

**School Board Meeting
 Monday, September 28, 2026
 AGENDA**

1. Call to Order (1 minute)	
09-28-26 Important Dates	3
2. Pledge of Allegiance (1 minute)	
3. Approve Board Agenda (1 minute)	
4. Consent Agenda (5 minutes)	
4.A. Minutes from the September 14, 2026 School Board Work Session - A	
Jeff Simon, Board Clerk	
Appendix A	4
4.B. Retirements, Resignations, Terminations, Leaves and Modified Leaves of Absence, Sabbaticals, Appointments - A	
Shelly Leciejewski, Director of Employee Services	
Appendix B	9
4.C. Cash Disbursements Report - A	
Jennifer Beck, Director of Finance	
Appendix C	13
4.D. Cash Balance Report - A	
Jennifer Beck, Director of Finance	
Appendix D	14
4.E. Donations & Scholarship Report - A	
Jennifer Beck, Director of Finance	
Appendix E	15
4.F. Monthly Revenue & Expenditures - A	
Jennifer Beck, Director of Finance	
Appendix F	17
4.G. City of Coon Rapids - School Resource Officer Contract - A	
Tiffany Audette, Director of Purchasing	
Appendix G	19
4.H. Retaining Online Learners in Anoka-Hennepin - A	
Dr. Annette Ziegler, Assistant Superintendent for Secondary Schools	
Appendix H	24
4.I. Immunization Exclusions as required by Statute 121a.15 - A	
Kathy Schulz, Health Services Coordinator	
5. Communications, Delegations & Petitions (15 minutes)	
6. Board Calendar & District Update (10 minutes)	
Greg Cole, Superintendent	
7. Finance (35 minutes)	
7.A. Health Insurance Fund Stabilization and Risk Mitigation (10 minutes) - A	
Michelle Vargas, Chief Financial Officer, Dr. Jennifer Cherry, Chief Human Resources Officer, Todd Mensink, Director of Labor Relations and Benefits	
Appendix I	26
Appendix J	29
7.B. Preliminary Tax Certification for Taxes Payable 2027 (25 minutes) - A	

Michelle Vargas, Chief Financial Officer	
Appendix K	31
8. General Counsel (15 minutes)	
8.A.625.0 Responsible Use of Artificial Intelligence Policy, First Read (15 minutes) - C	
Jess Rogers, Associate General Counsel	
Appendix L	38
9. Board Correspondence & Communication	
10. Adjourn	

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

September 28, 2026

Dates to Remember

1. **September 28** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. **October 12** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
3. **October 15-16** MEA Professional Conference, No School
4. **October 26** No Elementary Students, PLC/Conf/Staff Development, K-5 Para Staff Dev.
5. **October 26** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
6. **November 3** No Students, Staff Development
7. **November 3** Election Day
8. **November 9** **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, September 14, 2026**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Michelle Langenfeld called the meeting to order at 5:30 p.m.

The following members were present: Matt Audette, Kacy Deschene (Virtual), Linda Hoekman, and Dr. Michelle Langenfeld. Zach Arco arrived and left at Item 4.A. Literacy Implementation Update. Jeff Simon was absent.

Matt Audette motioned to approve the Board Agenda. Linda Hoekman seconded. Motion passed on a 4-0 vote.

CONSENT AGENDA

Linda Hoekman moved and Matt Audette seconded the motion to approve the following **consent agenda** items:

- a. Minutes** from the August 24, 2026 Regular School Board Meeting.
- b. Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Pamela Andrusko	Andover High, Teacher English	06/11/2027
Sara Davis	Educational Svc Ctr, Educ Off Prof B 12 month	12/03/2026
Saleha Sultani	Coon Rapids High, Child Nutrition Assistant PT	11/20/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Rebecca Marshall	Mississippi Elementary, Teacher Grade 5	06/08/2026
Rose Morris	Jefferson Elementary, Teacher Nurse	09/30/2026
Zoey Olson	Johnsville Elementary, Teacher Grade 4	06/08/2026
Sydney Zgutowicz	Champlin Brooklyn Park Academy, Teacher Phys Ed Elementary	06/08/2026

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Haley Ammann	Hoover Elementary, Teacher Grade K	09/01/2026	01/04/2027
Katie Angel	Champlin Brooklyn Park Academy, Preschool Inst-Full Time Bene	08/28/2026	10/09/2026
Doraine Berg	Home Address, Sub Teacher DAILY	08/12/2026	10/07/2026
Mark Cotter	Andover Elementary, Teacher Grade 5	10/22/2026	01/14/2027
Emily Dukowitz	Rum River Elementary, ParaEducator Spec Ed Cntr Base	02/01/2027	04/23/2027
Deanna Evans	Jefferson Elementary, Teacher Phys Ed Elementary	03/16/2026	06/04/2026
Susan Freitas	Eisenhower Elementary, ParaEducator Elementary	09/02/2025	06/05/2026
Kristine Guider	Johnsville Elementary, Teacher EL	09/16/2026	10/14/2026
Kristeen Haley	Verndale, Teacher Occup Therapist StrCal	12/23/2025	06/30/2026
Heather Haney	Coon Rapids High, Teacher Math	08/25/2025	06/30/2026
Lisa Head	Coon Rapids High, Teacher SLD	08/20/2026	09/09/2026
Molly Hornor	Wilson Elementary, ParaEducator Special Education	09/30/2026	11/10/2026
Lois Irber	Educational Svc Ctr, Educ Office Prof Lead Dept	09/10/2026	12/10/2026
Kayla Jenniges	Champlin Park High, ParaEducator Health	01/01/2026	12/31/2026

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Michelle Koopman	Blaine High, Teacher Nurse	11/11/2025	06/05/2026
Dacia Kuehn	Educational Svc Ctr, Technical Spec Press Operator	09/11/2026	09/28/2026
Anita Larsen	Two Rivers Transition Program, Teacher Work Exp Handicapped	09/10/2025	06/30/2026
Emily Levercom	Educational Svc Ctr, Technical Spec Bindery	09/03/2026	09/18/2026
Jennifer Mallet	Rum River Elementary, Teacher Grade 4	08/31/2026	09/11/2026
Keri Mikkelsen	Two Rivers Transition Program, Teacher ASD (AutismSpectrum)	08/20/2026	12/23/2026
Siera Mulfort	Anoka Middle - Fred Moore Campus, ParaEducator Spec Ed Cntr Base	10/07/2026	12/02/2026
Jennifer Nalepka	McKinley Elementary, Teacher Grade 5	12/16/2026	12/23/2026
Dominique Pavot	Oak View Middle, Teacher Music Secd Orchestra	01/15/2026	06/08/2026
Nicole Pierson	Anoka Middle - Fred Moore Campus, Teacher Academic Support	01/05/2026	06/30/2026
Ann Roehl	University Ave Elementary, Teacher EL	11/04/2025	06/30/2026
Deborah Shepard	Sunrise Elementary, Principal Elementary School	03/19/2026	06/30/2026
Calley Shuman	Roosevelt Middle, Child Nutrition Assistant FT	09/08/2026	10/13/2026
Rachel Spohr	Champlin Park High, Teacher Family Consumer Sci	08/14/2026	11/13/2026
Trisha Terhaar	Verndale, Teacher EC/SE Stretch Calendar	08/31/2026	10/12/2026
Amy Thering	Educational Svc Ctr, CNP Business Specialist	07/01/2025	06/30/2026
Nolan Umland	Blaine High, ParaEducator Secondary	08/25/2026	09/18/2026
Tatiana Valenziano	ESC-Special Ed, Teacher Occupational Therapist	09/02/2026	02/05/2027
Savanah Vee	Home Address, Sub Para	04/24/2026	06/08/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jennifer Berger	Riverview Early Childhood Ctr, ECPE Child Educator Pro Rated	05/04/2026	09/02/2026
Risa Ditty	Champlin Brooklyn Park Academy, A+ Site Coordinator full year	01/05/2026	10/30/2026
Michelle Freudenberg	Educational Svc Ctr - Transportation, ParaEducator Bus	02/24/2026	09/08/2026
Brian Gardner	Anoka Middle - Fred Moore Campus, ParaEducator Spec Ed Cntr Base	03/25/2026	09/15/2026
Amy Geyer	Anoka Middle - Washington Campus, Teacher EL	08/03/2026	09/11/2026
Joan Goodhart	Blaine High, ParaEducator Spec Ed Cntr Base	11/06/2025	10/21/2026
Mary Hagberg	Oxbow Creek Elementary, Teacher Grade 4	02/02/2026	10/30/2026
Latron Hunter	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	02/10/2026	08/07/2026
Cheryl Karlstad	Eisenhower Elementary, Child Nutrition Assistant PT	05/08/2026	08/21/2026
Melissa Knotz	Educational Svc Ctr - Transportation, ParaEducator Bus	05/18/2026	09/08/2026
Julie Kolodziejczyk	Madison Elementary, Teacher Grade 2	08/10/2026	10/23/2026
Christine Lone	Educational Svc Ctr - Transportation, ParaEducator Bus	11/03/2025	09/10/2026
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	05/26/2026	09/10/2026
Jamie Olson	Rum River Elementary, Teacher Grade K	06/09/2026	08/12/2026
Karen Raiche	Oxbow Creek Elementary, Child Nutrition Assistant PT	04/22/2026	08/24/2026
Janae Reiff	Jackson Middle, Teacher Math	09/08/2026	12/04/2026
Barbara Schaust	Oak View Middle, Teacher Grade 6	07/01/2026	09/08/2026
Mickayla Winsor	University Avenue Summer Program, SMR A+ Child Care Asst-Ln 2	08/17/2026	09/11/2026

