type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: The Effective Teaching Practices Coach will support students and staff to increase achievement, so all students can succeed. The coach provides whole group review of priority school skills (including Catalyst skills), yearly refreshers, individual coaching that is differentiated to the needs of the staff member. Support of the building leadership team in creating and achieving continuous improvement targets. Working with staff to create action plans to put school improvement strategies into action.

Location of services: Evergreen Park Elementary School of Innovation

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain at least 90.0% of Evergreen Park Elementary respondents on the Anoka-Hennepin Employee Culture and Climate Survey reporting overall positive experiences.	90.0%	90.0%	90.0%

Strategy # 4: School Choice

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input checked="" type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Anoka-Hennepin will offer open enrollment, in-district transfer, and NWSISD enrollment opportunities to students and families who wish to participate in magnet and specialty schools. Magnet/Specialty schools are designed to provide opportunities for students to learn in an innovative and integrated environment that provides rigorous coursework for all students. Magnet/Specialty schools are more “hands-on, minds on” and use an approach to learning that is inquiry or performance/project based. Policies, curricula, trained instructors, administrators, counselors and other staff all work together to provide integrated learning activities. Curriculum integration teachers integrate the magnet school themes into the state standards-based curriculum. Students participate in innovative learning activities such as field trips, guest speakers, and digital learning experiences.

Anoka-Hennepin will continue to work in partnership with NWSISD in the development, design, and implementation of educational methods and practices that promote student belonging and increased choices for families. The NWSISD magnet schools do not have entrance criteria and student eligibility is based on an interest in the theme, resulting in students from a wide array of backgrounds enrolled in the magnet schools. Additionally, NWSISD magnet students receive free transportation as long as they live within the seven district collaborative boundaries. A-H will continue to participate in NWSISD efforts to provide coordination, training, and support for member districts.

Location of services: Evergreen Park Elementary School of Innovation

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The number of student requests to open enroll and in-district transfers into Evergreen Park Elementary will increase.	15	18	21

Strategy # 5: Integrated Student Enrichment Activities

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Anoka-Hennepin students will participate in the NWSISD-sponsored student support service opportunities promoting integrated learning environments and practices to increase academic rigor, content competency, and peer collaboration.

Student programs provided by NWSISD will support career and college exploration.

Location of services: Evergreen Park Elementary School of Innovation

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain the number of times Evergreen Park Elementary reviews available NWSISD resources each year.	3	3	3

Creating Efficiencies and Eliminating Duplicative Programs

Evergreen Park Elementary is also a school-wide title building. As part of the school wide title planning process, staff conduct a needs assessment each year to determine areas of focus for the upcoming school year. As a team, the staff utilize the data gathered during the needs assessment process to align the school wide title plan with the A and I plan. This allows for focus on measurable goals which will impact student learning.

Monroe Elementary School

District ISD# and Name: 11 Anoka Hennepin

RIS Name: Monroe Elementary School for Mathematics, Science and Children's Engineering

Program Contact: Cory McIntyre

Phone: 763-506-1001

Email: cory.mcintyre@ahschools.us

RIS Achievement and Integration Goals

Goal type: Achievement Disparity

RIS Goal # 1: By the end of the 2028-29 school year, the percentage of grade 3 students at Monroe Elementary scoring at the high risk level on the FastBridge aReading assessment will decrease from 8.8% to 7.3%.

Goal type: Teacher Equity

RIS Goal #2: By the end of the 2028-29 school year, the percentage of teachers meeting performance expectations in the Performance Appraisal System at Monroe Elementary will increase from 96.9% to 99.0%.

Goal type: Integration

RIS Goal #3: By the end of the 2028-29 school year, the percentage of students qualifying for Talent Development programming at Monroe Elementary will increase from 8.9% to 10.0%.

RIS Strategies

Strategy # 1: Intervention Teacher

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Providing facilitation and data analysis support to grade level/student support teams who meet weekly to discuss data by group, standard and grade level. Intentional focus on specific student needs. Support in tracking data, growth over time, and facilitation of conversations about Tier I differentiation and Tier II interventions. Specializing in differentiation strategies to model and coach effective best practices through regular coaching cycles for staff supporting whole group and small group, tier I and II instruction in the areas of math or reading.

Location of services: Monroe Elementary: Math, Science and Children’s Engineering

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
The percentage of grade 3 students at Monroe Elementary scoring at the high risk level on the FastBridge aReading assessment will decrease.	8.3%	7.8%	7.3%

Strategy # 2: Student Services Advocate - School Social Worker

Type of Strategy: Family engagement initiatives to increase student achievement.

Narrative description of this strategy: Outreach/support to parents/students in the area of basic needs, physical, academic, and social and emotional wellness, especially in tier II needs, to increase achievement, so all students can succeed – student services advocate licensed school social work (SSW). Parent, family, and community involvement in education correlates with higher academic performance and school improvement. When schools, parents, families, and communities work together to support learning, students tend to earn higher grades, attend school more regularly, stay in school longer, and enroll in higher level programs.

The School Social Worker will supplement a larger family engagement program by acting as a liaison between home and school and encouraging broader parent involvement from families. School Social Worker will seek out resources from The Family Community Engagement Program (FCE) at Northwest Suburban Integration School District in an effort to assist families in learning how to navigate school systems and empower their children to achieve academic success. The FCE works with schools, families, and community stakeholders to improve student achievement. Studies show that relationships, resources and school climate play a significant role in family engagement. The School Social Worker will use and promote the Family Community Engagement online resource <http://nwsisd/fce.wordpress.com/> which offers the best practices and innovations related to school, family, and community partnerships and how it contributes to student

achievement and life-long success. Staff will collaborate with NWSISD to provide workshops to educators on working with underrepresented families, specifically families in poverty.

Location of services: Monroe Elementary: Math, Science and Children’s Engineering

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain an overall parent satisfaction rate of 98.0% on the Parent Attitude and Satisfaction Survey for Monroe Elementary.	98.0%	98.0%	98.0%

Strategy # 3: Effective Teaching Practices Coach

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input checked="" type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input checked="" type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: The Effective Teaching Practices Coach will support students and staff to increase achievement, so all students can succeed. The coach provides whole group review of priority school skills (including Catalyst skills), yearly refreshers, individual coaching that is differentiated to the needs of the staff member. Support of the building leadership team in creating and achieving continuous improvement targets. Working with staff to create action plans to put school improvement strategies into action.

Location of services: Monroe Elementary: Math, Science and Children’s Engineering

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain at least 95.0% of Monroe Elementary respondents on the Anoka-Hennepin Employee Culture and Climate Survey reporting overall positive experiences.	95.0%	95.0%	95.0%

Strategy # 4: Integrated Student Enrichment Activities

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|---|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Anoka-Hennepin students will participate in the NWSISD-sponsored student support service opportunities promoting integrated learning environments and practices to increase academic rigor, content competency, and collaboration with peers.

Student programming provided by NWSISD programming will support career and college exploration.

Location of services: Monroe Elementary: Math, Science and Children’s Engineering

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain the number of times Monroe Elementary reviews available NWSISD resources each year.	3	3	3

Creating Efficiencies and Eliminating Duplicative Programs

Monroe Elementary is also a school-wide title building. As part of the school wide title planning process, staff conduct a needs assessment each year to determine areas of focus for the upcoming school year. As a team, the staff utilize the data gathered during the needs assessment process to align their school wide title plan with the A and I plan. This allows for focus on measurable goals which will impact student learning.

Adams Elementary School

District ISD# and Name: 11 Anoka Hennepin

RIS Name: Adams Elementary

Program Contact: Cory McIntyre

Phone: 763-506-1001

Email: cory.mcintyre@ahschools.us

RIS Achievement and Integration Goals

Goal type: Achievement Disparity

RIS Goal # 1: By the end of the 2028-29 school year, the percentage of grade 3 students at Adams Elementary scoring at the high risk level on the FastBridge aReading assessment will decrease from 32.9% to 31.4%.

Goal type: Teacher Equity

RIS Goal #2: By the end of the 2028-29 school year, the percentage of teachers meeting performance expectations in the Performance Appraisal System at Adams Elementary will increase from 93.1% to 97.4%.

Goal type: Integration

RIS Goal #3: By the end of the 2028-29 school year, the percentage of students qualifying for Talent Development programming at Adams Elementary will increase from 7.3% to 8.6%.

RIS Strategies

Strategy # 1: Student Achievement Advisor

Type of Strategy: Innovative and integrated pre-K-12 learning environments. * If you choose this, complete the Integrated Learning Environments section below.

Integrated Learning Environments (Minn. Stat. § 124D.861, subd. 1 (c)). If you chose *Innovative and integrated pre-K through grade 12 learning environments* as the strategy type above, describe in your narrative description how the different aspects of integrated learning environments listed below are part of your strategy:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Uses policies, curriculum, or trained instructors and other advocates to support magnet schools, differentiated instruction, or targeted interventions. | <input checked="" type="checkbox"/> Increases cultural fluency, competency, and interaction. |
| <input type="checkbox"/> Provides school enrollment choices. | <input type="checkbox"/> Increases graduation rates. |
| | <input type="checkbox"/> Increases access to effective and diverse teachers. |

Narrative description of this strategy: Anoka-Hennepin will provide the assignment of a Student Achievement Advisor (SAA) to support Adams Elementary in strengthening student connection, engagement, and family partnership through consistent, relationship-centered support. With Adams identified as a racially identifiable school, this model aligns with successful SAA support structures used at other racially identifiable schools and supports the district's commitment to access, safety, and belonging.

This model provides SAA support at a 0.8 level, with an advisor on-site four days per week, or as determined by building leadership. This consistent presence allows the SAA to provide proactive Tier II-III interventions, relationship-building supports, and positive problem-solving and conflict resolution strategies for students and families.

The SAA will collaborate with school leadership and staff to review attendance and behavior data, conduct family outreach, provide student mentoring and goal-setting support, facilitate small group social interaction learning opportunities, and partner with teachers to strengthen classroom engagement. The role also supports student connection during key times such as lunch and recess while maintaining data-informed documentation and planning.

Additionally, this addition of support at Adams strengthens alignment within the Coon Rapids cluster, helping ensure smoother transitions for students moving between elementary, middle, and high school while maintaining consistent relationship-based supports.

The expected outcomes include increased family engagement, improved attendance, reduced behavioral concerns, stronger home-school communication, and a school climate where students feel safe, supported, connected, and valued. Overall, this model strengthens student success by building trusted relationships and supporting staff in addressing student engagement and well-being needs that directly impact learning and long-term achievement.

Location of services: Adams Elementary

Key Indicators

Key Indicators of Progress (KIP)

List key indicators of progress for this strategy and annual targets for each indicator.	Target 2027	Target 2028	Target 2029
Maintain at least 80.0% overall student engagement for each student group at Adams Elementary.	80.0%	80.0%	80.0%
Maintain at least 75.0% student engagement on the culture and climate dimension for each student group at Adams Elementary.	75.0%	75.0%	75.0%

Creating Efficiencies and Eliminating Duplicative Programs

Adams Elementary is also a school-wide title building. As part of the school wide title planning process, staff conduct a needs assessment each year to determine areas of focus for the upcoming school year. As a team, the staff utilize the data gathered during the needs assessment process to align their school wide title plan with our A and I plan. This allows for focus on measurable goals which will impact student learning.



✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

🖥 ahschools.us

March 6, 2026

To: School Board Members and Superintendent Cory McIntyre
 From: Tiffany Audette, CPPB, Director of Purchasing
 Re: **Award Recommendation**
Bid # 26051B – Snow Plowing & Removal, Region 8
Opened on Wednesday, March 4, 2026, at 2:00 p.m. LT.

Bids for 26051B – Snow Plowing & Removal, Region 8, was opened at 2:00 p.m. Local Time on Wednesday, March 4, 2026. Two (2) bids were received, and both were responsive. Below is a recap of the bid tabulation.

26051B Snow Plowing Regions 8		
Bid Opening 03/04/2026 @ 2:00pm L.T.		
Region 8		
Bidders	AAA Building Maintenance Company, LLC. dba Karin's Services	Create Construction, LLC.
Snow Event: 1.5" to 4"	\$25,000.00	\$20,949.00
Snow Event: 4.1" to 6"	\$30,000.00	\$21,950.00
Snow Event: 6.1" to 8"	\$35,000.00	\$23,950.00
Plowing of driveways ONLY while school is in session.	\$9,500.00	\$2,250.00
Drift Event – Hourly rate plus equipment cost	\$375.00	\$250.00
On site snow blowing - Hourly labor rate and equipment rate	\$450.00	\$250.00
Annual Minimum Compensation Guarantee (Line 1 x 3 =)	\$75,000.00	\$62,847.00

The recommendation is to award a contract for Region 8, to the lowest responsible bidder, Create Construction, LLC. , of Maple Grove, Minnesota.

**RESOLUTION RELATING TO THE NONRENEWAL OF TEACHING CONTRACTS
OF PROBATIONARY TEACHERS**

Member _____ introduced the resolution and moved its adoption.

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

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

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

WHEREAS there are other appropriate reasons and,

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

Abernathy, Olivia C
Aliotta, Kathryn A
Alnabi, Saja Z
Altenbach, Katherine
Anderson, Kirsten M
Anderson, Lydia J
Anderson, Nelly J
Anfang, Sara
Arndt, Anna M
Arnold, Kevin L
Asendorf, Sara J
Auer Lee, Brooke E
Ayeni, David A
Bachmann, Jill M
Bale, Sarah C
Balkus, Brenna C
Bancroft, Jeffrey A
Banks, Rebekah M
Barnett, Andrew J
Barrett, Nicholas R
Behnke, Elizabeth R
Benner, Ivy L
Blatchley, Megan E
Bloomer, Cody J
Bluhm, Grete A
Bonanno, Renata J
Bonasera, Justin M
Boucher, Kim M

Boyd, Michelle M
Boyle, Frederick D
Breckenridge, Joseph D
Brennan, Riley L
Bubalo, Samantha R
Burnham, Rebecca S
Burrows, Emily C
Campson, Kathryn E
Canfield, Ashley C
Caracena, Nicole D
Carey, Emily A
Carlson, Caitlin M
Carlson, Jennifer A
Cavanaugh, Jennifer L
Cedergren, Lauren J
Chen, Phyllis
Clark, Elizabeth A
Cole, Amy L
Collette-Jelinek, Karin M
Conway, Courtney E
Cooper, Maggie A
Costello, Jade A
Crosby, Haley A
Cubas, Teresa M
Dahl, Beverly J
Dahlgren, Elizabeth D
Dalbec Mach, Ashley R
Dalton, Newelle M

Delaney, Resa D
Dittrich, Allan D
Duff, Andrea M
Eldawy, Rasha F Y
Elkins, Nathaniel D
Ellies, Cassandra R
Ericson, Kaitlyn R
Evenson, Claire E
Faber, Magdeline R
Fester, James A D
Fleischman, Sydney K
Foster, Maureen K
Franklin, Natalie M
Frederiksen, Jessica R
Frigerio, Patrick A
Gage, Emily C
Garberson, Emily A
Gbakoyah, Serina G
Giles, Marcus A
Gingery, Maria Theresa G
Giuliani, Michelle L
Griffin, LaDeva T
Griffith, Naomi M
Gronski, Brian J
Guldan, Heather L
Hadley, Ellise A
Hahn, Jerik J
Haley, Lauren R

Hall, Kaitlyn A	Lovegreen, Michele A	Pomeroy, Amber L
Hanks, Elizabeth M	Lucas, Brianna	Przybilla, Karsen A
Hanson, Scott A	Ludwig, Adam J	Pull, Trisha R
Harbulak-Barron, Stephanie	Lund, Carlista S	Rabata, Sydney J
Hatch, Catherine R	Lundquist, Kate L	Reineccius, Daria J
Hatchner, Amy L	Mabel, Katherine J	Richard, Bobbi E
Hauer, Emily	Malecha, Elizabeth R	Rischer, Alyssa A
Havelka, Jessica D	Manz, Elizabeth M	Roberts-Carlson, Macy L
Heckmann, Alaina J	Maroushek, Tamra L	Ronning, Michelle K
Heinsohn, Tawnya L	Martinez, Mikayla R	Rothstein, Brianna
Hillman, Kristin E	Mayes, Emma I	Rupprecht, Dustin
Hoiland, Aaron R	McCauley, Haley E	Russell, Sophie M
Houger, Rachel A	McDowell, Brenna L	Rutz, Tricia M
Hoyt, Jenni L	McElyea, Isabelle M	Sabelko, Melissa L
Jacobs, Robert C	McGary-Dodge, Victoria M	Sand, Kylie A
Jensen, Alexandria C	McHugh, Robert H	Sarhan, Manal R
Jensen, Shannon M	Meether, Amber L	Schaub, Jack M
Johnson, Mackenzie L	Meyer, Kenadee A	Scheveck, Sophia M
Johnston, Brian E	Miettinen, Mackenzie K	Schlag, Allison J
Jones, Olivia C	Mills, Jessica M	Schlangen, Alyssa M
Kazemba, Katherine A	Minikus, Julia S	Schmidt, Allison J
Keller, Sarah E	Morse, Elizabeth S	Scholl, Hali Nicole
Kelly, Caitlyn S	Myers, Madalyn M	Scholla, Kaitlyn M
Kioga, Maren E	Naheel, Rihab	Schwalbe, Chloe M
Klausler, Sydney E	Neidermeier, Nicole J	Seifert, Taylor L
Knapp, Alyssa	Nelson, Jonathan M	Semmer, Carly M
Kolanski, Paige H	Nelson, Megan J	Servantez, Gracie E
Koopman, Michelle L	Nordling, Ashley A	Shaykevich, Priscilla M
Kowalenko, Miranda C	Olson, Jake T	Shepard, Noah C
Krebs, Rachel A	Olson, Zoey A	Sickle, Kaylee A
Krohn, Lindsey H	Opsahl, Eric P	Siems Wilson, Krista M
Kruse, Sidney M	Patterson, Matthew F	Siira, Jacob W
Kuehne, Julia C	Pattock, Emma R	Simdorn, Isabelle N
Landaverde Mena, Yessica A	Perreault, Patrick J	Simon, Hanna
Larson, Carmel A	Petersen, Jordyn R	Slagle, Eryn J
Legel, Makaylah P	Petersen, Sarah A	Smithwick, Jennifer A
Lehtola, Kelly C	Peterson, Alison I	Solberg, Emilee M
Lenarz, Lyndsey A	Peterson, Emily L	Sonnentag, Britany M
Lewis, Cassidy J	Peterson, Meesha L	Spanjers, Emily T
Lewis, Kaiyre T	Pitkanen, Suzanne M	Speltz, Lynsey M
Lindgren, Brendan C	Pittman, Allison L	Strauss, Rachel M
Lindquist, Morgan V	Pitzl, Hailey P	Strickland, Luke W
Lish, Claire E	Pixley, Sophia M	Sturm, Arielle G
Loken, Crystal M	Plohasz, Seth T	Suarez-Guzman, Olga L
Losness, Rachel K	Pohlen, Adam J	Tabatt, Hunter J

Tangren, Tiffany A
Taylor, Timothy C
Telega, MaKenna D
Tembreull, Erica M
Terry, Allison I
Theisen, Giovanna V
Theobald, Rachel V
Thompson, Kyle S
Thull, Jessica
Tinjum, William L
Torke, Leslie M
Uehara, Kai
VanDenTop, Claire E
Vang, Ka
Vang, Mesheng

VanHeuveln, Joshua R
Varichak, Catherine R
Vasquez, Chase R
Vylasek, Jordan K
Waldroff, Taylor P
Walker, Dylan M
Warner, Grant E
Warren, Sesalie T
Weller, James M
Wellington, Hannah I
Wess, Elizabeth B
White, Morgan E
Willenbring, Jessica R
Williams, Elizabeth A
Wilson, Brett P

Wilson, Gabrielle A
Wilson, George M
Wilson, Sharon A
Wolf, Kellee L
Wood, Angelah R
Worcester, Kayla A
Worshek, Emma E
Worthington, Caitlin J
Xiong Thao, Nkau I
Yang, Mai Lee
Zaczkowski, Christina
Zamrzla, Lexi J
Zook, Matthew A

BE IT RESOLVED by the School Board of Anoka-Hennepin Independent School District No. 11 that pursuant to Minnesota Statute §122A.40, Subd. 5 and the District Master Agreement, the teaching contracts of the probationary Teachers listed above in Anoka-Hennepin Independent School District No. 11 are hereby nonrenewed at the close of the 2025-26 school year.

