

School Board Work Session
Monday, October 12, 2026
AGENDA

1. **Call to Order (1 minute)**
10-12-26 Important Dates 2
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from the September 28, 2026 Regular School Board Meeting - A
Jeff Simon, Board Clerk
Appendix A 3
 - 3.B. Retirements, Resignations, Terminations, Leaves and Modified Leaves of Absence, Sabbaticals,
Appointments - A
Shelly Leciejewski, Director of Employee Services
Appendix B 10
 - 3.C. Blaine High School Gymnastics Gym Rental Agreement - A
Tiffany Audette, Director of Purchasing
Appendix C 14
 - 3.D. Joint Powers Agreement C03419, Swift Contract #265324 - A
Tiffany Audette, Director of Purchasing
Appendix D 15
 - 3.E. Immunization Exclusions as required by Statute 121a.15 - A
Kathy Schulz, Health Services Coordinator
4. **Work Session (30 minutes)**
 - 4.A. Student Behavior and Engagement Update (30 minutes) - B
Ray Brodeur, Principal Secondary Student Conduct, Mary Kling, Principal Elementary Student Conduct
Appendix E 33
5. **Board Correspondence & Communication**
6. **Closed Session (30 minutes)**
 - 6.A. Attorney Client Privilege (30 minutes)
Tim Palmatier, General Counsel
7. **Adjourn**

ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

October 12, 2026

Dates to Remember

1. **October 12** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
2. **October 15-16** **MEA Professional Conference, No School**
3. **October 26** **No Elementary Students, PLC/Conf/Staff Development, K-5 Para Staff Dev.**
4. **October 26** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
5. **November 3** **No Students, Staff Development**
6. **November 3** **Election Day**
7. **November 9** **School Board Work Session, Sandburg Education Center, 5:30 p.m.**
8. **November 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**



Linda Hoekman
CO-CHAIR



Michelle Langenfeld
CO-CHAIR



Jeff Simon
CLERK



Matt Audette
TREASURER



Zach Arco
DIRECTOR



Kacy Deschene
DIRECTOR

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, September 28, 2026**, at Sandburg Education Center, Anoka, Minnesota.

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

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

Zach Arco motioned to approve the Board Agenda as presented. Jeff Simon seconded. Motion passed with a 5-0 vote.

CONSENT AGENDA

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

- a. Minutes** from the September 14, 2026 School Board Work Session.
- b. Personnel items** as follows:

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

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 Gornsen	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

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
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 Karlrud	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

SABBATICALS

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

APPOINTMENTS

20260928

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

c. Cash Disbursements Report

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

d. Cash Balance Report

ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY26

	GENERAL 01-101	FOOD SERVICE 02-101	COMMUNITY SERVICE 04-101	BUILDING CONSTRUCTION 06-101 ¹	DEBT SERVICE 07-101	EMP BENE HEALTH 20-101	EMP BENE DENTAL 21-101	EMP BENE WORK COMP 22-101	OPEB DEBT SERVICE 47-101	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY26 Total All Balances (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	228,291,582	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	

e. Donations & Scholarship 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
08/10/26	CRHS Alpine Ski Boosters	Coon Rapids High School	2025/26 Alpine Skiing Busing	\$577.40
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

*MATERIAL, EQUIPMENT, OR LABOR DONATION

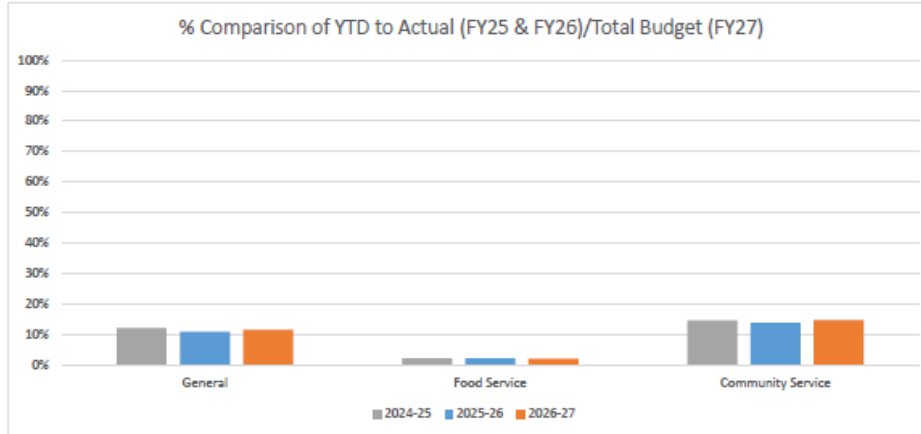
TOTAL	\$55,924.10
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SCHOLARSHIP DONATIONS				
DATE	DONOR	DONEE	PURPOSE	AMOUNT
SCHOLARSHIP TOTALS				\$ -
TOTAL DONATIONS				\$ 55,924.10

f. Monthly Revenue & Expenditures

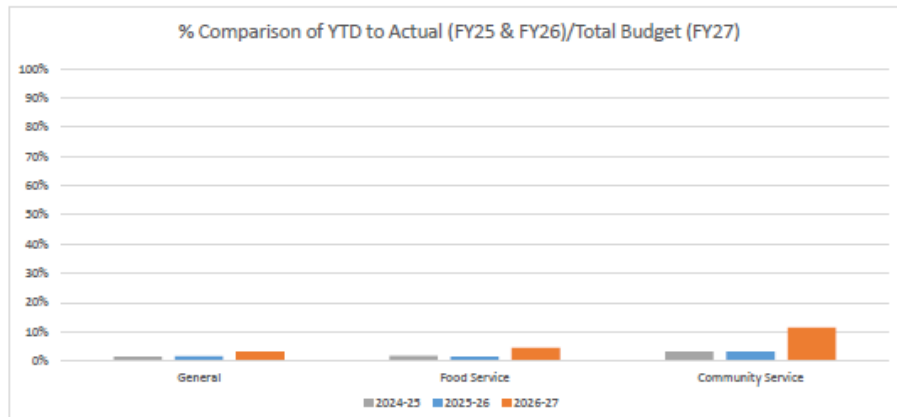
Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended August 31, 2026

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

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						
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%



- g. Approved the City of Coon Rapids – School Resource Officer Contract
 - h. Approved Retaining Online Learners in Anoka-Hennepin
 - i. Approved Immunization Exclusions as required by Statute – names and specifics are not included because of data privacy.
- Motion passed with a 5-0 vote.

The School Board received testimony from John Wolhaupter and Matt VanZee.

Superintendent Cole gave a report to the Board and reviewed the Board calendar: Anoka-Hennepin Schools welcomed 229 new teachers for the 2026-27 school year. The district has 7,899 employees as of last week. Superintendent Greg Cole welcomed new teachers during workshop week with a message theme of “Believe, Challenge, Empower,” to get the school year started. The Anoka-Hennepin School District is always looking for people to join our team. Residents looking to help local schools should visit ahschools.us/jobs to see what positions are available and stay tuned for future hiring events. In addition to attending staff meetings, Cole has been making connections in the community. Over the past few weeks, he attended the Coon Rapids Business Council meeting Sept. 1 and met with retired Anoka-Hennepin Schools teachers Sept. 15. He is scheduled to attend the Anoka Rotary Club on Oct. 1 and will serve as keynote speaker on Oct. 20 at the Anoka Community Anti-Crime Commission’s Annual Breakfast. He is also scheduled to present at the Coon Rapids Rotary Club on Oct. 26. Three Anoka-Hennepin seniors have been named semifinalists in the National Merit Scholarship program, placing them in the top one percent of high school seniors nationwide. Henry Finke, Champlin Park High School - International Baccalaureate Programme. Taison Scofield, Blaine High School - Center for Engineering, Mathematics and Science. Nahum Yilma, Coon Rapids High School - Center for Biomedical Sciences and Engineering. These students are three of nearly 16,000 nationwide semifinalists based on their performance on the 2025 Preliminary SAT. They are currently submitting detailed applications evaluating academic performance, leadership, and extracurricular achievements to advance to the finalist stage in February. Finalists will compete for roughly 6,700 National Merit, corporate, and college-sponsored scholarships worth up to \$2,500, with winner announcements expected late this school year. Anoka Middle School for the Arts teacher Terra Houlberg has been named Middle School Art Educator of the Year by the Art Educators of Minnesota (AEM). Houlberg is a teacher at Anoka Middle School for the Arts. AEM recognizes the outstanding leadership, dedication and community involvement of its members, and annually recognizes those achievements through annual awards. Houlberg will be recognized at this year’s Minnesota State Conference, which will be held Oct. 23-24 in St. Louis Park. Criteria for Houlberg’s selection was for her outstanding achievements and contributions to Arts education throughout her career. September is School Board Member recognition month in the State of Minnesota. This year’s statewide theme, [School Boards help Minnesota Kids Rise](#), celebrates the essential role locally elected school boards play in helping students achieve their highest potential. Anoka-Hennepin’s mission to effectively educate each of our students for success serves as a foundational goal for all of us, and the School Board joins together with communities to ensure success for every student - which is a key component in supporting the statewide “Minnesota Kids Rise” effort. The district would like to take this time to recognize the dedicated service to our schools and community from our Anoka-Hennepin School Board members. In just the few months that I have had to serve as superintendent, I have had the opportunity to work with and understand more about each of your values and priorities - and your investment in serving your constituents and improving outcomes for our students. Tonight, our leadership team would like to personally thank you for all you do to make our schools the best they can be. In recognition of your school board service, tonight you are receiving a small token of appreciation - with the hope it may ‘fill your cup.’

