



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

**School Board Meeting**  
**Monday, April 27, 2026**  
**AGENDA**

1. <b>Call to Order (1 minute)</b>	
04-27-26 Important Dates	3
2. <b>Pledge of Allegiance (1 minute)</b>	
3. <b>Approve Board Agenda (1 minute)</b>	
4. <b>Recognitions (15 minutes)</b>	
4.A. Champlin Park High School IB and AP Honor Student Recognitions (12 minutes)	
Dr. Annette Ziegler, Assistant Superintendent for Secondary Schools, Ashley Brown and Georgia Larson, IB/AP Coordinators, Champlin Park High School	
4.B. Volunteer Recognition Week, April 19-25, 2026 (3 minutes)	
Co-Chair Linda Hoekman	
5. <b>Consent Agenda (5 minutes)</b>	
5.A. Minutes from the April 13, 2026 School Board Work Session - A	
Jeff Simon, Board Clerk	
Appendix A	4
5.B. Retirements, Resignations, Terminations, Leaves and Modified Leaves of Absence, Sabbaticals, Appointments - A	
Shelly Leciejewski, Director of Employee Services	
Appendix B	8
5.C. Cash Disbursements Report - A	
Jennifer Beck, Director of Finance	
Appendix C	12
5.D. Cash Balance Report - A	
Jennifer Beck, Director of Finance	
Appendix D	13
5.E. Donations & Scholarship Report - A	
Jennifer Beck, Director of Finance	
Appendix E	14
5.F. Monthly Revenue & Expenditures - A	
Jennifer Beck, Director of Finance	
Appendix F	17
5.G. City of Champlin - School Resource Officer Contract - A	
Greg Cole, Chief Operations Officer	
Appendix G	19
5.H. City of Blaine - School Resource Officer Contract - A	
Greg Cole, Chief Operations Officer	
Appendix H	27
5.I. City of Brooklyn Park - School Resource Officer Contract - A	
Greg Cole, Chief Operations Officer	
Appendix I	35
5.J. #26054B FY 2027 Pavement Projects - A	
Tiffany Audette, Director of Purchasing	
Appendix J	43

5.K. 2026 Property, Liability, & Cyber Insurance Renewal - <b>A</b> Greg Cole, Chief Operations Officer Appendix K	44
5.L. Language Access Plan - <b>A</b> Jim Skelly, Executive Director of Communication and Public Relations; Tom Shaw, Director of Student Services Appendix L Appendix M	49 50
5.M. Immunization Exclusions as required by Statute 121a.15 - <b>A</b> Kathy Schulz, Health Services Coordinator	
<b>6. Communications, Delegations &amp; Petitions (15 minutes)</b>	
<b>7. Board Calendar &amp; District Update (10 minutes)</b> Cory McIntyre, Superintendent	
<b>8. Employee Services (6 minutes)</b>	
8.A. Resolution to Rescind the Inclusion of Certain Teachers' Names in Resolution Terminating Probationary Teachers (3 minutes) - <b>A</b> Shelly Leciejewski, Director of Employee Services Appendix N	60
8.B. Resolution Proposing Immediate Discharge of Continuing Contract Teachers (3 minutes) - <b>A</b> Shelly Leciejewski, Director of Employee Services Appendix O	61
<b>9. Elementary and Secondary Education (20 minutes)</b>	
9.A. Learning and Achievement: Pilot Resource Recommendations - K-5, 8, 9, 12 Social Studies (20 minutes) - <b>B</b> Sarah Hunter, Executive Director Learning & Achievement Appendix P	65
<b>10. Finance (20 minutes)</b>	
10.A. Approve Amended Budget FY26 (20 minutes) - <b>A</b> Michelle Vargas, Chief Financial Officer Appendix Q	69
<b>11. General Counsel (15 minutes)</b>	
11.A. 420.0 Communicable Disease Policy - First Read (5 minutes) - <b>C</b> Tim Palmatier, General Counsel and Kathy Schulz, Health Services Coordinator Appendix R	77
11.B. 509.0 Enrollment Options Policy - First Read (5 minutes) - <b>C</b> Tim Palmatier, General Counsel and Michelle VanDenTop, Executive Director of Enrollment and Info Systems Appendix S	80
11.C. 903.0 School Security and Visitors to Anoka-Hennepin District Buildings and Sites During the Instruction Day Policy - First Read (5 minutes) - <b>C</b> Tim Palmatier, General Counsel Appendix T	85
<b>12. Labor Relations (15 minutes)</b>	
12.A. 2026-2027 Health and Dental Insurance Rates - First Read (15 minutes) - <b>C</b> Dr. Jennifer Cherry, Chief Human Resources Officer Appendix U	87
<b>13. Board Correspondence &amp; Communication</b>	
<b>14. Closed Session (20 minutes)</b>	
14.A. Labor Negotiations Strategy (20 minutes) Dr. Jennifer Cherry, Chief Human Resources Officer	
<b>15. Adjourn</b>	

# ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

April 27, 2026

## Dates to Remember

1. **April 27** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. May 1 Staff Development, No Students
3. **May 4** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
4. May 5 Metro North Adult Basic Ed. Graduation, Educational Service Center, 7:00 p.m.
5. May 7 School Board Professional Development (No business to be conducted)
6. **May 11** **Special School Board Meeting, Sandburg Education Center, 6:30 p.m.**
7. **May 13** **Special School Board Meeting, Educational Service Center, 3:00 p.m.**
8. **May 18** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
9. **May 20** **Special School Board Meeting, Sandburg Education Center, 3:00 p.m.**
10. May 25 Holiday, District Closed
11. May 28 Two Rivers Transition Program Completion, Two Rivers Transition Program at Franklin, 5:30 p.m.
12. May 29 River Trail Learning Center Program Completion, RTLC, 12:30 p.m.
13. May 31 Coon Rapids High School Graduation, US Bank Stadium, 10:00 a.m.
14. May 31 Blaine High School Graduation, US Bank Stadium, 1:00 p.m.
15. May 31 Andover High School Graduation, US Bank Stadium, 4:00 p.m.
16. May 31 Champlin Park High School Graduation, US Bank Stadium, 7:00 p.m.
17. June 1 Anoka High School Graduation, Goodrich Field, 7:00 p.m.
18. June 3 Anoka-Hennepin Technical High School Graduation, Anoka Tech Auditorium, 5:00 p.m.
19. June 3 Sandburg Regional High School Graduation, Anoka Tech Auditorium, 7:00 p.m.
20. June 5 End of Trimester Three, Last Day of School
21. June 8 Staff Planning, No Students
22. **June 8** **School Board Work Session, Sandburg Education Center, 5:30 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, April 13, 2026**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Linda Hoekman 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.

Dr. Michelle Langenfeld motioned to approve the Board Agenda. Zach Arco seconded. Motion passed on a 6-0 vote.

**CONSENT AGENDA**

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

- a. **Minutes** from the March 23, 2026 School Board Regular and Special Meetings.
- b. **Personnel items** as follows:

**RETIREMENTS**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Pamela Baumgartner	Dayton Elementary, ParaEducator Elem BehavRm	06/05/2026
Lynda Chapoton	Riverview Early Childhood Ctr, Para Special Education ECSE	06/05/2026
Sarah Hjelmberg	Coon Rapids High, Teacher Art Secondary	06/08/2026
Debbie Richter	Educational Svc Ctr, HR Generalist - Substitutes	07/09/2026
Heather Smith	Sunrise Elementary, Teacher Literacy Intervention	06/08/2026

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Celine Herrera	Blaine High, Teacher English	06/08/2026
Brennan Jachin	River Trail Learning Center, Teacher ABS (AcadBehav)	06/08/2026
Claire McKissick	ESC-Special Ed, Teacher Speech Clinician	06/08/2026
Angela Nielsen	Andover Elementary, Teacher Grade K	06/08/2026
Madisyn Pehlke	ESC-Special Ed, Teacher Adapt Phy Ed	06/08/2026
Kayla Priest	Blaine High, Teacher Math	06/08/2026
Hannah Singh	Blaine High, Teacher German	06/08/2026
Benjamin Sutton	University Ave Elementary, Teacher E/BD	06/08/2026
Whitney Tinjum	Blaine High, Teacher Business	06/08/2026
James Wick	Blaine High, Head Coach	02/14/2026

**LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Lori Angelo	S.T.E.P., Job Coach Part Time	03/03/2026	03/27/2026
Ashley Barber	Champlin Park High, Teacher Counselor	04/06/2026	06/05/2026
Derek Barto	Champlin Brooklyn Park Academy, Teacher Literacy Intervention	03/23/2026	05/05/2026
Connie Beggin	Anoka Middle - Fred Moore Campus, ParaEducator Spec Ed Cntr Base	03/13/2026	04/16/2026
Thomas Brunn	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	03/12/2026	03/27/2026
Colette Crandall	Sand Creek Elementary, Child Nutrition Assistant FT	03/16/2026	04/10/2026
Nicole DeYoung	Evergreen Park Elementary, ParaEducator Special Education	03/16/2026	04/13/2026
Leah Gravink	Anoka High, Teacher E/BD	04/08/2026	06/08/2026
Kathryn Jensen	Madison Elementary, Teacher K5 Core Inst Support	01/06/2026	04/09/2026
Danielle Johnson	Madison Elementary, Teacher Grade 3	04/06/2026	06/08/2026
Eric Johnson	Blaine High, Teacher Science	04/06/2026	05/18/2026
Tomianne Jorgensen	Sunrise Elementary, Child Nutrition Assistant FT	03/20/2026	04/10/2026
Jennifer Kramer	Wilson Elementary, Teacher Academic Support	03/20/2026	06/08/2026
Lyndsey Lenarz	University Ave Elementary, Teacher ASD (AutismSpectrum)	02/25/2026	05/25/2026
Tatyana Leopold	Champlin Brooklyn Park Academy, Teacher EL	04/06/2026	06/08/2026
Jennifer Lovegreen	Jackson Middle, Educ Office Prof	03/02/2026	04/21/2026
Rebecca Reith	Adams Elementary, Teacher Grade 1	03/09/2026	04/27/2026
Renee Schechter	Jackson Middle, Teacher SLD	03/16/2026	03/27/2026
Tahulah Schultz	Evergreen Park Elementary, ParaEducator Spec Ed Cntr Base	03/16/2026	03/20/2026
Danae Sears	Jackson Middle, Teacher English	04/06/2026	06/08/2026
Joseph Sears	Jackson Middle, Teacher Grade 6	04/06/2026	05/22/2026
Kelsey Wolle	Sorteberg Early Childhood Ctr, Teacher EC/SE	04/20/2026	05/08/2026
Thomas Zinselmeier	Coon Rapids High, Teacher SA-Admn Intern	04/06/2026	06/08/2026

**MODIFIED LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Jacob Andersen	University Ave Elementary, A+ Site Leader full year	01/23/2026	04/22/2026
Risa Ditty	Champlin Brooklyn Park Academy, A+ Site Coordinator full year	01/05/2026	09/01/2026
Julianne Herrera	Brookside Elementary, Teacher Grade 4	06/23/2025	04/06/2026
Connor Johnson	Andover Elementary, B/G Custodian 2nd shift	02/17/2026	03/20/2026
Ann Katorosz	Dayton Elementary, Teacher Grade K	02/20/2026	04/20/2026
Shawn Levens	Hamilton Elementary, B/G Custodian 2nd shift	01/12/2026	04/01/2026
Christine Lone	Educational Svc Ctr - Transportation, ParaEducator Bus	11/03/2025	04/30/2026
Jennifer Pena	S.T.E.P., Teacher Health Careers	01/05/2026	06/08/2026
Dawn Pettit	Roosevelt Middle, Teacher E/BD	06/09/2025	04/30/2026
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	06/12/2026
Logan Slind	Jackson Middle, B/G Custodian Day/Mid	12/08/2025	04/17/2026
Heather Smith	Sunrise Elementary, Teacher Literacy Intervention	07/01/2023	06/08/2026
Whitney Tinjum	Blaine High, Teacher Business	02/19/2026	07/10/2026

**SABBATICALS**

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

## APPOINTMENTS

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Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Elementary</b>					
Kristeen Chachage	Champlin Brooklyn Park Academy, Teacher EL LTS	04/07/2026	Masters+60/14	0.2326	\$22,160
<b>Secondary</b>					
Jeremy George	Blaine High, Teacher Science LTS	04/06/2026	Masters/10	0.1658	\$12,776
Lindsey Pockl	Jackson Middle, Teacher English LTS	04/06/2026	Masters+45/9	0.2353	\$19,107
Sydney Smothers	Jackson Middle, Teacher Grade 6 LTS	04/06/2026	Bachelors/1	0.1872	\$9,551
<b>Special Education</b>					
Koburungo Sawaki	River Trail Learning Center, Teacher ABS	03/25/2026	Bachelors+30/1	0.2620	\$14,080
Katrina Silverdahl	Blaine High, Teacher DD LTS	04/06/2026	Bachelors/6	0.2406	\$13,149
<b>Administrative</b>					
Joseph Millard	Sandburg Regional High, Principal - Interim Based on an annual salary of \$156,293 for 261 days		03/16/2028	68	\$40,720

- c. Approved #26049B Sandburg Boardroom Technology Updates
- d. Approved #26034B Shatter Resistant Window Safety & Security Film
- e. Approved #26033B MSFBG Bid #2 – Food & Beverage Items
- 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 Plan Update; CAPTI Data Review and READ Act Plans for 2026-2027, Learning and Achievement – Curriculum Adoption Process, 2026 Property, Liability, & Cyber Insurance Renewal Proposal, Language Access Plan.

Director Arco shared that approximately 40 people attended the two sessions he reserved at the Johnsville Library and expressed appreciation for their participation. He plans to continue hosting these gatherings in the future. Co-Chair Langenfeld highlighted Hoover Elementary and the project that 4th-grade students collaborated on with the American Red Cross. Students from Coon Rapids High School and volunteers also participated in the blood drive event. She extended her appreciation to the administrators, staff, and 4th-grade students for their efforts. Co-Chair Langenfeld also mentioned the Mad City Money event, where middle school students learned about budgeting, homeownership, and related topics. The 5th Annual Polar Plunge was held at Champlin Park High School, serving as an excellent example of student support and community fellowship, as its purpose was to raise funds for the Unified Club. Principal George and Director Deschene participated in the plunge.

Co-Chair Linda Hoekman proposed under Minnesota Statute 13D.03 that they move into a closed session to deal with matters of Labor Negotiations Strategies with the following open groups: Education Office Professionals, Paraeducators, Child Nutrition Site Supervisors and Building Supervisors. 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 Linda Hoekman recessed the meeting at 7:32 p.m. The meeting reconvened in closed session at 7:42 p.m. to discuss matters of labor negotiation strategies.

The meeting reconvened in open session at 9:00 p.m. Dr. Michelle Langenfeld moved and Jeff Simon seconded the motion to adjourn the meeting. Motion passed.

## APPENDIX B

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

**RETIREMENTS**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Colette Crandall	Sand Creek Elementary, Child Nutrition Assistant FT	06/05/2026
Mark Kempenich	Anoka Middle - Washington Campus, B/G Building Supervisor	10/05/2026
Amy Thering	Educational Svc Ctr, CNP Business Specialist	07/31/2026
Karyn Wieden	Sand Creek Elementary, School Office Supervisor	09/17/2026

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Sheryl Brengman	Evergreen Park Elementary, Teacher Literacy Intervention	06/08/2026
Kathryn Cain	ESC-Special Ed, Teacher Speech Clinician	06/08/2026
Gabrielle Farrell	Riverview Early Childhood Ctr, Teacher Speech Clinician	06/08/2026
Kailey Johnson	Andover High, Teacher Family Consumer Sci	06/08/2026
Jacob McNeff	Anoka Middle - Fred Moore Campus, Teacher Industrial Tech	05/06/2026
Autumn Moder	Verndale, Teacher D/HH	06/08/2026
Reed Moe	Oxbow Creek Elementary, Teacher SA-Admn Intern	06/30/2026
Tara Payton	Mississippi Elementary, Asst Principal Elem 10 Month	06/26/2026
Chelsea Regan	Monroe Elementary, Teacher Grade K	06/08/2026
Isabelle Richards	Hoover Elementary, Teacher ABS (AcadBehav)	06/08/2026
Kelsey Shaw	Oak View Middle, Teacher ABS (AcadBehav)	06/08/2026
Emmy Sherman	Evergreen Park Elementary, Teacher Speech Clinician	06/08/2026
Sarah Vana	Morris Bye Elementary, Teacher E/BD	06/08/2026

