



## Regular Meeting Agenda

Diamondhead Education Center  
200 W. Burnsville Parkway  
Burnsville, MN 55337  
June 12, 2025  
6:30 PM

### Strategic Directions:

- Creating space and opportunity for each and every voice to be heard
- Actively leading by developing and sustaining a diverse and equitable education system
- Supporting and leveraging innovation to improve student outcomes and district culture
- Engaging our community to ensure common understanding of our Strategic Roadmap and the district work to support it

5:45 PM Listening Session with Director Mikkelsen and Director Hume

- I. Call to Order
  - A. Welcome
  - B. Pledge of Allegiance
- II. Approval of Agenda
- III. Information
  - A. Recognition of John Coskran Award Recipients



**Agenda III.A.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Abigail Alt, Vice Chair

**Date:** June 12, 2025

**Re:** Recognition of John Coskran Award Recipients

## B. District 917 Itinerant MOU Agreement

**Speaker(s):** Dr. Chris Bellmont, Assistant Superintendent

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.

**Agenda III.B.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Dr. Chris Bellmont, assistant superintendent

**Date:** June 12, 2025

**Re:** Intermediate District 917 Itinerant Memorandum of Understanding (MOU) Agreement

***Information:***

Intermediate School District 917 provides specialized instruction, related services, and staffing support for students requiring special education programming as outlined in their Individualized Education Plans (IEPs).

- **Access to Specialized Programs:** Intermediate School District 917 provides highly specialized instruction and services that are not available within our district.
- **Support for Complex Student Needs:** 917 serves students with significant needs, including emotional-behavioral disorders, autism spectrum disorders, developmental cognitive disabilities, and medically fragile conditions.
- **Compliance with Legal Requirements:** Partnering with 917 helps ensure we meet federal and state mandates, including providing a Free Appropriate Public Education (FAPE) in the least restrictive environment.
- **Efficient Use of Resources:** By collaborating with 917 and other member districts, we can pool resources and provide cost-effective, high-quality services.
- **Access to Related Services and Staffing:** 917 supports districts with related services, including Deaf/Hard of Hearing, Visually Impaired, Audiology, and Sign Language Interpreter services, as well as staffing support when local resources are unavailable.

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) entered into by and between the Intermediate School District No. 917 (“Intermediate 917”) and Independent School District No. 191 (“School District”). Intermediate 917 and the School District are hereinafter referred to collectively as the “Parties” and individually as a “Party.” It is hereby agreed by the Parties as follows:

**WHEREAS**, Intermediate 917 is a Minnesota intermediate school district providing special education and related services to students whose resident school districts request such services to be provided by Intermediate 917; and

**WHEREAS**, the School District is a Minnesota independent school district providing educational services to or for its resident students; and

**WHEREAS**, the School District desires Intermediate 917 to provide special education and/or related services to those students enrolled in and as requested by the School District; and

**WHEREAS**, Intermediate 917 is willing and has the authority to enter into a MOU to provide special education and/or related services to students enrolled in the School District, pursuant to Minnesota Statutes, Chapter 136D;

**NOW, THEREFORE, IT IS AGREED BY AND BETWEEN THE SCHOOL DISTRICT AND INTERMEDIATE 917 AS FOLLOWS:**

1. **Purpose.** The intent of this MOU is for Intermediate 917 providing special education and/or related staffing to students enrolled in and receiving educational and related services at the School District.
2. **School District Obligations.**
  - a. The School District is responsible for ensuring that appropriate education, including special education and/or related services are made available to its resident students.
  - b. The School District shall submit any requests for educational and related services for its students in writing through the annual projection process. Such requests shall specify the nature of the services requested, the number of students to be served, the full time equivalent (FTE) needed, and the location at which the services will be provided.
  - c. The School District shall be responsible to pay, on a timely basis, any and all invoices, including any administrative fees, submitted by Intermediate 917 for the services it provides on behalf of the School District.

- d. The School District shall be responsible for state and federal reporting requirements relating to the students receiving educational and/or related services under this MOU, such as MARSS reporting.
- e. The School District shall provide day-to-day supervision of Intermediate 917 employees providing special education and/or related services at the School District, as it relates to sign-in/sign-out procedures, classroom and office usage, and similar site procedures, although the Intermediate 917 employees shall remain employees only of Intermediate 917. The School District shall notify Intermediate 917 of any known non-compliance by Intermediate 917 employees with such School District procedures. Intermediate 917 will perform supervision of its employees as described below in paragraph 3 (b).
- f. The School District shall collaborate with Intermediate 917 employees providing special education and/or related services at the School District in allowing access to the School District's student information system and technology platforms.
- g. The number of days in this contract shall be determined by the Intermediate 917's employee's labor agreement subject to the School District's pro rata share of the FTE assignment. The School District will provide this data to be utilized for SEDRA reporting.

### **3. Intermediate 917 Obligations.**

- a. Intermediate 917 shall provide special education and/or related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8, as requested by the School District with appropriately licensed Intermediate 917 employees as identified in the annual signed projection process. Intermediate 917 shall be responsible for STAR reporting requirements relating to the staffing provided by Intermediate 917 to the School District.
- b. If Intermediate 917 is unable to provide appropriately licensed Intermediate 917 employees as identified by the School District in the annual signed projection process, Intermediate 917 will work with the School District to develop alternatives to provide special education and/or related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8.
- c. The individuals assigned to provide special education and/or related services at the School District by Intermediate 917 shall be Intermediate 917 employees, and shall be hired, retained, assigned, directed, supervised, evaluated, compensated, disciplined or terminated by Intermediate 917, according to applicable Intermediate 917 employment agreements, Intermediate 917 policies and procedures and any applicable state or federal laws or regulations.

- d. Despite the preceding language, the Parties expect that the School District shall provide site supervision of the Intermediate 917 employee while providing services at the School District as it relates to sign-in/sign-out, classroom and office usage, and other site procedures. The Intermediate 917 employees assigned to work at the School District shall abide by any and all School District procedures of which he or she is notified.
  - e. Intermediate 917 shall set staffing reimbursement rates for the special education and related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8, it provides at the School District and shall issue billing invoices twice annually, consistent with the Intermediate 917 billing cycle. Invoices will include the FTE to be utilized for SEDRA reporting. Billing shall also include reimbursement for staff mileage and travel time and the costs of supplies, equipment and overhead.
  - f. This MOU shall not be construed to give rise to any employment relationship between the School District and any Intermediate 917 employee assigned to work at the School District.
4. **Renewal.** The parties to this MOU may renew this MOU if mutually agreed upon in one-year increments by executing a written renewal agreement at least sixty (60) days prior to expiration of the MOU or any subsequent renewal period, subject to the same terms and conditions as this MOU, or as otherwise mutually agreed upon.
  5. **State Complaint or Due Process Hearing Request.** If a state complaint or due process hearing request is filed involving the School District, the School District will be responsible for responding to the state complaint or due process hearing request. Intermediate 917 will in good faith make any employee assigned to provide services at the School District available to participate as necessary in the School District's response to any allegations or claims arising out of a state complaint or due process hearing. If an attorney retained by the School District requests Intermediate 917 employees to testify or otherwise participate in a complaint response or due process hearing, the attorney retained by the School District will prepare Intermediate 917 employees in the same manner as its own staff. Each party reserves the right to obtain its own attorney.
  6. **Transportation of Students.** Student transportation shall be provided and paid for by the School District, as required by state and federal laws.
  7. **Data Practices.** Nothing in this MOU shall be construed to be contrary to Minnesota Statutes, Chapter 13, the Minnesota Government Data Practices Act ("MGDPA"), and in particular, Minn. Stat. § 13.32, and the Federal Educational Rights and Privacy Act, 20 U.S.C. § 1232g ("FERPA") regarding the creation and maintenance of educational records. All of the data created, collected, received, stored, used or maintained by the Parties in performing functions under this MOU is subject to the requirements of the MGDPA and FERPA and the Parties must

comply with those requirements.

8. **Insurance and Liability**. Nothing in this MOU shall constitute a waiver of the rights, privileges and benefits to which either Party is entitled under Minnesota Statutes. The liability and monetary limits of liability of the School District and Intermediate 917 shall be governed by the Minnesota Government Tort Claims Act, Minnesota Statutes, Chapter 466, et. seq., and other applicable law. Intermediate 917 and the School District shall each maintain insurance against claims arising out of or relating to the provision of services under this MOU, in an amount and of a nature consistent with each Party's Board policies, procedures or practices and as required by the laws of the State of Minnesota.
9. **Indemnification**. Intermediate 917 agrees to indemnify and hold harmless the School District, its officers, agents and employees from any and all claims and losses resulting from the Intermediate 917's performance of this MOU, and from any and all claims and losses resulting to any person who may be injured or damaged by the actions and/or conduct of the employees or agents of Intermediate 917.

The School District agrees to indemnify and hold harmless Intermediate 917, its officers, agents and employees from any and all claims and losses resulting from the School District's performance of this MOU, and from any and all claims and losses resulting to any person who may be injured or damaged by the actions and/or conduct of the employees or agents of the School District.

10. **Term and Cancellation**. This MOU shall commence on July 1, 2025 and shall remain in effect through June 30, 2027, unless Intermediate 917 and the School District mutually agree to terminate or cancel the MOU by written notice prior to March 1 of the current school year for the upcoming school year. Written notices under this MOU shall be sent to:

For Intermediate School District 917:

Executive Director of Student Services  
Intermediate School District 917  
1300 145th Street East  
Rosemount, MN 55068

For The School District:

Director of Special Education  
Independent School District No. 191  
200 West Burnsville Parkway  
Burnsville, MN 55337

11. **Termination for Breach**. If either Party fails to comply with the terms and conditions of this MOU, the other Party, upon 30 days prior written notice to the breaching Party, may terminate

this MOU.

- 12. **Assignment.** Neither Party to this MOU shall assign, delegate or transfer any rights or obligations under this MOU without the prior written consent of the other Party.
- 13. **Amendments.** This MOU may be amended during the term of this MOU and may only be amended in writing by the mutual agreement of the Parties.
- 14. **Equal Drafting.** In the event any Party asserts that a provision in this MOU is ambiguous, this MOU must be construed to have been drafted equally by the Parties.
- 15. **Waiver and Severability.** Any term or condition of this MOU found to be invalid, illegal, or unenforceable shall not render this MOU void or unenforceable.
- 16. **Applicable Law.** This MOU shall be governed by the laws of the State of Minnesota.
- 17. **Entire Agreement.** This MOU contains the entire MOU between the Parties with regard to the matters set forth herein and supersedes all communications, written or oral, heretofore related to the subject matter of this MOU. No promises, guarantees, or representations relative to the subject matter addressed herein exist outside the terms of this document.

By signing below, each party represents that it has read, understands, and agrees to be bound by the terms of this Memorandum of Understanding, and is authorized to sign on behalf of the Party he or she represents.

**INTERMEDIATE SCHOOL DISTRICT NO. 917**

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Its: \_\_\_\_\_

**INDEPENDENT SCHOOL DISTRICT NO. 191**

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Its: Chair

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Its: Clerk



## C. Q-Comp Annual Report

**Speaker(s):** Kamala Niffenegger, Continuous Improvement Coach

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**Agenda III.C.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Kamala Niffenegger, Continuous Improvement Coach

**Date:** June 12, 2025

**Re:** Q-Comp Annual Report


# Annual QComp Report


Kamala Niffenegger, QComp Coordinator  
June 12, 2025


# Overview


- Purpose
- Respondents
- Data Collected

**4 Components**  
**Q Comp**

**01** Career Ladder/  
Advancement  
Options 

**02** Job-Embedded  
Professional  
Development 

**03** Teacher  
Evaluation 

**04** Performance Pay  
and Alternative  
Salary Schedule 

# Overall Impact

- Teacher Leaders
  - Building Leadership Team (BLT) Members
  - Mentors
  - Continuous Improvement Coaches (CICs)
- Collaborative Teams (CTs)
- Observation process

## 4 Components

### Q Comp

01

**Career Ladder/  
Advancement  
Options**



02

**Job-Embedded  
Professional  
Development**



03

**Teacher  
Evaluation**



04

**Performance Pay  
and Alternative  
Salary Schedule**

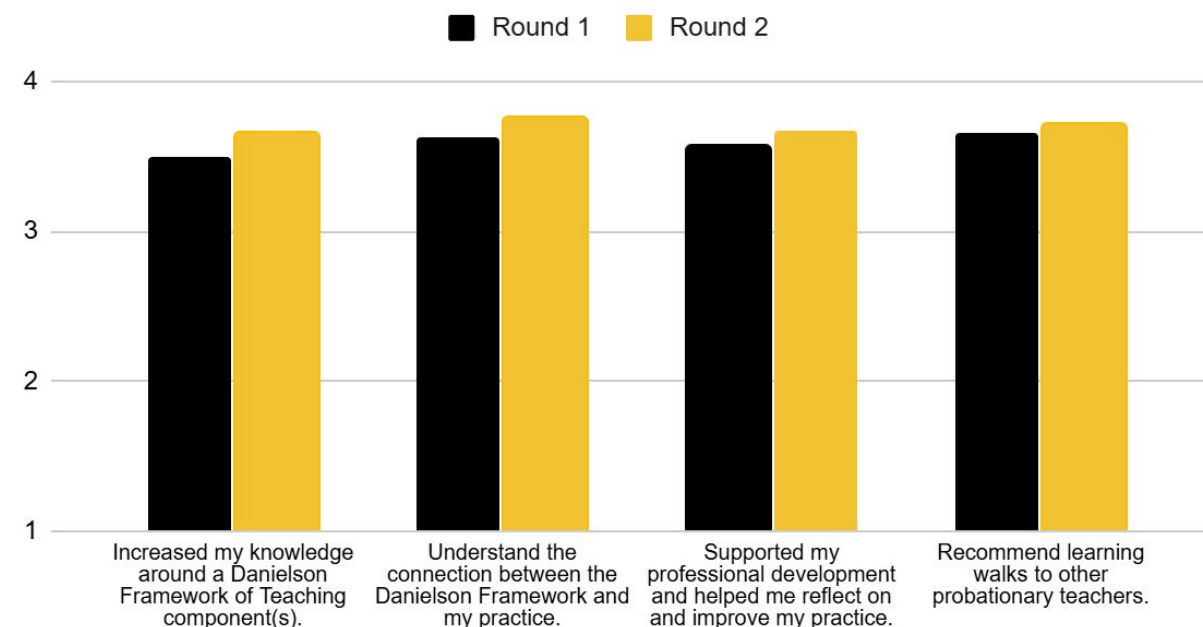


# Highlight: Learning Walks

*"I liked how we could brainstorm positive things to look for before entering the classrooms. Overall this was an amazing experience and by far the most beneficial to my professional development this far."  
-Elementary Specialist*

*"The learning work experience is very informative. It helps build structures that facilitates positive learning experiences for students. New teachers should participate in this program to enhance capacity building."  
-High School Multilingual Teacher*

Average Rating of Learning Walk Survey Responses  
Scale of 1 = Strongly Disagree to 4 = Strongly Agree



# Highlight: Learning Walks

- 73% of staff made changes to their instruction following the learning walk
- 96% said those changes had a moderate-to-high impact on student learning
- 95% of administrators value learning walks as support for probationary staff
- 53% of administrators observed or heard evidence of new practices being implemented

# Recommendations

- » Continuous improvement of Learning Walks
- » Increased probationary staff observations and feedback from CICs
- » Training and inter-rater reliability calibration for Specialized Role rubrics
- » Training and support for Collaborative Teams in educational decision-making (PDSA cycle)

# Additional Information

- [2024-25 QComp Review Report](#)
- [QComp Information from Minnesota Department of Education \(MDE\)](#)

Thank You

## Q Comp Annual Report

This template, which may be changed as needed, is designed to help formulate the Quality Compensation (Q Comp) Annual Report. Per [Minnesota Statutes, section 122A.414, subdivision 3\(a\)](#) the report must be submitted to the school board by June 15 of each year and include findings and recommendations for the program. We also recommend that the report include a summary of what was implemented for the year, to help provide context for the findings and recommendations.

Please address the following questions for each program component describing the implementation of the approved plan, the impact of implementation, findings from the program review and recommendations to improve program effectiveness. **All information reported should be based on the current school year.** We recommend that each question be addressed with a brief summary of 3-7 sentences.

### Core Component: Career Advancement Options

#### Implementation

Are the teacher leader positions that were implemented this year the same as those outlined in the approved plan (approval letter and subsequent plan change approval letters)? [Yes](#)

If no, please explain what changes have occurred and why?

#### Impact

How did the work of teacher leaders through coaching, observing, mentoring, facilitating learning teams and performing other responsibilities impact their own practice and growth as leaders?

78.9% of Building Leadership Team (BLT) members reported that their role as a teacher leader improved their own practice. Through their work at the building level, BLT members express a deeper understanding of how their classroom instruction or role fits into the broader school context. In mentoring relationships, both BLT members and mentors reported increased reflection on their own instructional strategies while supporting probationary staff.

Through their roles as teacher leaders, CICs have developed deeper knowledge of instructional and best practices and increased capacity to facilitate adult learning. CICs who have completed their 3–5 years of committed service often continue to serve in other leadership roles within the district—such as curriculum coordinators, TOSAs, or administrators—or they return to the classrooms as refined instructional leaders. Many return to serving on their site’s BLT and/or as mentors—demonstrating sustained leadership capacity beyond their formal CIC term.

How did the work of teacher leaders through coaching, observing, mentoring, facilitating learning teams and performing other responsibilities impact classroom instruction?

84.3% of BLT members indicated that their role had a moderate to high impact on classroom instruction. They supported staff through mentoring, observation of peers, planning and facilitating professional development, and participating in data-driven decision-making. BLT members also supported Collaborative Teams (CT) through reviewing and providing feedback on CT goals, providing resources for requested support, and sharing data to drive reflection and planning.

84.9% of first-year probationary staff felt supported by their mentor and 81.8% agreed that this support increased their ability to execute their job responsibilities.

91.9% of tenured teachers indicated that the observation process with their CIC had a moderate to high impact on classroom instruction. 79.8% of tenured teachers indicated that the observation process with an other trained observer (most often of which is a BLT member but sometimes a SISA staff member or other CIC) had a moderate to high impact on classroom instruction.

How did the work of teacher leaders impact student achievement?

72.3% of BLT members reported that their leadership role had a moderate to high impact on student achievement. BLT members impacted student performance through the delivery of professional development, data-driven decision-making, and supporting CTs, especially around foundational literacy.

75.9% of tenured teachers reported that the observation process, including coaching, had a moderate to high impact on student achievement.

CICs reported that coaching conversations impacted student achievement as teachers reflected on and implemented research-based strategies into their practice.

## Review Findings

How did the training teacher leaders received impact their ability to fulfill the responsibilities of the position and meet the needs of the licensed staff members?

CICs report that Cognitive Coaching continues to be essential in knowing how to have transformational conversations with staff. With the elimination of Teachscape training, new CICs participated in a pilot self-paced Danielson framework online training course from The Danielson Group. Although it increased their understanding of the Danielson framework and their ability to collect unbiased evidence for coaching and feedback, it was reported to be less rigorous than Teachscape in terms of inter-rater reliability training.

CICs shared that their team's calibration around Danielson components strengthened the data and feedback they provided to teachers to promote reflection. Impact on staff was evident through feedback during collegial and coaching conversations and implementation of best instructional practices that could be transferred to classroom instruction.

BLT members reported that the following district-wide trainings impacted their ability to fulfill the responsibilities of their role:

- 60.5% of staff reported that the training they received had a moderate to high impact on their ability to serve on BLT.

- 78.9% of staff reported that the training they received had a moderate to high impact on their ability to mentor staff members.
  - Note: BLT members only attend an initial intensive training around mentorship their first year serving on BLT. If they are continuously serving, they may not recall their initial training when responding to the survey.
- 85.5% of staff reported that the training they received had a moderate to high impact on their ability to do other trained observer observations.

## Recommendations

How will the district use the review findings to improve the effectiveness of teacher leadership?

- Additional training for BLT members on high-impact CTs and how to best support CT's work including additional training around data analysis, educational decision-making protocols, and EduClimber.
- Continue to research and pilot new Danielson courses to find the best replacement for Teachscape.

## Core Component: Job-embedded Professional Development

### Implementation

Are learning teams configured and meeting as outlined in the approved plan (approval letter and subsequent plan change approval letters)? **Yes**

If no, please explain the changes that have occurred and why?

### Impact

How did teacher learning from learning teams and other job-embedded professional development activities impact classroom instruction?

94.2% of teams agreed or strongly agreed that their learning from CT participation impacted their practice/instruction.

Instructional Collaborative Teams indicate they collaborate on the following activities which positively impact their classroom instruction.

- Clarify standards and learning targets of focus. (84.6% of teams)
- Determine proficiency indicators that include how they will know if students have mastered the standards of focus. (73.9% of teams)
- Discuss interventions to respond to students who have not yet mastered the standards of focus. (77.7% of teams)
- Discuss extension and enrichment for students who have already demonstrated mastery of the standards of focus. (54.6% of teams)
- Collaborate on effective instructional practices and engagement strategies (95.4% of teams)
- Engage in detailed planning of classroom instruction (72.3% of teams)

How did teacher learning from learning teams and other job-embedded professional development impact student achievement?

94.1% of teams agreed or strongly agreed that their learning from CT participation impacts student achievement.

Collaborative team (CT) work has had an impact on student achievement by promoting data-driven instruction, targeted interventions, and consistent learning experiences across classrooms. Teachers report that CT time enables them to design lessons based on student needs, share strategies, reflect on practices, and align curriculum to standards. This collaboration fosters student engagement, supports differentiated instruction, and helps ensure students are making progress toward learning targets, IEP goals, and performance on standardized assessments.

## Review Findings

How did the sites or learning teams identify needs and instructional strategies to increase student achievement?

Collaborative teams identified student needs through consistent use of data, including Fastbridge assessments, classroom observations, and evaluation results. These insights allowed teams to pinpoint academic gaps, behavioral trends, and specific learning needs. For instance, reviewing assessment data helped adjust groupings, tailor instruction, and implement timely interventions. Elementary teams used frequent progress monitoring to inform scaffolding and reteaching. Across grade levels, teams planned ways to use research based strategies like incorporating visual supports, using real-life applications, embedding AVID strategies, and differentiating instruction to meet diverse learning needs.

How did learning teams use data and implement the selected instructional strategies and follow-up on implementation?

81.7% of teams agreed or strongly agreed that they frequently reviewed data and implemented instructional or professional strategies based on data. Educators regularly use a variety of data sources. For instance, ACCESS and FASTBridge data are used to create personalized growth targets and to monitor ongoing student development. Data informs decisions about interventions, reteaching, and curriculum adjustments to address gaps in learning. For example, WIN (What I Need) groups at the elementary and middle level are adjusted based on ongoing data reviews to ensure that all students receive appropriate interventions or enrichment.

The CIC team, in collaboration with MnMTSS leaders, provided staff note taking templates for CTs to use to guide them in the Plan-Do-Study-Act (PDSA) cycle. 71.3% of CTs indicated that they fully implement the Plan, Do, Study, Act cycle in order to identify student needs and instructional strategies. This is a 10% increase from the previous year.

## Recommendations

How will the district use the review findings to improve the effectiveness of job-embedded professional development?

- Continued use of MnMTSS coordinators modeling and embedding educational decision making protocols into School Improvement Plan (SIP) creation work for Administrators and BLT members to increase data

literacy, analysis, and practices. We recommend that Administrators and BLTs model similar protocols with CTs.

- Increased CT training and resources: Numerous BLT members, administrators, and SISA staff are attending PLC at Work® Institute this summer with plans to increase understanding and support for CTs next year.
- Consistent support of all programs, specifically specialized programs (for example, SPED and ML, district-wide CTs)

## Core Component: Teacher Evaluation

### Implementation

Are licensed staff members observed/evaluated as outlined in the approved plan (approval letter and subsequent plan change approval letters)? [Yes](#)

If no, please explain the changes that have occurred and why?

### Impact

What impact did the observation/evaluation process, including coaching, have on classroom instruction?

Tenured staff receive coaching and feedback from different sources including administrators, CICs, BLT/Other Trained Observers. 84.5% of tenured staff report that this coaching, feedback, and observations have a moderate-to-high impact on their instruction and/or practice.

Tenured staff have the option to choose a collegial conversation choice in place of one of their traditional observations with their CIC. 92.9% of staff report that this observation choice, if elected, has a moderate to high impact on their practice.

85.7% of probationary staff report that coaching, feedback, and observations have a moderate-to-high impact on their instruction and/or practice.

What impact did the observation/evaluation process, including coaching, have on student achievement?

75.9% of responding tenured staff and 84.3% of probationary staff (an increase of 16.2% from the 23-24 school year) indicated that the observation process had a moderate to high impact on student achievement. Probationary and tenured staff report that the feedback and coaching they are given improved an instructional practice that indirectly benefited students.

### Review Findings

How did the feedback teachers received from each observation/evaluation assist in self-reflection and improved instructional practice?

Probationary staff report that observations allow them opportunities for structured reflection time. They find feedback that is specific and actionable around their strengths and areas of growth impactful on their practice. Some probationary staff report receiving either a lack of actionable or vague feedback. Probationary or tenured staff in specialized roles report that when evaluators or coaches don't have experience or a background in their roles, that they were provided less meaningful feedback.

Tenured staff report that CICs are supportive, knowledgeable, and helpful in offering ideas, particularly for students with unmet needs. Observations encouraged trying new strategies and refining existing ones. Teachers report they enjoy the flexibility to focus observations on areas of interest or challenge.

How did the training observers/evaluators received throughout the year impact inter-rater reliability and their ability to provide constructive and meaningful feedback to all licensed staff members?

See [Teacher Leader training](#).

When prompted around what additional professional development they would want support in as evaluators, administrators report wanting support on understanding and using the Danielson rubrics/framework, coaching, providing effective feedback, and ProTraxx.

## Recommendations

How will the district use the review findings to improve the effectiveness of teacher evaluation?

- Collaborate with Human Resources and ProTraxx representatives to ensure administrators are trained and receive support in our system so that they are able to share feedback with staff in a timely and consistent manner. Work to collaboratively adapt the system as necessary to increase understanding and efficiency.
- More coaching and feedback aligned to specific roles
- Continued opportunities for training, professional development, and inter-rater reliability on new rubrics
- As both probationary and tenure staff report process fatigue with paperwork feeling time-consuming, we recommend consolidated paperwork processes for staff and reduction or elimination where possible.

## Core Component: Performance Pay and Alternative Salary Schedule

### Implementation

Are the performance pay amounts and standards the same as outlined in the approved plan (approval letter and subsequent plan change approval letters)? **Yes**

If no, please explain the changes that have occurred and why?

Is salary schedule movement or base salary increase based on the same measure of performance as outlined in the approved plan (approval letter and subsequent plan change approval letters)? **Yes**

If no, please explain the changes that have occurred and why?

Is performance pay awarded for another area (besides school wide goals, measures of student achievement and observation/evaluation results)? [Yes, CT goals and professional learning plans.](#)

## **Impact**

As a learning organization, we are committed to ongoing continuous improvement and the refinement of our professional practices. Survey feedback highlights that collaboration, professional development, opportunities for feedback, and reflection are seen by staff and leaders as key drivers of improved practice and student outcomes.

With the newest MOU, a proposed decrease of observations with tenured staff support the program's budget and increases CICs ability to directly support probationary staff members.

## **Recommendations**

How will the district use the data to improve the effectiveness of this core component?

- [With increasing numbers of probationary staff members in our district, we recommend that CICs have a more systematic process of observing and giving feedback to probationary staff.](#)

## General Program Impact and Recommendations

What overall impact on instruction and student achievement has the district or charter school seen as a result of implementing the Q Comp program?

Based on recommendations from our report last year, we initiated the process of updating our evaluative rubrics for staff in specialized roles. We consolidated 12 existing specialized rubrics into 2 comprehensive rubrics, grounded in the updated 2022 Danielson framework and aligned with who these professionals serve and current best practices. These new rubrics enhance our coaching, feedback, and evaluation processes by providing a more sustainable system—one that supports consistent training, ongoing calibration for inter-rater reliability, and aligned, actionable feedback to strengthen practice across specialized roles.

We piloted a new support for probationary staff this year. 72.7% of probationary staff that attended a Learning Walk this year implemented a direct change into their instructional practice. Of those changes implemented, intentional relationship-building strategies, classroom management routines, engagement strategies, refinement of instruction of a specific curriculum, or a change in their own behavior (e.g. use of nonverbal cues, adjusted tone, etc) were noted the most.

How will the district use the review findings to improve the overall effectiveness of the program?

- With excitement around our leaders' learning at the PLC Institute this summer, and in alignment with Minnesota Multi-Tiered Systems of Support (MnMTSS), focus on supporting our Collaborative Teams in educational decision making processes (Plan-Do-Study-Act continuous improvement cycle) to increase student outcomes.
- With new specialized rubrics, offer initial training and professional development on new rubrics for all staff, as well as ongoing opportunities for inter-rater reliability calibrations for evaluators and coaches. Continue to streamline evaluator processes and paperwork.
- Continue to increase support of our probationary staff members through continuous improvement of our learning walks and more opportunities for CICs to observe and provide feedback to staff.

## D. READ Act Implementation Update

**Speaker(s):** Imina Oftedahl, Director of Curriculum, Instruction, and Assessment



**Agenda III.D.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Imina Oftedahl, director of curriculum, instruction and assessment

**Date:** June 12, 2025

**Re:** READ Act Implementation Update

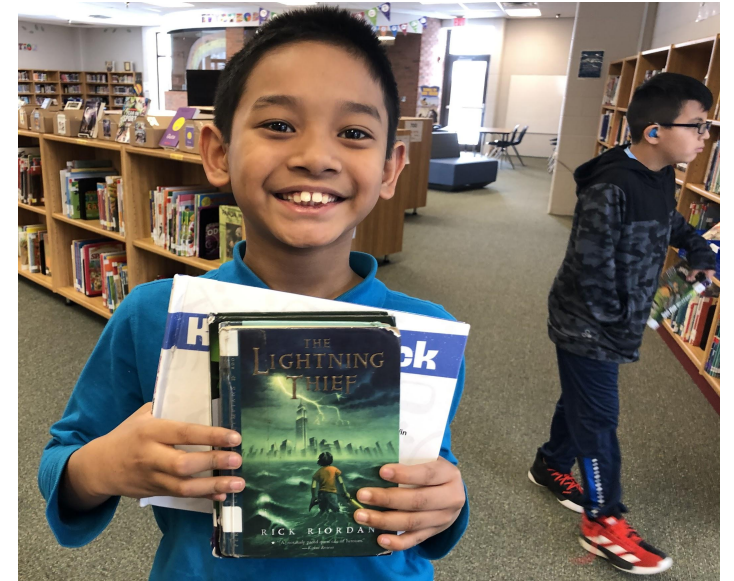
# **District 191 READ Act Implementation Update**

June 12, 2025

Imina Oftedahl, Director of Curriculum, Instruction and Assessment

# READ Act Implementation

- Screening and Assessment
- Instructional Curriculum
- Professional Development



# Screening

## 2024-25

### Grades K-3

- Winter universal screening
- Change in scoring for Nonsense Word Fluency
- Student level data submitted directly from test vendor to Department of Education

### Assessment Costs:

- 2024-25: \$68,225
- 2025-26: \$100,046 estimated

## 2024-25

### Grades 2-3

- Universal oral reading fluency individual assessment three times a year
- Nonsense Word Fluency assessment for those not meeting benchmark in oral reading fluency

## 2025-26

### Grades 4-12

#### Two-Step Screening Process

- determine students not reading at grade level
  - Fastbridge aReading for grades 4-10
  - 11-12 to be determined with additional guidance from MDE
- required dyslexia screening
  - Capti ReadBasix

# Instructional Curriculum

## Foundational Literacy

- Pre-K            Year 1
- Grade K-2      Year 2
- Grade 3        Year 1
- Grade 4-5      Year 1

## Foundational Curriculum Costs:

- 2024-25: \$134,616
- 2025-26: \$99,757 estimated annual renewal costs

## Intervention

- MDE will release list of approved intervention tools and programs November 2025
- Intervention Costs - unknown

## Core Curriculum

- MDE released list with 2 curriculum options
- Curriculum review process
  - 2025-26: explore curriculum options and alignment to new English / Language Arts Standards
  - 2026-27: review and adoption of new core curriculum
  - 2027-28: full implementation of new core curriculum
- Core Curriculum Costs: estimated for full implementation \$ 500,000

# Professional Development

## 2024-25

### Phase 1 - 370

- PK-5 Classroom teachers
- PK-12 Special Education teachers
- K-5 Multilingual teachers
- K-12 Interventionist
- K-5 Principals

## 2025-2026

### Phase 1 - 60 / 140

- PK-5 Classroom teachers
- PK-12 Special Education teachers
- K-5 Multilingual teachers
- K-12 Interventionist
- PK-12 Educational Assistants
- New hires/incompletes

## 2026-27

### Phase 2 - 65

- 6-12 Language Arts teachers
- 6-12 Multilingual teachers
- New hires/incompletes



# Thank You

## E. Report about Fundraising

**Speaker(s):** Dr. Theresa Battle, Superintendent

---

District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda III.E.  
June 12, 2025**

**To:** Board of Education  
**From:** Dr. Theresa Battle, superintendent  
**Date:** June 12, 2025  
**Re:** Report on Fundraising

Policy 511 Student Fundraising requires a report to the Board of Education once a year. We ran reports from our Skyward Financial system from May 1, 2024 to May 31, 2025, as well as included all school reported fundraisers. Donation reports have also been regularly provided to the Board throughout the year.

Below is our Fundraiser report that includes the activity, type of fundraisers, timing, purpose, and results.

Activity	Type	Timing	Purpose	Results
BHS DECA	Sale of Product	9/1/24-10/31/24	Selling Homecoming Shirts	\$-316.00
BHS Speech	Sale of Product	9/8/24-9/10/24	Frattalone's Fundraiser	\$1000.00
BHS Debate	Sale of Product	9/8/24-9/10/24	Frattalone's Fundraiser	\$1000.00
BHS Music	Call for Donations	10/4/24-10/18/24	Fundraising Genius (online)	\$5294.92
ERMS Music	Call for Donations	9/27/24-10/11/24	Fundraising Genius (online)	\$4227.13
BHS Music	Sale of Product	10/21/24-10/28/24	Droolin' Moose	\$2831.00
Senior Center	Sale of Product	9/3/24-4/30/25	Dining Cards	\$2787.50
BHS Music	Sale of Product	11/18/24-12/2/24	Pampered Chef	\$795.85
NMS Music	Call for Donations	10/25/24-11/3/24	Fundraising Genius (online)	\$8996.72
Youth Service	Sale of Product	10/28/24-12/9/24	Auction Dave and Buster Power Gift Card	\$17.98

BHS Music	Sale of Product	1/13/25-1/27/25	Butterbraids	\$1081.60
BHS Weightlifting Club	Sale of Product	11/24/24-12/02/24	Coffee and Snacks fundraiser	\$1116.56
Black Student Union	Sale of Product	1-4-25	Cub Foods Bagging	\$515.36
ERMS Student Council	Sale of Product	1-30-25	Panda Express - 8th Grade Lock-In	\$53.90
ERMS Student Council	Sale of Product	4-7-25	Culvers	\$361.48
BHS Choir	Sale of Product	2-11-25-2-14-25	Val-O-Grams	\$385.00
BHS Speech Club	Sale of Product	1/26/25	Cub Foods Bagging	\$1126.00
ERMS Student Council	Sale of Product	3-18-25	Cafe Zupas - for 8th grade lock-in	\$199.87
ERMS Student Council	Sale of Product	2-24-25	Raising Canes - for 8th grade lock-in	\$90.00
Senior Center	Sale of Product	3-20-25	Spring Bake Sale	\$1187.37
BHS Speech	Sale of Product	3.20.25	Speech Section 6AA Tournament Concessions	\$1562.00
BHS Polyglot	Sale of Product	3.26.25	Polyglot Cafe Zupas	\$322.00
BHS Travel Club	Sale of Product	4.12.25	Cub Foods Bagging	\$581.10
BHS Travel Club	Sale of Product	5.10.25	Cub Foods Bagging	\$466.18
BHS Boys Volleyball	Call for Donations	3.17.25-3.31.25	Server-A-Thon	\$564.00
BHS DECA	Sale of Product	9-21-24	Donut Star	\$463.00
BHS DECA	Sale of Product	10-1-24-11-29-24	Donut Vouchers	\$230.00
BHS DECA	Sale of Product	12-12-24-3-13-26	Smart Water/K-Cup Beverages/DeCafe	\$19.00
BHS Affinity Group	Sale of Product	12.03.24	Cub Food Bagging	\$356.00
Comp Cheer	Sale of Product	10.10.24	Cub Food Bagging	\$1149.12
BHS DECA	Sale of Product	5.8.24	Fundraising with Profitable Solutions Soap sales	\$315.00
BHS DECA	Sale of Product	6.6.24	Fundraising Sales	\$288.00
Burnsville Strong	Sale of Product	1.8.25	Online Store Fundraising	\$37.68

Avid	Sale of Product	1.8.25	Fundraising	\$103.99
NMS	Sale of Product	5.8.24	Pahl's Market	\$334.15
BHS Band	Sale of Product	5.14.24	Fundraiser to fund future band trips	\$3628.00
SB AVID	Sale of Product	5.31.24	Eileen's Cookies	\$126.00
BHS Asian Student Association	Sale of Product	6.6.24	ASA Fundraiser	\$457.51
BHS Boys Cross Country	Sale of Product	11.21.24	Fall Fundraiser	\$3377.00
NMS Student Council	Call for Donations	1.9.25	Online Fundraising	\$3487.50
BHS DECA	Sale of Product	2.6.25	Cub Bagging	\$540.00

According to policy:

- The building administrators shall be responsible for developing recommendations to the superintendent or designee that will result in a level of activity deemed acceptable by employees, parents, and students.
- All fundraising activities must be approved in advance by the administration.
- The superintendent or designee shall be responsible for providing coordination of student fundraising throughout the school district as deemed appropriate.