Michelle Vargas, chief financial officer, Dr. Jennifer Cherry, chief human resources officer, and Todd Mensink, director of labor relations and benefits, presented the health insurance fund stabilization and risk mitigation topic which proposes a permanent fund balance transfer from the general fund to the internal service health insurance fund in the amount of \$16.5M and assigning \$10.5M to health internal service fund within the general fund. This resolution was adopted on a 5-0 vote.

Michelle Vargas, chief financial officer, presented the preliminary tax certification for board approval. The action sets the maximum tax levy payable in 2027. The preliminary tax certification passed on a 5-0 vote.

Jess Rogers, associate general counsel, provided a first read of Policy 625.0 for board consideration. The policy will be considered for approval at a future meeting.

Director Deschene recognized the upcoming Orange Shirt Day on Wednesday, honoring children who were removed from their families to attend Indian Boarding Schools, remembering survivors, and commemorating those who never returned home. She also shared that she completed last year's Indian Education Program challenge, through which she learned

more about Phyllis Webstad, founder of the Orange Shirt Day movement. Director Arco highlighted Jefferson Elementary's recent Family Fun Night and noted his participation in the Red Cross blood drive at the Education Service Center. Co-Chair Langenfeld commended the staff at the Blaine Early Childhood Center for their work in preparing young students for the future. She also attended Adams Elementary's Family Night, expressing appreciation for the strong engagement between families and staff. Finally, Co-Chair Langenfeld reported on her trip to Washington, D.C., representing the Minnesota School Board Association (MSBA), noting that district leadership provided valuable background information ahead of the trip, and provided an overview of the key discussions held in D.C.

Co-Chair Michelle Langenfeld recessed the meeting at 7:45 p.m. Jeff Simon moved and Zach Arco seconded the motion to adjourn the meeting. Motion passed.

APPENDIX B

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

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Anthony Barbato	Wilson Elementary, Teacher Grade 4	06/11/2027
Denise Zurbey	Educational Svc Ctr, Accountant	01/04/2027

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Aubrey Draves	Andover High, Head Coach	02/28/2026
Nicholas Flaschenriem	Champlin Park High, Head Coach	05/30/2026
Elizabeth Govrik-McCoy	Champlin Park High, Head Coach	05/23/2026
Teressa Morsfield	Roosevelt Middle, Teacher Nurse	10/07/2026
Kyle Peterson	Andover High, Head Coach	05/23/2026
Jay Rickard	Champlin Brooklyn Park Academy, Teacher Phys Ed Elementary	09/25/2026
Monsurat Tiamiyu	Anoka High, Teacher English	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
Rebecca Alban	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	09/08/2026	11/24/2026
Emily Barrett	Champlin Park High, ParaEducator Spec Ed Cntr Base	09/03/2026	11/25/2026
Paige Bethke	University Ave Elementary, Teacher Grade 5	09/29/2026	02/15/2027
Nicole Bohlman	Eisenhower Elementary, School Office Supervisor	10/26/2026	01/29/2027
Tana Brakke	Riverview Early Childhood Ctr, Teacher Speech Clinician	11/23/2026	12/23/2026
Joseph Breckenridge	Hoover Elementary, Teacher Grade 3	09/22/2026	12/14/2026
Heather Brown	S.T.E.P., Job Coach	09/16/2026	10/30/2026
Rachel Cassem	Verndale, Teacher EC/SE Stretch Calendar	09/30/2026	10/27/2026
Nicole Collins	Sorteberg Early Childhood Ctr, Proactive Intv Prg PreSch FT	09/08/2026	11/03/2026
Michelle Connolly	Jefferson Elementary, Teacher Grade 1	09/30/2026	10/29/2026
Jennie Danneman	Jefferson Elementary, Teacher Grade K	10/08/2026	12/03/2026
Lorie Duffy	Sorteberg Early Childhood Ctr, Para Sped ECSE center base	11/12/2026	12/07/2026
Ryan Erlandson	Two Rivers Transition Program, Teacher ABS (AcadBehav)	09/28/2026	11/06/2026
Jaclyn Fossum	Evergreen Park Elementary, Teacher Phys Ed Elementary	09/24/2026	11/05/2026
Samantha Grazzini	Champlin Park High, Teacher Psychologist	09/29/2026	12/23/2026
Holly Groebner Jorgensen	Educational Svc Ctr, Coordinator Media Technology	11/03/2026	11/10/2026
Kirsten Haley	Educational Svc Ctr - Transportation, ParaEducator Bus	09/08/2026	11/20/2026
Heather Haney	Coon Rapids High, Teacher Math	10/02/2026	12/23/2026
Tyler Hendrickson	Anoka High, B/G Custodian 3rd shift	09/14/2026	09/18/2026
Brittany Hetrick	Champlin Brooklyn Park Academy, Teacher Social Worker	09/21/2026	01/22/2027
Marcus Hull	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	09/08/2026	09/25/2026
Baljinder Kaur	Andover High, Child Nutrition Assistant PT	11/30/2026	12/28/2026
Irene Kirton	Adams Elementary, Elementary Para PT	09/14/2026	10/23/2026
Linda Koehler	Mississippi Elementary, Child Nutrition Assistant PT	10/14/2026	01/04/2027
Angel Kostreba	Lincoln Elementary, Child Nutrition Assistant PT	09/14/2026	12/01/2026
Robin Kushlan	Mississippi Elementary, ParaEducator Special Education	11/10/2026	01/05/2027
Elizabeth Lovre	Jackson Middle, ParaEducator Spec Ed Cntr Base	10/12/2026	12/11/2026
Linda Lundborg	Educational Svc Ctr, Educ Off Prof C 12month	09/25/2026	12/04/2026
Bryana Maki	Anoka Middle - Fred Moore Campus, Teacher ASD (AutismSpectrum)	09/25/2026	10/05/2026
Ruth Meyers	Mississippi Elementary, ParaEducator Special Education	09/03/2026	10/02/2026
Stephanie Mullinix	Dayton Elementary, ParaEducator Health	09/03/2026	10/13/2026
Heidi Nelson	Anoka High, Child Nutrition Assistant FT	09/14/2026	09/29/2026
Lindsey Oakley	Jackson Middle, Asst Principal Middle 10 Month	09/04/2026	11/27/2026
Briana Robertson	Wilson Elementary, ParaEducator Spec Ed Cntr Base	09/17/2026	01/01/2027
Deborah Skaaden	Sunrise Elementary, Child Nutrition Assistant PT	09/15/2026	10/05/2026
Wendy Smith	Coon Rapids Middle, ParaEducator Spec Ed Cntr Base	09/28/2026	01/01/2027
Jileen Zyvoloski	ABE-Blaine Learning Lab, Educ Office Prof Comm Ed	10/06/2026	11/17/2026

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.

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jennifer Gimble	Champlin Brooklyn Park Academy, Teacher K5 Core Inst Support	09/12/2024	04/26/2027
Rebecca Haukom	Blaine High, Teacher Music Secd Orchestra	09/15/2026	10/02/2026
Natalie Joseph-Jaboin	Evergreen Park Elementary, ParaEducator Elementary	04/24/2026	10/09/2026
Julie Kolodziejczyk	Madison Elementary, Teacher Grade 2	08/10/2026	11/20/2026
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	05/26/2026	12/28/2026
Karen Raiche	Oxbow Creek Elementary, Child Nutrition Assistant PT	04/22/2026	10/02/2026
Meghan Walz	Lincoln Elementary, Teacher Grade 1	09/15/2026	10/07/2026

SABBATICALS

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

APPOINTMENTS

10-12-26 B-4

20261012

1

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

Aseena Ally	Hoover Elementary, Teacher Grade 2 LTS	09/22/2026	Bachelors/1	0.3048	\$16,316
Monica Butler	Evergreen Park Elementary, Teacher Bldg Relief	10/01/2026	Bachelors/1	0.8342	\$44,655
Patrick Moos	Hamilton Elementary, Teacher K-3 Exploration	09/21/2026	Bachelors/2	0.6930	\$37,097

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

Nora Ghoneim	Anoka High, Teacher English	10/02/2026	Bachelors+15/7	0.8824	\$52,187
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Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
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Special Education

Christopher Hosey	Monroe Elementary, Teacher E/BD	10/05/2026	Bachelors+45/5	0.8770	\$52,875
Lisa Valentine	University Ave Elementary, Teacher ABS	10/02/2026	Masters+60/9	0.8824	\$73,923

Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

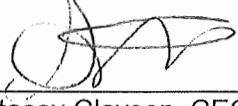
This section returned no records

Rental Agreement
Jam Hops Gymnastics Factory, Inc.
1460 133rd Lane NE, Ste. A
Ham Lake, MN 55304

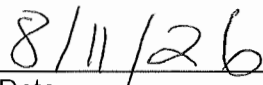
This document serves as the rental agreement between Jam Hops Gymnastics Factory, Inc. (Jam Hops) and the Blaine High School Gymnastics Team for the 2026-2027 school year. The conditions of this agreement are as follows:

- Blaine High School Gymnastics Team will have use of the gym Monday-Friday from November 16, 2026 until February 27, 2027 between the hours of 3:00-5:00pm. This will not be exclusive use of the gym.
- The team may also use the Jam Hops gym for 10 additional hours that is during the season and pre-approved by Jam Hops as being available space. There will not be an extra cost associated with this.
- A certificate of liability must be submitted for the dates listed above.
- Jam Hops assumes no liability for injuries which occur on the premises.
- All athletes will need to complete a Jam Hops online waiver form before they are able to participate.
- Athletes must be off all equipment by the scheduled time. Equipment rotations may be set by Jam Hops during the time of gym usage.
- Athletes may use the gym area and bathrooms only. Usage of other areas must be pre-approved.
- The athlete's belongings need to be placed in the designated area (TBD).
- No food, pop or gum is allowed in the gym. Water bottles are allowed but may not be left in the gym after practice.
- No dangling earrings, necklaces, or other dangerous jewelry is allowed in the gym due to safety issues.
- All equipment will need to be cleaned and returned to its proper location at the end of each practice.
- Blaine High School Gymnastics will be using our gym 15 weeks so will owe a total of \$15,750 for this rental (\$105 per hour). They are also using our gym for 1 meet (December 12). Rental fees for meets are \$800 for the gym and \$200 for a supervisor to be present. The total for meet rental will be \$1,000. The total owed to Jam Hops for rental fees is \$16,750. Rental fees are non-refundable.