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

BE IT FURTHER RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on March 23, 2026.

Whereupon said resolution was declared duly passed and adopted.

Clerk of the Board

**RESOLUTION RELATING TO THE NONRENEWAL OF TEACHING CONTRACTS
OF TIER 1 OR TIER 2 TEACHERS**

Member _____ introduced the resolution and moved its adoption.

WHEREAS, the following persons are a Tier 1 or Tier 2 teacher in Anoka-Hennepin Independent School District No. 11,

Abdurahman, Sadiya D	Faris, Heather A	Morin, Tamara L
Ahlquist, Josiah J	Fields, Sydney R	Newman, Jamie S
Anderson, Mackenzie R	Florman, James S	Ogura, Amanda
Ankrum, Arianna A	Franz-Shoff, Matthew T	Olson, Riley B
Bailey, Hayley A	Geisler, Alexandra J	Paaverud, Morgan
Baker, Savanna J	Guille, Cynthia K	Pemberton, Stephanie L
Bakkene, Hayley J	Hill, Kaitlin E	Ratajczak, Karyn K
Bergerson, Breanne A	Jackson, Tiarra A	Richards, Holly M
Bissonnette, Jennifer M	Jacobson, Kimberly A	Ritchie, Lauren P
Blasko, Christopher D	Johnson, Brandy M	Rodbourne, Shawn C
Brakke, Tana L	Johnson, Tatum D	Rosemark, Amanda N
Brunko, Jessa I	Julien, David P	Roufs, Jennifer J
Chambers, Conner A	Junkert, Marisa M	Sasahara, Kyoshin
Chavez, Rosanna O	Kadhum, Alham J	Schuck, Linda S
Chelberg, Marlo L	Kaiser, David M	Shaffa, Danny Boy S D
Chorba, Sabrina J	King, Laura A	Sherer, Richard W
Coe, Kacie M	Kirby, Hilarie A	Shoulders, Shaquielle J
Cofer, Tristan A	Klitzke, Melody A	Stuedemann, Erin L
Collins, Gregory L	Lehman, Emily L	Thompson, Eric W
Conley, Madeleine	Lindberg, Brittany A	Tinjum, Whitney L
Crump, Robert M	Lindstrom, Melissa M	Tupy, Ryan C
Curtis, Blair P	Loiselle, Timothy J	Wahl, Michael R
Davies, Roberta L	Lowinger, Kimberly A	Watts, Tiara K
Dobson, Megan A	Lyman, Angela M	Will, Carol J
Dorek, Hyeju K	Maki, Brittney A	Zakaras, Jamie A
Doty, Lauryn E	McNeff, Jacob R	
Douvier, Nathan M	Micek, Justin D	
Erickson, Leah R	Miller, Sharon M	

BE IT RESOLVED by the School Board of Anoka-Hennepin Independent School District No. 11 that pursuant to Minnesota Statutes §122A.181, Subd. 3 and §122A.182, Subd. 3 and the District Master Agreement, the teaching contracts of the Tier 1 and Tier 2 Teachers listed above in Anoka-Hennepin Independent School District No. 11 are hereby nonrenewed at the close of the 2025-26 school year.

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

BE IT FURTHER RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on March 23, 2026.

Whereupon said resolution was declared duly passed and adopted.

Clerk of the Board



BUDGET AMENDMENT 2025-26

*Michelle Vargas, chief financial officer
March 23, 2026*

BUDGET TIMELINE



Overview

- Mid-year/final adjustment:
 - Updated student counts.
 - Projected adjusted pupil unit increase of 331 pupil units to 41,017.
 - Updated revenues and expenditures based on updated pupil units, prior year actuals, contract settlements, and current year trends.
- Food service, debt service and trust funds are unchanged.

2025-26 AMENDED BUDGET



All funds

Fund	Fund balance June 30, 2026	Amended 2025-26 revenues	Amended 2025-26 expenditures	Projected fund balance June 30, 2026
General fund	\$176,637,903	\$677,242,611	\$692,565,624	\$161,314,890
Food service fund*	\$12,531,471	\$26,973,057	\$30,773,496	\$8,731,032
Community service fund	\$10,406,943	\$31,516,431	\$31,135,640	\$10,787,734
Capital projects fund*	\$0	\$0	\$0	\$0
Debt service fund*	\$4,196,185	\$15,199,755	\$15,442,703	\$3,953,237
Trust fund*	\$37,909,903	\$2,000,000	\$2,000,000	\$37,909,903
Total revenues, expenditures and fund balance	\$241,682,405	\$752,931,854	\$771,917,463	\$222,696,796
FY26 Adopted		\$750,959,013	\$780,156,454	
\$ Change		\$1,972,841	(\$8,238,991)	
% Change		0.3%	-1.1%	

AMENDED FY26 GENERAL FUND



Summary detail

- Projected adjusted pupil units (APU) of 40,686 adjusted up by 331 to 41,017 based on October 1, 2025 count and prior year ending APU.
- Revenue increase of \$2 million, or 0.3 percent.
- Expenditures decrease of \$7.7 million, or -1.1 percent.
- Ending general fund balance of \$161,314,890.
- Ending unassigned fund balance of \$66,295,159 or 11.9 percent.

AMENDED FY26 GENERAL FUND



Revenue detail

Revenue increase of \$1,997,152:

- State aid increase of \$1,997,152 in state aid due to increased pupil unit estimate from 40,686 to 41,017.
 - \$1.5 million is on the basic formula.
 - The remaining \$494 thousand is for other funding that is pupil unit based: operating capital, staff development, talent development, library aid, student support aid, and achievement and integration aid.

AMENDED FY26 GENERAL FUND



Expenditures detail

Expenditure decrease of \$7,734,055

- \$7.5 million decrease adjustment based on prior year expenditure results.
- Net reduction of \$1.6 million in health insurance contributions.
 - \$6 million decrease due to reduced enrollments and migration to single plans.
 - \$4.4 million negotiated increase in teacher's settlement.
- \$1 million increase for contracted services/tuition payments.
 - \$500 thousand increase for special ed contracted positions.
 - \$500 thousand increase for PSEO credit rates.
- \$356 thousand increase for additional Achievement and Integration expenditures equal to revenue increase.

AMENDED FY26 GENERAL FUND



Amended summary

Beginning Fund Balance 7/1/2025				\$176,637,903
Adopted Budget:	Revenue	Expenditures	Operating Balance	
	\$675,245,459	\$700,299,679	(\$25,054,220)	
Adjustments :				
FY26 Gen Ed Aid Adjustment for Pupil Units	1,502,813			
FY26 Gen Ed Misc Restricted Adj for PU - Capital	76,390			
FY26 Gen Ed Misc Restricted Adj for PU - Staff Dev	49,524			
FY26 Gen Ed Misc Restricted Adj for PU - Talent Dev	4,303			
FY26 Achievement and Integration Aid Adj	355,945	355,945		
FY26 Library Aid Adj	(1,769)			
FY26 Student Support Aid Adj	9,946			
FY26 Teacher Settlement Benefits		4,410,000		
FY26 Reduction for Health Ins - due to migration and drops		(6,000,000)		
FY26 Special Ed Contracted Positions		500,000		
FY26 PSEO Direct Pay - Rate Increase & Credits Increase		500,000		
FY26 Budget Hold - Prior Year Adjust		(7,500,000)		
Total Adjustments	1,997,152	(7,734,055)	\$9,731,207	
Amended Rev/Exp Budget	\$ 677,242,611	\$ 692,565,624	(\$15,323,013)	(\$15,323,013)
Projected Fund Balance 6/30/2026				\$161,314,890

GENERAL FUND FY26



	2024-25 Actual	Adopted 2025-26 budget	Amended 2025-26 budget	\$ Change	% Change
Revenues					
Property tax	\$121,704,249	\$118,525,925	\$118,525,925	\$0	0.0%
State revenue	\$505,709,495	\$516,900,698	\$518,897,850	\$1,997,152	0.4%
Federal revenue	\$18,814,178	\$13,770,242	\$13,770,242	\$0	0.0%
Local sales and other financing	\$739,628	\$286,600	\$286,600	\$0	0.0%
Other local revenue	\$22,588,451	\$15,159,143	\$15,159,143	\$0	0.0%
Transfers	\$10,384,986	\$10,602,852	\$10,602,852	\$0	0.0%
Total revenues	\$679,940,988	\$675,245,459	\$677,242,611	\$1,997,152	0.3%
Expenditures					
Salaries	\$388,495,734	\$410,734,119	\$398,181,647	(\$12,552,472)	-3.1%
Benefits	\$131,511,051	\$145,466,621	\$140,607,562	(\$4,859,058)	-3.3%
Purchased services	\$76,313,127	\$80,029,838	\$90,989,328	\$10,959,490	13.7%
Supplies	\$26,274,934	\$24,892,772	\$24,895,603	\$2,831	0.0%
Capital and Other	\$32,695,691	\$28,518,476	\$27,288,631	(\$1,229,845)	-4.3%
Transfers	\$10,551,528	\$10,657,853	\$10,602,852	(\$55,001)	-0.5%
Total expenditures	\$665,842,066	\$700,299,679	\$692,565,624	(\$7,734,055)	-1.1%
Operating surplus (deficit)	\$14,098,922	(\$25,054,220)	(\$15,323,013)		
Strategic investment net spend		\$9,425,000	\$9,425,000		
Adjusted operating surplus (deficit)		(\$15,629,220)	(\$5,898,013)		
Fund balance					
Restricted/reserved fund balance	\$43,888,125	\$43,888,125	\$43,948,148		
Non-spendable	\$1,662,864	\$1,662,864	\$1,662,864		
Assigned fund balance	\$63,983,719	\$49,408,719	\$49,408,719		
Unassigned fund balance	\$67,103,195	\$56,623,975	\$66,295,159		
Total fund balance	\$176,637,903	\$151,623,975	\$161,314,890		
Percent of operating expenditures	12.9%	10.0%	11.9%		

General fund	Fund balance June 30, 2025	Amended FY26 revenues	Amended FY26 expenditures	Transfers	Projected fund balance June 30, 2025	Operating balance
Unassigned	\$67,103,195	\$550,419,633	\$556,377,668	\$5,150,000	\$66,295,159	(\$5,958,036)
Assigned, building carryover	\$7,494,676				\$7,494,676	\$0
Assigned, separation/ret benefit	\$14,741,402				\$14,741,402	\$0
Assigned, project lead the way	\$1,026,438	\$0	\$225,000		\$801,438	(\$225,000)
Assigned, strategic investments	\$21,515,593	\$0	\$8,229,258	(\$5,150,000)	\$8,136,335	(\$8,229,258)
Assigned, magnet expansion	\$413,303		\$0		\$413,303	\$0
Assigned, cap exp/tech infr/sec	\$2,908,649	\$0	\$970,742		\$1,937,907	(\$970,742)
Assigned, subsequent year deficit	\$15,629,220				\$15,629,220	\$0
Assigned, ib	\$254,438				\$254,438	\$0
Non-spendable	\$1,662,864				\$1,662,864	\$0
Restricted, american indian ed	\$0	431,700	431,700		\$0	\$0
Restricted, area learning center	\$812,853				\$812,853	\$0
Restricted, achievement & integration	\$0	\$8,192,167	\$8,192,167		\$0	\$0
Restricted, basic skills	\$14,196,288	\$35,268,881	\$35,268,881		\$14,196,288	\$0
Restricted, capital tech levy	(\$4,308,700)	\$6,392,831	\$6,392,831		(\$4,308,700)	\$0
Restricted, english learner	\$630	\$15,172,638	\$15,172,638		\$630	\$0
Restricted, gifted and talented	\$578,477	\$533,221	\$528,918		\$582,780	\$4,303
Restricted, library aid	\$421,320	\$421,245	\$423,014		\$419,551	(\$1,769)
Restricted, literacy aid	4,886	\$1,863,000	\$1,863,000		\$4,886	\$0
Restricted, learning development	\$4,764,819	\$8,293,098	\$8,293,098		\$4,764,819	\$0
Restricted, long-term fac maint	(\$3,053,103)	\$14,901,860	\$14,901,860		(\$3,053,103)	\$0
Restricted, ma billing	\$2,885,434	\$2,000,000	\$2,000,000		\$2,885,434	\$0
Restricted, operating capital	\$17,498,000	\$14,204,021	\$14,127,631		\$17,574,390	\$76,390
Restricted, q comp	\$676,970	\$9,814,289	\$9,892,661		\$598,598	(\$78,372)
Restricted, read act literacy	\$1,542,922				\$1,542,922	\$0
Restricted, safe schools levy	\$2,470,413	\$1,489,504	\$1,489,504		\$2,470,413	\$0
Restricted, scholarships	\$723,762	\$225,000	\$225,000		\$723,762	\$0
Restricted, student activity funds	\$133,666	\$250,000	\$250,000		\$133,666	\$0
Restricted, student support aid	\$337,235	\$1,232,561	\$1,222,614		\$347,182	\$9,947
Restricted, staff development	\$4,202,253	\$6,136,963	\$6,087,439		\$4,251,777	\$49,524
Total	\$176,637,903	\$677,242,611	\$692,565,624	\$0	\$161,314,890	(\$15,323,013)

AMENDED FY26 COMMUNITY SERVICE FUND

Revenue summary

Revenue decrease of \$24,311 or -0.1 percent:

- \$200 thousand increase in interest earnings.
- \$92 thousand decrease in School Readiness revenue primarily due to lower ECSE chargeback projection.
- \$75 thousand decrease in Adventures Plus premium pay grant revenue - adjusting to historical actuals (expenditures decrease proportionately).
- \$22 thousand decrease in Q-Comp revenue - adjusting to historical actuals.
- \$13 thousand decrease in Homeschool/Nonpublic aid revenue due to lower pupil count.
- \$22 thousand decrease in other community ed program revenue primarily due to lower than budgeted fee-based program enrollment.

AMENDED FY26 COMMUNITY SERVICE FUND



Expenditure summary

Expenditure decrease of \$504,936 or -1.6 percent:

- \$164 thousand decrease in payroll benefits, primarily due to lower than expected insurance elections.
- \$22 thousand decrease in Q-Comp expenditures - adjusting to FY25 actuals.
- \$95 thousand decrease in other Early Learning program expenditures, primarily due to vacant positions and less tenured staff.
- \$84 thousand decrease in other Adult Basic Ed expenditures, primarily due to vacant positions and less tenured staff.
- \$75 thousand decrease in grant-funded A+ premium pay expenditures.
- \$65 thousand decrease in other Community Schools program expenditures, primarily driven by transportation model changes.

AMENDED FY26 COMMUNITY SERVICE FUND



Expenditure summary

Expenditure decrease of \$504,936 or -1.6 percent (cont):

- \$30 thousand decrease in other CE Central Services expenditures, primarily driven by changes to capital outlay plans.
- \$16 thousand decrease in enrollment-driven Homeschool/NonPub expense.
- \$46 thousand increase in A+ non-payroll expenditures supporting strategic recruiting and PD tracking initiatives.

AMENDED FY26 COMMUNITY SERVICE FUND



Amended summary

ANOKA-HENNEPIN SCHOOL DISTRICT #11				
Community Service Fund				
Amended FY 2026 Budget Summary				
Beginning Fund Balance 7/1/2025				\$10,406,943
	Revenue	Expenditures	Operating Balance	
Adopted Budget:	\$31,540,742	\$31,640,576	(\$99,834)	
Adjustments :				
FY26 Adv Plus After-school and Summer	(\$75,000)	(\$89,373)		
FY26 Aquatics	(\$4,600)	\$11,531		
FY26 Community Schools	(\$20,000)	(\$76,039)		
FY26 Early Childhood Family Education	(\$8,251)	(\$36,801)		
FY26 School Readiness	(\$91,615)	(\$162,731)		
FY26 Adult Basic Education	(\$14,910)	(\$104,821)		
FY26 Other Community Ed Programs	\$184,565	(\$51,518)		
FY26 Recreation Athletics/Fac Mgmt	\$5,500	\$4,816		
Total Grants and Adjustments	(\$24,311)	(\$504,936)	\$480,625	
Amended Rev/Exp Budget	\$ 31,516,431	\$ 31,135,640	\$380,791	\$380,791
Projected Fund Balance 6/30/26				\$10,787,734

COMMUNITY SERVICE FUND FY26



Budget summary

Revenues	2024-25 Actual	Adopted 2025-26 budget	Amended 2025-26 budget	\$ Change	% Change
Revenues					
Local revenue	\$19,470,323	\$19,703,904	\$19,794,804	\$90,900	0.5%
State revenue	\$10,334,004	\$11,196,395	\$11,129,948	(\$66,447)	-0.6%
Federal revenue	\$519,455	\$499,061	\$450,297	(\$48,764)	-9.8%
Transfers in	\$166,542	\$141,382	\$141,382	\$0	0.0%
Total revenues	\$30,490,324	\$31,540,742	\$31,516,431	(\$24,311)	-0.1%
Salaries	\$19,622,099	\$20,349,768	\$20,110,083	(\$239,685)	-1.2%
Benefits	\$5,403,613	\$5,703,365	\$5,536,199	(\$167,166)	-2.9%
Purchased services	\$3,411,178	\$3,899,594	\$3,819,511	(\$80,083)	-2.1%
Supplies	\$1,216,206	\$1,463,739	\$1,480,587	\$16,848	1.2%
Capital and other	\$219,793	\$224,110	\$189,260	(\$34,850)	-15.6%
Total expenditures	\$29,872,890	\$31,640,576	\$31,135,640	(\$504,936)	-1.6%
Operating surplus (deficit)	\$617,434	(\$99,834)	\$380,791		
Fund balance					
Restricted/reserved fund balance	\$10,406,943	\$10,307,109	\$10,787,734		
Percent of total expenditures	34.8%	32.6%	34.6%		

2025-26 AMENDED BUDGET



All funds

Fund	Fund balance June 30, 2026	Amended 2025-26 revenues	Amended 2025-26 expenditures	Projected fund balance June 30, 2026
General fund	\$176,637,903	\$677,242,611	\$692,565,624	\$161,314,890
Food service fund*	\$12,531,471	\$26,973,057	\$30,773,496	\$8,731,032
Community service fund	\$10,406,943	\$31,516,431	\$31,135,640	\$10,787,734
Capital projects fund*	\$0	\$0	\$0	\$0
Debt service fund*	\$4,196,185	\$15,199,755	\$15,442,703	\$3,953,237
Trust fund*	\$37,909,903	\$2,000,000	\$2,000,000	\$37,909,903
Total revenues, expenditures and fund balance	\$241,682,405	\$752,931,854	\$771,917,463	\$222,696,796
FY26 Adopted		\$750,959,013	\$780,156,454	
\$ Change		\$1,972,841	(\$8,238,991)	
% Change		0.3%	-1.1%	



COMMENTS AND QUESTIONS

Michelle Vargas

Chief financial officer

michelle.vargas@ahschools.us

A large, light blue stylized sunburst logo is centered in the background. It features a central vertical line with several curved rays extending outwards, resembling a stylized sun or a fan.