To implement this, we have a process that first calls for the completion of the Request for Fundraiser form. This form must be approved and signed by the site/department supervisor and forwarded to the Office of the Assistant Superintendent for review and approval.

Once the final approval is provided, the Fundraiser may proceed with communications with the public. As a form of assistance, The Administrative Assistant to the Assistant Superintendent can establish an E-Commerce link for the receipt of credit card contributions to the Fundraiser (deposited into the appropriate account code) and provide the link to be shared in electronic communications with families and our public.

The use of Ecommerce allows the ease of electronic contribution to the fundraiser and eliminates the handling of cash/checks within our schools. We are encouraging the use of the electronic means for deposits related to fundraisers and donations.

## F. Report about Proposed FY26 Adopted Budget

**Speaker(s):** Tyler Dehne, Director of Finance



**Agenda III.F.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Tyler Dehne, director of finance

**Date:** June 12, 2025

**Re:** Report about the Proposed FY26 Adopted Budget

Receive a report about the Proposed FY26 Adopted Budget from Tyler Dehne, director of finance.

# 2025-26 Proposed Budget

June 12, 2025

Tyler Dehne, Director of Finance

# Timeline

- **January - February**
  - Board approves FY25 revised budget
  - Board receives report on FY26 budget assumptions and Parameter Options
- **March**
  - Superintendent presents initial budget recommendations to the Board
- **April - May**
  - Staff and community presentations and feedback opportunities
  - Board report on feedback and board work session
- **June 12** - FY26 Adopted Budget presented
- **June 26** - FY26 Adopted Budget approved

# FY26 Revenue Assumptions

Assumptions used in the FY26 revenue budget

- 7,021 K-12 enrollment
- 2.74% increase to General Education formula - \$200 per pupil
- \$2.06 million decrease in Compensatory
- General tax levy decreased \$5.5 million

Total effect on the revenue budget for FY26 = **-\$6.1 million**

# Legislative Update

Current legislative proposal (not included in our FY26 proposed budget)

- Additional compensatory funding (\$1.67 million)
- Summer unemployment funding to cover costs through FY27 (\$375k in expected costs for FY26)
- Reduction in funding for special education transportation
  - Reduced from 100% of costs to 95% in FY26 (\$300k) and 90% in FY27
- Reduction in funding for student support personnel
  - Reduced per pupil allowance from \$48.73 to \$30.05 (\$150k)
- Reduction in funding for school library aid is approximately \$45k

Total potential effect on the revenue budget for FY26 = **+\$1.17 million**

# FY26 Expenditure Assumptions

- 2.5% increase to cells on staff salary schedules
- 5% increase in health insurance premiums
- 5% increase to transportation contract
- 5% inflationary increase for other areas including utilities, supplies, capital, contracted services, etc

# Budget Adjustments

Line Item	Adjustment Category and Item Description/ Department	F.T.E.	Budget Unit	Budget Adjustment	Account Code	Rationale and Implications
1.1	Maintaining Class Sizes (K-12)	-8.55	Various	-\$845,250.00	Various	Maintaining class sizes based on enrollment
1.2	BHS Adjustments	2	Various	\$240,000.00	Various	Flexibility for large course registrations, capstone classes, and other 1 time needs.
<b>2 Strategic Roadmap</b>						
2.1	Community Based Mentoring Program			\$35,000.00	Various	Leverage new methods to improve student outcomes by engaging and providing targeted support for students in grades 5-6 and grades 8-9. Additionally, to provide professional development for athletic coaches to successfully engage our communities.
2.2	Technology Tool ELLevation Platform and Strategies (On Demand PD)		7060	\$69,000.00	Data & Assessment, Curriculum, PD, Technology, MLL	Equip students to meet rigorous academic challenges - All teachers have access to the ELLevation resource to look at strategies to support students. The Strategies component of the program would be an additional component that includes on demand PD in the area of English Learner support to teachers and administrators.
2.3	Barr Program		21000	\$0.00	Various	Student Agency- to motivate and engage students to attend school regularly. Use Attendance grant funds to pay for program.
2.4	CATALYST TRAINING		15010	\$40,000.00	Various	Caring community - proactive behavior management to build connection to and build a community of learners
<b>3 Preliminary Adjustments</b>						
3.1	Middle School (School within a School)	2	10010	\$240,000.00	Various	Maximizing Schedule to fund additional SVAS positions. Restrict funds no impact to Unassigned.
3.2	Special Education TOSA	1	09010	\$0.00	Various	Realignment within Department
3.3	Eliminate Community Connections Coord and replace with Community Engagement Specialist	0	Various	\$10,000.00	Various	Position was left vacant with staff reductions. Will add a Specialist position to mirror hispanic specialist role.
3.4	Capital Projects and Repairs	1	19020	-\$500,000.00	Various	Coding Repairs and Replacements to Long Term Facilities Maintenance
3.5	Increase athletic Fees 15%		Revenue	-\$50,000.00	Various	Pending Board approval. Align with conference rates and address inflationary increase in transportation, referees, and equipment
3.6	Student Svcs Acct Specialist	-1	09010	-\$130,000.00	01 E 200 420 372 170 000	Move services into Finance
3.7	Elem Media EA's +2 hours	2	14020	\$72,000.00	01 E 200 630 795 172 000	Tech collection and distribution at elementary sites
3.8	VPK sliding fee structure	1	Revenue	-\$90,000.00	01 R xxx 200 000 040 000	State requires sliding fee schedule and payments for VPK students that don't qualify.

[Complete List in PDF Format](#)

# Supporting our Priorities: External Grants

- MDE Grow your Own Student II Grant (Education Pathway): \$472,780 FY24-FY28
- MDE Grow your Own Adult Grant (Education Pathway): \$598,794 FY24-FY28
- MDE Grow your Own Student Grant (Education Pathway): \$441,708 FY23-FY27
- MDE Grow your Own Adult II Grant (Education Pathway): \$386,116 FY25-FY29
- MDE Grow Your Own Adult III (Education Pathway): \$400,000 FY26-FY30
- Stronger Connections Federal Grant: \$410,212 FY24-FY27
- MDE MN Multi-Tiered System of Support Grant: \$250,000 FY25-FY26

# FY26 Proposed Adopted Budget All Funds

FUND	PROJECTED FUND BALANCE 6/30/25	REVENUE BUDGET	EXPENDITURE BUDGET	PROJECTED FUND BALANCE 6/30/26
GENERAL	\$ 56,311,345	\$ 158,590,425	\$ 169,547,066	\$ 45,354,704
FOOD & NUTRITION	3,800,777	6,842,403	7,457,001	3,186,179
COMMUNITY SERVICE	5,503,629	7,529,198	7,884,010	5,148,817
DEBT SERVICE	4,253,922	11,250,000	11,202,458	4,301,464
INTERNAL SERVICE	8,101,140	31,160,000	30,985,000	8,276,140
OPEB REVOCABLE TRUST	10,698,728	500,000	750,000	10,448,728
<b>TOTAL ALL FUNDS</b>	<b>\$ 88,669,541</b>	<b>\$ 215,872,026</b>	<b>\$ 227,825,535</b>	<b>\$ 76,716,032</b>

# What restrictions are there?

**General Fund Capital:** Annual allocation that can only be used for approved personnel and equipment per state statute.

**Title Funds:** Federal money designated for specific purposes, such as needs associated with high poverty rates.

**Technology Levy:** Specifically for technology, personnel and equipment.

**Food & Nutrition Services - Community Education - Debt Service**

# Committed Fund Balances

**Q-Comp/ProPay:** [MN State Statute](#) was modified in 2024 to require districts to restrict/reserve Q-Comp/ProPay revenues only for allowable uses based on statute.

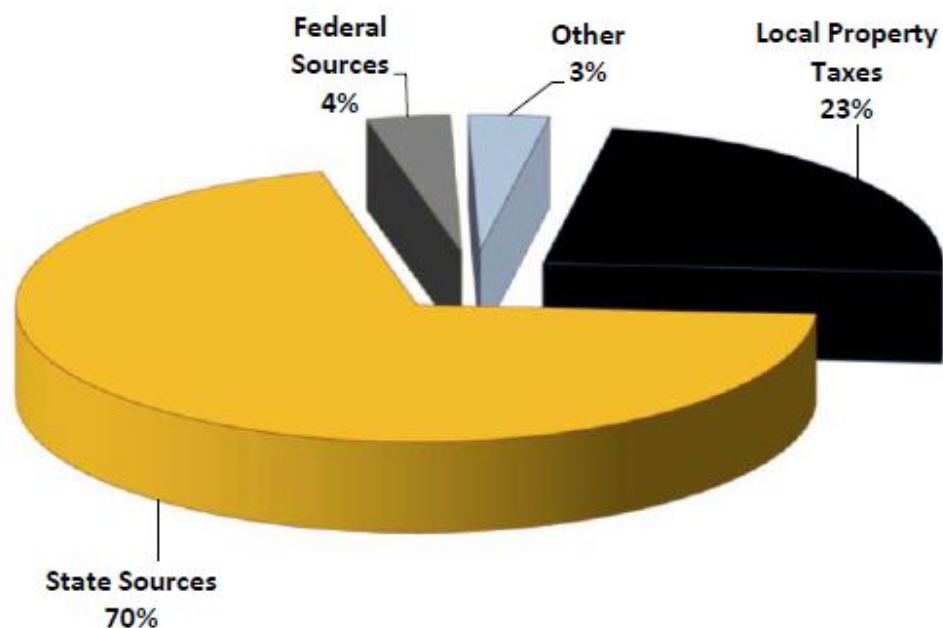
A resolution will be brought forward at the next meeting to uncommit the ProPay balance and move the balance to the new restricted fund balance at year-end.

A recommendation will also be brought forward to establish the different committed fund balances for fiscal year 2025. This is standard practice but will now include the removal of ProPay and the addition of the sale proceeds commitment.

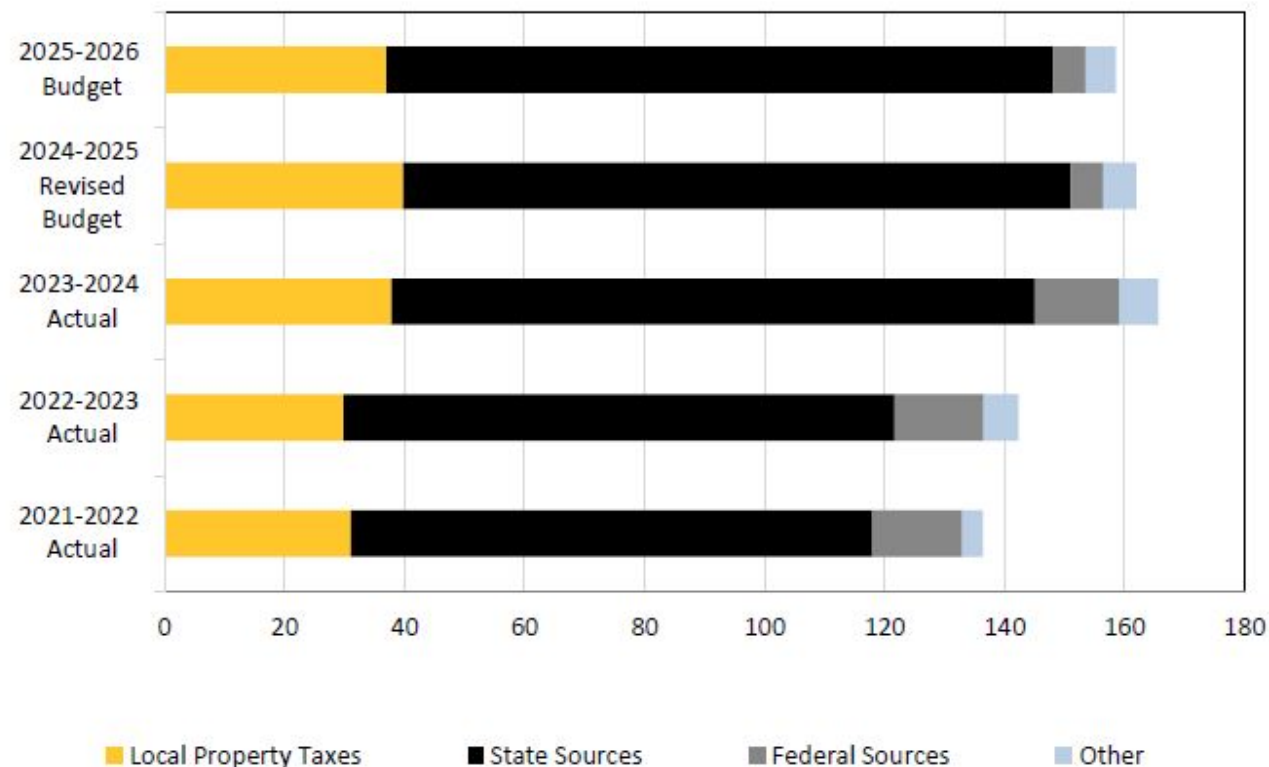
# General Fund Revenues

## \$158,590,425

### 2025-2026 General Fund Revenue By Source

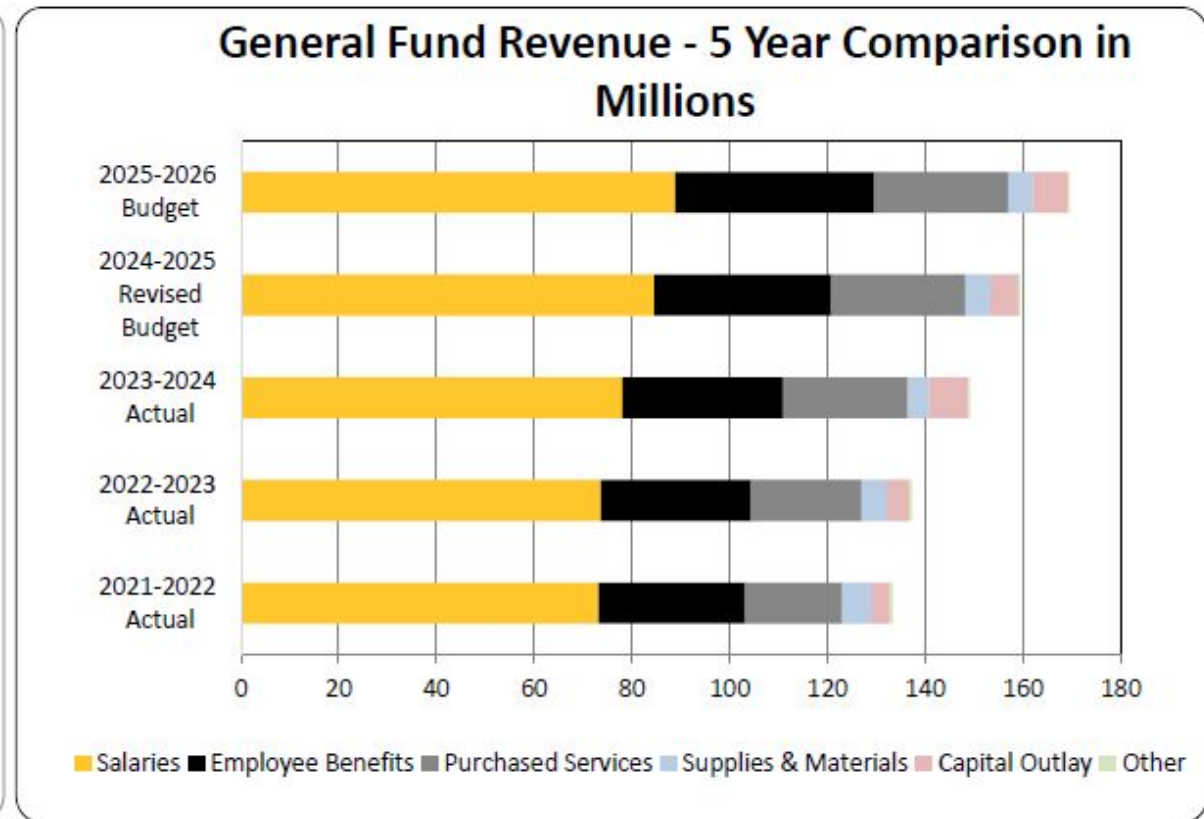
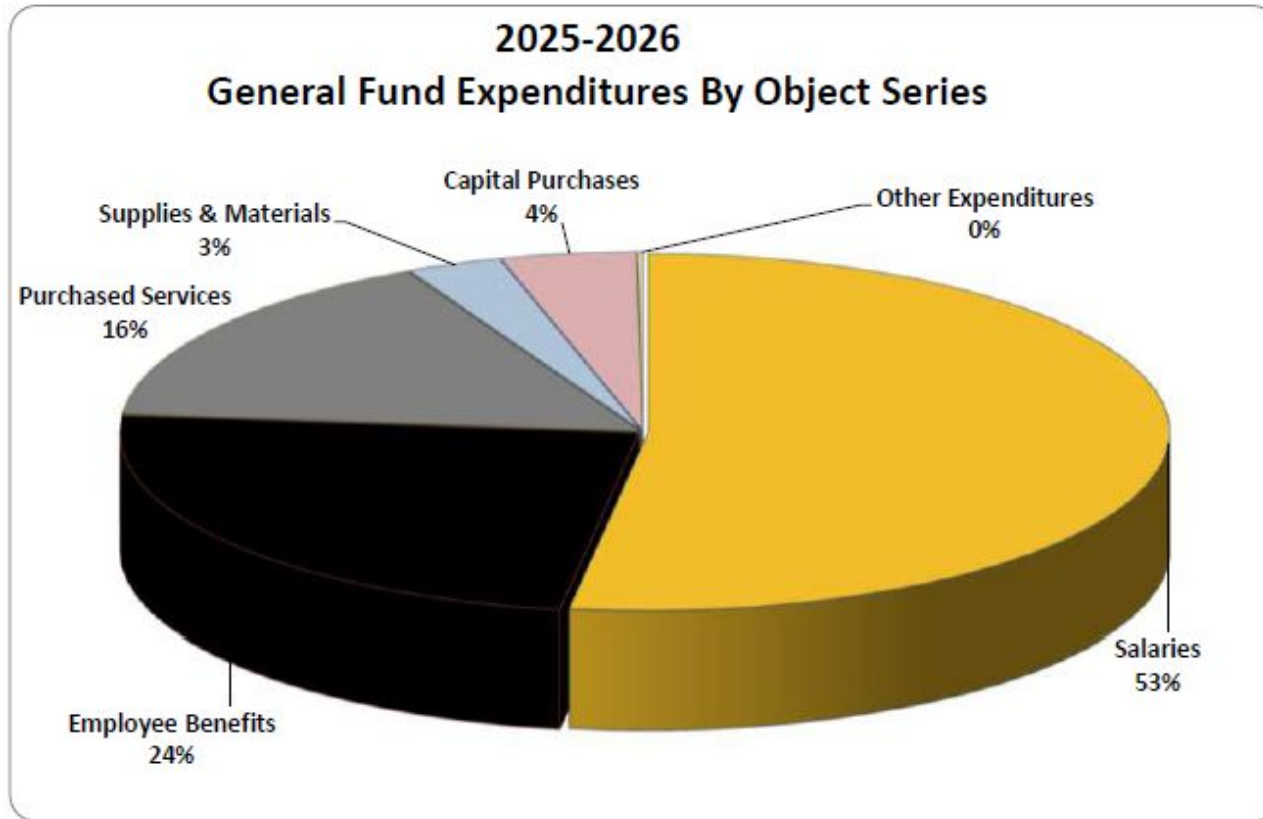


### General Fund Revenue - 5 Year Comparison In Millions



# General Fund Expenditures

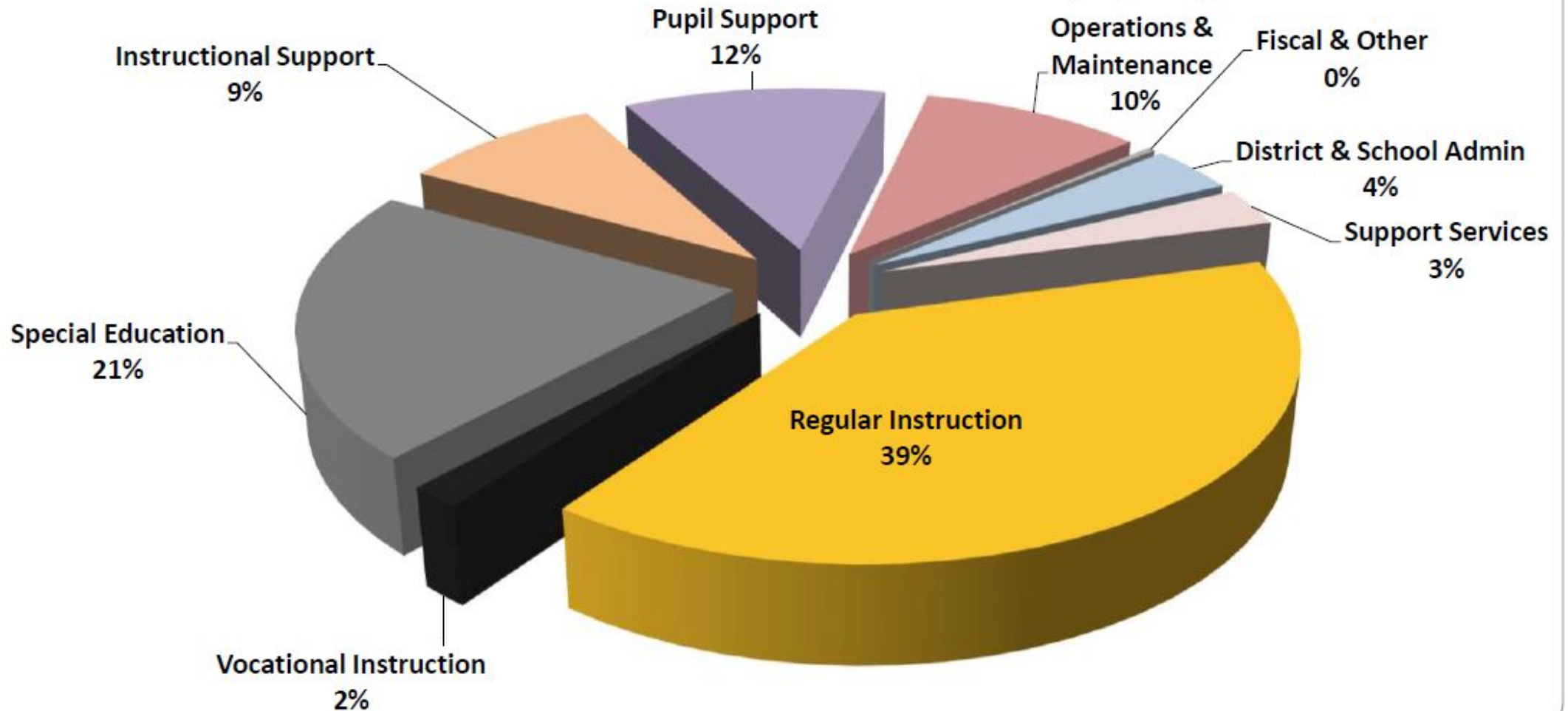
## \$169,547,066



# General Fund Expenditures

## \$169,547,066

### 2025-2026 General Fund - Expenditure Summary By Program



# People: By Bargaining Group General Fund

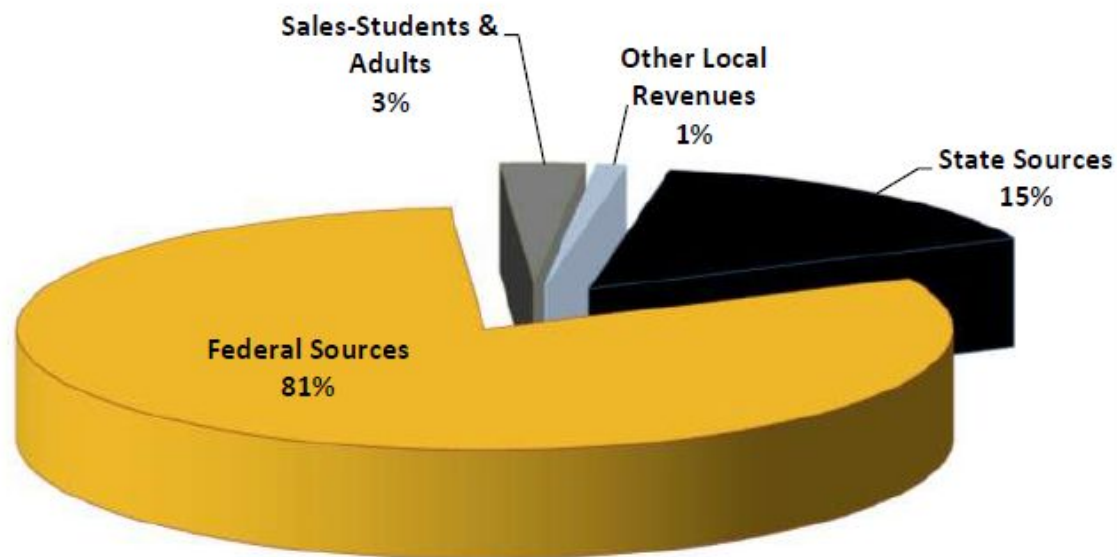
*Projected salary and benefits FY26*

General Fund Bargaining Group	FTE (Full-Time Equivalent)	Salary	Benefits	Total Salary + Benefits	% of Total
Clerical	41.65	\$ 2,557,327	\$ 1,154,025	\$ 3,711,351	3.00%
Confidential	5.00	\$ 447,441	\$ 187,780	\$ 635,221	0.51%
Custodial	71.00	\$ 4,018,501	\$ 1,794,612	\$ 5,813,113	4.70%
District Wide	11.70	\$ 1,745,651	\$ 636,189	\$ 2,381,840	1.93%
Educational Asst	150.97	\$ 5,230,765	\$ 3,455,701	\$ 8,686,466	7.03%
Info Tech Specialists	14.00	\$ 1,089,517	\$ 504,269	\$ 1,593,786	1.29%
Operations	4.00	\$ 345,026	\$ 120,248	\$ 465,273	0.38%
Principals	18.00	\$ 2,956,426	\$ 1,112,026	\$ 4,068,452	3.29%
Superintendent	1.00	\$ 230,000	\$ 70,351	\$ 300,351	0.24%
Teachers	667.31	\$ 57,973,388	\$ 27,081,421	\$ 85,054,809	68.80%
Unaffiliated	91.35	\$ 6,541,575	\$ 2,890,876	\$ 9,432,451	7.63%
VPK / CE	14.30	\$ 1,046,911	\$ 433,623	\$ 1,480,533	1.20%
<b>Grand Total</b>	<b>1,090.28</b>	<b>\$ 84,182,526</b>	<b>\$ 39,441,122</b>	<b>\$ 123,623,647</b>	<b>100%</b>

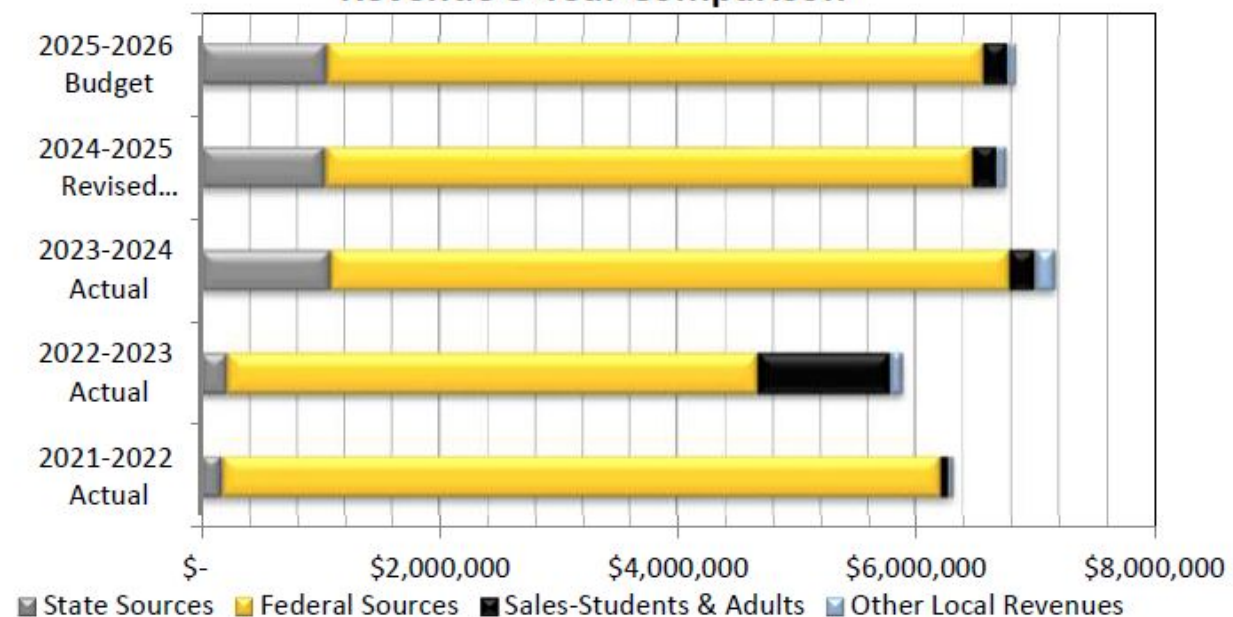
# Nutrition Services Fund Revenues

## \$6,842,403

2025-2026 Food & Nutrition Services Fund Revenue by Source

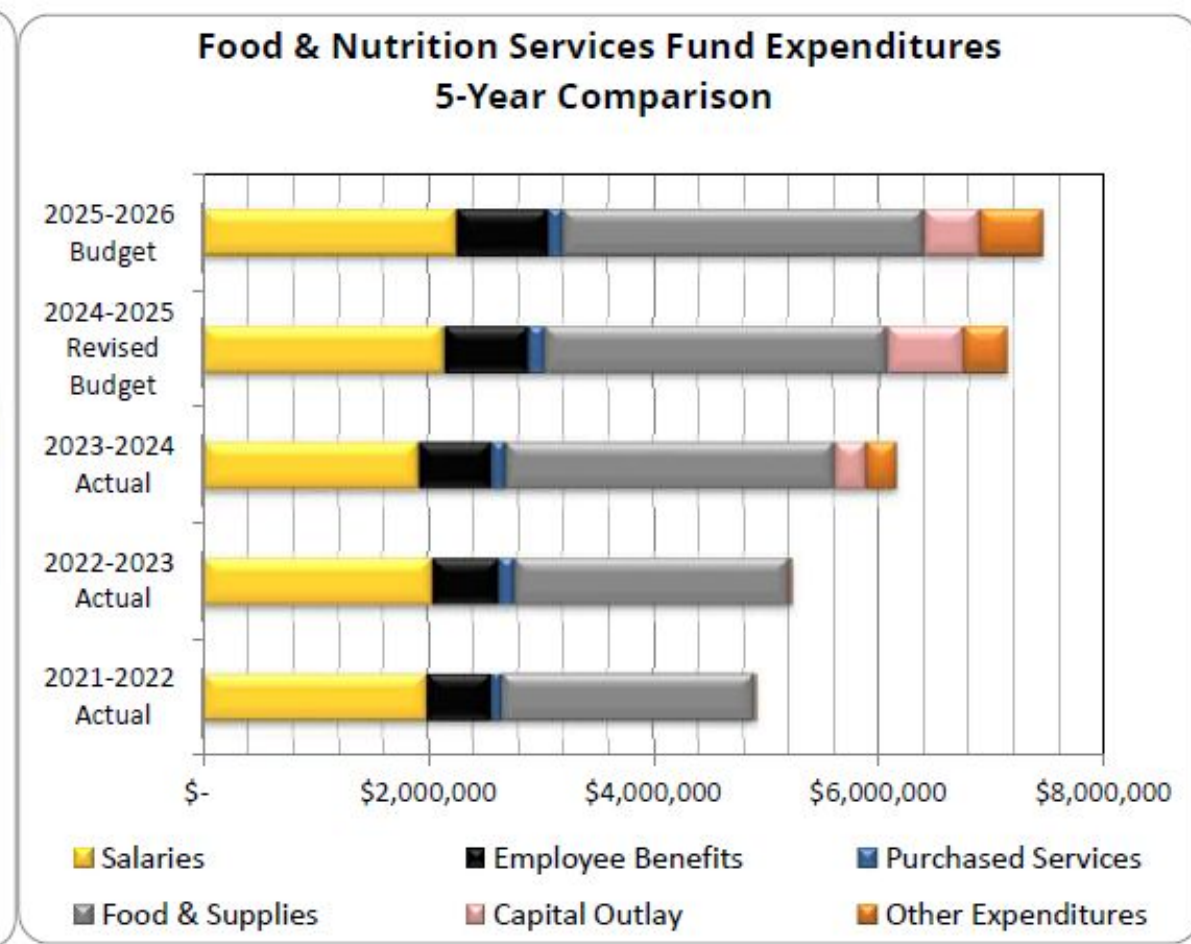
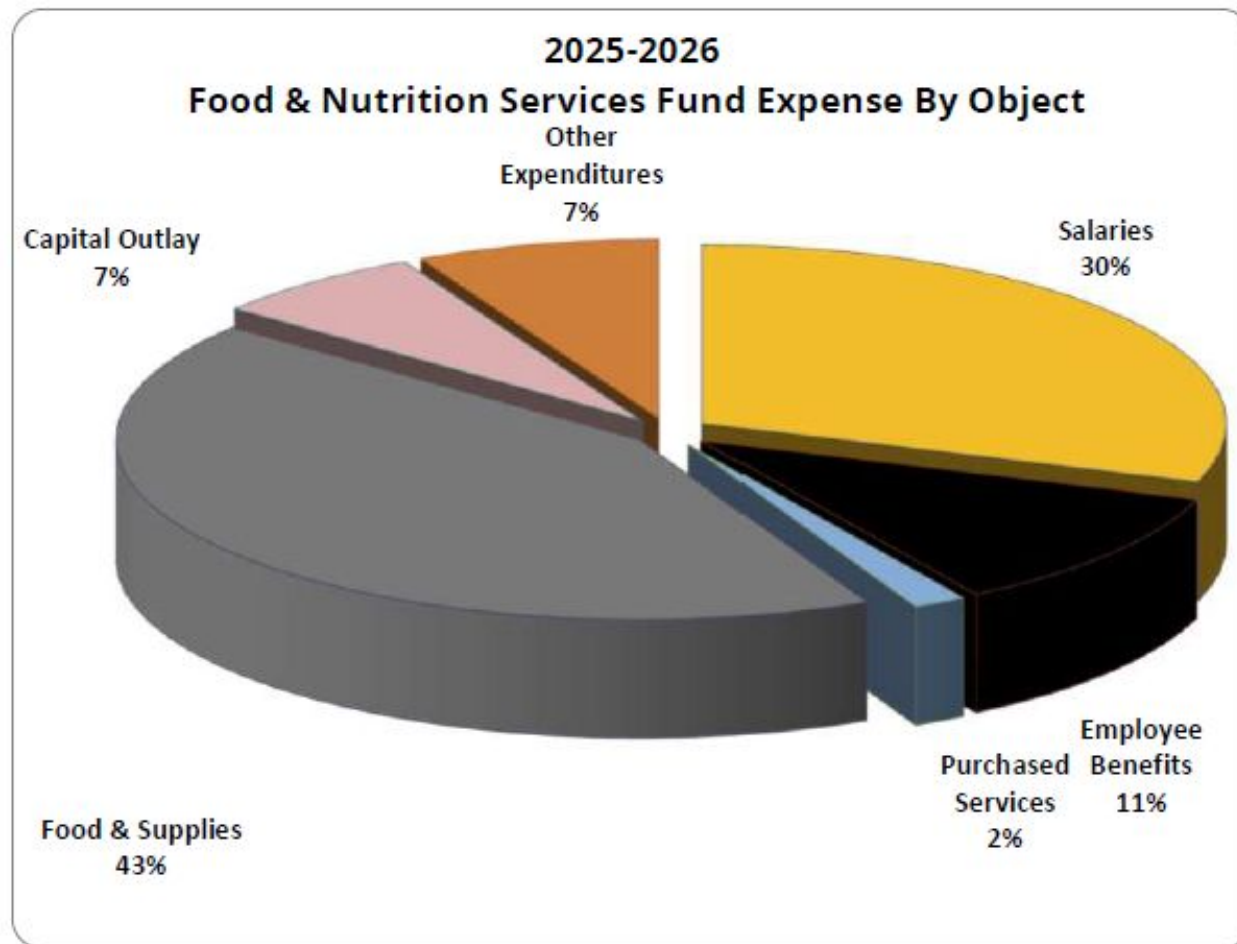