I agree with all terms as outlined above.



 Stacey Clayson, CEO
 Jam Hops Gymnastics Factory, Inc.



 Date

 Authorized Blaine High School Representative

 Date



✉ 2727 N Ferry St. • Anoka, MN 55303

☎ 763-506-1000 • Fax: 763-506-1013

💻 ahschools.us

October 7, 2026

To: School Board Members and Superintendent Greg Cole

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Joint Powers Agreement C03419, Swift Contract Number 265324**

RECOMMENDED ACTION

Board approval/ratification is requested on the October 12th consent agenda to retroactively approve the Joint Powers Agreement (JPA) contract with the State of MN for Literacy Screening and Data Feedback and amend the agreement as follows:

- Updating Clause 2 to include new budget submission dates, Capti ReadBasix subtests, professional development sessions, implementing differentiated instruction, interventions, and monitoring progress. Updating payment clause to include clarification on when Capti license cost is reimbursed
- Updating Clause 3 to updated compensation plan
- Updating Clause 4 to the appropriate Governmentals Unit's name
- Updating Clause 4 to the appropriate Authorized Representatives

SCHOOL BOARD

Linda Hoekman, Co-Chair

Dr. Michelle Langenfeld, Co-Chair

Jeff Simon, Clerk

Matt Audette, Treasurer

Zach Arco, Director

Kacy Deschene, Director

AMENDMENT COVER SHEET**(Minn. Stat. §§ 16C.05, subd. 2(c), 16C.08, subd. 2 and 3)****Instructions:**

1. Complete this form for contract amendments that extend the end date of a contract, add/reduce work and money, or change any other term or condition of the contract.
2. Attach this form to the amendment when sending to the Department of Administration for approval. **Please always include copies of the original certification form, solicitation document, single source justification, the original contract, and any previous amendments as these are used for reference.**
3. Admin will retain this cover sheet for its files.

Agency: Education **Name of Contractor:** Anoka Hennepin Public Schools Education

Current Contract Term: 3/10/2025 – 06/30/2027 **Project Identification:** Literacy Screening and Data Feedback

Amendments to contracts must entail tasks that are substantially similar to those in the original contract or involve tasks that are so closely related to the original contract that it would be impracticable for a different contractor to perform the work. The commissioner or an agency official to whom the commissioner has delegated contracting authority under Minn. Stat. § 16C.03, subd. 16, must determine that an amendment would serve the interest of the state better than a new contract and would cost no more. An amendment should be in effect before the contract expires.

What changes are being made to the contract? Complete appropriate box(es) for the amendment submitted.

1. ☐ **Amendment to the Expiration Date of the contract**

- a. Proposed New Expiration Date:
- b. Why is it necessary to amend the Expiration Date?

2. ☒ **Amend Duties and Cost** ☐ **Amend Duties Only**

- a. Describe the amendment: updating clause 2, the agreement between the parties to include new budget submission dates, Capti ReadBasix subtests, professional development sessions, implementing differentiated instruction, interventions, and monitoring progress. Updating payment clause to include clarification on when Capti license cost is reimbursed
- b. If cost is amended, insert the amount of the original contract AND amount of each amendment below:
 Original Contract - \$5,350.00
 Amendment 1 - \$0.00
 This amendment - \$65,712.00
 New Total: \$71,062.00

3. ☒ **Amendment to change other terms and conditions of the contract:**

- a. Describe the changes that are being made: Updating the Governmental Unit's name in the first paragraph of the contract; Clause 4, Authorized Representative is being amended to reflect a change to the State's Authorized Representative.

Amendment 2 to SWIFT Contract No. 265324

Contract Effective Date:	<u>03/10/2025</u>	Total Contract Amount:	<u>\$71,062.00</u>
Original Contract Expiration Date:	<u>12/31/2027</u>	Original Contract:	<u>\$5,350.00</u>
Current Contract Expiration Date:	<u>06/30/2027</u>	Previous Amendment(s) Total:	<u>\$0.00</u>
Requested Contract Expiration Date:	<u>NA</u>	This Amendment:	<u>\$65,712.00</u>

This amendment is by and between the State of Minnesota, acting through its Commissioner of Education (“State”, or “MDE”) and Anoka Hennepin Public Schools whose designated business address is 2727 North Ferry Street, Anoka, MN 55303 (“Contractor”). State and Contractor may be referred to jointly as “Parties.”

Recitals

1. The State has a contract with the Contractor identified as SWIFT Contract no. 265324 (“Original Contract”) to provide literacy screening and data feedback.
2. Contract is being amended to include new budget submission dates, Capti ReadBasix subtests, professional development sessions, implementing differentiated instruction, interventions, and monitoring progress. Updating payment clause to include clarification on when Capti license cost is reimbursed
3. The State and the Contractor are willing to amend the Original Contract as stated below.

Contract Amendment

In this Amendment, changes to pre-existing Contract language will use ~~strike through~~ for deletions and underlining for insertions.

REVISION 1. The first paragraph of the Original Contract is amended as follows:

This Agreement is between the State of Minnesota, acting through its Commissioner of Education (“State” or “MDE”) and Anoka-Hennepin Public Schools (“Governmental Unit”).

REVISION 2. Clause 2. “Agreement between the Parties” is amended as follows

During each Agreement year (Agreement Year one (1), will run from contract execution through December 31, 2025; Agreement Year 2, from January 1, 2026, through December 31, 2026, and Agreement Year 3, from January 1, 2027, through June 30, 2027.), the Governmental Unit will be responsible for the duties outlined below:

- 2.1 Identify 1–2-point people within the school district to oversee site participation
- 2.2 Submit all requested feedback, survey responses, data and documentation to MDE’s Authorized Representative (AR) by the stated deadline ~~stated on the survey~~ and in the manner and format specified by MDE’s AR.
- 2.3 Create proposed budget and submit to MDE’s AR for approval by October 31, 2025 for FY26 and by October 31, 2026 for FY27.
- 2.4 Submit all purchases for approval to MDE’s AR prior to purchasing to receive reimbursements with Sauer Grant funds.

- 2.5 Complete screening, diagnostics and progress monitoring with tools approved by MDE's AR.
- 2.6 Complete universal fall administration of Capti ReadBasix, all six subtests, in grades 3-8 and 10th grade (if applicable), at agreed upon participating school sites. Fall screening must be completed by November 15, 2025. Winter and spring administration of Capti ReadBasix is at the school site's discretion. For school year ("SY") 2026-27, complete universal administration of all six Capti ReadBasix subtests, using personalized difficulty level setting, at participating school sites, in agreed upon grades. Universal fall screening must be completed by October 15, 2026. Universal winter screening must be completed by February 15, 2027. Universal spring screening must be completed during the last six weeks of school. Universal screening requires that 90% or more of students in each grade have completed screening (exceptions are made for students with IEPs whom the IEP team deems screening inappropriate, those for whom vendor accommodations do not align to IEP accommodations, parent opt out, and EL students with WIDA less than 2.3). For any student not included in universal screening, district must document reason and submit to MDE as requested.
- 2.7 Submit to MDE's AR the student data collected with tools funded by this grant with MARSS number and other personally identifiable information (PII) as requested by MDE's AR. Data to include screening, diagnostic, progress monitoring and students identified with characteristics of dyslexia.
- Starting SY2026-27, Governmental Unit must sign a data sharing agreement with Capti ReadBasix to allow Capti ReadBasix to share screening and progress monitoring data with MDE prior to June 15, 2027. MDE may also request additional identifying information as needed, such as Dual-Language Immersion (DLI) or Gifted and Talented status, if applicable.
- 2.8 Attend planning, data and feedback meetings organized by MDE's AR. Dates and times of meetings will be determined later and mutually agreed upon by all parties.
- 2.9 Attend overview and training meeting with Capti ReadBasix. Date and time of meeting will be determined later and mutually agreed upon by all parties.
- 2.10 Attend 4 professional development/data sessions with Capti ReadBasix, as approved by MDE's AR in SY2025-2026 and in SY 2026-2027. Dates and times of professional development/data sessions will be determined later and mutually agreed upon by all parties.
- 2.11 Collaborate and pProvide feedback by the deadline stated on the request to MDE's AR on topics that include, but are not limited to:
- Screening, progress monitoring and diagnostic tool implementation;
 - District processes related to screening and identifying students with characteristics of dyslexia;
 - Differentiated instruction and intervention for identified students;
 - Using data to inform instruction;
 - Statewide literacy and dyslexia guidance
- 2.12 Submit list of students receiving intervention and MARSS numbers to MDE's AR, as requested by MDE's AR.