2025-2026 Amended Budget

March 23, 2026

Prepared by the Business Services Department

ANOKA-HENNEPIN

SCHOOLS

A future without limit

TABLE OF CONTENTS

Summary of All Fund Budget and Fund Balance 1

General Fund 2-9

Food Service Fund..... N/C

Community Services Fund 10-16

Capital Projects Fund N/C

Debt Service Fund N/C

Trust Fund.....N/C

Note: N/C = No change from the current approved 2025-2025 budget.

**ANOKA-HENNEPIN DISTRICT #11
SUMMARY OF K-12 FUND BALANCES
AMENDED FY 2026 BUDGET**

FUND	6/30/2025 ACTUAL FUND BALANCE	AMENDED FY 2026 REVENUES	AMENDED FY 2026 EXPENDITURES	6/30/2026 PROJECTED FUND BALANCE
GENERAL FUND	\$ 176,637,903	\$ 677,242,611	\$692,565,624	\$ 161,314,890
FOOD SERVICE FUND	\$ 12,531,471	26,973,057	30,773,496	\$ 8,731,032
COMMUNITY SERVICE FUND	\$ 10,406,943	31,516,431	31,135,640	\$ 10,787,734
CAPITAL PROJECTS FUND	\$ -	0	0	\$ -
DEBT SERVICE FUNDS	\$ 4,196,185	15,199,755	15,442,703	\$ 3,953,237
TRUST FUND	\$ 37,909,903	2,000,000	2,000,000	\$ 37,909,903
TOTAL ALL FUNDS	\$ 241,682,405	\$ 752,931,854	\$ 771,917,463	\$ 222,696,796
FY26 Adopted		\$ 750,959,013	\$ 780,156,454	
\$ Change		\$ 1,972,841	\$ (8,238,991)	
% Change		0.3%	-1.1%	

Anoka-Hennepin ISD 11 2025-2026 Amended Budget Narrative General Fund

REVENUE

The revenue for the general fund is amended to increase by \$1,997,152 from \$675,245,459 to \$677,242,611 or 0.3%. The 0.3% increase is the result of the following changes:

- State aid is increasing by \$1,997,152 or 0.4%:
 - \$1.5 million increase in general education basic formula due to increased Adjusted Pupil Unit projection of 331 APU.
 - \$494 thousand increase is for the remaining funding increases due to the increased pupil unit projection in the areas of:
 - Operating capital
 - Staff development
 - Talent development
 - Library aid
 - Student support aid
 - Achievement and integration aid

EXPENDITURES

General fund expenditures are amended to decrease by \$7,734,055 from \$700,299,679 to \$692,565,624 or -1.1%. The 1.1% decrease is a result of the following changes:

- \$7.5 million decrease adjustment based on prior year expenditures results carrying forward to the current fiscal year.
- \$1.6 million net decrease in health insurance contributions.
 - \$6 million decrease due to reduced enrollments and migration to single plans.
 - \$4.4 million negotiated increase in teacher's settlement.
- \$1.2 million increase for contracted services and tuitions payments.
 - \$500 thousand increase for special ed contracted positions.
 - \$500 thousand increase for Post Secondary Education Opportunities (PSEO) credit rates.
- \$356 thousand increase for additional Achievement and Integration expenditures equal to revenue increase. This restricted appropriation does not allow for any carryover.

FUND BALANCE

Fund balance is amended to decrease by \$15,323,013 to \$161,314,890. The adjusted operating deficit is amended from \$15,629,220 to \$5,898,013. The unassigned fund balance will decrease by \$808 thousand to \$66,295,159. The unassigned fund balance is projected at 11.9% of operating expenditures and within current school board policy.

**General Fund
Amended FY 2026 Budget Summary**

Beginning Fund Balance 7/1/2025				\$176,637,903
Adopted Budget:	Revenue	Expenditures	Operating Balance	
	\$675,245,459	\$700,299,679	(\$25,054,220)	
Adjustments :				
FY26 Gen Ed Aid Adjustment for Pupil Units	1,502,813			
FY26 Gen Ed Misc Restricted Adj for PU - Capital	76,390			
FY26 Gen Ed Misc Restricted Adj for PU - Staff Dev	49,524			
FY26 Gen Ed Misc Restricted Adj for PU - Talent Dev	4,303			
FY26 Achievement and Integration Aid Adj	355,945	355,945		
FY26 Library Aid Adj	(1,769)			
FY26 Student Support Aid Adj	9,946			
FY26 Teacher Settlement Benefits		4,410,000		
FY26 Reduction for Health Ins - due to migration and drops		(6,000,000)		
FY26 Special Ed Contracted Positions		500,000		
FY26 PSEO Direct Pay - Rate Increase & Credits Increase		500,000		
FY26 Budget Hold - Prior Year Adjust		(7,500,000)		
Total Adjustments	1,997,152	(7,734,055)	\$9,731,207	
Amended Rev/Exp Budget	\$ 677,242,611	\$ 692,565,624	(\$15,323,013)	(\$15,323,013)
Projected Fund Balance 6/30/2026				\$161,314,890

ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
GENERAL FUND SUMMARY

	2022-23 ACTUAL	2023-24 ACTUAL	2024-25 ACTUAL	Adopted 2025-26 BUDGET	Amended 2025-26 BUDGET	\$ CHG	% CHG
REVENUES							
PROPERTY TAX	\$107,224,740	\$117,465,929	\$121,704,249	\$118,525,925	\$118,525,925	\$0	0.0%
STATE REVENUE	422,209,385	484,384,050	505,709,495	516,900,698	518,897,850	1,997,152	0.4%
FEDERAL REVENUE	34,864,931	30,207,470	18,814,178	13,770,242	13,770,242	0	0.0%
LOCAL SALES	553,679	2,220,118	739,628	286,600	286,600	0	0.0%
OTHER LOCAL REVENUE	17,038,735	19,452,938	22,588,451	15,159,143	15,159,143	0	0.0%
TRANSFERS			10,384,986	10,602,852	10,602,852	0	0.0%
TOTAL REVENUES	\$581,891,470	\$653,730,505	\$679,940,988	\$675,245,459	\$677,242,611	\$1,997,152	0.3%
EXPENDITURES							
SALARIES	\$353,375,577	\$378,643,302	\$388,495,734	\$410,734,119	\$398,181,647	(\$12,552,472)	-3.1%
BENEFITS	115,233,155	125,756,671	131,511,051	145,466,621	140,607,562	(4,859,058)	-3.3%
PURCHASED SERVICES	66,218,150	72,722,506	76,313,127	80,029,838	90,989,328	10,959,490	13.7%
SUPPLIES	28,720,712	20,754,060	26,274,934	24,892,772	24,895,603	2,831	0.0%
CAPITAL & OTHER	37,109,105	42,109,583	32,695,691	28,518,476	27,288,631	(1,229,845)	-4.3%
TRANSFERS	105,591	146,488	10,551,528	10,657,853	10,602,852	(55,001)	-0.5%
TOTAL EXPENDITURES	\$600,762,291	\$640,132,610	\$665,842,066	\$700,299,679	\$692,565,624	(\$7,734,055)	-1.1%
OPERATING SURPLUS(DEFICIT)	(\$18,870,821)	\$13,597,895	\$14,098,922	(\$25,054,220)	(\$15,323,013)		
Strategic Investment Net Spend				\$9,425,000	\$9,425,000		
Adjusted Surplus/(Deficit)	(\$18,870,821)	\$13,597,895	\$14,098,922	(\$15,629,220)	(\$5,898,013)		
RESTRICTED/RESERVED FUND BALANCE	\$26,871,630	\$41,286,264	\$43,888,125	\$43,888,125	\$43,948,148		
NONSPENDABLE	\$2,976,925	\$2,603,449	\$1,662,864	\$1,662,864	\$1,662,864		
ASSIGNED FUND BALANCE	\$63,891,335	\$66,839,215	\$63,983,719	\$49,408,719	\$49,408,719		
UNASSIGNED FUND BALANCE	\$55,201,196	\$51,810,053	\$67,103,195	\$56,623,975	\$66,295,159		
TOTAL FUND BALANCE	\$148,941,086	\$162,538,981	\$176,637,903	\$151,583,683	\$161,314,890		
PERCENT OF TOTAL EXPENDITURES							
PERCENT OF OPERATING EXPENDITURES	10.4%	9.8%	12.9%	10.0%	11.9%		
Adjusted Pupil Units (APU)	41,431	41,299	41,136	40,686	41,017		

ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
GENERAL FUND SUMMARY

FUND GENERAL	6/30/2025 ACTUAL FUND BALANCE	AMENDED FY26 REVENUES	AMENDED FY26 EXPENDITURES	TRANSFERS	6/30/2026 PROJECTED FUND BALANCE	OPERATING BALANCE
UNASSIGNED	\$67,103,195	\$550,419,633	\$556,377,668	\$5,150,000	\$66,295,159	(\$5,958,036)
ASSIGNED - BLDG. CARRYOVER	\$7,494,676				\$7,494,676	\$0
ASSIGNED - SEPARATION/RET BENEFIT	\$14,741,402				\$14,741,402	\$0
ASSIGNED - PROJ LEAD THE WAY	\$1,026,438		225,000		\$801,438	(\$225,000)
ASSIGNED - STRATEGIC INVESTMENTS	\$21,515,593		8,229,258	(\$5,150,000)	\$8,136,335	(\$8,229,258)
ASSIGNED - MAGNET PROGRAMS EXPANSION	\$413,303				\$413,303	\$0
ASSIGNED - CAP EXP, TECH INFR & SECU IMP	\$2,908,649		970,742		\$1,937,907	(\$970,742)
ASSIGNED - FOR SUB YR DEFICIT	\$15,629,220				\$15,629,220	\$0
ASSIGNED - IB	\$254,438				\$254,438	\$0
NON-SPENDABLE	\$1,662,864				\$1,662,864	\$0
RESTRICTED - AREA LEARNING CENTER	\$812,853				\$812,853	\$0
RESTRICTED - Q COMP	\$676,970	9,814,289	9,892,661		\$598,598	(\$78,372)
RESTRICTED - STUDENT ACTIVITY FUNDS	\$133,666	250,000	250,000		\$133,666	\$0
RESTRICTED - SCHOLARSHIPS	\$723,762	225,000	225,000		\$723,762	\$0
RESTRICTED - STAFF DEVELOPMENT	\$4,202,253	6,136,963	6,087,439		\$4,251,777	\$49,524
RESTRICTED - CAPITAL TECH LEVY	(\$4,308,700)	6,392,831	6,392,831		\$4,308,700	\$0
RESTRICTED - LITERACY AID	\$4,886	1,863,000	1,863,000		\$4,886	\$0
RESTRICTED - AMERICAN INDIAN ED	\$0	431,700	431,700		\$0	\$0
RESTRICTED - OPERATING CAPITAL	\$17,498,000	14,204,021	14,127,631		\$17,574,390	\$76,390
RESTRICTED - LEARNING DEVELOPMENT	\$4,764,819	8,293,098	8,293,098		\$4,764,819	\$0
RESTRICTED - GIFTED AND TALENTED	\$578,477	533,221	528,918		\$582,780	\$4,303
RESTRICTED - ENGLISH LEARNER	\$630	15,172,638	15,172,638		\$630	\$0
RESTRICTED - BASIC SKILLS	\$14,196,288	35,268,881	35,268,881		\$14,196,288	\$0
RESTRICTED - LIBRARY AID	\$421,320	421,245	423,014		\$419,551	(\$1,769)
RESTRICTED - ACHIEVEMENT & INTEGRATION	\$0	8,192,167	8,192,167		\$0	\$0
RESTRICTED - SAFE SCHOOLS LEVY	\$2,470,413	1,489,504	1,489,504		\$2,470,413	\$0
RESTRICTED - READ ACT LITERACY AID	\$1,542,922				\$1,542,922	\$0
RESTRICTED - LONG TERM FAC	(\$3,053,103)	14,901,860	14,901,860		\$3,053,103	\$0
RESTRICTED - STUDENT SUPPORT AID	\$337,235	1,232,561	1,222,614		\$347,182	\$9,947
RESTRICTED - MA BILLING	\$2,885,434	2,000,000	2,000,000		\$2,885,434	\$0
	\$176,637,903	\$677,242,611	\$692,565,624	\$0	\$161,314,890	(\$15,323,013)

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2027 BUDGET
GENERAL FUND REVENUES**

SRC	Source Title	2022-23 Actual	2023-24 Actual	2024-25 ACTUAL	Adopted 2025-26 Budget	Amended 2025-26 Budget	\$ CHG	% CHG
001	TAX LEVY	\$89,904,406	\$99,403,027	\$104,883,356	\$102,325,925	\$102,325,925		
005	UNEMPLOY TAXES	(450,000)	(128,782)	619,567	400,000	400,000		
009	FISCAL DISPARITIES	16,759,112	15,779,778	14,615,414	15,000,000	15,000,000		
010	COUNTY APPORTIONMENT	795,402	2,441,505	1,556,327	800,000	800,000		
019	PENALTIES & INTEREST	215,820	(29,599)	29,585	0	0		
Property Tax Total		\$107,224,740	\$117,465,929	\$121,704,249	\$118,525,925	\$118,525,925	\$0	0.0%
201	ENDOWMENT AID	\$1,800,912	\$2,262,282	\$2,564,947	\$2,506,559	\$2,506,559		
211	GENERAL ED AID	318,601,032	347,115,157	350,427,566	357,037,564	363,240,380		
212	LITERACY AID	2,074,521	0	0	0	0		
213	SHARED TIME	142,364	164,163	249,116	72,000	72,000		
227	ABATEMENT AID	40,145	120,292	173,855	40,000	40,000		
234	HOMESTEAD AG MKT VALUE CREDIT	6,608	5,428	5,820	4,700	4,700		
300	STATE AID/GRANT	14,407,539	18,629,401	22,289,243	23,485,108	19,279,444		
317	LONG TERM FACILITIES AID	5,599,203	5,207,131	5,105,565	5,055,059	5,055,059		
360	SPECIAL EDUC AID	77,305,313	107,028,836	119,415,956	124,807,696	124,807,696		
369	REV FROM OTHER STATE AGEN	132,432	1,609,279	2,690,609	2,127,011	2,127,011		
370	MISC REVENUE - MDE	240,964	358,184	847,950	125,000	125,000		
372	CO-OP LEVY AID							
397	TRA/PERA SPEC FUND REV	1,858,352	1,883,896	1,938,867	1,640,000	1,640,000		
State Rev. Total		\$422,209,385	\$484,384,050	\$505,709,495	\$516,900,698	\$518,897,850	\$1,997,152	0.4%
400	FEDERAL AID THRU SDE	\$34,779,628	\$30,142,488	\$18,750,938	\$13,690,242	\$13,690,242		
405	FEDERAL AID RECD FROM OTHER	11,004	4,993	0	0	0		
500	FED GRANTS DIRECT	74,298	59,990	63,240	80,000	80,000		
599	MISC FED DIRECT AID							
Federal Total		\$34,864,931	\$30,207,470	\$18,814,178	\$13,770,242	\$13,770,242	\$0	0.0%
621	MATERIALS FOR RESALE	\$34,932	\$38,034	\$36,387	\$25,600	\$25,600		
622	MISC SALES REVENUE	467,801	485,171	670,192	259,000	259,000		
625	INSURANCE RECOVERY	27,933	1,668,520	0	2,000	2,000		
626	MISC FECPAY SALES REVENUE	23,012	28,394	33,049	-	-		
Local Sales Total		\$553,679	\$2,220,118	\$739,628	\$286,600	\$286,600	\$0	0.0%
021	TUITION-OTHER DIST	\$104,420	\$109,927	\$81,140	\$100,000	\$100,000		
031	TUITION- OUT OF STATE	27,623	28,314	24,472	28,000	28,000		
040	TUITION FROM PATRONS	0	0	0	0	0		
050	PARTICIPANT FEES	1,491,453	1,476,581	1,515,225	1,493,443	1,493,443		
051	NURSERY SCHOOL FEES	0	0	0	0	0		
052	SUMMER MUSIC FEES	12,569	10,311	1,660	4,000	4,000		
053	DRIVER TRAINING FEES	600,207	495,516	647,845	525,411	525,411		
055	MUSIC INSTR RENTAL	13,339	17,738	16,523	13,200	13,200		
059	TRANSPORTATION FEES	1,922	0	0	0	0		
060	ADMISSIONS	623,712	762,568	879,981	623,900	623,900		
061	TRANSCRIPT FEES	154	30	230	0	0		
069	CONFERENCE/REGIONS REVENUE	1,861	(360)	(3)	0	0		
071	MEDICAL ASST RCVD FRM MDHS	1,984,253	1,662,059	4,121,694	2,000,000	2,000,000		
088	EQUIPMENT RENTAL	630	1,018	204	3,000	3,000		
089	PARKING FEES	239,389	226,218	219,069	238,500	238,500		
091	E-RATE REVENUE	56,636	59,249	59,538	350,000	350,000		
092	INTEREST EARNINGS	6,490,385	9,206,570	8,279,756	4,679,500	4,679,500		
093	FACILITIES RENTAL	226,278	200,177	293,426	260,000	260,000		
096	DONATIONS	1,330,625	1,458,254	1,471,481	1,350,000	1,350,000		
097	SCHOLARSHIP DONATIONS	297,586	300,624	322,830	225,000	225,000		
098	N-S-F CHECKS	(724)	(21)	0	(6,500)	(6,500)		
099	MISC LOCAL REVENUE	3,536,419	3,438,164	4,653,380	3,271,689	3,271,689		
Other Local Total		\$17,038,735	\$19,452,938	\$22,588,451	15,159,143.00	15,159,143.00	\$0	0.0%
649	TRANSFERS - IN	\$0	\$0	\$10,384,986	\$10,602,852	10,602,852	\$0	0
Transfers Total		\$0	\$0	\$10,384,986	\$10,602,852	\$10,602,852	\$0	0.0%
GRAND TOTAL ALL REVENUE		\$581,891,470	\$653,730,505	\$679,940,988	\$675,245,459	\$677,242,611	\$1,997,152	0.3%
Amount of Change		\$18,195,223	\$71,839,035	\$26,210,483	(\$4,695,528)	\$1,997,152		
Percent of Change		3.2%	12.3%	4.0%	-0.7%	0.3%		

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
GENERAL FUND EXPENDITURES**