## APPENDIX B

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## LEAVES OF ABSENCE

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Elizabeth Anderson	Jackson Middle, ParaEducator Spec Ed Cntr Base	04/13/2026	05/27/2026
Joann Arneson	Madison Elementary, Teacher Grade 3	03/12/2026	03/20/2026
John Bayer	Blaine High, Teacher Science	07/01/2026	06/30/2031
Claire Beckman	Andover High, Assistant Coach	04/07/2026	05/04/2026
Anna Bellinger	Mississippi Elementary, Teacher ABS (AcadBehav)	04/21/2026	06/08/2026
Erika Berg	Anoka Middle - Fred Moore Campus, Teacher Family Consumer Sci	04/06/2026	06/08/2026
Kay Cook	Jefferson Elementary, ParaEducator Spec Ed Cntr Base	03/24/2026	06/02/2026
Pamela Councilman	Andover High, ParaEducator Secondary	05/13/2026	05/27/2026
Catherine Davis	ESC-Special Ed, ParaEducator Spec Ed Cntr Base	04/06/2026	05/15/2026
Donna Delong	Anoka High, ParaEducator Health	03/12/2026	03/27/2026
Chloe Delwiche	Monroe Elementary, Teacher EL	07/01/2026	06/30/2027
Steven Erickson	Two Rivers Transition Program, Para Sped ECSE center base	03/25/2026	04/24/2026
Teresa Fenske-Fanucci	Dayton Elementary, Asst Principal Elem 10 Month	04/27/2026	05/05/2026
Daniel Foss	Champlin Park High, Teacher Agriculture	07/01/2026	06/30/2031
Sarah Gatica	Oxbow Creek Elementary, ParaEducator Elem BehavRm	04/22/2026	06/05/2026
Maureen Haley	Educational Svc Ctr - Transportation, ParaEducator Bus	04/20/2026	05/29/2026
Latron Hunter	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	02/10/2026	05/11/2026
Lisbeth Jaquez	Hoover Elementary, A+ Casual CCA - Ln 1	02/25/2026	05/29/2026
Alysha Jordahl	McKinley Elementary, Teacher Music Elementary	05/21/2026	06/08/2026
Denise Kanieski	Oxbow Creek Elementary, ParaEducator Elementary	03/23/2026	06/05/2026
Patricia Kanten	University Ave Elementary, ParaEducator Spec Ed Cntr Base	03/31/2026	04/28/2026
Jill Kinney	Jackson Middle, ParaEducator Special Education	03/18/2026	03/23/2026
Amanda Koltes	ESC-Special Ed, Teacher Adapt Phy Ed	04/22/2026	06/08/2026
Brenda Kreun	Oak View Middle, Child Nutrition Assistant FT	04/16/2026	04/28/2026
Ashley Lambert	Evergreen Park Elementary, Teacher Social Worker	04/06/2026	06/08/2026
Danielle Lucia	Blaine Early Childhood Ctr, Teacher EC/SE	04/07/2026	05/19/2026
Andrea Marshall	Northdale Middle, ParaEducator Special Education	12/23/2025	01/15/2026
Rachel Parker	CED - ECFE, ECFE Child Educator FT Benefit	01/26/2026	05/29/2026
Karlyn Pranke	Two Rivers Transition Program, Teacher MMH	04/20/2026	05/18/2026
Jackson Pray	Blaine High, Teacher ABS (AcadBehav)	04/06/2026	06/08/2026
Caitlyn Radcliff	Hoover Elementary, ParaEducator Spec Ed Cntr Base	04/20/2026	06/05/2026
Lexie Read-Weber	Blaine High, Teacher English	03/17/2026	06/08/2026
Janae Reiff	Jackson Middle, Teacher Math	04/13/2026	06/08/2026
Mary Roth	Madison Elementary, Teacher Literacy Intervention	07/01/2026	06/29/2029
Alyssa Stickan	Educational Svc Ctr, Teacher SA-QComp Peer Coach	03/12/2026	06/02/2026
Deborah Thalhuber	Eisenhower Elementary, ParaEducator Special Education	04/29/2026	06/05/2026
Catherine Varichak	Coon Rapids Middle, Teacher English	04/20/2026	06/08/2026
Kristi Vetsch	Andover Elementary, Teacher Math Intervention	07/01/2026	06/29/2029
Tori Vlasyuk	Coon Rapids High, Teacher Counselor	04/13/2026	06/15/2026

## 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
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
Jacob Andersen	University Ave Elementary, A+ Site Leader full year	03/26/2026	04/22/2026
Darnel Aschenbach	Blaine High, ParaEducator Spec Ed Cntr Base	01/05/2026	05/22/2026
Ashley Barber	Champlin Park High, Teacher Counselor	04/06/2026	06/08/2026
Connie Beggin	Anoka Middle - Fred Moore Campus, ParaEducator Spec Ed Cntr Base	03/13/2026	06/08/2026
Colette Crandall	Sand Creek Elementary, Child Nutrition Assistant FT	03/16/2026	04/24/2026
Nicole DeYoung	Evergreen Park Elementary, ParaEducator Special Education	03/16/2026	04/27/2026
Mary Hagberg	Oxbow Creek Elementary, Teacher Grade 4	02/02/2026	10/14/2026
Kathryn Jensen	Madison Elementary, Teacher K5 Core Inst Support	01/06/2026	04/22/2026
Ann Katorosz	Dayton Elementary, Teacher Grade K	02/20/2026	04/21/2026
Robin Kushlan	Mississippi Elementary, ParaEducator Special Education	01/29/2026	04/22/2026
Jennifer Lovegreen	Jackson Middle, Educ Office Prof	03/02/2026	04/20/2026
Adam Ludwig	Compass - Bell Building, Teacher E/BD	02/19/2026	04/28/2026
Caitlin McCarthy	Anoka High, Teacher French	01/09/2026	04/10/2026
Dawn Pettit	Roosevelt Middle, Teacher E/BD	06/09/2025	06/08/2026
Lynnea Reine	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	02/12/2026	05/03/2026
John Taylor	Educational Svc Ctr, B/G Maint Spec Low Volt Lead	04/22/2025	04/03/2026
Emily Wise	Oak View Middle, Student Achievement Advisor	04/13/2026	05/11/2026
Elizabeth Yehle	Wilson Elementary, ParaEducator Elementary	04/08/2026	04/28/2026

## SABBATICALS

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

## APPOINTMENTS

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Effective Date</b>	<b>Lane/Step</b>	<b>FTE</b>	<b>Salary</b>
<b>Elementary</b>					
Katharine Borg	Andover Elementary, Teacher LTS (LIT/MIT)	04/22/2026	Bachelors/14	0.1765	\$12,502
Monica Butler	Evergreen Park Elementary, Teacher Grade 1 LTS	04/06/2026	Bachelors/1	0.2406	\$12,280
Jenifer Cantu	Dayton Elementary, Teacher Grade K LTS	02/20/2026	Bachelors/1	0.1979	\$10,097

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Effective Date</b>	<b>Lane/Step</b>	<b>FTE</b>	<b>Salary</b>
<b>Secondary</b>					
Ann McGurk	Champlin Park High, Teacher Music Secondary LTS	04/20/2026	Masters/8	0.1818	\$13,144
Kirstin Wymore	Blaine High, Teacher Science LTS	04/15/2026	Masters+45/18	0.1658	\$16,134

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Effective Date</b>	<b>Lane/Step</b>	<b>FTE</b>	<b>Salary</b>
<b>Special Education</b>					
Kevin Berdine	Anoka High, Teacher ABS (AcadBehav) LTS	04/13/2026	Masters+30/22	0.2139	\$20,880
Barnabas Twegbe	River Trail Learning Center, Teacher E/BD	04/20/2026	Masters/1	0.1925	\$11,410
Erin Zimmerman	Mississippi Elementary, Teacher ABS (AcadBehav)	04/21/2026	Masters/6	0.1818	\$11,927

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

This section returned no records

**MOTION****Date:****April 27th 2026**

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

<b>Fund No.</b>	<b>Description</b>		<b>Amount</b>
	<b>Checks</b>	<b>\$</b>	<b>3,063,727.09</b>
01	General		2,930,077.37
02	Food Service		42,482.50
04	Community Service		84,832.62
06	Building Construction		
07	Bond & Interest K-12		4,950.00
20	Health-Self Insurance		1,384.60
21	Dental-Self Insurance		
22	Work. Comp.-Self Insurance		
47	OPEB Debt Service		
	<b>Electronic Payments</b>	<b>\$</b>	<b>25,692,588.22</b>
01	General		16,302,458.11
02	Food Service		307,274.28
04	Community Service		633,479.08
06	Building Construction		
07	Bond & Interest K-12		
20	Health-Self Insurance		7,415,884.74
21	Dental-Self Insurance		571,095.27
22	Work. Comp.-Self Insurance		462,396.74
47	OPEB Debt Service		
	<b>ACH Payments</b>	<b>\$</b>	<b>6,274,397.46</b>
01	General		4,595,813.06
02	Food Service		1,077,069.68
04	Community Service		69,735.11
07	Bond & Interest K-12		
20	Health-Self Insurance		505,040.61
21	Dental-Self Insurance		
22	Work. Comp.-Self Insurance		26,739.00
	<b>P-Card</b>	<b>\$</b>	<b>177,862.64</b>
01	General		149,823.84
02	Food Service		3,395.65
04	Community Service		14,520.14
06	Building Construction		
20	Health-Self Insurance		10,123.01
	<b>TOTAL DISTRICT</b>	<b>\$</b>	<b>35,208,575.41</b>



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

DATE	DONOR	DONEE	PURPOSE	AMOUNT
03/09/26	Alison Almos	STEP	Automotive Classroom Instruction	\$80.00
03/30/26	American Online Giving Foundation	University Elementary	Supplies, etc.	\$191.76
03/30/26	Andover Football Association, Inc.	Andover High School	Cross Country Fees, Coaching & Banquet	\$2,500.00
03/30/26	Bengal Touchdown Club	Blaine High School	BHS Football Charger Carts	\$3,250.00
03/09/26	Blaine Girls Basketball Booster Club	Blaine High School	BHS Girls Basketball Coach Bus	\$46.46
03/09/26	C/o Ruth Castle	Anoka High School	Boy's Tennis Benches	\$1,000.00
03/30/26	Charities Aid Foundation	Adams Elementary	General Ed donation	\$15.00
03/30/26	Charities Aid Foundation	Blaine High School	BHS - General Program Support	\$40.00
03/30/26	Charities Aid Foundation	Eisenhower Elementary	Student incentives	\$10.00
03/09/26	Charities Aid Foundation	Rum River Elementary	General Supplies	\$10.00
03/30/26	America Charities Aid Foundation	McKinley Elementary	misc. supplies	\$400.00
03/09/26	America	University Elementary	Supplies, shirts, celebrations, etc.	\$210.00
03/30/26	Coon Rapids Cardinal Little League	Coon Rapids High School	track and field for supplies/equipment etc.	\$5,000.00
03/30/26	Coon Rapids Rotary Foundation	Coon Rapids High School	respect retreat for 9th graders	\$17,602.64
03/30/26	Crooked Lake Elementary PTO	Crooked Lake Elementary	MOA Safety Bus Patrol Field Trip	\$550.00
03/30/26	Expedition Credit Union	Compass	Feed Community Volunteers for Mad City Money Event. Robotics - Team #4664:	\$500.00
03/09/26	Gene Haas Foundation	Andover High School	ButlerBots	\$3,000.00
03/30/26	J.Mantor	Two Rivers Learning Center	Flower Cooler for River Blooms	\$100.00
03/30/26	Jane Korpela	STEP	Automotive Classroom Instruction	\$450.00
03/09/26	Jessica Taillefer	Anoka Middle School	Furniture and assorted Machine tools	n/a
03/30/26	Madison PTO	Madison Elementary	field trip transportation- Kindergarten	\$375.00
03/30/26	Madison PTO	Madison Elementary	field trip transportation- Grade 2	\$590.00
03/30/26	Margaret M Fust-Olson	Andover High School	Robotics Team	\$2,000.00
03/30/26	Monroe PTO	Monroe Elementary	Field Trip	\$400.00
03/30/26	Monroe PTO	Monroe Elementary	Field Trip	\$425.00
04/08/26	Nitro Camp	Community Education	Factory Motor Parts	\$500.00
03/30/26	Oxbow Creek PTO	Oxbow Creek Elementary	Ski Trip Accessibility Grant	\$310.00
03/30/26	S. Johnson	Two Rivers Learning Center	Flower Cooler for River Blooms	\$1,800.00
		CHAMPLIN/BROOKLYN PARK		
03/30/26	The Blackbaud Giving Fund	ACADEMY(CBPA)	Student School Supplies	\$30.00
03/30/26	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	\$30.00
03/30/26	The Blackbaud Giving Fund	Sand Creek Elementary	School/Community Events	\$150.00
	*MATERIAL, EQUIPMENT, OR LABOR DONATION		TOTAL	\$41,565.86

**SCHOLARSHIP DONATIONS**

DATE	DONOR	DONEE	PURPOSE	AMOUNT
03/24/26	Champlin Brooklyn Academy PTO	Champlin Park High School	Champlin Brooklyn Park Academy PTO Sch	\$1,500.00
03/24/26	CPHS Volleyball Boosters	Champlin Park High School	CPHS Volleyball Booster Club Scholarship	\$3,000.00
03/24/26	Champlin Park Diamond Club	Champlin Park High School	Champlin Park Diamond Club Scholarship-S	\$1,000.00
03/24/26	Champlin Park Band	Champlin Park High School	Champlin Park Band Association Scholarshi	\$2,000.00
03/24/26	Evergreen Parent Involvement Club	Champlin Park High School	Evergreen Parent Involvement Club Scholar	\$500.00
03/24/26	Anoka Hennepin Education Minnesota	Champlin Park High School	Anoka-Hennepin Education Minnesota Scho	\$500.00
03/24/26	Anoka Hennepin Elementary & Secondar	Sandburg Regional High School	Anoka Hennepin Elementary & Secondary P	\$1,000.00
03/24/26	AHEM	STEP	Anoka-Hennepin Education Minnesota (AHE	\$500.00
03/24/26	Katie Burkey Scholarship	Anoka High School	Katie Burkey Scholarship	\$1,000.00
03/24/26	Michael and Karen Cruce	Anoka High School	Aleah Cruce Memorial Scholarship	\$600.00
03/24/26	Anoka Ramsey Athletic Assoc. Wrestling	Anoka High School	Anoka Ramsey Youth Wrestling Scholarship	\$1,000.00
03/24/26	Charles Schwaab Janis Pariana	Anoka High School	Anna Arnold Hedgeman Scholarship	\$1,500.00
03/24/26	RAFT	Anoka High School	Rum River Elementary School Scholarship	\$500.00
03/24/26	Mary Neuman Trust	Anoka High School	Neumann Family Engineering Scholarship	\$2,000.00
03/24/26	Anoka High School Softball Booster club	Anoka High School	Anoka High School Girls Softball Scholarshi	\$1,000.00
03/24/26	Anoka Tornadoes Football Booster Club	Anoka High School	Anoka Football Scholarship (Bearing the Fla	\$1,000.00
03/24/26	Timothy Burke Sheila Hickey Burke	Anoka High School	Pat Burke Memorial Scholarship	\$1,000.00
03/24/26	Anoka Golf Club	Anoka High School	Anoka Men's Golf Club Joe Sharp Memorial	\$1,000.00
03/24/26	New Creations Child Care	Anoka High School	New Creations Child Care and Learning Cer	\$500.00
03/24/26	The bank of Elk River	Anoka High School	The Bank of Elk River Scholarship	\$2,000.00
03/24/26	Kopp Family Foundation	Anoka High School	Kopp Family Foundation Scholarship	\$2,500.00
03/24/26	Edward B Cutter Post 102	Anoka High School	Anoka American Legion	\$8,000.00
03/24/26	Anoka Hennepin Education Minnesota	Anoka High School	Anoka-Hennepin Education Minnesota Scho	\$500.00
03/24/26	Fidelity Charitable	Anoka High School	Anderson Family Scholarship	\$5,000.00
03/24/26	Lori Wadel	Andover High School	Andover Wrestling Club Scholarship	\$3,500.00
03/24/26	AH Apple Core User Group	Andover High School	Anoka-Hennepin Apple Core User Group Sc	\$500.00
03/24/26	Andover Parent Teacher Community Org	Andover High School	William E "Bill" Gallagher Memorial Scholars	\$1,000.00
03/24/26	Marc Frie	Andover High School	Knights of Columbus Council #9585 Vo-Tecl	\$500.00
03/24/26	Kelly Rust	Andover High School	Rum River Assoc of Families & Teachers Sc	\$500.00
03/24/26	Andover Cross Country	Andover High School	Andover High School Cross Country Runnin	\$500.00
03/24/26	Andover Cross Country	Andover High School	Andover High School Cross Country Runnin	\$500.00
03/24/26	BJ McElrath	Andover High School	Andover Fire Relief Association Scholarship	\$2,250.00
04/13/26	Kopp Family Foundation	STEP	Kopp Family Foundation Scholarship	\$2,500.00
04/13/26	Gene Haas Foundation	STEP	Gene Haas Foundation Scholarship	\$12,000.00
04/13/26	Sandra Campbell	Champlin Park High School	Sandy Campbell Community Scholarships	\$200.00
04/13/26	Anoka - Hennepin Educational Foundatic	Champlin Park High School	Harlan R. Thurston Foundation Scholarship	\$3,000.00
04/13/26	AHEF Foundation	Anoka High School	Strand Family Scholarship	\$1,250.00
04/13/26	AHEF Foundation	Anoka High School	Harlan R. Thurston Foundation Scholarship	\$3,000.00
04/13/26	Anoka Tornadoes Baseball Booster Club	Anoka High School	Anoka School Baseball Scholarship	\$500.00
04/13/26	Anoka High School Girls Basketball Boos	Anoka High School	Anoka High School Girls Basketball Scholar:	\$1,500.00
04/13/26	Michael or Jeanne Hubbard	Anoka High School	Jeanne Balzum Hubbard Memorial Scholars	\$2,000.00
04/13/26	Dylan Witschen Foundation	Anoka High School	Dylan Witschen Foundation Scholarship	\$3,000.00
04/13/26	Anoka Tornadoes Football Booster Club	Anoka High School	Anoka Football Scholarship (Bearing the Fla	\$1,000.00
04/13/26	Andover Athletic Association	Anoka High School	Andover Athletic Association Scholarship	\$1,000.00
04/13/26	Bank Of Elk River	Andover High School	Bank Of Elk River Scholarship	\$1,000.00
04/13/26	Kottke's Bus Service	Andover High School	Kottke's Bus Service, Inc. Scholarship	\$500.00
04/13/26	Lindsey Lang	Andover High School	Kopp Family Foundation Scholarship	\$3,000.00
04/13/26	Justin Brown	Andover High School	Andover Girls Hockey Booster Club (Christir	\$2,000.00
04/13/26	Ham Lake Area Chamber of Commerce	Andover High School	Ham Lake Area Chamber of Commerce Sch	\$1,500.00
04/13/26	Andover Traveling Basketball	Andover High School	Andover Traveling Boys Basketball Scholars	\$1,500.00
04/13/26	Andover Girls Soccer Booster Club	Andover High School	Andover Girls Soccer Booster Club Scholars	\$1,000.00
04/13/26	Margie's Kitchen + Cocktails	Andover High School	Margie's Kitchen Scholarship	\$500.00
04/13/26	Shannon Kangas	Andover High School	Andover Girls Lacrosse Booster Club Scholc	\$1,500.00
04/13/26	Anoka-Hennepin Educational Foundator	Andover High School	Harlan R Thurston Foundation Scholarship	\$3,000.00
04/13/26	Ted Butler	Andover High School	Andover Athletic Association Scholarship	\$4,750.00