SABBATICALS

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

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Dorothy Betts	Educational Svc Ctr, Teacher Nurse	08/31/2026	Bachelors/12	1.0000	\$68,832
Renata Bonanno	Wilson Elementary, Teacher K5 Core Inst Support	08/31/2026	Masters/15	0.8900	\$77,623
Lillian Brummel	Hoover Elementary, Teacher Grade K LTS	09/01/2026	Bachelors/1	0.4118	\$22,041
Lauren Cedergren	Johnsville Elementary, Teacher Grade 3	08/31/2026	Masters+60/14	1.0000	\$96,409
Brittney Draeger	Monroe Elementary, Teacher Grade 4	08/31/2026	Bachelors/1	1.0000	\$53,529
Emily Gage	Hoover Elementary, Teacher Academic Support	08/31/2026	Masters+45/7	0.4000	\$30,070
Samantha Guimont	Monroe Elementary, Teacher Grade 3	08/31/2026	Masters/4	1.0000	\$65,599
Jane Harris	Madison Elementary, Teacher Grade 1 LTS	08/31/2026	Bachelors/1	0.3690	\$19,751
Brian Hronski	Adams Elementary, Teacher Phys Ed Elementary	08/31/2026	Bachelors/2	0.8700	\$46,570
Tyler Leavell	Crooked Lake Elementary, Teacher SA-Student	08/31/2026	Bachelors+15/3	1.0000	\$56,486
Madison Leslie	Johnsville Elementary, Teacher Art Elementary	08/31/2026	Masters/7	0.3800	\$25,911
William McKenzie	Johnsville Elementary, Teacher Grade 5	08/31/2026	Masters/1	1.0000	\$61,769
Brian Moynihan	Mississippi Elementary, Teacher Grade 5	08/31/2026	Masters/3	1.0000	\$63,269
Maggie Nguyen	McKinley Elementary, Teacher Music Elementary	08/31/2026	Bachelors+30/1	0.3000	\$16,870
Sophia Peterson	Ramsey Elementary, Teacher Grade 2	08/31/2026	Bachelors/1	1.0000	\$53,529
Tayah Reyes	Educational Svc Ctr, Teacher Ojibwe	08/31/2026	Bachelors/1	1.0000	\$53,529
Michael Richards	Andover Elementary, Teacher Grade 4 LTS	08/31/2026	Masters+30/22	0.4171	\$41,759
Jena Rutgers	Brookside Elementary, Teacher Literacy Intervention	08/31/2026	Bachelors/4	0.6000	\$33,523
Rachel Strauss	Sunrise Elementary, Teacher 4-5 Exploration	08/31/2026	Masters+30/18	0.7400	\$71,372
Mark Therrien	Sand Creek Elementary, Teacher Media Specialist	08/31/2026	Bachelors+30/1	1.0000	\$56,235
Abigail Thorstad	Crooked Lake Elementary, Teacher Grade 5	08/31/2026	Bachelors/1	1.0000	\$53,529
Ashley Weinberger	Brookside Elementary, Teacher Grade 4	08/31/2026	Bachelors/1	1.0000	\$53,529
Sebastian Whitcomb	Lincoln Elementary, Teacher Music Elementary	08/31/2026	Bachelors/1	0.5000	\$26,764

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Josiah Ahlquist	Anoka High, Teacher Career-Technical	08/31/2026	Masters/11	1.0000	\$79,567
Caleb Birkliid	Anoka High, Teacher English	08/31/2026	Bachelors/4	1.0000	\$55,872
Allison Carpenter	Anoka High, Teacher Phys Ed Secondar	08/31/2026	Masters+15/1	0.7500	\$47,383
David Fassler	Blaine High, Teacher Career-Technical	08/31/2026	Masters+15/20	1.0000	\$95,671
Maya Fitzpatrick	Jackson Middle, Teacher Science	08/31/2026	Bachelors/1	0.8000	\$42,823
Sarah Gamm	Blaine High, Teacher Family Consumer Sci	08/31/2026	Masters/1	1.0000	\$61,769
Peter Gore	Champlin Park High, Teacher Social Studies LTS	08/31/2026	Bachelors/1	0.3476	\$18,606
Samuel Harkness	Coon Rapids High, Teacher Math LTS	08/31/2026	Bachelors/2	0.3423	\$18,320
Abinash Khanal	Roosevelt Middle, Teacher Industrial Tech	08/31/2026	Bachelors/1	0.5000	\$26,764
Monica Madsen	Jackson Middle, Teacher Math LTS	09/08/2026	Masters/6	0.2406	\$16,408
Katrina Silverdahl	Champlin Park High, Teacher Family Cons Sci LTS	09/02/2026	Bachelors/6	0.2513	\$14,362

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Jennifer Smithwick	Anoka Middle - Washington Campus, Teacher Grade 6	09/14/2026	Bachelors/4	0.3316	\$18,524
Marc Stevenson	Roosevelt Middle, Teacher Industrial Tech	08/31/2026	Bachelors/5	1.0000	\$55,872
Ryan Tupy	S.T.E.P., Teacher Industrial Tech	08/31/2026	Bachelors/7	1.0000	\$57,140
Luke Weyandt	Anoka Middle - Fred Moore Campus, Teacher Phys Ed	08/31/2026	Masters/1	1.0000	\$61,769

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Ivinilda Beal	River Trail Learning Center, Teacher E/BD	09/01/2026	Bachelors/2	0.9947	\$53,243
Melissa Bol	Riverview Early Childhood Ctr, Teacher Speech	08/31/2026	Masters/16	1.0000	\$89,106
Emily Burrows	Hamilton Elementary, Teacher ABS (AcadBehav)	08/31/2026	Bachelors/4	1.0000	\$55,872
Gregory Collins	Morris Bye Elementary, Teacher E/BD	08/31/2026	Masters/6	1.0000	\$68,186
Amanda Cornelius	Two Rivers Transition Program, Teacher ASD	08/31/2026	Bachelors/2	0.2032	\$10,878
Shantela Hicks	River Trail Learning Center, Teacher E/BD	08/31/2026	Bachelors/1	0.9893	\$52,956
August Hirschboeck	River Trail Learning Center, Teacher ASD	08/31/2026	Bachelors/1	1.0000	\$53,529
Jennifer Hodgman	Hamilton Elementary, Teacher ABS (AcadBehav)	08/31/2026	Bachelors/4	1.0000	\$55,872
Kevin Horn	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	08/31/2026	Masters/9	1.0000	\$74,790
Rachel Houger	Dayton Elementary, Teacher ABS (AcadBehav)	08/31/2026	Masters/9	1.0000	\$74,790
Hurio Jama	Ramsey Elementary, Teacher DD	08/31/2026	Masters+45/3	1.0000	\$68,687
Shannon Jensen	Jefferson Elementary, Teacher ABS (AcadBehav)	08/31/2026	Bachelors/14	0.9000	\$65,117
Christina Jones	Morris Bye Elementary, Teacher ABS (AcadBehav)	08/31/2026	Masters+30/5	1.0000	\$69,921
Sydne Jude	Educational Svc Ctr, Teacher Nurse	08/31/2026	Masters/2	1.0000	\$61,769
Lyndsey Lenarz	Adams Elementary, Teacher ABS (AcadBehav)	08/31/2026	Masters/4	1.0000	\$65,599
Melissa Lindstrom	Ramsey Elementary, Teacher E/BD	08/31/2026	Bachelors+30/9	1.0000	\$65,970
Julia Mantey	Anoka Middle - Fred Moore Campus, Teacher ABS	08/31/2026	Masters/1	1.0000	\$61,769
Abigail Nehf	ESC-Special Ed, Teacher Social Worker	08/31/2026	Masters/1	1.0000	\$61,769
Elliot Nelson	River Trail Learning Center, Teacher DD	08/31/2026	Bachelors/1	1.0000	\$53,529
Dorah Onchaba	Coon Rapids Middle, Teacher ABS (AcadBehav)	08/31/2026	Bachelors/1	1.0000	\$53,529
Morgan Paaverud	Compass - Bell Building, Teacher E/BD	08/31/2026	Bachelors/3	1.0000	\$55,029
Michelle Pearson	Ramsey Elementary, Teacher DD	08/31/2026	Masters/1	1.0000	\$61,769
Heidi Schwartz	Adams Elementary, Teacher ABS (AcadBehav)	09/01/2026	Bachelors/5	0.9947	\$55,573
Stacy Sculthorp	Ramsey Elementary, Teacher ASD (AutismSpectrum)	08/31/2026	Masters+60/6	1.0000	\$77,585
Philip Wiese	River Trail Learning Center, Teacher ABS	09/08/2026	Masters/4	0.9786	\$64,196
Joshua Wildt	River Trail Learning Center, Teacher E/BD	08/31/2026	Bachelors/1	1.0000	\$53,529
Breanna Wilkerson	River Trail Learning Center, Teacher DD	08/31/2026	Bachelors/1	1.0000	\$53,529

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

This section returned no records

- c. Approved the City of Champlin – CPHS Ice Time Contract
- d. Approved the JPA Brooklyn Bridge Alliance for Youth 2027-2031
- e. Approved the JPA Ratification Minnesota State Colleges & Universities – North Hennepin Community College Concurrent Enrollment Course
- f. Approved the Anoka Area Ice Arena – AHS Ice Time Contract
- g. Approved the MSHSL Cooperative Sponsorship between Anoka High School and PACT Charter for Girls Hockey
- h. Approved Immunization Exclusions as required by Statute – names and specifics are not included because of data privacy.

Motion passed on a 4-0 vote.

The work session then continued with the following agenda items: Literacy Implementation Updated, Retaining Online Learners in Anoka-Hennepin, Strategy for Health Insurance Fund Stabilization and Risk Mitigation.

Director Deschene commended the positive energy at Dayton Elementary during the first week of school, specifically noting the efficient and well-organized dismissal process. She also shared that fall athletics are in full swing, highlighting her attendance at the Rebels vs. Huskies football game. Co-Chair Langenfeld echoed this enthusiasm, sharing her experience greeting students on the first day of school alongside Superintendent Cole and Cabinet members during their district building visits. She emphasized the dedication and care educators demonstrated throughout dismissal. Additionally, Co-Chair Langenfeld reported on her attendance at the AMSD meeting, which covered the Morris Leatherman Public Opinion survey and the upcoming summit on amplifying student voice in Chaska. She noted upcoming MSBA events, including the Delegate Assembly, and highlighted the launch of the MN Kids Rise initiative celebrating public education at the Minnesota State Fair. Concluding her report, she recognized Director Simon for representing the board at the recent AHEF fundraising golf tournament.

Co-Chair Michelle Langenfeld recessed the meeting at 7:47 p.m. Linda Hoekman moved and Matt Audette seconded the motion to adjourn the meeting. Motion passed.