OBJECT	DESCRIPTION	2022-23 ACTUAL	2023-24 ACTUAL	2024-25 ACTUAL	ADOPTED 2025-26 BUDGET	AMENDED 2025-26 BUDGET	\$ Chg	% Chg
101	BOARD PER DIEM,	\$ 87,600	\$ 87,000	\$ 86,400	\$ 106,220	\$ 106,220		
109	SPED ADMIN NON-LIC	100,017	104,153	107,589	113,625	109,428		
110	ADMIN/SUPVS	10,212,152	10,627,439	10,938,071	11,112,334	12,142,232		
111	PRINCIPAL	16,349,737	17,867,193	18,566,696	18,471,844	18,989,507		
113	SPECIAL ED CONSULTANTS	1,849,780	1,920,138	2,065,955	2,270,926	2,290,250		
115	COUNSELOR	4,258,814	5,122,215	5,063,918	5,207,399	4,808,852		
116	MEDIA/AV	2,332,554	2,740,597	2,745,445	2,747,736	2,618,767		
117	NURSES	2,217,116	2,610,593	2,712,891	2,509,612	2,795,088		
118	PSYCHOLOGIST	3,927,480	4,286,673	4,309,081	4,662,664	4,353,024		
123	TEACHER INSTR SUPP	11,141,349	16,079,360	15,140,026	12,013,152	11,950,062		
124	TECH FAC TEACHER	254,178	243,195	248,375	(248,347)	313,712		
130	ADDTL HR-PHYS THERAPST	175	115	205	0	0		
131	ADDTL HR-OCCUP THERAPST	11,583	13,087	11,513	0	11,801		
132	ADDTL HR-ED SPCH/LANG PATH	76,658	69,001	67,864	0	69,561		
133	ADDTL HR-SPED	64	3,993	88	0	0		
135	ADDTL HR-DAPE SPECIALST	4,131	3,489	3,447	0	0		
136	ADDTL HR-SCHOOL SOCIAL WKR	7,498	17,893	21,225	0	20,000		
137	ADDTL HR-SCHOOL PSYCHOLOG	42,854	45,547	49,305	0	50,538		
138	ADDTL HR-AUDIOLOGIST	0	0	10	0	0		
139	ADDTL HR-SCHOOL NURSE(LSN)	18,041	8,896	2,616	0	0		
140	TEACHER	207,433,848	218,942,257	223,734,065	243,378,188	229,019,069		
141	SOCIAL WORKERS,	4,846,648	5,183,837	5,569,929	6,273,614	5,916,722		
142	TEACHER ADD'L HOURS	4,438,110	3,467,120	2,933,512	4,765,912	3,706,801		
143	TEACHER INSTR SUPP-SPED	1,671,356	2,346,591	2,684,228	1,465,481	6,860,815		
144	SUM SCH TEACHER	43,304	145,136	246,711	48,733	477,505		
145	SUBSTITUTE TEACHERS,	4,649,471	5,412,586	5,174,002	4,184,994	5,248,593		
146	EXTRA SERVICE AGREEMENTS	4,474,226	4,407,212	4,395,037	5,406,302	4,548,520		
147	NON-LIC INSTR SUBSS,	569,906	662,604	647,057	1,087,234	660,815		
148	PARAPROFESSIONAL	7,130,705	7,358,794	7,775,054	7,898,382	7,852,226		
149	LICENSED SUB ESST PAY	0	4,533	20,435	0	0		
150	PHYSICAL THERAPIST	1,140,421	1,248,425	1,280,426	1,273,588	1,255,871		
151	OCCUP THERAPIST	1,662,595	1,991,448	2,143,596	1,833,225	2,029,453		
152	ED SPCH/LANG PATHOLOGST	7,708,509	8,083,004	7,913,195	8,891,852	8,106,783		
153	CROSSING GUARDS	1,105,600	1,145,345	1,038,328	861,706	945,000		
154	BUSS PARA	859,405	941,216	1,084,045	1,128,897	1,086,997		
155	DONATION FUNDED ESA-NON LICENS	140,806	146,572	138,050	113,437	0		
156	ESA NON-LIC	1,488,677	1,594,927	1,694,947	1,680,336	1,678,449		
158	AUDIOLOGIST	137,364	193,151	198,059	155,899	198,116		
160	JOB COACH	277,958	335,047	344,465	316,178	306,273		
161	PARA SPED	16,905,020	17,654,127	19,122,168	22,385,264	20,914,804		
162	PARA SUPPLEMNT PRG	20,676	49,816	87,200	19,545	55,000		
163	PARA SUPPLEMNT ADDTL HRS	25,608	15,308	7,435	71,573	62,696		
169	ALCOHOL & CHEM DEP COUNSELOR	118,159	48,789	94,761	70,626	75,000		
170	CUSTODIANS	7,054,020	7,348,479	8,086,989	7,699,953	8,292,994		
171	MAINTENANCE	1,732,761	1,932,397	2,042,819	1,862,948	1,863,746		
172	BLDG SUPVSE	3,828,378	3,960,377	4,088,844	4,257,898	4,280,288		
174	TECH SPECS	624,352	613,742	627,432	683,325	575,428		
175	SECY/CLERICAL	11,346,108	11,464,326	11,779,657	12,515,463	11,406,231		
176	DAPE SPECIALIST	1,116,575	1,227,749	1,332,376	1,188,229	1,313,526		
177	CULTURAL LIAISON	230,366	325,048	334,800	247,849	231,229		
178	NON LIC SUB ESST PAY	0	425	1,348	0	0		
179	NON LIC SUB	957,047	928,250	450,166	773,687	819,380		
182	COORDINATOR	513,362	524,857	556,679	727,853	438,176		
183	EXTRA TIME NON-LICENSED(SPED)	357,554	276,773	168,681	422,027	40,000		
185	OTHER SALARY PAYMENTS	8,363	6,011	5,320	8,657	7,000		
186	DONATION FUNDED ESA POSITION	63,377	45,701	59,487	50,915	(0)		
187	EARLY CHILD SCREENER	(56,970)	0	0	0	0		
188	REGISTERED NURSE	92,022	0	0	0	0		
190	SABBATICAL LEAVES	199,364	382,911	206,457	288,398	500,000		
191	SEVERANCE PAY	456,485	291,705	291,270	1,104,778	304,778		
192	LIC SICK BUYBACK	22,569	31,800	57,041	60,219	60,218		
193	NON-LIC SICK BUYBACK,	65,367	47,966	50,770	150,604	150,604		
194	BRIDGE BUYBACK			1,508,036	0	10,613		
195	INTER DEPT SALARY CHBK	(76,801)	(77,276)	(75,681)	(70,000)	(70,000)		
197	CELL PHONE STIPEND	330,937	337,525	337,037	300,480	355,643		
198	SAL IN LIEU OF BENE-CAFE PLAN	1,983,216	2,215,591	2,262,990	2,346,089	2,386,551		
199	OTHER SALARIES	2,786,970	3,530,525	3,855,794	3,836,613	3,580,689		
**TOTAL 100'S SALARIES		\$ 353,375,577	378,643,302	\$ 388,495,734	\$ 410,734,119	\$ 398,181,647	-\$12,552,472	-3.2%
210	FICA-(PERA)	\$ 25,760,726	\$ 27,741,659	\$ 28,387,435	\$ 29,068,512	\$ 29,418,781		
211	FICA-(TRA)				\$ -	\$ -		
214	PERA	4,748,227	4,979,350	5,207,705	5,598,795	5,391,791		
218	TRA	24,197,983	26,631,702	27,360,790	32,947,005	30,469,037		
220	HOSPITAL-MEDICAL INS	43,960,621	46,060,125	48,693,912	54,934,208	51,119,639		
230	GROUP LIFE INS	217,077	221,061	220,813	360,683	250,195		
235	DENTAL INS	3,825,553	3,842,757	3,786,064	5,131,127	3,962,854		
240	INCOME PROTECT INS	584,887	632,983	652,186	759,792	721,548		

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
GENERAL FUND EXPENDITURES**

OBJECT	DESCRIPTION	2022-23 ACTUAL	2023-24 ACTUAL	2024-25 ACTUAL	ADOPTED 2025-26 BUDGET	AMENDED 2025-26 BUDGET	\$ Chg	% Chg
250	SHELTERED ANNUITIES	5,201,789	5,358,388	6,611,116	5,657,608	7,132,191		
251	EMPER SPONSORED HRA	2,971,336	3,015,114	3,139,408	3,423,151	3,403,190		
275	MN PAID FAMILY LEAVE	0	0	0	903,615	903,615		
253	EMPER SPONSORED HRA RETIREE	2,105,237	2,281,622	2,964,333	2,135,370	3,080,370		
270	WORKERS COMP INSURANCE	1,421,184	3,128,415	1,824,984	2,174,744	1,799,888		
280	UNEMPLOYMENT INS	188,592	356,196	499,656	275,000	128,694		
281	UNEMPLOYMENT INS SUMMER	80,975	1,538,462	2,193,558	2,127,011	2,352,011		
295	BENEFITS CHBK	(31,030)	(31,163)	(30,908)	(30,000)	(30,000)		
299	OTHER EMPLOYEE BEN.	0	0	0	0	-		
**TOTAL 200'S BENEFITS		\$ 115,233,155	125,756,671	\$ 131,511,051	\$ 145,466,621	\$ 140,607,562	-\$4,859,058	-3.7%
301	<25K FED SPED TUITION	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 25,000		
303	FED SUB AWRD 1ST 25K	378,678	417,828	288,749	227,381	1,323,674		
304	FED SUB AWRD OVR 25K	256,487	282,034	352,741	450,000	35,000		
305	CONSULTING FEES FOR SERVICE	7,161,818	7,533,236	5,584,222	4,045,877	9,008,141		
306	SPED DUE PROC SERV	75,799	80	0	0	0		
307	ENTRY FEES/STUDENT TRAVEL ALLO	432,191	448,502	467,261	202,763	152,289		
308	FIELD TRIPS	567,518	608,357	630,324	323,436	121,093		
309	>25K FED SPED TUITION	4,975,000	5,975,000	7,675,000	5,775,000	6,597,653		
310	LEGAL SERVICE	120,761	8,272	42,332	200,000	157,778		
312	AUDIT SERVICE	140,060	153,020	154,030	130,000	160,000		
314	DATA PROCESSING	51,425	51,425	51,425	510,537	403,918		
315	REP/MAINT FOR COMPUTER/TECH	556,826	149,616	356,491	23,752	76,177		
318	POLICE LIAISON	844,144	391,567	879,483	889,538	898,218		
319	COMPUTER & TECH SERV (NO FED)	48,125	51,477	44,641	0	41,000		
320	PHONES/COMMUNIC SERV	692,538	470,531	377,549	468,119	444,435		
321	DATA COMMUNICATIONS	253,145	217,747	176,752	165,255	161,505		
329	POSTAGE	284,204	270,610	142,883	246,379	227,297		
330	ELECTRICITY	4,427,666	4,575,831	4,787,256	5,042,623	4,826,377		
331	WATER AND SEWER	756,259	840,260	955,071	832,015	887,767		
332	GARBAGE	406,781	408,137	440,092	432,618	443,617		
334	NATURAL GAS UTILITY	2,756,778	1,649,022	2,094,214	2,703,736	2,183,389		
340	PROPERTY INS	707,756	1,753,604	947,047	1,188,000	950,625		
341	LIABILITY INS	401,224	738,921	697,227	433,000	612,562		
350	REPAIRS AND MAINT.SER.	1,828	6,792	196,515	61,421	1,297,926		
351	REPAIR LABOR-GROUNDS	518,695	387,899	100,980	437,949	0		
352	REPAIR LABOR-BLDGS	711,707	836,147	866,777	538,659	4,000		
353	REPAIR LABOR-EQUIP	341,696	269,063	152,518	246,076	212,148		
355	MAINT/REPAIR CHBCK	(506,155)	(360,021)	(396,520)	(294,150)	(800,000)		
358	MENT HLTH PRACT OVR 25K	485,526	55,015	441,564	626,325	448,194		
361	CHARTER TRANS	16,943,175	18,363,397	18,742,147	22,853,161	24,565,949		
362	COLLEGE VISIT TRANS	0	352	405	0	0		
363	DISABLED TRANS.	12,709,298	15,300,199	16,028,376	20,282,119	22,407,652		
364	TO FD 4 ADVENTURES +	(6,768)	(7,142)	(7,181)	0	0		
365	TRANSPORTATION CHBCK	(129,968)	(127,777)	(80,200)	(488,264)	(400,000)		
366	TRAVEL	369,917	398,530	385,803	379,399	341,871		
367	TRAVEL PROF-DEV	440,250	567,907	518,928	276,339	391,952		
368	OUT OF STATE TRAVEL	208,178	144,231	121,061	74,489	60,048		
369	TO FD 1- LATE ACT.	9,450	79,261	14,570	4,000	9,000		
370	RENTAL-LEASE	183,182	273,407	316,197	66,935	110,805		
371	RENTAL-LAND/BLDG	1,287,313	1,413,507	941,339	1,285,162	822,017		
380	ADVERTISING	111,493	0	0	813,471	0		
381	PRINTING-OUTSIDE	190,767	189,538	140,023	193,843	239,105		
382	LAUNDRY-DRY CLEANING	8,315	3,993	11,545	1,200	3,200		
383	PRINTING-IN HOUSE	(87,965)	(104,171)	(79,169)	(304,880)	(309,733)		
388	MENT HLTH PRAC 1ST 25K	30,047	75,000	50,000	0	0		
390	TUITION OTHER DIST	854,470	900,134	1,045,988	1,374,500	1,362,500		
391	REIMIB TO MN SCHOOL DISTRICTS	614,767	636,699	638,664	614,767	660,725		
392	OUT STATE DIST/OTH AGENCY	37,723	55,749	24,434	107,000	25,000		
393	SP ED CONTRACT SERV FOR PUPIL	236,067	68,745	9,735	110,000	9,572		
394	PAYMENT OTHER ED	6,213,964	9,138,040	11,584,739	9,286,042	11,955,042		
395	SPED SAL PURCH FROM OTH DIST	66,894	0	2,379	0	0		
397	CNP CHARGEBACK	7,887	5,050	(2,893)	30,798	10,373		
398	INTERDEP CHARGES	(1,953,779)	(2,867,115)	(2,625,385)	(2,835,901)	(2,175,532)		
399	PARENTIAL INVOLV. CHBK.	0	0	(0)	(25,650)	0		
**TOTAL 300'S PURCHASED SERVICES		\$ 66,218,150	\$ 72,722,506	\$ 76,313,127	\$ 80,029,838	\$ 90,989,328	\$10,959,490	14.4%
401	GENERAL SUPPLIES	\$ 3,962,547	4,268,363	\$ 3,928,644	\$ 4,047,381	\$ 3,541,953		
403	LAVATORY SUPPLIES	344,048	474,318	486,333	216,638	415,000		
405	NON-INSTR COMP SWARE/LICENSE	1,382,661	1,803,712	1,627,577	1,113,754	1,221,240		
406	INSTR COMP SOFTWARE LIC	2,432,179	1,194,960	1,272,914	149,644	292,708		
409	CUSTODIAL UNIFORMS	36,927	30,463	36,745	42,150	42,150		
410	CUSTODIAL SUPPLIES	717,982	688,733	728,372	341,000	505,000		
420	REPAIR SUPP GROUNDS	433,604	291,935	321,718	189,096	1,450,100		
421	REPAIR SUPP BLDGS	1,149,950	1,399,729	1,541,329	1,102,350	17,000		
422	REPAIR SUPP EQUIP	277,757	264,787	139,366	341,503	145,310		
423	TRUCK EXPENSE	67	1,891	2,632	15,000	2,500		
430	INSTRUCTIONAL SUPPLIES	1,707,964	1,433,899	1,254,222	2,846,830	5,302,320		

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
GENERAL FUND EXPENDITURES**

OBJECT	DESCRIPTION	2022-23 ACTUAL	2023-24 ACTUAL	2024-25 ACTUAL	ADOPTED 2025-26 BUDGET	AMENDED 2025-26 BUDGET	\$ Chg	% Chg
432	SOFTWARE	1,403	5,294	6,102	15,901	0		
433	INDIV INS MATERIALS	1,169,496	987,185	1,029,545	482,830	648,843		
435	SUPPLY LOSS-DAMAGE	9,380	17,875	(24,716)	1,200	0		
440	FUEL FOR BUILDINGS	597,446	136,440	256,391	129,600	135,139		
450	RESALE MATERIAL	49,739	97,459	82,033	46,935	2,500		
455	NON-INSTR TECH SUPPLIES	228,997	253,602	223,434	85,770	94,990		
456	INSTR TECH SUPPLIES	68,011	55,770	54,437	(366,426)	51,932		
460	TEXTBOOKS	2,040,502	2,952,236	1,663,592	6,566,931	3,203,182		
461	STANDARD TESTS	634,306	724,688	766,692	457,793	506,764		
465	NON-INSTR NON-CAP TECH EQUIP	3,205,491	746,532	2,260,697	153,701	102,851		
466	NSTR NON-CAP TECH EQUIP	6,823,483	1,509,008	7,321,854	5,899,271	6,003,300		
470	LIBRARY BOOKS	377,238	386,977	612,095	473,097	618,938		
471	E-LIBRARY BOOKS	242,718	252,427	24,399	207,065	402,855		
480	AUDIO VISUAL AIDS	256	683	45	4,652	4,784		
489	PERIODICALS	23,358	27,364	29,467	34,129	31,551		
490	FOOD	752,818	735,478	648,051	294,977	152,693		
498	INVTY ADJ-VECHILE ST	(2,325)	66	(5,047)	0	0		
499	INVTY ADJ-OPRNS SUPP	52,707	12,188	(13,991)	0	0		
**TOTAL 400'S SUPPLIES		\$ 28,720,712	20,754,060	26,274,934	\$ 24,892,772	\$ 24,895,603	\$ 2,831	0.0%
505	CAP NON-INSTR TECH SOFTWARE	\$ 483,133	\$ 659,659	\$ 597,108	\$ 350,000	\$ 430,000		
506	CAP INSTRUCT TECH SOFTWARE	59,542	61,031	277,274	0	1,275,000		
510	SITE ACQUISITION	0	0	210,497	0	0		
511	SITE IMPROVEMENT	5,789,255	1,810,398	1,769,424	3,677,000	2,007,000		
512	SITE IMP. PRIN	410,098	426,183	247,878	690,505	207,323		
520	BUILDING AQUISITIONS	314,231	6,751,816	2,054,952	970,296	2,770,742		
522	BUILDING RENOVATION	18,503,533	19,532,339	14,572,729	12,750,814	9,390,882		
523	BUILDINGS LEASED	0	0	0	0	0		
524	BLDG. RENO.-PRINC.	343,891	352,238	1,461,145	1,467,977	517,677		
530	EQUIPMENT PURCHASE	2,049,086	2,595,870	2,412,090	287,396	3,141,816		
531	EQUIP. LOSSSED OR DAMAGED	0	0	0	0	0		
533	OTH EQUIP SPED DIR INSTR	307,715	209,696	164,542	23,750	158,000		
535	CAPITAL LEASES	620,055	4,253,426	0	0	0		
545	WOOD SHOP CHARGES	0	0	0	0	0		
550	VEHICLES	53,567	161,115	407	50,000	50,000		
555	TECHNOLOGY EQUIP.	78,108	52,318	11,117	0	0		
556	TECH EQUIP SPED DIR INSTR	17,413	2,100	101,381	345,956	0		
560	PRINCIPAL LT COMP/TECH LEASE	947,379	953,627	959,844	171,869	807,302		
561	INTEREST LT COMP/TECH LEASE	190,072	186,331	0	12,565	9,299		
562	PRINC LT NON-INSTR SUBS TECH	0	0	21,735	0	0		
564	PRINCIPAL LT INSTRUCT SBITAS	0	1,320,085	0	0	1,613,666		
570	PRINCIPAL LT BLDG/LAND LEASE	2,433,499	2,402,859	2,431,152	994,064	1,784,871		
571	INTEREST LT BLDG/LAND LEASE	1,341,564	1,235,190	1,168,135	199,681	(1,140,319)		
580	LEASE-PRIN.	0	0	0	1,340,000	156,463		
581	LEASE-INTEREST	0	0	0	1,183,537	1,183,537		
589	LEASE TRANSACTIONS/ IN	(620,055)	(4,253,426)	0	0	0		
591	TIES SERVICES	0	0	0	0	0		
**TOTAL 500'S CAP. EXP.		\$33,322,085	\$38,712,856	\$28,461,408	\$24,515,410	\$24,363,259	-\$152,151	-0.5%
740	LOAN INTEREST	\$ -	\$ -	\$ -	\$ -	\$ -		
790	OTHER DEBT EXPENSE	0	0	0	0	0		
**TOTAL 700'S DEBT SERVICE		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%
810	JUDGEMENTS	\$ (13,623)	\$ 2,800	\$ 7,700	\$ 50,000	\$ 45,000		
820	DUES AND MEMBERSHIPS	472,038	465,720	435,855	557,556	599,111		
891	TRA/PERA PENSION EXPENSE	1,858,352	1,883,896	1,938,867	1,640,000	1,640,000		
892	SOLID WASTE SPEC ASSESSMENT	83,290	39,264	40,930	16,800	39,182		
893	SPED/SCHL READINESS SLOT/PLACE	726,761	0	0	791,000	0		
894	SCHOLARSHIPS	492,963	597,866	869,527	405,000	225,000		
895	INDIRECT COSTS	0	0	0	220,000	46,579		
896	TAXES & SPECIAL ASSESSMENT	0	115,496	267,098	0	0		
897	NATL COMP MISC EXP	4,326	2,907	4,632	0	0		
898	STATE TOURN MISC EXP	65,136	80,096	79,479	0	80,000		
899	MISC EXPENSE	97,777	208,682	590,196	322,710	250,500		
**TOTAL 800'S OTHER EXPENSE		\$ 3,787,020	\$ 3,396,727	\$ 4,234,283	\$ 4,003,066	\$ 2,925,372	-\$231,217	-5.5%
910	TRANS TO OTHER FUNDS	\$ 105,591	\$ 146,488	10,551,528	\$ 10,657,853	\$ 10,602,852		
**TOTAL 900'S TRANSFERS		\$105,591	\$146,488	\$10,551,528	\$10,657,853	\$10,602,852	-\$55,001	-0.5%
TOTAL EXPENDITURES		\$600,762,291	\$640,132,610	\$665,842,066	\$700,299,679	\$692,565,624	-\$7,734,055	-1.1%
AMOUNT OF CHANGE		\$15,734,489	39,370,319	\$25,709,456	\$34,457,613	-\$7,734,055		
PERCENT OF CHANGE		2.7%	6.6%	4.0%	5.2%	-1.1%		