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**SCHOLARSHIP TOTALS**


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**\$ 63,050.00**

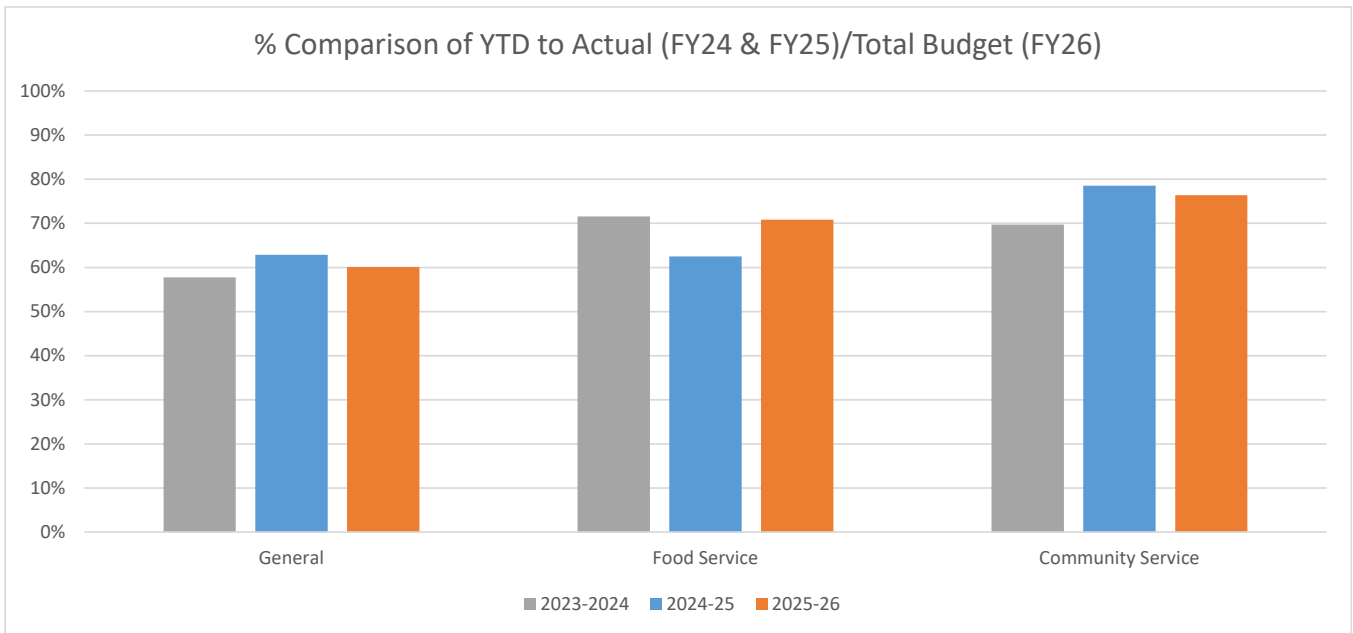

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**TOTAL DONATIONS**

**\$104,615.86**

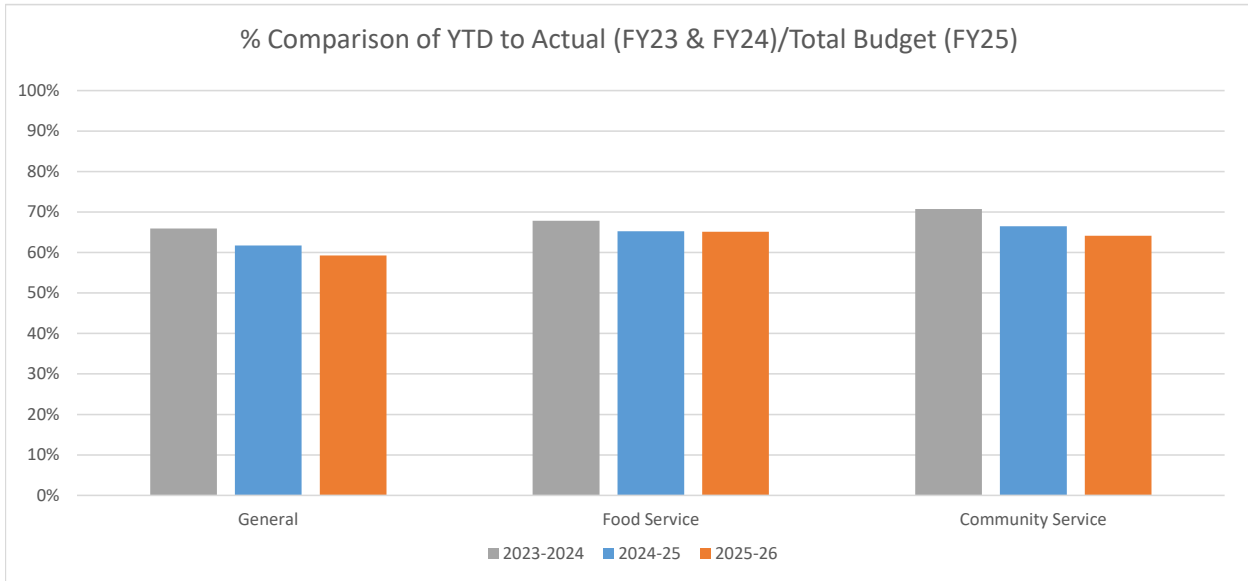
**Anoka-Hennepin ISD #11  
Statement of Revenues  
For the month ended March 31, 2026**

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	63,323,609	405,686,405	675,245,459	60%	63%	58%
Food Service	2,947,927	19,113,201	26,973,057	71%	62%	72%
Community Service	4,205,599	24,096,313	31,540,742	76%	79%	70%
Building Construction	-	-	-	0%	539%	1780%
Debt Service	-	8,780,091	15,199,755	58%	61%	62%
Trust	-	-	2,000,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 70,477,134</b>	<b>\$ 457,676,010</b>	<b>\$ 750,959,013</b>	<b>61%</b>	<b>63%</b>	<b>59%</b>



**Anoka-Hennepin ISD #11  
Statement of Expenditures  
For the month ended March 31, 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
				<b>General</b>		
Salaries & Benefits	43,876,828	331,258,994	556,200,740	60%	60%	63%
Purchased Services	5,229,051	45,928,565	80,029,838	57%	60%	76%
Supplies	1,096,508	18,587,124	24,892,772	75%	69%	60%
Capital Expenditures	981,404	17,800,271	28,518,476	62%	95%	111%
Other Exp & Transfers	157,959	1,529,489	10,657,853	14%	39%	31%
<b>Total General Fund</b>	<b>\$ 51,341,750</b>	<b>\$ 415,104,442</b>	<b>\$ 700,299,679</b>	<b>59%</b>	<b>62%</b>	<b>66%</b>
Food Service	2,183,869	20,049,307	30,773,496	65%	65%	68%
Community Service	2,250,347	20,300,517	31,640,576	64%	66%	71%
Building Construction	-	-	-	0%	93%	86%
Debt Service	4,950	15,444,478	15,442,703	100%	100%	100%
Trust	-	-	2,000,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 55,780,916</b>	<b>\$ 470,898,743</b>	<b>\$ 780,156,454</b>	<b>60%</b>	<b>63%</b>	<b>67%</b>





# ANOKA-HENNEPIN SCHOOLS

## EDUCATIONAL SERVICE CENTER

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*For District use only: Summary of contract details and contractor information for routing purposes*

### CONTRACT COVER PAGE

Contract Number: **C02869**

Start Date: **7/1/2025** End Date: **6/5/2026**

Contract Title: **Champlin Park HS SRO MOU**

Contractor Name: **City of Champlin**

Contractor Email Address: **not available**

Contract NTE Amount: **\$76,165**

Budget Code(s): **01 xxx 715 342 318 000**

Submitted By: **Admin Services - Operations**



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

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

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

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

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

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

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

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

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

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

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

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

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

Prevention Program Officer services in accordance with the terms of this MOU, District shall pay City the sum of \$76,165. Request for payment should be submitted by July 1, 2026, which the District shall pay within 30 days of receipt of said request.

16. INDEMNIFICATION. City agrees to defend, indemnify, and hold harmless the District, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the District or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

The District agrees to defend, indemnify, and hold harmless the City, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the District pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the City or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

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

Jackson Middle School  
Champlin Brooklyn Park Academy

18. SCOPE. It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.
19. EXECUTION IN COUNTERPARTS. This Agreement, and any supplement, amendment, or modification, may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed to be an original and all of which executed counterparts taken together shall constitute one and the same Agreement as if an original, fully executed Agreement. Delivery of an executed counterpart by facsimile or email or PDF file containing an electronic signature shall be equally as effective as delivery of an original signed counterpart of this Agreement.

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

City of Champlin

Signed By Glen Schneider

Title: Chief of Police

Date: 09/08/2025

City of Champlin

Signed By Thayne C. Johnson

Title: Mayor

Date: 9/8/2025

City of Champlin

Signed By [Signature]

Title: City Administrator

Date: 9/8/2025

Anoka-Hennepin School District No. 11

Signed By \_\_\_\_\_

Title: Chief Financial Officer

Date: \_\_\_\_\_

## ADMINISTRATION INFORMATION FORM

### CONTACTS AT THE SCHOOL DISTRICT

#### Contracted Administration

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

#### Program Administration

Joel Young, Principal	Jackson Middle School	763-506-5201
Heidi Kouba, Principal	Champlin Brooklyn Park Academy	763-506-6001

### Payment Procedures

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

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

[greg.cole@ahschools.us](mailto:greg.cole@ahschools.us)



# ANOKA-HENNEPIN SCHOOLS

## EDUCATIONAL SERVICE CENTER

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*For District use only: Summary of contract details and contractor information for routing purposes*

### CONTRACT COVER PAGE

Contract Number: **C02380**

Start Date: **7/1/2025** End Date: **6/5/2026**

Contract Title: **School Resource Officer - BHS & RMS**

Contractor Name: **City of Blaine**

Contractor Email Address: **N/A**

Contract NTE Amount: **\$175,782**

Budget Code(s): **01 xxx 715 342 318 000**

Submitted By: **Admin Services - Operations**

**Contract/Agreement**



Contracts@ahschools.us



763-506-1300



ahschools.us

**C02380**

AHC.01.2025

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

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

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

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

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

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

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

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

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

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

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

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

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

15. **DURATION AND COST.** For and in consideration of the provision of SRO and the Prevention Program Officer services in accordance with the terms of this MOU, District shall pay City the sum of \$175,782. Request for payment should be submitted by July 1, 2026, which the District shall pay within 30 days of receipt of said request.
16. **INDEMNIFICATION.** City agrees to defend, indemnify, and hold harmless the District, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the District or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

The District agrees to defend, indemnify, and hold harmless the City, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the District pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the City or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

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

Blaine High School  
Roosevelt Middle School

18. **SCOPE.** It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.
19. **EXECUTION IN COUNTERPARTS.** This Agreement, and any supplement, amendment, or modification, may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed to be an original and all of which executed counterparts taken together shall constitute one and the same Agreement as if an original, fully executed Agreement. Delivery of an executed counterpart by facsimile or email or PDF file containing an electronic signature shall be equally as effective as delivery of an original signed counterpart of this Agreement.

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

City of Blaine

Signed By 

Title: Mayor

Date: 8/13/2025

City of Blaine

Signed By 

Title: Interim City Manager

Date: 8/13/2025

City of Blaine

Signed By 

Title: Safety Services Director/Police Chief

Date: 8/13/2025

Anoka Hennepin School District No. 11

Signed By   
Michelle Vargas (Sep 11, 2025 12:59:35 CDT)

Title: Chief Financial Officer

Date: 09/11/2025

**ADMINISTRATION INFORMATION FORM**

CONTACTS AT THE SCHOOL DISTRICT

Contracted Administration

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

Program Administration

Jason Paske, Principal	Blaine High School	763-506-6501
Michaela Rekucki, Principal	Roosevelt Middle School	763-506-5801

**Payment Procedures**

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

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

[greg.cole@ahschools.us](mailto:greg.cole@ahschools.us)



# ANOKA-HENNEPIN SCHOOLS

## EDUCATIONAL SERVICE CENTER

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### CONTRACT COVER PAGE

Contract Number: **C02910**

Start Date: **7/1/2025** End Date: **6/30/2026**

Contract Title: **Champlin Park HS SRO MOU**

Contractor Name: **City of Brooklyn Park**

Contractor Email Address: **tbd**

Contract NTE Amount: **\$74,399**

Budget Code(s): **01 xxx 715 342 318 000**

Submitted By: **Admin Services - Operations**



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

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

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2. **TERM OF CONTRACT.** The initial term of this contract shall be from July 1, 2025 to June 5, 2026 unless terminated by either party as defined in paragraph 14.
3. **ADMINISTRATION RESPONSIBILITIES.** Law enforcement services rendered to District shall be at the sole direction of City. Standards of performance, discipline of the officer assigned, and other internal matters shall be under the authority of City. Upon request, the District shall provide the City with an appraisal of the services received. The City shall provide the District with a list of services provided at the elementary level, Prevention Program schedules, and the name of the officer(s) providing the service.

4. **LEVEL OF SERVICE.** The SRO will respond to emergency calls within the boundaries of City and attend police training and special duties as assigned by City while fulfilling the requirements of this contract. Time spent on emergency calls, police training, etc., shall not be considered time spent as a School Resource or Prevention Program officer.
  
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Basic duties of the SRO will include but are not limited to:

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

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8. **PRIVACY OF PUPIL RECORDS.** The SRO shall follow the District's Protection and Privacy of Pupil Records Policy and the requirements of the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act. The SRO will not access, and the School District will not provide private data on a student unless disclosure is allowed under MSS 13.32 Subd. 3. The District and SRO may share records and information, as allowed by law, in the performance of the duties described in Section 6 of this Agreement. The SRO and City certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act.
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10. **TRAINING.** The SRO shall receive such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his/her duties as SRO and ensure a smooth transition into the educational setting. Prior to appointment to an SRO position the SRO will complete training as required by Minnesota State Statute Sec. 626.8482. If courses are not available prior to appointment, training should be completed within 6 months of appointment.
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12. **SCHOOL RESOURCE OFFICER DISTRICT COORDINATION.** The district Manager of Security and Emergency Operations will be the primary contact for SROs at the district.
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14. **TERMINATION.** Either party may terminate this agreement upon 30 days written notice of such termination. All payment due hereunder shall be prorated in the event of such termination.

15. DURATION AND COST. For and in consideration of the provision of SRO and the Prevention Program Officer services in accordance with the terms of this MOU, District shall pay the City the sum of \$74,399. Request for payment should be submitted by July 1, 2026, which the District shall pay within 30 days of receipt of said request.

16. INDEMNIFICATION. City agrees to defend, indemnify, and hold harmless the District, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the District or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

The District agrees to defend, indemnify, and hold harmless the City, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the District pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the City or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.



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

Champlin Park High School

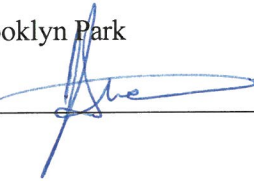
18. SCOPE. It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.

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

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

City of Brooklyn Park  
Signed By   
Title:   
Date: 4-13-26

City of Brooklyn Park  
Signed By \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

City of Brooklyn Park  
Signed By   
Title: City Manager  
Date: 4/13/2026

Anoka-Hennepin School District No. 11  
Signed By \_\_\_\_\_  
Title: \_\_\_\_\_  
Date: \_\_\_\_\_

**ADMINISTRATION INFORMATION FORM**

**CONTACTS AT THE SCHOOL DISTRICT**

Contracted Administration

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

Program Administration

Mike George, Principal	Champlin Park High School	763-506-6801
Amy Oliver, Principal	Monroe Elementary	763-506-3601
Missy Monson, Principal	Oxbow Creek Elementary	763-506-3801

**Payment Procedures**

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

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

[greg.cole@ahschools.us](mailto:greg.cole@ahschools.us)



# ANOKA-HENNEPIN SCHOOLS

## EDUCATIONAL SERVICE CENTER

Cory McIntyre, *Superintendent*

2727 N Ferry St. • Anoka, MN 55303

763-506-1000 • Fax: 763-506-1013

ahschools.us

April 16, 2026

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**  
**Bid # 26054B – FY2027 Pavement Projects**  
**Opened on 04/08/2026 @ 2:00pm L.T.**

The recap below is a record of the eight (8) bids received for this project and all bids were complete.

A recommendation is made to award a contract to the lowest responsive and responsible bidder, ACI Asphalt & Concrete, LLC of Maple Grove, Minnesota, for the Base Bid #1 for \$179,000.00, Base Bid #3 for \$188,320.00, and Base Bid #4 for \$131,550.00 for a total contract award of \$498,870.00.

A recommendation is made to award a contract to the lowest responsive and responsible bidder, Park Construction Company of Minneapolis, Minnesota, for Base Bid #2 for \$98,039.84, and Alternate #2-1 for \$22,236.28 for a total contract award of \$120,276.12.