APPENDIX B

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

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Thomas Geisenhoff	Dayton Elementary, Teacher Grade 5	06/11/2027
Jane Sable	Educational Svc Ctr - Transportation, ParaEducator Bus	07/30/2026
Christine Sundeen	Educational Svc Ctr, HR Specialist - Benefits	01/04/2027
Kimberly Wyberg	Leave Of Absence, Teacher EL	03/08/2027

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Ingrid Karlsrud	Champlin Park High, Teacher Family Consumer Sci	09/18/2026
Kenwon Tran	Roosevelt Middle, Teacher E/BD	09/16/2026
Kelsey Valdovinos	Oxbow Creek Elementary, Teacher EL	09/14/2026
Sarah Wyatt	River Trail Learning Center, Teacher E/BD	09/18/2026

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
Erika Abel	Monroe Elementary, A+ Site Leader full year	08/31/2026	09/15/2026
Tana Brakke	Riverview Early Childhood Ctr, Teacher Speech Clinician	08/14/2025	06/30/2026
Morgan Burquest	Blaine High, Teacher Social Studies	09/15/2026	06/11/2027
Keosha Flowers	Eisenhower Elementary, A+ Casual CCA - Ln 1	09/01/2026	09/18/2026
Shelley Gormsen	Andover Elementary, Child Nutrition Assistant FT	09/28/2026	12/21/2026
Kristine Guider	Johnsville Elementary, Teacher EL	10/19/2026	06/30/2031
Diana Gulenchyn	Blaine High, Teacher Counselor	09/11/2026	12/23/2026
Rebecca Haukom	Blaine High, Teacher Music Secd Orchestra	09/15/2026	09/30/2026
Marcus Hull	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	09/08/2026	09/22/2026
Rachel Krebs	Ramsey Elementary, Teacher Grade 5	09/10/2026	01/22/2027
Heather Madden	Hoover Elementary, Elementary Para PT	09/15/2026	09/22/2026
Caitlin Meyer	Evergreen Park Elementary, Asst Principal Elementary Schl	09/15/2026	09/21/2026
Madisyn Neumann	Coon Rapids Middle, ParaEducator Spec Ed Cntr Base	09/15/2026	09/22/2026
Katarzyna Niles	Blaine High, Teacher ABS (AcadBehav)	08/31/2026	09/16/2026
Michelle Nye	Lincoln Elementary, Teacher Grade 4	09/08/2026	01/11/2027
Dawn Pettit	Roosevelt Middle, Teacher E/BD	09/11/2026	10/23/2026
Lauren Prom	Roosevelt Middle, ParaEducator Spec Ed Cntr Base	10/30/2026	12/11/2026
Jaleel Ramey Khabeer	River Trail Learning Center, Teacher Social Worker	09/16/2026	12/08/2026
Sarah Rantasha	Riverview Early Childhood Ctr, Teacher Speech Clinician	09/14/2026	01/29/2027
Brittany Ridout	Oak View Middle, Teacher ABS (AcadBehav)	09/10/2026	09/16/2026
Briana Robertson	Wilson Elementary, ParaEducator Spec Ed Cntr Base	09/17/2026	10/28/2026
Sophie Russell	Evergreen Park Elementary, Teacher Grade 2	01/04/2027	03/19/2027
Meghan Walz	Lincoln Elementary, Teacher Grade 1	09/15/2026	09/30/2026
Marni Williams	Riverview Early Childhood Ctr, Para Sped ECSE center base	08/14/2026	09/11/2026

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Mazie Anderson	Dayton Elementary, A+ CCA Ln2 full fiscal year	08/10/2026	09/18/2026
Brian Gardner	Anoka Middle - Fred Moore Campus, ParaEducator Spec Ed Cntr Base	03/25/2026	09/18/2026
Cadenn Happke	Educational Svc Ctr, B/G Warehouse	08/10/2026	09/18/2026
Natalie Joseph-Jaboin	Evergreen Park Elementary, ParaEducator Elementary	04/24/2026	09/30/2026
Ingrid Karlsrud	Champlin Park High, Teacher Family Consumer Sci	08/21/2026	09/18/2026
Dacia Kuehn	Educational Svc Ctr, Technical Spec Press Operator	09/11/2026	09/21/2026
Karen Raiche	Oxbow Creek Elementary, Child Nutrition Assistant PT	04/22/2026	09/29/2026
Trisha Terhaar	Verndale, Teacher EC/SE Stretch Calendar	08/31/2026	10/02/2026
Wyneka Watts	Evergreen Park Elementary, ParaEducator Special Education	03/18/2026	09/11/2026
Kimberly Wyberg	Franklin (repurposed - see 0313), Teacher ESL	07/01/2023	03/08/2027

APPENDIX B

09-28-26 B-3
20260928

2

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

SABBATICALS

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

APPOINTMENTS

09-28-26 B-4

20260928

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

Ava Halverson	Lincoln Elementary, Teacher Grade 4 LTS	09/08/2026	Bachelors/1	0.4278	\$22,900
Sarah Sik	Hamilton Elementary, Teacher K-3 Exploration	09/14/2026	Masters/15	0.9898	\$86,326
Kelsey Valdovinos	Oxbow Creek Elementary, Teacher EL	09/14/2026	Bachelors/2	0.9572	\$51,239

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

Ann McGurk	Blaine High, Teacher Counselor LTS	09/21/2026	Masters/9	0.3423	\$25,597
Isabella Stanko	Blaine High, Teacher Social Studies LTS	09/15/2026	Bachelors/1	0.9519	\$50,953

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

Jessica Kuehl	Riverview Early Childhood Ctr, Teacher Speech	09/11/2026	Masters+60/18	0.0909	\$9,297
Christopher Schiferli	Oak View Middle, Teacher E/BD	09/16/2026	Bachelors+15/5	0.9465	\$54,393
Mikayla Witter	ESC-Special Ed, Teacher Social Worker	09/10/2026	Masters/1	0.9893	\$61,108

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

This section returned no records

MOTION**Date:****September 28th, 2026**

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

Fund No.	Description	Amount
	Checks	\$ 5,005,686.13
01	General	3,959,037.10
02	Food Service	502,918.38
04	Community Service	543,490.65
06	Building Construction	
07	Bond & Interest K-12	
20	Health-Self Insurance	240.00
21	Dental-Self Insurance	
22	Work. Comp.-Self Insurance	
47	OPEB Debt Service	
	Electronic Payments	\$ 24,559,295.54
01	General	15,700,956.18
02	Food Service	174,630.10
04	Community Service	946,358.64
06	Building Construction	
07	Bond & Interest K-12	
20	Health-Self Insurance	7,051,214.45
21	Dental-Self Insurance	516,852.88
22	Work. Comp.-Self Insurance	169,283.29
47	OPEB Debt Service	
	ACH Payments	\$ 5,873,287.09
01	General	5,161,698.19
02	Food Service	283,288.10
04	Community Service	164,152.46
07	Bond & Interest K-12	
20	Health-Self Insurance	251,451.34
21	Dental-Self Insurance	
22	Work. Comp.-Self Insurance	12,697.00
	P-Card	\$ 131,249.99
01	General	79,420.61
02	Food Service	832.47
04	Community Service	50,996.91
06	Building Construction	
20	Health-Self Insurance	
	TOTAL DISTRICT	\$ 35,569,518.75

**ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY26**

	GENERAL	FOOD	COMMUNITY	BUILDING	DEBT	EMP BENE	EMP BENE	EMP BENE	OPEB	TOTAL	CASH	BUILDING	SCHOLARSHIP	TOTAL ALL	FY26 Total
	01-101	SERVICE	SERVICE	CONSTRUCTION	SERVICE	HEALTH	DENTAL	WORK COMP	DEBT SERVICE	CASH	INVESTMENTS	CONSTRUCTION	INVESTMENT	BALANCES	All Balances
		02-101	04-101	06-101¹	07-101	20-101	21-101	22-101	47-101			INVESTMENT	INVESTMENT		(1 year ago
															comparison)
07/01/26	192,105,608	13,062,642	14,460,134		9,160,196	4,599,299	2,534,819	3,658,519	1,379,564	240,960,781	20,000,000		718,666	261,679,448	270,833,692
07/31/26	170,801,825	13,044,490	14,355,182		7,065,623	(3,593,236)	2,096,867	3,326,518	1,508,689	208,605,959	20,000,000		685,623	229,291,582	225,920,332
08/31/26	209,389,366	11,444,469	13,963,300		7,071,233	(9,477,154)	1,606,431	3,250,178	1,508,755	238,756,579	20,000,000		565,809	259,322,388	250,682,915
09/30/26										0				0	
10/31/26										0				0	
11/30/26										0				0	
12/31/26										0				0	
01/01/27										0				0	
02/28/27										0				0	
03/31/27										0				0	
04/30/27										0				0	
05/31/27										0				0	
06/30/27										0				0	

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

DATE	DONOR	DONEE	PURPOSE	AMOUNT
08/24/26	Andover Cross Country, DBA Tailwind Club	Andover High School	Assistant Coach Fee	\$3,500.00
08/24/26	Andover Cross Country, DBA Tailwind Club	Andover High School	Assistant Coach Fee	\$3,500.00
08/31/26	Andover Football Association Inc.	Andover Elementary	Long Lake Conservation Field Trip	\$5,000.00
08/03/26	Andover Football Association, Inc.	Andover High School	Cheerleading uniforms	\$3,000.00
08/31/26	Beef O' Brady's	Morris Bye Elem Adventures Plus	Macaroni & Cheese for Student Lunch	n/a
08/31/26	Bengal Touchdown Club	Blaine High School	Bringing Summer Weight Budget Current	\$23,800.00
08/31/26	Bernadine & Thomas Rotramel & class of '66	Coon Rapids High School	Class of '66 bench project	\$900.00
08/31/26	Blaine Youth Hockey	Blaine High School	General Athletic Program Support	\$2,000.00
08/31/26	C. Shubert	Coon Rapids High School	Class of '66 bench project	\$250.00
08/31/26	CAF	Blaine High School	General School Support	\$40.00
08/31/26	CAF	Blaine High School	General School Support	\$60.00
08/31/26	Charities Aid Foundation	Champlin Park High School	Student Recognition	\$250.00
08/31/26	Charities Aid Foundation	Champlin Park High School	Student Recognition	\$250.00
08/31/26	Charities Aid Foundation	Eisenhower Elementary	Student Incentives	\$15.00
08/31/26	Charities Aid Foundation	Eisenhower Elementary	Student Incentives	\$10.00
08/31/26	Charities Aid Foundation	Eisenhower Elementary	Student Incentives	\$10.00
08/31/26	Charities Aid Foundation	Rum River Elementary	Classroom Supplies	\$15.00
08/31/26	Charities Aid Foundation	Rum River Elementary	Classroom Supplies	\$10.00
08/31/26	Coon Rapids Softball Booster Club	Coon Rapids High School	softball team to use for their program expenses	\$32.71
08/31/26	Coon Rapids Softball Booster Club	Coon Rapids High School	softball expenses	\$245.00
08/10/26	CRHS Alpine Ski Boosters	Coon Rapids High School	2025/26 Alpine Skiing Busing	\$577.40
08/31/26	CRHS Boys Basketball Boosters	Coon Rapids High School	boys' basketball usage for needed program purchases	\$2,100.00
08/17/26	Daniel Burns	Dayton Elementary	Music Department	\$500.00
08/24/26	Dayton Elementary PTO	Dayton Elementary	Field trip that was on 6/3/26	\$218.40
08/31/26	Diane Kolhoff	Coon Rapids High School	Class of '66 bench project	\$200.00
08/31/26	Joel & Suzette Esmay	Coon Rapids High School	Class of '66 bench project	\$50.00
08/17/26	Knight of Columbus	ESC	Purchase DAPE Equipment	\$355.00
08/17/26	Knights of Columbus	Community Education	Supplies for Project Power Classes	\$355.00
08/31/26	Larry and Mary Koenen	Johnsville Elementary	Classroom Supplies	\$100.00
08/31/26	Lorah & Gerald Titterud	Coon Rapids High School	Class of '66 bench project	\$100.00
08/31/26	Mat Bandits Wrestling Club	Coon Rapids High School	spirit t-shirts for CRHS students	\$4,160.00
08/31/26	Oxbow Creek Home and School Assn	Oxbow Creek Elementary	Student supplies	\$3,591.59
08/31/26	Pamela McMaster	Coon Rapids High School	Class of '66 bench project	\$50.00
08/31/26	Phil Heaton	Anoka High School	Lawnmower use for daily field maintained	n/a
08/31/26	The Blackbaud Giving Fund	CBPA	Classroom Supplies	\$42.00
08/17/26	The Blackbaud Giving Fund	CBPA	School Supplies	\$36.00
08/31/26	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
08/17/26	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	\$10.00
08/24/26	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	\$10.00
08/31/26	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	\$212.00
08/03/26	The Blackbaud Giving Fund	Lincoln Elementary	student supplies	\$25.00
08/17/26	The Blackbaud Giving Fund	Sand Creek Elementary	Playground Improvements	\$150.00
08/10/26	The Blackbaud Giving Fund	Sand Creek Elementary	Playground Improvements	\$150.00