Anoka-Hennepin ISD #11
2025-2026 Budget Amendment Narrative
Community Service Fund

REVENUE

Community Service Fund revenue is projected to decrease from the originally adopted budget target by \$24,311 (-0.1%) from \$31,540,742 to \$31,516,431. Revenue expectations were adjusted across several Community Ed program areas to reflect updated program enrollment projections, interest earning projections, and actual state and federal aid entitlements. Program-specific revenue budget adjustments are detailed below:

- \$200 thousand increase in interest earnings, adjusting to year-to-date revenue and rate outlook.
- \$92 thousand decrease in School Readiness revenue, primarily driven by lower projected ECSE chargebacks.
- \$75 thousand decrease in Adventures Plus premium pay grant revenue, adjusting to previous year actuals.
- \$22 thousand decrease in Q-Comp revenue, adjusting to previous year actuals.
- \$13 thousand decrease in Homeschool/Non-public aid revenue due to lower pupil count.
- Net \$22 thousand decrease in other Community Ed program revenue primarily attributable to lower than budgeted fee-based program enrollment.

EXPENDITURES

Community Service Fund expenditures are expected to decrease from the original budget target by \$504,936 (-1.6%) from \$31,640,576 to \$31,135,640. The decrease in budgeted spending is primarily attributable to staff insurance elections, staffing vacancies, after-school transportation model changes, and changes to capital outlay plans. Program-specific expense budget adjustments are detailed below:

- \$164 thousand decrease in payroll benefit expenditures, primarily due to insurance elections.
- \$22 thousand decrease in Q-Comp expenditures, adjusting to historical actuals.
- \$95 thousand decrease in other Early Learning program expenditures, primarily due to vacant positions and less tenured staff.
- \$84 thousand decrease in other Adult Basic Ed expenditures, primarily due to vacant positions and less tenured staff.
- \$75 thousand decrease in grant-funded Adventures Plus premium pay expenditures.
- \$65 thousand decrease in other Community Schools program expenditures, primarily driven by after-school transportation model changes.
- \$30 thousand decrease in other Community Ed Central Services expenditures due to changes to capital outlay plans.
- \$16 thousand decrease in enrollment-driven Homeschool/Nonpublic expenditures.

- \$46 thousand increase in Adventures Plus non-payroll expenditures supporting strategic recruiting and professional development tracking initiatives.

FUND BALANCE

The fund balance for the Community Service Fund is projected to increase \$380,791 to \$10,787,734, or 34.6% of projected expenditures.

ANOKA-HENNEPIN SCHOOL DISTRICT #11
Community Service Fund
Amended FY 2026 Budget Summary

Beginning Fund Balance 7/1/2025

\$10,406,943

	Revenue	Expenditures	Operating Balance	
Adopted Budget:	\$31,540,742	\$31,640,576	(\$99,834)	
Adjustments :				
FY26 Adv Plus After-school and Summer	(\$75,000)	(\$89,373)		
FY26 Aquatics	(\$4,600)	\$11,531		
FY26 Community Schools	(\$20,000)	(\$76,039)		
FY26 Comm Schools Adults				
FY26 Parent Involvement				
FY26 Early Childhood Family Education	(\$8,251)	(\$36,801)		
FY26 School Readiness	(\$91,615)	(\$162,731)		
FY26 Adult Basic Education	(\$14,910)	(\$104,821)		
FY26 Other Community Ed Programs	\$184,565	(\$51,518)		
FY26 Recreation Athletics/Fac Mgmt	\$5,500	\$4,816		
Total Grants and Adjustments	(\$24,311)	(\$504,936)	\$480,625	
Amended Rev/Exp Budget	\$ 31,516,431	\$ 31,135,640	\$380,791	\$380,791
Projected Fund Balance 6/30/26				\$10,787,734

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
COMMUNITY SERVICE FUND SUMMARY**

DESCRIPTION	2022-23	2023-24	2024-25	ADOPTED	AMENDED	\$ CHG	% CHG
	ACTUAL	ACTUAL	ACTUAL	2025-26 BUDGET	2025-26 BUDGET		
REVENUE							
LOCAL REVENUE	\$18,096,237	\$18,921,274	\$19,470,323	\$19,703,904	\$19,794,804	\$90,900	0.5%
STATE REVENUE	7,909,349	9,496,374	10,334,004	11,196,395	11,129,948	(\$66,447)	-0.6%
FEDERAL REVENUE	1,842,136	481,260	519,455	499,061	450,297	(\$48,764)	-9.8%
TRANSFERS IN	105,591	146,488	166,542	141,382	141,382	\$0	0.0%
TOTAL REVENUE	\$27,953,313	\$29,045,396	\$30,490,324	\$31,540,742	\$31,516,431	(\$24,311)	-0.1%
EXPENDITURES							
SALARIES	\$16,919,339	\$18,952,794	\$19,622,099	\$20,349,768	\$20,110,083	(\$239,685)	-1.2%
BENEFITS	4,644,017	5,238,863	5,403,613	5,703,365	5,536,199	(\$167,166)	-2.9%
PURCHASED SERVICES	3,083,474	3,351,829	3,411,178	3,899,594	3,819,511	(\$80,083)	-2.1%
SUPPLIES	1,669,247	1,076,018	1,216,206	1,463,739	1,480,587	\$16,848	1.2%
CAP. EXP.	254,219	208,971	213,645	216,125	181,275	(\$34,850)	-16.1%
OTHER EXPENSE	4,900	6,770	6,148	7,985	7,985	\$0	0.0%
TOTAL EXPENDITURES	\$26,575,196	\$28,835,246	\$29,872,890	\$31,640,576	\$31,135,640	(\$504,936)	-1.6%
OPERATING SURPLUS (DEFICIT)	\$1,378,116	\$210,150	\$617,434	(\$99,834)	\$380,791		
ENDING FUND BALANCE	\$9,579,359	\$9,789,509	\$10,406,943	\$10,307,109	\$10,787,734		
PERCENT OF TOTAL EXPENDITURE:	36.0%	33.9%	34.8%	32.6%	34.6%		

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
COMMUNITY SERVICE FUND REVENUE**

SOURCE	2022-23	2023-24	2024-25	ADOPTED	AMENDED	\$ CHG	% CHG
	ACTUAL	ACTUAL	ACTUAL	2025-26 BUDGET	2025-26 BUDGET		
001 TAX LEVY	\$3,562,213	\$2,405,574	\$4,124,409	\$5,126,497	\$5,126,497		
003 LEVY ALLOCATION	0	1,596,805	0	0	0		
009 FISCAL DISPARITIES	631,935	676,320	565,624	0	0		
040 TUITION FOR PATRONS	372,688	374,189	371,309	371,309	371,309		
050 COMM ED FEES	12,419,222	12,412,842	13,219,654	13,622,098	13,481,598		
051 POOL FEES	8,608	7,503	6,179	7,000	7,000		
052 POOL LESSON FEES	210,348	286,069	236,416	245,000	235,000		
053 REGISTRATION FEES	30	82,817	0	0	0		
055 NON-SCHOOL DAY CE FEES	136	0	0	0	0		
057 LATE PAYMENT FEE	75	0	0	0	0		
060 ADMISSIONS	24,643	13,727	0	0	0		
080 MUNICIPAL GRANTS	74,767	49,900	49,900	50,000	50,000		
088 EQUIPMENT RENTAL	950	450	1,000	400	1,000		
092 INTEREST REVENUE	440,206	675,608	608,665	100,000	300,000		
093 RENTAL - SCHOOL FACILITIES	130,626	124,255	5,573	3,000	5,500		
095 SECURITY - SCHOOL FACILITIES	155,205	159,430	199,930	178,200	205,500		
096 GIFTS AND DONATIONS	16,732	36,454	20,404	400	1,400		
098 NSF CHECKS	(170)	0	0	0	0		
099 MISC LOCAL REV.	48,025	19,332	61,260	0	10,000		
TOTAL LOCAL REVENUE	\$18,096,237	\$18,921,274	\$19,470,323	\$19,703,904	\$19,794,804	\$90,900	0.5%
227 ABATEMENT AID	\$869	\$2,997	\$4,242	\$4,000	\$2,009		
234 HOMESTEAD AG MKT VALUE CREDIT	834	753	764	500	500		
300 STATE AID	7,489,234	8,146,195	9,001,432	9,745,980	9,769,968		
301 NON PUBLIC STATE AID	418,412	486,364	577,447	620,915	607,471		
369 OTHER STATE AGENCIES	0	860,065	750,120	825,000	750,000		
TOTAL STATE REVENUE	\$7,909,349	\$9,496,374	\$10,334,004	\$11,196,395	\$11,129,948	(\$66,447)	-0.6%
400 FEDERAL AID	\$433,887	\$481,260	\$519,455	\$499,061	\$450,297		
405 FEDERAL AID FROM OTHER STATE/LOCAL	1,408,249	0	0	0	0		
TOTAL FEDERAL REVENUE	\$1,842,136	\$481,260	\$519,455	\$499,061	\$450,297	(\$48,764)	-9.8%
649 TRANSFERS IN	\$105,591	\$146,488	\$166,542	\$141,382	\$141,382		
TRANSFERS IN	\$105,591	\$146,488	\$166,542	\$141,382	\$141,382	\$0	0.0%
TOTAL REVENUE	\$27,953,313	\$29,045,396	\$30,490,324	\$31,540,742	\$31,516,431	(\$24,311)	-0.1%
AMOUNT OF CHANGE	\$1,441,347	\$1,092,083	\$1,444,928	\$1,050,418	(\$24,311)		
PERCENT OF CHANGE	5.4%	3.9%	5.0%	3.4%	-0.1%		

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
COMMUNITY SERVICE FUND EXPENDITURES**

OBJECT	DESCRIPTION	2022-23 ACTUAL	2023-24 ACTUAL	2024-25 ACTUAL	2025-26 ADOPTED	2025-26 AMENDED	\$ CHG	% CHG
110	ADMIN/SUPVS	\$757,456	\$764,873	\$874,461	\$722,612	\$736,734		
115	COUNSELORS	1,031	1,083	1,115	1,143	1,143		
117	NURSES	64,906	70,323	70,280	73,813	73,813		
120	ECFE COORDINATOR	888,875	994,761	1,045,528	1,067,796	1,062,449		
140	LIC INSTRUCT	4,069,518	4,373,712	4,529,409	4,722,812	4,600,661		
141	NON LIC INSTRUCT	2,378,526	2,766,292	2,765,037	2,910,352	2,920,868		
142	NON-LIC ASSISTANT	3,701,826	4,018,987	3,944,019	4,478,172	4,431,425		
143	NON-LIC ASST INSTR	223,520	353,438	337,833	0	0		
144	NON-LIC INSTR SUPPORT	101,894	104,042	109,140	107,331	106,050		
145	LICENSED SUBSTITUTE	9,067	26,807	12,163	76,771	75,656		
148	PARAPROFESSIONALS	45	0	322	0	0		
150	NON-LIC INSTR SUBSTITUTE	3,470	5,104	8,183	42,286	38,450		
151	POOL SHIFT SUPERVISOR	19,832	55,932	74,000	69,061	72,000		
155	LIC NURSING SERVICES	3,725	27,201	28,704	31,532	31,532		
156	SCHOOL SOCIAL WORKER	0	0	0	70,975	61,719		
171	EARLY LEARN OUTRCH FACILITATOR	108,467	65,792	68,107	69,809	69,810		
175	SECY/CLERICALS	796,333	899,453	1,008,327	1,026,313	1,027,222		
177	CULTURAL LIAISON		86,708	106,115	167,382	115,189		
178	BUILDING SECURITY	198,578	210,940	218,602	199,215	216,976		
179	NON INSTR SUBS	736	11,691	8,712	12,960	12,960		
180	ASST COORDINATORS	1,521,473	1,635,721	1,784,614	1,905,058	1,905,058		
182	PROG COORDINATORS	1,245,845	1,373,194	1,417,095	1,444,505	1,475,758		
183	PROGRAM SUPERVISORS	12,261	0	0	0	0		
187	EARLY CHILD SCREENER	68,148	113,718	96,404	98,814	98,814		
188	LIFE GUARDS	38,710	45,057	27,592	29,804	30,429		
191	SEVERANCE PAY	26,667	12,134	71,685	0	0		
192	LICENSED SICK BUYBACK	1,846	3,313	2,452	0	500		
193	NON-LIC SICK BUY	10,499	7,911	11,067	0	0		
194	BRIDGE BUYBACK			147,605	0	0		
195	INTERDEPT EMPL SALARY CHBK	6,801	7,276	5,681	10,700	10,700		
197	CELL PHONE STIPEND	68,993	71,184	71,373	79,487	78,213		
198	SAL IN LIEU OF BENE CAFÉ PLAN	51,460	57,103	62,133	60,065	62,741		
199	OTHER SALARIES	538,832	789,045	714,342	871,000	793,213		
**TOTAL 100'S SALARIES		\$16,919,339	\$18,952,794	\$19,622,099	\$20,349,768	\$20,110,083	(\$239,685)	-1.2%
210	FICA-(PERA)	\$1,267,911	\$1,410,044	1,455,731	\$1,486,359	1,475,334		
214	P E R A	813,012	911,750	922,303	1,003,831	1,006,199		
218	T R A	435,278	484,287	495,221	555,860	538,925		
220	HEALTH INS	1,598,355	1,724,678	1,848,748	1,946,441	1,828,563		
230	LIFE INS	9,013	9,071	9,390	9,638	8,349		
235	DENTAL INS	163,320	164,158	165,400	180,703	165,661		
240	LTD INS	19,329	22,440	23,059	23,503	22,801		
250	TSA	157,216	200,465	219,806	232,087	231,002		
251	EMP'ER SPONSORED HRA	105,751	111,904	122,828	128,219	118,544		
253	EMP'ER SPONSORED RETIREE	13,609	44,177	48,068	0	0		
270	WORKERS COMP INS	60,194	154,725	92,152	90,942	93,642		
275	MN PAID FAMILY LEAVE	0	0	0	42,532	43,929		
295	BENEFITS CHARGEBACK	1,030	1,163	908	3,250	3,250		
**TOTAL 200'S BENEFITS		\$4,644,017	\$5,238,863	\$5,403,613	\$5,703,365	\$5,536,199	(\$167,166)	-2.9%