Food & Nutrition Services Fund Revenue 5-Year Comparison



# Nutrition Services Fund Expenditures

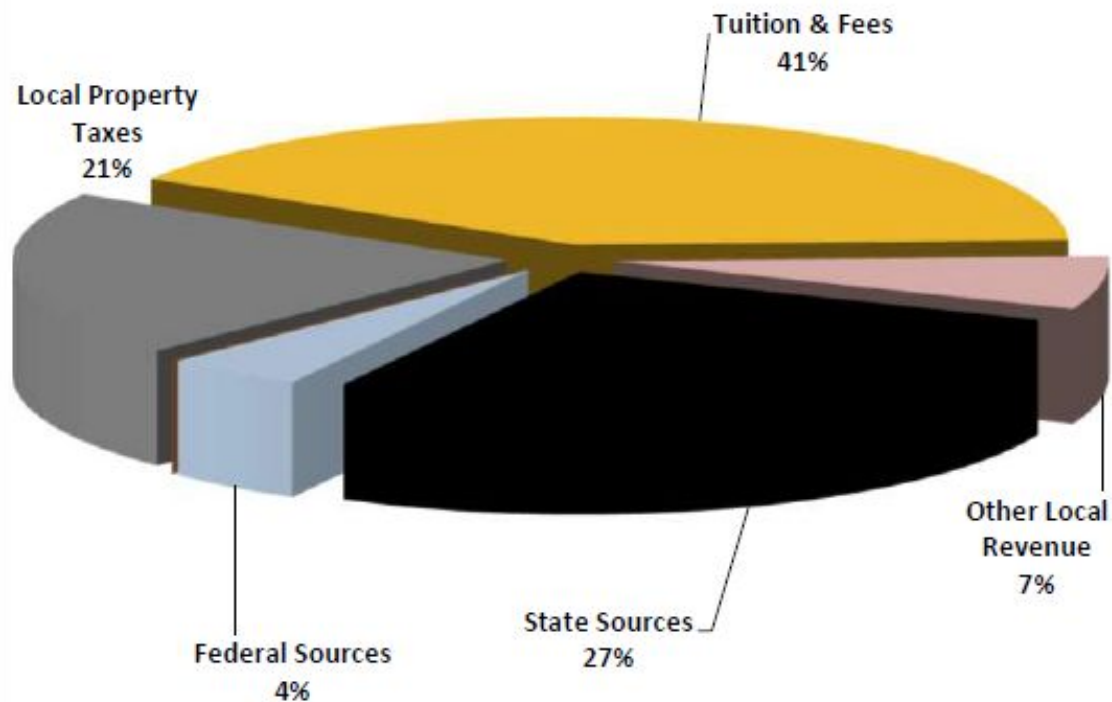
## \$7,457,001



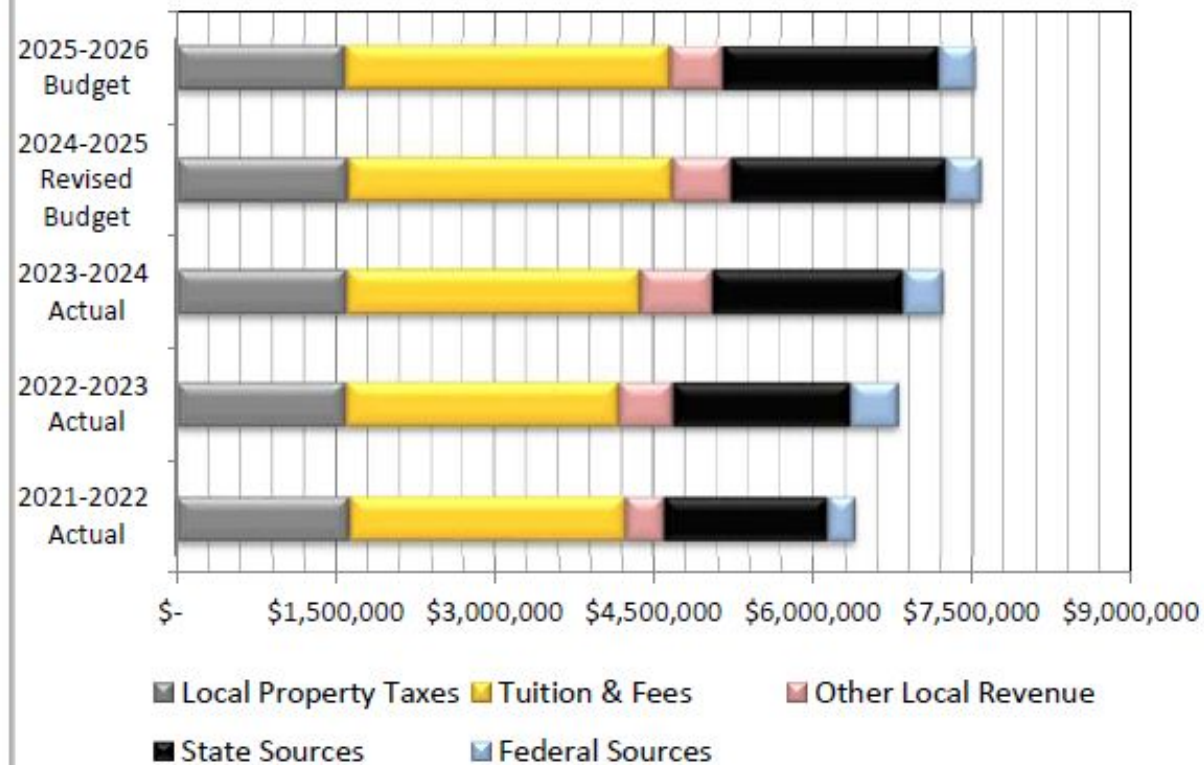
# Community Services Fund Revenues

## \$7,529,198

2025-2026 Community Education Fund Revenue by Source



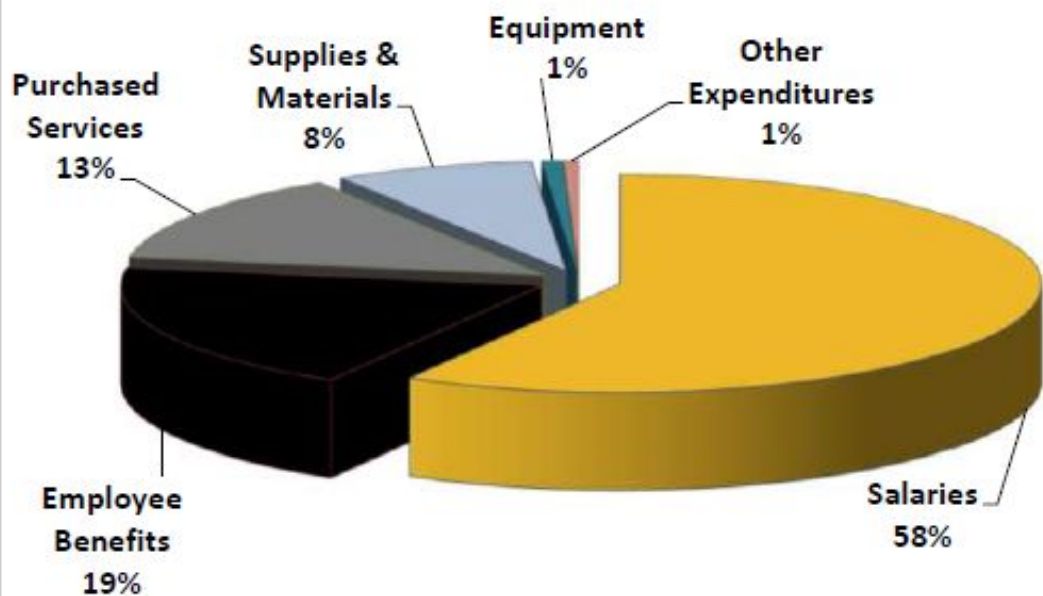
Community Education Fund Revenue 5 Year Comparison



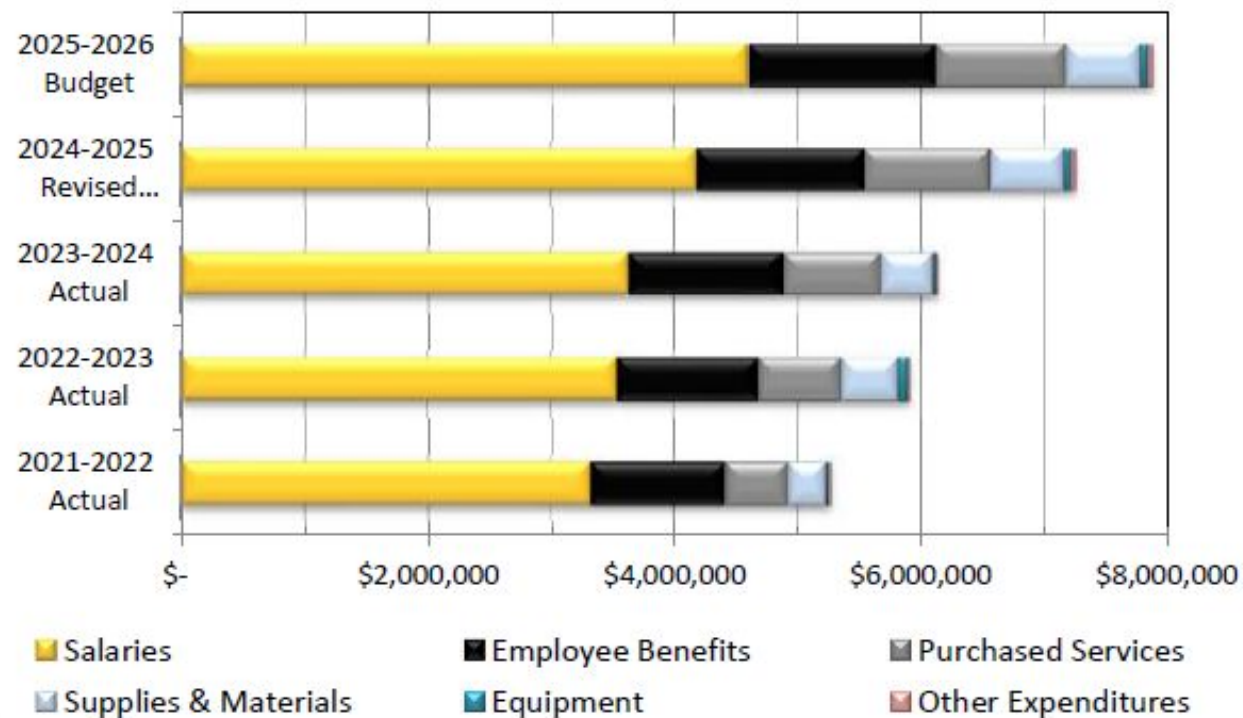
# Community Services Fund Expenditures

## \$7,884,010

2025-2026 Community Education Fund Expenditures  
by Object Series



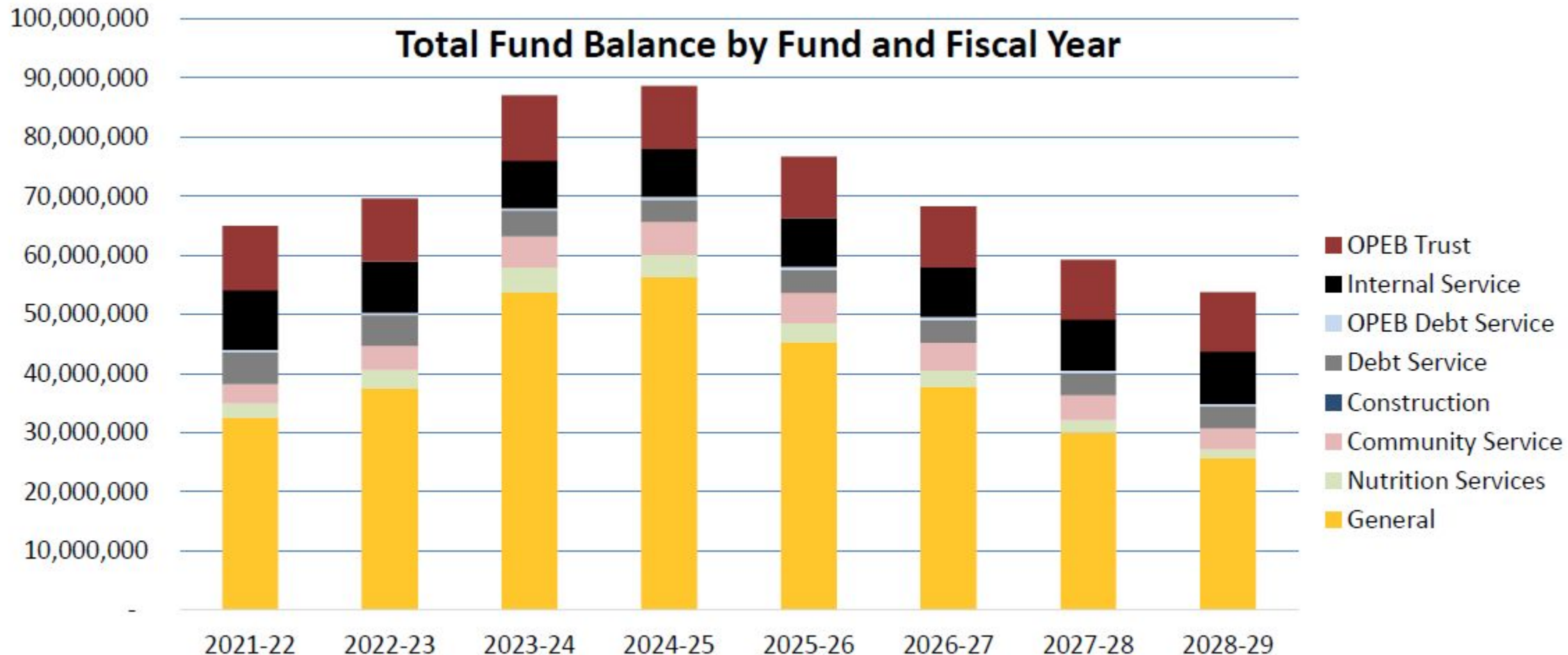
Community Education Fund Expenditures  
5-Year Comparison



# Fund Balance History

Fund	06/30/2022	06/30/2023	06/30/2024	6/30/2025	6/30/2026	6/30/2027	6/30/2028	6/30/2029
	Actual	Actual	Actual	Revised Budget	Proposed Budget	Forecast	Forecast	Forecast
General	\$ 32,521,898	\$ 37,483,214	\$ 53,791,906	\$ 56,311,345	\$ 45,354,704	\$ 37,757,970	\$ 30,003,004	\$ 25,734,414
Food & Nutrition Services	2,511,460	3,174,493	4,182,475	3,800,777	3,186,179	2,741,725	2,145,721	1,462,038
Community Service	3,195,511	4,085,287	5,176,817	5,503,629	5,148,817	4,708,069	4,177,301	3,552,277
Construction	-	-	-	-	-	-	-	-
Debt Service	5,386,218	5,165,070	4,366,961	3,831,961	3,851,961	3,851,961	3,791,961	3,731,961
OPEB Debt Service	405,673	322,041	372,206	421,961	449,503	422,285	403,090	404,535
Internal Service	10,126,269	8,733,749	8,151,140	8,101,140	8,276,140	8,456,140	8,642,140	8,834,140
OPEB Revocable Trust	10,774,721	10,664,708	10,973,728	10,698,728	10,448,728	10,298,728	10,098,728	10,048,728
<b>Total</b>	<b>\$ 64,921,751</b>	<b>\$ 69,628,563</b>	<b>\$ 87,015,233</b>	<b>\$ 88,669,541</b>	<b>\$ 76,716,032</b>	<b>\$ 68,236,878</b>	<b>\$ 59,261,945</b>	<b>\$ 53,768,093</b>

# Fund Balance History



# General Fund Current Reality

	Actual Results 2023-24	Adopted Budget 2024-25	Revised Budget 2024-25	Adopted Budget 2025-26
<b>Total Beginning Fund Balance</b>	\$ 37,483,214	\$ 44,088,212	\$ 53,791,906	\$ 56,311,345
<b>Revenues</b>	156,983,853	154,353,629	161,980,777	158,590,425
Federal Relief Revenues for current costs	4,736,812	-	-	-
Federal Relief Revenues for new costs	3,867,316	-	-	-
<b>Expenditures</b>	145,411,973	157,791,210	159,461,338	169,547,066
Federal Relief Expenditures for new costs	3,867,316	-	-	-
<b>Variance (Revenues - Expenditures)</b>	16,308,692	(3,437,581)	2,519,439	(10,956,641)
<b>Total Ending Fund Balance</b>	\$ 53,791,906	\$ 40,650,631	\$ 56,311,345	\$ 45,354,704
<b>Breakdown of Fund Balance Categories</b>				
Nonspendable	\$ 342,496	\$ 503,936	\$ 342,496	\$ 300,000
Restricted	15,547,817	13,269,854	15,213,346	12,765,031
Committed	1,207,116	988,221	786,199	1,550,000
Assigned	-	-	250,000	500,000
Unassigned	36,694,478	25,888,620	39,719,305	30,239,673
<b>Total Ending Fund Balance</b>	\$ 53,791,906	\$ 40,650,631	\$ 56,311,345	\$ 45,354,704
<b>Unassigned Fund Balance %</b>	24.58%	16.41%	24.91%	17.84%

# Other Documents

- [Adopted Budget by Budget Unit](#)
- [Staffing Detail by Site and Budget Unit](#)

# Thank you



Spark.

Fuel.

Blaze.



# 2025-2026 Budget June 2025

Burnsville-Eagan-Savage School District 191  
Burnsville, MN 55337  
Dakota & Scott Counties  
[www.isd191.org](http://www.isd191.org)



ASSOCIATION OF  
SCHOOL BUSINESS OFFICIALS  
INTERNATIONAL

This Meritorious Budget Award is presented to:

# ISD 191 BURNSVILLE-EAGAN-SAVAGE

for excellence in the preparation and issuance of its budget  
for the Fiscal Year 2024–2025.

The budget adheres to the principles and standards  
of ASBO International's Meritorious Budget Award criteria.



*Ryan S. Stechschulte*

Ryan S. Stechschulte  
President

*James M. Rowan*

James M. Rowan, CAE, SFO  
CEO/Executive Director

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# Executive Summary

**one91**  
Burnsville · Eagan · Savage



# Executive Summary

## Organization Section

The Organizational Section is the first of three sections of the Executive Summary and provides a brief explanation of the District, including an overview budget process, listing of the governance, administration and a summary of the mission, vision and values, including the strategic direction.

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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## DISTRICT OVERVIEW

Independent School District #191, also known as the Burnsville - Eagan - Savage school district is located in Dakota and Scott Counties which are part of the seven-county metro area of Minneapolis and St. Paul, referred to as the Twin Cities. The District was incorporated in 1955 and serves parts of five suburban communities. The District is an instrumentality of the State of Minnesota established to function as an educational institution. The elected School Board is responsible for legislative and fiscal control of the district. The Superintendent is appointed by the Board and is responsible for administrative control of the District. The District's financial statements include all funds for which the District is considered to be financially accountable.

The district has a population of over 73,006 citizens residing in a 37 square mile area. Residents are typically employed in professional vocations within the metropolitan area. The economic downturn of the past years has had some effect on the community as evidenced by greater mobility and increased participation in the free and reduced-price lunch program.

The District provides general, special education and vocational instruction for Pre-K-12, a transitional program for students beyond grade 12, and a robust Community Education program serving newborns up through senior citizens.

Since fiscal year 2002-03 the District has experienced a decline in the number of students enrolled in the District's schools. This is a natural occurrence in a fully developed community and is often the result of smaller kindergarten cohorts replacing a larger graduating class. In the 2022-23 fiscal year, the decline flattened slightly with a decrease of only 4 students in grades K through 12.

At the end of the 2019-20 school year, the District closed three schools, two elementary and one middle school. Since then, the District has operated 13 buildings: one high school, one alternative high school, two middle schools, eight elementary schools and one districtwide building. District buildings were built between 1950 and 1996 with the latest additions in 2016. The District also operates a Virtual Academy for elementary and secondary students to receive instruction through a virtual environment. The District is organized by grade level with elementary schools serving students in pre-kindergarten through Grade 5, middle schools serving Grades 6-8 and the high schools serving Grades 9-12.

For the 2025-2026 fiscal year the District is projecting total enrollment at 7,307 which includes 7,021 in grades K-12 and 286 in Voluntary Pre-Kindergarten (Pre-K) and Early Childhood Special Education (ECSE). In the current 2024-2025 fiscal year total enrollment is at 7,488 with 7,211 in K-12 and 277 in Pre-K and ECSE.

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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## BUDGET OVERVIEW

The purpose of the budget is to provide a financial plan with estimates of proposed expenditures for a given period and purpose, along with the proposed means of financing the plan. To achieve this basic objective, a comprehensive budget system is integrated within the financial accounting system.

The budget will effectively express and implement school board goals and align with the school district mission and core values of the school district. The structure and format provided by a well-designed budget promotes sound decision making when allocating resources and prioritizing the importance of school district services.

### KEY OBJECTIVES OF THE BUDGET PROCESS

- Integrate the budget process so that each program's activities contribute to the goals and educational priorities and needs of the school district.
- Communicate the budget process clearly to school district staff and community.
- Relate estimated costs and actual costs to specific programs/activities.
- Utilize historical data for budget preparation and related monitoring, assessment and planning decisions.
- Achieve consistent budgeting and reporting.

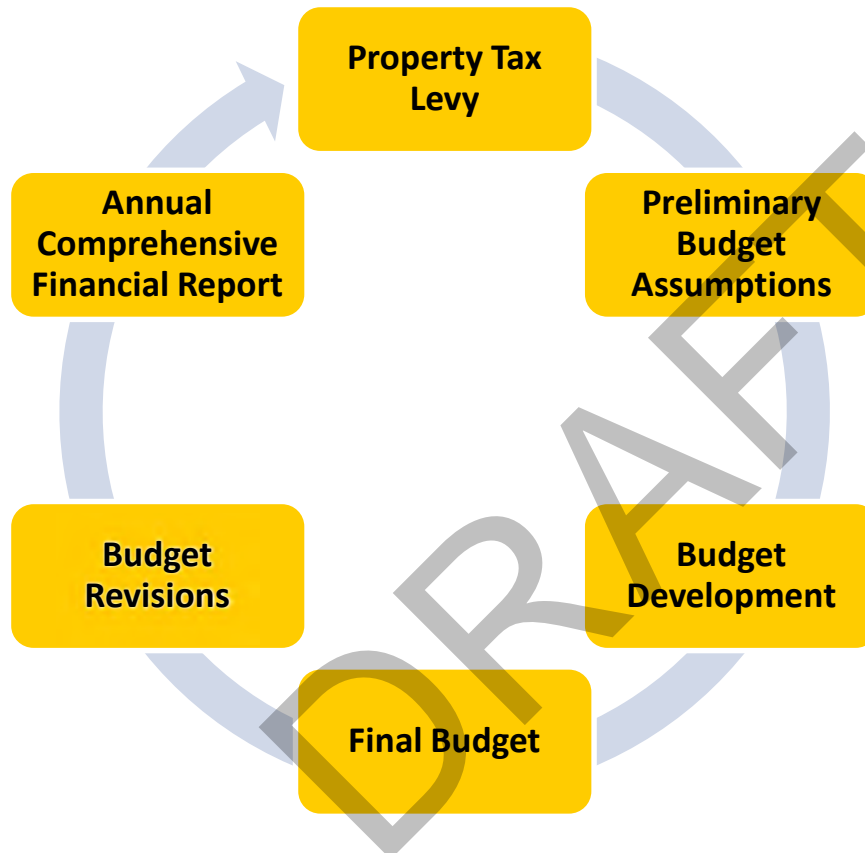
### SIGNIFICANT STATE STATUTE REQUIREMENTS

- Prior to July 1 of each year, the School Board shall approve and adopt its initial revenue and expenditure budgets for the next school year. The adopted expenditure budget document shall be considered the School Board's expenditure authorization for that school year. No funds may be expended for any purpose in any school year prior to the adoption of the budget document which authorizes that expenditure for that year.
- The school district shall maintain separate accounts to identify general fund expenditures for each school building.
- The budget and supporting data shall be maintained and made available for public review.

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

## BUDGET CYCLE

The school district budget cycle is a continuous process that is mandated by state law. Each step outlined below (excluding Budget Development) requires School Board approval and is open for public inspection and comment. Since the process spans multiple school and calendar years, the district can be in multiple phases of the process at any given time.



1. **Property Tax Levy** – The process begins with submission of estimated property tax levy information to the Minnesota Department of Education (MDE). MDE sets the maximum amount each district may levy based on current legislation. The School Board certifies the levy before the end of the calendar year.

2. **Preliminary Budget Assumptions** – The January before the budget year, the School Board approves the preliminary assumptions.
3. **Budget Development** – From January to June, the finance department meets with all departments to put the budget together. This process includes completion of enrollment projections and five-year budget forecast, development of staffing guidelines and determination of revenue and expenditure assumptions.
4. **Final Budget** – Minnesota Statute requires school boards to approve the budget before the start of the school year on July 1.

- 
5. **Budget Revisions** – In mid-winter the School Board approves any budget revisions. These revisions allow for accurate funding for programs and provide the most accurate basis for developing the preliminary budget for the next fiscal year.
  
  6. **Annual Comprehensive Financial Report** – The final step in the budgeting process is closing the fiscal year and preparing the financial statements. Part of this is the independent audit as required by Minnesota law. The School Board approves the audited financial report in the fall of the following fiscal year.



**INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

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**BOARD OF EDUCATION & ADMINISTRATION**

SCHOOL BOARD

Anna Werb, Chairperson  
Abigail Alt, Vice-Chair  
Lesley Chester, Treasurer  
Scott Hume, Clerk  
Annemarie Anderson, Director  
Rachael Mikkelsen, Director  
Tyler Sachse, Director

ADMINISTRATION (Superintendent's Leadership Team)

Dr. Latanya Daniels, Superintendent  
Dr. Chris Bellmont, Assistant Superintendent  
Stacey Sovine, Executive Director of Administrative Services  
Isis Buchanan, Director of Educational Equity  
Imina Oftedahl, Director of Curriculum, Instruction and Assessment  
Amy Piotrowski, Director of Student Support Services  
Jason Sellars, Director of Community Education  
Aaron Tinklenberg, Director of Communications & Community Relations

BUSINESS OFFICE

Tyler Dehne, Finance Director  
Jessi Moryn, Controller  
Jarrod Leake, Compliance Coordinator  
Chris Robasse, Payroll Coordinator  
Stacy Kaisershot, Payroll  
Michele Wilson, Accounts Payable  
Julie Zellmer, Accounts Receivable, COBRA  
Chris Bluem, Accountant

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

## BOARD OF EDUCATION & ADMINISTRATION (cont.)

### BUILDING PRINCIPALS

<u>Name</u>	<u>School Site</u>
Dr. Angie Pohl	Virtual Academy Elementary (479)
Dr. Salma Hussein	Gideon Pond Elementary (482)
Lyle Bomsta	Edward Neill Elementary (483)
Dr. Angie Pohl	Vista View Elementary (486)
Dr. Jon Bonneville	William Byrne Elementary (487)
Brad Robb	Rahn Elementary (488)
Dr. Renee Brandner	Sky Oaks Elementary (489)
Kristine Black	Hidden Valley Elementary (490)
Kenneth Essay	Harriot Bishop Elementary (491)
Kelly Ronn	Virtual Academy Secondary (079)
Dr. Carolyn Allston Trenteetun	Nicollet Middle School (085)
Dave Helke	Eagle Ridge Middle School (066)
Jesús Sandoval	Burnsville High School (014)
Kelly Ronn	Burnsville Alternative School (514)



## **MISSION, VISION AND VALUES**

### **VISION STATEMENT**

Our vision statement uses aspirational language to communicate our purpose – it's the change we intend to make in the world.

We will be a school district that provides transformative learning experiences that mirror students' own stories, and where students will:

- Be equipped to meet rigorous academic challenges that build their capacity to pursue excellence
- Embrace the humanity of all people and welcome diverse perspectives and voices, and
- Be supported by a caring community that sparks their curiosity and fuels their progress down a self-determined path.

### **STRATEGIC DIRECTIONS**

- Creating space and opportunity for each and every voice to be heard
- Actively leading by developing and sustaining a diverse and equitable education
- Supporting and leveraging new methods and original thinking to improve student outcomes
- Engaging our community to ensure common understanding

### **CORE VALUES**

Our core values express what we stand for and what we believe in. They are our foundation. They represent the lens through which all our work is done.

In District 191, we believe in (stand for):

**Caring Community:** Our Culture will actively encourage and embrace each member of the community, creating a sense of support that fosters their individual growth and pursuit of learning.

**Cultural Proficiency:** Our school community will work to understand our assumptions and biases, making a commitment to value and manage cultural uniquenesses and adapt education to meet the needs of each student.

**Future Readiness:** Our students will know they are ready to meet every next challenge through the confidence that comes from adventurous exploration and rigorous academics.

**Inclusive Partnership:** Our collaboration and communication will inspire a culture of trust where students, families and staff are reflected in decisions that shape our district.

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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**Student Agency:** Our students will make choices that personalize their learning journey, proactively building a day-to-day experience that leads them toward their passion and purpose.

## KEY RESULTS INCLUDING ASSOCIATED COSTS

### A. Each Student

- The district continues to support the Pathways program for all K-12 students.
- Compensatory Revenue of \$13 million to help reduce class sizes and provide individual instructional support to students.

### B. Future Ready

- The district's technology levy provides \$4,689,692 for the District's 1:1 device initiative, at home internet access for students, instructional software and cyber security enhancements.
- Operating capital funds of approximately \$2 million are used to provide students with the latest curriculum, security and building updates, along with technology devices and software updates for non-instructional purposes.
- The district levied \$301,969 in Safe Schools Funding per Minn. Stat. 126C.44 which supports security for district schools and school property, School Resource Officers, Emergency Operating Plans and security improvements such as door locks, cameras and card readers at schools.

### C. Community Strong

- The district earmarks approximately \$2 million in achievement and integration funds to ensure every child has access to the tools and opportunities they need to succeed.
- Next year, over \$4.9 million in Long-Term Facility Maintenance Funds will be invested in deferred maintenance projects in the schools to provide students a safe, comfortable learning environment, both inside and outside of the classroom.



# Executive Summary

## Financial Section

The Financial Section of the Executive Summary is the second of three sections and includes a summary of the budget process, assumptions and timelines, revenue and expenditures summarized for all funds and forecast of all funds. Please note that all historical financial activity presented within this budget document have been rounded to the nearest dollar. Therefore, there may be rounding variations of +/- \$2.

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**BUDGET PROCESS, ASSUMPTIONS AND TIMELINES**

**Budget Process**

At the December 12, 2024 school board meeting, administration presented preliminary budget goals, process and timeline. Administration outlined the goals for the Fiscal Year (FY) 2026 budget process.

1. Be good stewards of taxpayer dollars
2. Align budget to strategic plan initiatives and equity goals (resources allocated to district's highest priorities)
3. Comply with all statutory uses of funds
4. Include constituents' perspectives and input throughout the budget process
5. Be transparent about the district's current and projected finances, budget process and budget decision-making
6. Continue cross departmental collaboration
7. Submit a structurally sustainable budget

**Budget Timeline**

Administration also presented to the School Board the FY2026 Adopted Budget Timeline at the board meeting:

- **January - February**
  - Board approves FY25 revised budget
  - Board receives report on FY26 budget assumptions
- **March**
  - Superintendent presents initial budget recommendations to the Board
- **April-May**
  - Staff and community presentations and feedback opportunities
  - Board report on feedback and board work session
- **June 12** - FY26 Adopted budget presented
- **June 26** - FY26 Adopted budget approved

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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## FY2026 Budget Assumptions

### Revenue

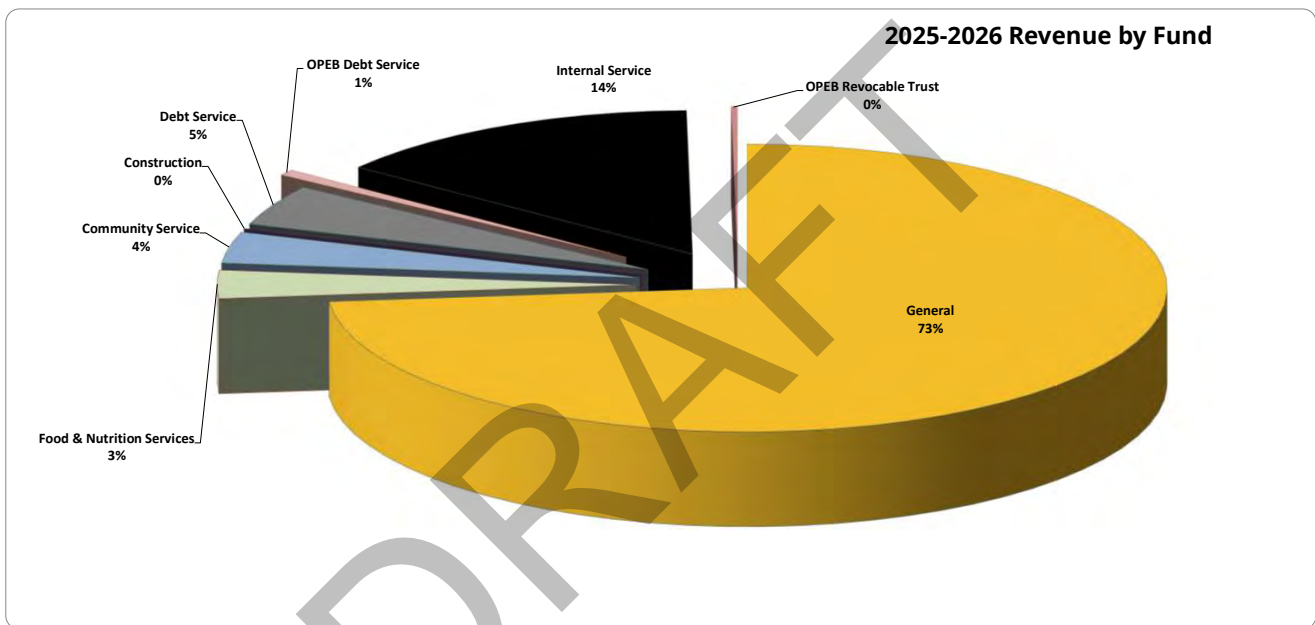
- Enrollment:
    - K-12 Enrollment projection estimated at 7,021
    - Early Childhood Special Education at 153
    - Voluntary Pre-Kindergarten at 133
- Enrollment Projections are based on:
- Historical data trends including birth rates
  - Fall 2024 seat counts
  - Demographic Study
- 2.74% increase to the general education formula - \$200 per pupil
  - \$2.06 million decrease in Compensatory funding due to the formula change
  - Miscellaneous one-time funding decreased revenue by \$577,000

### Expenses

- 2.5% increase to cells on staff salary schedule
- 5% increase in health insurance premiums
- 5% increase to transportation contract
- 5% inflationary increase for other areas including utilities, supplies, capital, contracted services, etc
- \$900,000 in expenditure adjustments:
  - Maintain class sizes (K-12) – 8.55 FTE reduction
  - Additional 2.0 FTE at Burnsville High School
  - Additional 2.0 FTE for Middle School (School within a School)
  - Community Based Mentoring Program and Catalyst Training
  - Technology Tool ELlevation Platform and Strategies

ALL FUNDS - REVENUE SUMMARY

Fund	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
General	\$ 136,320,648	\$ 142,274,703	\$ 165,587,981	\$ 161,980,777	\$ 158,590,425	\$ 162,921,981	\$ 163,741,852	\$ 164,847,822
Food & Nutrition Services	6,313,631	5,890,085	7,170,377	6,755,316	6,842,403	6,910,827	6,979,935	7,119,534
Community Service	6,396,431	6,800,783	7,226,889	7,583,672	7,529,198	7,679,782	7,833,378	7,990,046
Construction	438	-	-	-	-	-	-	-
Debt Service	23,384,248	9,724,881	9,151,353	9,250,000	9,825,000	12,000,000	11,400,000	11,600,000
OPEB Debt Service	1,466,315	1,324,225	1,455,317	1,450,000	1,425,000	1,375,000	1,375,000	1,400,000
Internal Service	22,573,576	23,270,326	25,709,278	30,000,000	31,160,000	32,095,000	33,058,000	34,050,000
OPEB Revocable Trust	(847,295)	758,783	1,098,204	500,000	500,000	500,000	500,000	500,000
<b>Total</b>	<b>\$ 195,607,991</b>	<b>\$ 190,043,786</b>	<b>\$ 217,399,399</b>	<b>\$ 217,519,765</b>	<b>\$ 215,872,026</b>	<b>\$ 223,482,590</b>	<b>\$ 224,888,165</b>	<b>\$ 227,507,402</b>

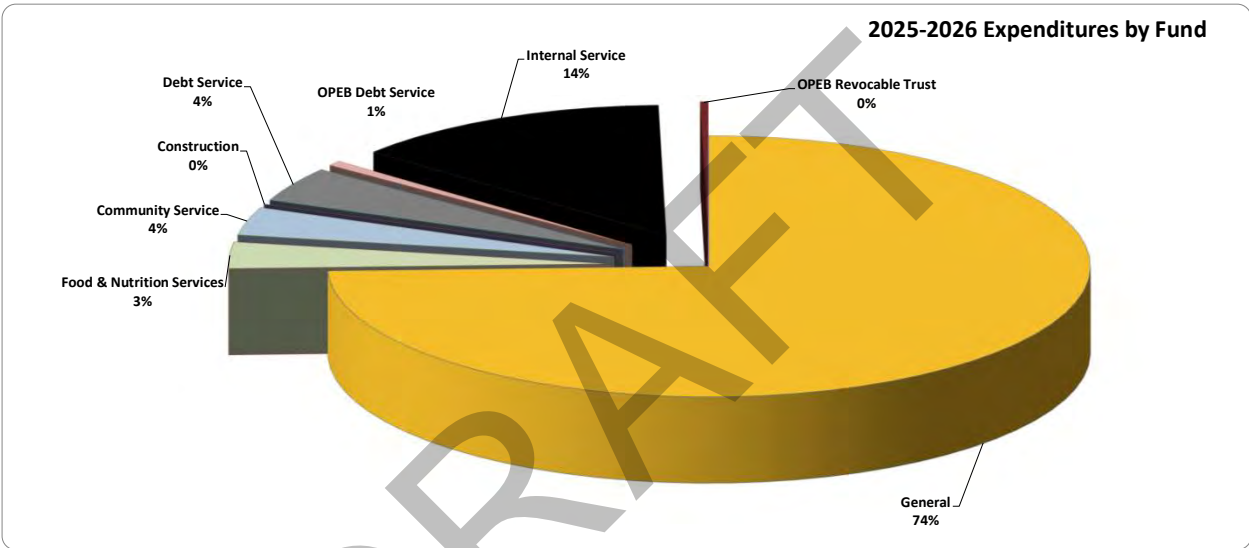


The District funds consist of the following funds: three operating funds - General, Food & Nutrition and Community Service Fund. Additionally there are three non-operating funds - Building Construction, Debt Service and Post-Employment Benefits (OPEB) Debt Service Fund. The District has two proprietary funds - Internal Service Fund and Post-Employment Benefits (OPEB) Revocable Trust Fund.