08/31/26	Thomas & Bernadine Rotramel	Coon Rapids High School	Class of '66 bench project	\$50.00
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*MATERIAL, EQUIPMENT, OR LABOR DONATION	TOTAL	\$55,924.10
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SCHOLARSHIP DONATIONS

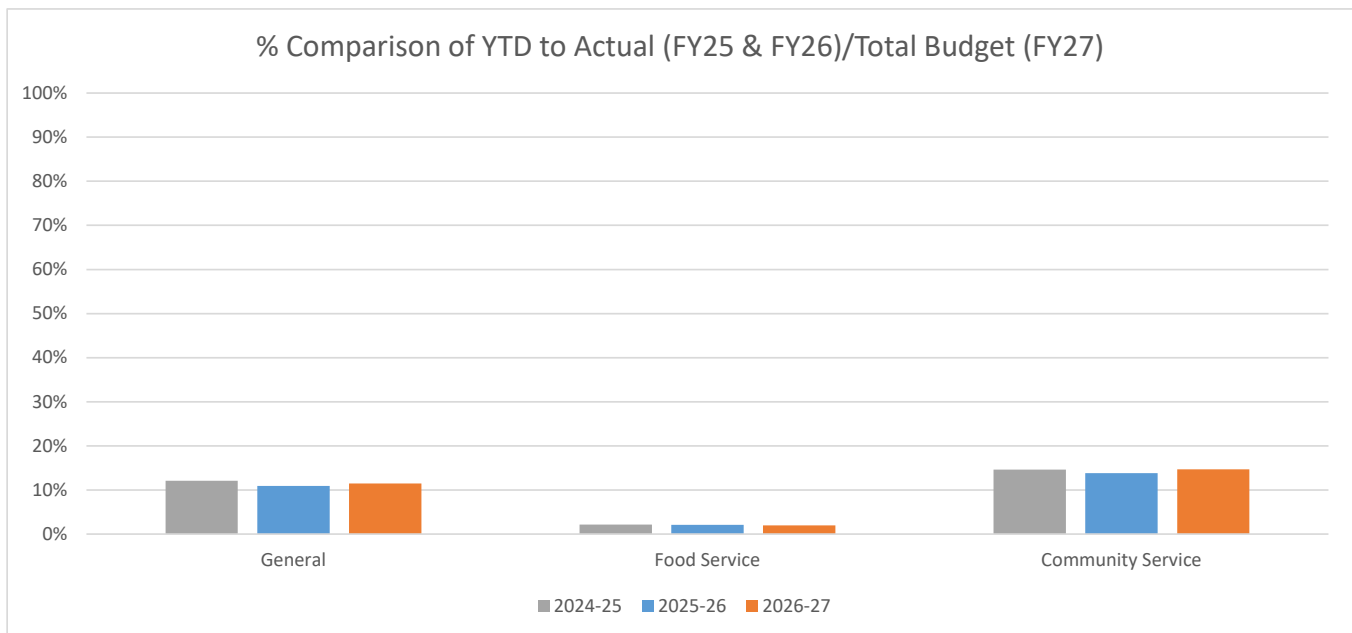
DATE	DONOR	DONEE	PURPOSE	AMOUNT
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SCHOLARSHIP TOTALS	\$ -
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TOTAL DONATIONS	\$55,924.10
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Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended August 31, 2026

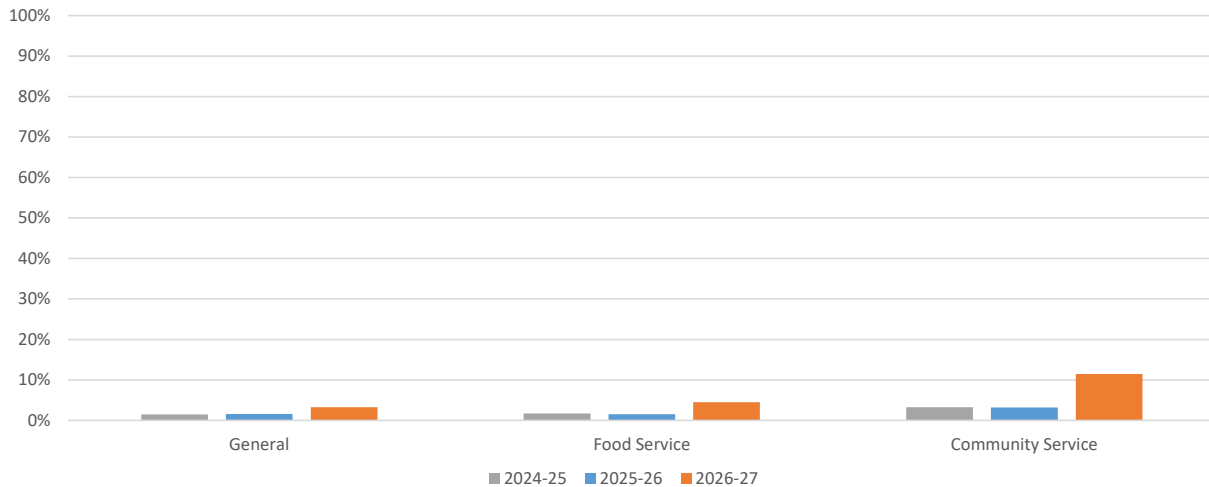
Fund	Month to Date	Year to Date	Budget	FY27 YTD is % of Budget FY26 & FY25 YTD is % of Actual		
				2026-27	2025-26	2024-25
General	65,621,464	79,316,077	689,672,163	12%	11%	12%
Food Service	530,176	557,560	28,184,353	2%	2%	2%
Community Service	2,586,707	4,659,741	31,767,255	15%	14%	15%
Building Construction	-	-	-	0%	0%	221%
Debt Service	3,396	1,705,134	15,137,973	11%	10%	13%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 68,741,743	\$ 86,238,511	\$ 766,761,744	11%	11%	12%



Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended August 31, 2026

FundMonth to DateYear to DateBudget				FY27 YTD is % of Budget		
				FY26 & FY25 YTD is % of Actual		
				2026-27	2025-26	2024-25
General						
Salaries & Benefits	7,059,517	10,915,618	546,836,965	2%	1%	1%
Purchased Services	1,016,789	1,345,958	94,800,743	1%	1%	1%
Supplies	3,044,684	4,729,527	24,895,603	19%	18%	9%
Capital Expenditures	3,482,878	5,426,011	27,288,631	20%	8%	6%
Other Exp & Transfers	187,788	585,205	6,909,134	8%	2%	6%
Total General Fund	\$ 14,791,657	\$ 23,002,320	\$ 700,731,076	3%	2%	1%
Food Service	965,682	1,260,817	28,220,739	4%	2%	2%
Community Service	2,319,814	3,653,051	31,930,486	11%	3%	3%
Building Construction	-	-	-	0%	0%	1%
Debt Service	-	3,667,186	15,441,073	24%	25%	26%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 18,077,152	\$ 31,583,375	\$ 778,323,374	4%	2%	2%

% Comparison of YTD to Actual (FY25 & FY26)/Total Budget (FY27)



**Contract for Services
School Resource Officer/Prevention Program #C03003**

This Contract is entered into between Anoka-Hennepin School District No. 11 ("District") and the City of Coon Rapids, MN ("Contractor").

Recitals

PURPOSE: The purpose of this Contract is to address the need for the presence of licensed peace officers to provide specific services/roles to the District and establish a mutually beneficial framework that both District 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 Contractor. The partnership is intended to facilitate effective, timely communication and coordination of efforts for both the District and the Contractor 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 police 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 position of SRO is designed to fulfill three overall roles:

- **Law Enforcement.** SROs are responsible for law enforcement incidents occurring at the school. Parents, students, teachers, and other school personnel should bring complaints about student misbehavior occurring in the school to the school principal and/or designee, rather than the SRO. The SRO role is that of law enforcement officer and the SRO is not expected to address common student discipline issues that do not amount to criminal conduct or legitimate safety concerns. A determination of whether a student's behavior 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 a 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.