**ANOKA-HENNEPIN SCHOOL DISTRICT #11
AMENDED FY 2026 BUDGET
COMMUNITY SERVICE FUND EXPENDITURES**

OBJECT	DESCRIPTION	2022-23 ACTUAL	2023-24 ACTUAL	2024-25 ACTUAL	2025-26 ADOPTED	2025-26 AMENDED	\$ CHG	% CHG
303	FED SUB AWARD 1ST 25K	\$23,406	\$24,240	28,785	\$30,000	28,000		
305	CONSULT/FEES FOR SERVICE	1,445,434	1,624,279	1,668,348	1,775,708	1,803,391		
307	ENTRY FEES/STUDNT	1,421	1,742	0	0	0		
315	REP/MAINT FOR COMPUTER/TECH	1,565	1,366	2,668	250	250		
320	PHONES/COMMUNIC	66,920	66,345	62,905	65,430	65,430		
321	DATA COMMUNICATIONS	9,551	9,858	9,318	10,250	10,250		
329	POSTAGE/EXPRESS	61,139	35,345	36,612	53,300	53,050		
330	ELECTRICITY	23,658	24,635	24,062	30,590	30,590		
331	WATER AND SEWER	1,793	2,513	2,255	2,875	2,875		
332	GARBAGE	372	775	380	790	790		
334	NATURAL GAS UTILITY	22,062	13,626	18,581	21,000	21,000		
353	REPAIR LABOR-EQUIP	7,237	3,578	7,601	11,050	11,050		
355	MAINT/REPAIR CHRGBCK	307	0	0	0	0		
361	CHARTER TRANSPORT	351,726	382,727	464,099	624,550	611,650		
364	TRANSPORT TRANSFER	6,768	7,142	7,181	0	0		
365	TRANSPORT CHARGEBACK	129,968	127,777	80,200	193,200	92,000		
366	TRAVEL	50,540	53,336	56,042	55,265	55,765		
367	TRAVEL-PROF DEVELOP	46,609	51,777	41,540	55,425	59,625		
368	OUT OF STATE TRAVEL	148	13,727	14,321	18,000	18,000		
370	RENTAL-LEASES	37,151	55,341	42,104	34,450	34,450		
381	PRINTING-OUTSIDE	62,226	51,982	55,589	63,100	64,300		
383	PRINTING-IN HOUSE	68,353	75,746	68,304	89,320	87,820		
389	STAFF TUITION AND OTHER REIMB	0	12,000	8,000	20,000	20,000		
391	REIMB. TO OTHER DISTRICTS	461,738	489,900	507,838	564,561	565,160		
394	PAYMT FOR ED-OTH AGEN	13,575	24,900	300	0	0		
397	CNP CHARGEBACK	3,040	0	0	0	0		
398	ADMIN COSTS ALLOC	154,407	170,283	175,140	147,930	151,515		
399	PROGRAM CHARGEBACK	32,360	26,893	29,006	32,550	32,550		
**TOTAL 300'S PURCHASED SERVICES		\$3,083,474	\$3,351,829	\$3,411,178	\$3,899,594	\$3,819,511	(\$80,083)	-2.1%
401	GENERAL SUPPLIES	\$258,991	\$228,748	244,890	\$295,160	279,912		
402	PROGRAM SUPPLIES	887	148	0	0	0		
405	NON-INSTR COMP SWARE/LIC	61,910	66,284	107,995	120,909	142,087		
406	INSTR COMP SOFTWARE LIC	68,407	69,027	69,952	81,380	83,330		
422	REPAIR SUPP EQUIP	3,594	863	0	10,000	10,000		
430	INSTR SUPPLIES	252,118	180,447	141,568	192,001	192,501		
433	IND INSTR SUPPLIES	6,692	0	0	0	0		
455	NON-INSTR TECHNOLOGY SUPPLIES	14,919	14,163	5,229	5,050	5,350		
456	INSTR TECH SUPPLIES	5,919	4,062	4,098	2,700	2,700		
460	TEXTBOOKS	112,045	153,061	206,590	269,864	270,165		
461	STANDARD TESTS	12,591	30,923	23,302	1,500	1,500		
465	NON-INSTR TECHNOLOGY DEVICES	111,812	51,999	81,515	127,274	135,141		
466	INSTR NON-CAP TECH EQUIP	11,412	357	28,990	18,500	18,500		
489	PERIODICALS/PAPERS	285	293	293	363	363		
490	FOOD	744,987	275,444	301,638	338,538	338,538		
495	MILK	2,677	200	147	500	500		
**TOTAL 400'S SUPPLIES		\$1,669,247	\$1,076,018	\$1,216,206	\$1,463,739	\$1,480,587	\$16,848	1.2%
522	BLDG RENOVATION	\$1,287	\$4,125	0	\$0	0		
530	EQUIPMENT PURCHASE	216,324	137,053	167,846	174,550	139,700		
555	TECHNOLOGY EQUIPMENT	0	25,460	0	0	0		
560	PRINCIPAL LT COMP/TECH LEASE/FIN	29,699	34,308	35,406	41,575	41,575		
561	INTEREST LT COMP/TECH LEASE/FIN	6,909	8,026	10,394	0	0		
**TOTAL 500'S CAP. EXP.		\$254,219	\$208,971	\$213,645	\$216,125	\$181,275	(\$34,850)	-16.1%
820	DUES-MEMBERSHIPS	\$4,900	\$6,770	6,148	\$7,985	7,985		
**TOTAL 800'S OTHER EXPENSE		\$4,900	\$6,770	\$6,148	\$7,985	\$7,985	\$0	0.0%
TOTAL EXPENDITURES		\$26,575,196	\$28,835,246	\$29,872,890	\$31,640,576	\$31,135,640	(\$504,936)	-1.6%
AMOUNT OF CHANGE		(\$353,437)	\$2,260,049	\$1,037,644	\$1,767,686	(\$504,936)		
PERCENT OF CHANGE		-1.3%	-1.3%	3.6%	5.9%	-1.6%		



GENERAL FUND BUDGET

Preliminary, fiscal year (FY) 2027

Michelle Vargas, chief financial officer
March 23, 2026

BUDGET TIMELINE



FY 2026-27

- **Dec. 2025:** Certified pay 2026 levy.
- **Jan. 2026:** Finalize enrollment projections.
- **Feb. 17 through May 18:** Legislative session(non-funding)
 - February 2026 budget forecast.
 - \$3.7 billion surplus 26-27 biennium.(\$1.3 billion higher than November)
 - \$3.6 billion structural deficit 28-29 biennium.
- **Feb. through May 2026:** Staffing.
- **March through April 2026:** Department and site budgets.
- **April/May 2026:** Preliminary review of FY27 general fund assumptions with legislative assumptions, and or changes.
- **May 18, 2026:** Proposed FY27 budget all funds.
- **June 22, 2026:** Approve FY27 budget all funds.

PRELIMINARY FY27 GENERAL FUND



Revenue assumptions

- **Revenue – \$10.9 million increase in net revenue.**
 - \$8.5 million increase due to 2.69% CPI increase of \$202/adjusted pupil unit(APU) on basic formula bringing it to \$7,683 from \$7,481.
 - \$4.4 million compensatory aid decrease due to expiration of hold harmless
 - State formula excludes Applications for Economic Benefits filed electronically, or on paper. Only direct certifications of families through MFIP and SNAP are counted.
 - \$7.5M increase in special education aid due to growth in program expenses which increase the reimbursement.
 - \$1.8 million decrease in tax levy recognizes the final revenue certified in December 2025 for Pay 2026.
 - \$2.3 million increase in english learner aid due to a \$547 increase in formula amount, rising from \$1,228 to \$1,775 per english learner pupil unit.
 - \$2.6 million increase for english learner cross-subsidy.
 - FY27 revenue is based on 25% of the FY25 english learner cross-subsidy.
 - \$3.7 million decrease in english learner transfer in.

PRELIMINARY FY27 GENERAL FUND



Expenditure assumptions

Expenditures - \$5.6 million increase in net expenditures.

- \$19.1 million increase for compensation.
 - 2.5% increase on salaries, TRA, PERA, FICA, work Comp, and MN Paid Leave.
 - 5% increase on health, dental life and long-term disability insurance.
 - \$2.6 million one-time teacher payments.
 - \$500 thousand for staffing ratio FTE adds.
- \$1.1 million increase for secondary coaches FTE.
- \$8.1 million decrease for phase III budget reductions.
- \$2.6 million increase on services that include utilities(3%) and transportation(5%).
- \$4 million decrease in transfer amount for english learner cross-subsidy entry.
- \$5.15 million reduction of year 4 strategic investment positions.



	FY26 Amended budget	FY27 Projected budget
State revenue	\$518,897,850	\$535,295,409
Federal, local, other revenue	\$158,344,761	\$152,864,254
Total revenue	\$677,242,611	\$688,159,663
Expenditures	\$692,565,624	\$698,139,260
Operating surplus/(deficit)	(\$15,323,013)	(\$9,979,597)
Less: strategic investments	(\$9,425,000)	(\$4,275,000)
Adjusted operating surplus/(deficit)	(\$5,898,013)	(\$5,704,597)
Unassigned fund balance	\$66,295,159	\$66,104,086
FB % of operating expenditures	11.9%	11.7%
Operating expenditures	\$556,377,668	\$565,952,943
Projected adjusted pupil units (APU)	41,017	41,017

FY27 BUDGET PARAMETERS

- **FY27 Revenue assumptions:**
 - \$10.9 million increase.
 - \$8.5 million increase due to 2.69% CPI increase of \$202/APU on basic formula to \$7,683.
 - \$4.4 million comp ed aid decrease due to expiration of hold harmless and excluding paper applications.
 - \$7.5 million special ed aid growth.
 - \$1.8 million FY27 tax levy decrease.
 - \$2.3 million increase for english learner aid.
 - \$2.6 million increase for english learner cross-subsidy.
 - \$3.7 million decrease in english learner transfer in.
- **FY27 Expenditure assumptions:**
 - \$5.6 million net increase.
 - \$19.1 million increase for compensation.
 - 2.5% increase on salaries, TRA, PERA,FICA, work comp, and MN paid leave.
 - 5% increase on health, dental, life and long-term disability insurance.
 - \$2.6 million one-time teacher sett.
 - \$500 thousand staffing ratio FTE.
 - \$1.1 million increase of secondary coaching FTE.
 - \$8.1 million decrease for phase III budget reductions.
 - \$2.6 million increase on services that include utilities(3%) and transportation(5%).
 - \$4 million decrease in english learner transfer.
 - \$5.15 million reduction of year 4 strategic investment.

PRELIMINARY FY27 GENERAL FUND

Budget considerations

- FY27 compensatory current law and potential of hold harmless.
- FY27 one-time between terms unemployment funding expected to be fully spent.
 - Annual cost \$2.5-\$3 million.
- Minnesota Paid Family Leave rate adjustment.
- Investment earnings budgeted at \$4.6 million.
 - How long will interest rates hold?
- Health insurance internal service fund deficit.



COMMENTS AND QUESTIONS

Michelle Vargas

Chief financial officer

michelle.vargas@ahschools.us

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

AGREEMENT

Between

Anoka-Hennepin School District 11

And

~~Education Minnesota Anoka-Hennepin~~
~~Education Support Professionals~~ **Anoka Hennepin Education Minnesota**
(Community School Programmers and Early Childhood Screeners)

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

TABLE OF CONTENTS (to be completed)

ARTICLE I PURPOSE1

ARTICLE II RECOGNITION1

ARTICLE III DEFINITIONS.....1

ARTICLE IV SCHOOL BOARD RIGHTS2

ARTICLE V UNION RIGHTS3

ARTICLE VI EMPLOYEE RIGHTS.....4

ARTICLE VII COMPENSATION5

ARTICLE VIII EMPLOYMENT CONDITIONS6

ARTICLE IX SCHOOL YEAR.....7

ARTICLE X ILLNESS LEAVE7

ARTICLE XI LEAVES OF ABSENCE8

ARTICLE XII INSURANCE BENEFITS10

ARTICLE XIII EXTENDED EMPLOYMENT12

ARTICLE XIV SENIORITY13

ARTICLE XV PROBATIONARY PERIOD.....14

ARTICLE XVI GRIEVANCE AND ARBITRATION.....14

ARTICLE XVII 403(b) RETIREMENT HEALTH INSURANCE.....16

ARTICLE XVIII COPY OF AGREEMENT16

ARTICLE XIX DURATION.....16

ARTICLE XX SEVERABILITY17

ARTICLE XXI DOCUMENT AUTHORIZATION18

SCHEDULE A (Comm. School Programmers).....19

SCHEDULE B (Early Childhood Screeners)21

ARTICLE I

PURPOSE

Section 1.1 Parties: This contract is entered into between the School Board of Anoka-Hennepin School District 11, Anoka and Hennepin Counties, Minnesota, (hereinafter referred to as the School Board), and the ~~Anoka Hennepin Education Minnesota Education Minnesota Anoka-Hennepin Education Support Professionals~~ (Community School Programmers and Early Childhood Screeners), American Federation of Teachers, National Education Association, Education Minnesota, AFL-CIO, (hereinafter referred to as the Association), pursuant to and in compliance with the Public Employment Labor Relations Act of 1971 as amended, (hereinafter referred to as the P.E.L.R.A.) to provide the terms and conditions of employment for Education Support Professionals during the duration of this contract.

ARTICLE II

RECOGNITION

Section 2.1 Recognition: The Board recognizes the Association as the exclusive representative of the designated Education Support Professionals unit currently employed by the Board. The exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A., and as described in the provisions of this contract.

Section 2.2 Appropriate Unit: The Association shall represent all the Education Support Professionals as follows: Community School Programmers and Early Childhood Screeners, of the District as defined in this contract and in P.E.L.R.A., including those on leaves authorized by the Board during the period of this contract.

ARTICLE III

DEFINITIONS

Section 3.1 Terms and Conditions of Employment: Terms and conditions of employment means the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of the employees. The terms in both cases are subject to the provisions of M.S. 179A.06 regarding the rights of public employees and the scope of negotiations.

Section 3.2 Employee: Employee shall mean all persons in the appropriate unit employed by the Board in a position described or referred to as Community School Programmers and Early Childhood Screeners.

Section 3.3 District or School District: District or School District shall mean The Anoka-Hennepin School District # 11, Anoka and Hennepin Counties, Minnesota.

Section 3.4 School Day: School day shall mean those days designated by the Board on which students of District 11 are expected to attend school or those days defined in schedule A or B which the district and the union agree meet the definition of a "school day".

Section 3.5 Duty Days: Duty days shall mean those days on which employees are assigned to perform services.

Section 3.6 Extended Duty Days: Extended duty days shall mean those days beyond the basic assigned year on which employees have been assigned to perform services as designated by the Board.

Section 3.7 Working Day: Working day shall refer only to a designation of assigned time and shall mean any day, Monday through Friday and may include Saturdays as set forth in Schedules A or B.

Section 3.8 Basic Assigned Year: The basic assigned year shall refer to the paid duty days and holidays as stated in this contract. The District shall establish an annual standard duty day calendar specific for each program classification.

Section 3.9 Representative: Representative shall mean a person or persons designated by the Board or the Association as exclusive representative, as per P.E.L.R.A.

Section 3.10 Board or School Board: Board or School Board shall mean the School Board of Anoka-Hennepin School District No. 11 or its designee.

Section 3.11 Association: Association shall mean the Anoka Hennepin Education Minnesota ~~Education Minnesota Anoka-Hennepin Support Professionals~~.

Section 3.12 P.E.L.R.A.: P.E.L.R.A. shall mean the Public Employment Labor Relations Act of 1971 as amended.

Section 3.13 Other Terms: Terms not defined in this contract shall have those meanings as defined by P.E.L.R.A.

Section 3.14 Job Classification: Job classification shall mean the specific job description relating to a category of employees or an employee. Examples are as follows: All community school programmers have the same classification. All Early Childhood Screeners have the same classification.

ARTICLE IV

SCHOOL BOARD RIGHTS

Section 4.1: It is recognized that except as expressly stated herein, the employer shall retain whatever rights and authority granted by State Statutes in order to operate and direct the affairs of the schools in all of their various aspects, including but not limited to, the educational policies

of the schools; the right to direct and assign employees, to schedule working hours; to determine whether goods and services should be made or purchased; to make and enforce reasonable rules and regulations affecting terms and conditions of employment that are uniformly applied and enforced in accordance with the provisions of the rules and regulations. Any term or condition of employment not specifically established by this Contract shall remain solely within the discretion of the employer to modify, establish or eliminate.

Section 4.2: The District 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 and direction and number of personnel.

ARTICLE V

UNION RIGHTS

Section 5.1 Use of Facilities: The Association shall be afforded reasonable use of school buildings. Prior approval for such use must be obtained from the building principal.

Section 5.2 Transaction of Business: Duly authorized representatives of the Association shall be permitted to transact official Association business on school premises contingent upon notification of the building principal provided that this shall not interrupt the operations of the school. The Association may use the District mail service and employee mailboxes for communications to employees. This cannot be used for endorsement of political candidates, and any abuse of this privilege will result in its immediate termination.

Section 5.3 Bulletin Boards: The Association shall have the right to post announcements and notices of its activities and concerns on school bulletin boards designated for such use. The Association shall be responsible to remove notices on a timely basis.

Section 5.4 Access to Information: Upon request, the employer or the employer's designee agrees to provide the Association information available to it concerning unit staffing and financial resources of the School District, including the names and addresses and positions on the pay-rate schedule of all employees in the bargaining unit and such other information requested by the Association in contract matters or in the processing of a grievance.

Section 5.5 Time Off for Exclusive Representative: The District will provide reasonable time off to elected officers or appointed representatives of the Exclusive Representative for the purpose of conducting the duties of the Exclusive Representative including contract mediation, grievance investigation, and grievance processing and conferring with District representatives and immediate supervisors with respect to the establishment, interpretation, and application of the provisions of this Agreement. The Exclusive Representative shall notify his/her immediate supervisor at least two (2) days prior to the use of such time off except in emergency situations.

Subd. 5.5.1 For purposes of attending union conferences, conventions, or other non-local union functions, permission to attend must be requested from the ~~General Counsel~~Chief

Human Resources Officer at least one week in advance. The union shall reimburse the District for the cost of substitutes when used to replace the employee.

Section 5.6 Meet and Confer: Upon request by either the Association or the Board's designee, the parties shall meet and confer on items of concern during the year. No more than four meetings shall be held during one year; however other meetings may be called by mutual agreement. Failure to agree on a matter discussed under this provision shall not be considered an unfair labor practice by either party.

ARTICLE VI

EMPLOYEE RIGHTS

Section 6.1 Right to Join Organizations: Employees shall have the right to form and join labor or employee organizations and shall have the right to not form or join such organizations.

Section 6.2 Dues Check Off: Any employee who is a member of the Association, or who has applied for membership, may request the School District in writing, signed by the individual employee, on a form furnished by the Association, deduction of membership dues of the Association.

Subd. 6.2.1- Employees 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 employees, shall be obligated to check off said fee from the earnings of the employee 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.

Section 6.3 Personnel Files: All evaluations and files generated within the District relating to each employee shall be available during regular school business hours upon written request. The employee shall have the right to reproduce any contents of the file, at their own expense, and to submit for inclusion employee response to any material contained within. The employee shall be notified within five (5) working days when materials or information relating to job performance or derogatory information is placed in the file.

Section 6.4 Employee Discipline:

Subd. 6.4.1- An employee shall not be disciplined, reprimanded, or reduced in rank or compensation without just cause.

Subd. 6.4.2- Normal discipline will be prescribed in the following manner:

A. verbal warning

- B. written warning
- C. temporary suspension with or without pay
- D. termination

If a supervisor meets with an employee to discuss possible written reprimand, suspension or discharge, the employee shall be entitled to have a union representative present. The meeting shall occur within two (2) working days after the district's request for such meeting.

Subd. 6.4.3- Serious deficiencies or infractions by an employee may require the district to act without following the progressive steps listed in Subd. 6.4.2 and may even require immediate termination.

ARTICLE VII

COMPENSATION

Section 7.1 Salary Schedule.

Subd. 7.1.1- The basic salary schedule set forth in Schedule A or B attached hereto shall be a part of this agreement. Employees shall be placed on Schedule A or B on the effective date and at the appropriate step as provided by this contract. Retroactive pay for the ~~2023-24~~2025-2026 school year shall be provided to active district employees, and/or employees who have retired during the time of this contract.

Subd. 7.1.2- All employees hired after the date of execution of this agreement shall be placed on such salary schedule at such step as agreed between the school district and the employee based upon their qualifications and experience.

Subd. 7.1.3- In the event a successor agreement is not entered into prior to June 30, ~~2025~~2027, an employee shall remain at the same step as compensated during the ~~2024-25~~2026-2027 contract year until a successor agreement is reached, which agreement shall govern step advancement for the next agreement.

Subd. 7.1.4- A new employee shall be eligible for step advancement on July 1 if employed prior to the previous January 1. If the new employee is employed after January 1, the employee shall be eligible for schedule improvement, if any, but shall remain at the same step until the following July 1.

Subd. 7.1.5 An employee who is required to work in excess of 40 hours a week shall be paid time and one half their hourly rate of pay provided in Appendix A or B of the agreement, in compliance with the Fair Labor Standards Act.

Section 7.2 Pay Procedures: Paychecks shall be electronically deposited every second Friday.

Section 7.3 Pay Periods: Pay periods are defined in schedules A or B.

Section 7.4 Payroll Deductions: Payroll deductions for the tax deferred plans, United Way, etc. shall be as per District policy.

ARTICLE VIII

EMPLOYMENT CONDITIONS

Section 8.1 Salary Provisions: The School District will make every effort to notify employees of their continued employment with the District by August 1 of each year. Clientele demand will be the basis for program continuation. The notice shall contain wage rate, daily hours/days, job title, and location. Any modification of the August 1 date is listed in schedules A or B.

Section 8.2 Reimbursable Expenses: All expenses made with supervisor approval will be reimbursed within a reasonable time of presentation of a voucher to the District Business office according to District policy on authorization of the Board. Examples of reimbursable expenses include registration for approved clinics, seminars, workshops; travel; lodging; and meals.

Section 8.3 Business Travel: Employees using private vehicles with the approval of the building supervisor in travel on District business shall be reimbursed at the maximum allowable IRS rate in effect at the time. No employee shall be required to use his/her personal vehicle for travel on School District business or to transport students.