Response Tab for Solicitation						
Bid #26054B FY2027 Pavement Projects Bid Opening 04/08/2026 @ 2:00pm L.T.						
Bidder	Base Bid #1 - Playground Pavement Improvements at Dayton, Crooked Lake and Andover Elementary Schools:	Base Bid #2 - Coon Rapids Middle School Pavement Improvements:	Alternate #2-1- Concrete Walk Replacement at CRMS Main Entry	Total for #2 CRMS	Base Bid #3 - Education Service Center Pavement Improvements	Base Bid #4 - Hamilton Elementary School Pavement Improvements
Omannn Contracting Companies	\$221,722.00	\$119,900.00	\$22,600.00	\$142,500.00	\$224,350.00	\$161,900.00
Minnesota Roadways Co.	\$222,230.00	\$120,070.00	\$17,650.00	\$137,720.00	\$226,800.00	\$157,000.00
R & K Industries DBA Diversified Paving	\$208,583.70	\$123,325.00	\$24,725.00	\$148,050.00	\$233,861.20	\$171,775.00
<b>ACI Asphalt &amp; Concrete, LLC</b>	<b>\$179,000.00</b>	\$88,900.00	\$35,000.00	\$123,900.00	<b>\$188,320.00</b>	<b>\$131,550.00</b>
Allied Blacktop Company	\$180,800.00	\$117,000.00	\$25,644.00	\$142,644.00	\$205,800.00	\$148,000.00
Bituminous Roadways, Inc.	\$203,440.00	\$103,565.00	\$19,400.00	\$122,965.00	\$212,700.00	\$148,540.00
FPI Paving Contractors Inc.	\$229,300.00	\$121,400.00	\$24,500.00	\$145,900.00	\$215,800.00	\$174,800.00
<b>Park Construction Company</b>	\$182,507.92	<b>\$98,039.84</b>	<b>\$22,236.28</b>	<b>\$120,276.12</b>	\$194,641.08	\$137,402.22



# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 4/27/2026

**CLASSIFICATION:** Decision

**AUTHOR:** Greg Cole, Chief Operations Officer

**SUBJECT:** District Property, Casualty, Liability, and Cyber Insurance Renewal

### **PURPOSE:**

Anoka-Hennepin Schools has aligned a series of insurance contracts into an annual process with a renewal date of May 1, 2026. This is an update of potential providers and policy coverage for the areas listed in the subject line.

### **BACKGROUND:**

The Anoka-Hennepin School District's property, liability, and cyber policies are aligned for renewal on May 1. This timeline for decision making has been recommended by the district's brokerage firm Willis Towers Watson (WTW) as a strategy to optimize favorable pricing and provide additional time for vendors to respond to proposals.

### **PROPERTY INSURANCE**

The district received two primary proposals for property coverage: continuing with the incumbent, **Affiliated FM (AFM)**, or moving to **Chubb Limited**.

- **Valuation and Limits:** Total insured property values are projected to increase to **\$1.49 billion** with AFM or **\$1.94 billion** with Chubb. Both carriers proposed increasing the loss limit from \$300 million to **\$500 million**.
- **Affiliated FM Proposal:** AFM offered a renewal premium of **\$724,388**, a 20% decrease from the expiring premium. AFM holds an "A+" (**Superior**) rating from A.M. Best and is recognized for its engineering-driven loss prevention model.
- **Chubb Proposal:** Chubb submitted a quote of **\$727,207**. Despite insuring a significantly higher property valuation.
- **After the April 13, 2026, school board work session first read, both Chubb and Affiliated FM offered new, lower, more competitive premiums. Chubb submitted an offer of \$651,871 and Affiliated FM submitted an offer of \$652,000. Valuations from both carriers remained the same. This remains a factor for future rate costing because a large portion of the premium offers are based on property valuations. Chubb's remains \$448,118,385 higher than Affiliated FM's valuation of Anoka-Hennepin's properties. This higher valuation raises concerns about future premium rates that supersede the small savings of \$129 on the newest submitted offer by Chubb.**
- **Carrier Profile:** While Chubb holds an "A++" (**Superior**) rating from A.M. Best, the highest possible designation, Affiliated FM has held an "A+" (**Superior**) rating. While transitioning to Chubb would result in a slight upgrade in rating from A.M. Best, the cost of both premiums is nearly the same. However, the difference in valuations in the future will likely impact costs during future premium renewal cycles, and the district would no longer have the same degree of site evaluation feedback that Affiliated FM provides, which help boost the district's future insurability profile. The district has had overall strong positive experiences with the incumbent provider, Affiliated FM.

### **LIABILITY AND CASUALTY**

The district's current provider, **Liberty Mutual** ("A" rated), remains the recommended carrier for liability lines.

- **General Liability:** Premium increased 9% to **\$416,377**, driven by a student enrollment increase to 36,805.
- **School Leaders Legal Liability:** Premium increased 18% to **\$148,272**.
- **Business Automobile:** Premium rose 27.5% to **\$97,116** due to the fleet increasing from 54 to 62 power units.
- **Umbrella:** Premium increased 15.2% to **\$27,783**.

These premium increases are in alignment with national rates for similarly situated entities.

## **CYBER INSURANCE**

The district continues to utilize **AIG** ("A" rated) for cyber coverage with a **\$3 million** limit. Two options were presented:

- **Option 1 (\$75,000 Deductible):** Renewal at the current deductible level for **\$100,650**.
- **Option 2 (\$100,000 Deductible):** An alternative quote of **\$96,586**.
- **Recommendation:** Staff recommends staying with the \$75,000 **deductible** option.

The \$75,000 deductible option would represent a 3.1% premium increase which is in alignment with national rates for similarly situated entities. The price increase to maintain the \$75,000 deductible seems cost effective for this renewal period.

## **RECOMMENDATIONS/NEXT STEPS:**

The district recommends maintaining property coverage with Affiliated FM and renewing liability and cyber coverages as it currently stands. This strategy results in a new and revised overall insurance premium **decrease of \$177,899 or a 11% reduction** in total premiums from the previous year.

These coverages are being requested for approval by the school board on the consent agenda at the **April 27, 2026** meeting.

## **CONSIDERATIONS:**

Based on recommendations from insurance brokerage team at Willis Towers Watson as well as from feedback from Anoka-Hennepin's General Counsel Tim Palmatier, Administrative Services Business Tim Koltes and evaluation by Chief Operations Officer Greg Cole, there is not a significant reason to switch current property insurance carriers for the period beginning May 1, 2026 and ending April 30, 2027, and district administration recommends remaining with the status quo for liability, casualty, and cyber coverages.

## **RECOMMENDATIONS/NEXT STEPS:**

The recommendation is to keep coverage with Affiliated FM for property insurance, which will result in a 11% decrease in premiums for the upcoming year. After testing the market for liability, casualty and cyber insurance, broker Willis Towers Watson did not receive competitive pricing that would warrant a change. The district has received favorable services from these current providers and the rate increases are reasonable considering market conditions.

As a result, district administration is recommending accepting the offer to keep property coverage with Affiliated FM and continue our current carriers' coverage for liability, and cyber. The current request is for the school board to approve on its consent agenda the aforementioned recommended insurance coverage for the term beginning May 1, 2026 and ending April 30, 2027. If approved, this would result in a total insurance premium of \$1,433,044, a decrease of 11%, for a savings of \$177,899 from the current cost of \$1,610, 943.

## Anoka-Hennepin Independent School District 11

## EXECUTIVE SUMMARY

Thank you for the opportunity to present our Property and Casualty Insurance Proposal to the Anoka-Hennepin School District for the 2026-27 policy year. We appreciate the opportunity to serve you and look forward to our continued partnership.

### Casualty (Auto, General Liability and School Leaders Liability)

We have continued to work with Liberty to keep rate increases down. Marketplace has been seeing increases from 15-20%. Liberty indicated that they would be providing an overall increase of 13% which is below the marketplace. Liberty did come in as promised even with the increase in exposures.

We did reach out to Berkley and United Educators and are awaiting to hear from them if they can compete with Liberty. Both will have higher deductibles and most likely will not be able to compete with Liberty.

### Property

The property program was marketed this year due to FM Affiliated indicating they would be switching to a percentage wind/hail deductible this year. The marketing efforts yielded 3 property quotes. FM Affiliated, Chubb and Liberty Mutual all provided quotes. FM Affiliated and Chubb provided two excellent options which will be presented in the financial summary and proposal section of this document. Liberty Mutual quoted but was not competitive from a pricing standpoint or from a wind/hail deductible perspective.

The FM Affiliated and Chubb quotes provide for a \$500,000,000 policy loss limit, dollar deductible wind/hail deductibles and significant premium savings over last year. Both options provide rate decreases that exceed what we are seeing in the marketplace. This ends up being an excellent renewal result for Anoka-Hennepin ISD 11.

### Cyber

Last year, WTW tested the cyber market and found AIG's offerings competitive, especially their services. Due to a 43% revenue increase, AIG proposed a 22% premium increase, justified by coverage enhancements and limit increases. Anoka bound with AIG based on the competitive service offerings and price compared to the market. WTW also showed higher limit options (\$3M and \$5M). Anoka bound the higher limit \$3M option.

This year, due to two open claims and certain controls in the process of being implemented, WTW has recommended to only approach AIG this year. AIG has provided two options with different retentions: option 1 comes out to a 3.14% premium increase while the retention is staying at \$75K. Option 2 has a 100K retention with a premium decrease of 1.02%.

WTW recommends binding with AIG to continue the partnership as we view a 3.14% increase based on claims activity and the state of the cyber market as a strong renewal result.

Financial Summary					
COVERAGE	5/1/25-26	5/1/26-27	5/1/26-27	\$ Change	% Change
<b>Property</b>	<b>Affiliated FM</b>	<b>Affiliated FM</b>	<b>Chubb</b>	<b>Based of AFM</b>	
Values Insured	\$1,477,907,154	\$1,493,727,951	\$1,941,846,336	\$15,820,797	1%
Loss Limit	\$300,000,000	\$500,000,000	\$500,000,000	\$200,000,000	67%
Rate	\$0.0613	\$0.0436	\$0.0336	(\$0.018)	-29%
Annual Premium	\$905,357	\$652,000	\$651,871	(\$253,357)	-28%
<b>General Liability</b>	<b>Liberty</b>	<b>Liberty</b>	<b>Liberty</b>		
Limits	\$1M/\$3M	\$1M/\$3M	\$1M/\$3M	\$0	0.00%
Deductible	\$25,000 SAM only	\$25,000 SAM only	\$25,000 SAM only	\$0	\$0
Revenue	\$971,761	\$1,118,382	\$1,118,382	\$146,621	15%
Students	36,064	36,805	36,805	741	2%
Annual Premium	\$382,063	\$415,317	\$415,317	\$33,254	9%
Rate per students	\$10.59	\$11.28	\$11.28	\$0.69	7%
Rate per \$1K in Revenue	\$39.32	\$37.14	\$37.14	(\$2.18)	-6%
<b>School Leaders Legal Liability</b>	<b>Liberty</b>	<b>Liberty</b>	<b>Liberty</b>	<b>\$ Change</b>	<b>% Change</b>
Limits	\$1M/\$3M	\$1M/\$3M	\$1M/\$3M	\$0	0%
Deductible	\$50,000	\$50,000	\$50,000	\$0	0%
Teachers	3,288	3,631	3,631	343	9%
Students	36,064	36,805	36,805	741	2%
Rate per educator	\$38.22	\$40.84	\$40.84	\$2.61	8%
Rate per students	\$3.48	\$4.03	\$4.03	\$0.54	18%
Annual Premium	\$125,672	\$148,272	\$148,272	\$22,600	18%
<b>Automobile</b>	<b>Liberty</b>	<b>Liberty</b>	<b>Liberty</b>	<b>\$ Change</b>	<b>% Change</b>
Limits	\$1M	\$1M	\$1M	\$0	0%
Number of Power Units	54	62	62	8	15%
Rate per unit	\$1,410	\$1,480	\$1,480	\$70	6%
Annual Premium	\$76,146	\$91,756	\$91,756	\$15,610	23%
<b>Umbrella</b>	<b>Liberty</b>	<b>Liberty</b>	<b>Liberty</b>	<b>\$ Change</b>	<b>% Change</b>
Limit	\$1M	\$1M	\$1M	N/A	N/A
Annual Premium	\$24,119	\$25,049	\$25,049	\$930	4.3%
<b>Cyber</b>	<b>AIG</b>	<b>AIG</b>	<b>AIG</b>	<b>\$ Change Based on \$75K</b>	<b>% Change</b>
Limits	\$3,000,000	\$3,000,000	\$3,000,000	\$0	0%
Deductible	\$75,000	\$75,000	\$100,000	\$0	0%
Revenue	\$717,264,851	\$756,323,746	\$756,323,746	\$39,058,895	5%
Rate per revenue	\$0.14	\$0.13	\$0.13	(\$0.01)	-7%
Annual Premium	\$97,586	\$100,650	\$96,586	\$3,064	3%
<b>Total all Premiums</b>	<b>\$1,610,943</b>	<b>\$1,433,044</b>	<b>\$1,428,851</b>	<b>(\$177,899)</b>	<b>-11.0%</b>

## Anoka-Hennepin Independent School District 11

## COVERAGE SUMMARY

### General Liability

<b>Effective Date:</b>	05/01/2026 at 12:01 a.m. standard time, at location of insured
<b>Expiration Date:</b>	05/01/2027 at 12:01 a.m., standard time, at location of insured
<b>Insurer:</b>	Liberty Mutual Insurance Corporation - GL Liberty Mutual Fire Insurance Company - SLEO
<b>Coverage Trigger:</b>	Occurrence
<b>Coverage:</b>	Commercial General Liability, including Bodily Injury and Property Damage Liability, subject to terms, conditions, and limitations of the policy
<b>Structure:</b>	Guaranteed Cost

General Liability	
General Aggregate	\$3,000,000
Products-Completed Operations Aggregate	\$1,000,000
Each Occurrence Limit	\$1,000,000
Personal and Advertising Injury Limit	\$1,000,000
Damage to Premises Rented to You	\$1,000,000
Medical Expense Limit – any one person	\$5,000
Deductible	N/A
School Leaders Errors Omissions (includes Education Institution EPL)	
Aggregate Limit	\$3,000,000
Each Loss Limit	\$1,000,000
Deductible – Loss and Defense Expenses	\$50,000
Retro Date	12/31/1989
Employee Benefits Liability	
Aggregate Limit	\$3,000,000
Each Loss Limit	\$1,000,000
Deductible – Loss and Defense Expenses	\$1,000
Retro Date	12/31/1989
Sexual Abuse and Molestation	
Aggregate Limit	\$3,000,000
Each Loss Limit	\$1,000,000
Deductible – Loss and Defense Expenses	\$25,000
Endorsement Highlights – Please refer to policy for specific wording and all endorsement	
Medical Expense – Excluded from skating rinks, pools and daycare	
Innocent Party Defense – included in School Amendatory Endorsement	
Innocent Employee Defense – included in School Amendatory Endorsement	



# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 04/27/2026

**CLASSIFICATION:** Decision

**AUTHOR:** Tom Shaw, Director of Student Services,  
Jim Skelly, Executive Director of Communications and Public Relations

**SUBJECT:** Language Access Plan

**PURPOSE:**

Minnesota law requires school boards to approve Language Access Plans for their districts. Initial approval is required during the 2025-26 school year, with review every two years by the board.

**BACKGROUND:**

The mission of the Anoka-Hennepin School District is to effectively educate each student for success. The District is committed to ensuring safe and welcoming school environments where all families feel valued, informed, and engaged as active partners in their children's education. Anoka-Hennepin also acknowledges the role of the parent/guardian as their children's primary educators and values a partnership approach with them to increase student success.

To support this commitment and to align with state law, Anoka-Hennepin has developed a draft Language Access Plan to align with Minn. Stat. § 123B.32, which requires School Boards in all Minnesota school districts to adopt a Language Access Plan by the 2025-2026 school year.

The plan developed for review outlines the tools, processes, and resources available to support language access across the district. There is no request for additional resources involved with approval. The document was developed as a cooperative effort with the district's Student Services, Communications and Curriculum departments with significant staff input and review.

**RECOMMENDATIONS/NEXT STEPS:**

The Anoka-Hennepin School Board reviewed a draft plan at the April 13 worksession which is presented for consideration of approval.