2.13 Support MDE's AR with creation of student profiles to support statewide training and guidance.

2.14 Starting in SY 20206-2027, students identified in the weak or low average categories on CAPTI ReadBasix must receive evidence-based instruction, intervention and progress monitoring using curriculum approved by MDE's AR.

2.15 Starting in SY 2026-2027, districts must submit student data from other literacy assessments (if applicable) to MDE via SharePoint Secure Folder as requested

REVISION 3. Clause 3. "Payment" is amended as follows:

Payment

The State will pay for performance by the Governmental Unit under this Agreement as follows:

3.1 Compensation.

3.1.1 ~~The Governmental Unit will be paid \$4,850.00 in FY26 (which runs from July 1, 2025 through June 30, 2026), \$500.00 \$66,212 in FY27 (which runs from July 1, 2026 through June 30, 2027) following acceptance of the deliverables described under clause.~~ The Governmental Unit will be paid at the per student rate negotiated between MDE and Capti ReadBasix for up to \$47,562 after the fall screening end date of October 15, 2026, to ensure reimbursement request amount aligns with the number of screened students. The Governmental Unit will be paid \$1,000 after attending all four (4) Capti ReadBasix professional development/data sessions. The Governmental Unit will be \$22,500 for intervention training/materials. Funds designated for each FY may be moved to the next FY or the previous FY depending on when the Governmental Unit completes the deliverables described under clause 2.

3.1.2 The total obligation of the State under this Agreement will not exceed ~~\$5,350.00~~ \$71,062.00.

Revision 4. Clause 4. "Authorized Representatives" is amended as follows:

The State's Authorized Representative is

~~Amy Schulting, Dyslexia Specialist~~ Shelby Hicks, READ Act Implementation Specialist, or his/her successor
400 NE Stinson Boulevard
Minneapolis, MN 55413
~~651-285-8596~~ 651-582-8276

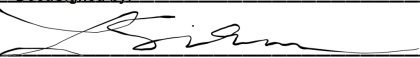
The Original Contract and any previous amendments are incorporated into this amendment by reference. Except as amended herein, the terms and conditions of the Original Contract and all previous amendments remain in full force and effect.

1. State Encumbrance Verification

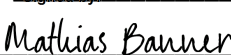
Individual certifies that funds have been encumbered as required by Minn. Stat. §§ 16A.15 and 16C.05

Print Name: Deb DowlingSignature: Title: Contract Administrator Date: 8/14/2026SWIFT Contract No. 265324 PO No. 3000040194**2. Contractor**

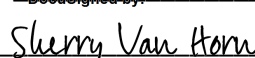
The Contractor certifies that the appropriate person has executed the Contract on behalf of the Contractor as required by applicable articles, bylaws, resolutions, or ordinances.

Print Name: Lisa SilmsenSignature: Title: Literacy Lead Date: 9/9/2026**3. State Agency**

With delegated authority

Print Name: Mathias BannerSignature: Title: Fin. Operations Mgr. Date: 9/9/2026**4. Commissioner of Administration**

As delegated to The Office of State Procurement

Print Name: Sherry Van HornSignature: Title: Contracts Specialist Date: 9/10/2026

Admin ID: _____



State of Minnesota

Joint Powers Agreement

SWIFT Contract Number: 265324

This Agreement is between the State of Minnesota, acting through its Commissioner of Education ("State" or "MDE") and Anoka-Hennepin Schools ("Governmental Unit").

Recitals

Under Minnesota Statutes § 471.59, subd. 10, the State is empowered to engage such assistance as deemed necessary. The State will work with six (6) school districts already using an approved K-3 screener to pilot the required collection and submission of universal and dyslexia screening data as required by the READ Act and support MDE to identify and pilot secondary screeners and diagnostic tools in grades 4-8.

Agreement

1. Term of Agreement

- 1.1 Effective Date: upon execution, or the date the State obtains all required signatures under Minn. Stat. § 16C.05, subd. 2, whichever is later.
- 1.2 Expiration Date: December 31, 2027, or until all obligations have been satisfactorily fulfilled, whichever occurs first.

2. Agreement between the Parties

During each Agreement year (Agreement Year one (1), will run from contract execution through December 31, 2025; Agreement Year 2, from January 1, 2026, through December 31, 2026, and Agreement Year 3, from January 1, 2027, through December 31, 2027.), the Governmental Unit will be responsible for the duties outlined in Exhibit A, which is attached and incorporated into this Agreement.

MDE's Authorized Representative may adjust the date(s), time(s), location(s), and mode of delivery of the deliverable(s) due to inclement weather or unforeseen circumstances beyond MDE and the Governmental Unit's control, and within the terms of this Agreement. Any changes must be agreed to in writing by both parties.

3. Payment

The State will pay for performance by the Governmental Unit under this Agreement as follows:

3.1 Compensation.

- 3.1.1 The Governmental Unit will be paid \$936.20 in state fiscal year ("FY") 25 (which runs from execution of Agreement through June 30, 2025), \$1,765.50 in FY26 (which runs from July 1, 2025 through June 30, 2026), \$1,765.50 in FY27 (which runs from July 1, 2026 through June 30, 2027), and \$882.80 in FY28 (which runs from July 1, 2027 through December 31, 2027) following acceptance of the deliverables described under clause 2.

- 3.1.2 The total obligation of the State under this Agreement will not exceed \$5,350.00.

3.2 Invoices.

3.2.1 The State will promptly pay the Governmental Unit after the Governmental Unit presents an itemized invoice for the goods received or services performed, and the State's Authorized Representative accepts the invoiced goods or services.

3.2.2 Invoices must be submitted timely and according to the following schedule:

3.2.2.1 Invoices for services performed through June 30 each calendar year should be submitted no later than July 21 each calendar year.

3.2.2.2 Invoices should be submitted to MDE Accounts Payable Department (MDE.AccountsPayable@state.mn.us). The subject line of the email with the invoice attached should contain the State's Authorized Representative's name and Contract number.

3.2.2.3 Each invoice should include the following information:

- MDE's Authorized Representative's name;
- The SWIFT Contract number;
- Dates of service; and
- A description of services performed.

3.2.2.4 Should an invoice need to be submitted via U.S. Mail, please use the following address:
Minnesota Department of Education,
Attn: Accounts Payable Department,
400 NE Stinson Blvd
Minneapolis, MN 55413.

4. **Authorized Representatives**

The State's Authorized Representative is
Amy Schulting, Dyslexia Specialist, or his/her successor
400 NE Stinson Boulevard
Minneapolis, MN 55413
651-285-8596

The Governmental Unit's Authorized Representative is
Lisa Silmsen, Literary Specialist, or his/her successor
2727 N Ferry Street
Anoka, MN 55303
763-506-1000

5. **Assignment, Amendments, Waiver, and Contract Complete.**

5.1 Assignment. The Governmental Unit may neither assign nor transfer any rights or obligations under this Agreement without the prior consent of the State and a fully executed assignment agreement, executed and approved by the authorized parties or their successors.

5.2 Amendments. Any amendment to this Agreement must be in writing and will not be effective until it has been executed and approved by the authorized parties or their successors.

5.3 Waiver. If the State fails to enforce any provision of this Agreement, that failure does not waive the provision or its right to enforce it.

5.4 Contract Complete. This Agreement contains all negotiations and agreements between the State and the Contractor. No other understanding regarding this Agreement, whether written or oral, may be used to bind either party.

6. Indemnification.

6.1 In the performance of this Agreement, the Indemnifying Party must indemnify, save, and hold harmless the State, its agents, and employees, from any claims or causes of action, including attorney's fees incurred by the State, to the extent caused by Indemnifying Party's:

- Intentional, willful, or negligent acts or omissions; or
- Actions that give rise to strict liability; or
- Breach of contract or warranty.

The Indemnifying Party is defined to include the Governmental Unit, the Governmental Unit's reseller, any third party that has a business relationship with the Governmental Unit, or Governmental Unit's agents or employees, and to the fullest extent permitted by law. The indemnification obligations of this section do not apply in the event the claim or cause of action is the result of the State's sole negligence. This clause will not be construed to bar any legal remedies the Indemnifying Party may have for the State's failure to fulfill its obligation under this Agreement.

6.2 Nothing within this Agreement, whether express or implied, shall be deemed to create an obligation on the part of the State to indemnify, defend, hold harmless or release the Indemnifying Party. This shall extend to all agreements related to the subject matter of this Contract, and to all terms subsequently added, without regard to order of precedence.

7. State Audits.

Under Minn. Stat. § 16C.05, subd. 5, the Governmental Unit's books, records, documents, and accounting procedures and practices relevant to this Agreement are subject to examination by the State, the State Auditor, or Legislative Auditor, as appropriate, for a minimum of six years from the expiration or termination of this Agreement.