Section 8.4 Employment Opportunities: When vacancies in the School District occur, the vacancy notice shall be posted electronically pursuant to Department of Employee Services' procedures. All employees shall be given an opportunity to apply to such vacancies within the time period stated in the posting. Vacancies shall be filled by the applicant with the strongest qualifications, greatest experience, and appropriate training. If these are basically equal, seniority will be the deciding factor.

Section 8.5 Transfer Request: A copy of the request for transfer shall be presented to the District 11 Department of Employee Services.

Section 8.6 Duty Day: Schedule A or B indicates the specific basic day as it applies to each of the general employee groups. The school district may employ such part-time employees as it deems appropriate. Hours worked beyond forty (40) hours in a given week would be considered overtime pay at a time and one-half rate.

Section 8.7 Duty Free Lunch: Each employee who is directed to work through the lunch time or dinner time shall be provided a thirty (30) minute duty-free unpaid lunch period.

Section 8.8. Duty During Lunch: In exceptional situations, an employee may be required to perform duty during his/her duty-free lunch period. In these situations, the employee shall be compensated for such service performed at their regular hourly rate, prorated up to thirty (30) minutes or compensatory time may be allowed.

Section 8.9 Breaks: ~~Applicable preparation time is defined in Schedule A or B.~~ **Employees may take a 15-minute rest break for each four consecutive hours worked.**

ARTICLE IX

SCHOOL YEAR

Section 9.1 Days: The School Board shall adopt the calendar for school days and workshop days for the next year. The employees shall perform services on those days as determined by the School Board, including those legal holidays on which the School Board is authorized to conduct school and has determined to conduct school pursuant to such authority.

Section 9.2 Emergency Closing: In the event that the School District is closed due to an emergency or inclement weather, employees are not required to work on that day except if needed for the safety of the students or property. There shall be no loss of pay for employees (excludes employees on Board approved leaves). If an employee is absent using sick leave (except Board approved leaves) when an emergency closing occurs, the leave shall not be deducted. The District may require the employee to work with pay on another day if the work day is rescheduled.

Section 9.3 School Open - Inability to Report: If school is in session and the employee is unable to report to work, the employee shall have their pay docked for said day missed. In certain circumstances, exceptions may be made at the District's discretion.

Section 9.4 Holidays: Paid holidays, if any, are defined in Schedules A or B.

Section 9.5 Staff Development: Employees who request and receive approval to attend staff development opportunities beyond the normal work year as set forth in Schedule A or B shall be compensated on a pro-rata basis according to the hourly rate of pay for the normal contract year.

ARTICLE X

ILLNESS LEAVE

Section 10.1 Illness Leave: For purposes of this contract, illness leave may also be called "sick leave". **Sick leave shall be granted in accordance with District policy, State and Federal laws, and the following regulations:**

Subd. 10.1.1 Eligible employees who work at least 172 days per year shall accrue sick leave at the rate of twelve (12) days per year based on the individual employee's assigned hours per day. Employees who work less than 172 days per year shall receive sick leave hours on a prorated basis.

Subd. 10.1.2 Unused sick leave days may accumulate to an unlimited amount.

Subd. 10.1.3 Sick leave shall not accumulate during any time that an employee is out on unpaid absence.

Subd. 10.1.4 In cases of frequent or intermittent illness, the employee may be required by their supervising administrator or District personnel administrator to submit a certificate concerning the condition of health from a physician.

Subd. 10.1.5 Sick leave may be used for personal illness, serious illness of a member of the immediate family or on account of death of a member of the immediate family. The immediate family shall include spouse, children, parents, siblings, grandparents and in-laws of similar degree of relationship.

Section 10.2 Buy Back: Employees who have accumulated at least 60 days of sick leave and have not used two thirds (2/3) of their yearly allotment may sell up to five (5) sick days to the District payable in August of each year.

ARTICLE XI

LEAVES OF ABSENCE

Section 11.1 Personal/Emergency Leave: Three (3) non-cumulative personal leave days deducted from sick leave shall be granted each year at the employee's discretion; employees with 10 years or more seniority shall be granted one additional personal leave day. Employees may request personal leave days on a first requested, first granted basis at least five (5) days in advance, except in emergency situations. A request is a filed, signed personal leave request form. However, supervisor approval is required for personal leave under the following circumstances:

- A. Personal leave requests within the first five (5) days of the school calendar year/program start date or within the last five (5) days of the student calendar year/program end date.
- B. More than one employee within each job classification has requested personal leave on the same day.
- C. Personal leave requests on Mondays (Tuesday of Memorial weekend) or Fridays, commencing on May 1st and continuing until the end of the school year.
- D. Personal leave requests adjacent to a scheduled break or to requests for unpaid days off.

- E. In cases where two or more employees within the same classification submit their request at the same time, District wide seniority shall be used to break the tie (the most senior employee shall be granted leave).

Section 11.2 ~~Maternity and/or Child Care~~**Parenting** Leave of Absence: ~~Maternity/child care, Paternity, Adoption~~ leaves of absence will be granted in accordance with District Policy, State and Federal laws and the following subdivisions:

~~Subd. 11.21 Notification: No later than ninety (90) days after knowledge of becoming pregnant, the employee shall provide a doctor's statement to her supervisor indicating: (1.) the general health condition of the employee and (2.) the expected date of birth.~~

~~If the employee remains in good health and wishes a maternity leave and/or a child care leave, she shall submit a "Request for Maternity Leave of Absence" through her supervisor addressed to the Employee Services Department at least ninety (90) days before the expected date of birth. The employee shall be granted a child care leave of absence without pay not to exceed nine months (June, July, and August not included). A maternity leave shall not normally exceed thirty (30) working days. However, if complications develop or the disability continues, a doctor's statement shall be required for the employee to continue using accumulated sick leave during the period of disability. An unpaid child care leave is defined as the period of time an employee intends for the convenience and comfort of the employee as well as the care of the child.~~

~~The employee's supervisor shall consider the ability to perform the job assignment, and the wishes of the employee in determining the starting date for the leave of absence. Notice of the leave approval will be forwarded to the employee and her supervisor. Failure to return within the specified time of unpaid leave shall be cause for termination.~~

~~Subd. 11.22 Health Insurance: Employees on maternity leave shall have their health insurance continue while they are using sick leave on disability status. Employees on an unpaid child care leave shall be responsible for the total cost of health insurance while they are on leave by paying the group rate cost except as noted in the Federal Family Leave Act.~~

~~Subd. 11.23 Seniority: District seniority shall accumulate during the first six (6) months of child care leave of absence and thereafter be retained but not accumulate.~~

~~Subd. 11.24 An employee may choose to use earned sick leave for the regular duty days she is disabled. This disability shall begin no later than the first day of confinement and no sooner than the date of confinement unless the employee is disabled with complications and presents the district with a doctor's statement. Cases of an unusual nature shall receive special consideration. Written request to use sick leave days must be submitted to the Director of Labor Relations/Benefits.~~

~~Subd. 11.25 Job Security: Employees returning from maternity and/or child care leave will not receive less compensation than at the time the leave started. Employees selecting and completing a maternity and/or an unpaid child care leave of six (6) months or less during the school year shall retain the same position.~~

Subd. 11.2.1 A leave of absence request shall be provided to the Benefits Department at least ninety (90) days before the anticipated delivery or adoption date, if possible.

Subd. 11.2.2 The Superintendent or designee shall consider the employee's ability to perform the job assignment, and the wishes of the employee, in determining the starting date for the leave of absence. Notice of the leave will be forwarded to the employee and supervisor.

Subd. 11.2.3 A parenting leave is defined as the period of time an employee intends for the convenience and comfort of the employee as well as the care of the child following the birth or adoption of a child. Parenting leave shall normally be no longer than a maximum of twelve (12) weeks per year and must commence within the first twelve months of the birth or adoption.

Subd. 11.2.4 Employees on FMLA leave shall have the district contribution of health insurance continued by the District in accordance with District policies and guidelines. District seniority shall accumulate during the leave of absence. An employee may choose to use earned sick leave for the regular duty days included in a maternity, paternity, or adoption leave.

Subd. 11.2.5 Circumstances of unusual nature may receive special consideration.

Subd. 11.2.6 Employees returning from leave shall return to the same or equivalent position. In the event the position no longer exists, the provisions of Article XIV shall apply.

Subd. 11.2.7 Sick leave and vacation benefits accumulated during a paid leave will be granted at the return of the leave.

~~Section 11.3 Adoption or Paternity Leave of Absence: An employee shall be granted adoption/paternity leave of absence without pay, not to exceed twelve months. Seniority shall be retained but not accumulate after six months. A father, following the birth of his child, or a mother and/or father, following the adoption of a child, may use up to seven (7) days sick leave. The leave shall commence within the first twelve months of the birth or adoption.~~

Section 11.4-3 Jury Duty: An employee called for jury duty shall suffer no loss of salary. Full salary shall be paid by the District; but compensation received by the employee for jury duty, exclusive of expenses, shall be returned to the District.

Section 11.5-4 Leaves for Court Hearings: Court leave with pay shall be granted to employees for the time necessary to make appearance(s) in any court proceeding resulting from District work activities. This shall not apply to court cases initiated by the employee or the Association against the District.

Section 11.6-5 Military Leaves: Employees shall be granted military leave as required or allowed by federal and state statutes.

Section 11.7-6 Short Term Unpaid Leave: The building principal/supervisor may grant leaves of absence of up to five days without pay to be taken either consecutively or singly. An additional day may be granted by the principal (supervisor) under unusual circumstances.

Section 11.8-7 Extended Leaves of Absence: Extended leaves of absence may be granted in accordance with School Board policies for educational leaves or for any reason. Requests for these leaves should be submitted in writing to the ~~Employee Services~~ **Benefits** Department for consideration.

Section 11.9-8 Effect of Leaves in Excess of Six Months: If an employee has a six-month continuous leave of absence, that position may be posted as a vacancy. Upon return from leave, the employee will take the next available opening for which qualified, unless the absence was for job-related injury in which case the employee shall be entitled to the least senior position for which qualified.

~~Section 11.10 Federal Family Leave: Family leave as stated in applicable federal law shall be accommodated within the above guidelines.~~

Section 11.11-9 Eligibility for Extended Leaves: Employees not working an average of twenty (20) hours per week shall not be eligible for the benefits of extended leave of absence.

Section 11.10 Failure to return from an approved leave of absence shall be cause for termination.

ARTICLE XII

INSURANCE BENEFITS

Section 12.1 Selection of Carrier: The selection of the insurance carrier and policy shall be made by the District.

Section 12.2 Eligible Employees: Employees assigned to work six (6) hours per day for at least 172 days over the fiscal year.

Section 12.3 Medical-Hospitalization Insurance:

Subd. 12.3.1 Single Coverage: Effective September 1, ~~2023~~**2025**, through August 31, ~~2024~~**2026**, the School Board shall contribute ~~seven hundred seventy~~**eight hundred fifty** dollars (~~\$770.00~~**\$850.00**) 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 ~~eight hundred ten~~**nine hundred forty-five** dollars (~~\$810.00~~**\$945.00**) of the premium for single coverage for eligible, enrolled employees.

Subd. 12.3.2 Family Coverage: Effective September 1, ~~2023-2025~~ through August 31, ~~2024~~2026, the School Board shall contribute ~~one thousand three hundred seventy-five~~one thousand five hundred ninety dollars (~~\$1,375.00~~1,590.00) per month for full-time eligible and enrolled employees towards the premium for family coverage. Effective September 1, ~~2024~~2026, the School Board shall contribute ~~one thousand five hundred fifty~~one thousand eight hundred forty-five dollars (~~\$1,515.00~~1,845.00) per month for full-time eligible and enrolled employees towards the premium for family coverage. Thereafter, the District contribution shall increase by the same dollar amount as the negotiated increase in single coverage.

Subd. 12.3.3 Dual Spouse Coverage: Dual Spouses: Effective September 1, ~~2023~~2025 through August 31, ~~2024~~2026, the District shall contribute up to ~~two thousand one hundred forty-five~~two thousand four hundred forty dollars (~~\$2,145.00~~2,440.00) per month of the premium for family coverage. Effective September 1, ~~2024~~2026, the District shall contribute up to ~~two thousand three hundred twenty-five~~two thousand seven hundred ninety dollars (~~\$2,325.00~~2,790.00) per month of the premium for family coverage.

Subd. 12.3.4 Any additional cost of the premiums shall be paid by the employee via payroll deductions.

Section 12.4 Income Protection (LTD Insurance): For eligible enrolled employees, the District will pay the premium of income protection insurance.

Section 12.5 Term Life Insurance: For all eligible enrolled employees effective on the first of the month following a full month following ratification of this agreement, the District will pay the premiums for a fifty thousand (\$50,000.00) term life insurance policy.

Subd. 12.5.1 Supplemental Life Insurance: This benefit is subject to the insurance carrier agreeing to open enrollment for employees to purchase additional amounts of coverage.

Section 12.6 Worker's Compensation: The employer shall provide worker's compensation insurance as required by law with the following provisions: Upon request of the employee who is absent from work as a result of a compensable injury, the employer will pay the difference between the compensation received pursuant to the worker's Compensation Act by the employee and the employee's regular rate of pay to the extent of the employee's earned accrual of sick leave.

Section 12.7 Dental Insurance: Effective September 1, 2018, for each eligible enrolled employee, the District shall contribute up to eighty dollars (\$80.00) per month. Effective September 1, 2026, for each eligible employee the District shall contribute up to eighty-five dollars (\$85.00) per month.

Section 12.8 Liability Insurance: The employer shall provide liability insurance on all employees to cover acts of the employees while acting within the scope of their employment. Such policy shall include an errors and omission clause.

Section 12.9 Initial Enrollment: Coverage for those employees not enrolled at the date of contract signing will be covered, subject to carrier approval, on the following first of the month or upon written notice from the carrier, whichever is later.

Section 12.10 Claims Against the School District: The parties agree that any description of insurance benefits contained in this Article are intended to be informational only and the eligibility of any employee for benefits shall be governed by the terms of the insurance policy purchased by the School District pursuant to this Article. It is further understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claim shall be made against the School District as the result of a denial of insurance benefits by an insurance carrier.

Section 12.11 Duration of Insurance Contribution: An employee is eligible for District contributions provided in this Article as long as the employee is employed by the School District. Upon termination of employment all District participation and contribution shall cease, effective on the last day of employment.

Section 12.12 Extension of Insurance Protection: Health, dental, and life insurance shall continue in force at the employee's expense for all board approved leaves. In the event of employee termination or retirement, the employee may participate in the group health and medical insurance plan for a period as provided by law, at the employee's expense. Payments for the extension of benefits must be received in the District insurance office prior to the first of the month for which coverage is desired. The District will not contribute to the cost of insurance coverage after an employee terminates.

Section 12.13 Insurability: Employees who do not elect participation in the insurance programs within thirty (30) calendar days of initial employment or change participation in the insurance program during the scheduled open enrollment periods shall establish insurability and eligibility as required by the appropriate insurance carrier.

Section 12.14 Eligible Education Support Professionals may elect to participate in the school district flexible spending accounts by enrolling during the open enrollment period.

ARTICLE XIII

EXTENDED EMPLOYMENT

Section 13.1 Compensation: The individual compensation shall be on a prorata basis according to the daily rate of pay for the normal contract year as shown in schedule A or B.

Section 13.2 Selection: Extended employment shall be offered to current employees before any outside persons are hired. Extended employment shall be filled by the applicant with the strongest qualifications, greatest experience, and appropriate training. If these are basically equal, seniority will be the deciding factor.

Section 13.3 Fringe Benefits: Persons who are employed for the extended employment period only shall not be eligible for contracted holidays, or any other paid leave provisions. Staff who are employed as regular employees through the regular school year shall be eligible for fringe benefits and paid leaves of absence as prescribed elsewhere in this contract.

Section 13.4 Notification: The District will post the number of positions and their locations which will be available from the extended employment program within five (5) days after the determination that an extended employment program will be offered. Current staff will have five (5) days to declare their intent to work and apply for the positions. After the five (5) day limit, current staff who desire extended employment will be employed ahead of other outside persons and for any positions not yet filled or which are added due to needs not anticipated.

ARTICLE XIV

SENIORITY

Section 14.1 Seniority: An employee's seniority date shall be based on the date the employee commenced the first day of unit work. Seniority shall continue to accrue while a person is on layoff. The District shall maintain a seniority list covering all employees (Education Support Professionals) with their date of hire and job classification. Equal seniority shall be decided by the lowest employee number.

Section 14.2 Layoffs, Recalls and Assignments: The parties agree that seniority will be a tie breaker in transfers and filling extended employment positions. With layoffs, those staff members lowest in seniority in their particular position (job classification) will be the first to be laid off and the last to be recalled. Those staff members highest in seniority will be the last to be laid off and the first to be recalled.

Subd. 14.3 Recall List: The recall list shall be maintained for two (2) years.

Subd. 14.4 Recall Notification:

- A. When placed on leave, the employee shall file his/her name and address with the Employee Services Department for which any notice of reinstatement or availability of a position shall be mailed. It shall be the responsibility of the employee to provide for forwarding of mail or for address changes. Notification to all employees who are on layoff shall be sent by certified mail. Failure of a notice to reach the employee shall not be the responsibility of the School District if any notice has been mailed as provided herein.
- B. Return: Failure to give written notification personally or by certified mail to District 11 accepting recall within five (5) calendar days after postal verified receipt of notice of recall or position shall constitute an indication that return is not desired. Two (2) years from the date of the layoff without recall shall be the expiration of all right to

return unless this date is extended by written mutual consent by both the Board and the Association.

Section 14.5 The Board will be responsible for compiling and keeping the seniority list current. The Board shall supply the Union of said seniority lists on or before April 1st of each year, and any changes thereof as requested.

Section 14.6 Persons shall forfeit seniority for the following reasons:

- A. Termination of employment other than layoff according to provisions of this Article.
- B. Failure to return from authorized leaves of absence unless the leave is extended by mutual consent of the parties.

Section 14.7 Persons shall continue accumulation of seniority while on authorized leaves of absence within the time limits outlined.

ARTICLE XV

PROBATIONARY PERIOD

Section 15.1 Probationary Period: An employee under the provisions of this Agreement shall serve a probationary period of 120 days of actual work time in a specific job classification commencing the first day of unit work in that classification; effective upon union ratification of this agreement, the probationary period shall be the equivalent of one school year of actual work (175 days of actual work time for Community School Programmers and 185 days of actual work time for Early Childhood Screeners). During this probationary period, the School District shall have the unqualified right to suspend without pay or discharge; and during this probationary period, the employee shall have no recourse to the grievance procedure for such action. However, a probationary employee shall have the right to bring a grievance on any other provision of the contract alleged to have been violated.

ARTICLE XVI

GRIEVANCE AND ARBITRATION

Section 16.1 Definitions:

Subd. 16.1.1 Grievance: A grievance shall mean a complaint by an employee(s) that there has been a violation, misinterpretation or misapplication of the provisions of this Agreement.

Subd. 16.1.2 Days: Days mean calendar days excluding Saturdays, Sundays, vacation or holidays as provided for in the school calendar.

Subd. 16.1.3 Reduced to Writing: Reduced to writing means a concise statement outlining the nature of the grievance, the point of contention or disagreement and the relief sought.

Subd. 16.1.4 Answer: Answer means a concise response outlining the employer's position and action on the grievance.

Subd. 16.1.5 Grievant(s): Grievant(s) mean an individual employee or group of employees.

Subd. 16.1.6 Denial of Grievance: Failure by the School Board or its designated representative to issue a decision within the time periods provided herein shall constitute a denial of the grievance and the employee may appeal it to the next level.