Revenues come from a variety of sources: Local revenue which would include local property taxes, donations, interest earnings, tuition from patrons, fees from patrons and rental. State revenue which includes general education formula aid, as well as a variety of other state aids including Long-Term Facility Maintenance (LTFM) aid and special education aid. Federal aid can come through the Minnesota Department of Education or directly from a federal agency. Other revenue sources includes sales, such as sales to pupils for ala carte food, sales of materials, sales of equipment, etc. Other revenue sources include proceeds from the sale of bonds. The above chart displays the total revenue by fund. In the financial section of this budget report, additional information is available on each fund and its sources of revenue.

ALL FUNDS - EXPENDITURE SUMMARY

Fund	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
General	\$ 133,320,629	\$ 137,313,387	\$ 149,279,289	\$ 159,461,338	\$ 169,547,066	\$ 170,518,715	\$ 171,496,818	\$ 169,116,412
Food & Nutrition Services	4,921,295	5,227,052	6,162,396	7,137,014	7,457,001	7,355,281	7,575,939	7,803,217
Community Service	5,273,554	5,911,008	6,135,358	7,256,860	7,884,010	8,120,530	8,364,146	8,615,070
Construction	1,658,133	-	-	-	-	-	-	-
Debt Service	21,784,140	9,946,029	9,949,463	9,785,000	9,805,000	12,000,000	11,460,000	11,660,000
OPEB Debt Service	1,398,245	1,407,858	1,405,153	1,400,245	1,397,458	1,402,218	1,394,195	1,398,555
Internal Service	23,814,592	24,662,845	26,291,888	30,050,000	30,985,000	31,915,000	32,872,000	33,858,000
OPEB Revocable Trust	795,812	868,796	789,184	775,000	750,000	650,000	700,000	550,000
<b>Total</b>	<b>\$ 192,966,400</b>	<b>\$ 185,336,975</b>	<b>\$ 200,012,729</b>	<b>\$ 215,865,457</b>	<b>\$ 227,825,535</b>	<b>\$ 231,961,744</b>	<b>\$ 233,863,098</b>	<b>\$ 233,001,254</b>

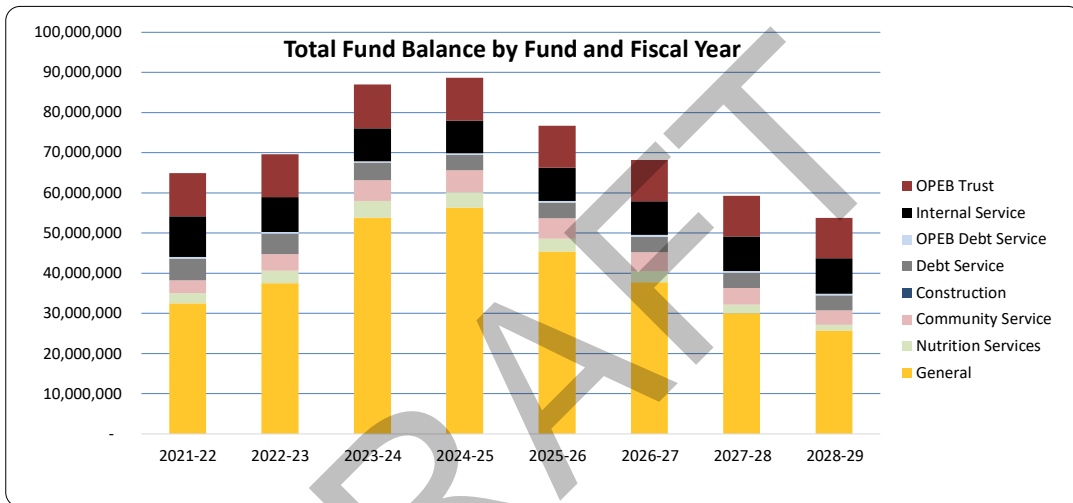


Each school district fund has statutes determining what types of expenses can be recorded in each fund. For example, the general fund is used to account for educational activities, district instructional and student support programs, expenditures for the superintendent, district administration, normal operations and maintenance, pupil transportation, capital expenditures and legal school district expenditures not specifically designated to be accounted for in any other fund. The food & nutrition fund includes activities for the purpose of preparation and service of milk, meals and snacks. The community service fund is used to record all financial activities of programs such as, Early Childhood Family Education (ECFE), School Readiness, Adult Basic Education (ABE), before and after school child care and many others. A building construction fund is typically funded from the sale of bonds or a capital loan and is used to record construction of new buildings, additions or improvements, or other major projects costing \$2M or more. Debt service which includes both regular debt and other post-employment debt records the expenditures related to the principal and interest on bonds. Internal service funds are used to account for the financing of goods or services provided by one department to another within the school district. The most common use of an internal service fund is for self-insurance programs. The District is self-insured for health, dental and severance programs. The post-employment benefits revocable trust fund recognizes expenses for both direct and indirect OPEB costs.

School district expenditures are grouped into categories called series. The series include: Salaries and wages, employee benefits, purchased services, supplies and materials, capital expenditures, debt service, other expenditures and other financing uses.

ALL FUNDS - FUND BALANCE SUMMARY

Fund	06/30/2022	06/30/2023	06/30/2024	6/30/2025	6/30/2026	6/30/2027	6/30/2028	6/30/2029
	Actual	Actual	Actual	Revised Budget	Proposed Budget	Forecast	Forecast	Forecast
General	\$ 32,521,898	\$ 37,483,214	\$ 53,791,906	\$ 56,311,345	\$ 45,354,704	\$ 37,757,970	\$ 30,003,004	\$ 25,734,414
Food & Nutrition Services	2,511,460	3,174,493	4,182,475	3,800,777	3,186,179	2,741,725	2,145,721	1,462,038
Community Service	3,195,511	4,085,287	5,176,817	5,503,629	5,148,817	4,708,069	4,177,301	3,552,277
Construction	-	-	-	-	-	-	-	-
Debt Service	5,386,218	5,165,070	4,366,961	3,831,961	3,851,961	3,851,961	3,791,961	3,731,961
OPEB Debt Service	405,673	322,041	372,206	421,961	449,503	422,285	403,090	404,535
Internal Service	10,126,269	8,733,749	8,151,140	8,101,140	8,276,140	8,456,140	8,642,140	8,834,140
OPEB Revocable Trust	10,774,721	10,664,708	10,973,728	10,698,728	10,448,728	10,298,728	10,098,728	10,048,728
<b>Total</b>	<b>\$ 64,921,751</b>	<b>\$ 69,628,563</b>	<b>\$ 87,015,233</b>	<b>\$ 88,669,541</b>	<b>\$ 76,716,032</b>	<b>\$ 68,236,878</b>	<b>\$ 59,261,945</b>	<b>\$ 53,768,093</b>



Governmental funds are termed self-balancing since each fund's assets minus its liabilities must equal its fund balance. Fund balances or equity accounts are simply assets minus liabilities. Revenue increases a fund balance, expenses decrease a fund balance. School district fund balance categories are defined by the Governmental Accounting Standards Board (GASB) Statement 54, Fund Balance Reporting and Governmental Fund Type Definitions. The GASB Statement requires fund balances to be classified as one of five categories: nonspendable, restricted, committed, assigned or unassigned. The chart above displays the sum of all categories of fund balance for each fund. In the financial section of this budget report, additional details on each category is displayed.



# Executive Summary

## Informational Section

The Informational section of the third and final section of the Executive Summary and includes criteria on various areas of the District including enrollment history, staffing history, property tax information and long-term debt.

ENROLLMENT PROJECTION - 2025-2026  
AVERAGE DAILY MEMBERSHIP (ADM) BY SCHOOL BUILDING

Grade	Gideon Pond Ele	Edward Neill Ele	Vista View Ele	William Byrne Ele	Rahn Ele	Sky Oaks Ele	Hidden Valley Ele	Harriot Bishop Ele	Virtual Academy Ele	Eagle Ridge Middle	Nicollet Middle	Virtual Academy Secondary	Burnsville HS	Burnsville ALC	Other*	Total
ECSE															153	153
VPK															133	133
K	58	57	43	77	66	77	73	69	2							522
1	58	57	42	76	66	76	73	69	2							519
2	64	67	64	86	50	77	73	81	5							567
3	50	56	45	85	54	83	67	74	9							523
4	53	64	50	86	58	78	65	84	4							542
5	51	56	44	104	64	75	74	80	4							552
6										190	306	9				505
7										215	261	10				486
8										222	239	20				481
9												25	429			454
10												27	488	6		521
11												36	537	55		628
12												36	479	155	51	721
<b>Total</b>	<b>334</b>	<b>357</b>	<b>288</b>	<b>514</b>	<b>358</b>	<b>466</b>	<b>425</b>	<b>457</b>	<b>26</b>	<b>627</b>	<b>806</b>	<b>163</b>	<b>1,933</b>	<b>216</b>	<b>337</b>	<b>7,307</b>
															K-12	7,021
															Other	286

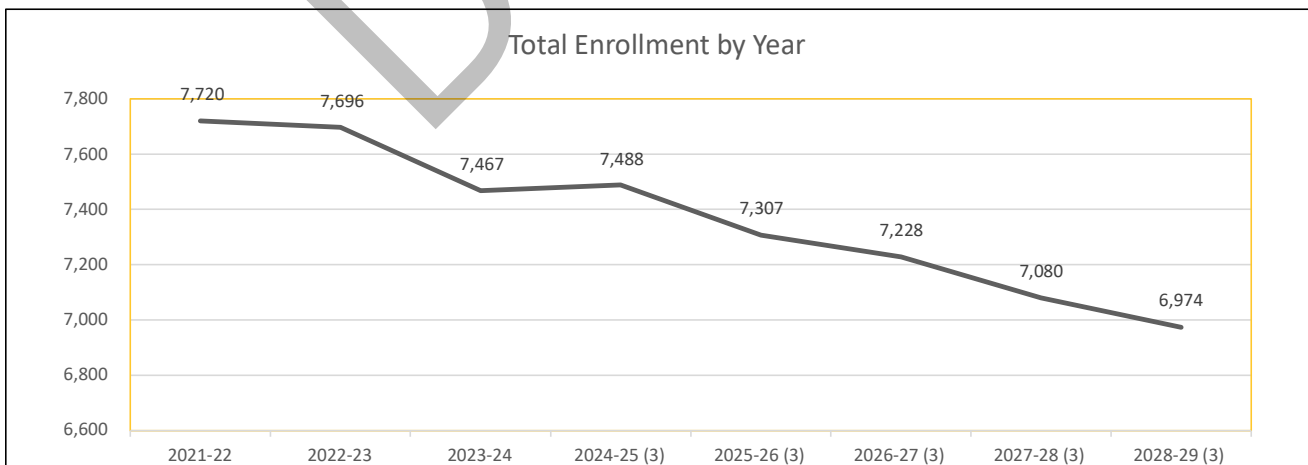
\* Other Category includes: Best Program which serves young adults ages 18-21 who have an individual education program (IEP) plan targeting preparation for adult life; Early Childhood Special Education (ECSE) which is located in multiple buildings throughout the district and Voluntary pre-Kindergarten (VPK) which is located in multiple elementary schools throughout the district.



**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**ENROLLMENT BY GRADE BY YEAR**

<b>Grade</b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2023-24</u></b>	<b><u>2024-25 (3)</u></b>	<b><u>2025-26 (3)</u></b>	<b><u>2026-27 (3)</u></b>	<b><u>2027-28 (3)</u></b>	<b><u>2028-29 (3)</u></b>
EC(1)	137	115	130	148	153	153	151	147
PreK	126	121	129	129	133	133	132	128
K	600	579	577	529	535	546	541	526
1	588	594	537	573	515	530	528	523
2	590	587	572	540	564	501	521	519
3	541	577	554	557	520	539	482	500
4	539	543	554	566	546	514	534	478
5	493	544	524	559	555	543	507	527
6	509	467	495	513	513	523	510	476
7	547	520	452	491	495	514	516	503
8	511	567	515	457	484	503	514	515
9	601	525	575	519	457	492	508	518
10	571	612	529	591	525	469	502	518
11	632	608	621	563	617	547	485	520
12(2)	734	738	704	753	695	721	649	576
<b>Total</b>	<b><u>7,720</u></b>	<b><u>7,696</u></b>	<b><u>7,467</u></b>	<b><u>7,488</u></b>	<b><u>7,307</u></b>	<b><u>7,228</u></b>	<b><u>7,080</u></b>	<b><u>6,974</u></b>



Note: Historical Adjusted Average Daily Membership (ADM-1.0)

(1) Early Childhood (EC)

(2) Grade 12 includes students in the Burnsville Eagan Savage Transition (BEST) Program

(3) Projected enrollment

Source: MDE - Historical Adjusted Average Daily Membership Reports

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2024-2025 BUDGET**

**GENERAL FUND - FULL-TIME EQUIVALENT (FTE) DISTRICT EMPLOYEES**

<b>Employee by Program Series</b>	<b>Contract Group</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<b>District &amp; School Admin</b>						
Superintendent	Superintendent	1.00	1.00	1.00	1.00	1.00
Assistant Superintendent	Unaffiliated	1.00	1.00	1.00	1.00	1.00
Director/Supervisor	District Wide	0.00	0.15	0.15	0.65	0.65
Executive Admin Assistant	Confidential	1.00	1.00	1.00	1.00	1.00
Principals	Principal	13.00	12.00	12.00	12.00	12.00
School Board	School Board	7.00	7.00	7.00	7.00	7.00
Other Support Staff	Clerical, Unaffiliated	28.00	28.50	28.50	28.50	27.50
<b>Support Services</b>						
Director/Supervisor	District Wide, Unaffiliated	6.40	5.40	5.40	5.40	5.40
Cultural Liaison	Unaffiliated	3.00	2.00	1.00	0.00	0.00
Other Support Staff	Clerical, Unaffiliated, Confidentia	18.00	18.00	19.00	18.00	19.00
<b>Student Instruction</b>						
Director/Supervisor	District Wide, Unaffiliated	1.15	1.20	1.95	1.55	2.55
K-12 Teachers	Teacher	394.85	386.60	393.12	386.94	401.16
Teacher on Special Assignment	Teacher	1.00	2.00	1.00	1.00	2.05
Digital Learning Specialist	Teacher	7.75	8.00	8.00	7.75	7.75
Advanced Learning Specialist	Teacher	3.00	3.00	3.00	8.00	8.00
Psychologist	Teacher	0.50	0.50	0.50	0.00	0.00
Counselors	Teacher	1.20	1.70	1.70	1.00	0.50
Cultural Liaison	Unaffiliated	0.00	0.00	0.00	0.70	0.70
Educational Assistants	Educational Assistant	22.85	34.03	30.60	27.45	29.26
Other Administration	District Wide, Unaffiliated	4.35	4.46	5.46	4.86	4.35
Other Support Staff	Clerical, CE, Unaffiliated	30.83	33.36	35.51	43.14	34.00
<b>Vocational Instruction</b>						
Director/Supervisor	District Wide	1.00	1.00	1.00	1.00	1.00
K-12 Teachers	Teacher	13.77	13.18	12.81	12.50	14.00
Counselors	Teacher	0.00	0.00	0.00	1.00	0.00
Educational Assistants	Educational Assistant	5.25	6.13	6.13	7.00	7.88

<b>Employee by Program Series</b>	<b>Contract Group</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<b>Special Education</b>						
Director/Supervisor	District Wide	4.00	4.00	4.00	4.50	4.50
Teachers	Teacher	115.30	114.16	121.36	135.10	141.20
Physical Therapist	Teacher	1.00	1.00	1.00	1.00	1.00
Occupational Therapist	Teacher	6.30	6.50	7.50	7.75	7.75
Speech Teachers	Teacher	15.80	15.80	16.50	18.50	16.00
Nurses	Teacher	3.99	5.33	5.36	4.19	5.24
Social Workers	Teacher	5.48	5.48	5.55	5.70	5.90
Psychologist	Teacher	9.90	9.40	10.90	9.90	9.40
Cultural Liaison	Unaffiliated	1.88	2.00	2.00	2.00	2.00
Teacher on Special Assignment	Teacher	0.00	0.00	0.00	0.26	0.15
Educational Assistants	Educational Assistant	117.91	123.36	123.51	106.27	109.08
Other Support Staff	Clerical, Unaffiliated	6.80	8.50	9.60	13.40	19.90
<b>Student Support</b>						
Director/Supervisor	District Wide	1.00	1.00	1.25	1.00	1.00
Assistant Principals	Principal	6.00	6.00	6.00	6.00	6.00
Teachers	Teacher	1.60	0.00	0.00	0.00	0.00
Dean	Unaffiliated	5.83	9.00	7.00	9.00	10.00
Teacher on Special Assignment	Teacher	0.00	1.74	4.74	0.74	2.85
Continuous Improvement Coach	Teacher	8.00	8.00	8.00	8.00	8.00
Advanced Learning Specialist	Teacher	1.00	1.00	1.00	0.00	0.00
Media Specialist	Teacher	3.00	3.00	3.00	3.00	3.00
Social Workers	Teachers	8.32	8.52	8.45	0.00	0.00
Cultural Liaison	Unaffiliated	10.00	12.00	11.00	0.00	0.00
Educational Assistants	Educational Assistant	4.75	4.75	4.75	4.75	4.75
Tech Specialist	Information Tech Specialist	13.00	13.00	14.00	15.40	15.40
Other Administration	District Wide, Unaffiliated, Principi	3.80	2.60	2.60	1.19	1.75
Other Support Staff	Clerical, Unaffiliated	1.00	1.50	1.50	4.50	4.50
<b>Pupil Support</b>						
Director/Supervisor	District Wide	0.50	0.50	0.50	0.50	0.50
Nurses	Teacher, Educational Assistant	8.61	7.27	11.64	11.91	14.26
Social Workers	Teachers	0.00	0.00	0.00	9.30	9.10
Cultural Liaison	Unaffiliated	0.00	0.00	0.00	11.30	12.30
Counselors	Teacher	10.50	10.50	10.50	13.00	14.00
Teacher on Special Assignment	Teacher	0.00	0.00	0.00	0.60	0.00
Educational Assistants	Educational Assistant	5.38	1.81	2.72	0.00	0.00
Other Administration	Unaffiliated	0.00	0.00	0.00	1.75	1.90
Other Support Staff	Unaffiliated	2.00	1.71	1.11	1.11	2.11
<b>Operations &amp; Maintenance</b>						
Director/Supervisor	District Wide	3.60	4.60	4.60	4.60	4.60
Custodians	Custodian	70.50	69.50	70.50	69.50	69.50
Other Support Staff	Clerical	2.00	1.89	1.89	1.89	1.89
<b>Total</b>		<b>1,024.64</b>	<b>1,036.63</b>	<b>1,060.86</b>	<b>1,066.05</b>	<b>1,097.28</b>

**COMPONENTS OF GENERAL LONG-TERM DEBT**

<b>Bond Issue/ Debt Issue</b>	<b>Type</b>	<b>Net Interest Rate</b>	<b>Issue Amount</b>	<b>Maturity</b>	<b>Principal as of 6/30/25</b>	<b>Due 2025-2026*</b>
Copier & Mailing Machine	Capital Lease	4.00%	\$ 477,668	2030	\$ 463,466	\$ 88,297
2015A GO School Building	Bond	2.00-4.00%	64,485,000	2036	51,605,000	27,547,950
2016A GO Alt Fac Refunding Bonds	Bond	2.00-5.00%	36,715,000	2033	20,235,000	12,928,100
2016B OPEB Taxable	Bond	2.00-5.00%	13,990,000	2029	5,235,000	1,396,983
2020A GO Alt Fac Refunding Bonds	Bond	2.00-4.00%	11,485,000	2030	7,290,000	1,453,500
2021A GO Alt Fac Refunding Bonds	Bond	5.00%	9,680,000	2030	7,155,000	1,267,750
2025A GO Refunding Bonds	Bond	5.00%	33,325,000	2034	33,325,000	1,374,920
					\$ 125,308,466	\$ 46,057,500

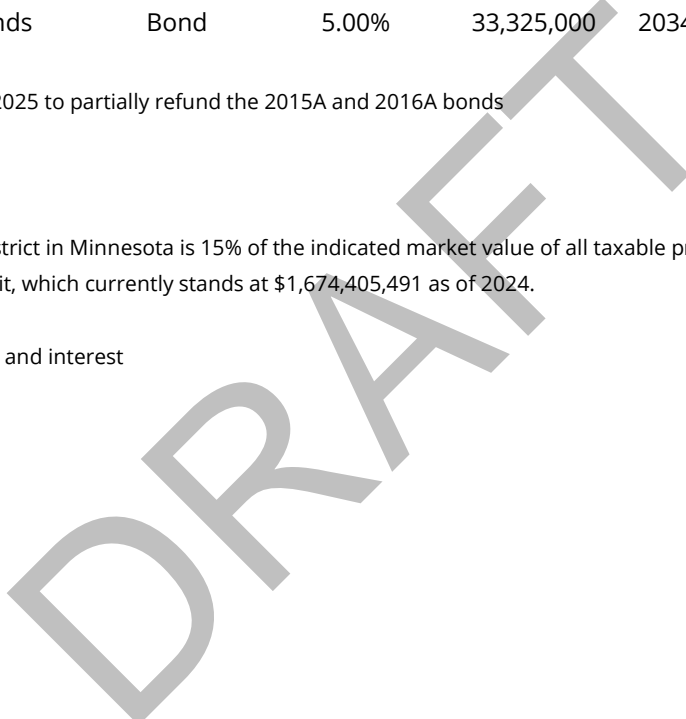
2025A bonds were issued in June 2025 to partially refund the 2015A and 2016A bonds

GO = General Obligation

The legal debt limit for a school district in Minnesota is 15% of the indicated market value of all taxable property within the district.

The District is well below its limit, which currently stands at \$1,674,405,491 as of 2024.

\*Due 2025-2026 includes principal and interest



Taxable Market Value of Properties in District

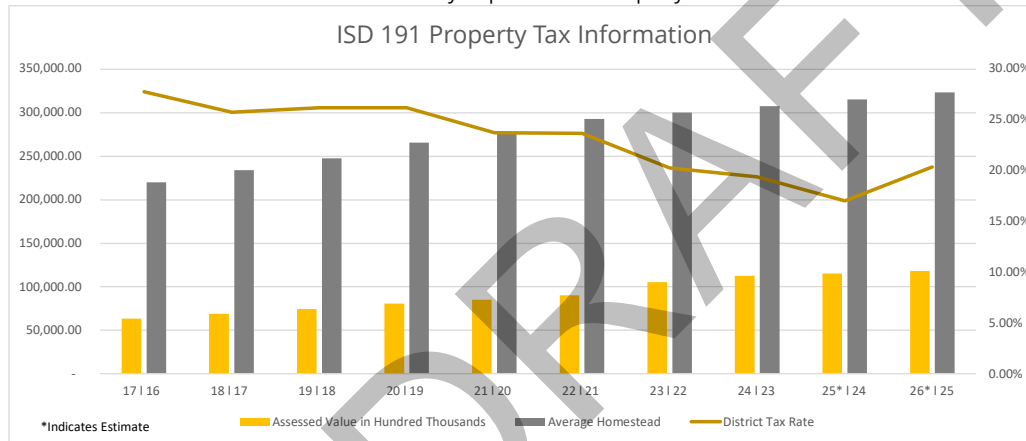
Fiscal Year/Payable Year	Total Market Value	Average Homestead	District Tax Rate
17   16	\$6,342,662,320	\$220,148	27.78%
18   17	\$6,884,771,670	\$233,948	25.75%
19   18	\$7,437,341,349	\$247,844	26.20%
20   19	\$8,046,683,354	\$265,896	26.20%
21   20	\$8,510,241,379	\$277,006	23.77%
22   21	\$9,019,198,895	\$292,879	23.70%
23   22	\$10,525,363,360	\$300,201	20.27%
24   23	\$11,255,414,508	\$307,706	19.40%
25*   24	\$11,536,799,871	\$315,399	17.02%
26*   25	\$11,825,219,867	\$323,284	20.37%



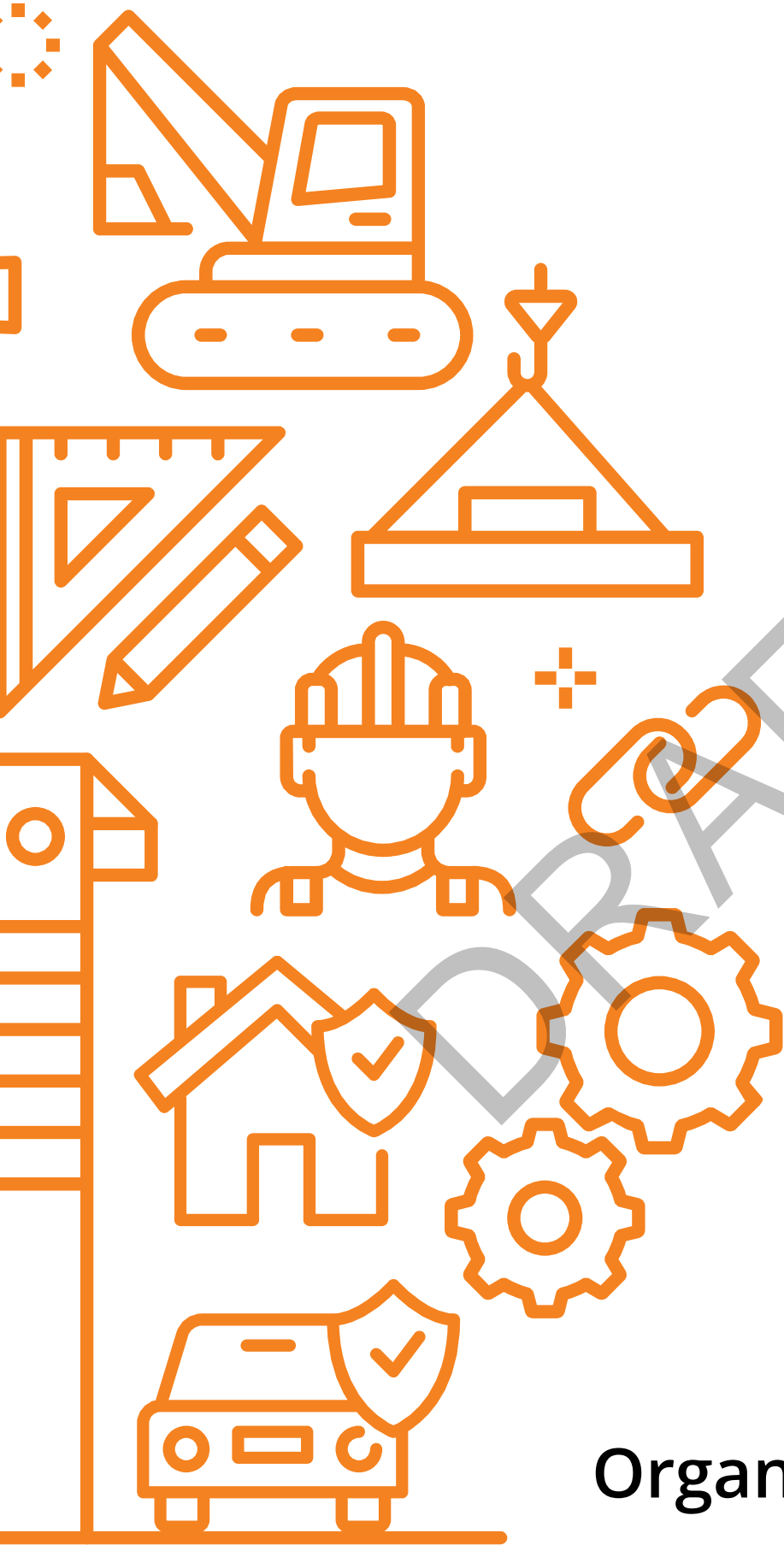
\* Forecast based on historical trends including but not limited to an inflation rate of 2.5%  
Source: Dakota and Scott County Department of Property Tax and Public Records



Source: Dakota and Scott County Department of Property Tax and Public Records



Tax rates property owners are paying are declining because taxable market values are increasing more than the District's annual levy.



# Organizational Section

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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## DISTRICT OVERVIEW

Independent School District #191, also known as the Burnsville - Eagan - Savage school district is located in Dakota and Scott Counties which are part of the seven-county metro area of Minneapolis and St. Paul, referred to as the Twin Cities. The District was incorporated in 1955 and serves parts of five suburban communities. The District is an instrumentality of the State of Minnesota established to function as an educational institution. The elected School Board is responsible for legislative and fiscal control of the district. The Superintendent is appointed by the Board and is responsible for administrative control of the District. The District's financial statements include all funds for which the District is considered to be financially accountable.

The district has a population of over 73,006 citizens residing in a 37 square mile area. Residents are typically employed in professional vocations within the metropolitan area. The economic downturn of the past years has had some effect on the community as evidenced by greater mobility and increased participation in the free and reduced-price lunch program.

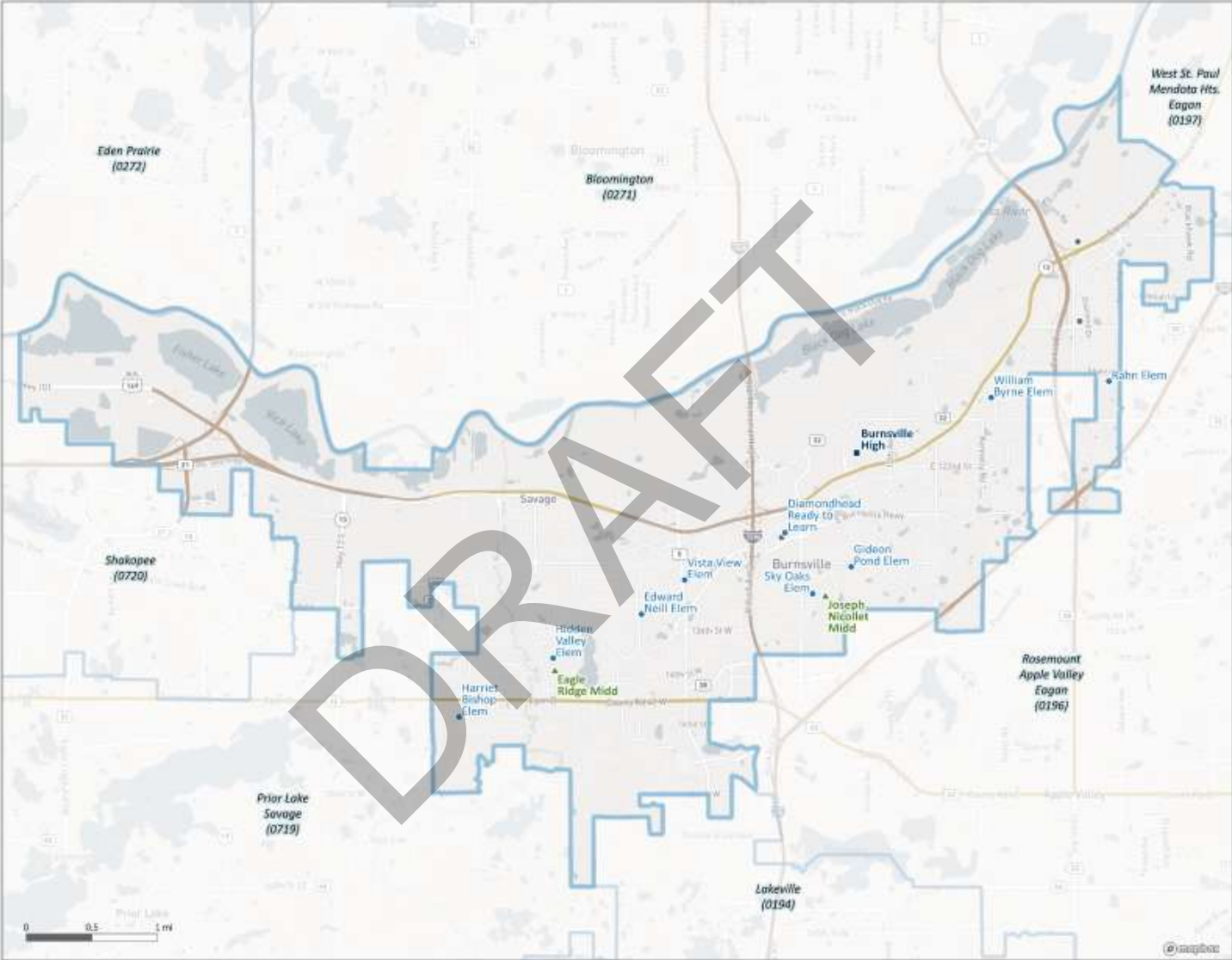
The District provides general, special education and vocational instruction for Pre-K-12, a transitional program for students beyond grade 12, and a robust Community Education program serving newborns up through senior citizens.