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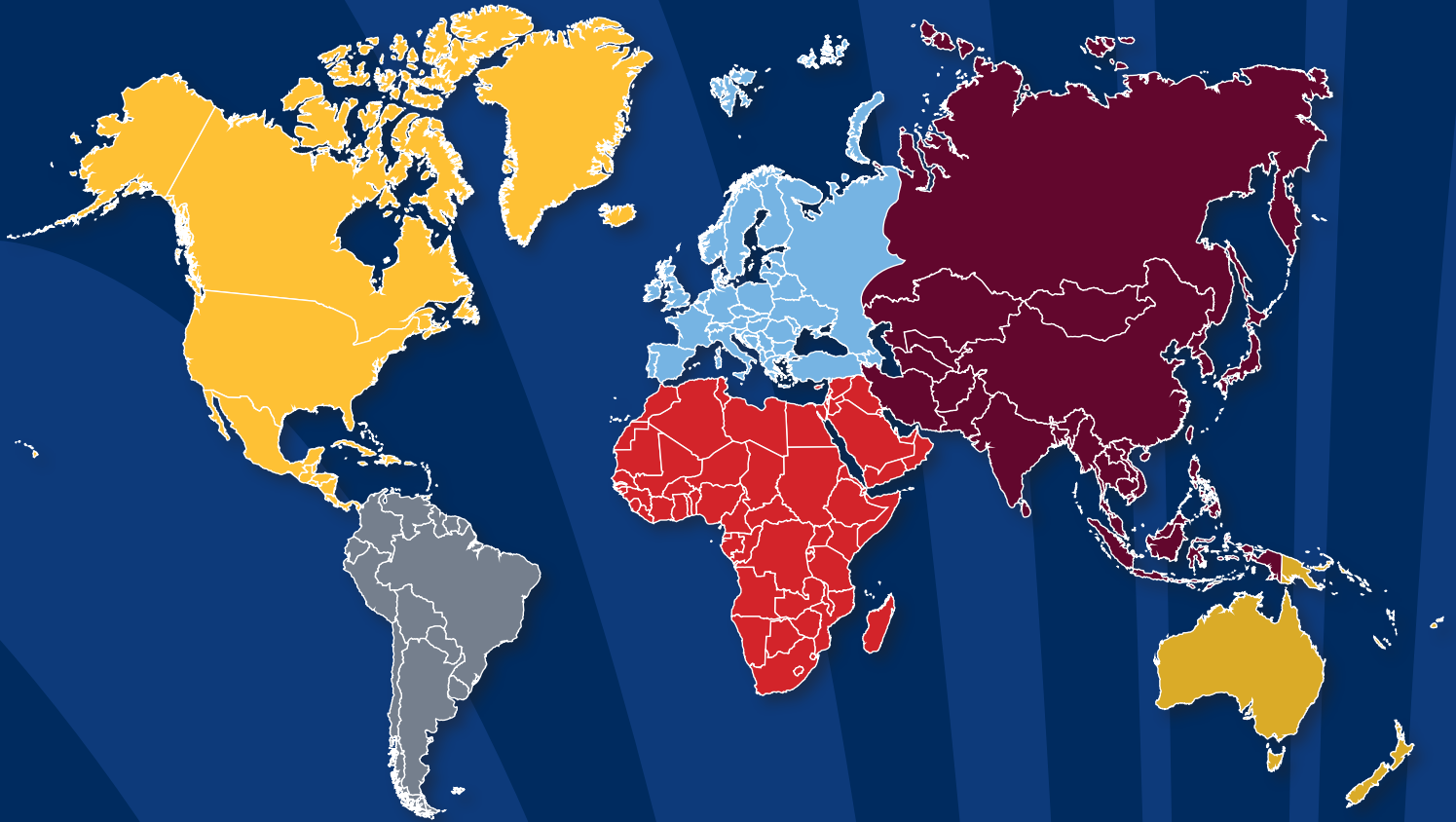
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Anoka-Hennepin Schools

# LANGUAGE ACCESS PLAN

2025-26 School Year



ANOKA-HENNEPIN  
SCHOOLS  
*A future without limit*

# Anoka-Hennepin School District Language Access Plan



Anoka-Hennepin School District's Language Access Plan provides a blueprint for bringing the district into compliance with state and federal language access requirements, including how the district will increase its capacity to address language service and resource needs identified in its self-assessment.

There are more than 178 different languages spoken in the homes of Anoka-Hennepin students. The top home languages are Hmong, Spanish, Oromo, Somali, Arabic, Vietnamese, Russian, Swahili, French, and Ukrainian.

The Language Access Plan aims to remove language barriers for students and families to maximize involvement in education. The ultimate goal of the plan is to ensure those who need to communicate in a language other than English are able to do so in real time, similar to their English speaking counterparts.

## PURPOSE AND AUTHORITY



Anoka-Hennepin School District language access plan aligns with Minn. Stat. 123B.232 and Title VI of the Civil Rights Act of 1964, which requires school districts to effectively assist students

and adults who communicate in a language other than English. The plan provides a roadmap that will help staff navigate the process of setting deadlines, priorities, and identifying responsible personnel for policy and procedures development:

- Hire, contract, assess, and ensure quality control of language assistance services;
- Provide notice of services;
- Provide training of staff; and
- Conduct ongoing monitoring and evaluation

## TABLE OF CONTENTS

Mission Statement	2
Vision Statement	2
Policy Directives	2
Federal	2
Minnesota Statutes, Section 123b.32 States:	3
Accessibility	3
Code of Ethics And Standards Of Practice	4
Definitions	4-5
Language Needs Identification	6
Notice of Services	5-6
Family Communication	6
Emergency Communication	
Protocol	6
Type of Interpretation and Translation Services	6-7
Special Education	7
Staff Roles and Responsibilities	7-8
Staff Training	8
Implementation	9
Monitoring and Evaluation	9
Contact Information	9
Resources	9

**Over 178 languages are spoken by families and students in Anoka-Hennepin Schools**

# MISSION STATEMENT

It is the primary mission of the Anoka-Hennepin School District to effectively educate each of our students for success.

To fulfill this mission, the school district is accountable for:

- Providing a caring, highly trained, and effective staff who use research-based best practices.
- Providing learning opportunities that meet the individual learning needs of each student.
- Monitoring student achievement to maximize each student's learning.
- Promoting high achievement for all students.
- Acknowledging parents' roles as their children's primary educators and partnering with them to increase student success.
- Improving connections with the community to foster public involvement with an understanding of our educational programs.
- Providing a safe and respectful learning environment.
- Using all resources efficiently and effectively.

## VISION STATEMENT

It is the vision of the Anoka-Hennepin School District to be a public school system of excellence, with high quality staff and programs and successful graduates.

# POLICY DIRECTIVES

## Federal

- Title VI of the Civil Rights Act of 1964 was enacted as part of the landmark Civil Rights Act of 1964. It prohibits discrimination on the basis of race, color, and national origin in programs and activities receiving federal financial assistance.
- The Equal Educational Opportunity Act (EEOA) requires states and school districts to provide equal educational opportunity to students learning English by taking appropriate actions to overcome language barriers.
- The Individuals with Disabilities Education Act (IDEA) upholds language access rights for bilingual families by requiring that students be tested in their home language and Individual Educational Plans (IEP) be written in the appropriate home language. IEP meetings must be conducted in the family's home language using a highly trained and qualified interpreter.
- Executive Order 13166 requires all federal agencies or federally funded activities to ensure meaningful access for limited English proficient (LEP) individuals. This includes developing a language access plan or program with procedural guardrails in place to ensure effective implementation.



## Minnesota Statutes, section 123B.32 states:

- **Subd. 1.** Language access plan required. Starting in the 2025-2026 school year, during a regularly scheduled public board hearing, a school board must adopt a language access plan that specifies the district's process and procedures to render effective language assistance to students and adults who communicate in a language other than English. The language access plan must be available to the public and included in the school's handbook.
- **Subd. 2.** Plan requirements. The language access plan must include how the district and its schools will use trained or certified spoken language interpreters for communication related to academic outcomes, progress, determinations, and placement of students in specialized programs and services; and how families and communities will be notified of their rights under this plan.
- **Subd. 3.** Regular review. The board must review the plan every two years and update the plan as appropriate.
  - Minnesota Learning for English Academic Proficiency (LEAPS) Act of 2014, Chapter 272, H.F. No. 2397, Article 1. The law has three principal goals for all English Learner (EL) students: 1) academic English proficiency; 2) grade-level content knowledge; and 3) multilingual skills development.

# DEFINITIONS

**American Sign Language (ASL)** – A visually perceived language based on a naturally evolved system of articulated hand gestures and their placement relative to the body, along with non-manual markers such as facial expressions, head movements, shoulder raises, mouth morphemes, and movements of the body.

**Relay (TTY)** – Telephone accessibility services to people who are deaf, deafblind, hard of hearing, or speech disabled.

**Screen Reader** – Software programs that allow blind or visually impaired users to read the text that is displayed on the computer screen with a speech synthesizer or braille display.

**Interpretation** – The act of listening to a communication in one language (source language) and orally converting it to another language (target language). An interpreter must retain the same meaning as the original message without omitting information, summarizing, or otherwise altering the message and without adding the interpreter's own thoughts or opinions.

**Interpreter** – A person who provides interpreting services.

**Certified Interpreter** – A person who has been professionally trained and meets certification requirements to orally interpret.

**Simultaneous Interpretation Equipment** – Equipment that allows a group of people to listen through headsets to information interpreted into

their primary language. This method is most appropriate for large group settings and meetings where multiple languages are being interpreted simultaneously.

**Language Assistance Services** – Oral, expressive, written, and technological supportive services that help students and families communicate effectively with school staff. These services ensure students and families can participate fully in school services, activities, and programs.

**Limited English Proficient (LEP)** – Individuals whose primary language is not English and who have limited ability to communicate effectively in English, including writing, reading, speaking, and listening comprehension. Federal law uses this term to refer to the intended beneficiaries of language access services.

**Emergent Multilingual Speakers** – Individuals whose primary language is not English and who have limited ability to communicate effectively in English but are in the process of developing their English language proficiency. Language access industry leaders and advocates prefer the use of this term when referring to the intended beneficiaries of language access services.

**English Learner (EL)** – A status assigned to students whose primary language is not English, who lacks the necessary skills to understand, speak, read, and write in English but are receiving English language development

instructions in a public school or charter setting.

**Home Language** – The language that is most commonly used in the home by members of a family, or the language that parents use when speaking with their children.

**Primary Language** – An individual's native tongue or the language in which an individual most effectively communicates.

**Sight Translation** – The oral interpretation of a written document. This occurs when an interpreter reads a document and then provides a complete oral interpretation of the information that it contains.

**Remote Interpreting** – Interpreting that is provided via telephone or video call.

**Translator** – A person who provides translation services.

**Certified Translator** – A person who has been professionally trained and meets certification requirements to translate written text.

**Translation** – The restating of written text from one language (source language) into an equivalent written text in another language (target language).

**Vital Document** – Materials deemed vital to ensuring access to educational services, programs, and activities, or contain information required by law to translate or provide in audio format.

# ACCESSIBILITY

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The Anoka-Hennepin School District is committed to providing a website that's accessible to the widest possible audience, regardless of technology or ability. Our aim is to conform to level Double-A of the [World Wide Web Consortium \(W3C\) Web Content Accessibility Guidelines 2.0](#). These guidelines explain how to make website content more accessible for individuals with visual, hearing or cognitive disabilities. Conformance with these guidelines helps make our website more user-friendly for everyone. For more info on the federal standards, visit the [Section 508 website](#) or the [Federal Access Board website](#).

## CODE OF ETHICS AND STANDARDS OF PRACTICE

The Anoka-Hennepin School District focuses on providing accurate and timely information, respectful interactions, support for all families, and reasonable efforts to reach and engage parents/guardians on behalf of their children in order to collaborate and partner together in their child's education. In accordance with the Minnesota Department of Education: Schools must communicate information to limited English proficient parents in a language they can understand. Schools must provide translation or interpretation from appropriate and competent individuals and may not rely on or ask students, siblings, friends, or untrained school staff to translate or interpret for parents.

The Minnesota Department of Education (MDE) provides guidance on the Codes of Ethics and Standards of Practice for Educational Interpreters of Spoken Language that can be viewed on the [English Learner Disability Resources](#) webpage. This guide is only available in English because it was intended for language access practitioners.

# LANGUAGE OF IDENTIFICATION

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During school enrollment, all families must complete a

Minnesota Language Survey (MNLS) to identify the student's primary language. This document is available in multiple languages and is embedded in our school registration process. Students noting language(s) in addition to English on the MNLS will be referred to the district Enrollment Center, where eligibility for English Language Services will be determined, as well as the parent/guardian preference for interpreter and translation needs. The Enrollment Center can assist multilingual families with online registration for school enrollment and annual Back-to-School verification to update family information, including language needs.

# NOTICE OF SERVICES

Anoka-Hennepin Language Access Plan is designed to provide clear guidelines and expectations to remove language barriers and ensure families have the right to a language interpreter to fully participate in their child's education. This may include, but is not limited to, parent-teacher conferences, school registration, school events, parent meetings, and Special Education meetings.

Notice of the Language Access Plan will be included in the Student Handbook which is provided to all families as part of the student registration process and through information posted at [ahschools.us/languageaccess](http://ahschools.us/languageaccess). Families are informed of language services available through posters and fliers at school sites. Some examples:

- [Interpreters are available upon request](#) for school meetings and events
- [Please Point to the Language You Understand](#)
- [How to Ask for a Language Interpreter on the Telephone](#)

# FAMILY COMMUNICATION



## Emergency Communication Protocol

It is the goal of the Anoka-Hennepin school district to communicate with parents/guardians and students in real time during emergency situations. In pursuit of this goal, the District utilizes the Blackboard/Finalsite mass notification system with the SMORE platform that allows one message to be sent. This system allows the reader to translate messages into their home language. Messages are sent by email and text message at the district and school level.

## Interpretation and Translation Services

NAME OF SERVICE	TYPE OF INTERPRETATION AND TRANSLATION SERVICES	DESCRIPTION
<b>Certified Language Interpreter Companies</b>	Video conference, in-person	Certified language interpreters available for school and district meetings and events, parent-teacher conferences, and family engagement: <ul style="list-style-type: none"> <li>• In person</li> <li>• Google Meet</li> </ul>
<b>ReachMy Teach</b>	Text messages, email	Translated text messages, attached translated PDFs, translated emails, and telephone and video calls with certified language interpreters
<b>Language Line Solutions</b>	Telephone calls	Certified language interpreters participate in: <ul style="list-style-type: none"> <li>• Telephone</li> <li>• Google Meet</li> </ul>
<b>Lexikeet</b>	Telephone calls, video conference, document translations	Translate school district documents. Certified language interpreter participate in: <ul style="list-style-type: none"> <li>• Telephone</li> <li>• Video conferences</li> </ul>

# FAMILY COMMUNICATION Continued

NAME OF SERVICE	TYPE OF INTERPRETATION AND TRANSLATION SERVICES	DESCRIPTION
<b>TransAct Parent Notices</b>	Document translations	General translated documents and important parent notices offered by the MN Department of Education
<b>LinguaLinx Translation Services</b>	Document translations	Translation of district and school documents
<b>SeeSaw</b>	Text messages, Email	Elementary classroom parent communication
<b>Blackboard &amp; Smore</b>	Written translations, Telephone messages/text messages	Translated school newsletters and important messages by school administrators and the district's Communications and Public Relations Department
<b>Google Translate</b>	Written translations	Translation platform

# SPECIAL EDUCATION



## American Sign Language, accessibility

The District has systems in place to ensure communication with students and families who need accommodation.

Anoka-Hennepin staff assists with correspondence in braille if a family is blind or visually impaired through our Special Education Department.

Deaf or hard of hearing families may use the TTY number listed for their phone number to call to have an effective conversation with the family.

## Mentoring and Evaluation

The Anoka-Hennepin School District continuously reviews and evaluates the Language Access Plan to ensure it effectively meets the needs of our diverse community. Feedback on language services is collected from families and staff in partnership with our Communications Department and Research, Evaluation, and Testing Department. The plan will be reviewed by the School Board and updated every two years in compliance with state law.

# STAFF ROLES AND RESPONSIBILITIES



In the district, there are designated roles to support multilingual students and to partner with school staff to meet the needs of families.

### **Communication and Public Relations Department** -

Supports email and text communication systems and messaging, district-wide document translation services, support for enrollment and student handbook and support for ReachMyTeach and website content delivery.

**Director of Student Services** - oversees student services programs focused on student achievement, while ensuring a safe and welcoming environment through equitable learning opportunities and language accessibility for all.

**Enrollment Center:** supports families with the enrollment process. A brief orientation is given to families so they may gain a basic understanding of Anoka-Hennepin schools. Even if these families are transferring from a local school, policies and procedures do differ.

- **EL/ML Intake Specialist** - identifies multilingual students, gathers their background information through the intake process, determines students' eligibility for English Language Services through assessment, connects families with resources, and manages related data.
  - **School Counselor** - reviews, verifies, and evaluates high school foreign academic transcripts, and provides guidance on post-secondary options. FWC Secretary-provides clerical and administrative support to multilingual families and staff, and processes interpreter and translation requests
  - **Multilingual Learner (ML) Cultural Liaison, K-12** - partners and supports multilingual families and school staff with parent education, family engagement, school communication, school policies and practices, school and community resources, and cultural connection.
- Early Childhood Family Education (ECFE)/Preschool Cultural Liaison** - provides support to multilingual learners and their families in the Anoka-Hennepin Schools Early Learning programs.
- English as a Second Language (ESL)/Multilingual Learner (ML) Licensed Teachers** - provide English language instruction to multilingual learner students to increase students' proficiency in listening, speaking, reading, and writing, and work collaboratively with general education teachers and help families navigate the school system.

# STAFF TRAINING

Anoka-Hennepin staff are trained on how to use certified in-person, telephone, and video call language interpreters. Staff will not rely on untrained and uncertified multilingual colleagues, family members, and students to interpret and translate.

Staff have access to Google folders on the district network and Intranet site of translated forms and documents, and instructions on how to send translated emails and text messages.

## INSTRUCTIONS FOR INTERPRETER AND TRANSLATION SERVICES

**ReachMyTeach and Lexikeet** - a web-based system to help families and staff communicate through translated text messages/emails, and video calls with certified interpreters:

- Use the [ReachMyTeach](#) website to sign in through your Anoka-Hennepin Google account

Detailed Instructions

- [Send a Text Message and/or Email](#)
- [Schedule an Interpreted Video Call](#)
- [Cancel Scheduled Interpreted Video Call](#)
- [Accessing an Interpreter for student/family not yet in Synergy \(ReachMyTeach\)](#)
- [ReachMyTeach PD through Infobase](#)

Additional Resource:

[ReachMyTeach PD through Infobase](#)

For assistance, contact your building Technology Coordinator

**Language Line Solutions** - 3-way telephone conference call between school staff, interpreter, and the family:

- Call 1-800-874-9426
- Enter Anoka-Hennepin Client ID: 509039
- Enter School or Department Personal Access Code

Detailed Instructions

- [Conference Phones](#)
- [Classroom \(Analog\) Phones](#)

Additional Resource:

- [11 Helpful Tips for Working with an Over-the-Phone Interpreter](#)

For assistance, contact the Enrollment Center at 763-433-4680

**Request In-Person Interpreters** - for parent meetings

Email [Sara.Davis@ahschools.us](mailto:Sara.Davis@ahschools.us) or call the Enrollment Center at 763-433-4680

Detailed Instructions

- [Request a Language Interpreter for In-Person or Google Meet](#)

For assistance, contact the Enrollment Center at 763-433-4680

## IMPLEMENTATION

Language Access services are coordinated through a committee comprised of department representatives that convenes four-times per year to identify, plan and monitor activities related to service delivery. Departments who participate in this committee include Communications and Public Relations, Application and Connection Services, Technology and Information Services, Student Services, and Special Education.