Terms

1. **OFFICERS EMPLOYED BY CONTRACTOR.** The Contractor shall employ (or assign), in accordance with applicable state statutes, a deputy(s) to serve as an SRO School or Prevention Program Officer(s) in District schools. The selection or assignment of such officers shall be done by the Contractor in consultation with the District. The District will reimburse the Contractor as described in paragraph 15 of this Agreement. The SRO shall, at all times, remain employed by the Contractor. This agreement explicitly disclaims any employee or agent relationship between the SRO and the District. This agreement does not create a contract of any type between the District and any individual deputy, investigator, sworn peace officer, community service officer, or other officer of the Contractor or any other law enforcement agency working with the Contractor, nor does this Agreement create any employer-employee relationship, independent contractor relationship, or services agreement with any individual.
2. **TERM OF CONTRACT.** The term of this contract shall be for three years, from July 1, 2026 to June 30, 2029. NO WORK SHOULD BEGIN UNDER THIS CONTRACT until all required signatures on this Contract have been obtained and the Contract has been authorized and/or approved by the governing bodies of the District and the Contractor.
3. **ADMINISTRATION RESPONSIBILITIES.** Law enforcement rendered to the District shall be at the sole direction of the Contractor. Standards of performance, discipline of the officer assigned, and other internal matters shall be under the authority of the Contractor. Upon request, the District shall provide the Contractor with an appraisal of the services received. The Contractor 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 serving within the District may respond to emergency calls within the boundaries of the Contractor and attend police training and special duties as assigned by the Contractor while fulfilling the requirements of this contract. Time spent on emergency calls outside of the District, 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 Contractor with a school calendar. SRO services will be provided during regular school hours in the school district on all student contact days except for the SRO's short term absences for Contractor approved leave, illness, and required training. Time in excess of eight hours per day shall be paid according to the SRO's salary arrangements with the Contractor, provided such additional time has been approved in advance by the Contractor and District. Blanket approvals will not be accepted. The Contractor will notify the District of SRO absences and plan for coverage when the SRO is out of the building.
6. **DUTIES OF OFFICERS.** The general 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. The SRO will not be responsible for administering or enforcing school disciplinary

actions. The SRO, school principal, and the District Chief Operating Officer or their designee will meet periodically to discuss plans and strategies to address specific issues or needs that may arise. SROs may respond to calls to all schools in the City of Coon Rapids, even though they may be based primarily at one school in the city.

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

- a. To enforce criminal law and protect students, staff, and public at large against criminal activity.
 - b. Foster mutually respectful relationships with students and staff to support a positive school climate.
 - c. Provide information concerning questions about law enforcement topics to students and staff.
 - d. 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.
 - e. Handle initial police reports of violent crimes committed on campus.
 - f. Take enforcement action on criminal matters when appropriate.
 - g. Coordinate investigative procedures between police and school administrators.
 - h. Prepare lesson plans as necessary for the instruction provided.
 - i. In conjunction with the District's school administrators, school building crisis teams, and the District Security and Emergency Operations Manager, 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 (HIRA) to help analyze the physical safety of school facilities.
 - j. Prevention Program Officers serving elementary schools will present an approved prevention program, which may be a part of the fifth grade health curriculum.
 - k. 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 generally be involved with the enforcement of school rules, or disciplinary infractions unless such infractions constitute clear violations of law or raise concerns of public safety. SRO action shall be guided by applicable law and policy, including Minnesota Statute Sections 609.06 and 626.8482
 8. PRIVACY OF PUPIL AND PERSONNEL 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 or school staff unless disclosure is allowed under: the Family Educational Rights and Privacy Act (FERPA); the Minnesota Government Data Practices Act or other state and federal law. 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.
 9. CLOTHING, EQUIPMENT, AND SUPPLIES. The Contractor shall provide any required clothing, uniforms, vehicle, necessary equipment and supplies for officers to perform law enforcement duties. The 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 Contractor shall be responsible for SRO 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.** Law enforcement agencies should make available, upon request, an SRO activity report. The report should include descriptions of all activities engaged in by the SRO, including classroom presentations, meetings (with staff, parents, committees), incidents or calls for service, searches, arrests, citations, and other referrals to the juvenile justice system that occur on school grounds, school transportation or during school sponsored or school sanctioned events.
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 contract, the District shall pay the Contractor the following sums of:
 - a. \$355,609 July 1, 2026 - June 30, 2027
 - b. \$380,502 July 1, 2027 - June 30, 2028
 - c. \$407,137 July 1, 2028 - June 30, 2029Requests for payment should be submitted by July 1, 2026 and June 1 of each subsequent fiscal year, which the District shall pay within 35 days of receipt of said request.
16. **FORCE MAJUERE.** No party shall be liable or responsible to the other party, or be deemed to have defaulted under or breached this Agreement, for any failure or delay in fulfilling or performing any term of this Agreement, when and to the extent such failure or delay results from acts beyond the impacted party's ("Impacted Party") control, including, without limitation, the following force majeure events ("Force Majeure Event(s)": (a) acts of God; (b) flood, fire, earthquake, or explosion; (c) war, invasion, hostilities, terrorist threats or acts, riot or other civil unrest; (d) government order, law, or actions; (e) embargoes or blockades in effect on or after the date of this Agreement; (f) national or regional emergency; (g) strikes, labor stoppages or slowdowns; (h) power outages; and (i) other similar events beyond the control of the Impacted Party.
17. **INDEMNIFICATION.** The Contractor agrees to defend, indemnify, and hold harmless the District, their agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the Contractor or SRO pursuant to the terms of this contract. The District agrees to defend, indemnify, hold harmless the Contractor, its agents, officials, employees and representatives from any and all causes of action, lawsuits; damages, losses, or expenses, including attorneys fees, arising out of or resulting from the duties of the District and their respective employees, agents, officials, and representatives pursuant to the terms of this contract.
18. **SERVICE TO SCHOOLS.**
 - a. The following secondary school(s) shall receive SRO services as a result of this contract:
 - i. Coon Rapids High School
 - ii. Coon Rapids Middle School

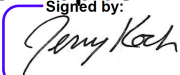
- iii. Northdale Middle School
- iv. River Trail Learning Center at LO Jacob
- v. Compass Programs

- b. Prevention Program Services shall be provided at elementary schools upon request, as schedules allow.

19. NON-APPROPRIATION. The District reasonably believes that budgeted funds will be obtained sufficient to make all payments. Continuation of any agreements beyond June 30th of any year is contingent upon appropriation of budgeted funds for payment of that contract. In the event that adequate funds are not so appropriated, the District shall notify the Contractor as soon as possible prior to the necessary cancellation and no penalty in any form shall be levied against the District because cancellation of any part or all of the services required by failure of appropriation.
20. 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 thereof
21. EXECUTION IN COUNTERPARTS. This Agreement may be executed via .pdf and sent in counterparts, each of which shall be deemed an original, but of which shall constitute one and the same instrument.

The undersigned hereby acknowledges that they have read and understand the Agreement and hereby agrees to provide the outlined School Resource Officer/Prevention Program Services.

City of Coon Rapids

Signed By  _____
Signed by: E2E995038DB9453...

Title: Mayor

Date: 9/16/2026

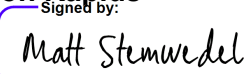
Anoka-Hennepin Schools

Signed By _____

Title: CFO

Date: _____

City of Coon Rapids

Signed By  _____
Signed by: EA1CD94079AA4B8...

Title: City Manager

Date: 9/16/2026



Anoka-Hennepin School Board

Briefing Notes

DATE: September 21, 2026

AUTHOR: Dr. Annette M. Ziegler, Assistant Superintendent Secondary Schools
Sarah Hunter, Executive Director, Learning and Achievement
Jessica Lipa, Director of Career and Technical Education

SUBJECT: Retaining Online Learners in Anoka-Hennepin

PURPOSE:

To request board approval to address the increasing requests from families and students for first-time online credit options and to retain online learners in Anoka-Hennepin within comprehensive traditional high schools, and integrate this process into the 2026-2027 registration cycle for an official launch in Fall 2027.

BACKGROUND:

Student and family demand for flexible scheduling continues to rise, reflected in a 150% growth in external online provider registrations between the 2022–2023 and 2024–2025 school years. During the 2025–2026 school year, there were 5,718 online registrations distributed across Anoka-Hennepin Online and external supplemental providers.

When students enroll with outside providers for first-time credit, the district experiences a loss of General Education Revenue and a significant administrative burden on counselors, who must manually register students and transcribe external credits.

Expanding our internal offerings during the school day aligns directly with the district's strategic priorities by keeping students connected to their home high school community, ensuring high academic quality through Anoka-Hennepin educators, and optimizing our financial and instructional resources.

CONSIDERATIONS:

Minnesota Statute 124.D.094 requires districts to offer online options each trimester and allows students to register for online courses for up to 50% of their schedule during the first 15 days of the term. To staff these courses effectively, courses will be integrated into the traditional registration cycle starting in Fall 2026. This will allow principals to use accurate registration data for Winter 2027 master scheduling.

Online learning is not for everyone and most learners find it more challenging than in-person options. Students requesting online courses will go through a comprehensive sequence of steps:

- **Registration Information and Materials:** Counselors and school staff will convey that most students succeed best when they learn through in-person classes in our high schools and programs. Online learning is not a preferred method of instruction.
- **Initial Information & Application:** Students will review a website and/or counselor overview, complete with FAQs about successful online learners and explicit student guidelines regarding attendance, grading, technology, and family expectations.
- **Special Education Review:** If a learner has an indicated special education need, the request is forwarded to the Special Education Department. An IEP team meeting is scheduled to determine if the student's needs and IEP minutes can be met in an online format.

- **Parent Acknowledgement:** Once the application is submitted, an email is sent to the parent/guardian listed in Synergy. The parent/guardian must click a provided link to fill out a Google Form approving or denying the application.
- **Post-Registration Follow-Up:** Course requests are reviewed against transcripts, followed by communication between school counselors, the Data Management System (DMS), and families.
- **Welcome & Onboarding:** Before the first day, students receive a Welcome Email with system login directions, submission instructions, and an Orientation Video. Students and families also receive guidelines regarding time management, success tips, and completion strategies.
- **Attendance & Engagement:** DMS updates the previous day's attendance daily. Students who do not log in or complete the attendance prompt are marked absent, and families are notified of any prior-day absence. Standard high school truancy contact procedures and the 15-day drop rule apply to all online learners.
- **Grading & Support:** Teachers update grades in Synergy, which remain accessible via ParentVue. Teachers must notify parents/guardians of any potential failing grade via Reach My Teach or email at least two weeks before the possibility of failure.
- **Struggling Learners:** For students who are not succeeding in online courses, staff will actively counsel families toward educational environments better suited to their learning needs, including traditional high schools, STEP, or Sandburg Regional.