Since fiscal year 2002-03 the District has experienced a decline in the number of students enrolled in the District's schools. This is a natural occurrence in a fully developed community and is often the result of smaller kindergarten cohorts replacing a larger graduating class. In the 2022-23 fiscal year, the decline flattened slightly with a decrease of only 4 students in grades K through 12.

At the end of the 2019-20 school year, the District closed three schools, two elementary and one middle school. Since then, the District has operated 13 buildings: one high school, one alternative high school, two middle schools, eight elementary schools and one districtwide building. District buildings were built between 1950 and 1996 with the latest additions in 2016. The District also operates a Virtual Academy for elementary and secondary students to receive instruction through a virtual environment. The District is organized by grade level with elementary schools serving students in pre-kindergarten through Grade 5, middle schools serving Grades 6-8 and the high schools serving Grades 9-12.

For the 2025-2026 fiscal year the District is projecting total enrollment at 7,307 which includes 7,021 in grades K-12 and 286 in Voluntary Pre-Kindergarten (Pre-K) and Early Childhood Special Education (ECSE). In the current 2024-2025 fiscal year total enrollment is at 7,488 with 7,211 in K-12 and 277 in Pre-K and ECSE.

DISTRICT MAP



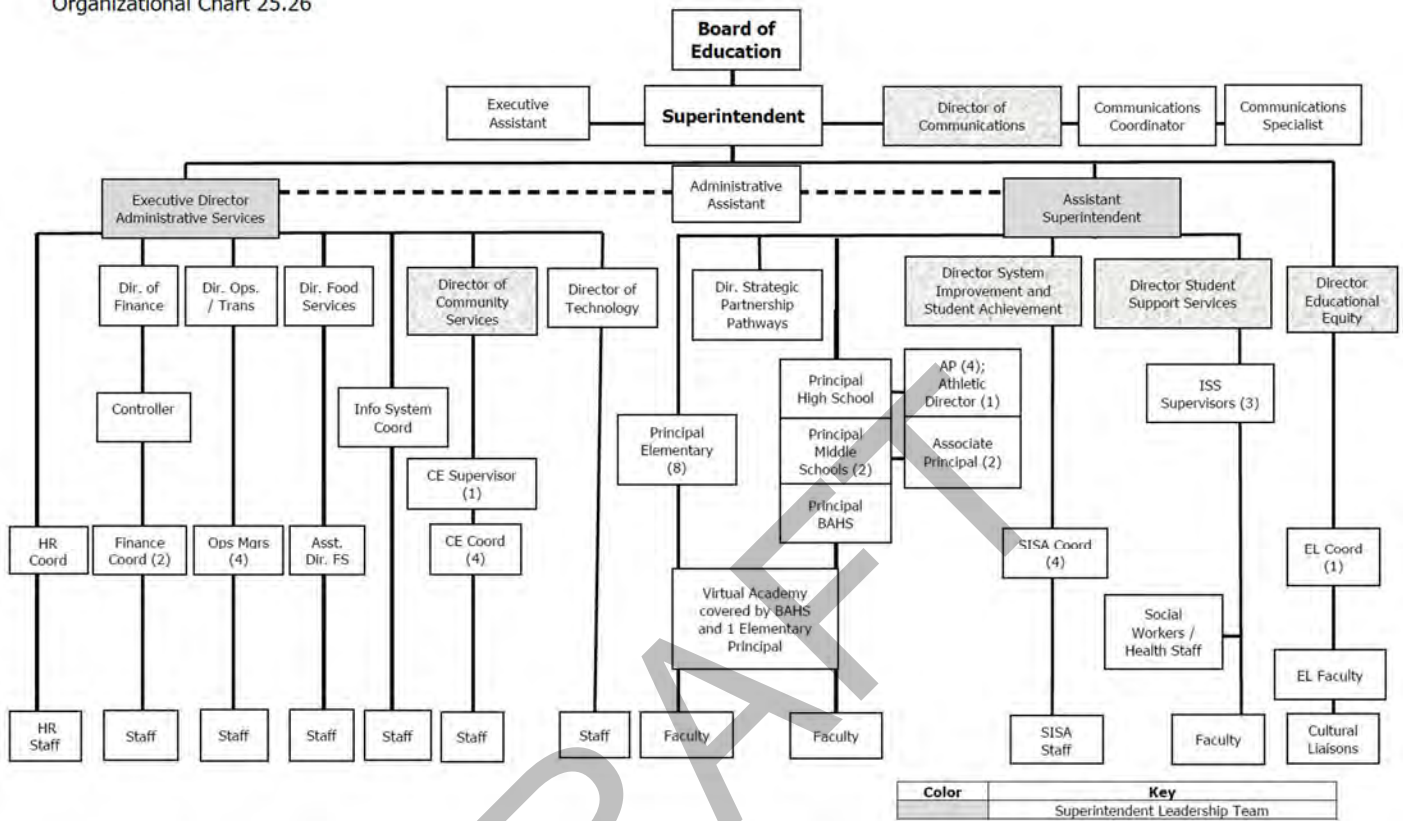
**2024-25 SCHOOL BOARD**



From left to right:  
Scott Hume, Clerk  
Rachael Mikkelsen, Director  
Abigail Alt, Vice-Chair  
Anna Werb, Chairperson  
Lesley Chester, Treasurer  
Tyler Sachse, Director  
Annemarie Anderson, Director  
Maryam Bradai, Student Representative

ORGANIZATIONAL CHART

Organizational Chart 25.26



## **MISSION, VISION AND VALUES**

### **VISION STATEMENT**

Our vision statement uses aspirational language to communicate our purpose – it's the change we intend to make in the world.

We will be a school district that provides transformative learning experiences that mirror students' own stories, and where students will:

- Be equipped to meet rigorous academic challenges that build their capacity to pursue excellence
- Embrace the humanity of all people and welcome diverse perspectives and voices, and
- Be supported by a caring community that sparks their curiosity and fuels their progress down a self-determined path.

### **STRATEGIC DIRECTIONS**

- Creating space and opportunity for each and every voice to be heard
- Actively leading by developing and sustaining a diverse and equitable education
- Supporting and leveraging new methods and original thinking to improve student outcomes
- Engaging our community to ensure common understanding

### **CORE VALUES**

Our core values express what we stand for and what we believe in. They are our foundation. They represent the lens through which all our work is done.

In District 191, we believe in (stand for):

**Caring Community:** Our Culture will actively encourage and embrace each member of the community, creating a sense of support that fosters their individual growth and pursuit of learning.

**Cultural Proficiency:** Our school community will work to understand our assumptions and biases, making a commitment to value and manage cultural uniquenesses and adapt education to meet the needs of each student.

**Future Readiness:** Our students will know they are ready to meet every next challenge through the confidence that comes from adventurous exploration and rigorous academics.

**Inclusive Partnership:** Our collaboration and communication will inspire a culture of trust where students, families and staff are reflected in decisions that shape our district.

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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**Student Agency:** Our students will make choices that personalize their learning journey, proactively building a day-to-day experience that leads them toward their passion and purpose.

## KEY RESULTS INCLUDING ASSOCIATED COSTS

### A. Each Student

- The district continues to support the Pathways program for all K-12 students.
- Compensatory Revenue of \$13 million to help reduce class sizes and provide individual instructional support to students.

### B. Future Ready

- The district's technology levy provides \$4,689,692 for the District's 1:1 device initiative, at home internet access for students, instructional software and cyber security enhancements.
- Operating capital funds of approximately \$2 million are used to provide students with the latest curriculum, security and building updates, along with technology devices and software updates for non-instructional purposes.
- The district levied \$301,969 in Safe Schools Funding per Minn. Stat. 126C.44 which supports security for district schools and school property, School Resource Officers, Emergency Operating Plans and security improvements such as door locks, cameras and card readers at schools.

### C. Community Strong

- The district earmarks approximately \$2 million in achievement and integration funds to ensure every child has access to the tools and opportunities they need to succeed.
- Next year, over \$4.9 million in Long-Term Facility Maintenance Funds will be invested in deferred maintenance projects in the schools to provide students a safe, comfortable learning environment, both inside and outside of the classroom.

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## **BUDGET POLICIES**

The School Board has adopted several policies and procedures related to the budget process. All of the policies have been developed in alignment with specific Minnesota State Statutes. These policies guide the development, implementation and oversight of the District budget. Below is a summary of these policies. You will find the full policies on the District's website at [isd191.org/discover/board-of-education/policies](https://www.isd191.org/discover/board-of-education/policies). (<https://www.isd191.org/discover/board-of-education/policies>).

### Policy 701 – Budget

The purpose of this policy is to establish lines of authority and procedures for the establishment of the District's revenue and expenditure budgets. The policy of the District is to establish its revenue and expenditure budgets in accordance with the applicable provisions of law. Budget planning is an integral part of program planning so that the annual budget will effectively express and implement school board goals and the priorities of the school district. The policy defines the requirements and implementation of the District's budget.

### Policy 701.1 – Budget Revision

The purpose of this policy is to establish procedures for the modification of the District's adopted revenue and expenditure budgets. The policy of the District is to modify its revenue and expenditure budgets in accordance with the applicable provisions of law. The policy defines the requirements needed to modify the budget.

### Policy 702 – Accounting

The purpose of this policy is to adopt the Uniform Financial Accounting and Reporting Standards (UFARS) for Minnesota School Districts provided for in guidelines adopted by the Minnesota Department of Education. The policy states the District shall maintain its books and records and do its accounting in compliance with UFARS. The policy also outlines the requirements for permanent fund transfers and requirements for an annual audit of the books and records to assure compliance with UFARS.

### Policy 703 – Annual Audit

The purpose of this policy is to provide for an annual audit of the books and records of the school district in order to comply with law, to provide a permanent record of the financial position of the school district, and to provide guidance to the school district to correct any errors and discrepancies in its practices. The policy outlines additional requirements including reporting timelines and necessary actions to correct any deficiencies or exceptions.

Policy 714 – Fund Balance – GASB 54

The purpose of this policy is to create new fund balance classifications to allow for more useful fund balance reporting and for compliance with the reporting guidelines specified in Statement No. 54 of the Governmental Accounting Standards Board (GASB). The policy defines the following fund balance classifications and their specific uses: Assigned, Committed, Non-spendable, Restricted and Unassigned. The policy also states that the District will strive to maintain a minimum unassigned general fund of balance of 8 percent of the general fund expenditures.

Policy 721 – Grant Guidance

The purpose of this policy is to ensure compliance with the requirements of the federal Uniform Grant Guidance regulations by establishing uniform administrative requirements, cost principles, and audit requirements for federal grant awards received by the school district. The policy defines criteria such as conflict of interest, acceptable methods of procurement, managing equipment and safeguarding assets and financial management requirements.

DRAFT

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**Financial Presentation, Measurement Focus and Basis of Accounting**

The accounting and financial reporting treatment applied is determined by its measurement focus and basis of accounting. The government-wide financial statements are reported using the economic resources measurement focus and the accrual basis of accounting, as are the proprietary and fiduciary fund financial statements. Revenues are recorded when earned and expenses are recorded when a liability is incurred, regardless of the timing of related cash flows. Property taxes are generally recognized as revenues in the fiscal year for which they are levied, except for amounts advance recognized in accordance with a statutory “tax shift” described later in these notes. Grants and similar items are recognized when all eligibility requirements imposed by the provider have been met. Governmental fund financial statements are reported using the current financial resources measurement focus and the modified accrual basis of accounting. Under this basis of accounting transactions are recorded in the following manner:

**Revenue Recognition**

Revenue is recognized when it becomes measurable and available. “Measurable” means the amount of the transaction can be determined and “available” means collectible within the current period or soon enough thereafter to be used to pay liabilities of the current period. Property tax revenue is generally considered as available if collected within 60 days after year-end. State revenue is recognized in the year to which it applies according to Minnesota Statutes and U.S. generally accepted accounting principles. Minnesota Statutes include state aid funding formulas for specific fiscal years. Federal revenue is recorded in the year in which the related expenditure is made. Nutrition services sales, community education tuition, and other miscellaneous revenue (except investment earnings) are recorded as revenues when received because they are generally not measurable until then. Investment earnings are recorded when earned because they are measurable and available. A six-month availability period is generally used for other fund revenue.

**Recording of Expenditures**

Expenditures are generally recorded when a liability is incurred. However, expenditures are recorded as prepaid for approved disbursements or liabilities incurred in advance of the year in which the item is to be used. Principal and interest on long-term debt issues are recognized on their due dates.

**Classification of Revenues and Expenditures**

Uniform Financial Accounting and Reporting Standards (UFARS) as developed by the Minnesota Department of Education (MDE) mandates, that each financial transaction be identified with a specific accounting code for administrative and reporting purposes. As defined by Minnesota Statute 123B.77, each school district must adopt the uniform financial and reporting standards as provided by MDE.

**INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

UFARS requires the revenue and expenditure account code structure to be multi-dimensional. Each dimension identifies one aspect of a revenue or expenditure account. No single dimension could provide enough information for local and state reporting of financial information, however, once combined, the account code describes a lot of information about a transaction. Below is a list of the six dimensions of a UFARS account code in sequential order:

FUND	ORG/SITE	PROGRAM	FINANCE	OBJECT/SOURCE	COURSE
XX	XXX	XXX	XXX	XXX	XXX

The same dimensions are used in both revenue and expenditure accounts with the exception of the object dimension, which is used for expenditures, while the source dimension is used with revenues.

**Description of Dimensions**

**Fund Dimension (FUND)**

The existence of the various District funds has been established by the State of Minnesota, Department of Education (MDE). The accounts of the District are organized on the basis of funds, each of which is considered a separate accounting entity. A description of the funds included in this report is as follows:

*Major Governmental Funds*

General Fund

The General Fund is used to account for all financial resources except those required to be accounted for in another fund. It includes the general operations and pupil transportation activities of the District, as well as the capital related activities such as maintenance of facilities equipment purchases, health and safety projects, and disabled accessibility projects.

Nutrition Services Special Revenue Fund

The Nutrition Services Fund is used to account for nutrition services revenues and expenditures.

Community Service Special Revenue Fund

The Community Service Fund is used to account for services provided to residents in the areas of recreation, civic activities, nonpublic pupils, adult or early childhood programs, or other similar services.

Capital Projects Fund – Building Construction Fund

The Capital Projects Fund is used to account for financial resources used for the acquisition or construction of major capital facilities.

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Debt Service Fund

The Debt Service Fund is used to account for the accumulation of resources for, and payment of, general obligation bond principal, interest, and related costs.

*Proprietary Funds*

Internal Service Fund

The Internal Service Fund is used to account for the financial resources used for the District's self-insurance of the employee dental and health insurance programs. As a proprietary fund, the internal service fund employs the economic resources measurement focus, and is accounted for on the accrual basis.

*Fiduciary Funds*

Trust Fund

The Trust Fund is used to record the revenues and expenditures for trust agreements where the school board has accepted the responsibility to serve as trustee. Per GASB Statement No. 84, Fiduciary Activities, a trust is defined as a trust agreement or equivalent arrangement. The property in the trust agreement typically comes to the district by gift.

Custodial Fund

Custodial funds are used to report fiduciary activities that are *not* required to be reported in pension (and other employee benefit) trust funds, investment trust funds, or private-purpose trust fund. Custodial funds represent a flow through mechanism in which the district receives funds and distributes these funds to an organization, with no financial benefit to the district.

Post-Employment Benefits Revocable Trust Fund

This trust fund is used for reporting resources set aside and held in a revocable trust arrangement for post-employment benefits. District contributions to this fund must be expensed to an operating fund.

**Organization / Site Dimension (ORG/SITE)**

The Organization/Site Dimension is the portion of the total account that allows for the identification of expenditures and revenues by a site or building.

**Program Dimension (PRG)**

This dimension is used to separate sets of activities within a fund. The Program Dimension describes all instructional and support service activities associated with public schools. The codes in this dimension are divided into ten categories:

**INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

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District and School Administration (000-099),  
District Support Services (100-199),  
Elementary and Secondary Regular Instruction (200-299),  
Vocational Instruction (300-399),  
Special Education Instruction (400-499),  
Community Education and Services (500-599),  
Instructional Support Services (600-699),  
Pupil Support Services (700-799),  
Operations and Maintenance (800-899),  
Fiscal and Other Fixed Costs programs (900-999).

**Finance Dimension (FIN)**

This dimension establishes the revenue and expenditure relationship for financial accounting and reporting to a specific purpose, grant, or other source. Detailed or summary reports of revenues and expenditures for reporting financial information for aids or grants may be obtained through use of the finance dimension. The series in this dimension are:

District-wide (000),  
State Supported Programs (300),  
Federal Programs (400, 500, 600, 800 and 900),  
Child Nutrition (701-710),  
Transportation (711-739),  
Special Education (740-760),  
State Placement (761-770),  
Levy Supported Programs (771-799) and  
Secondary Vocational (830 and 835).

**Source Dimension (SRC)**

The source dimension identifies the origin of revenues. The codes in this dimension are divided into the following series:

Local sources (001-099),  
State sources (200-399),  
Federal sources (400-599),  
Sales and other conversions (600-699).

**Object Dimension (OBJ)**

The Object Dimension identifies the generic service or commodity obtained as the result of an expenditure. This is the most detailed level of expenditure reporting. A specific object code is required for each expenditure account. The Object Dimension is subdivided into eight series:

Salaries— Amounts paid to District employees who are considered to be in a position of permanent nature or hired temporarily, including personnel substituting for those in

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permanent positions. This includes gross salary for personal services rendered while on the District payroll. *(Object Series 100-199)*

Employee Benefits— Amounts paid by the District on behalf of employees. These amounts are over and above the gross salary. Such payments are fringe benefits and, while not paid directly to employees, are part of the cost of salaries and benefits. These charges should be distributed to functions in accordance with the salary function of the employee or group of employees. *(Object Series 200-299)*

Purchased Services— Amounts paid for services rendered by personnel who are not on the District's payroll and for other services that the District may purchase. While a product may or may not result from the transaction, the primary reason for the purchase is the service provided in order to obtain the desired result. *(Object Series 300-399)*

Supplies and Materials— Amounts paid for material items of an expendable nature that are consumed, worn-out, deteriorate in use, or items that lose their identity through fabrication or incorporation into different or more complex units or substances. It should be noted that a more thorough classification of expenditures would be achieved by identifying the object with the function, for example, the type of supplies, such as audiovisual supplies or classroom teaching supplies. For evaluation of a particular supply object, supplies can be broken into subdivisions such as food and other supplies in the nutrition services program. *(Object Series 400-499)*

Capital Outlay— Expenditures for the acquisition of capital assets or additions to capital assets. They include expenditures for land or existing buildings; improvements of grounds; construction of buildings; additions to buildings; remodeling of buildings; initial equipment; additional equipment; and replacement of equipment. Lease purchase principal and interest with intent to acquire title must be treated as Capital Outlay. It is important to differentiate between expenditure object. *(Object Series 500-599)*

Other Expenditures— Expenditures not classified in any other object series. *(Object Series 600-899)*

### **Course Dimension (CRS)**

For state reporting purposes, use of the Course Dimension is to report revenues and expenditures for projects that overlap school district fiscal years.

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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## BUDGET OVERVIEW

The purpose of the budget is to provide a financial plan with estimates of proposed expenditures for a given period and purpose, along with the proposed means of financing the plan. To achieve this basic objective, a comprehensive budget system is integrated within the financial accounting system.

The budget will effectively express and implement school board goals and align with the school district mission and core values of the school district. The structure and format provided by a well-designed budget promotes sound decision making when allocating resources and prioritizing the importance of school district services.

### KEY OBJECTIVES OF THE BUDGET PROCESS

- Integrate the budget process so that each program's activities contribute to the goals and educational priorities and needs of the school district.
- Communicate the budget process clearly to school district staff and community.
- Relate estimated costs and actual costs to specific programs/activities.
- Utilize historical data for budget preparation and related monitoring, assessment and planning decisions.
- Achieve consistent budgeting and reporting.

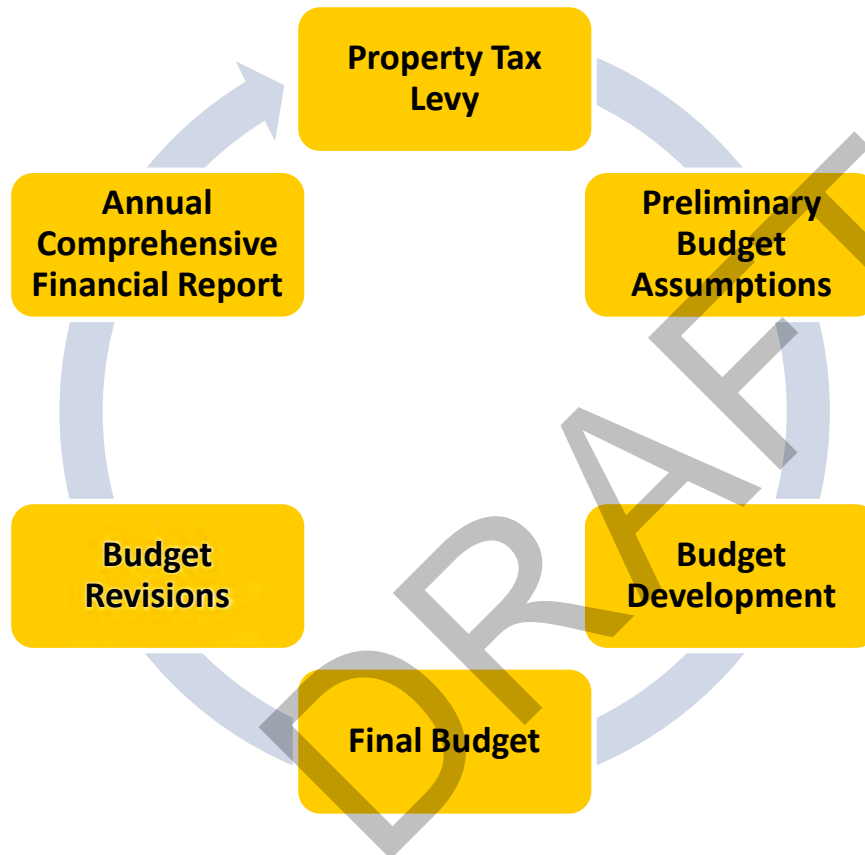
### SIGNIFICANT STATE STATUTE REQUIREMENTS

- Prior to July 1 of each year, the School Board shall approve and adopt its initial revenue and expenditure budgets for the next school year. The adopted expenditure budget document shall be considered the School Board's expenditure authorization for that school year. No funds may be expended for any purpose in any school year prior to the adoption of the budget document which authorizes that expenditure for that year.
- The school district shall maintain separate accounts to identify general fund expenditures for each school building.
- The budget and supporting data shall be maintained and made available for public review.

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

## BUDGET CYCLE

The school district budget cycle is a continuous process that is mandated by state law. Each step outlined below (excluding Budget Development) requires School Board approval and is open for public inspection and comment. Since the process spans multiple school and calendar years, the district can be in multiple phases of the process at any given time.



**1. Property Tax Levy –**  
The process begins with submission of estimated property tax levy information to the Minnesota Department of Education (MDE). MDE sets the maximum amount each district may levy based on current legislation. The School Board certifies the levy before the end of the calendar year.

- 2. Preliminary Budget Assumptions –** The January before the budget year, the School Board approves the preliminary assumptions.
- 3. Budget Development –** From January to June, the finance department meets with all departments to put the budget together. This process includes completion of enrollment projections and five-year budget forecast, development of staffing guidelines and determination of revenue and expenditure assumptions.
- 4. Final Budget –** Minnesota Statute requires school boards to approve the budget before the start of the school year on July 1.

**INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

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5. **Budget Revisions** – In mid-winter the School Board approves any budget revisions. These revisions allow for accurate funding for programs and provide the most accurate basis for developing the preliminary budget for the next fiscal year.
  
6. **Annual Comprehensive Financial Report** – The final step in the budgeting process is closing the fiscal year and preparing the financial statements. Part of this is the independent audit as required by Minnesota law. The School Board approves the audited financial report in the fall of the following fiscal year.

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**BUDGET PROCESS, ASSUMPTIONS AND TIMELINES**

**Budget Process**

At the December 12, 2024 school board meeting, administration presented preliminary budget goals, process and timeline. Administration outlined the goals for the Fiscal Year (FY) 2026 budget process.

1. Be good stewards of taxpayer dollars
2. Align budget to strategic plan initiatives and equity goals (resources allocated to district's highest priorities)
3. Comply with all statutory uses of funds
4. Include constituents' perspectives and input throughout the budget process
5. Be transparent about the district's current and projected finances, budget process and budget decision-making
6. Continue cross departmental collaboration
7. Submit a structurally sustainable budget

**Budget Timeline**

Administration also presented to the School Board the FY2026 Adopted Budget Timeline at the board meeting:

- **January - February**
  - Board approves FY25 revised budget
  - Board receives report on FY26 budget assumptions
- **March**
  - Superintendent presents initial budget recommendations to the Board
- **April-May**
  - Staff and community presentations and feedback opportunities
  - Board report on feedback and board work session
- **June 12** - FY26 Adopted budget presented
- **June 26** - FY26 Adopted budget approved

# INDEPENDENT DISTRICT #191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

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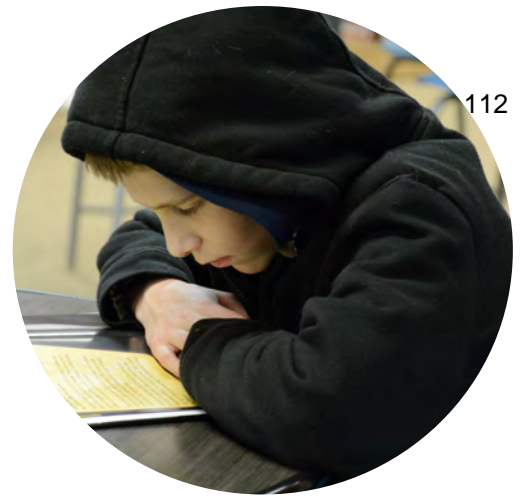
## FY2026 Budget Assumptions

### Revenue

- Enrollment:
    - K-12 Enrollment projection estimated at 7,021
    - Early Childhood Special Education at 153
    - Voluntary Pre-Kindergarten at 133
- Enrollment Projections are based on:
- Historical data trends including birth rates
  - Fall 2024 seat counts
  - Demographic Study
- 2.74% increase to the general education formula - \$200 per pupil
  - \$2.06 million decrease in Compensatory funding due to the formula change
  - Miscellaneous one-time funding decreased revenue by \$577,000

### Expenses

- 2.5% increase to cells on staff salary schedule
- 5% increase in health insurance premiums
- 5% increase to transportation contract
- 5% inflationary increase for other areas including utilities, supplies, capital, contracted services, etc
- \$900,000 in expenditure adjustments:
  - Maintain class sizes (K-12) – 8.55 FTE reduction
  - Additional 2.0 FTE at Burnsville High School
  - Additional 2.0 FTE for Middle School (School within a School)
  - Community Based Mentoring Program and Catalyst Training
  - Technology Tool ELlevation Platform and Strategies



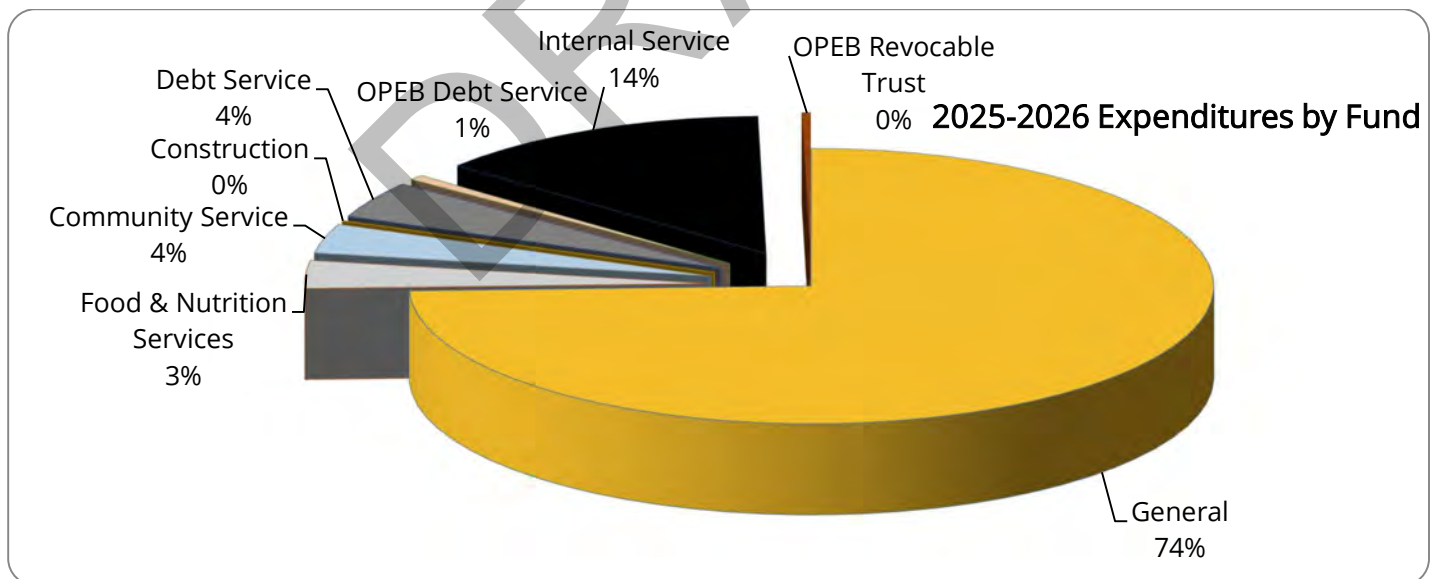
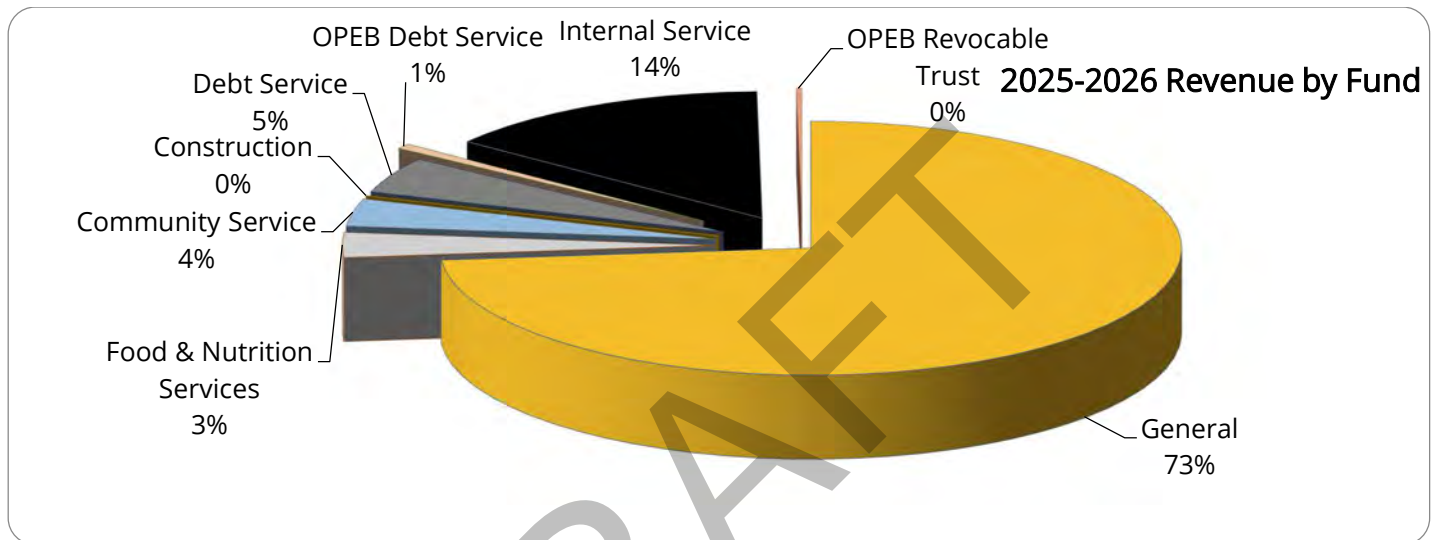
## Financial Section

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**FINANCIAL SECTION**

**Level One - Summary of Total Budget**

The financial section is comprised of four levels. With each level, the amount of detail about each budget will increase. Level one provides summarized data and level four will be more granular.



Please note: The financial schedules present the forecasted, proposed and adopted budget for the District compared with the results of the past budget plans. All historical financial activity presented within this budget document have been rounded to the nearest dollar. Therefore, there may be rounding variations of +/- \$2.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**ALL FUNDS - REVENUE BY SOURCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Local Property Taxes	\$ 44,363,002	\$ 41,799,091	\$ 49,169,154	\$ 51,425,086	\$ 49,201,769	\$ 52,464,069	\$ 52,111,032	\$ 52,664,912
State Sources	88,876,352	93,864,022	110,153,103	114,394,214	114,205,505	117,291,804	117,918,134	118,756,597
Federal Sources	21,278,339	19,743,377	20,083,358	11,130,252	11,195,398	11,403,041	11,493,408	11,650,419
Sales of Bonds	11,823,678	-	-	-	-	-	-	-
Other	29,266,620	34,637,297	37,993,784	40,570,213	41,269,354	42,323,676	43,365,591	44,435,474
<b>Total</b>	<b>\$ 195,607,991</b>	<b>\$ 190,043,786</b>	<b>\$ 217,399,399</b>	<b>\$ 217,519,765</b>	<b>\$ 215,872,026</b>	<b>\$ 223,482,590</b>	<b>\$ 224,888,165</b>	<b>\$ 227,507,402</b>

**ALL FUNDS - EXPENDITURE BY OBJECT**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Salaries	\$ 78,569,744	\$ 79,325,525	\$ 83,695,460	\$ 90,914,777	\$ 95,756,381	\$ 96,500,662	\$ 97,227,269	\$ 96,199,327
Employee Benefits	31,698,802	32,399,276	34,700,951	38,405,471	43,203,192	43,518,048	43,826,710	43,328,075
Purchased Services	45,193,877	48,876,184	53,551,866	59,325,204	60,152,344	61,180,361	62,375,649	62,869,380
Supplies & Materials	8,694,174	8,145,084	7,777,122	8,795,446	8,886,728	9,071,113	9,220,562	9,272,909
Capital Purchases	5,036,213	4,532,973	8,105,830	6,383,606	7,717,883	7,360,688	7,403,818	7,305,201
Principal & Interest	23,061,665	11,351,512	11,352,240	11,179,833	11,199,203	13,393,993	12,851,320	13,053,180
Other Expenditures	711,925	706,421	829,261	861,120	909,804	936,879	957,770	973,182
<b>Total</b>	<b>\$ 192,966,400</b>	<b>\$ 185,336,975</b>	<b>\$ 200,012,729</b>	<b>\$ 215,865,457</b>	<b>\$ 227,825,535</b>	<b>\$ 231,961,744</b>	<b>\$ 233,863,098</b>	<b>\$ 233,001,254</b>

**ALL FUNDS - FUND BALANCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Unassigned	\$ 18,777,575	\$ 22,518,230	\$ 36,694,478	\$ 39,708,107	\$ 30,239,673	\$ 23,792,939	\$ 16,887,973	\$ 13,419,383
Non-Spendable	508,376	873,467	612,027	612,027	569,531	350,000	300,000	300,000
Restricted	41,987,802	44,731,554	48,501,612	47,313,208	43,856,827	42,593,938	40,873,971	39,148,709
Committed	1,837,017	1,505,311	1,207,116	786,199	1,550,000	1,250,000	950,000	650,000
Assigned	1,810,980	-	-	250,000	500,000	250,000	250,000	250,000
<b>Total</b>	<b>\$ 64,921,751</b>	<b>\$ 69,628,563</b>	<b>\$ 87,015,233</b>	<b>\$ 88,669,541</b>	<b>\$ 76,716,032</b>	<b>\$ 68,236,878</b>	<b>\$ 59,261,945</b>	<b>\$ 53,768,093</b>

State sources are the District's largest sources of revenue and include the general education formula, special education funding, basic skills including English learner funding, food and nutrition funding, and community education program funding. Local property taxes are the District's next largest source of revenue, which includes funding for general education, long-term facilities maintenance, community education, and debt service. Federal sources are typically grants or entitlements that the District receives reimbursement for qualified expenses. Other sources of revenue include employee and employer contributions to insurance premiums to fund the self-insured funds, sales to students or adults for meals, rental income, interest income, and other miscellaneous revenue.