Subd. 16.1.7 Named Official: The School District reserves the right to name a designee for the named official in any level of the grievance procedure.

Subd. 16.1.8 First Level Supervisor: First Level Supervisor means the supervisor/principal/administrator to whom the employee reports.

Subd. 16.1.9 Second Level Supervisor: Second Level Supervisor means the assistant superintendent/president/supervisor to whom the first level supervisor reports.

Section 16.2 Level I: Whenever an employee or group of employees has a grievance, the aggrieved shall complete and submit the District grievance form to the first level supervisor within twenty (20) days of the alleged grievance. If the grievance cannot be resolved by the first level supervisor within ten (10) days, the first level supervisor shall formally meet with the grievant within five (5) days and reduce to writing his/her answer and submit it to the grievant(s) within three (3) days. At this level and all subsequent levels the grievant(s) may request that an Association representative ~~or any other persons represent them~~ and be present at any and all meetings with the employer agent.

Section 16.3 Level II: If there is no resolution to the grievance at Level I, the grievant(s) shall, if the grievance is to be pursued, reduce to writing the grievance and within ten (10) days submit it to the second level supervisor. Within seven (7) days the second level supervisor or his/her designee will meet with the grievant(s) and reduce to writing their answer.

Section 16.4 Level III: If there is no resolution of the grievance at Level II, the grievant(s) shall, if the grievance is to be pursued, reduce to writing the grievance and within ten (10) days submit it to the General Counsel. Within seven (7) days the General Counsel shall meet with the grievant(s) and reduce to writing her/his answer.

Section 16.5 Arbitration: If there is no resolution at Level III, the grievant(s) may request arbitration. Such a request to the General Counsel will be within ten (10) days of receipt of the Level III answer. The General Counsel, the grievant(s), or union representative shall request from the Bureau of Mediation Services (BMS) a list of five (5) names. The parties shall alternately strike names from the list of five (5) arbitrators until only one (1) name remains. The

remaining arbitrator shall hear and decide the grievance within thirty (30) days of his/her selection.

Section 16.6 Hearing: The arbitrator shall schedule a hearing de novo at which each party shall have the right to representation as they may choose and the opportunity to submit evidence, offer testimony and make written or oral arguments relating to the grievance.

Section 16.7 Jurisdiction: The arbitrator shall have jurisdiction over disputes properly brought before him/her pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to, subtract from or modify the terms of this Agreement.

Section 16.8 Decision: The decision of the arbitrator shall be rendered within thirty (30) days after the close of the hearing. The arbitrator shall have the power to make appropriate awards and his/her decision shall be binding.

Section 16.9 Expenses: Each party, employer and employee, shall bear fifty (50%) percent of the fee and expenses of the arbitrator. The cost of the transcript or recording of the hearing, if requested, shall be borne by the requesting party. A request for a copy of a transcript already prepared for one of the parties shall cause the second party to share equally in transcription costs.

Section 16.10 Processing of Grievance: The processing of all grievances shall be during normal work days, and employees shall not lose wages due to their participation. Processing shall be defined as meetings with the administration to discuss the grievance.

Section 16.11 Computation of Time: The count of days will begin the first day after the alleged violation occurred or after receiving a written complaint or answer. **Written correspondence sent within the time limit shall meet the time requirement.** ~~Correspondence sent by certified or registered mail having a postmark date within the time limit shall meet the time requirement.~~

Section 16.12 Time Limits and Level Waiver: Failure to adhere to the time limits may result in forfeiture of the grievance, or in the case of the employer, automatically mean the grievance is denied. The parties, by mutual written agreement, may waive any step and extend any time limits in this procedure.

ARTICLE XVII

403(b) AND RETIREE HEALTH INSURANCE

Section 17.1 403(b): All employees who are eligible for insurance as set forth in Article XII are eligible to receive up to two thousand dollars (\$2000.00) annually in a 403(b) matching program on a per paycheck basis over 20 pay periods. Employees who begin contributions after the start of the year will receive a prorated amount of the full District match.

Section 17.2 Retiree Health Insurance: Effective following Board adoption of this agreement, employees who have at least ten (10) years of seniority with the District, are immediately eligible for a Minnesota state retirement pension, and who notify the superintendent of intended

retirement no later than March 1 shall receive half the value of the first 160 days of unused sick leave and 100% of the value of unused sick leave greater than 160 days, allocated to the Health Care Savings Plan.

~~and~~ Employees that are enrolled in the health and dental insurance plans upon retirement, may elect to continue to participate in the District’s health and dental insurance programs. ~~Half of the value of the first 160 days of unused sick leave, and 100% of the value of unused sick leave greater than 160 days.~~

Section 17.3 Mandatory Retirement: Retirement shall be mandatory only to the extent required by law.

ARTICLE XVIII

COPY OF AGREEMENT

Section 18.1 Publishing: The School District shall post this Agreement on its website; copies will be provided to employees upon request.

ARTICLE XIX

DURATION

Section 19.1 Effective Dates: This Contract will be effective for the period July 1, ~~2023~~ 2025 through June 30, ~~2025~~ 2027 or thereafter as provided by PELRA.

ARTICLE XX

SEVERABILITY

Section 20.1 Law: If any provision of this Agreement is or shall at any time be contrary to law then such provision shall not be applicable or performed or enforced, and substitute action, if any, shall be subject to appropriate consultation and negotiation between the parties. In the event that any provision of this Agreement is or shall at any time be contrary to law, all other provisions in the Agreement shall continue in effect.

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ARTICLE XXI

DOCUMENT AUTHORIZATION

Section 21.1 Document Authorization: In witness whereof the parties hereto caused this contract to be signed by their respective presidents, attested by their chief negotiators and their signature to be placed herein, all on the day and year first above written.

ASSOCIATION GROUP

BOARD OF EDUCATION

Chairperson

Executive Director of Human Resources

Dated: _____

Schedule A
Salary Schedules for Community School Programmers

<u>2023-24</u>		-	<u>2024-25</u>	
Step Movement			Step Movement	
<u>STEP</u>	<u>RATE</u>	-	<u>STEP</u>	<u>RATE</u>
<u>1</u>	<u>20.94</u>		<u>1</u>	<u>21.56</u>
<u>2</u>	<u>21.52</u>		<u>2</u>	<u>22.16</u>
<u>3</u>	<u>22.47</u>		<u>3</u>	<u>23.15</u>
<u>4</u>	<u>23.27</u>		<u>4</u>	<u>23.97</u>

<u>2025-26</u>		-	<u>2026-27</u>	
Step Movement		-	Step Movement	
<u>STEP</u>	<u>RATE</u>	-	<u>STEP</u>	<u>RATE</u>
<u>1</u>	<u>22.56</u>	-	<u>1</u>	<u>24.06</u>
<u>2</u>	<u>23.16</u>	-	<u>2</u>	<u>24.66</u>
<u>3</u>	<u>24.15</u>	-	<u>3</u>	<u>25.65</u>
<u>4</u>	<u>24.97</u>	-	<u>4</u>	<u>26.47</u>

~~Employees with 10 years or more seniority on the date of the contract ratification will receive a one-time payment of \$850.~~

Pay periods shall be every other Friday during the term of employment.

Hours and Days of Service: The number of duty days per year and hours per day will be established by the District at the beginning of each year with modifications being made by mutual agreement between the District and the employee to meet program needs and changes.

The normal work year shall be 175 days including three (3) paid holidays. Any additional days worked beyond the 172 shall be compensated at the employee's regular hourly rate.

The work week shall be 4 or 5 days per week as determined by the supervisor. ~~No more than an average of one Saturday may be worked each month by an employee at regular pay, any more than an average of one Saturday per month shall be paid at one and one half times the employee's regular hourly rate. All Saturday work must be preapproved by an employee's supervisor.~~

Holidays: Twelve days during the period July 1 through June 30 shall be designated as holidays. A holiday shall be defined as a day on which a Community School Programmer shall not be scheduled to perform duties and responsibilities. The calendar days on which the twelve holidays are observed shall be established by the School Board.

Three district holidays shall be designated as paid holidays as mutually agreed upon by the employee and their supervisor.

Employees assigned to 220 or more duty days shall receive eleven paid holidays. The amount of holiday pay shall be based on the assigned hours per day for the position as established by the District.

Sick Leave: Sick leave shall be based on the day worked; therefore an employee who is assigned to a four-day week with ten hours in each day shall receive a sick day based on ten hours, not eight hours. Conversely an employee who works four hours per day shall receive a sick day based on four hours, not eight hours.

Layoff or reduction in time notice: The District will make every effort to notify any employee at least thirty days in advance if said employee is proposed to be placed on layoff or reduced in time in order to ensure that the District has proposed to layoff or reduce the least senior person in any given job classification. The District will make every effort to notify Community School Programmers of their continued employment for the calendar periods September 1 - December 31 by August 15 of each year and for calendar periods January 1 - May 31 by December 1 of each year.

Schedule B
Salary Schedule for Early Childhood Screeners

<u>2023-24</u>			<u>2024-25</u>	
Step Movement			Step Movement	
<u>STEP</u>	<u>RATE</u>	-	<u>STEP</u>	<u>RATE</u>
<u>1</u>	<u>30.69</u>		<u>1</u>	<u>31.61</u>
<u>2</u>	<u>31.88</u>		<u>2</u>	<u>32.83</u>
<u>3</u>	<u>32.70</u>		<u>3</u>	<u>33.68</u>
<u>4</u>	<u>33.73</u>		<u>4</u>	<u>34.74</u>

<u>2025-26</u>			<u>2026-27</u>	
Step Movement		-	Step Movement	
<u>STEP</u>	<u>RATE</u>	-	<u>STEP</u>	<u>RATE</u>
<u>1</u>	<u>32.13</u>	-	<u>1</u>	<u>32.66</u>
<u>2</u>	<u>33.35</u>	-	<u>2</u>	<u>33.88</u>
<u>3</u>	<u>34.20</u>	-	<u>3</u>	<u>34.73</u>
<u>4</u>	<u>35.26</u>	-	<u>4</u>	<u>35.79</u>

Hours and Days of Service: The work schedule shall be up to eight (8) consecutive hours per day, including a 1/2 hour unpaid duty-free lunch, at times and days designated by the supervisor. The normal work year shall be 185 days scheduled as established by the supervisor. Less than 185 days may be worked if the employee is part-time or is under an approved job sharing assignment. Any changes to the calendar are subject to meet and confer with the Association.

Job Sharing: The term job sharing shall mean the practice of two (2) or more persons employed by the District to share a full-time screener position. The following conditions shall apply:

- Eligibility: Screeners assigned to job sharing must be able to assume full-time positions if vacancies occur in the other portion(s) of their job share position.

- Job share agreement: All screeners assigned to job share positions will sign an agreement with the District defining their employment for the duration of their assignments. Service or job share partners must be scheduled to permit coverage of the full assignment.
- Renewal: Job shares are approved on a one-year-only basis and may be renewed on a yearly basis by agreement of the screeners, supervisor, and Employee Services.



MEDICAL INSURANCE UPDATE

Plan Design Recommendation

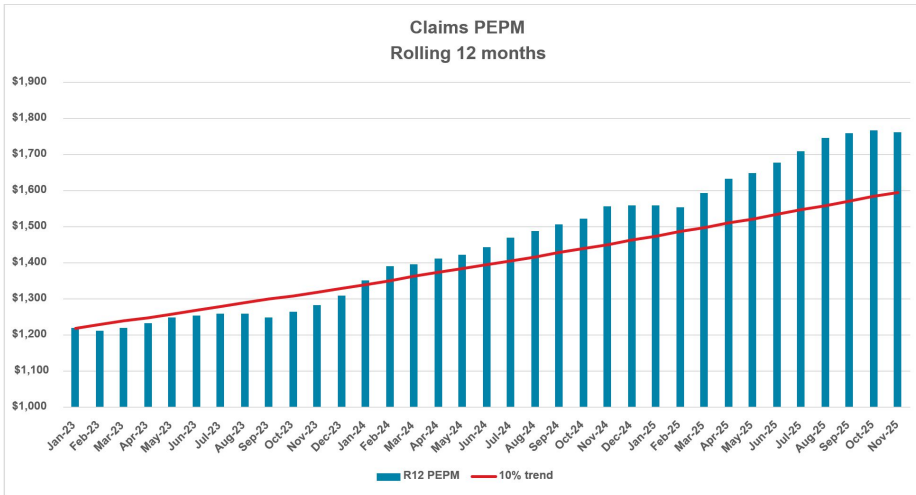
March 23, 2026

PLAN OVERVIEW



- Self-funded / Self-insured
- \$85 million
- Third Party Administrator: Medica
- 2 plan designs (1-copay plan, 3-80/20 plans with varying levels of networks)
- Rates (premiums) are set at a level to generate enough revenue to pay claims/administer program.
 - Premium costs are shared between employer and employees (negotiated item in employment contracts)

2023-2025 HISTORICAL CLAIMS TREND



- The red line shows a 10% annual increase to claims costs
- 10% is considered a very high claims increase to sustain over 3 years
- The districts claims have far exceeded 10% growth over the last 2 years

INSURANCE COMMITTEE



DATE	ACTIONS
April 2025	Consider GLP-1 coverage for weight loss (no change)
Sept 2025	Additional plan design considerations
Oct 2025	Enrollment and budget (Fund 20) update
Dec 2025	Health Plan Performance review
Jan 2026	Employee survey , RFP
Feb 2026	Third party administrator selection
Mar 2026	Employee survey , HDHP design considerations

HIGH DEDUCTIBLE HEALTH PLANS

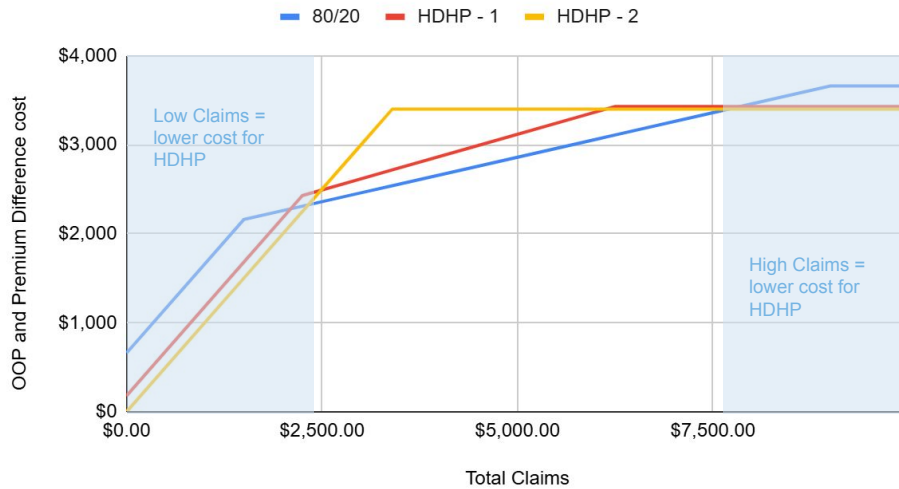
- IRS sets limits on minimum deductible and maximum out of pocket limits.
- Preventative care covered before deductible is met.
- Rx is included in deductible.
- Employee and employer may contribute to a health savings account.
- Premiums are generally lower than traditional plans.



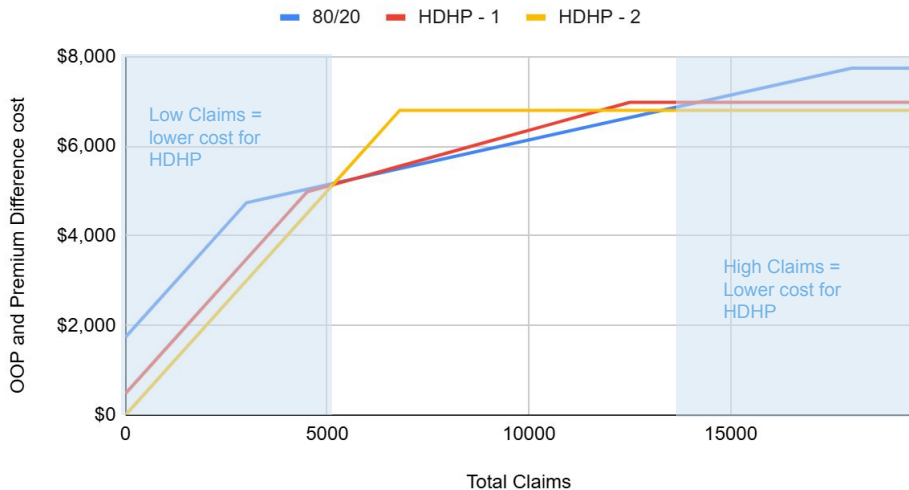
PLAN DESIGN OPTIONS FROM SURVEY

		Current 80/20	HDHP 1 PEIP Tier 2	HDHP 2
Premium Difference from 80/20 Plan		0%	(3.9%)	(5.5%)
In-Network Deductible	single	\$1,500	\$2,250	\$3,400
	family	\$3,000	\$4,500	\$6,800
Out of Pocket Max	single	\$3,000	\$3,250	\$3,400
	family	\$6,000	\$6,500	\$6,800
Copays / Co-insurance				
	Office Visit	20%	\$55	N / A
	Emergency Care	20%	\$300	N / A
	Inpatient	20%	\$650	N / A
	Outpatient	20%	\$400	N / A
	Prosthetics/Dur. Med.Equip.	20%	25%	N / A
	Lab/X-Ray	20%	25%	N / A
Prescription Drugs:				
	Generic	\$10	\$30	\$30
	Preferred	\$25	\$50	\$50
	Non-Preferred	\$50	\$75	\$75

EMPLOYEE COST COMPARISON - SINGLE PLAN OPTIONS



EMPLOYEE COST COMPARISON - FAMILY PLAN OPTIONS



INSURANCE SURVEY RESPONSE



- 56% preferred moving to a HDHP
- 54% of those who chose a HDHP preferred HDHP 1
- Those who weren't enrolled or on one of the less expensive plans were more likely to choose a HDHP

INSURANCE COMMITTEE RECOMMENDATION



- Met on March 3 for over 2 hours
- Met on March 18 for over 2 hours
- Reached consensus on a recommendation to replace the three 80/20 plans with the first High Deductible Plan option.
- Considered limiting GLP-1 for weight loss; change not recommended due to minimal rate savings.



HEALTH INSURANCE PLAN RECOMMENDATION

		Choice Copay	Choice HDHP	Elect HDHP	VantagePlus HDHP
Network Type		Broad	Broad	Narrow - Care System	Narrow - ACO
In-Network Deductible	single	\$0	\$2,250	\$2,250	\$2,250
	family	\$0	\$4,500	\$4,500	\$4,500
Out of Pocket Max	single	\$0	\$3,250	\$3,250	\$3,250
	family	\$0	\$6,500	\$6,500	\$6,500
Copays / Co-insurance					
Office Visit		\$25	\$55	\$55	\$55
Emergency Care		\$100	\$300	\$300	\$300
Inpatient		\$100	\$650	\$650	\$650
Outpatient		\$50	\$400	\$400	\$400
Prosthetics/Dur. Med.Equip.		20%	25%	25%	25%
Lab/X-Ray		\$0	25%	25%	25%
Prescription Drugs:					
Generic		\$10	\$30	\$30	\$30
Preferred		\$25	\$50	\$50	\$50

NEXT STEPS



DATE	ACTION
April	Authorize Medical Insurance Plans and 2026-2027 Rates
May - June	Employee Education and Open Enrollment Period
Sept 1	New Plan Year Begins



QUESTIONS?