8. Government Data Practices.

The Governmental Unit and State must comply with the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13, (or, if the State contracting party is part of the Judicial Branch, with the Rules of Public Access to Records of the Judicial Branch promulgated by the Minnesota Supreme Court as the same may be amended from time to time) as it applies to all data provided by the State under this Agreement, and as it applies to all data created, collected, received, stored, used, maintained, or disseminated by the Governmental Unit under this Contract. The civil remedies of Minn. Stat. § 13.08 apply to the release of the data governed by the Minnesota Government Practices Act, Minn. Stat. Ch. 13, by either the Governmental Unit or the State.

If the Governmental Unit receives a request to release the data referred to in this clause, the Governmental Unit must immediately notify and consult with the State's Authorized Representative as to how the Governmental Unit should respond to the request. The Governmental Unit's response to the request shall comply with applicable law.

9. Venue

Venue for all legal proceedings out of this Agreement, or its breach, must be in the appropriate state or federal court with competent jurisdiction in Ramsey County, Minnesota.

10. Termination

10.1 Termination. The State or the Governmental Unit may terminate this agreement at any time, with or without cause, upon 30 days' written notice to the other party.

10.2 Termination for Insufficient Funding. The State may immediately terminate this Agreement if it does not obtain funding from the Minnesota Legislature, or other funding source; or if funding cannot be continued at a level sufficient to allow for the payment of the services covered here. Termination must be by written or fax notice to the Governmental Unit. The State is not obligated to pay for any services that are provided after notice and effective date of termination. However, the Governmental Unit will be entitled to payment, determined on a pro rata basis, for services satisfactorily performed to the extent that funds are available. The State will not be assessed any penalty if the agreement is terminated because of the decision of the Minnesota Legislature, or other funding source, not to appropriate funds. The State must provide the Governmental Unit notice of the lack of funding within a reasonable time of the State's receiving that notice.

11. E-Verify Certification (in accordance with Minn. Stat. § 16C.075).

For services valued in excess of \$50,000, the Governmental Unit certifies that as of the date of services performed on behalf of the State, Governmental Unit and all its subcontractors will have implemented or be in the process of implementing the federal E-Verify Program for all newly hired employees in the United States who will perform work on behalf of the State. The Governmental Unit is responsible for collecting all subcontractor certifications and may do so utilizing the E-Verify Subcontractor Certification Form available at <http://www.mmd.admin.state.mn.us/doc/EverifySubCertForm.doc>. All subcontractor certifications must be kept on file with Contractor and made available to the State upon request.

12. Accessibility Standards

The Governmental Unit agrees to comply with the State of Minnesota Accessibility Standards effective September 1, 2010, which entails, in part, the Web Content Accessibility Guidelines (WCAG) 2.0 (Level AA) and Section 508 which can be viewed on the [Minnesota IT Services website \(https://mn.gov/mnit/about-mnit/accessibility/\)](https://mn.gov/mnit/about-mnit/accessibility/). The Standards apply to web sites, software applications, electronic reports and output documentation, training delivered in electronic formats (including, but not limited to, documents, videos, and webinars), among others. As upgrades are made to the software/products/subscriptions available through this Agreement, the Governmental Unit agrees to develop functionality which supports accessibility. If any issues arise due to nonconformance with the above-mentioned accessibility Standards, the Governmental Unit agrees to provide alternative solutions upon request at no additional charge to the State.

12.1 For additional information on how to make your documents accessible please visit the following link Accessible Electronic Documents / Minnesota IT Services (mn.gov) (<https://mn.gov/mnit/about-mnit/accessibility/electronic-documents/>).

12.2 Contact the Communications Office (mde.communications@state.mn.us) for specific guidance on creating content that meets our accessibility requirements.

12.3 For questions regarding the accessibility of software, websites, or applications, contact Kim Wee (kim.wee@state.mn.us).

13. Publications or Other Content Intended for Dissemination

The following criteria are to be used for all publications or other content created for MDE intended for dissemination:

- 13.1 Use only print-quality department logo. Request a copy from the MDE Communications Office (mde.communications@state.mn.us).
- 13.2 Copy must follow latest edition of the Associated Press (AP) Stylebook.
- 13.3 Video content must be open or closed captioned. If video does not have narration or conversation, audio descriptions must be used. Audio descriptions help users with visual disabilities perceive content that is presented only visually and are necessary for WCAG 2 Level AA conformance.
- 13.4 Copy must be free of typographical and grammatical errors.
- 13.5 Fonts used can vary in promotional pieces; however, the sizes used should be comparable to Calibri 11 pt. or Times New Roman 12 pt.
- 13.6 Manuals and other long documents (10+ pages, as a reference point only) should be provided in PDF format with bookmarks (preferred) or include a linked Table of Contents.
- 13.7 If the end product is not an editable source document (originally created format), the source document must also be provided to the department along with the final format for all non-multimedia content. For instance, if a PDF document is the final product, the Governmental Unit must also provide the Word or PowerPoint file.
- 13.8 Presentations must be narrated, part of a recorded presentation, or include notes pages, not be standalone slideshows. Notes, as Annotations, should not be included when the presentation is converted to PDF.
- 13.9 Please direct questions regarding printed material to the Authorized Representative for this Agreement.

14. Plain Language

Governmental Unit must provide all deliverables in "Plain Language." Executive Order 19-29 requires the Office of the Governor and all Executive Branch agencies to communicate with Minnesotans using Plain Language. As defined in Executive Order 19-29, Plain Language is a communication which an audience can understand the first time they read or hear it. To achieve that, Governmental Unit will take the following steps in the deliverables:

- 14.1 Use language commonly understood by the public;
- 14.2 Write in short and complete sentences;
- 14.3 Present information in a format that is easy to find and easy to understand; and,
- 14.4 Clearly state directions and deadlines to the audience.

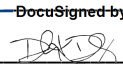
15. Force Majeure

Neither party shall be responsible to the other or considered in default of its obligations within this Contract to the extent that performance of any such obligations is prevented or delayed by acts of God, war, riot, disruption of government, or other catastrophes beyond the reasonable control of the party unless the act or occurrence could have been reasonably foreseen and reasonable action could have been taken to

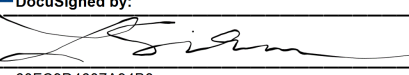
prevent the delay or failure to perform. A party relying on this provision to excuse performance must provide the other party prompt written notice of the inability to perform and take all necessary steps to bring about performance as soon as practicable.

1. State Encumbrance Verification

Individual certifies that funds have been encumbered as required by Minn. Stat. §§ 16A.15 and 16C.05

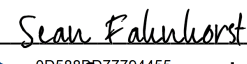
Print Name: Deb Dowling
 Signature: 
 Title: Contract Administrator Date: 3/17/2025
 SWIFT Contract No. 265324

2. Governmental Unit

Print Name: Lisa Silmser
 Signature: 
 Title: Educator Date: 3/19/2025

3. State Agency

With delegated authority

Print Name: Sean Fahnhorst
 Signature: 
 Title: Director of Agency Finance Date: 3/19/2025

4. Commissioner of Administration

As delegated to The Office of State Procurement

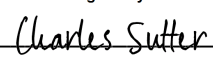
Print Name: Charles Sutter
 Signature: 
 Title: Mr. Sr. Date: 3/20/2025
 Admin ID: 95,878.00

Exhibit A

Timeline 11/25/24				Sauer Family Foundation Grant January 2025 – December 2027 Scope of Work					
	Spring 2025 (Jan – May)	Summer 2025 (June – Aug)	Fall 2025 (Sept – Dec)	Spring 2026 (Jan – May)	Summer 2026 (June – Aug)	Fall 2026 (Sept – Dec)	Spring 2027 (Jan – May)	Summer 2027 (June-Aug)	Fall 2027 (Sept – Dec)
Grade K – 3 Screeners	District's designee will review and submit screening data	MDE Analysts will build reports for review by districts.	Districts will provide feedback on reports (focus groups/surveys)	MDE Sauer team review data and conduct focus groups/trainings	Districts refine their local literacy plans, develop goals and actions based on the data.	MDE conducts focus group to see how action plans are going and determine guidance that is needed by MDE	MDE conducts focus group to see how action plans are going and determine guidance that is needed by MDE	MDE adjust guidance to Schools	Final data and feedback analysis from districts by December 2027 for final report.
Diagnostics, Dyslexia and Progress Monitoring Gr K-8	MDE team Identify and review diagnostics	Finalize diagnostics and flowchart	Districts pilot K-3 diagnostics, dyslexia, and progress monitoring	Analysts build reports for the diagnostics for review by districts.	Districts will provide feedback on reports (focus groups/surveys)	MDE Review Data and conduct Focus Groups/Trainings	MDE conducts focus group to see how action plans are going and determine guidance that is needed by MDE	Districts will refine their local literacy plans and develop goals and actions based on the data	MDE adjust guidance to Schools
Gr 4-8 Screeners	MDE team Identify and review screeners	Identify and Review Screeners	Districts pilot screeners	Districts pilot screeners and MDE conducts focus groups/surveys	Analysts build reports	Districts will provide feedback on reports (focus groups/surveys)	Review Data and conduct Focus Groups/Trainings	Districts will refine their local literacy plans and develop goals and actions based on the data	MDE conducts focus group to see how action plans are going and determine guidance that is needed by MDE. Adjust MDE Guidance to Schools
READ Act Activities	MDE develops local literacy plan template	Districts report using local literacy plan template (June 15 th deadline)		All districts and charters report K-3 screening data to MDE	Districts report using local literacy plan template (June 15 th deadline)	MDE develops reports for legislative committees		Districts report using local literacy plan template (June 15 th deadline)	