The plan will be linked on the district website under at [ahschools.us/languageaccess](https://ahschools.us/languageaccess) with printed copies delivered to each school site and department.

The plan is under continuous review and update with improvements implemented when necessary to meet the expectations of the district and the communities served.

## CONTACT INFORMATION

For recommendations and questions, our school community may contact the district office via:

**Website:** [ahschools.us/languageaccess](https://ahschools.us/languageaccess)

**Email:** [info@ahschools.us](mailto:info@ahschools.us)

**Mail:** Anoka-Hennepin Educational Service Center, 2727 Ferry St, Anoka, MN 55303

Is your Multilingual student new to the Anoka-Hennepin School District?

**Website:** [ahschools.us](https://ahschools.us)

**Phone:** 763-433-4680

**In-Person:** Enrollment Center, 2727 N. Ferry St., Anoka, MN 55303



ANOKA-HENNEPIN  
SCHOOLS  
*A future without limit*

**RESOLUTION TO RESCIND THE INCLUSION OF CERTAIN TEACHERS'  
NAMES IN RESOLUTION TERMINATING PROBATIONARY TEACHERS**

WHEREAS the School Board of Anoka-Hennepin Independent School District No. 11 adopted a resolution to terminate the teaching contract(s) of the following probationary teacher(s) at the close of the 2025-26 school year pursuant to Minnesota Statute §122A.40, Subdivision 5,

BE IT RESOLVED that the following name(s) be rescinded from the resolution to terminate probationary teacher(s) effective at the close of the 2025-2026 school year.

Altenbach, Katherine	Eisenhower Elementary	Meyer, Kenadee A	Johnsville Elementary
Anderson, Mackenzie R	Champlin Park High	Olson, Jake T	Dayton Elementary
Bissonnette, Jennifer M	Morris Bye Elementary	Olson, Zoey A	Johnsville Elementary
Breckenridge, Joseph D	Hoover Elementary	Petersen, Jordyn R	Andover Elementary
Carlson, Caitlin M	Coon Rapids Middle	Petersen, Sarah A	Ramsey Elementary
Conway, Courtney E	Evergreen Park Elem.	Peterson, Meesha L	Anoka Middle - FM
Costello, Jade A	Lincoln Elementary	Pierick, Jenine D	Johnsville Elementary
Crosby, Haley A	CBP Academy	Pitkanen, Suzanne M	Eisenhower Elementary
Fester, James A D	University Ave Elem.	Sabelko, Melissa L	Coon Rapids Middle
Gathman, Emily M	Educational Svc Ctr	Sabelko, Melissa L	Roosevelt Middle
Gingery, Maria Theresa	Sunrise Elementary	Schlangen, Alyssa M	McKinley Elementary
Hanks, Elizabeth M	Sunrise Elementary	Servantez, Gracie E	Hamilton Elementary
Hatch, Catherine R	Adams Elementary	Simdorn, Isabelle N	University Ave Elem.
Hillman, Kristin E	Coon Rapids Middle	Tembreull, Erica M	Andover Elementary
Junkert, Marisa M	Brookside Elementary	Thompson, Kyle S	Ramsey Elementary
Krebs, Rachel A	Ramsey Elementary	Torke, Leslie M	Champlin Park High
Krohn, Lindsey H	Jefferson Elementary	VanDenTop, Claire E	University Ave Elem.
Lehtola, Kelly C	Coon Rapids High	Watts, Tiara K	Northdale Middle
Lindgren, Brendan C	Jackson Middle	Willenbring, Jessica R	Evergreen Park Elem.
Malecha, Elizabeth R	Evergreen Park Elem.	Worthington, Caitlin J	Monroe Elementary
Martinez, Mikayla R	Ramsey Elementary	Yang, Mai Lee	Monroe Elementary

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on April 27, 2026. Whereupon said resolution was declared duly passed and adopted.

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Clerk of the Board

**RESOLUTION PROPOSING IMMEDIATE DISCHARGE OF CONTINUING CONTRACT TEACHERS**

Pursuant to due call and notice, a meeting of the School Board of Anoka-Hennepin Independent School No. 11 was held on the 27<sup>th</sup> day of April, 2026.

**WHEREAS**, the following persons are continuing contract teachers in Anoka-Hennepin School District No. 11,  
and

**WHEREAS**, for the reasons set forth in Exhibits A,

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

1. That the following continuing contract teachers in Anoka-Hennepin Independent School District No. 11 are immediately terminated pursuant to Minnesota Statute § 122A.40(13)(6).
2. Written notice be sent to the following continuing contract teachers regarding the proposed immediate termination in a form identified and attached as Exhibit A.
3. That each and all the grounds set forth in the notice are within the grounds for the immediate discharge of a continuing contract teacher.
4. Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13 and, therefore, the Superintendent is specifically directed to maintain the private data classification of Exhibit A in accordance with applicable State Law, including the provisions of Minnesota Statutes Chapter 13.
5. That the written notices attached as Exhibits A shall be signed by the Clerk of the School Board and be served upon the following continuing contract teachers as determined by the Administration of Independent School District No. 11.

<u>Name</u>	<u>Commencement of Leave</u>
TB	February 9, 2026
JH	June 8, 2026
JR	June 12, 2026

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on April 27, 2026.

Whereupon said resolution was declared duly passed and adopted.

\_\_\_\_\_  
Clerk of the Board

## Exhibit A

TB  
[REDACTED]

**RE: Notice of Immediate Discharge**

Dear TB:

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 11 held on April 27, 2026 consideration was given to your proposed immediate discharge as a teacher with Independent School District No. 11. During that meeting a resolution was adopted by majority vote of the School Board, proposing:

To immediately discharge you as a continuing contract teacher pursuant to Minn. Stat. § 122A.40(13)(6), upon the following grounds: continuing physical or mental disability subsequent to a 12 month leave of absence and inability to qualify for reinstatement in accordance with Subd 12.

The basis for the proposed immediate discharge consists of the following:

1. For being on a medical disability Leave of Absence since February 9, 2024; and
2. Failure to submit evidence that you qualify for reinstatement; and
3. That you have continuing physical or mental disability and have been unable to qualify for reinstatement.

Under the provisions of Minn. Stat. § 122.40A(13)(6), you are entitled to a hearing, either public or private at your discretion, to be conducted in accordance with Minn. Stat. § 122A.40 provided you make a written request for such hearing within ten (10) days after receipt of this notice. If no hearing is requested in writing within such period, it shall be deemed acquiescence by you to the School Board's proposed action. Pending the conclusion of a hearing, if requested, and determination of the charges, you will remain on a leave of absence.

You are also notified that you may elect a hearing before an arbitrator instead of the School Board pursuant to Minn. Stat. § 122A.40(15). In the event that you elect a hearing before an arbitrator instead of the School Board, you may do so only by making a written request within ten (10) days after receipt of this notice for a hearing before an arbitrator. If you fail to make such a written request within such period, any hearing shall be before the School Board. In addition, if your request for a hearing does not specify that the hearing be before an arbitrator, it shall be considered to be request for a hearing before the School Board.

Sincerely,

ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11

By \_\_\_\_\_  
Clerk of the School Board

**Exhibit A (public)**

J.H.



**RE: Notice of Immediate Discharge**

Dear JH:

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 11 held on April 27, 2026 consideration was given to your proposed immediate discharge as a teacher with Independent School District No. 11. During that meeting a resolution was adopted by majority vote of the School Board, proposing:

To immediately discharge you as a continuing contract teacher pursuant to Minn. Stat. § 122A.40(13)(6), upon the following grounds: continuing physical or mental disability subsequent to a 12 month leave of absence and inability to qualify for reinstatement in accordance with Subd 12.

The basis for the proposed immediate discharge consists of the following:

1. For being on a medical disability Leave of Absence since September 3, 2024 and
2. Failure to submit evidence that you qualify for reinstatement; and
3. That you have continuing physical or mental disability and have been unable to qualify for reinstatement.

Under the provisions of Minn. Stat. § 122.40A(13)(6), you are entitled to a hearing, either public or private at your discretion, to be conducted in accordance with Minn. Stat. § 122A.40 provided you make a written request for such hearing within ten (10) days after receipt of this notice. If no hearing is requested in writing within such period, it shall be deemed acquiescence by you to the School Board's proposed action. Pending the conclusion of a hearing, if requested, and determination of the charges, you will remain on a leave of absence.

You are also notified that you may elect a hearing before an arbitrator instead of the School Board pursuant to Minn. Stat. § 122A.40(15). In the event that you elect a hearing before an arbitrator instead of the School Board, you may do so only by making a written request within ten (10) days after receipt of this notice for a hearing before an arbitrator. If you fail to make such a written request within such period, any hearing shall be before the School Board. In addition, if your request for a hearing does not specify that the hearing be before an arbitrator, it shall be considered to be request for a hearing before the School Board.

Sincerely,

ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11

By \_\_\_\_\_  
Clerk of the School Board

## Exhibit A

JR



**RE: Notice of Immediate Discharge**

Dear JR:

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 11 held on April 27, 2026 consideration was given to your proposed immediate discharge as a teacher with Independent School District No. 11. During that meeting a resolution was adopted by majority vote of the School Board, proposing:

To immediately discharge you as a continuing contract teacher pursuant to Minn. Stat. § 122A.40(13)(6), upon the following grounds: continuing physical or mental disability subsequent to a 12 month leave of absence and inability to qualify for reinstatement in accordance with Subd 12.

The basis for the proposed immediate discharge consists of the following:

1. For being on a medical disability Leave of Absence since June 12, 2024; and
2. Failure to submit evidence that you qualify for reinstatement; and
3. That you have continuing physical or mental disability and have been unable to qualify for reinstatement.

Under the provisions of Minn. Stat. § 122.40A(13)(6), you are entitled to a hearing, either public or private at your discretion, to be conducted in accordance with Minn. Stat. § 122A.40 provided you make a written request for such hearing within ten (10) days after receipt of this notice. If no hearing is requested in writing within such period, it shall be deemed acquiescence by you to the School Board’s proposed action. Pending the conclusion of a hearing, if requested, and determination of the charges, you will remain on a leave of absence.

You are also notified that you may elect a hearing before an arbitrator instead of the School Board pursuant to Minn. Stat. § 122A.40(15). In the event that you elect a hearing before an arbitrator instead of the School Board, you may do so only by making a written request within ten (10) days after receipt of this notice for a hearing before an arbitrator. If you fail to make such a written request within such period, any hearing shall be before the School Board. In addition, if your request for a hearing does not specify that the hearing be before an arbitrator, it shall be considered to be request for a hearing before the School Board.

Sincerely,

ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11

By \_\_\_\_\_  
Clerk of the School Board



# LEARNING AND ACHIEVEMENT UPDATE

Social Studies

School Board Meeting  
April 27, 2026

## DISTRICT PRIORITY: LITERACY



### INCREASED STUDENT ACHIEVEMENT

#### LITERACY

- 2.1 Improve literacy at all grades
- 2.2 Prepare students to enter the workforce of the future: Portrait of a Graduate
- 2.3 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic
- 2.4 Improve instruction and comprehension at the secondary level

Aligned to the district's strategic priority of improving literacy at all grades, the social studies team centered our work on disciplinary literacy.

# STATEWIDE IMPLEMENTATION



In response to the 2021 Minnesota Social Studies Standards, with a required implementation in the 2026–2027 school year, curriculum writing and new materials are needed to meet the updated expectations.

# SCIENCE OF LEARNING INTEGRATION



Science of learning cognitive brain science embedded in Anoka-Hennepin rubric.



High-quality instructional materials work when they align **WHAT** students do (rubric) with **HOW** students learn (science of learning)

Rubric Criterion	What the Rubric Emphasizes	Science of Learning Principle	What This Looks Like in Practice
Standards Alignment & Coherence	Clear sequencing, alignment, progression	Learning builds on prior knowledge; coherent sequencing is critical	Units intentionally build knowledge over time; concepts are introduced in a logical order
Inquiry & Social Studies Practices	Student questioning, source analysis, argumentation	Learning requires background knowledge + meaning-making; unguided inquiry overloads memory	Inquiry is scaffolded with strong content, guiding questions, and structured analysis
Instructional Design & Delivery	Higher-order thinking (DOK), reasoning, vocabulary	Working memory is limited; explicit instruction and modeling support learning	Teachers model thinking first, then gradually release responsibility to students
Representation & Real World Connection	Multiple perspectives, relevance, student connections	Learning connects to prior knowledge; motivation increases with relevance and belonging	Materials build background knowledge and connect content to real-world contexts meaningfully
Support for Student Learning	Scaffolds, differentiation, multiple modalities	Scaffolding reduces cognitive load; too much information overwhelms learners	Supports are strategic, fade over time, and visuals/text are well-integrated
Assessment Practices	Formative checks, summative tasks, rubrics	Retrieval practice strengthens memory; effective feedback drives learning	Frequent low-stakes checks, clear rubrics, and actionable feedback are embedded
Teacher Support & Usability	Guidance, misconceptions, PD support	Experts and novices think differently; misconceptions must be addressed	Materials include teacher guidance, common misconceptions, and clear instructional moves

# SCIENCE OF READING INTEGRATION



## **Elementary:**

- Supplemental resources are recommended for social studies to strengthen literacy integration alongside our existing knowledge-building ELA resource.
- All elementary teachers are trained in the Science of Reading which will support implementation.

## **Secondary:**

- Leverage the expertise of 6-12 Literacy Specialists by pairing them with the content experts during the curriculum-writing process.
- Explicit vocabulary and reading comprehension strategies will be embedded in UbDs.

# NEXT STEPS



## **Recommendations and considerations**

- present board with options to move forward at the next meeting.



# THANK YOU

**Sarah Hunter**

*Executive Director of Learning  
and Achievement*

Sarah.Hunter@ahschools.us



# BUDGET AMENDMENT 2025-26

*Michelle Vargas, chief financial officer  
April 27, 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
<b>Total revenues, expenditures and fund balance</b>	<b>\$241,682,405</b>	<b>\$752,931,854</b>	<b>\$771,917,463</b>	<b>\$222,696,796</b>
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
	Revenue	Expenditures	Operating Balance	
<b>Adopted Budget:</b>	\$675,245,459	\$700,299,679	(\$25,054,220)	
<b>Adjustments :</b>				
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)		
<b>Total Adjustments</b>	<b>1,997,152</b>	<b>(7,734,055)</b>	<b>\$9,731,207</b>	
<b>Amended Rev/Exp Budget</b>	<b>\$ 677,242,611</b>	<b>\$ 692,565,624</b>	<b>(\$15,323,013)</b>	<b>(\$15,323,013)</b>
<b>Projected Fund Balance 6/30/2026</b>				<b>\$161,314,890</b>

# GENERAL FUND FY26



	2024-25 Actual	Adopted 2025-26 budget	Amended 2025-26 budget	\$ Change	% Change
<b>Revenues</b>					
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	
<b>Total revenues</b>	<b>\$679,940,988</b>	<b>\$675,245,459</b>	<b>\$677,242,611</b>	<b>\$1,997,152</b>	<b>0.3%</b>
<b>Expenditures</b>					
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%
<b>Total expenditures</b>	<b>\$665,842,066</b>	<b>\$700,299,679</b>	<b>\$692,565,624</b>	<b>(\$7,734,055)</b>	<b>-1.1%</b>
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)		
<b>Fund balance</b>					
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		
<b>Total fund balance</b>	<b>\$176,637,903</b>	<b>\$151,623,975</b>	<b>\$161,314,890</b>		
<b>Percent of operating expenditures</b>	<b>12.9%</b>	<b>10.0%</b>	<b>11.9%</b>		

General fund	Fund balance June 30, 2025	Amended FY26 revenues	Amended FY26 expenditures	Transfers	Projected fund balance June 30, 2025	Operating balance
<b>Unassigned</b>	<b>\$67,103,195</b>	<b>\$550,419,633</b>	<b>\$556,377,668</b>	<b>\$5,150,000</b>	<b>\$66,295,159</b>	<b>(\$5,958,036)</b>
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
<b>Total</b>	<b>\$176,637,903</b>	<b>\$677,242,611</b>	<b>\$692,565,624</b>	<b>\$0</b>	<b>\$161,314,890</b>	<b>(\$15,323,013)</b>

## 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		
<b>Total Grants and Adjustments</b>	<b>(\$24,311)</b>	<b>(\$504,936)</b>	<b>\$480,625</b>	
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
<b>Revenues</b>					
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%
<b>Total revenues</b>	<b>\$30,490,324</b>	<b>\$31,540,742</b>	<b>\$31,516,431</b>	<b>(\$24,311)</b>	<b>-0.1%</b>
<b>Expenditures</b>					
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%
<b>Total expenditures</b>	<b>\$29,872,890</b>	<b>\$31,640,576</b>	<b>\$31,135,640</b>	<b>(\$504,936)</b>	<b>-1.6%</b>
Operating surplus (deficit)	\$617,434	(\$99,834)	\$380,791		
<b>Fund balance</b>					
Restricted/reserved fund balance	\$10,406,943	\$10,307,109	\$10,787,734		
<b>Percent of total expenditures</b>	<b>34.8%</b>	<b>32.6%</b>	<b>34.6%</b>		

# 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
<b>Total revenues, expenditures and fund balance</b>	<b>\$241,682,405</b>	<b>\$752,931,854</b>	<b>\$771,917,463</b>	<b>\$222,696,796</b>
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

## COMMUNICABLE AND INFECTIOUS DISEASE POLICY

### I. PURPOSE

To promote and protect the health and safety of our students and staff by implementing guidelines for communicable disease prevention and education. This Policy is intended to provide guidance for district staff members, reassurance to families and the community, and support for persons with communicable and infectious diseases.