NEXT STEPS/RECOMMENDATION:

At the September 28, 2026, school board meeting, the district administration requests that the school board approve, on the Consent Agenda, the online credit options into the traditional high school registration cycle during the Fall of 2026. This will equip principals to build accurate master schedules in Winter 2027 ahead of the official launch in Fall 2027.



HEALTH INSURANCE FUND STABILIZATION AND RISK MITIGATION

September 28, 2026

*Michelle Vargas, Chief Financial Officer
Dr. Jennifer Cherry, Chief Human Resources Officer
Todd Mensink, Director of Labor Relations & Benefits*

BACKGROUND INFORMATION



Sept. 14 School Board work session:

- **Recap:** Cumulative years of catastrophic claims and reduced revenues have resulted in a 2025-26 insurance plan year-end deficit of \$16.5 million.
- **Reason:** Due to employees dropping coverage or migrating to less expansive plans or insurance alternatives.
- **Solutions:** Administration presented three options to rectify the deficit, recommending Option 2.

Sept. 28 School Board meeting: Seeking approval of Option 2.

RECOMMENDATION: OPTION 2



One-time General Fund transfer of \$16.5M, and assign \$10.5M for future Internal Service Fund (ISF) contingencies.

- Fully resolves the current \$16.5 ISF deficit.
- Earmarks \$10.5 million of unassigned General Fund balance as a dedicated safety net.
 - Stabilize the fund without imposing excessive premium hikes on staff if future claims spike.
 - Assigned funds can be returned to the unassigned General Fund if plan performance improves.

NEXT STEPS



- School Board to approve resolution to make a one-time transfer from the General Fund to the Health Internal Service Fund of \$16.5 million.
- Assign \$10.5 million to Health Internal Service Fund within the General Fund.
- Periodic board updates of 2026-27 Plan Year revenue and claims.



THANK YOU

*Michelle Vargas, Chief Financial Officer
Dr. Jennifer Cherry, Chief Human Resources Officer
Todd Mensink, Director of Labor Relations & Benefits*

**INDEPENDENT SCHOOL DISTRICT NO. 11
STATE OF MINNESOTA**

**RESOLUTION AUTHORIZING A PERMANENT FUND BALANCE TRANSFER FROM THE
GENERAL FUND TO THE INTERNAL SERVICE HEALTH INSURANCE FUND WITH
SURPLUS RECIPROCATION THRESHOLD**

WHEREAS, Independent School District No.11 (the "District") maintains an Internal Service Fund (Fund 20) to account for and finance its self-insured employee health insurance program; and

WHEREAS, the District's Internal Service Fund currently carries a negative net position due to approved insurance expenditures exceeding accumulated programmatic revenues; and

WHEREAS, Minnesota Statutes Section 123B.79, Subdivision 1 explicitly permits a school board to authorize a permanent fund transfer from the General Fund to another operating fund if the resources of that target fund are inadequate to finance approved expenditures; and

WHEREAS, the School Board intends to provide stability to the employee health benefit program by eliminating the negative net position while establishing strict fiscal caps to ensure general educational funds are not permanently stranded as excessive insurance reserves;

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 11, State of Minnesota, as follows:

Section 1. Authorization and Effective Date of Permanent Transfer Out. The School Board hereby authorizes a permanent fund transfer from the General Fund (Fund 01) to the Internal Service Fund (Fund 20) in the exact amount of \$16,500,000. This transfer shall be effective and posted as of June 30, 2026, for recognition within Fiscal Year 2026 (FY26).

Section 2. Official UFARS Account Coding. Administration is directed to record this transaction as of June 30, 2026 (FY26), using the mandated Minnesota Department of Education (MDE) UFARS codes to execute the transfer through the income statement as follows:

- Debit (General Fund Expenditure): 01-XXX-000-000-911-000 (Permanent Fund Transfers Out)
- Credit (Internal Service Fund Revenue): 20-XXX-000-000-651-000 (Permanent Fund Transfers In)

Section 3. Fiscal Health Contingency. This transfer is authorized provided that it does not cause the District's Unassigned General Fund Balance to drop into a negative position exceeding 2.5% of annual expenditures, thereby avoiding the invocation of Statutory Operating Debt conditions under Minn. Stat. § 123B.83.

Section 4. Mandatory Reciprocity ("Transfer Back") Clause. The School Board establishes a strict operating reserve ceiling for the Internal Service Fund.

Following the conclusion of each fiscal year audit, the administration shall calculate the total ending unrestricted net position of Fund 20 against the total health insurance claims paid out during that trailing 12-month period.

If the ending unrestricted fund balance of Fund 20 exceeds fifteen percent (15%) of the annual claims paid, any surplus dollar amount above that 15% threshold shall be declared excess equity.

To the maximum extent permitted under MDE accounting regulations and Minn. Stat. § 123B.79, the administration shall execute a reciprocal fund adjustment to transfer the identified excess dollars back to the General Fund (Fund 01).

This return of funds shall be accounted for and reported as either (a) a correction of prior-year over-funding allocations under Minn. Stat. § 123B.79, Subd. 1, or (b) an operating premium rebate adjustment, as advised by the District's independent financial auditors to ensure compliance with UFARS reporting matrices.

Passed and Adopted this _____ day of _____, 2026.

By: _____

School Board Chair

Attest: _____

School Board Clerk



PRELIMINARY TAX CERTIFICATION

Taxes payable in 2027

*Michelle Vargas, Chief financial officer
Sept. 28, 2026*

PROPOSED TAX LEVY 2027



Timeline

- **Early September:** The Minnesota Department of Education prepared first draft of levy limits for school district.
- **Sept. 24:** School Board set proposed levy:
 - Sets initial tax levy that sets tax rates for November mailings.
- **Nov. 3:** Election day
- **Mid-November:** County mails "Proposed Property Tax Statements" to all property owners.
- **Dec. 7:** Public hearing on proposed levy:
 - Hearing being held at 6:30 p.m., Sandburg Education Center.
 - Watch online: ahschools.us/schoolboard.
 - School Board to certify final levy amounts at regular meeting.

PROPOSED TAX LEVY 2027



Levy authority

- Each school district may levy taxes in multiple categories:
 - Referendum levy
 - Local optional levy
 - Lease levy
 - Operating capital levy
 - Achievement and integration levy
 - Career and technical education levy
 - Long-term facilities levy
 - Safe schools levy
 - Alternative teacher compensation (Q-Comp) levy
 - Community education levies
 - Debt levies
- “Levy limits” for each category are set by state law or voter approval.



PROPOSED TAX LEVY 2027

Fund	Payable 2026 for FY27	Payable 2027 for FY28	Amount of change from previous year	Percent change
General	\$115,381,642.12	\$119,888,364.84	\$4,506,722.72	3.91%
Community service	\$5,039,493.70	\$5,242,957.85	\$203,464.15	4.04%
Debt service	\$13,167,577.33	\$13,177,244.15	\$9,666.82	0.07%
OPEB debt service	\$1,967,896.21	\$1,986,985.57	\$19,089.36	0.97%
Total levy all funds	\$135,556,609.36	\$140,295,552.41	\$4,738,943.05	3.50%

Fund	Component	Taxes payable 2026	Taxes payable 2027	Change	Change
General	Referendum levy	\$48,351,340.69	\$49,852,254.29	\$1,500,913.60	
	Local option levy	28,102,281.00	28,290,855.84	188,574.84	
	Equity levy	4,737,224.97	4,372,281.87	(364,943.10)	
	Transition levy	1,263,395.66	1,263,205.39	(190.27)	
	Operating capital levy	4,395,106.94	4,555,309.89	160,202.95	
	Reemployment levy	500,000.00	550,000.00	50,000.00	
	Achievement and integration levy	2,403,344.69	2,543,362.53	140,017.84	
	Career and technical levy	2,738,524.94	2,847,986.49	109,461.55	
	Long term facilities levy	9,567,020.16	9,461,048.42	(105,971.74)	
	Safe schools levy	1,465,278.48	1,465,057.80	(220.68)	
	Q Comp – alt teach comp	3,469,489.66	3,491,684.56	22,194.90	
	Lease levy	4,399,469.00	4,038,709.00	(360,760.00)	
	Capital projects levy	6,450,840.51	6,641,976.93	191,136.42	
	Prior year adjustments	(2,461,674.58)	514,631.83	2,976,306.41	
	Total general fund	\$115,381,642.12	\$119,888,364.84	\$4,506,722.72	3.91%
Community service	Basic	\$1,372,162.72	\$1,421,303.15	\$49,140.43	
	Early childhood	776,877.47	814,945.60	38,068.13	
	Adults with disabilities	21,933.54	22,719.04	785.50	
	School-age care	2,400,000.00	2,500,000.00	100,000.00	
	Home visit levy	39,117.93	40,204.54	1,086.61	
	Prior year adjustments	429,402.04	443,785.52	14,383.48	
Total community service		\$5,039,493.70	\$5,242,957.85	\$203,464.15	4.04%
Total debt service	K-12	\$13,167,577.33	\$13,177,244.15	\$9,666.82	0.07%
Total OPEB debt service		\$1,967,896.21	\$1,986,985.57	19,089.36	0.97%
Grand total all funds		\$135,556,609.36	\$140,295,552.41	\$4,738,943.05	3.50%

PROPOSED TAX LEVY 2027



Analysis of major changes

Adjusted Net Tax Capacity

2025: \$454,380,801

2024: \$437,877,564

3.77% increase

FY28 ANTC/APU: \$11,165.23

FY27 ANTC/APU: \$10,777.58

FY28 APU estimate: 40,696

FY27 APU estimate: 40,702

Referendum Market Value

2025: \$37,332,190,473

2024: \$36,152,666,459

3.26% increase

FY28 RMV/APU: \$795,452.79

FY27 RMV/APU: \$781,547.81

FY28 Resident APU estimate: 46,932

FY27 Resident APU estimate: 46,258

PROPOSED TAX LEVY 2027



Analysis of major changes

- **Category:** Referendum and local option levy.
- **Change:** \$1,689,488
- **Use of funds:** Maintain and enhance kindergarten through grade 12 educational programs and operations.
- **Reasons:**
 - Estimate of adjusted pupil unit decrease of 6 pupil units.
 - Net revenue change of \$1,496,478.
 - Decrease in local option levy equalization aid of \$193 thousand.
 - Inflation factor estimate of 2.14% for an increase of \$37.06.
 - \$1,224.99 referendum per adjusted pupil unit for FY28.
(*\$2,422.90 referendum cap authority per adjusted pupil units (APU).*)

PROPOSED TAX LEVY 2027



Analysis of major changes

- **Category:** Prior year general fund adjustments
- **Change:** \$2,976,306
- **Use of funds:** Miscellaneous adjustments
- **Reasons:**
 - Prior year adjustments are a positive \$514 thousand vs. a negative \$2.46 million prior year adjustment in Pay 2026 last year.
 - Prior year referendum levy and local option revenue (LOR) adjustment for FY27 account for \$841 thousand of the adjustment.
 - Other major adjustments include:
 - \$619 thousand adjustment for abatements.
 - \$195 thousand adjustment for FY25 Career and Tech Education.
 - -\$1.1 million for FY25 referendum and LOR adjustment.