PROFESSIONAL/TECHNICAL CONTRACT CERTIFICATION FORM

SECTION 1 – INSTRUCTIONS

Complete form for:

- Professional/Technical Service Contracts and Joint Powers Agreements
 - In excess of \$25,000 (Minn. Stat. 16C.08)
- Single Source Contracts

Checklist if not using SWIFT:

- ☐ Complete Certification form and solicitation documents
- ☐ For contract(s) over \$50,000, complete the State Register Notice form
- ☐ For contract(s) under \$50,000, complete the OSP webpage posting form
- ☐ Submit documents to PT Team via DocuSign for review and approval
- ☐ If applicable, include documentation for non-standard terms and conditions

Checklist if using SWIFT:

- ☐ Complete Certification form and solicitation documents
- ☐ Upload Certification form to a SWIFT Event
- ☐ Upload the final solicitation documents into the SWIFT Event
- ☐ If applicable, include documentation for non-standard terms and conditions into the SWIFT Event

SECTION 2 - BACKGROUND

 Department: Education (MDE)

 Division: Literacy

 Estimated Contract Value
(original contract period):

\$ 35,000

 Estimated Contract Value
(including extension options):

\$ 35,000

Source of Funds

(indicate whether State or Federal):

Sauer Family Foundation Grant
***Original Contract Period: From: Execution To: 12/1/2027 With option to extend _____ add'l _____ yr. periods**

***Note:** The combined contract and amendment cannot exceed five years, unless otherwise provided for by law (Minn. Stat. 16C.06 Subd. 3b(b)). Also, the term of the original contract must not exceed two years unless the commissioner determines that a longer duration is in the best interest of the state. If you are requesting that the original contract length be longer than two years, please write a justification below:

Agency certifies that Minn. Stat. §15.061 allows agency to enter into this professional/technical service contract. *(Please check with agency attorney general staff if you have questions.)*

Nature of Contract: (Include a brief description of the service. If IT-related goods are anticipated as incidental to the contract, detail anticipated products, quantities and expected cost.)

This Literacy Screening Pilot Project supports MDE in working with six (6) pre-determined districts already using an approved K-3 screener to pilot the required collection and submission of universal and dyslexia screening data as required by the READ Act and support MDE to identify and pilot secondary screeners and diagnostic tools in grades 4-8.

Product or Result: (Give details.)

Educator feedback on the tool and information on the type of guidance and support districts and charter schools need as they begin to collect, report, and use literacy screening and diagnostic data and partner with districts and charter schools to improve screening for characteristics of dyslexia using approved screeners and identified diagnostic tools.

In accordance with Minn. Stat. §16C.08, subd. 3, provide the following: (attach additional pages if necessary)

- 1) Describe how the proposed contract is necessary to achieve the agency's statutory responsibilities:

This contract will support MDE implementation of the READ Act, Statute 120B.12 with feedback from participating school districts and charter schools.

- 2) Describe your plan to notify firms or individuals who may be available to perform the services called for in the solicitation other than advertising in the State Register, on the OSP website, or in SWIFT:

Participating school districts and charter schools were identified through a previous planning grant. We will contact via email and phone the districts and charter schools identified in the grant proposal to participate in the grant.

- 3) Describe the performance measures or other tools that will be used to monitor and evaluate contract performance and how the results of the work will be used:

Participants will demonstrate performance through attendance at meetings, feedback provided, and the authorized site representative will be in contact with MDE representatives.

SECTION 3 – VENDOR SELECTION METHOD

Complete ONE of the following boxes to indicate how the vendor will be selected for the proposed contract:

A. Public Solicitation

Executive Order 05-07 requires that “all vendor selection evaluations conducted under Minnesota’s “best value” statutes must consider price to be of significant importance...”

COST _____ % (at least 30% of the evaluation points)

☐ EXCEPTION: I am requesting an exception to the State’s guideline. A memo justifying the request is attached.

COMPLETE SECTION 4, IF APPLICABLE.

B. Single Source Request

Name of Contractor: _____

☐ Attach a justification form.

A sample can be found at: <https://osp.admin.mn.gov/sites/osp/files/pdf/singlesourcerequestform.pdf>

If the contract is for IT-related services (or incidental goods) in excess of \$25,000, select an option below:

☐ Services and products will meet the Minnesota IT Accessibility Standards

☐ Services/products provided by the contractor will NOT meet the Minnesota IT Accessibility Standards. (If so, you must complete “STEP TWO” below.)

SKIP SECTION 4. IF ACCESSIBILITY APPLICABLE, PLEASE INCLUDE IN CONTRACT.

C. Joint Powers Agreement (Minn. Stat. §471.59, subd. 1 for Professional/Technical Services)

Name of Governmental Unit Anoka Hennepin Schools, Mankato Public Schools, St. Paul Public Schools, KIPP Academy Charter School, Partnership Academy Charter School, Seven Hills Classical Academy Charter School

1) Explain how/why this governmental unit was selected.

MDE received previous funding to identify six (6) sites for participation in a proposed pilot grant. These six (6) sites were identified as they are already using one of the approved K-3 literacy screening tools and include both charter schools and larger school districts.

2) Can this work be performed by any other governmental unit?

Only the school districts or charter schools previously selected can participate in the grant.

SKIP SECTION 4. IF ACCESSIBILITY APPLICABLE, PLEASE INCLUDE IN CONTRACT.

SECTION 4 – ACCESSIBILITY

(Complete for all solicitations involving IT services (and incidental goods) in excess of \$25,000)

Information on the Minnesota IT Accessibility Standards can be found at:

https://osp.admin.mn.gov/sites/osp/files/pdf/accessibility_standard.pdf

STEP ONE: Accessibility Standards Verification:

Check one or both. If not applicable, proceed to Step Two.

- ☐ Applicable WCAG 2.0 Level AA requirements (WCAG 2.0) are included in the solicitation document and will be evaluated utilizing the procurement process checked below in Step Three.
- ☐ Applicable 508 (B) Technical Standards, (C) Functional Performance Criteria, and (D) Information, Documentation, and Support Requirements (Section 508) are included in the solicitation document and will be evaluated utilizing the procurement process checked below in Step Three.

STEP TWO: Accessibility Exception Request:

If Step One is not applicable, check one or both below and indicate the appropriate exception category. **Attach a memo** detailing the rationale supporting the exception request. (A full description of all exceptions can be found at:

<https://osp.admin.mn.gov/sites/osp/files/pdf/accexceptions.pdf>

- ☐ Applicable WCAG 2.0 Level AA requirements are NOT included; and/or
- ☐ Applicable 508 (B) Technical Standards, (C) Functional Performance Criteria, and (D) Information, Documentation, and Support Requirements are NOT included because:

Exception category (Check all that apply):

- ☐ National/State Security
- ☐ Infrastructure Hardware
- ☐ Service Personnel Space
- ☐ Fundamental Alteration
- ☐ Undue Burden (must be accompanied by the form at:
<https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fosp.admin.mn.gov%2Fsites%2Fosp%2Ffiles%2Fpdf%2Faccdetermination.doc&wdOrigin=BROWSELINK>)

STEP THREE: Process for Evaluating Accessibility

Indicate how your RFP will be structured and which process you will use to evaluate accessibility.

(For more information, including the Accessibility Matrix, go to <http://www.mmd.admin.state.mn.us/pdf/AccMatrix.pdf> and <http://www.mmd.admin.state.mn.us/pdf/AccSupplement.pdf>.)

- ☐ Full Accessibility is a pass/fail requirement
- ☐ Partial Accessibility is a pass/fail requirement
- ☐ Full or Partial Accessibility is a pass/fail requirement, but Dual Responses are considered
- ☐ Full or Partial Accessibility is a pass/fail requirement and is further scored as a % of points
- ☐ Accessibility is scored as a % of points
- ☐ Proposals are short-listed prior to scoring accessibility as a % of points
- ☐ Accessibility is not considered due to an exception indicated above

SECTION 5 – AGENCY CERTIFICATIONS Pursuant to Minn. Stat. 16C.08, I certify:

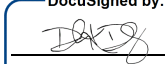
1. No state **agency** employee is (a) able and (b) available to perform the services called for by the contract
 - A. **How did you reach this conclusion:** Participating school districts and charter schools were identified through a previous planning grant. No agency employees are able or available as they do not have access to the demographic needed.
 - B. **List other methods considered for accomplishing the work:** [Example: In-house, other divisions or offices, other state agencies.] Not applicable, must be school districts and charter schools for the project
2. Unless otherwise authorized by law, a competitive proposal process shall be used to acquire professional or technical services. A competitive bidding process shall not be utilized to acquire professional or technical services.
3. The following person(s) has/have been assigned to manage the contract as well as monitor and act as liaison for the contract Amy Schulting_____ at 651-582-8596_____ (telephone number).
4. The agency shall not allow a contractor to begin work before the contract is fully executed unless an exception under Minn. Stat. §16C.05, subd. 2a has been granted by the commissioner and funds are fully encumbered.
5. In the event the results of the contract work will be carried out or continued by state employees upon completion of the contract, the contractor is required to include state employees in development and training, to the extent necessary to ensure that after completion of the contract, state employees can perform any ongoing work related to the same function.
6. The contractor and agents must not be employees of the state.
7. The terms of the contract must permit the commissioner to unilaterally terminate the contract prior to completion, upon payment of just compensation, if the commissioner determines that further performance under the contract would not serve agency purposes.
8. The agency shall not contract out its previously eliminated jobs for four years without first considering the same former employees who are on the seniority unit layoff list who meet the minimum qualifications determined by the agency.