### II. GENERAL STATEMENT OF POLICY

- A. Utilizing guidelines established by agencies responsible for establishing policies related to communicable disease, including the Minnesota Department of Health and the Centers for Disease Control, students and staff will be allowed to participate in the school setting.
- B. If the health status of a student deteriorates enough to interfere with their ability to safely attend school, the District may request a licensed health care provider's exam to establish the safety and appropriateness of attending school.
- C. If the health status of an employee deteriorates to the extent that it interferes with their ability to attend work, the District, as governed by applicable law, may require a licensed health care provider's exam in order to establish whether the employee is fit for duty.
- D. Health data relating to students is private data and as such will not be released without permission of the student's parent/guardian or the permission of an eligible student (i.e. a student over 18 years of age with legal capacity to act on their own behalf).
- E. Health data related to employees is private data and as such will not be released except where allowed by law.

### III. DEFINITIONS:

*Communicable Disease:* disease due to an infectious agent that may be transmitted directly or indirectly from one individual to another; examples of communicable diseases include hepatitis, tuberculosis, and human immunodeficiency virus.

*Standard Precautions:* infection control methods that define all body fluids and substances as infectious.

*Blood Borne Pathogen:* infectious organism that lives in the bloodstream including, but not limited to, human immunodeficiency virus, hepatitis B and hepatitis C.

*Human Immunodeficiency Virus (HIV):* virus that causes acquired immune deficiency syndrome; persons with HIV may be asymptomatic for extended periods of time, often years.

*Personal Protective Equipment:* materials provided for staff that minimize exposure to potentially infectious substances or environmental hazards; may include but not limited to gloves, aprons, or face shields.

#### IV. BACKGROUND INFORMATION ON COMMUNICABLE DISEASES IN THE SCHOOL

##### SETTING

The risk of transmitting blood-borne pathogens, including hepatitis B, hepatitis C, or HIV, is extremely low in school settings when standard precautions to prevent disease transmission are followed. Standard precautions dictate that all blood and body fluids be handled as though they are infectious. Staff in the school setting need information about the appropriate measures to take when coming in contact with blood or body fluids.

Young persons engaging in high-risk behaviors such as unprotected sexual activity are at risk of becoming infected with HIV as well as other sexually transmitted diseases, and education remains the major tool for fighting the spread of such diseases. The district has a critical role to play in providing accurate up to date information regarding prevention of HIV and sexually transmitted infections consistent with state statute.

##### A. School Attendance

A student with a communicable disease has the same right to attend school and receive services as any other student, and is subject to the same school policies. School guidelines for communicable disease exclusion will follow recommendations from local, state and federal agencies that address communicable disease standards.

When indicated, the educational placement of a student with a communicable disease will be determined by school authorities following established procedures for students with disabilities. The most appropriate environment for the student will be recommended. Federal guidelines for the Individuals with Disabilities Education Act (IDEA) will be complied with, and school accommodations made as needed.

Staff members will maintain a respectful school climate and disallow any physical or verbal harassment of an individual with a communicable disease, or anyone associating with a person or persons with a communicable disease.

##### B. Employment

It is the policy of the District that staff with communicable diseases will not be excluded from attending to their employment so long as the staff is physically, mentally and emotionally able to safely perform their assigned tasks and their attendance at work does not create a risk of transmission of the illness to students, staff, or others in the District. In the event the District can take reasonable steps to reduce the risk of transmission of the disease, such steps will be undertaken.

##### C. Privacy

No information regarding an individual's communicable disease status will be divulged to any individual or organization except where allowed or required by law.

Health records and documents that reference the communicable disease status of a student or staff will be kept in a secure location. Information regarding communicable disease status will be protected as required by law.

##### D. Infection Control

The District will operate according to the standards promoted by the U.S. Occupational Health and Safety Administration for the prevention of bloodborne infections. All staff will consistently follow infection control guidelines to prevent bloodborne pathogen exposure at

all times. Personal protective equipment will be supplied by the district in order for the staff to meet infection control standards. Concerns regarding unsafe practices will be reported to the Buildings and Grounds Health and Safety Manager and the District Health Services Coordinator.

In the event of a District staff member's communicable disease exposure, staff will be directed to their private physician or a school nurse. The staff will complete an accident investigation report and forward it to the Human Resources Department.

E. Communicable Disease and Extracurricular Activities

Following the guidelines established by the Centers for Disease Control and Minnesota Department of Health, students with a communicable disease may participate in physical education classes, athletic programs, organized sports, and school sponsored activities. Reasonable accommodations will be made to allow students with communicable diseases to participate in these activities.

Infection control guidelines will be adhered to in all locker rooms and athletic settings. Personal protective equipment will be available as needed at athletic events.

G. Communicable Disease Prevention Education

In accordance with Minnesota Statute 121 A.23, the school district will develop a comprehensive education plan to prevent communicable diseases.

H. Information and Resources

Students and staff will be provided with information to assist them in obtaining confidential care regarding communicable disease education and services. Administration will provide such information without breaking confidentiality standards. Current information regarding communicable diseases will be available through the District Health Office.

I. Staff Development

As required by federal regulations, relevant staff will be trained with current information regarding bloodborne pathogen exposure and procedures for handling blood exposure in the school setting. Staff whose positions require additional training relevant to their positions and responsibilities will receive this training on a yearly basis.

Staff with responsibility for teaching students about communicable disease prevention will receive the necessary training and materials to assist students to develop the knowledge, attitudes, and behavior that will help prevent communicable diseases.

Anoka-Hennepin District No. 11  
Anoka, MN 55303  
Adopted March 10, 1986  
Revised: June 27, 1994  
Revised: November 8, 2021  
Rewrite: [Date] 2026

**ALL FORMATTING WILL BE ADJUSTED PRIOR TO POSTING ON DISTRICT WEBSITE**

## STUDENT ENROLLMENT AND ENROLLMENT OPTIONS POLICY

### I. PURPOSE

The school district desires to participate in the Enrollment Options Program (Open Enrollment ) established by Minn. Stat 124D.03 and provide for in-district enrollment options for resident students. The purpose of this policy is to set forth the application and exclusion procedures used by the school district in making these determinations.

### II. GENERAL STATEMENT OF POLICY

It is the policy of the school district to ensure that enrollment in its schools is available to all legally eligible students. The school district must administer open enrollment consistent with the provisions of Minnesota Statute. The school board establishes specific standards for acceptance and rejection of open enrollment applications as set forth in this Policy. Additionally, it is the policy of the school district to administer its in-district enrollment options process in a fair and orderly manner according to the requirements of this Policy. Consistent with Minnesota Statute, a student's attendance at a particular public school is a privilege not a right for a pupil. Enrollment of homeless students must comply with the requirements of the McKinney Vento Act.

### III. DETERMINATION OF ENROLLMENT ELIGIBILITY AND RESIDENCY

A. General Residency and Enrollment Expectations. Students are generally enrolled in their neighborhood school based on their parent/guardian home address. If the parent/guardian of the student are separated or divorced and both maintain legal rights to determine the student's education, but are living in different districts, the district of residence is the district in which the student primarily resides for the greater part of the school year. Residents of Anoka-Hennepin Independent School District No. 11 attend district schools tuition-free.

To qualify as a legal resident eligible to enroll in the school district, a student must satisfy the following criteria:

- **Primary Residency:** Reside within the district's legal boundaries for reasons other than purely educational purposes. The student must receive personal care, supervision, and full emotional and financial support within that home.
- **General Age Requirement:** Be at least five years old on or before September 1, and not have exceeded their 21st birthday by the time of high school completion.
- **No High School Diploma Issued:** If the student has a diploma (excluding GED) they are not eligible to enroll.
- **Special Education Provision:** Students with disabilities are eligible from birth through the completion of high school, provided they do not exceed their 22nd birthday by September 1 of that academic year.

B. Residency Status and Transportation Expectations. At any point where the area of home residency and the school's attendance area do not match, transportation of the student becomes the responsibility of the parent/guardian, or student. Students not living inside their school's assigned attendance area may register to ride buses to/from active, existing bus stops within the school's designated transportation area (i.e. border stops), or attend a day care facility/other alternate residence inside the school's designated transportation area. Routes and stops will not be created outside of the school's regular attendance area(s).

- C. Residency Disputes. If the school district reasonably believes that a student does not meet residency requirements, the student may be removed from the school only after the school district sends the student's parents/guardian written notice of the school district's belief, including the facts upon which the belief is based, and an opportunity to provide documentary evidence of residency in person to the superintendent or designee, or, at the option of the parents/guardians, by sending the documentary evidence to the superintendent, or a designee, who will then make a determination as to the residency status of the student.

Documentary evidence can include: property documents (purchase agreement, mortgage documents, or lease/rental agreements); utility records: (utility bills (electric, water, gas) showing the parent/guardian name and address); and government identification/records (parent/guardian driver's license or state ID card reflecting the new address, voter registration card, military records, or other official state records).

- D. Age Eligibility Disputes. If the school district reasonably believes that a student has exceeded age limits permitted to receive a public education under Minnesota law, the student may be denied enrollment/may be removed from the school only after the school district sends the student's parent/guardian or to an eligible student (i.e. over 18 years of age and legally competent), written notice of the school district's belief, including the facts upon which the belief is based, and an opportunity to provide documentary evidence of the student's age in person to the superintendent or designee, or, at the option of the parents/guardians, by sending the documentary evidence to the superintendent, or a designee, who will then make a determination as to the age eligibility of the student.

#### IV. OPEN ENROLLMENT FOR NON-RESIDENT STUDENTS

- A. Capacity Limits. Applications for Open Enrollment consistent with Minn. Stat. 124D.03 will be approved provided that acceptance of the application will not exceed the capacity of a program (excluding special education services); class; grade level; or school building; as established by school board resolution and provided that:

1. Space is available for the applicant under enrollment cap standards established by school board policy or other directive.
2. In considering the capacity of a grade level, the school district may only limit the enrollment of nonresident students to a number not less than the lesser of: (a) one percent of the total enrollment at each grade level in the school district; or (b) the number of school district resident students at that grade level enrolled in a nonresident school district in accordance with Minn. Stat. 124D.03.
3. The applicant is not otherwise excluded by action of the school district because of previous conduct in another school district.
4. The district has sole discretion to determine school of attendance for open enrolled student.

If the school district limits enrollment of nonresident students pursuant to this section, the school district shall report to the Commissioner of the Minnesota Department of Education (MDE) by July 15 on the number of nonresident students denied admission due to the limitations on the enrollment of nonresident students.

- B. Applications. Open Enrollment applications are accepted year round. The following parameters apply:

1. Applications submitted before January 15 receive priority consideration. Any application received after January 15 will go into a second or third round lottery. April 1 is the deadline for an application to be considered in the second round lottery, and June 1 is the deadline for the third and final round lottery.
2. The school district shall notify the parent/guardian in writing by February 15, or within ninety (90) days for applications submitted after January 15.
3. Parents/guardians must confirm the intent to enroll by March 1, or within ten (10) business days of acceptance for applications submitted after January 15. This obligates the student to attend the new school for one year, unless the boards of both districts agree to allow the student to transfer back to the resident school district.
4. For applications made by January 15 and accepted, assignments to schools will be made by February 15 and resident school districts will be notified by March 15.
5. Once enrolled, the student may remain enrolled in the district, is typically eligible to remain in the feeder school path until 12th grade and is not required to submit annual or periodic applications.

#### E. Basis for Decisions

1. Standards that may not be used for rejection of application. The school district may not use the following standards in determining whether to accept or reject an application for open enrollment:
  - a. previous academic achievement of a student;
  - b. athletic or extracurricular ability of a student;
  - c. disabling conditions of a student;
  - d. a student's proficiency in the English language;
  - e. the student's district of residence; or
  - f. previous disciplinary proceedings involving the student.
2. Standards that may be used for rejection of application. In addition to rejecting an application because space is unavailable as discussed in Section IV. A., the school district may deny enrollment for a student who is expelled for the following reasons:
  - a. possessing a dangerous weapon, including a weapon, device, instruments, material, or substance, animate or inanimate, that is used for, or is readily capable of, causing death or serious bodily injury, at school or a school function;
  - b. possessing or using an illegal drug at school or a school function;
  - c. or soliciting the sale of a controlled substance while at school or a school function; or
  - d. committing a third-degree assault involving assaulting another and inflicting substantial bodily harm.
3. Notwithstanding the standard set forth in paragraph E.1 and E.2 above, the school district reserves the right to pursue expulsion/exclusion proceedings against an enrolling student for conduct which constituted grounds for expulsion in their prior school of enrollment.

#### F. Lottery

When the maximum number of applications exceeds the established maximum, approvals will be made by random lot.

The district shall give priority to enrolling siblings of currently enrolled students, students whose applications are related to an approved integration and achievement plan, children of the school district's staff, and students residing in that part of a municipality (a statutory or home rule charter city or town) that meets the requirements of Minn. Stat. 124D.03 subd 5a.

The lottery process will be posted on the district website.

#### G. Termination of Enrollment

1. The school district may terminate the enrollment of a nonresident student enrolled under an enrollment options program pursuant to Minn. Stat. 124D.03 or 124D.08 at the end of a school year if the student meets the definition of a habitual truant, the student has been provided appropriate services for truancy under Minn. Ch. 260A, and the student's case has been referred to juvenile court. A "habitual truant" is a child under 17 years of age who is absent from attendance at school without lawful excuse for seven school days per school year if the child is in elementary school or for one or more class periods on seven school days per school year if the child is in middle school, junior high school or high school, or a child who is 17 years of age who is absent from attendance at school without lawful excuse for one or more class periods on seven school days per school year and who has not lawfully withdrawn from school under Minn. Stat. 120A.22, Subd. 8.
2. The school district may also terminate the enrollment of a nonresident student over 17 years of age if the student is absent without lawful excuse for one or more periods on 15 school days and has not lawfully withdrawn from school under Minn. Stat. 120A.22, Subd. 8.

#### V. IN-DISTRICT TRANSFER ENROLLMENT OPTIONS FOR RESIDENT STUDENTS

##### A. In-District Transfer Defined

"In-district transfer" means enrollment for a student who is a legal resident of the District in a school building other than the building assigned by district attendance boundaries. In-district transfers take precedence over outside enrollment requests.

##### B. Attendance Area Enrollment

Students are generally enrolled in the school that is designated for the attendance area where their parent/guardian resides. Students who reside within the boundaries of the District will be permitted to attend the schools of said district tuition free.

If the attendance area is changed due to the boundary change process, exceptions to this policy may be made at the discretion of the School Board.

At any point where the residence area and assigned boundary area do not match, transportation of the student becomes the responsibility of the parent/guardian, or student. If space is available on a bus traveling to the school, the student may be picked up at a scheduled stop and ride this bus to the school, and may include corresponding transportation fees.

An employee of the District may elect to have their children attend the school and school feeder path aligned with where they are assigned, coach or advise co-curricular activities.

##### C. Eligibility and Process for In-District Transfer

1. Capacity Limits. Applications for enrollment under the In-District Transfer option will be approved provided that acceptance of the application will not exceed the capacity of a program, class, grade level, or school building.

2. Application. The student and parent/guardian must complete and submit an application for In-District Transfer.
  - a. The priority application window is December 1 to January 15, for enrollment the following year for consideration. Assignments to schools will be made by February 15 and schools will be notified March 15. Parents/guardians must confirm their intent to enroll by March 1. This obligates the student to attend the new school for one year.
  - b. The secondary application window deadline is April 1.
  - c. The third application window deadline is June 1.

For secondary and third application window, parents/guardians must confirm the intent to enroll within 30 days of notification of acceptance.

3. Random Lot
  - a. When the maximum number of applications exceeds the established maximum, approvals will be made by random lot.
  - b. If approved, the student will be eligible to stay in the feeder school path through 12th grade.

#### F. Termination of In-District Transfer Status

The District may terminate the In-District Transfer status of a student if family transportation concerns result in the student being excessively absent or tardy or the student remaining at school past pick up time multiple days. In-District Transfer may also be terminated at district discretion due to health and safety concerns.

#### **Legal References:**

- Minn. Stat. § 120A.22, Subd. 3(e) and Subd. 8 (Compulsory Instruction)
- Minn. Stat. § 121A.40-121A.56 (The Pupil Fair Dismissal Act)
- Minn. Stat. § 124D.03 (Enrollment Options Program)
- Minn. Stat. § 124D.08 (School Board Approval to Enroll in Nonresident District; Exceptions)
- Minn. Stat. § 124D.68 (Graduation Incentives Program)
- Minn. Stat. Ch. 260A (Truancy)
- Minn. Stat. § 260C.007, Subd. 19 (Definitions)
- Minn. Op. Atty. Gen. 169-f (Aug. 13, 1986)
- Indep. Sch. Dist. No. 623 v. Minn. Dept. of Educ.*, Co. No. A05-361, 2005 WL 3111963 (Minn. Ct. App. 2005) (unpublished)
- 18 U.S.C. 930, para. (g)(2) (Definition of weapon)

Anoka-Hennepin School Dist. No. 11  
Anoka, MN 55303  
Adopted: November 14, 2005  
Rewrite: [Date] 2026

**ALL FORMATTING WILL BE ADJUSTED PRIOR TO POSTING ON DISTRICT WEBSITE**

## SCHOOL SECURITY AND VISITORS TO ANOKA-HENNEPIN SCHOOL DISTRICT BUILDINGS AND SITES DURING THE INSTRUCTIONAL DAY

### I. PURPOSE

The purpose of this policy is to inform the school community and the general public of the position of the School Board on visitors to school buildings and other school property and leased sites during the instructional day.