PROPOSED TAX LEVY 2027



Analysis of major changes

- **Category:** Lease levy
- **Change:** -\$360,760
- **Use of funds:** Lease of educational space.
- **Reasons:**
 - Reduction in leases: Coon Rapids Family Place Mall.

PROPOSED TAX LEVY 2027



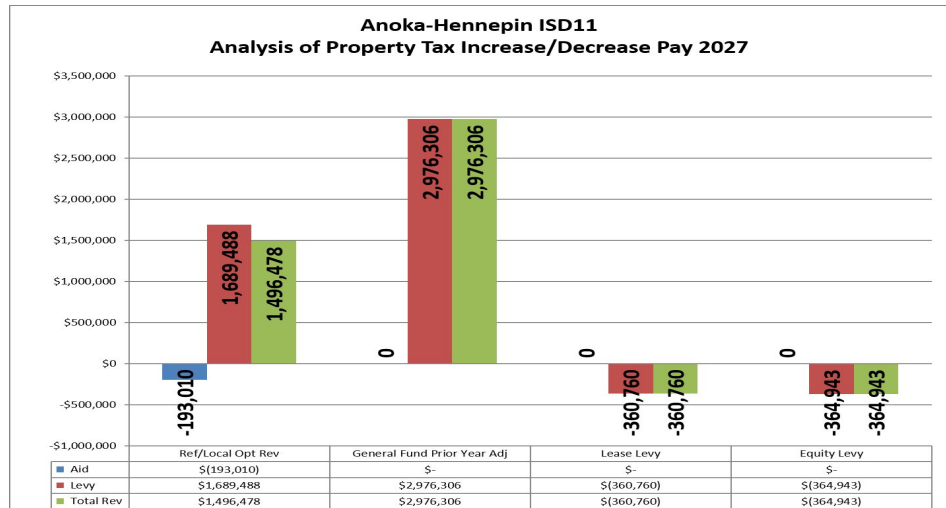
Analysis of major changes

- **Category:** Equity levy
- **Change:** -\$364,943
- **Use of funds:** Maintain and enhance kindergarten through grade 12 educational programs and operations.
- **Reasons:**
 - Reduction in district's equity gap.
 - FY28 \$952.15
 - FY27 \$1,155.51



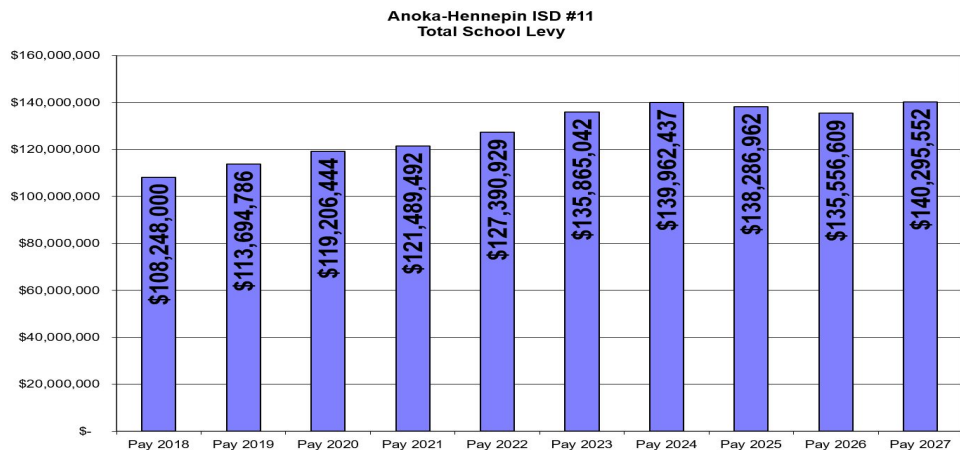
PROPOSED TAX LEVY 2027

More change analysis



TOTAL SCHOOL LEVY HISTORY

Total school levy





PROPOSED TAX LEVY 2027

Certify maximum

LVYLM00110127 MINNESOTA DEPARTMENT OF EDUCATION ED-00111-48
 DISTRICT NO. 0011 TYPE 01 LEVY LIMITATION AND CERTIFICATION
 DISTRICT NAME Anoka-Hennepin School Dis 2026 PAYABLE 2027
 ECSU REGION 11 Anoka County
 PAGE 30 OF 39
 DATE OF RUN: 09/25/26

I. COMPUTATION OF 2026 PAYABLE 2027 LEVY LIMITATION BY FUND (BEFORE COUNTY AUDITOR ADJUSTMENTS):

FUND	INITIAL LEVY LIMITATION	LIMITATION ADJUSTMENTS	ABATEMENT ADJUSTMENTS	OFFSET ADJUSTMENTS	TAC/MAX EFF ADJUSTMENT	MAXIMUM LEVY LIMITATION
GEN-RMV VOTER-EXEMP	49,852,254.29	306,823.87	N/A			50,159,078.16
GEN-RMV OTHER-EXEMP	33,926,343.10	628,681.26-	N/A			33,297,661.84
GEN-NTC VOTER-EXEMP	6,641,976.93	N/A	N/A			6,641,976.93
GEN-NTC OTHER-GENED	N/A	N/A	N/A	N/A	N/A	N/A
GEN-NTC OTHER-EXEMP	28,953,158.69	217,574.84	618,914.38			29,789,647.91
TOTAL GENERAL	119,373,733.01	104,282.55-	618,914.38			119,888,364.84
COM SERV-EXEMP	4,799,172.33	434,760.41	9,025.11			5,242,957.85
DEBT-VOTER-NONEKEMP	14,082,706.00	986,167.96-	80,706.11			13,177,244.15
DEBT-OTHER-NONEKEMP						
TOTAL DEBT SERV	14,082,706.00	986,167.96-	80,706.11			13,177,244.15
OPED-VOTER-NONEKEMP						
OPED-OTHER-NONEKEMP	2,123,583.00	148,646.21-	12,048.78			1,986,985.57
TOTAL OPED/PENSION	2,123,583.00	148,646.21-	12,048.78			1,986,985.57
TOTAL	140,379,194.34	804,336.31-	720,694.38			140,295,552.41

II. COMPARISON OF 2025 PAYABLE 2026 LEVY LIMITATION WITH 2026 PAYABLE 2027 LEVY LIMITATION (BEFORE COUNTY AUDITOR ADJUSTMENTS):

FUND	2025 PAY 2026 LIMITATION	2026 PAY 2027 LIMITATION	INCREASE (DECREASE)	PERCENT CHANGE
GENERAL	115,381,642.12	119,888,364.84	4,506,722.72	3.91
COMMUNITY SERVICE	5,039,493.70	5,242,957.85	203,464.15	4.04
GENERAL DEBT SERVICE	13,167,577.33	13,177,244.15	9,666.82	.07
OPED DEBT SERVICE	1,967,896.21	1,986,985.57	19,089.36	.97
TOTAL	135,556,609.36	140,295,552.41	4,738,943.05	3.50

**Certify
Maximum**



COMMENTS AND QUESTIONS

Michelle Vargas

Chief financial officer

michelle.vargas@ahschools.us

RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE

I. PURPOSE

The purpose of this policy is to establish clear and actionable guidelines for the responsible, ethical, and transparent use of Artificial Intelligence (AI) within the school district. This policy seeks to support and enhance teaching, learning, and administrative efficiency while upholding academic integrity, protecting privacy, and appropriate access for all students and staff.

II. GENERAL STATEMENTS OF POLICY

- A. The school district supports use of AI in ways that uphold academic integrity and foster student critical thinking and original work.
- B. The school district supports AI use as an augmentative tool rather than as an autonomous decision-maker. The school district recognizes that human intelligence and H-AI-H protocols should drive the educational process, with AI supporting education and humans remaining accountable for decisions and outcomes
- C. The school district supports the use of AI to enhance administrative operations and efficiency.
- D. Student and staff use of AI shall be transparent and responsible. Appropriate attribution shall be provided.
- E. The superintendent or designee will implement and regularly review privacy controls and safety features to protect student, staff, and school district data associated with approved use of AI.
- F. The school district supports and promotes fair access to approved AI tools and will strive to ensure equitable access for all students and staff.
- G. This policy applies to all AI use by students and staff regardless of whether the use occurs on school district property, at school district events and activities, or off campus when a nexus to the school district's educational environment exists.
- H. The school district recognizes that a student's age may be a key consideration in determining appropriate AI use. For this reason, the school district establishes the following guidelines:
 - 1. Kindergarten through Grade 5: highly restricted, The focus is upon conceptual understanding of AI.
 - 2. Grades 6 through 8: structured introduction to AI tools together with appropriate guardrails. Critical thinking about AI outputs and digital citizenship will be addressed.
 - 3. Grades 9 through 12: centers upon broader AI access with accountability expectations; preparation of students for AI-integrated postsecondary and workforce environments;

III. DEFINITIONS

- A. Artificial intelligence (AI). AI in a school district is a category of computer-based systems

that analyze data and recognize patterns to support teaching, learning, and administrative operations, for the purpose of assisting human decision-making, within educational and legal constraints, and excluding the replacement of professional judgment or human accountability.

- B. Not Public Data/Information. Information that the school district is prohibited by law from disclosing or that the school district may disclose only in limited circumstances. Not public data includes, but is not limited to, personally identifiable information (PII) about students and employees, student and staff medical information, student education records, and information about any student's individualized education program (IEP) or Section 504 plan.

C. Human-AI-Human Model (H-AI-H)

The H-AI-H model establishes a decision-making framework in K-12 education requiring human judgement at the initiation and human accountability at the conclusion of AI-assisted processes. The model ensures AI serves as an augmentative tool rather than an autonomous decision-maker.

D. Personally Identifiable Information (PII)

Information that can be used to distinguish or trace an individual's identity, either directly or indirectly through linkages with other information.