☐ The seniority unit layoff list was reviewed on _____ (date, within past three months); **OR**

☒ Not applicable.
9. The terms of a contract must provide that no more than 90 percent of the amount due under the contract may be paid until the final product has been reviewed by the head of the agency entering into the contract and the head of the agency has certified that the contractor has satisfactorily fulfilled the terms of the contract, unless specifically excluded or modified in writing by the commissioner. This clause does not apply to contracts for professional services as defined in sections 326.02 to 326.15.

Reasonable efforts will be made to avoid conflicts of interest throughout the selection and performance of this contract. All potential or actual conflicts of interest will be reported to OSP.

The following three Internal Approval signatures are for agency use; they are not required by OSP.

DocuSigned by:  Activity Manager	1/27/2025 _____ Date
Division Director	_____ Date
Assistant Commissioner (program)	_____ Date

Agency Signature (required)

Signed by:

Sean Fahnhorst

2/18/2025

Authorized Certification/Officer authorized to sign contract

Date

MNIT signature (required for all IT related services)

MNIT Approval

Date

Department of Administration Signature (required)

DocuSigned by:

Sherry Van Horn

2/20/2025

Office of State Procurement/Professional Technical Approval

Date



STUDENT BEHAVIOR AND ENGAGEMENT UPDATE

*Ray Brodeur, Principal of Secondary Student Conduct
Mary Kling, Principal of Elementary Student Conduct
October 12, 2026*

SAFE, WELCOMING SCHOOLS



**SUPPORTIVE
LEARNING
ENVIRONMENTS**

**ENGAGING
CLASSROOMS**

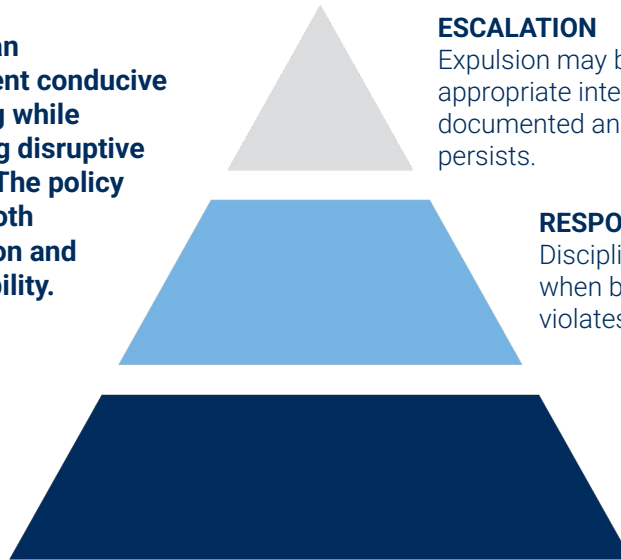
ACCOUNTABILITY

The objective is to provide a positive learning environment for all and give students the tools they need to effectively manage any situation.



DISRUPTIVE STUDENT POLICY

Maintain an environment conducive to learning while addressing disruptive behavior. The policy expects both intervention and accountability.



ESCALATION

Expulsion may be considered when appropriate interventions have been documented and qualifying behavior persists.

RESPONSE

Disciplinary action may be taken when behavior is disruptive or violates the rights of others.

EXPECTATIONS

Every student is expected to abide by district rules and regulations.

DISCIPLINE RESPONSE IS A CONTINUUM



The response becomes more intensive as the behavior becomes more serious, persistent, or unsafe.

TEACH: Clarify expectations. Redirect & reteach.

INTERVENE: Family partnership. Problem solving & supports.

RESPOND: Administrative action. Progressive consequences.

INTENSIFY: Documented interventions. Increased supports / suspension.

REFER: Expulsion consideration when policy threshold is met.

Individualized • Progressive • Documented • Consistent with policy and due process.

INTERVENTION DOES NOT MEAN INACTION



Effective discipline pairs behavior change opportunities with meaningful accountability.

INTERVENTION

- Teach and reteach expectations
- Parent/guardian partnership
- Problem solving
- Behavioral interventions and supports
- Progress monitoring

ACCOUNTABILITY

- Administrative response
- Appropriate consequences
- Restriction or loss of privileges
- Suspension when warranted
- Expulsion referral when criteria are met

The goal: behavior change while protecting the learning environment.

PUPIL FAIR DISMISSAL ACT:

Grounds for dismissal



VIOLATION OF RULES:

Violates a reasonable, clearly established School Board regulation.

SIGNIFICANT DISRUPTION:

Significantly disrupts others' education, staff duties, or school-sponsored activities.

SAFETY / PROPERTY:

Endangers the student, others, employees, surrounding persons, or school property.



FREQUENTLY ASKED QUESTIONS

Is the district doing enough when students repeatedly disrupt school?

The policy provides for progressive intervention and disciplinary action. When documented interventions are unsuccessful and behavior reaches the policy threshold, an expulsion referral may be appropriate.

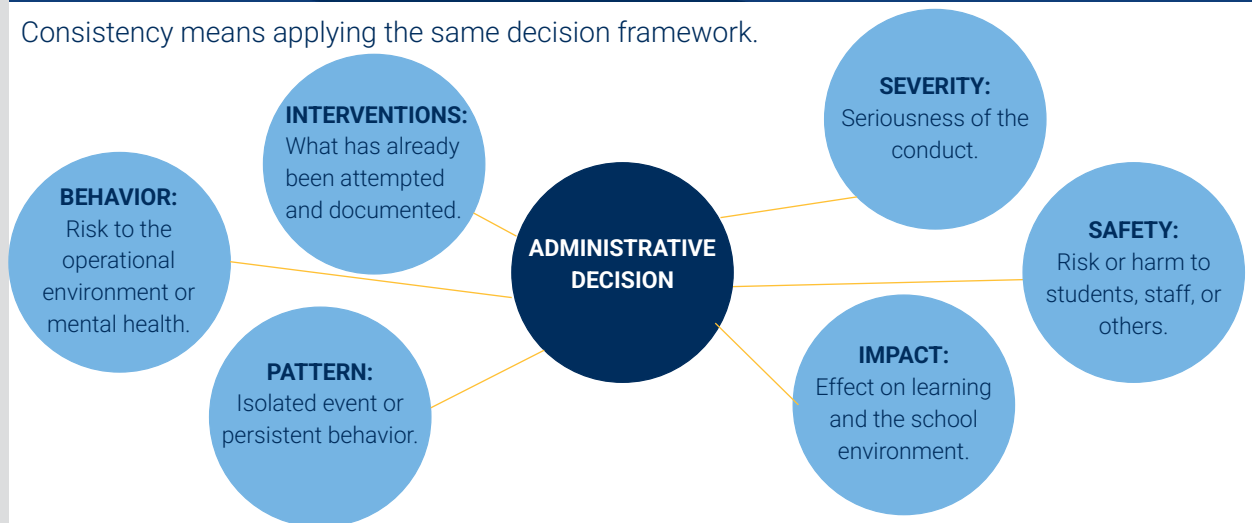
Why don't similar behaviors always receive the exact same consequence?

Consistency means using the same policy-based decision framework. Administrators also consider severity, safety, impact, pattern of behavior, interventions already attempted, and individual circumstances.

ADMINISTRATIVE DECISIONS FOLLOW A STANDARDIZED FRAMEWORK



Consistency means applying the same decision framework.





FREQUENTLY ASKED QUESTIONS *(cont.)*

Are interventions replacing consequences?

No. Intervention and accountability operate together. The goal is behavior change while protecting the learning environment.

When do you recommend expulsion?

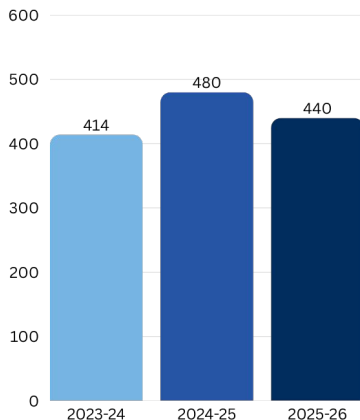
When appropriate interventions have been implemented and documented and persistent behavior meets one or more of the policy's qualifying conditions.