### II. GENERAL STATEMENT OF POLICY

- A. The School Board encourages interest on the part of parents/guardians and community members in school programs and student activities. The School Board welcomes visits to school buildings and school property by parents/guardians and community members, provided the visits are consistent with the health, education, and safety of students and employees and are conducted consistent with the policy and procedures, and requirements established by the Anoka-Hennepin School District.
- B. The School Board emphasizes the importance of maintaining a school environment that is safe for students and employees and free of activity that may be disruptive to the student learning process or employee working environment. The School Board authorizes school principals to exercise their discretion to manage school visits by parents/guardians and community members so as to ensure minimal disruption to the educational and workplace environment.
- C. The School Board strives to keep schools a welcoming place for our community to share educational experiences while providing heightened security for students and employees during the instructional day.

### III. VISITOR EXPECTATIONS

- A. Visits to school sites should be pre-approved with the building principal or their designee.
- B. All visitors to Anoka-Hennepin buildings and sites must register their visit using the visitor management system before entering the building and must check-in with the administrative office upon arrival and departure. Doors will be locked and visitors will be expected to present identification at the designated main entrance of the school building.
- C. Visitors to Anoka-Hennepin buildings and sites will receive name label stickers through the visitor management system which they must always wear on the front of their shirt at eye level while they are within the building.
- D. Visitors to school buildings should not enter into classrooms, other educational spaces, student designated restrooms or locker rooms without the knowledge and permission of the school principal or their designee. Visitors should avoid engaging with any students unless they are accompanied by school staff or they are a parent/guardian interacting with their own student.
- E. All visitors to the building are expected to engage with staff in a professional and respectful manner. Loud, profane, threatening or harassing conduct/language is strictly prohibited.
- F. Visitors to schools during normal operations should not take pictures, videos or audio recordings of students and staff without the tacit approval of the subject of the picture/recording and school officials. School programs or activities which are made open to parents/guardians, families or community members are generally not subject to these limitations.
- G. Visitors who wish to meet with teachers must schedule appointments in advance and register with the administrative office upon arrival.

- H. If school district personnel or volunteers see a visitor in the building without a name label sticker they will courteously escort the visitor to the administrative office or immediately notify the administrative office of the presence of the visitor.
- I. Pursuant to this policy, an individual or group may be denied permission to visit a school or school site, or such permission may be revoked if: the visitor does not comply with school board policy/school procedures; the presence of the visitor(s) is disruptive or is otherwise not in the best interest of students, employees, or the school at the time of the visit.
- J. Pursuant to state statute, an individual who enters school property and does not comply with the policy and its requirements may be reported to local law enforcement for criminal trespass and thus may be subject to criminal penalty.
- K. Parents/Guardians of students in Adventures Plus before and/or after school will be issued equipment to allow them access into areas used for the program.
- L. Post-Secondary Enrollment Options Students: A student enrolled in a post-secondary enrollment options course may remain at the school site during regular school hours in accordance with established building procedures; and may be provided with reasonable access, during regular school hours, to a computer and other technology resources that the student needs to complete coursework for a post-secondary enrollment course in accordance with established procedures.

#### IV. PARENT/GUARDIAN CONTACT WITH STUDENTS DURING THE SCHOOL DAY

- A. Parents/guardians visiting their student's school must comply with visitor expectations stated in this policy.
- B. Parent/guardian contact with students (phone, virtual or in-person) during the school day is generally discouraged absent an emergency or unique circumstances. In the event of circumstances which require parent/guardian contact with a child during the school day, the parent/guardian should telephone or go to the office of the building principal to request that the student be called to the office to meet with the parent/guardian.
- C. Parents/guardians may not go to classrooms, cafeterias, or other school locations to meet with their children unless they first check into the principal's office and receive expressed permission from the principal or their designee to do so.
- D. The principal or their designee may determine if the student may leave class at that time to meet or talk with the parent/guardian and they may select the meeting place and determine the length of time the student may be away from class. If appropriate, the principal or their designee may be present when the parent/guardian meets with the child.

**Legal References:** Minn. Stat. § 123B.02 (General Powers of Independent School Districts)  
Minn. Stat. § 124D.09 (Postsecondary Enrollment Options Act)  
Minn. Stat. § 128C.08 (Assaulting a Sports Official Prohibited)  
Minn. Stat. § 609.605, Subd. 4 (Trespass)

Anoka-Hennepin District No. 11  
Anoka, MN 55303  
Adopted September 27, 1999  
Revised March 10, 2014  
Rewrite: [Date] 2026 (combining 903.1 & 903.2)

**ALL FORMATTING WILL BE ADJUSTED PRIOR TO POSTING ON DISTRICT WEBSITE**



# 2025-26 INSURANCE RATES FIRST READING

April 27, 2026

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*Dr. Jennifer Cherry, Chief Human Resources Officer  
Todd Mensink, Director of Labor Relations & Benefits  
Josh Johnson, AON*

## RATE SETTING OVERVIEW



- As a self-insured district - The district pays own insurance claims, and sets own premium rates.
- Premiums are established to:
  - Cover expenses (claims, stop-loss insurance, admin fees).
  - Maintain an acceptable reserve to cover variance in claims and runout expenses.
- Consultants at Aon provide analysis to establish rate recommendations.
- Claims projections, administrative fees, stop-loss insurance, rebates, discounts, and other costs associated with administering the plan are included in the analysis.

# INSURANCE ADVISORY COMMITTEE

- The Insurance Advisory Committee is charged with providing guidance on the District's Employee Benefit Offerings and is made up of representatives from all 13 of our Bargaining Groups.
- After the large rate increases experienced in 2025-26, the Insurance Committee has been meeting on a monthly basis to discuss options for reducing medical insurance costs.
- Last month, the Committee brought a recommendation to convert three of our plans to High Deductible Health Plans in order to mitigate further Premium Increases.



## ANOKA-HENNEPIN DENTAL INSURANCE RATES

# 2026-2027 DENTAL UNDERWRITING



Claims through November 2025

	12.2023 – 11.2024	12.2024 – 11.2025
<b>Claims &amp; Enrollment</b>		
Gross Aggregate Paid Claims	\$5,400,000	\$5,202,000
Plan Change(s)	1.000	1.000
Adjusted Paid Claims	\$5,400,000	\$5,202,000
Enrollment	61,589	60,769
PEPM Claim Cost (prior to trend & plan adjustments)	\$87.68	\$85.61
<b>Adjustments</b>		
Annual Trend	4.3%	4.5%
Months of Trend Applied (midpoint to midpoint)	33	21
Applied Trend Factor (multiplicative)	1.123	1.080
PEPM Claim Cost (post trend & adjustments)	\$98.45	\$92.43
Experience Period Weighting	40%	60%
<b>Plan Year 2026 – 2027 (Per Employee Per Month)</b>		
Total Projected Dental Claims		\$94.84
Administrative Fee		\$4.85
<b>Total Premium Requirement</b>		<b>\$99.69 (+10.76%)</b>

AON

\* At current February 2026 enrollment of 4,920 employees

# 2026-2027 DENTAL RATE RECOMMENDATION



2025-2026 Plan Year		Budget Rates vs Reserve Spend		2026-2027 Plan Year	
		2026 – 2027 Plan Year			
Current Premium	\$90	Premium Requirement	\$99.69	Recommended Premium	\$95
		Required Increase	\$9.69		
		Reserve deficit w/ no increase *	\$572,000		
		Dental Fund Equity	\$1,355,000		

AON

# DENTAL INSURANCE RECOMMENDATION, 2025-26



- **District Administration recommends increasing Dental Rates by \$5 per month, to \$95.**
- Due to a high fund balance, we had not increased dental rates in several years prior to last year, when they were increased by \$5/month.
- With a \$5 increase, dental reserves are projected to go down, but still remain significantly higher than the suggested target level.



## ANOKA-HENNEPIN HEALTH INSURANCE RATES



## KEY CONSIDERATIONS REGARDING RATE INCREASES

- Enrollment in District Insurance decreased by 11.5% (-501 members) in 2025-26
- While the experience of those who remained on our plan did not change significantly last year, continuing to shift the burden of health costs to employees could result in adverse selection (healthier people leaving the plan)
- Insurance rate increases impact individual employees differently based on negotiated district contributions, choice of plan and coverage.
- District Contributions toward employee insurance are not scheduled to increase as much as total premium increases so employees who maintain similar coverage will see increases in their share of the premium.



## ANOKA-HENNEPIN INSURANCE PLANS, 2026-27

Third party administrator: Medica

Plan	Projected enrollment	Plan design	Network
<b>Choice Copay</b>	Single: 473 Family: 89	<b>Deductible:</b> None <b>Copay:</b> \$25 - \$100 <b>Coinsurance:</b> 20%	Open
<b>Choice HDHP</b>	Single: 1144 Family: 515	<b>Deductible:</b> \$2,250 single/ \$4,500 family	Open
<b>Elect HDHP</b>	Single: 476 Family: 261	<b>Max out of Pocket:</b> \$3,250 single / \$6,500 family	Mid-sized - Allina, Riverway, Park-Nicollet, others
<b>VantagePlus HDHP</b>	Single: 715 Family: 207	<b>Copay:</b> \$55-650 <b>Coinsurance:</b> 25%	Narrow - M-Health Fairview



# EXECUTIVE SUMMARY: MEDICAL

2026 - 2027 Forecasted Increase	
14.4%	Overall
\$219	Per Employee Per Month
\$10.2M	Annual

Key Observations	
1	Drug trends continue to increase due to specialty medications and GLP-1s and high-cost claimant activity remains elevated.
2	Claims experience in the final months of last plan year and into the first half of this plan year were extremely high

Market Trends	
7.5%	Medical Claims
13.0%	Rx Claims
9.0%	Overall Trend

Methodology	
Projection utilizes historical data through February 2026 to forecast 2026-2027 expected costs.	
This point in time estimate has been developed to help directionally understand projected cost and is subject to change based on changes to enrollment population risk, etc.	

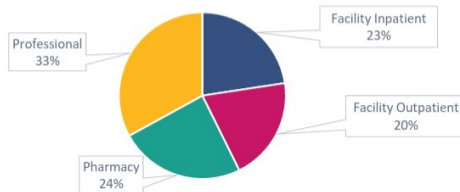


## CLAIMS INCURRED SEPT. 2024 - AUGUST 2025

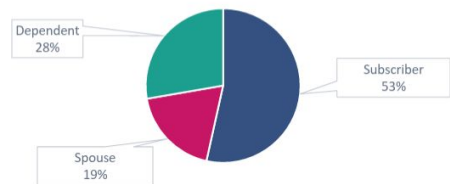
### High-cost claimants summary

Summarized paid bands	Claimants by paid bands	% Claimants by paid bands	Paid by paid bands	% Paid by paid bands	Paid per claimant by paid bands
< \$0 - \$50,000	7,661	96.18%	\$40,668,531.61	46.25%	\$5,308.51
\$50,001 - \$100,000	183	2.30%	\$12,563,428.93	14.29%	\$68,652.62
\$100,001 - \$250,000	84	1.05%	\$13,193,607.13	15.00%	\$157,066.75
\$250,001 - \$500,000	24	0.30%	\$8,427,037.78	9.58%	\$351,126.57
Greater than \$500,000	13	0.16%	\$13,086,644.58	14.88%	\$1,006,664.97
> \$50,000	304	3.82%	\$47,270,718.42	53.75%	\$155,495.78
<b>Total: All</b>	<b>7,965</b>	<b>100.00%</b>	<b>\$87,939,250.03</b>	<b>100.00%</b>	<b>\$11,040.71</b>

High-cost claimant by service category

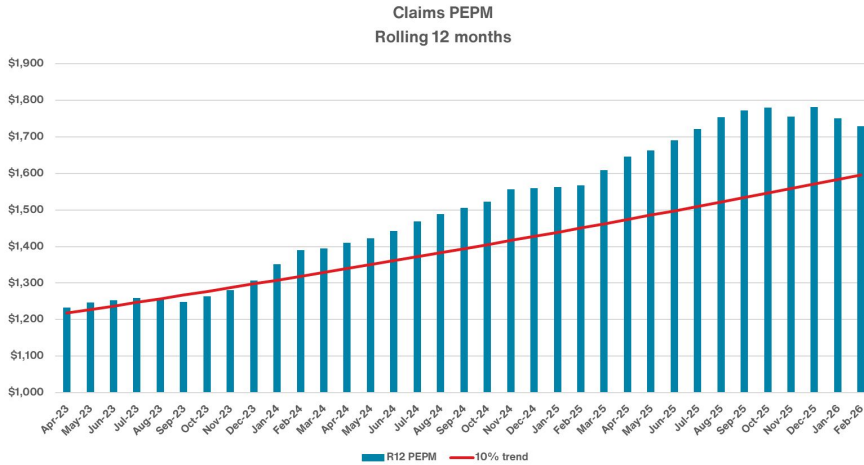


High-cost claimant by member relationship





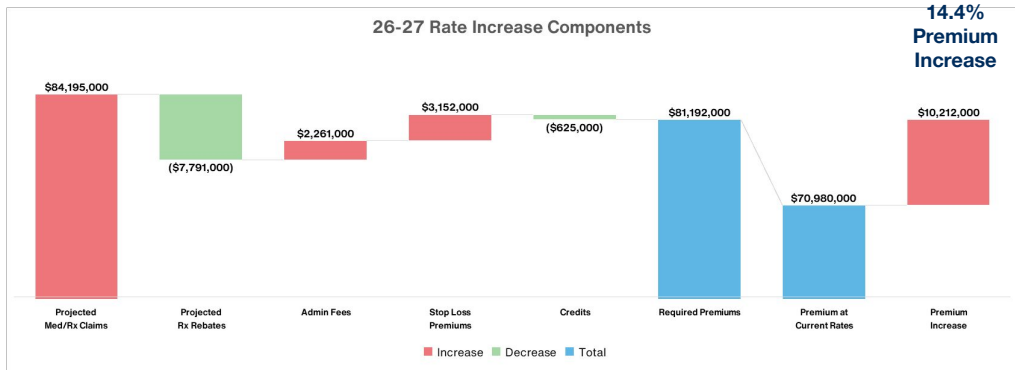
# 2023-2026 YTD HISTORICAL CLAIMS TREND-MEDICAL + RX



- 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 and continue to increase the gap



# 2026-2027 MEDICAL/RX UNDERWRITING RESULTS



**Includes the following:**

- Improved Rx pricing and renewal of the \$1.25M two-year credit
- HDHP Design replaces 80/20 Plans





# RESERVE CONSIDERATIONS

## RESERVE CONSIDERATIONS, 2026-27



- Over the last 2 years, the Health Insurance reserve has been depleted due to unexpectedly high claims; aggregate stop loss was reached in the 2024-2025 plan year. The reserve currently is not large enough to cover all of our estimated incurred but not received (IBNR) claims.
- Last year, rates were set \$3 million higher than anticipated expenses to support a long term plan to rebuild the reserve.
- Additional load to rebuild the reserve is not included in recommended 2026-2027 premiums due to concern for employee affordability after back to back years of extremely high increases.
- Alternative efforts to rebuild the reserve are necessary for the long term health of Internal Service Fund.



# HEALTH INSURANCE RATE RECOMMENDATION

## RATE SETTING - CONSIDERATIONS



- Overall premiums need to increase by an average of 14.4% (\$10.2 million) to cover expenses.
- Due to plan design savings, the HDHPs, allows them to be priced at a 13.7% increase, compared to a 17.8% increase for the Copay Plan.
- The HDHP plan designs have higher deductibles than the 80/20 plans had, and we would suggest the Board continue to fund HRA / HSA contributions at ½ of the deductible (\$1.5 million expense)
  - Single - Deductible \$2250, HSA Contribution - \$1125
  - Family - Deductible \$4500, HSA Contribution - \$2250



## RATE RECOMMENDATION

Current: 2025-26 Rates		Proposed: 2026-27 Rates		Change	
Single	Monthly premium	Family	Monthly premium	\$ increase	% increase
ChoicePlus Copay	\$1,255	ChoicePlus Copay	\$1,480	\$225	17.9%
ChoicePlus 80/20	\$1,050	ChoicePlus HDHP	\$1,195	\$145	13.8%
Elect 80/20	\$1,000	Elect HDHP	\$1,135	\$135	13.5%
VantagePlus 80/20	\$970	VantagePlus HDHP	\$1,105	\$135	13.9%
Family	Monthly premium	Family	Monthly premium	\$ increase	% increase
ChoicePlus Copay	\$3,420	ChoicePlus Copay	\$4,030	\$610	17.8%
ChoicePlus 80/20	\$2,790	ChoicePlus HDHP	\$3,175	\$385	13.8%
Elect 80/20	\$2,635	Elect HDHP	\$2,995	\$360	13.7%
VantagePlus 80/20	\$2,520	VantagePlus HDHP	\$2,865	\$345	13.7%



## RATE RECOMMENDATION:

Coverage Type	Plan	Monthly Premium Single	Monthly Premium Family
Health and Hospitalization	Choice Copay	\$1,480	\$4,030
	Choice HDHP*	\$1,195	\$3,175
	Elect HDHP*	\$1,135	\$2,995
	VantagePlus HDHP*	\$1,105	\$2,865
Dental	Delta Dental	\$95	

\* District HRA/HSA Contribution equal to ½ of Deductible



# THANK YOU

Comments and questions?