PII includes, but is not limited to:

1. The student's name;
2. The name of the student's parent or other family members;
3. The address of the student or student's family;
4. A personal identifier, such as the student's social security number, student number, or biometric record;
5. Other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name;
6. Other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty; or
7. Information requested by a person who the educational agency or institution reasonably believes knows the identity of the student to whom the education record relates.

E. Deep Fake

Any video recording, motion-picture film, sound recording, electronic image, or photograph, or any technological representation of speech or conduct substantially derivative thereof:

1. that is so realistic that a reasonable person would believe it depicts speech or

conduct of an individual who did not in fact engage in such speech or conduct; and

2. the production of which was substantially dependent upon technical means, rather than the ability of another individual to physically or verbally impersonate such individual.

F. School District-Approved AI Tool

Any AI platform or application that has been reviewed and authorized by the Superintendent or their designee. A school district teacher or staff member may request that an AI platform or application be reviewed and authorized. See current Anoka-Hennepin AI guidelines for approved tools.

G. Synthetic Media

Digital content in a media format (including text, images, video, and audio) created in part or wholly through use of AI.

H. Voice Cloning

The use of AI to create a digital replica of another person's voice through the use of recorded audio samples.

IV. **STUDENT USE GUIDELINES**

Students may use school district-approved AI tools for educational purposes only as directed by teachers and in compliance with assignment guidelines. All AI-generated content must be verified and properly cited. Students are prohibited from inputting personal, not public, or sensitive information into AI tools, whether such information is about themselves or others. Violations will be addressed according to the Student Discipline Policy, with corrective action and support provided as needed.

A. Student Expectations for Responsible AI Use

1. Authorized Use and Compliance

i. Adherence to Directives: Students shall use school district-approved AI tools for educational purposes only as explicitly directed by teaching staff and in strict compliance with specific assignment guidelines.

ii. Acceptable Use Policy: All student use of AI must comply with the school district's broader Acceptable Use Policy and classroom rules.

iii. Teacher Authority: The permissible degree of AI use will vary by class and assignment. Students are required to follow the specific parameters established by their teachers, who retain final authority over whether and how AI may be utilized for any given task.

iv. Age-Appropriate Access: Student AI interactions must align with district age guidelines, ranging from highly restricted use in elementary grades to broader, accountable access in high school

2. Academic Integrity and Attribution

i. Originality of Work: Students must submit original work that genuinely reflects their own knowledge, understanding, and skills. AI is intended to be an augmentative tool for brainstorming, research, or study support, not a replacement for independent thought and analysis.

ii. Prohibition of Plagiarism and Cheating: Presenting AI-generated content as a student's own original work without proper attribution is strictly prohibited and constitutes plagiarism. Engaging AI to complete assignments on a student's behalf, copying and pasting AI text without credit, or using AI on assessments when unauthorized are explicit violations of academic integrity.

3. Data Privacy and Security

i. Protection of Information: Students are strictly prohibited from inputting personally identifiable information (PII), not public information, or sensitive data—whether pertaining to themselves or others—into any AI tool.

ii. Prohibited Data Types: Examples of restricted information include, but are not limited to: passwords, likenesses, Social Security numbers, financial account information. This is true for all digital tools.

4. Critical Evaluation and Accountability

i. Verification of Outputs: Students bear the responsibility to critically evaluate all AI outputs. Recognizing that AI models can produce inaccurate, biased, or hallucinatory information, students must independently verify AI-generated content using reliable, trusted educational sources (e.g., textbooks, scientific papers).

ii. Human Accountability: Students may not rely solely on AI-generated content without thorough human review. The student remains fully accountable for the final product submitted.

5. Prohibited Conduct and Copyright Compliance

i. Harmful and Discriminatory Use: Students shall not utilize AI tools to create, access, or distribute harmful, threatening, obscene, disruptive, or sexually explicit material. Furthermore, AI shall not be used to engage in harassment, discrimination, bullying, or disparagement of others.

ii. Synthetic Media: Students are expressly prohibited from utilizing AI to generate deep fakes, synthetic media, voice cloning, or substantially similar manipulative content.

iii. Intellectual Property: Students must respect copyright and intellectual property laws, applying the same rules to AI-generated content as to any other published material.

6. Reporting and Disciplinary Consequences

i. Duty to Report: Students should promptly report any concerns regarding unsafe AI practices or observed misuse to a teacher or the building principal.

- ii. Consequences of Misuse: Violations of these expectations, including the submission of uncredited AI work, may result in the loss of technology privileges and further disciplinary action in accordance with the Student Discipline Policy or the Code of Student Conduct.

V. STAFF USE GUIDELINES

Staff may use school district-approved AI tools to enhance educational experiences, provided all use complies with applicable laws and school district policies. Staff must not input public, proprietary, or sensitive information into AI tools. Staff are responsible for guiding and supervising student use, setting clear expectations, and ensuring proper attribution. The school district will provide ongoing training and support and will review staff guidelines regularly.

A. Staff Expectations for Responsible AI Use

1. Authorized Use and the Human-AI-Human (H-AI-H) Model

- i. Professional Application: When using AI, staff shall utilize school district-approved AI tools to enhance educational experiences, increase administrative efficiency, and fulfill work responsibilities in compliance with all applicable laws and district policies.
- ii. H-AI-H Framework: All AI implementations must strictly adhere to the Human-AI-Human (H-AI-H) model. This requires human judgment at the initiation of an AI-assisted process and human accountability at its conclusion.
- iii. Augmentation, Not Replacement: AI must serve solely as an augmentative support tool and shall not replace human decision-making, professional judgment, or ethical responsibilities. Specifically, while AI may assist in assessment design and feedback, it shall not be solely responsible for evaluating student work or assigning grades.

2. Student Supervision and Academic Integrity

- i. Establishing Parameters: Staff are responsible for guiding and supervising student AI use, which includes explicitly communicating when, if, and how AI tools may be utilized for specific assignments.
- ii. Educational Guidance: Educators shall instruct students on digital citizenship, appropriate attribution, fact-checking, and the limitations of AI, including its potential to generate biased or inaccurate information.
- iii. Assignment Design: Staff should design assignments that focus on the learning process and incorporate elements like personal context or original arguments to minimize opportunities for plagiarism and over-reliance on AI.
- iv. AI Detection and Discipline: Staff must recognize that AI detection tools can yield high false-positive rates and shall not use such tools as the sole basis for investigating suspected academic dishonesty or policy violations. Suspected violations must initially be addressed through an educational conversation with the student and or parent (as age appropriate) and in consultation with school administration.

3. Transparency and Professional Modeling

i. Modeling Responsible Use: Staff must model ethical technology use for students by transparently disclosing their own use of AI in lesson planning and instruction, and by demonstrating proper citation of AI tools.

ii. Verification of Content: Staff must remain professionally accountable for all work products involving AI. Staff must critically evaluate all AI-generated content for accuracy, reliability, and curriculum alignment prior to use or distribution.

4. Data Privacy and Security

i. Legal Compliance: Staff must ensure that all AI use strictly complies with federal and state data privacy laws—including Family Educational Rights and Privacy Act (FERPA), Individuals with Disabilities (IDEA), Children’s Internet Protection Act (CIPA), and Children’s Online Privacy Protection Rule (COPPA) as well as district data policies.

ii. Restricted Data Types: Prohibited data inputs include, but are not limited to, private educational data, medical information, passwords, Social Security numbers, financial credentials, personnel materials, and any non-public district documents.

5. Copyright and Intellectual Property Compliance

i. Protection of Curriculum: Staff shall not input copyrighted materials into AI tools including publisher-owned curriculum materials, textbooks, or resources protected by login credentials.

ii. Intellectual Property Rights: Staff must ensure that any lesson materials or content generated or augmented by AI respect all copyright and trademark laws and are properly attributed.

6. Prohibited Conduct and Disciplinary Consequences

i. Harmful Use: Staff shall not use AI tools to create, access, or distribute harmful, threatening, obscene, disruptive, or sexually explicit materials. AI shall not be used to engage in harassment, discrimination, bullying, or disparagement of others.

ii. Synthetic Media: The utilization of AI to generate deep fakes, voice cloning, or manipulative synthetic media is expressly prohibited.

iii. Disciplinary Action: Staff who violate these expectations and policies are subject to disciplinary action.

VI. DATA AND ARTIFICIAL INTELLIGENCE

All data use involving AI must comply with applicable state and federal laws, school district regulations, and acceptable use policies. The school district will train staff on data stewardship, privacy, and legal compliance, and will update procedures as laws and technologies evolve. Data privacy safeguards will be reviewed annually, and any changes to AI products or services will be carefully evaluated for impact on data security.

All data use must comply with all state and federal laws and school district regulations and requirements, including the school district's acceptable use and data policies. All school district users must ensure that all AI interactions comply with state and federal laws, especially regarding student data under FERPA, IDEA, CIPA, and COPPA.

Although AI products may claim to have some privacy safeguards in place, users should assume that all consumer AI products make data publicly available unless otherwise indicated pursuant to explicit official agreement with the school district.

VII. REPORTING AI-RELATED CONCERNS, MISUSE, AND INCIDENTS

Staff and students should contact the building principal or supervisor if concerns regarding safe and effective use of AI arise or if they suspect AI misuse that violates school district policies, procedures, or applicable laws.

Legal References: Minn. Stat. § 13.02 (Definitions)
Minn. Stat. § 13.03 (Access to Government Data)
Minn. Stat. § 13.05 (Duties of Responsible Authority)
Minn. Stat. § 13.32 (Educational Data)
Minn. Stat. § 604.32 (Cause of Action for Nonconsensual Dissemination of a Deep Fake Depicting Intimate Parts or Sexual Acts)
Minn. Stat. § 609.771 (Use of Deep Fake Technology to Influence Election)
Minn. Stat. § 617.262 (Nonconsensual Dissemination of a Deep Fake Depicting Intimate Parts or Sexual Acts)
15 U.S.C. §§ 6501-6506 (Children's Online Privacy Protection Act)
18 U.S.C. §§ 2510-2523 (Electronic Communications Privacy Act)
18 U.S.C. §§ 2701-2713 (Stored Communications Act)
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
20 U.S.C. § 1232h (Protection of Pupil Rights Amendment)
20 U.S.C. §§ 1400-1419 (Individuals with Disabilities Education Act)
29 U.S.C. § 701 et seq. (Rehabilitation Act of 1973)
42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)
34 C.F.R. Part 99 (Family Educational Rights and Privacy Act)

Anoka-Hennepin District No. 11
Anoka, MN 55303
Adopted: [month day] 2026

(All formatting adjusted prior to posting on the district website.)