Salaries and employee benefits are the costs to pay the District's employees. Purchased services include substitute costs, utilities, transportation, and consulting fees. Supplies and materials are the costs to purchase the supplies, textbooks, software, and devices to teach students. Capital purchases are usually larger purchases for equipment, vehicles, and building construction. Principal and interest are the payments to repay the District's debt. Other expenditures include dues, memberships, and scholarships.

All funds forecast assumptions include total revenue decreasing going into FY2026 due to the District experiencing declining enrollment and a decrease in the District's tax levy. After FY2026, revenues increase by 1.77% on average each year. Total expenditures increased by 5.42% in FY2026 partially due to an increase in staffing costs for estimated contract settlements. Additionally, the cost of health and dental claims in the internal service fund continue to rise. After 2025-26, the District expenditures are expected to increase an average of 0.80% each year. General fund salaries include an increase of 3% in each object code, 5% increase to health insurance, and a 3% increase to all purchased services and supply codes each year. Budget cuts of \$3.50 million, \$3.75 million and \$7.25 million will be required in FY2027, FY2028 and FY2029 in order to stay within the school board fund balance parameters.

## FINANCIAL SECTION

### Level Two - Summary Data for Individual Funds

District funds can be broken out in multiple ways. The Minnesota Department of Education breaks out the Funds as follows:

#### Operating Funds

- 01 General Fund
- 02 Food & Nutrition Fund
- 04 Community Service Funds

#### Non-Operating Funds

- 06 Building Construction Funds (District fund is inactive)
- 07 Debt Service Fund
- 47 OPEB Debt Service Fund

#### Fiduciary

- 18 Custodial Fund (District fund is inactive)

#### Proprietary Funds

- 20 Internal Service Fund
- 25 Post-Employment Benefits Revocable Trust Fund

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GENERAL FUND - REVENUE BY SOURCE**

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Local Property Taxes	\$ 30,955,773	\$ 29,798,183	\$ 37,785,289	\$ 39,715,562	\$ 36,981,737	\$ 37,991,814	\$ 38,182,999	\$ 38,440,900
State Sources	87,017,209	91,901,865	107,269,809	111,346,847	111,137,151	114,172,622	114,747,173	115,522,216
Federal Sources	14,965,234	14,827,228	13,999,932	5,352,362	5,327,406	5,472,913	5,500,454	5,537,606
Other Local Revenue	3,382,432	5,747,427	6,532,951	5,566,006	5,144,131	5,284,632	5,311,226	5,347,100
<b>Total</b>	<b>\$ 136,320,648</b>	<b>\$ 142,274,703</b>	<b>\$ 165,587,981</b>	<b>\$ 161,980,777</b>	<b>\$ 158,590,425</b>	<b>\$ 162,921,981</b>	<b>\$ 163,741,852</b>	<b>\$ 164,847,822</b>

**GENERAL FUND - EXPENDITURE BY OBJECT**

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Salaries	\$ 73,254,297	\$ 73,739,152	\$ 78,144,957	\$ 84,574,007	\$ 88,898,312	\$ 89,407,775	\$ 89,920,622	\$ 88,672,507
Employee Benefits	30,043,101	30,673,902	32,816,479	36,320,689	40,865,104	41,099,296	41,335,043	40,761,306
Purchased Services	19,648,555	22,527,803	25,553,956	27,321,872	27,235,595	27,391,678	27,548,798	27,166,416
Supplies & Materials	6,131,227	5,258,510	4,423,814	5,165,822	5,083,919	5,113,054	5,142,383	5,071,006
Capital Purchases	3,565,417	4,436,493	7,806,132	5,651,736	7,158,557	7,199,582	7,240,879	7,140,374
Other Expenditures	678,032	677,527	533,951	427,212	305,579	307,330	309,093	304,803
<b>Total</b>	<b>\$ 133,320,629</b>	<b>\$ 137,313,387</b>	<b>\$ 149,279,289</b>	<b>\$ 159,461,338</b>	<b>\$ 169,547,066</b>	<b>\$ 170,518,715</b>	<b>\$ 171,496,818</b>	<b>\$ 169,116,412</b>

**GENERAL FUND - FUND BALANCE**

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Unassigned	\$ 18,777,575	\$ 22,518,230	\$ 36,694,478	\$ 39,708,107	\$ 30,239,673	\$ 23,792,939	\$ 16,887,973	\$ 13,419,383
Non-Spendable	254,436	603,936	342,496	342,496	300,000	200,000	150,000	150,000
Restricted	9,841,890	12,855,738	15,547,817	15,224,544	12,765,031	12,265,031	11,765,031	11,265,031
Committed	1,837,017	1,505,311	1,207,116	786,199	1,550,000	1,250,000	950,000	650,000
Assigned	1,810,980	-	-	250,000	500,000	250,000	250,000	250,000
<b>Total</b>	<b>\$ 32,521,898</b>	<b>\$ 37,483,214</b>	<b>\$ 53,791,906</b>	<b>\$ 56,311,345</b>	<b>\$ 45,354,704</b>	<b>\$ 37,757,970</b>	<b>\$ 30,003,004</b>	<b>\$ 25,734,414</b>

Assumptions used for the three forecasted years: The District assumed an average of 2% increase in general fund revenue over the next three years, which includes assumptions for increases to the state general education formula allowance each year and declining enrollment each year. General fund salaries include an increase of 3% in each object code, 5% increase to health insurance, and a 3% increase to all purchased services and supply codes each year. Budget cuts of \$3.50 million, \$3.75 million and \$7.25 million will be required in FY2027, FY2028 and FY2029 in order to stay within the school board fund balance parameters.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**FOOD & NUTRITION SERVICE FUND - REVENUE BY SOURCE**

	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>	<b>2028-2029</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>Forecast</b>	<b>Forecast</b>	<b>Forecast</b>
State Sources	\$ 168,745	\$ 215,989	\$ 1,082,993	\$ 1,036,693	\$ 1,050,000	\$ 1,060,500	\$ 1,071,105	\$ 1,092,528
Federal Sources	6,053,200	4,465,199	5,707,401	5,449,019	5,522,403	5,577,627	5,633,403	5,746,071
Sales to Students & Adults	56,715	1,111,222	213,150	201,000	200,000	202,000	204,020	208,100
Other Local Revenue	34,971	97,675	166,834	68,604	70,000	70,700	71,407	72,835
<b>Total</b>	<b>\$ 6,313,631</b>	<b>\$ 5,890,085</b>	<b>\$ 7,170,377</b>	<b>\$ 6,755,316</b>	<b>\$ 6,842,403</b>	<b>\$ 6,910,827</b>	<b>\$ 6,979,935</b>	<b>\$ 7,119,534</b>

**FOOD & NUTRITION SERVICE FUND - EXPENDITURE BY OBJECT**

	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>	<b>2028-2029</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>Forecast</b>	<b>Forecast</b>	<b>Forecast</b>
Salaries	\$ 1,994,326	\$ 2,046,070	\$ 1,917,544	\$ 2,152,564	\$ 2,258,335	\$ 2,355,161	\$ 2,426,789	\$ 2,500,567
Employee Benefits	566,599	588,360	642,965	738,946	817,185	852,222	878,141	904,837
Purchased Services	95,111	141,330	122,154	148,000	125,000	130,359	134,324	138,408
Supplies & Materials	2,250,330	2,426,298	2,927,308	3,029,849	3,197,403	3,334,491	3,435,904	3,540,360
Capital Purchases	7,497	17,187	279,935	675,000	500,000	100,000	100,000	100,000
Other Expenditures	7,432	7,807	272,489	392,655	559,078	583,048	600,781	619,045
<b>Total</b>	<b>\$ 4,921,295</b>	<b>\$ 5,227,052</b>	<b>\$ 6,162,396</b>	<b>\$ 7,137,014</b>	<b>\$ 7,457,001</b>	<b>\$ 7,355,281</b>	<b>\$ 7,575,939</b>	<b>\$ 7,803,217</b>

**FOOD & NUTRITION SERVICE FUND - FUND BALANCE**

	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>2026-2027</b>	<b>2027-2028</b>	<b>2028-2029</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>Forecast</b>	<b>Forecast</b>	<b>Forecast</b>
Unassigned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non-Spendable	253,940	269,531	269,531	269,531	269,531	150,000	150,000	150,000
Restricted	2,257,520	2,904,962	3,912,943	3,531,245	2,916,647	2,591,725	1,995,721	1,312,038
Assigned	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 2,511,460</b>	<b>\$ 3,174,493</b>	<b>\$ 4,182,475</b>	<b>\$ 3,800,777</b>	<b>\$ 3,186,179</b>	<b>\$ 2,741,725</b>	<b>\$ 2,145,721</b>	<b>\$ 1,462,038</b>

Revenue for the Food & Nutrition fund is expected to increase approximately 1% each year, taking into account the declining enrollment. Expenditures including food and supply costs are expected to increase approximately 3% each year.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**COMMUNITY SERVICE FUND - REVENUE BY SOURCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Local Property Taxes	\$ 1,635,122	\$ 1,598,163	\$ 1,604,461	\$ 1,617,467	\$ 1,590,370	\$ 1,622,177	\$ 1,654,621	\$ 1,687,714
State Sources	1,532,851	1,661,039	1,788,068	2,010,636	2,018,316	2,058,682	2,099,856	2,141,853
Federal Sources	259,906	450,949	376,025	328,871	345,589	352,501	359,551	366,742
Other Local Revenue	2,968,552	3,090,633	3,458,334	3,626,698	3,574,923	3,646,422	3,719,350	3,793,737
<b>Total</b>	<b>\$ 6,396,431</b>	<b>\$ 6,800,783</b>	<b>\$ 7,226,889</b>	<b>\$ 7,583,672</b>	<b>\$ 7,529,198</b>	<b>\$ 7,679,782</b>	<b>\$ 7,833,378</b>	<b>\$ 7,990,046</b>

**COMMUNITY SERVICE FUND - EXPENDITURE BY OBJECT**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Salaries	\$ 3,321,121	\$ 3,540,304	\$ 3,632,959	\$ 4,188,206	\$ 4,599,734	\$ 4,737,726	\$ 4,879,858	\$ 5,026,253
Employee Benefits	1,089,102	1,137,015	1,241,506	1,345,836	1,520,903	1,566,530	1,613,526	1,661,932
Purchased Services	509,557	673,034	792,309	1,024,920	1,053,494	1,085,099	1,117,652	1,151,181
Supplies & Materials	312,617	460,275	426,000	599,775	605,406	623,568	642,275	661,543
Capital Purchases	14,696	79,293	19,762	56,870	59,326	61,106	62,939	64,827
Other Expenditures	26,461	21,087	22,822	41,253	45,147	46,501	47,896	49,334
<b>Total</b>	<b>\$ 5,273,554</b>	<b>\$ 5,911,008</b>	<b>\$ 6,135,358</b>	<b>\$ 7,256,860</b>	<b>\$ 7,884,010</b>	<b>\$ 8,120,530</b>	<b>\$ 8,364,146</b>	<b>\$ 8,615,070</b>

**COMMUNITY SERVICE FUND - FUND BALANCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Unassigned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non-Spendable	-	-	-	-	-	-	-	-
Restricted	3,195,511	4,085,287	5,176,817	5,503,629	5,148,817	4,708,069	4,177,301	3,552,277
Assigned	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 3,195,511</b>	<b>\$ 4,085,287</b>	<b>\$ 5,176,817</b>	<b>\$ 5,503,629</b>	<b>\$ 5,148,817</b>	<b>\$ 4,708,069</b>	<b>\$ 4,177,301</b>	<b>\$ 3,552,277</b>

Assumptions used for the three forecasted years for the Community Service fund plans for an average of 1% increases in revenue each year with expenditures increasing on average 3%. The District's Community Service program goal is to maintain a fund balance greater than \$3.6M is beneficial to ensuring financial stability and programming. The fund balance suffered as a result of the COVID pandemic but has since recovered.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**CONSTRUCTION FUND - REVENUE BY SOURCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Other Local Rev	\$ 438	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total</b>	<b>\$ 438</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**CONSTRUCTION FUND - EXPENDITURE BY OBJECT**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Employee Benefits	-	-	-	-	-	-	-	-
Purchased Services	209,530	-	-	-	-	-	-	-
Supplies & Materials	-	-	-	-	-	-	-	-
Capital Purchases	1,448,603	-	-	-	-	-	-	-
Other Expenditures	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 1,658,133</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**CONSTRUCTION FUND - FUND BALANCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Unassigned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non-Spendable	-	-	-	-	-	-	-	-
Restricted	-	-	-	-	-	-	-	-
Assigned	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

Assumptions used for the three forecasted years: No new construction projects are planned at this time.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**DEBT SERVICE FUND - REVENUE BY SOURCE**

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Local Property Taxes	\$ 10,304,794	\$ 9,110,129	\$ 8,390,556	\$ 8,686,947	\$ 9,255,620	\$ 11,507,029	\$ 10,928,510	\$ 11,169,591
Interest Income	(14,687)	282,276	511,281	279,675	277,350	200,979	179,498	138,417
Rental Income	256,163	247,347	237,283	283,340	291,992	291,992	291,992	291,992
State Sources	157,543	85,129	12,234	38	38	-	-	-
Sale of Real Property	856,756	-	-	-	-	-	-	-
Sale of Bonds Proceeds	11,823,678	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 23,384,248</b>	<b>\$ 9,724,881</b>	<b>\$ 9,151,353</b>	<b>\$ 9,250,000</b>	<b>\$ 9,825,000</b>	<b>\$ 12,000,000</b>	<b>\$ 11,400,000</b>	<b>\$ 11,600,000</b>

**DEBT SERVICE FUND - EXPENDITURE BY OBJECT**

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Principal on Bonds	\$ 5,920,000	\$ 5,945,000	\$ 6,335,000	\$ 6,405,000	\$ 6,990,000	\$ 8,820,000	\$ 8,675,000	\$ 9,290,000
Interest on Bonds	4,038,895	3,999,129	3,612,563	3,375,063	2,812,220	3,172,250	2,782,600	2,365,100
Bond Refunding Pymts	11,705,000	-	-	-	-	-	-	-
Service Charges	120,245	1,900	1,900	4,937	2,780	7,750	2,400	4,900
<b>Total</b>	<b>\$ 21,784,140</b>	<b>\$ 9,946,029</b>	<b>\$ 9,949,463</b>	<b>\$ 9,785,000</b>	<b>\$ 9,805,000</b>	<b>\$ 12,000,000</b>	<b>\$ 11,460,000</b>	<b>\$ 11,660,000</b>

**DEBT SERVICE FUND - FUND BALANCE**

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Unassigned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non-Spendable	-	-	-	-	-	-	-	-
Restricted	5,386,218	5,165,070	4,366,961	3,831,961	3,851,961	3,851,961	3,791,961	3,731,961
Assigned	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 5,386,218</b>	<b>\$ 5,165,070</b>	<b>\$ 4,366,961</b>	<b>\$ 3,831,961</b>	<b>\$ 3,851,961</b>	<b>\$ 3,851,961</b>	<b>\$ 3,791,961</b>	<b>\$ 3,731,961</b>

Assumptions used for the three forecasted years: Revenue is projected at 105% of scheduled principal and interest payments as required by MN Department of Education. Other revenue sources are projected to remain stable. Expenditures are based on the debt schedule for principal and interest payments with an additional amount for fiscal service fees.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**OPEB DEBT SERVICE FUND - REVENUE BY SOURCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Local Property Taxes	\$ 1,467,314	\$ 1,292,616	\$ 1,388,848	\$ 1,405,110	\$ 1,374,042	\$ 1,343,049	\$ 1,344,902	\$ 1,366,707
Interest	(1,002)	31,609	66,470	44,890	50,958	31,951	30,098	33,293
State	3	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 1,466,315</b>	<b>\$ 1,324,225</b>	<b>\$ 1,455,317</b>	<b>\$ 1,450,000</b>	<b>\$ 1,425,000</b>	<b>\$ 1,375,000</b>	<b>\$ 1,375,000</b>	<b>\$ 1,400,000</b>

**OPEB DEBT SERVICE FUND - EXPENDITURE BY OBJECT**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Principal Payments on Bo	\$ 1,165,000	\$ 1,195,000	\$ 1,215,000	\$ 1,235,000	\$ 1,260,000	\$ 1,295,000	\$ 1,320,000	\$ 1,360,000
Interest Payments on Bor	232,770	212,383	189,678	164,770	136,983	106,743	73,720	38,080
Service Charges	475	475	475	475	475	475	475	475
<b>Total</b>	<b>\$ 1,398,245</b>	<b>\$ 1,407,858</b>	<b>\$ 1,405,153</b>	<b>\$ 1,400,245</b>	<b>\$ 1,397,458</b>	<b>\$ 1,402,218</b>	<b>\$ 1,394,195</b>	<b>\$ 1,398,555</b>

**OPEB DEBT SERVICE FUND - FUND BALANCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Unassigned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non-Spendable	-	-	-	-	-	-	-	-
Restricted	405,673	322,041	372,206	421,961	449,503	422,285	403,090	404,535
Assigned	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 405,673</b>	<b>\$ 322,041</b>	<b>\$ 372,206</b>	<b>\$ 421,961</b>	<b>\$ 449,503</b>	<b>\$ 422,285</b>	<b>\$ 403,090</b>	<b>\$ 404,535</b>

Assumptions used for the three forecasted years: Revenue is projected at 105% of scheduled principal and interest payments as required by MN Department of Education. Other revenue sources are projected to remain stable. Expenditures are based on the debt schedule for principal and interest payments with an additional amount for fiscal service fees.

PROPRIETARY/INTERNAL SERVICE FUND - REVENUE BY SOURCE

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Local Revenue	\$ 22,573,576	\$ 23,270,326	\$ 25,709,278	\$ 30,000,000	\$ 31,160,000	\$ 32,095,000	\$ 33,058,000	\$ 34,050,000
<b>Total</b>	<b>\$ 22,573,576</b>	<b>\$ 23,270,326</b>	<b>\$ 25,709,278</b>	<b>\$ 30,000,000</b>	<b>\$ 31,160,000</b>	<b>\$ 32,095,000</b>	<b>\$ 33,058,000</b>	<b>\$ 34,050,000</b>

PROPRIETARY/INTERNAL SERVICE FUND - EXPENDITURE BY OBJECT

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Claims & Admin Services	\$ 23,814,592	\$ 24,662,845	\$ 26,291,888	\$ 30,050,000	\$ 30,985,000	\$ 31,915,000	\$ 32,872,000	\$ 33,858,000
<b>Total</b>	<b>\$ 23,814,592</b>	<b>\$ 24,662,845</b>	<b>\$ 26,291,888</b>	<b>\$ 30,050,000</b>	<b>\$ 30,985,000</b>	<b>\$ 31,915,000</b>	<b>\$ 32,872,000</b>	<b>\$ 33,858,000</b>

PROPRIETARY/INTERNAL SERVICE FUND - FUND BALANCE

	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	2024-2025				
				Revised Budget	2025-2026 Budget	2026-2027 Forecast	2027-2028 Forecast	2028-2029 Forecast
Unassigned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non-Spendable	-	-	-	-	-	-	-	-
Restricted	10,126,269	8,733,749	8,151,140	8,101,140	8,276,140	8,456,140	8,642,140	8,834,140
Assigned	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 10,126,269</b>	<b>\$ 8,733,749</b>	<b>\$ 8,151,140</b>	<b>\$ 8,101,140</b>	<b>\$ 8,276,140</b>	<b>\$ 8,456,140</b>	<b>\$ 8,642,140</b>	<b>\$ 8,834,140</b>

Assumptions used for the three forecasted years: The internal service funds include self insured dental & health and severance benefits. The District is projecting on average an 3% increase in premiums and an increase of 3% in claims and service fee expenditures. The fund balance has decreased over the last four years but is projected to increase in fiscal year 2025-26. In order to maintain stability in the internal service funds, the District needs to increase the fund balance.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**PROPRIETARY FUND - REVENUE BY SOURCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Other Local Revenue	\$ (847,295)	\$ 758,783	\$ 1,098,204	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000	\$ 500,000
<b>Total</b>	<b>\$ (847,295)</b>	<b>\$ 758,783</b>	<b>\$ 1,098,204</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>

**PROPRIETARY FUND - EXPENDITURE BY OBJECT**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Claims & Admin Services	\$ 795,812	\$ 868,796	\$ 789,184	\$ 775,000	\$ 750,000	\$ 650,000	\$ 700,000	\$ 550,000
Scholarships	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 795,812</b>	<b>\$ 868,796</b>	<b>\$ 789,184</b>	<b>\$ 775,000</b>	<b>\$ 750,000</b>	<b>\$ 650,000</b>	<b>\$ 700,000</b>	<b>\$ 550,000</b>

**PROPRIETARY FUND - FUND BALANCE**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029
	Actual	Actual	Actual	Revised Budget	Budget	Forecast	Forecast	Forecast
Unassigned	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Non-Spendable	-	-	-	-	-	-	-	-
Restricted	10,774,721	10,664,708	10,973,728	10,698,728	10,448,728	10,298,728	10,098,728	10,048,728
Assigned	-	-	-	-	-	-	-	-
<b>Total</b>	<b>\$ 10,774,721</b>	<b>\$ 10,664,708</b>	<b>\$ 10,973,728</b>	<b>\$ 10,698,728</b>	<b>\$ 10,448,728</b>	<b>\$ 10,298,728</b>	<b>\$ 10,098,728</b>	<b>\$ 10,048,728</b>

Assumptions used for the three forecasted years: The Fiduciary Fund consists of the OPEB revocable trust and are projecting a conservative interest rate of 4% on the projected trust balance. Projected expenses are based on the most recent actuarial study for the direct and implicit OPEB costs and administrative fees.

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**FINANCIAL SECTION**

**Level Three – Additional Detail for Individual Funds**

**General Fund**

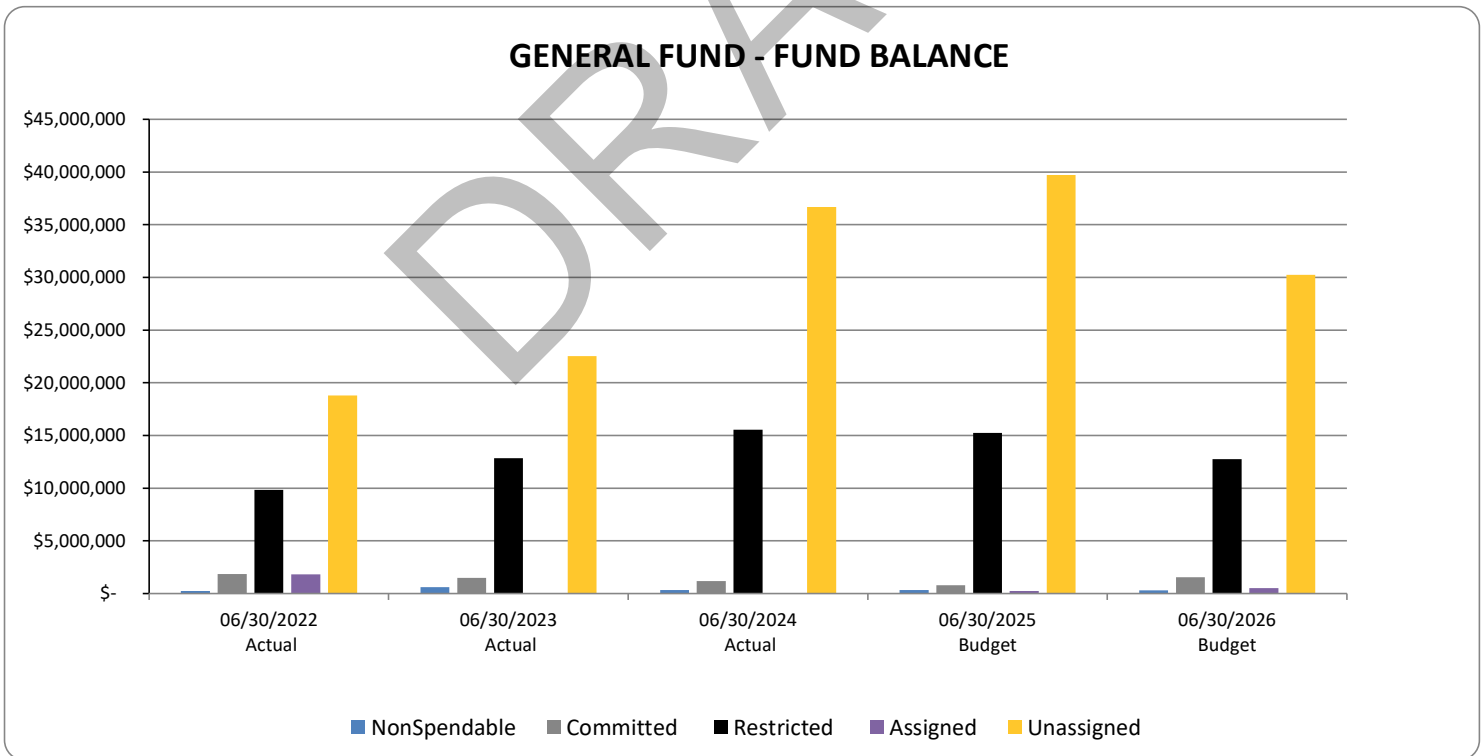
The General Fund is used to account for all revenues and expenditures of the school district not accounted for elsewhere. The General Fund is used to account for educational activities, district instructional and student support programs, expenditures for the superintendent, district administration, normal operations and maintenance, pupil transportation, capital expenditures, and legal school district expenditures not specifically designated to be accounted for in any other fund. A district may use General Fund balances for capital purposes except when the requirements for a specific categorical revenue state that it may not be used for capital purchases.

The General Fund is used to show the financial activities of a school district's pupil transportation program; however, chargebacks must be made against other operating funds when appropriate.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GENERAL FUND - FUND BALANCE SUMMARY**

	<b>06/30/2022</b>	<b>06/30/2023</b>	<b>06/30/2024</b>	<b>06/30/2025</b>	<b>06/30/2026</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Budget</b>	<b>Budget</b>
Fund Balance					
NonSpendable	\$ 254,436	\$ 603,936	\$ 342,496	\$ 342,496	\$ 300,000
Committed	1,837,017	1,505,311	1,207,116	786,199	1,550,000
Restricted	9,841,890	12,855,738	15,547,817	15,224,544	12,765,031
Assigned	1,810,980	-	-	250,000	500,000
Unassigned	18,777,575	22,518,230	36,694,478	39,708,107	30,239,673
<b>Total Fund Balance</b>	<b>\$ 32,521,898</b>	<b>\$ 37,483,214</b>	<b>\$ 53,791,906</b>	<b>\$ 56,311,345</b>	<b>\$ 45,354,704</b>
<b>Total General Fund</b>	<b>\$ 133,320,629</b>	<b>\$ 137,313,387</b>	<b>\$ 149,279,289</b>	<b>\$ 159,461,338</b>	<b>\$ 169,547,066</b>
<b>Unassigned Fund Balance as a % of Total Expenditures</b>	<b>14.08%</b>	<b>16.40%</b>	<b>24.58%</b>	<b>24.90%</b>	<b>17.84%</b>



**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

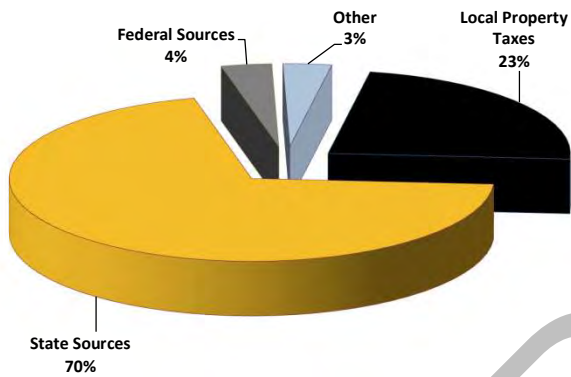
**GENERAL FUND - DETAIL FUND BALANCE SUMMARY**

<b>General Fund Balance Description</b>	<b>6/30/2024 Audited Fund Balance</b>	<b>6/30/2025 Budgeted Fund Balance</b>	<b>2025-2026 Revenue Budget</b>	<b>Transfers In/Out Funds</b>	<b>2025-2026 Expense Budget</b>	<b>6/30/2026 Budgeted Fund Balance</b>
<b>Unassigned Fund Balance</b>	<b>\$ 36,694,478</b>	<b>\$ 39,708,107</b>	<b>\$ 116,370,925</b>	<b>\$ (2,718,591)</b>	<b>\$ 123,120,768</b>	<b>\$ 30,239,673</b>
<b>As a Percentage of Expenditures:</b>	<b>24.58%</b>	<b>24.90%</b>				<b>17.84%</b>
<b>NonSpendable</b>	<b>\$ 342,496</b>	<b>\$ 342,496</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 42,496</b>	<b>\$ 300,000</b>
<b>Committed for</b>						
Prg Carryover - Noncapital	\$ 445,145	\$ 400,000	\$ -	\$ -	\$ -	\$ 400,000
Prg Carryover - Facilities Rental	380,587	300,000	200,000	-	250,000	\$ 250,000
Proceeds from Sale of Facilities	-	-	-	900,000	-	\$ 900,000
ProPay Program	381,384	86,199	-	(86,199)	-	\$ -
<b>Total Committed</b>	<b>\$ 1,207,116</b>	<b>\$ 786,199</b>	<b>\$ 200,000</b>	<b>\$ 813,801</b>	<b>\$ 250,000</b>	<b>\$ 1,550,000</b>
<b>Restricted for</b>						
Student Activities	\$ 259,689	\$ 259,689	\$ 160,000	\$ -	\$ 160,000	\$ 259,689
Staff Development	-	-	1,190,825	1,220,341	2,411,166	\$ -
Technology Levy	832,955	204,054	4,689,692	-	4,714,217	\$ 179,529
Literacy Incentive Aid	313,959	395,919	324,653	-	271,356	\$ 449,216
American Indian Education	17,957	11,198	118,500	-	118,500	\$ 11,198
Operating Capital	2,049,497	1,684,070	2,185,392	-	2,823,920	\$ 1,045,542
Learning and Development	-	-	1,634,732	-	1,634,732	\$ -
Area Learning Center	8,801,478	9,089,270	4,500,000	-	5,179,724	\$ 8,409,546
Q-Comp/ProPay	-	-	1,931,408	86,199	2,015,000	\$ 2,607
Gifted and Talented	-	-	103,498	-	103,498	\$ -
English Learner	-	-	2,541,841	-	2,541,841	\$ -
Basic Skills	-	-	12,991,730	-	12,991,730	\$ -
School Library Aid	-	-	128,213	348,250	476,463	\$ -
Achievement and Integration	-	-	2,048,809	-	2,048,809	\$ -
Safe Schools	196,200	0	301,969	-	301,969	\$ 0
Literacy Aid	-	295,804	-	-	60,000	\$ 235,804
Teacher Compensation for READ Act	-	80,325	-	-	66,350	\$ 13,975
Long-Term Facility Maintenance	(264,189)	(226,165)	4,930,415	-	4,882,392	\$ (178,142)
Student Support Personnel	-	-	387,823	-	387,823	\$ -
Medical Assistance	3,340,272	3,430,381	1,850,000	-	2,944,312	\$ 2,336,069
<b>Total Restricted</b>	<b>\$ 15,547,817</b>	<b>\$ 15,224,544</b>	<b>\$ 42,019,500</b>	<b>\$ 1,654,790</b>	<b>\$ 46,133,802</b>	<b>\$ 12,765,031</b>
<b>Assigned for</b>						
Playgrounds & FF&E	\$ -	\$ 250,000	\$ -	\$ 250,000	\$ -	\$ 500,000
<b>Total Assigned</b>	<b>\$ -</b>	<b>\$ 250,000</b>	<b>\$ -</b>	<b>\$ 250,000</b>	<b>\$ -</b>	<b>\$ 500,000</b>
<b>Total General Fund Balance</b>	<b>\$ 53,791,906</b>	<b>\$ 56,311,345</b>	<b>\$ 158,590,425</b>	<b>\$ -</b>	<b>\$ 169,547,066</b>	<b>\$ 45,354,704</b>

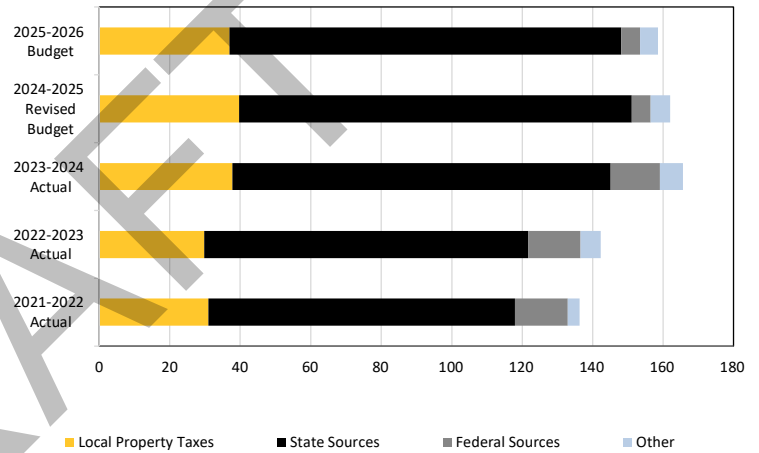
GENERAL FUND - REVENUE SUMMARY

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Amount	% Change
	Actual	Actual	Actual	Revised Budget	Budget	Change	
Local Property Taxes	\$ 30,955,773	\$ 29,798,183	\$ 37,785,289	\$ 39,715,562	\$ 36,981,737	\$ (2,733,825)	-6.88%
State Sources	87,017,209	91,901,865	107,269,809	111,346,847	111,137,151	(209,696)	-0.19%
Federal Sources	14,965,234	14,827,228	13,999,932	5,352,362	5,327,406	(24,956)	-0.47%
Other	3,382,432	5,747,427	6,532,951	5,566,006	5,144,131	(421,875)	-7.58%
<b>Total</b>	<b>\$ 136,320,648</b>	<b>\$ 142,274,703</b>	<b>\$ 165,587,981</b>	<b>\$ 161,980,777</b>	<b>\$ 158,590,425</b>	<b>\$ (3,390,352)</b>	<b>-2.09%</b>

2025-2026 General Fund Revenue By Source



General Fund Revenue - 5 Year Comparison In Millions



**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

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**GENERAL FUND - REVENUE BY SUMMARY SOURCE CODE**

		<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
		<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>
<b>Revenue Source</b>						
001	Property Tax Levy	\$ 27,072,551	\$ 25,576,600	\$ 34,040,184	\$ 35,596,930	\$ 32,861,592
004	Excess TIF	-	11	-	-	-
009	Fiscal Disparities	3,468,251	3,498,792	3,299,927	3,733,632	3,733,632
010	County Apportionment	403,838	422,805	443,488	385,000	386,513
019	Miscellaneous Tax Revenues	11,133	299,975	1,690	-	-
021	Tuition from MN Districts	79,688	5,448	119,310	120,000	125,000
050	Fees from Patrons	245,347	413,281	326,636	350,000	415,000
060	Admission & Student Activity Revenue	129,068	122,722	138,738	140,000	165,000
071	Medical Assistance	739,878	2,074,990	2,205,474	1,750,000	1,850,000
092	Interest Earnings	(33,326)	1,472,256	2,768,555	1,321,875	1,250,000
093	Rent	351,062	259,467	243,638	248,131	248,131
096	Gifts & Donations	176,021	167,008	168,552	175,000	185,000
099	Miscellaneous Revenue	1,338,063	1,164,762	510,428	500,000	850,000
201	Endowment Fund Apportionment	325,341	370,750	461,313	502,996	509,057
211	General Education Aid	67,261,649	69,242,040	77,626,524	79,249,690	78,192,593
212	Literacy Incentive Aid	351,485	328,354	-	-	-
213	Shared Time Aid	12,149	28,258	15,991	10,350	10,350
227	Abatement Aid	12,571	2,434	2,308	7,038	7,038
300	State Aids from MN Dept of Education	3,069,056	3,380,438	3,887,386	4,489,221	4,234,883
360	State Aid for Special Education	15,496,801	18,049,155	24,415,582	26,000,000	27,000,000
369	Revenue from Other State Agencies	37,113	57,181	191,849	271,839	375,000
370	Other Revenue MN Dept of Education	86,994	49,538	287,550	432,713	425,230
397	State Aid Pension Funding	364,049	393,719	381,306	383,000	383,000
400	Federal Aids Received through MDE	14,567,265	14,720,555	13,907,454	5,258,101	5,232,406
405	Federal Aids through Other Agencies	112,060	91,928	72,675	75,000	75,000
500	Federal Direct Aid	285,908	14,746	19,803	19,261	20,000
616	Retiree Contribution Post Employment	1,609	1,114	318	1,000	1,000
619	Cost of Materials-Fundraising	-	-	(2,987)	(5,000)	(5,000)
620	Sales of Materials-Fundraising	-	-	2,976	5,000	5,000
621	Resale Materials	55,022	51,285	48,905	50,000	50,000
622	Sale of Materials	-	15,093	1,407	10,000	5,000
623	Sale of Real Property	300,000	-	-	900,000	-
624	Sales of Equipment	-	-	1,000	-	-
	<b>Total General Fund Revenue</b>	<b>\$ 136,320,648</b>	<b>\$ 142,274,703</b>	<b>\$ 165,587,981</b>	<b>\$ 161,980,777</b>	<b>\$ 158,590,425</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GENERAL FUND - DETAIL BY SOURCE CODE SERIES**