STUDENTS REMOVED FROM THE LEARNING ENVIRONMENT

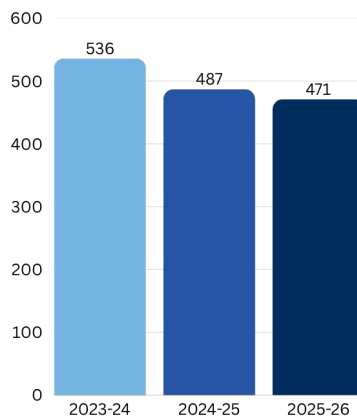
for disruptive, disorderly, insubordination referral



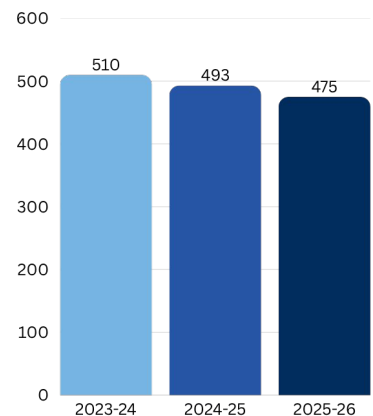
Elementary school students



Middle school students



High school students

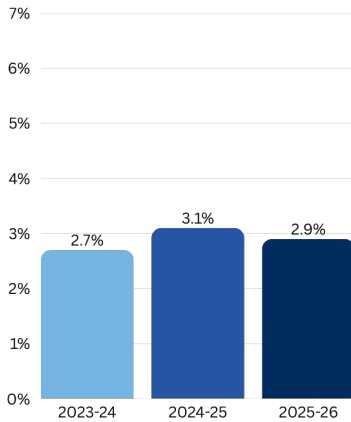


STUDENTS ENROLLED WHO WERE REMOVED FROM THE LEARNING ENVIRONMENT

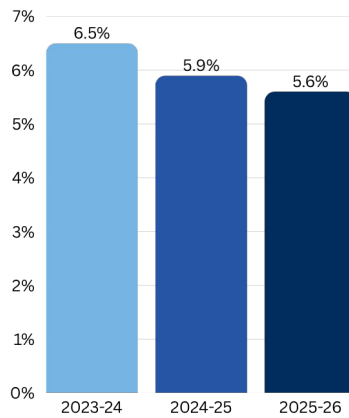
for disruptive, disorderly, insubordination referral



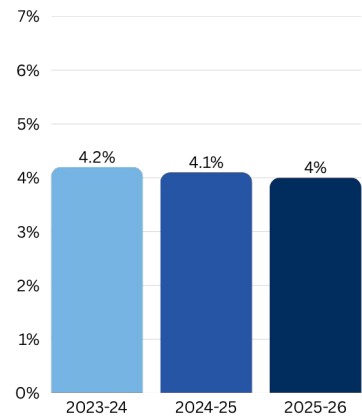
Elementary school students



Middle school students



High school students



HISTORICAL EXPULSION REFERRAL DATA



School Year	Disruptive Referrals	Total Expulsions	% Disruptive	Era / Operational Context
2025-26	13	182	7.14%	All-time peak in disruptive behavior referrals
2024-25	7	200	3.50%	High total volume; elevated disruption baseline
2023-24	9	210	4.29%	13-year peak in total expulsion referrals
2022-23	8	159	5.03%	Post-pandemic return to full in-person operations
2021-22	0	88	0.00%	Transition/hybrid return year
2020-21	0	11	0.00%	Full distance learning / COVID-19 pandemic
2019-20	0	69	0.00%	Pandemic onset; spring school closure
2018-19	2	81	2.47%	Pre-pandemic standard baseline
2017-18	2	67	2.99%	Pre-pandemic standard baseline
2016-17	2	102	1.96%	Pre-pandemic standard baseline
2015-16	6	109	5.50%	Moderate historical elevation
2014-15	6	105	5.71%	Moderate historical elevation
2013-14	3	103	2.91%	Baseline tracking start year



KEY DRIVERS AND SYSTEMIC FACTORS

Mental health and self-regulation

Accumulated behavioral and mental health challenges impact student self-regulation and classroom climate.

Standardized reporting

Implementation of uniform district discipline tracking tools under Policy 506.0 has increased reporting consistency across all school sites.

Firm staff safety thresholds

Building administrators are applying firmer standards for chronic classroom disruption to protect learning environments and staff safety.



K-3 CLASSROOM UPDATES

K-3 INTERVENTION PROCESS

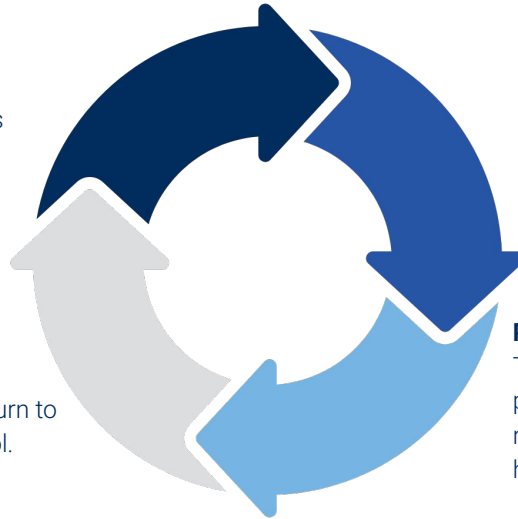


High disruption

Impact on learning environment triggers Tier 3 intervention activation.

Full reintegration

3-week team review leads to full-time return to neighborhood school.



Referral to K-3 classroom

Parent meeting initiates placement into K-3 classroom; six-week cycle of interventions with daily data collection.

Phased return

Team meeting to discuss progress and plan for half-time return to neighborhood school halftime with K-3 staff support.

MEASURING K-3 CLASSROOM OUTCOMES, 2025-2027



2025/2026 cohort

11 total students

- Seven started in early October.
- Four started in April.

2026/2027 cohort

- Six started on day one (four remaining from last year, two new fall referrals).
- Anticipating adding 2-4 more in late October.



STAFF INJURY



STAFF INJURY PROTOCOLS AND REPORTING

1. IMMEDIATE SAFETY AND CARE:

Prioritizing immediate medical attention and securing the school environment.

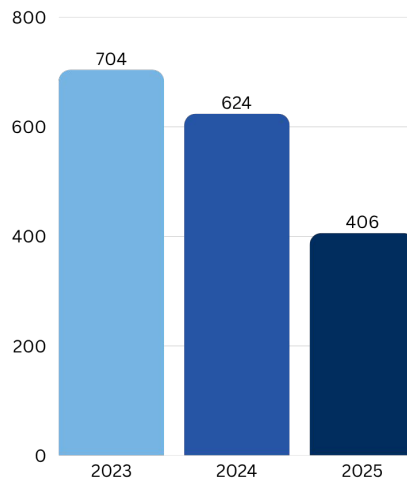
2. INVESTIGATION AND REPORTING:

Mandatory documentation, administrative review, and strict alignment with the severity and safety decision framework.

3. CORRECTIVE ACTION AND SUPPORT:

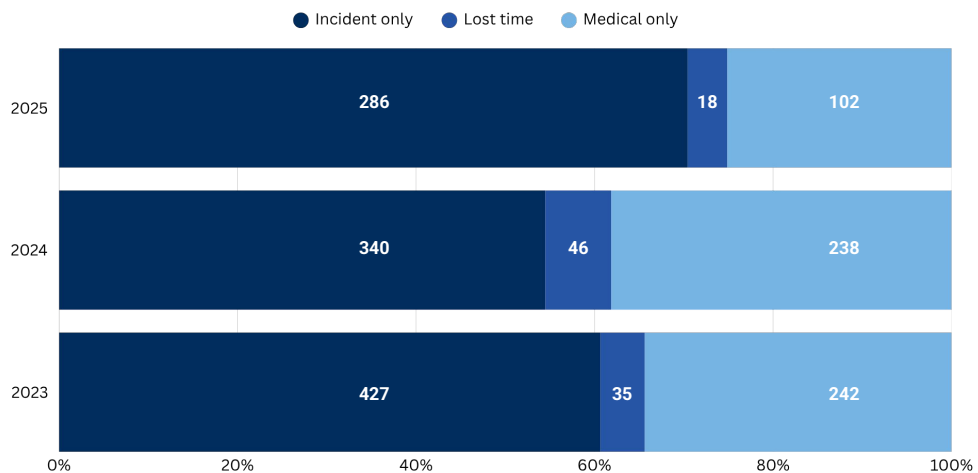
Implementing appropriate student accountability, providing staff support, and adjusting environment to prevent recurrence.

TOTAL INCIDENTS REPORTED



TOTAL INJURIES

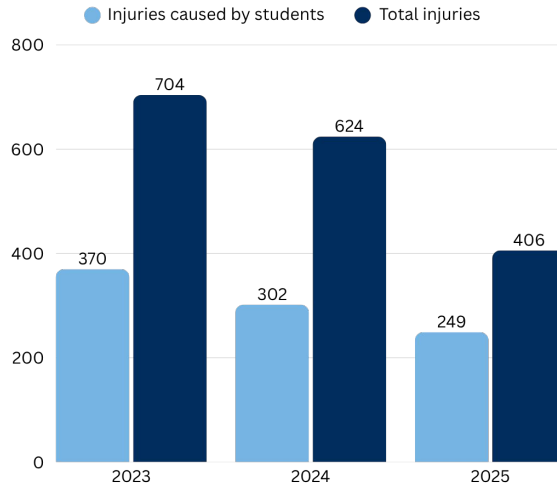
Broken down by action taken



COMPARISON OF INJURIES



Caused by students and total injuries



KEY TAKEAWAYS



Decrease

Claims decreased significantly in 2025 when compared to 2023 and 2024.



Highest risk areas

Workers' compensation claims are highest at the elementary school level and at River Trail Learning Center (RTLCL).



Primary causes

The top causes of staff injury are **student incidents** (40%) and **slips, trips, and falls** (23%).



THANK YOU

Ray Brodeur

Principal, secondary student conduct

Mary Kling

Principal, elementary student conduct