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>Property Tax &amp; County Revenue</b>						
001	Property Taxes - General Fund	\$ 17,610,686	\$ 16,618,603	\$ 22,588,721	\$ 25,125,376	\$ 19,622,804
001	Property Taxes - Operating Capital	1,302,708	1,302,805	1,093,028	1,478,660	1,462,476
001	Property Taxes - Q-Comp	798,139	639,186	739,810	708,642	636,361
001	Property Taxes - Lease Levy	-	-	-	-	213,075
001	Property Taxes - Career Technical	392,742	388,673	365,853	365,853	364,195
001	Property Taxes - Safe Schools	294,643	269,393	270,557	297,455	301,969
001	Property Taxes - Capital Projects	3,411,906	3,620,365	3,793,590	4,351,374	4,689,692
001	Property Taxes - Achievement & Integration	609,268	531,545	595,329	596,712	640,605
001	Property Taxes - LTFM-Health & Safety	-	-	-	-	-
001	Property Taxes - LTFM-Deferred Maintenance	2,652,459	2,206,029	4,593,298	2,672,858	4,930,415
004	Taxes-Excess TIF	-	11	-	-	-
009	Fiscal Disparities	3,468,251	3,498,792	3,299,927	3,733,632	3,733,632
010	County Apportionment	403,838	422,805	443,488	385,000	386,513
019	Miscellaneous Local Taxes	11,133	299,975	1,690	-	-
<b>Total Property Tax &amp; County Revenue</b>		<b>\$ 30,955,773</b>	<b>\$ 29,798,183</b>	<b>\$ 37,785,289</b>	<b>\$ 39,715,562</b>	<b>\$ 36,981,737</b>
<b>Tuition, Fees &amp; Admissions</b>						
021	Tuition & Reimbursement - Special Education	\$ 44,197	\$ -	\$ 71,706	\$ 70,000	\$ 90,000
021	Tuition & Reimbursement - MN Sch Districts	35,492	5,448	47,604	50,000	35,000
050	Fees from Patrons	245,347	413,281	326,636	350,000	415,000
060	Admission & Student Activity Revenue	129,068	122,722	138,738	140,000	165,000
<b>Total Tuition, Fees &amp; Admissions Revenue</b>		<b>\$ 454,103</b>	<b>\$ 541,451</b>	<b>\$ 584,684</b>	<b>\$ 610,000</b>	<b>\$ 705,000</b>

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GENERAL FUND - DETAIL BY SOURCE CODE SERIES

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>Local and Other Revenue</b>						
071	Third Party Medical Assistance Billings	\$ 739,878	\$ 2,074,990	\$ 2,205,474	\$ 1,750,000	\$ 1,850,000
092	Interest Earnings	(33,326)	1,472,256	2,768,555	1,321,875	1,250,000
093	Revenue from Leases or Rentals	351,062	259,467	243,638	248,131	248,131
096	Gifts & Bequests	176,021	167,008	168,552	175,000	185,000
099	Miscellaneous Revenue	1,338,063	1,164,762	510,428	500,000	850,000
616	Retiree Contributions to Post Employment Benefits	1,609	1,114	318	1,000	1,000
600	Revenue Producing Activity: Sales & Costs	55,022	51,285	48,894	50,000	50,000
622	Sale of Materials	-	15,093	1,407	10,000	5,000
623	Sale of Real Property	300,000	-	-	900,000	-
<b>Total Local and Other Revenue</b>		<b>\$ 2,928,329</b>	<b>\$ 5,205,975</b>	<b>\$ 5,948,267</b>	<b>\$ 4,956,006</b>	<b>\$ 4,439,131</b>



**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GENERAL FUND - DETAIL BY SOURCE CODE SERIES**

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>State Aid</b>						
211	General Education Aid - Regular	\$ 51,675,032	\$ 52,353,877	\$ 53,301,478	\$ 53,608,797	\$ 54,802,892
211	General Education Aid - Alternative Learning	4,075,949	4,471,610	4,363,751	4,500,000	4,500,000
211	Operating Capital	954,280	899,843	814,274	623,086	472,916
211	Learning & Development	1,650,634	1,666,945	1,657,618	1,676,543	1,634,732
211	Gifted and Talented	109,652	109,291	105,880	106,116	103,498
211	Staff Development	1,134,537	1,153,613	1,162,386	1,188,317	1,190,825
211	Compensatory Extended Day	-	-	-	-	-
211	Compensatory Aid & ELL	7,661,565	8,586,862	13,712,923	15,050,831	12,991,730
211	EL General Education Aid	-	-	2,508,214	2,496,000	2,496,000
201	Endowment Fund Apportionment	325,341	370,750	461,313	502,996	509,057
212	Literacy Aid	351,485	328,354	-	-	-
213	Shared Time Aid	12,149	28,258	15,991	10,350	10,350
227	Abatement Aid	12,571	2,434	2,308	7,038	7,038
234	Agricultural Market Value Credit	-	-	-	-	-
258	Other State Credit	-	-	-	-	-
300	New Literacy Incentive Aid	-	-	313,959	324,653	324,653
300	Achievement & Integration Aid	1,340,419	1,458,150	1,427,000	1,348,961	1,408,204
300	School Library Aid	-	-	135,092	131,503	128,213
300	Student Support Personnel Aid	-	-	100,124	139,421	387,823
300	Student Support Personnel Aid - Coop/Intermediate	-	-	40,000	40,000	40,000
300	Q-Comp Aid	1,346,895	1,308,804	1,321,918	1,283,386	1,295,047
300	Enrollment Options Transportation	306,376	453,232	414,054	452,782	452,782
300	Nonpublic Pupil Transportation	9,091	59,506	(11,400)	33,820	33,820
300	EL Cross Subsidy	44,147	44,945	48,639	46,051	45,841
300	Indian Education	22,129	55,800	98,000	111,500	118,500
300	READ Act Literacy Aid	-	-	-	303,304	-
300	Teacher Compensation for READ Act Training	-	-	-	273,840	-
360	Special Education Aid	15,496,801	18,049,155	24,415,582	26,000,000	27,000,000
369	Revenue from Other State Agency	37,113	57,181	191,849	271,839	375,000
370	Other Revenue from MN Dept of Education	86,994	49,538	287,550	432,713	425,230
397	TRA-PERA Special Funding Pension Revenue	364,049	393,719	381,306	383,000	383,000
<b>Total State Aid Revenue</b>		<b>\$ 87,017,209</b>	<b>\$ 91,901,865</b>	<b>\$ 107,269,809</b>	<b>\$ 111,346,847</b>	<b>\$ 111,137,151</b>

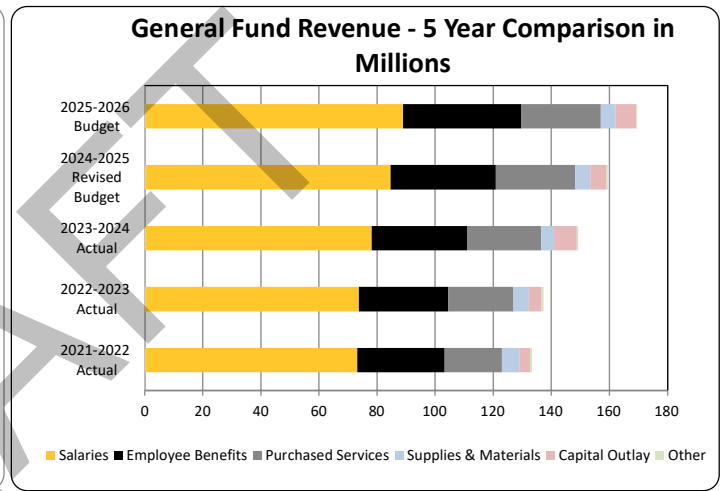
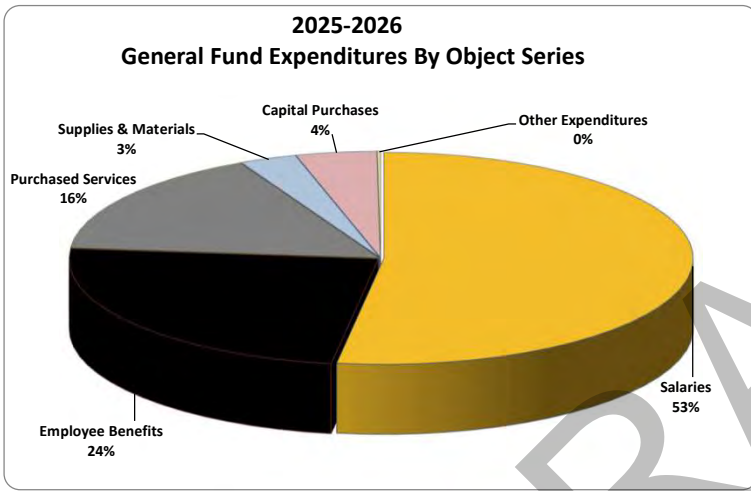
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GENERAL FUND - DETAIL BY SOURCE CODE SERIES**

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>Federal Aid</b>						
140	ARP-Individuals with Disabilities Part B	\$ 427,339	\$ -	\$ -	\$ -	\$ -
141	ARP-Individuals with Disabilities Preschool	37,148	-	-	-	-
144	ARP-Individuals with Disabilities-Early Intervention	-	-	-	-	-
150	ARP-Summer Enrichment & Mental Health	320,026	59,434	-	-	-
151	ESSER-90% Formula Allocation	-	-	-	-	-
152	ESSER-9.5% State Directed Grants	-	-	-	-	-
153	GEER-Governor's Emeregency Education Relief	524	-	-	-	-
154	CRF-Coronavirus Relief Fund	-	-	-	-	-
155	ESSER II-90% Formula Allocation	7,112,823	-	-	-	-
158	ARP-Homeless I	75,347	-	1,832	40,608	-
159	ARP-Homeless II	21,970	32,968	10,605	-	-
160	ESSER III-90% Formula Allocation	-	6,345,813	6,585,618	-	-
161	ESSER III-90% Learning Loss	-	1,181,628	1,946,037	-	-
162	GEER-Expanded Summer Learning	-	-	-	-	-
163	ESSER II-Expanded Summer Learning	787,387	1,065,117	-	-	-
169	ARP-Learning Recovery-Lost Instr Time	-	23,279	59,382	-	-
170	MN COVID-19 Testing Program	467,480	185,957	-	-	-
171	ARP-Pandemic Enrollment Loss	-	627,847	-	-	-
174	CARES Funding via County or Township	6,365	-	653	-	-
317	Federal Compensatory	305,462	-	-	-	-
401	Title I, Part A	2,073,807	1,856,954	1,917,319	2,015,000	2,015,000
414	Title II, Part A - Teacher & Principal Training	475,180	417,662	240,593	311,447	286,731
417	Title III, Part A - English Language Acquisition	236,928	156,240	297,796	288,516	225,000
419	Special Education - IDEA Part B, 611	1,905,720	1,995,894	2,086,701	1,860,117	2,020,000
420	Special Education - Preschool	68,246	121,522	106,892	125,581	136,961
422	Special Education - Infants & Toddlers	54,035	55,185	65,868	74,810	75,000
428	Carl Perkins Vocational	105,695	91,928	72,022	75,000	75,000
433	Title IV, Part A - Student Support	90,396	122,066	196,145	152,851	153,894
442	Title III, Part A - Immigrant Grant	15,772	41,587	18,465	-	-
499	Miscellaneous Federal Revenue from MDE	63,832	391,111	332,319	346,171	276,222
510	Indian Education	11,428	14,746	19,803	19,261	20,000
633	Title IV, Part A - Student Support via Intermediate	-	2,792	-	-	-
699	Miscellaneous Federal Aid Received From Others	274,480	-	-	-	-
868	Title VIII - Education for Homeless Children	27,842	37,500	41,881	43,000	43,598
<b>Total Federal Aid Revenue</b>		<b>14,965,234</b>	<b>14,827,228</b>	<b>13,999,932</b>	<b>\$ 5,352,362</b>	<b>\$ 5,327,406</b>
<b>Total General Fund Revenue</b>		<b>\$ 136,320,648</b>	<b>\$ 142,274,703</b>	<b>\$ 165,587,981</b>	<b>\$ 161,980,777</b>	<b>\$ 158,590,425</b>

GENERAL FUND - EXPENDITURE SUMMARY BY OBJECT SERIES

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Amount	% Change
	Actual	Actual	Actual	Revised Budget	Budget	Change	
Salaries	\$ 73,254,297	\$ 73,739,152	\$ 78,144,957	\$ 84,574,007	\$ 88,898,312	\$ 4,324,305	5.11%
Employee Benefits	30,043,101	30,673,902	32,816,479	36,320,689	40,865,104	4,544,415	12.51%
Purchased Services	19,648,555	22,527,803	25,553,956	27,321,872	27,235,595	(86,277)	-0.32%
Supplies & Materials	6,131,227	5,258,510	4,423,814	5,165,822	5,083,919	(81,903)	-1.59%
Capital Purchases	3,565,417	4,436,493	7,806,132	5,651,736	7,158,557	1,506,821	26.66%
Other Expenditures	678,032	677,527	533,951	427,212	305,579	(121,633)	-28.47%
<b>Total</b>	<b>\$ 133,320,629</b>	<b>\$ 137,313,387</b>	<b>\$ 149,279,289</b>	<b>\$ 159,461,338</b>	<b>\$ 169,547,066</b>	<b>\$ 10,085,728</b>	<b>6.32%</b>



**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GENERAL FUND - EXPENDITURE DETAIL BY OBJECT CODE**

Object	Description	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
110	Administration/Supervision	\$ 5,866,070	\$ 5,609,997	\$ 5,915,249	\$ 6,364,080	\$ 6,512,749
120	Early Childhood/School Readiness/ABE Admin	35,321	41,327	76,891	51,025	52,151
140	Licensed Classroom Teacher	38,260,034	38,132,879	39,829,945	41,685,512	43,413,274
141	Non-Licensed Classroom Personnel	1,748,852	1,713,528	1,914,217	1,816,616	1,915,328
143	Licensed Instructional Support	5,566,793	6,203,547	7,106,318	9,322,003	9,828,486
144	Non-Licensed Instructional Support	517,594	506,295	872,381	1,495,548	1,706,103
145	Substitute Teacher Salaries	440,893	424,446	369,574	440,222	490,250
150	Physical Therapist	78,831	83,469	92,659	59,540	64,332
151	Occupational Therapist	511,573	499,813	494,149	594,965	650,875
152	Speech/Language Pathologist	1,369,840	1,269,270	1,356,123	1,351,980	1,501,464
154	School Nurse	626,365	613,651	441,706	743,716	1,118,795
155	Licensed Nursing Services	146,255	248,796	208,780	287,611	304,497
156	School Social Worker	1,097,124	1,073,202	1,198,615	1,306,501	1,359,202
157	School Psychologist	748,051	777,980	641,266	781,821	833,584
159	Mental Health Behavioral Aid	-	-	22,636	-	-
161	Certified Paraprofessional	3,829,969	3,627,680	3,438,407	3,653,510	4,430,431
162	Certified One-to-One Paraprofessional	58,003	163,977	118,723	65,078	67,844
165	School Counselor	855,099	925,677	1,082,065	988,899	1,177,862
169	Alcohol and Chemical Dependency Counselor	-	-	17,393	149,020	161,588
170	Non-Instructional Support	7,122,681	7,265,776	7,844,725	8,253,709	8,272,494
174	Adapted Physical Education	259,680	183,860	191,150	198,890	204,359
175	Cultural Liaison	637,557	675,858	709,509	715,293	716,587
185	Other Licensed Salary Payments	2,872,895	2,957,035	3,076,371	3,181,695	3,056,985
186	Other Non-Licensed Salary Payments	966,008	1,098,082	1,126,106	1,066,773	1,059,072
191	Severance	-	-	-	-	-
195	Salary Chargeback	(361,192)	(356,994)	-	-	-
210	FICA (Social Security & Medicare)	5,317,542	5,361,372	5,643,532	6,380,129	6,898,268
214	Public Employees Retirement (PERA)	1,221,184	1,222,265	1,258,434	1,244,642	1,401,232
218	Teacher Retirement (TRA)	4,724,573	4,863,870	5,295,342	5,796,083	6,501,694
220	Health Insurance	15,169,852	15,486,847	17,263,834	19,452,258	22,451,454
230	Life Insurance	39,320	35,162	34,379	38,667	37,599
235	Dental Insurance	655,514	637,094	658,764	687,805	764,261
240	Long-Term Disability	276,560	280,359	282,943	320,598	295,910
250	403(B) or 457 Match	1,500,299	1,410,226	1,386,488	1,342,145	1,328,186
251	Tax-Advantage Employer Health Arrangements	72,916	41,595	398,080	122,303	150,500
270	Workers' Compensation	235,620	494,583	299,524	500,000	500,000
280	Unemployment Compensation	-	21,455	56,869	100,000	100,000
281	Summer Unemployment Compensation	-	-	186,663	275,000	375,000
295	Benefits Chargeback	-	-	-	-	-
299	Other Employee Benefits	829,721	819,075	51,627	61,059	61,000

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

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**GENERAL FUND - EXPENDITURE DETAIL BY OBJECT CODE**

Object	Description	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
303	Federal Contracts up to \$25,000	307,431	234,708	185,868	152,885	146,755
304	Federal Contracts >\$25,000	853,109	222,088	28,102	795	1,348
305	Consulting Fees/Fees for Services	2,471,881	3,543,129	4,546,663	5,372,621	5,221,683
307	Contracted Substitutes for Special Education	248,512	365,398	521,563	551,500	261,500
308	Federal Tuition Bill Payments <\$25,000	25,000	25,000	25,000	25,000	25,000
309	Federal Tuition Bill Payments >\$25,000	975,000	975,000	975,000	975,000	1,725,000
310	School Resource Office (SRO)	95,430	98,293	-	104,000	115,000
311	Other Contracted Security Services	6,000	-	-	-	-
315	Technology Repairs & Maintenance	-	-	3,050	2,995	1,995
316	Services Purchased - Other MN Joint Powers	157,978	160,630	164,465	135,000	135,000
319	Computer & Technology Services	-	-	17,479	-	-
320	Communications Services	224,119	195,073	209,239	197,601	147,573
329	Postage & Parcel Services	30,975	23,274	24,527	54,858	53,914
330	Utilities	2,392,963	2,606,921	2,255,832	2,500,000	2,625,000
335	Short-Term Leases or Rentals	168,739	64,617	80,219	72,500	426,175
340	Insurance	426,427	472,595	525,199	550,000	580,000
350	Repairs & Maintenance	795,640	1,280,479	1,406,021	1,522,669	1,079,185
358	Foreign Language Interpreter Services	82,311	110,276	147,121	155,000	255,000
360	Transportation Contracts-Private/Public Carriers	8,078,124	9,529,674	11,516,733	11,953,234	12,568,451
366	Travel, Conventions and Conferences	161,992	252,677	316,223	299,231	328,938
368	Out-of-State Travel, Federal Reimbursed	3,231	2,145	3,050	500	500
369	Entry Fees/Student Travel	114,361	367,719	173,961	77,811	67,276
390	Payment for Educ-Other MN School Districts	973,656	869,320	729,815	853,672	562,802
391	Payments to MN Schools-(Cost-Sharing)	(266)	12,408	7,622	10,000	7,500
392	Payments for Educ Purposes-Out-of-State	-	6,960	-	-	-
393	Special Education & Transition Programs	-	-	-	-	-
394	Payments for Educ to Other Agencies	772,717	818,562	1,247,906	1,305,000	750,000
396	Salary Purchased from Another District	297,162	232,487	443,299	450,000	150,000
397	Benefits Purchased from Another District	6,672	80,522	-	-	-
398	Interdepartmental Services Chargeback	(20,609)	(22,151)	-	-	-
401	General Supplies	1,710,463	2,110,619	1,846,491	2,208,246	1,888,953
405	Software Non Instructional	213,327	305,147	1,079,238	1,244,671	1,504,818
406	Software Instructional	621,542	539,416	600,412	678,243	726,974
430	Instructional Supplies	300,009	200,647	173,017	173,237	173,707
433	Individualized Instructional Supplies	95,880	121,127	106,850	136,484	134,230
440	Fuels	125,578	165,140	33,986	59,343	56,000
455	Technology Supplies Non-Instructional	850	1,239	7,454	11,696	13,696
456	Technology Supplies Instructional	29,739	92,065	26,905	12,500	11,000
460	Textbooks and Workbooks	1,038,554	604,493	337,733	342,705	273,000
461	Standardized Tests	78,267	96,491	94,033	109,000	101,190
465	Technology Devices Non-Instructional	282	371,122	31,246	1,302	5,611
466	Technology Devices Instructional	1,852,603	532,410	-	15,250	15,570
470	Media Resources	3,607	5,610	1,745	90,000	90,000
490	Food	60,525	112,984	84,704	83,145	89,170

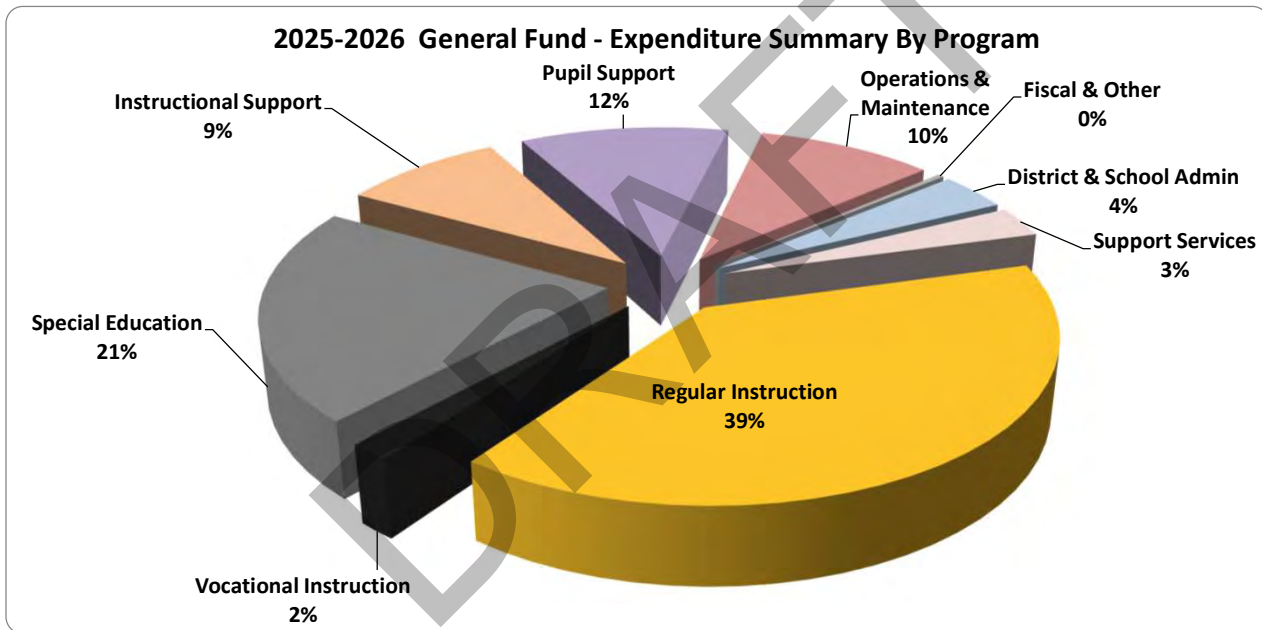
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GENERAL FUND - EXPENDITURE DETAIL BY OBJECT CODE**

Object	Description	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
505	Capitalized Software Non-Instructional	23,260	-	-	35,000	-
506	Capitalized Software Instructional	-	-	-	15,000	-
510	Site or Grounds Acquisition	94,555	93,368	719,191	735,000	350,000
520	Building Acquisition or Improvement	2,339,880	2,167,138	4,153,982	1,574,843	3,885,000
530	Equipment	151,841	412,805	416,950	775,177	467,305
533	Equipment Purchased for Special Ed Instruction	29,788	20,366	14,847	35,121	19,000
535	Long-Term Leases	187,949	35,235	-	-	-
548	Pupil Transportation Vehicles	-	37,325	-	-	-
550	Other Vehicles Purchased	-	-	-	45,000	-
555	Capitalized Tech Equipment Non-Instructional	484,737	471,403	589,755	467,720	668,270
556	Capitalized Tech Equipment Instructional	344,480	1,084,300	1,749,838	1,886,300	1,657,000
560	Principal-Long-Term Computer or Tech Lease	4,923	51,110	63,190	69,250	96,530
561	Interest-Long-Term Computer or Tech Leases	626	6,639	5,240	5,500	7,452
580	Principal on Capital Lease	79,714	83,450	89,807	7,825	8,000
581	Interest on Capital Lease	11,613	8,590	3,332	-	-
589	Long-Term Lease Transactions (Contra Expense)	(187,949)	(35,235)	-	-	-
820	Dues, Memberships, Licenses	166,321	161,597	130,329	173,595	186,130
891	TRA and PERA Special Pension Expense	364,049	393,719	381,306	383,000	383,000
895	Indirect Cost Chargebacks	-	-	(266,832)	(386,383)	(552,806)
896	Taxes, Special Assessments	10,253	47,855	151,913	100,000	100,000
898	Scholarships	60,480	69,606	87,986	147,000	179,255
899	Miscellaneous Expenses	76,929	4,751	49,249	10,000	10,000
<b>Total General Fund Expenditures</b>		<b>\$ 133,320,629</b>	<b>\$ 137,313,387</b>	<b>\$ 149,279,289</b>	<b>\$ 159,461,338</b>	<b>\$ 169,547,066</b>

GENERAL FUND - EXPENDITURE SUMMARY BY PROGRAM SERIES

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Amount	% Change
	Actual	Actual	Actual	Revised Budget	Budget	Change	
District & School Admin	\$ 5,443,235	\$ 5,354,356	\$ 5,641,865	\$ 6,169,423	\$ 6,438,893	\$ 269,470	4.37%
Support Services	4,593,309	4,653,663	5,024,261	5,340,165	5,183,957	(156,208)	-2.93%
Regular Instruction	56,065,883	56,856,655	60,558,275	64,281,263	66,673,677	2,392,414	3.72%
Vocational Instruction	2,247,892	2,198,882	2,249,304	2,927,270	2,894,423	(32,847)	-1.12%
Special Education	26,368,361	26,782,469	28,892,933	31,966,126	36,169,124	4,202,998	13.15%
Instructional Support	13,699,167	13,924,228	12,875,073	14,721,152	15,155,778	434,626	2.95%
Pupil Support	11,711,501	12,689,281	16,690,347	18,600,605	19,770,210	1,169,605	6.29%
Operations & Maintenance	12,764,854	14,381,259	16,822,032	14,905,334	16,681,004	1,775,670	11.91%
Fiscal & Other	426,427	472,595	525,199	550,000	580,000	30,000	5.45%
<b>Total</b>	<b>\$ 133,320,629</b>	<b>\$ 137,313,387</b>	<b>\$ 149,279,289</b>	<b>\$ 159,461,338</b>	<b>\$ 169,547,066</b>	<b>\$ 10,085,728</b>	<b>6.32%</b>



**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

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**GENERAL FUND - EXPENDITURE BY PROGRAM SERIES**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
<b>District &amp; School Administration (000's)</b>						
Salaries	\$ 3,756,286	\$ 3,721,485	\$ 3,997,121	\$ 4,211,444	\$ 4,352,238	\$ 140,794
Employee Benefits	1,382,199	1,324,111	1,456,323	1,484,284	1,675,269	190,985
Purchased Services	109,436	76,041	107,545	154,857	144,273	(10,584)
Supplies & Materials	119,774	107,885	90,354	113,538	93,290	(20,248)
Equipment	14,085	62,695	10,927	131,303	100,974	(30,329)
All Others	61,455	62,137	(20,405)	73,997	72,849	(1,148)
<b>Total Expenditures</b>	<b>\$ 5,443,235</b>	<b>\$ 5,354,356</b>	<b>\$ 5,641,865</b>	<b>\$ 6,169,423</b>	<b>\$ 6,438,893</b>	<b>\$ 269,470</b>
<b>Support Services (100's)</b>						
Salaries	\$ 2,051,683	\$ 1,964,103	\$ 2,114,776	\$ 2,342,982	\$ 2,332,829	\$ (10,153)
Employee Benefits	1,554,978	1,558,250	1,068,381	1,060,387	1,082,401	22,014
Purchased Services	643,400	652,956	867,271	1,073,386	996,582	(76,804)
Supplies & Materials	205,320	386,894	872,891	827,811	737,730	(90,081)
Equipment	101,556	59,642	404,919	82,150	110,952	28,802
All Others	36,372	31,818	(303,977)	(46,551)	(76,537)	(29,986)
<b>Total Expenditures</b>	<b>\$ 4,593,309</b>	<b>\$ 4,653,663</b>	<b>\$ 5,024,261</b>	<b>\$ 5,340,165</b>	<b>\$ 5,183,957</b>	<b>\$ (156,208)</b>
<b>Regular Instruction (200's)</b>						
Salaries	\$ 35,811,562	\$ 35,939,684	\$ 38,079,517	\$ 40,279,910	\$ 40,974,760	\$ 694,850
Employee Benefits	14,742,064	15,110,882	16,582,073	18,402,560	20,009,573	1,607,013
Purchased Services	3,185,995	3,509,154	3,779,477	3,729,810	3,899,018	169,208
Supplies & Materials	2,005,707	1,949,475	1,358,350	1,467,858	1,447,055	(20,803)
Equipment	30,630	94,917	100,913	143,060	91,041	(52,019)
All Others	289,925	252,543	657,946	258,065	252,230	(5,835)
<b>Total Expenditures</b>	<b>\$ 56,065,883</b>	<b>\$ 56,856,655</b>	<b>\$ 60,558,275</b>	<b>\$ 64,281,263</b>	<b>\$ 66,673,677</b>	<b>\$ 2,392,414</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

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**GENERAL FUND - EXPENDITURE BY PROGRAM SERIES**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
<b>Vocational Instruction (300's)</b>						
Salaries	\$ 1,423,344	\$ 1,374,829	\$ 1,400,319	\$ 1,807,197	\$ 1,768,224	\$ (38,973)
Employee Benefits	594,093	599,774	639,530	840,596	828,150	(12,446)
Purchased Services	91,514	69,463	33,242	33,445	45,370	11,925
Supplies & Materials	99,657	115,419	65,072	75,632	50,024	(25,608)
Equipment	31,494	30,384	14,784	15,400	15,400	-
All Others	7,790	9,012	96,357	155,000	187,255	32,255
<b>Total Expenditures</b>	<b>\$ 2,247,892</b>	<b>\$ 2,198,882</b>	<b>\$ 2,249,304</b>	<b>\$ 2,927,270</b>	<b>\$ 2,894,423</b>	<b>\$ (32,847)</b>
<b>Special Education (400's)</b>						
Salaries	\$ 16,400,542	\$ 16,648,177	\$ 17,182,936	\$ 19,003,945	\$ 21,831,149	\$ 2,827,204
Employee Benefits	7,226,724	7,280,353	7,769,960	8,393,950	10,556,552	2,162,602
Purchased Services	2,018,544	2,428,942	3,515,066	3,651,432	3,288,900	(362,532)
Supplies & Materials	256,587	205,604	315,246	642,378	361,023	(281,355)
Equipment	321,646	64,562	18,469	183,421	33,000	(150,421)
All Others	144,317	154,830	91,255	91,000	98,500	7,500
<b>Total Expenditures</b>	<b>\$ 26,368,361</b>	<b>\$ 26,782,469</b>	<b>\$ 28,892,933</b>	<b>\$ 31,966,126</b>	<b>\$ 36,169,124</b>	<b>\$ 4,202,998</b>
<b>Instructional Support (600's)</b>						
Salaries	\$ 8,197,179	\$ 8,453,777	\$ 7,834,561	\$ 8,840,975	\$ 8,729,971	\$ (111,004)
Employee Benefits	2,235,149	2,383,918	2,135,016	2,545,754	2,665,044	119,290
Purchased Services	141,994	225,859	226,347	247,845	354,874	107,029
Supplies & Materials	2,302,814	1,306,665	634,625	631,736	1,009,799	378,063
Equipment	745,348	1,478,105	1,986,561	2,380,367	2,312,000	(68,367)
All Others	76,684	75,905	57,962	74,475	84,090	9,615
<b>Total Expenditures</b>	<b>\$ 13,699,167</b>	<b>\$ 13,924,228</b>	<b>\$ 12,875,073</b>	<b>\$ 14,721,152</b>	<b>\$ 15,155,778</b>	<b>\$ 434,626</b>
<b>Pupil Support (700's)</b>						
Salaries	\$ 1,812,793	\$ 1,712,380	\$ 3,115,959	\$ 3,655,545	\$ 4,295,243	\$ 639,698
Employee Benefits	739,458	737,906	1,387,750	1,612,149	2,017,922	405,773
Purchased Services	8,889,982	9,807,562	11,889,498	12,631,813	12,962,035	330,222
Supplies & Materials	212,090	387,243	192,788	332,902	329,070	(3,832)
Equipment	14,790	763	39,931	342,446	140,190	(202,256)
All Others	42,388	43,427	64,420	25,750	25,750	-
<b>Total Expenditures</b>	<b>\$ 11,711,501</b>	<b>\$ 12,689,281</b>	<b>\$ 16,690,347</b>	<b>\$ 18,600,605</b>	<b>\$ 19,770,210</b>	<b>\$ 1,169,605</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

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**GENERAL FUND - EXPENDITURE BY PROGRAM SERIES**

<b>Expenditures</b>	<b>2021-2022 Actual</b>	<b>2022-2023 Actual</b>	<b>2023-2024 Actual</b>	<b>2024-2025 Revised Budget</b>	<b>2025-2026 Budget</b>	<b>Increase (Decrease)</b>
<b>Operations &amp; Maintenance (800's)</b>						
Salaries	\$ 3,800,908	\$ 3,924,716	\$ 4,419,766	\$ 4,432,009	\$ 4,613,898	\$ 181,889
Employee Benefits	1,568,436	1,678,708	1,777,446	1,981,009	2,030,193	49,184
Purchased Services	4,141,262	5,285,232	4,610,312	5,249,284	4,964,543	(284,741)
Supplies & Materials	929,278	799,325	894,487	1,073,967	1,055,928	(18,039)
Equipment	2,305,868	2,645,424	5,229,629	2,373,589	4,355,000	1,981,411
All Others	19,101	47,855	(109,608)	(204,524)	(338,558)	(134,034)
<b>Total Expenditures</b>	<b>\$ 12,764,854</b>	<b>\$ 14,381,259</b>	<b>\$ 16,822,032</b>	<b>\$ 14,905,334</b>	<b>\$ 16,681,004</b>	<b>\$ 1,775,670</b>
<b>Fiscal &amp; Other (900's)</b>						
Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Employee Benefits	-	-	-	-	-	-
Purchased Services	426,427	472,595	525,199	550,000	580,000	30,000
Supplies & Materials	-	-	-	-	-	-
Equipment	-	-	-	-	-	-
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 426,427</b>	<b>\$ 472,595</b>	<b>\$ 525,199</b>	<b>\$ 550,000</b>	<b>\$ 580,000</b>	<b>\$ 30,000</b>
<b>Total Expenditures</b>						
Salaries	\$ 73,254,297	\$ 73,739,152	\$ 78,144,957	\$ 84,574,007	\$ 88,898,312	\$ 4,324,305
Employee Benefits	30,043,101	30,673,902	32,816,479	36,320,689	40,865,104	4,544,415
Purchased Services	19,648,555	22,527,803	25,553,956	27,321,872	27,235,595	(86,277)
Supplies & Materials	6,131,227	5,258,510	4,423,814	5,165,822	5,083,919	(81,903)
Equipment	3,565,417	4,436,493	7,806,132	5,651,736	7,158,557	1,506,821
All Others	678,032	677,527	533,951	427,212	305,579	(121,633)
<b>Total Expenditures</b>	<b>\$ 133,320,629</b>	<b>\$ 137,313,387</b>	<b>\$ 149,279,289</b>	<b>\$ 159,461,338</b>	<b>\$ 169,547,066</b>	<b>\$ 10,085,728</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**DISTRICT WIDE SERVICES**

<b>Expenditures</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Increase</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>(Decrease)</b>
<b>District &amp; School Administration (000's)</b>						
Salaries	\$ 589,980	\$ 610,810	\$ 711,174	\$ 698,465	\$ 735,096	\$ 36,631
Employee Benefits	188,847	190,615	262,262	245,891	259,781	13,890
Purchased Services	104,373	65,889	93,282	132,221	118,556	(13,665)
Supplies & Materials	1,463	4,398	5,694	8,812	11,178	2,366
Equipment	-	-	-	315	-	(315)
All Others	46,014	48,052	(39,098)	52,075	53,929	1,854
<b>Total Expenditures</b>	<b>\$ 930,677</b>	<b>\$ 919,764</b>	<b>\$ 1,033,313</b>	<b>\$ 1,137,779</b>	<b>\$ 1,178,540</b>	<b>\$ 40,761</b>
<b>Support Services (100's)</b>						
Salaries	\$ 2,051,683	\$ 1,964,103	\$ 2,114,776	\$ 2,342,982	\$ 2,332,829	\$ (10,153)
Employee Benefits	1,554,978	1,558,250	1,068,381	1,060,387	1,082,401	22,014
Purchased Services	643,400	652,956	867,271	1,073,386	996,582	(76,804)
Supplies & Materials	205,320	386,894	872,891	827,811	737,730	(90,081)
Equipment	101,556	59,642	404,919	82,150	110,952	28,802
All Others	36,372	31,818	(303,977)	(46,551)	(76,537)	(29,986)
<b>Total Expenditures</b>	<b>\$ 4,593,309</b>	<b>\$ 4,653,663</b>	<b>\$ 5,024,261</b>	<b>\$ 5,340,165</b>	<b>\$ 5,183,957</b>	<b>\$ (156,208)</b>
<b>Regular Instruction (200's)</b>						
Salaries	\$ 3,836,100	\$ 4,118,750	\$ 4,673,508	\$ (4,712)	\$ (355,379)	\$ (350,667)
Employee Benefits	2,283,637	2,444,549	2,877,252	1,093,939	1,382,397	288,458
Purchased Services	1,550,123	1,484,258	1,267,983	1,210,839	1,241,537	30,698
Supplies & Materials	1,458,320	1,119,509	630,842	850,586	817,777	(32,809)
Equipment	26,642	32,438	10,808	60,700	50,000	(10,700)
All Others	228,427	243,353	637,920	231,110	231,000	(110)
<b>Total Expenditures</b>	<b>\$ 9,383,248</b>	<b>\$ 9,442,857</b>	<b>\$ 10,098,313</b>	<b>\$ 3,442,462</b>	<b>\$ 3,367,332</b>	<b>\$ (75,130)</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**DISTRICT WIDE SERVICES**

<b>Expenditures</b>				<b>2024-2025</b>		<b>Increase (Decrease)</b>
	<b>2021-2022 Actual</b>	<b>2022-2023 Actual</b>	<b>2023-2024 Actual</b>	<b>Revised Budget</b>	<b>2025-2026 Budget</b>	
<b>Vocational Instruction (300's)</b>						
Salaries	\$ 141,386	\$ 190,911	\$ 206,044	\$ 230,944	\$ 220,062	\$ (10,882)
Employee Benefits	49,280	61,131	70,864	81,984	77,078	(4,906)
Purchased Services	77,708	58,666	11,021	14,925	16,850	1,925
Supplies & Materials	17,998	19,748	3,521	35,992	17,884	(18,108)
Equipment	18,614	26,622	-	-	-	-
All Others	7,790	8,816	96,357	155,000	187,255	32,255
<b>Total Expenditures</b>	<b>\$ 312,776</b>	<b>\$ 365,894</b>	<b>\$ 387,807</b>	<b>\$ 518,845</b>	<b>\$ 519,129</b>	<b>\$ 284</b>
<b>Special Education (400's)</b>						
Salaries	\$ 1,579,825	\$ 1,776,404	\$ 2,152,895	\$ 2,587,435	\$ 2,982,624	\$ 395,189
Employee Benefits	536,038	613,002	890,957	1,224,166	1,270,253	46,087
Purchased Services	1,851,090	2,172,662	3,062,344	3,167,900	3,209,400	41,500
Supplies & Materials	201,848	153,716	281,905	616,475	314,117	(302,358)
Equipment	321,646	60,213	14,847	178,421	28,000	(150,421)
All Others	144,317	154,830	91,255	91,000	98,500	7,500
<b>Total Expenditures</b>	<b>\$ 4,634,764</b>	<b>\$ 4,930,828</b>	<b>\$ 6,494,205</b>	<b>\$ 7,865,397</b>	<b>\$ 7,902,894</b>	<b>\$ 37,497</b>
<b>Instructional Support (600's)</b>						
Salaries	\$ 5,515,133	\$ 5,833,728	\$ 5,347,992	\$ 6,104,998	\$ 5,956,884	\$ (148,114)
Employee Benefits	1,198,784	1,379,832	1,088,193	1,395,168	1,374,808	(20,360)
Purchased Services	134,251	205,814	222,774	239,435	346,252	106,817
Supplies & Materials	2,285,829	1,281,146	622,765	621,290	999,161	377,871
Equipment	745,348	1,478,105	1,986,561	2,372,500	2,312,000	(60,500)
All Others	76,634	75,855	57,962	74,475	84,090	9,615
<b>Total Expenditures</b>	<b>\$ 9,955,979</b>	<b>\$ 10,254,481</b>	<b>\$ 9,326,248</b>	<b>\$ 10,807,866</b>	<b>\$ 11,073,195</b>	<b>\$ 265,329</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**DISTRICT WIDE SERVICES**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
<b>Pupil Support (700's)</b>						
Salaries	\$ 423,216	\$ 284,724	\$ 909,515	\$ 1,094,976	\$ 1,335,364	\$ 240,388
Employee Benefits	115,063	74,312	466,560	495,503	629,250	133,747
Purchased Services	8,889,073	9,806,732	11,888,738	12,631,563	12,961,785	330,222
Supplies & Materials	165,865	341,314	156,804	279,139	287,080	7,941
Equipment	14,790	763	39,931	342,446	140,190	(202,256)
All Others	42,388	43,427	64,420	25,750	25,750	-
<b>Total Expenditures</b>	<b>\$ 9,650,395</b>	<b>\$ 10,551,272</b>	<b>\$ 13,525,968</b>	<b>\$ 14,869,377</b>	<b>\$ 15,379,419</b>	<b>\$ 510,042</b>
<b>Operations &amp; Maintenance (800's)</b>						
Salaries	\$ 944,144	\$ 1,188,471	\$ 1,553,063	\$ 1,613,225	\$ 1,637,946	\$ 24,721
Employee Benefits	454,122	600,181	615,892	698,777	695,444	(3,333)
Purchased Services	1,452,369	1,943,446	1,565,649	1,985,025	2,168,543	183,518
Supplies & Materials	864,892	678,576	802,250	960,570	946,928	(13,642)
Equipment	2,193,080	2,480,390	5,136,810	2,300,706	4,280,000	1,979,294
All Others	19,101	47,855	(109,608)	(204,524)	(338,558)	(134,034)
<b>Total Expenditures</b>	<b>\$ 5,927,708</b>	<b>\$ 6,938,919</b>	<b>\$ 9,564,056</b>	<b>\$ 7,353,779</b>	<b>\$ 9,390,303</b>	<b>\$ 2,036,524</b>
<b>Fiscal &amp; Other (900's)</b>						
Salaries	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Employee Benefits	-	-	-	-	-	-
Purchased Services	426,427	472,595	525,199	550,000	580,000	30,000
Supplies & Materials	-	-	-	-	-	-
Equipment	-	-	-	-	-	-
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 426,427</b>	<b>\$ 472,595</b>	<b>\$ 525,199</b>	<b>\$ 550,000</b>	<b>\$ 580,000</b>	<b>\$ 30,000</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**DISTRICT WIDE SERVICES**

<b>Expenditures</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Increase</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>(Decrease)</b>
<b>Total Expenditures</b>						
Salaries	\$ 15,081,468	\$ 15,967,902	\$ 17,668,967	\$ 14,668,313	\$ 14,845,426	\$ 177,113
Employee Benefits	6,380,749	6,921,872	7,340,362	6,295,815	6,771,412	475,597
Purchased Services	15,128,814	16,863,018	19,504,260	21,005,294	21,639,505	634,211
Supplies & Materials	5,201,535	3,985,300	3,376,673	4,200,675	4,131,855	(68,820)
Equipment	3,421,676	4,138,174	7,593,876	5,337,238	6,921,142	1,583,904
All Others	601,043	654,006	495,231	378,335	265,429	(112,906)
<b>Total Expenditures</b>	<b>\$ 45,815,285</b>	<b>\$ 48,530,272</b>	<b>\$ 55,979,370</b>	<b>\$ 51,885,670</b>	<b>\$ 54,574,769</b>	<b>\$ 2,689,099</b>

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FINANCIAL SECTION

Level Three – Additional Detail for Individual Funds

Food & Nutrition and Community Services

These two operating funds are also referred to as special revenue funds.

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## Special Revenue Funds

### Food & Nutrition Services Fund (02)

The Food & Nutrition Services Fund is used to record financial activities of a school district's food service program. The Food & Nutrition Services department's purpose is the preparation and service of breakfast, lunch, a la carte, snacks and catering in connection with school and community service activities.

All expenditures related to meal preparation must be recorded in the Food & Nutrition Services Fund. Eligible expenditures include labor, food, supplies, capital and other expenditures.

The Food & Nutrition Services department operates 11 kitchens and prepares and provides meals for 15 sites. Due to the Free School Meals for Kids program passed in 2023 by the Minnesota legislature, breakfast and lunch is served free of charge to students. As a part of this bill, some schools must participate in a federal program called Community Eligibility Provision (CEP). All schools in the district are eligible to participate in CEP within the National School Lunch and Breakfast Program, therefore the district has elected for all schools to operate under this program. Overall meal participation has increased by 10-40% and varies by site.

Revenue is anticipated to increase by approximately \$87,000 over the previous year. Factors contributing to the increase include an increase in meal reimbursement rates and meal participation with declining enrollment playing a role.

Overall, expenditures are expected to increase by approximately \$320,000. The District is anticipating an increase in salaries and benefits, food, milk and supply costs.

## Community Service Fund (04)

The Community Service Fund is used to record all financial activities of the Community Service program. The Community Service Fund is comprised of five components, each with its own fund balance: Community Education-Restricted/Reserved (431), Early Childhood Family Education (ECFE) (432), School Readiness (444), Adult Basic Education (447) and Community Service-Restricted (464).

The purpose of Community Education is for the community to get maximum use of the District's facilities and resources by focusing on activities that provide enrichment and services for any age level outside regular K-12 education programs. Community Education funding may also be used for summer school enrichment activities which, although educational in nature, are not required for graduation.

The focus of Early Childhood Family Education (ECFE) activities is to improve parenting skills of new and expectant parents, and to provide learning experiences for parents and children. ECFE programs deliver services both in the school facilities as well as in neighborhood community gathering locations.

School Readiness includes activities based on the needs of children, identified through an application process. These activities include social services, development and learning plans, health referral services, nutrition component and parent involvement.

Adult Basic Education meets the needs of students over the age of 21 or high school dropouts and includes all activities in the Adult Basic Education, English Language Learner and Adult High School Graduation programs.

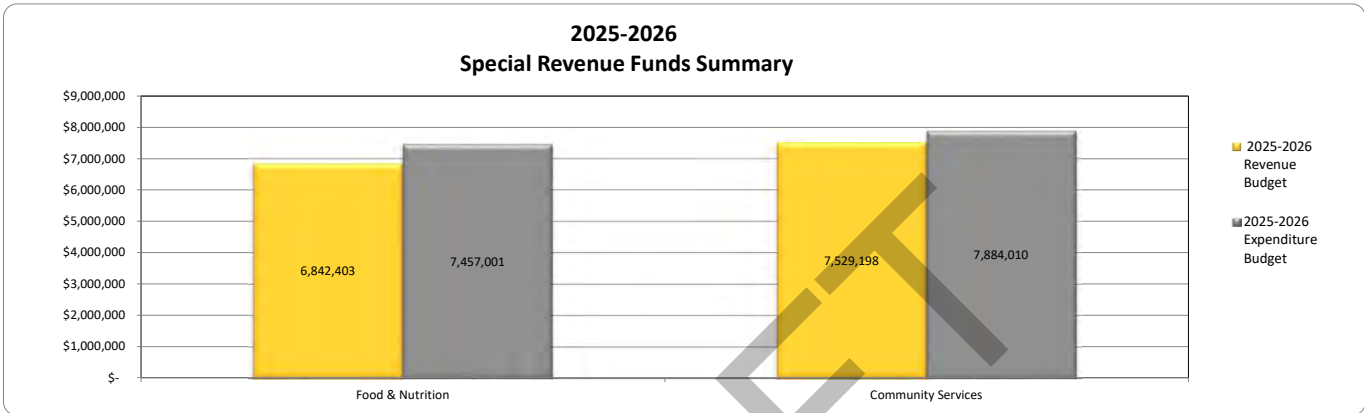
The Community Service Fund includes all other community programs not described above, such as Preschool Screening and Nonpublic Pupil Aid programs. Community Education has made significant investments in providing outreach and early intervention services for families and students at risk of not succeeding; programs such as Community Connections and the Community Food program. There has also been an expansion to preschool programs in an effort to respond to community demand.

In 2025-26, revenue is projected to have a slight decrease over 2024-25 by approximately \$54,000 due to a decline in local property tax revenue.

Expenditures in 2025-26 are expected to increase by 8.64% to \$7,884,010 mostly due to salary and benefit increases per contract settlements. This budget is projected to have a net loss to the overall Community Service fund balance by approximately \$354,000.

SPECIAL REVENUE FUNDS - SUMMARY

	Actual Fund Balance 6/30/22	Actual Fund Balance 6/30/23	Actual Fund Balance 6/30/24	2024-2025 Revised Revenue Budget	2024-2025 Revised Expenditure Budget	Projected Fund Balance 6/30/25	2025-2026 Revenue Budget	2025-2026 Expenditure Budget	Projected Fund Balance 6/30/26
Food & Nutrition	\$ 2,511,460	\$ 3,174,493	4,182,475	\$ 6,755,316	\$ 7,137,014	\$ 3,800,777	\$ 6,842,403	\$ 7,457,001	\$ 3,186,179
Community Services	3,195,511	4,085,287	5,176,817	7,583,672	7,256,860	5,503,629	7,529,198	7,884,010	5,148,817
<b>Total</b>	<b>\$ 5,706,971</b>	<b>\$ 7,259,780</b>	<b>\$ 9,359,292</b>	<b>\$ 14,338,988</b>	<b>\$ 14,393,874</b>	<b>\$ 9,304,406</b>	<b>\$ 14,371,601</b>	<b>\$ 15,341,011</b>	<b>\$ 8,334,996</b>

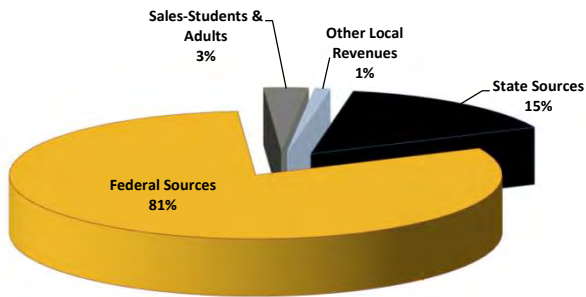


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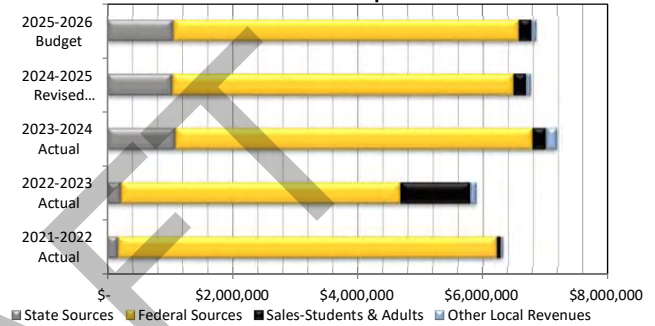
FOOD & NUTRITION SERVICES - FUND 02 - REVENUE SUMMARY

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Amount	%
	Actual	Actual	Actual	Revised Budget	Budget	Change	Change
State Sources	\$ 168,745	\$ 215,989	\$ 1,082,993	\$ 1,036,693	\$ 1,050,000	\$ 13,307	1.28%
Federal Sources	6,053,200	4,465,199	5,707,401	5,449,019	5,522,403	73,384	1.35%
Sales-Students & Adults	56,715	1,111,222	213,150	201,000	200,000	(1,000)	-0.50%
Other Local Revenues	34,971	97,675	166,834	68,604	70,000	1,396	2.03%
<b>Total</b>	<b>\$ 6,313,631</b>	<b>\$ 5,890,085</b>	<b>\$ 7,170,377</b>	<b>\$ 6,755,316</b>	<b>\$ 6,842,403</b>	<b>\$ 87,087</b>	<b>1.29%</b>

2025-2026 Food & Nutrition Services Fund Revenue by Source



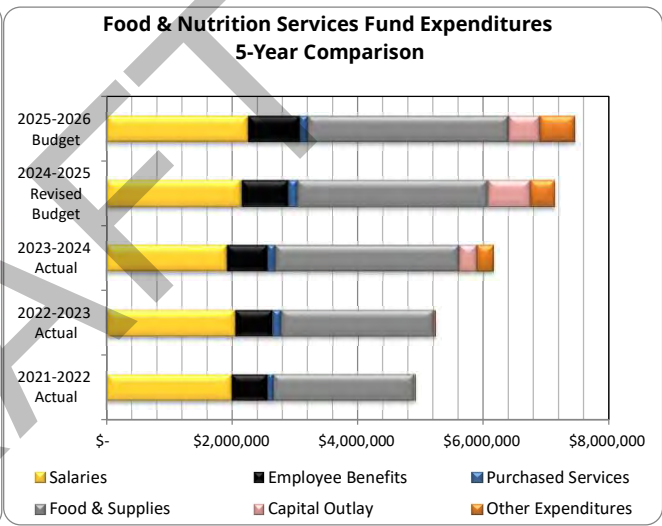
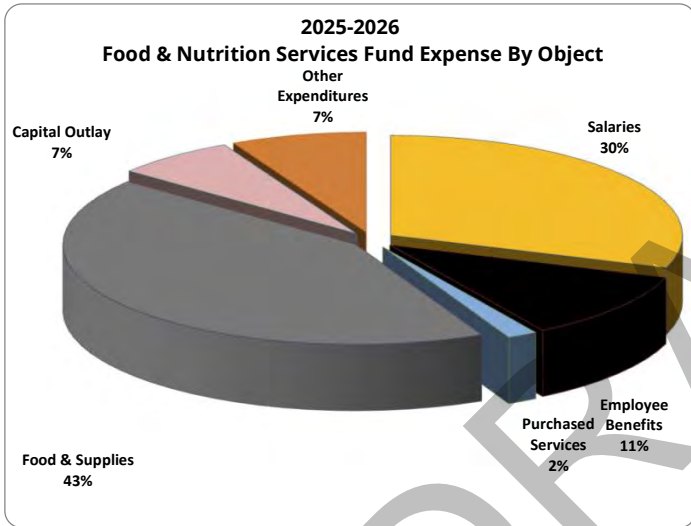
Food & Nutrition Services Fund Revenue 5-Year Comparison



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FOOD & NUTRITION SERVICES - FUND 02 - EXPENDITURE SUMMARY

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Amount Change	% Change
	Actual	Actual	Actual	Revised Budget	Budget		
Salaries	\$ 1,994,326	\$ 2,046,070	\$ 1,917,544	\$ 2,152,564	\$ 2,258,335	\$ 105,771	4.91%
Employee Benefits	566,599	588,360	642,965	738,946	817,185	78,239	10.59%
Purchased Services	95,111	141,330	122,154	148,000	125,000	(23,000)	-15.54%
Food & Supplies	2,250,330	2,426,298	2,927,308	3,029,849	3,197,403	167,554	5.53%
Capital Outlay	7,497	17,187	279,935	675,000	500,000	(175,000)	-25.93%
Other Expenditures	7,432	7,807	272,489	392,655	559,078	166,423	42.38%
<b>Total</b>	<b>\$ 4,921,295</b>	<b>\$ 5,227,052</b>	<b>\$ 6,162,396</b>	<b>\$ 7,137,014</b>	<b>\$ 7,457,001</b>	<b>\$ 319,987</b>	<b>4.48%</b>



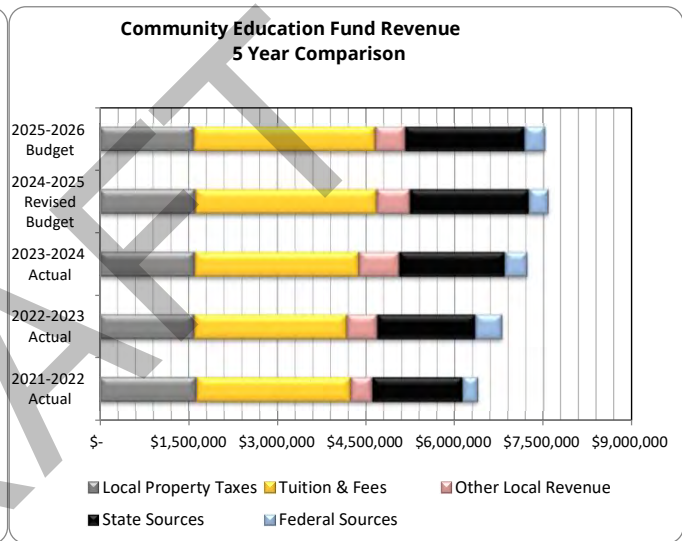
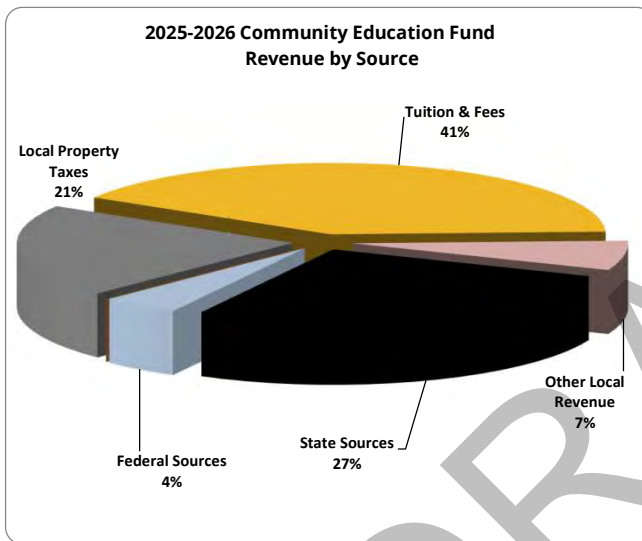
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**FOOD & NUTRITION SERVICES - FUND 02 - EXPENDITURE DETAIL BY OBJECT CODE**

Object Description	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
	Actual	Actual	Actual	Revised Budget	Budget
110 Administration/Supervision	\$ 264,708	\$ 312,503	\$ 301,469	\$ 340,287	\$ 344,859
170 Non-Instructional Support	1,416,026	1,423,473	1,616,075	1,812,277	1,913,476
186 Stipend - Licensed	400	1,100	-	-	-
195 Salary Chargeback	313,192	308,994	-	-	-
210 FICA (Social Security & Medicare)	125,310	130,543	144,020	155,032	166,635
214 Public Employees Retirement (PERA)	124,505	127,572	143,332	151,992	158,800
220 Health Insurance	260,165	266,080	281,885	363,201	409,028
230 Life Insurance	1,508	1,375	1,568	1,544	1,490
235 Dental Insurance	11,463	11,258	10,553	11,673	11,869
240 Long-Term Disability	5,247	5,384	5,803	7,186	6,625
250 403B Match	20,843	19,623	19,371	16,303	22,738
251 Tax-Advantage Employer Health	6,433	3,131	18,361	8,450	9,000
270 Workers' Compensation	1,604	2,959	5,536	10,815	11,000
299 Other Employee Benefits	9,520	20,435	12,536	12,750	20,000
305 Consulting Fees/Fees for Services	25,770	56,101	46,409	58,674	60,674
320 Communications Services	493	451	533	541	541
329 Postage & Parcel Services	2,269	3,166	203	3,785	3,785
350 Repairs & Maintenance Services	42,918	53,319	71,195	75,000	50,000
366 Travel, Conventions/Conferences	3,052	6,143	3,815	10,000	10,000
398 Interdepartmental Chargeback	20,609	22,151	-	-	-
401 General Supplies	238,670	222,893	212,153	230,000	250,000
490 Food	1,423,036	1,633,169	2,046,882	2,260,750	2,370,000
491 Commodities	433,403	433,486	525,815	389,099	417,403
495 Milk	155,221	136,750	142,458	150,000	160,000
530 Equipment	4,941	17,187	180,913	675,000	500,000
555 Technology Equipment Non-Instruct	2,556	-	99,022	-	-
820 Dues, Memberships, Licenses	7,432	7,807	10,968	12,000	12,000
895 Indirect Chargeback	-	-	261,521	380,655	547,078
<b>Total Food &amp; Nutrition Expenditures</b>	<b>\$ 4,921,295</b>	<b>\$ 5,227,052</b>	<b>\$ 6,162,396</b>	<b>\$ 7,137,014</b>	<b>\$ 7,457,001</b>

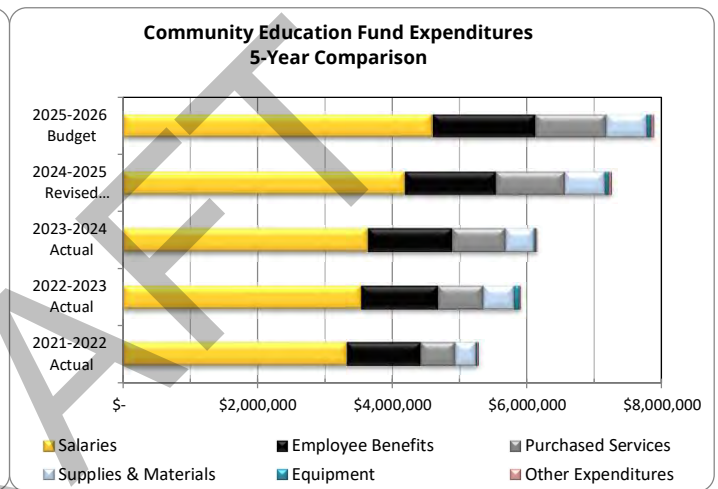
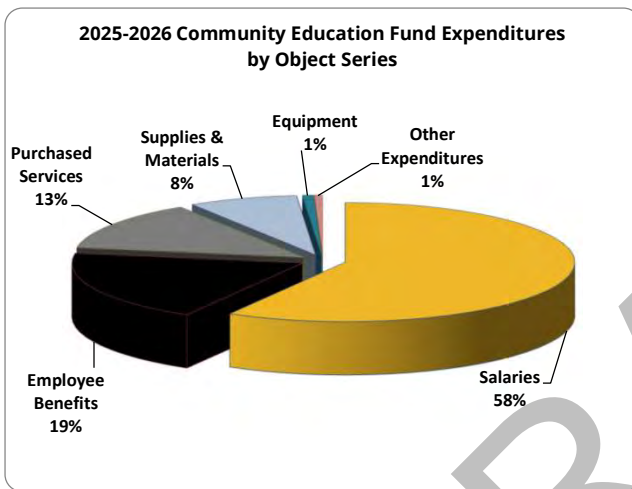
**COMMUNITY EDUCATION - FUND 04 - REVENUE SUMMARY**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Amount	%
	Actual	Actual	Actual	Revised Budget	Budget	Change	Change
Local Property Taxes	\$ 1,635,122	\$ 1,598,163	\$ 1,604,461	\$ 1,617,467	\$ 1,590,370	\$ (27,097)	-1.7%
Tuition & Fees	2,607,859	2,579,172	2,777,396	3,065,000	3,070,000	5,000	0.2%
Other Local Revenue	360,693	511,460	680,938	561,698	504,923	(56,775)	-10.1%
State Sources	1,532,851	1,661,039	1,788,068	2,010,636	2,018,316	7,680	0.4%
Federal Sources	259,906	450,949	376,025	328,871	345,589	16,718	5.1%
<b>Total</b>	<b>\$ 6,396,431</b>	<b>\$ 6,800,783</b>	<b>\$ 7,226,889</b>	<b>\$ 7,583,672</b>	<b>\$ 7,529,198</b>	<b>\$ (54,474)</b>	<b>-0.7%</b>



COMMUNITY EDUCATION - FUND 04 - EXPENDITURE SUMMARY

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Amount	%
	Actual	Actual	Actual	Revised Budget	Budget	Change	Change
Salaries	\$ 3,321,121	\$ 3,540,304	\$ 3,632,959	\$ 4,188,206	\$ 4,599,734	\$ 411,528	9.83%
Employee Benefits	1,089,102	1,137,015	1,241,506	1,345,836	1,520,903	175,067	13.01%
Purchased Services	509,557	673,034	792,309	1,024,920	1,053,494	28,574	2.79%
Supplies & Materials	312,617	460,275	426,000	599,775	605,406	5,631	0.94%
Equipment	14,696	79,293	19,762	56,870	59,326	2,456	4.32%
Other Expenditures	26,461	21,087	22,822	41,253	45,147	3,894	9.44%
<b>Total</b>	<b>\$ 5,273,554</b>	<b>\$ 5,911,008</b>	<b>\$ 6,135,358</b>	<b>\$ 7,256,860</b>	<b>\$ 7,884,010</b>	<b>\$ 627,150</b>	<b>8.64%</b>



**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

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**COMMUNITY EDUCATION - FUND 04 - EXPENDITURE DETAIL BY OBJECT CODE**

		<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<b>Object Description</b>		<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>
110	Administration/Supervision	\$ 284,240	\$ 263,628	\$ 315,610	\$ 306,059	\$ 311,123
120	Early Childhood Admin/Supervision	147,856	185,398	159,503	155,575	161,144
140	Licensed Classroom Teacher	362,269	402,504	490,728	530,170	832,173
141	Non-Licensed Classroom Personnel	1,085,859	1,185,503	1,204,500	1,215,617	1,347,128
144	Non-Licensed Instructional Support	67,933	75,717	24,764	52,121	57,175
145	Substitute Teacher Salaries	4,556	32,649	27,514	38,145	28,989
154	School Nurse	25,869	37,854	72,923	83,942	83,334
155	Licensed Nursing Services	13,910	7,676	-	-	-
165	School Counselor	27,310	-	-	-	-
170	Non-Instructional Support	209,355	205,372	207,416	259,011	235,756
175	Cultural Liason	-	-	-	-	-
185	Other Licensed Salary Payments	129,387	135,436	205,958	230,407	208,500
186	Other Non-Licensed Salary Payments	914,576	960,567	924,041	1,317,159	1,334,412
195	Salary Chargeback	48,000	48,000	-	-	-
210	FICA (Social Security & Medicare)	241,404	257,386	267,465	247,316	277,815
214	Public Employees Retirement (PERA)	162,147	168,529	158,385	132,617	151,864
218	Teacher Retirement (TRA)	69,695	73,474	89,482	119,492	130,000
220	Health Insurance	522,648	547,177	621,490	743,514	846,949
230	Life Insurance	1,087	1,019	1,011	1,546	1,675
235	Dental Insurance	21,556	20,383	22,709	26,191	30,435
240	Long-Term Disability	8,291	9,244	8,734	10,432	10,097
250	403B Match	31,911	31,432	25,320	30,078	38,568
251	Employer Health Arrangements	11,838	7,398	32,302	11,650	12,500
270	Workers' Compensation	16,187	19,973	11,608	20,000	20,000
295	Benefits Chargeback	-	-	-	-	-
299	Other Employee Benefits	2,339	1,000	3,000	3,000	1,000
305	Consulting Fees/Fees for Services	389,388	522,464	580,167	704,709	716,437
320	Communications Services	3,271	1,423	1,198	4,327	4,245
329	Postage & Parcel Services	15,562	19,961	26,227	27,517	31,112
330	Utilities	11,957	11,886	9,755	10,000	10,000
335	Operating Leases or Rentals	2,189	-	280	5,300	5,500
350	Repairs & Maintenance Services	-	-	-	150	150
360	Transportation Contracts	24,069	43,951	52,635	88,418	93,418
366	Travel, Conventions and Conferences	2,651	9,402	18,369	23,960	24,093
368	Travel - Out of State	-	-	14,362	-	-
369	Entry Fees/Student Travel	60,321	62,898	88,304	160,539	168,539
394	Payments for Educ to Other Agencies	150	1,050	-	-	-
401	General Supplies	109,557	153,163	175,912	267,223	266,891
430	Instructional Supplies	37,209	29,470	28,693	76,944	79,044
433	Individualized Instructional Supplies	2,374	5,776	4,968	11,431	12,566
456	Technology Supplies Instructional	-	3,162	-	-	-
460	Textbooks and Workbooks	28,094	40,398	33,051	42,496	46,231
465	Technology Devices Non-Instructional	-	-	-	-	-
466	Technology Devices Instructional	51,065	-	1,485	1,560	1,560
490	Food	83,272	224,845	176,060	194,457	193,286
495	Milk	1,047	3,460	1,911	2,164	2,164
530	Equipment	904	24,364	-	37,163	37,163
555	Technology Equipment Non-Instructional	2,077	45,968	18,278	14,166	15,163

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**COMMUNITY EDUCATION - FUND 04 - EXPENDITURE DETAIL BY OBJECT CODE**

<b>Object Description</b>	<b>2021-2022 Actual</b>	<b>2022-2023 Actual</b>	<b>2023-2024 Actual</b>	<b>2024-2025 Revised Budget</b>	<b>2025-2026 Budget</b>
556 Technology Equipment Instructional	11,715	550	-	-	-
560 Principal on Long-Term Technology Lease	-	1,442	1,485	541	2,000
820 Dues, Memberships, Licenses	16,816	15,076	11,068	28,525	32,419
891 TRA and PERA Special Pension Expense	9,645	6,011	6,443	7,000	7,000
<b>Total Community Education Expenditures</b>	<b>\$ 5,273,554</b>	<b>\$ 5,911,008</b>	<b>\$ 6,135,358</b>	<b>\$ 7,256,860</b>	<b>\$ 7,884,010</b>

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**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**COMMUNITY EDUCATION - FUND 04 - PROGRAM SUMMARY**

		2025-26		2025-26		Variance
		Revenue	Budget	Expense	Budget	
<b>Summary by Program</b>						
505	General Community Education	\$	628,908	\$	618,674	\$ 10,234
507	Community Engagement		7,650		50,000	(42,350)
510	Adult Education		193,045		172,105	20,940
511	Adult Recreation		42,000		10,000	32,000
520	Adult Basic Education		915,053		915,053	-
551	Elementary Enrichment		263,000		236,565	26,435
552	Secondary Enrichment		189,000		235,428	(46,428)
553	Gifted and Talented Enrichment		20,000		30,000	(10,000)
560	Aquatics		19,000		-	19,000
570	Project Kids (School-Age Child Care)		2,203,000		1,889,799	313,201
571	Ready to Grow/Ready to Learn		842,000		1,353,081	(511,081)
572	Kindergarten Ready		34,000		35,000	(1,000)
573	Edge Program		225,000		200,000	25,000
580	Early Childhood Family Education		570,517		613,010	(42,493)
582	School Readiness		796,432		817,801	(21,369)
583	Early Childhood Screening		50,000		50,000	-
585	Youth Development (Including Backpack)		154,381		265,641	(111,260)
586	Youth Development (Afterschool)		45,609		-	45,609
590	Senior Citizens		213,416		274,666	(61,250)
590	Non Public-Health, Guidance & Textbooks		117,187		117,187	-
<b>Total Community Education</b>		<b>\$</b>	<b>7,529,198</b>	<b>\$</b>	<b>7,884,010</b>	<b>\$ (354,812)</b>

FINANCIAL SECTION

Level Three – Additional Detail for Individual Funds

Other Funds – this section contains the Construction Fund, Debt Service, Internal Service and OPEB Revocable Trust Funds.

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OTHER FUNDS - SUMMARY

	Actual Fund Balance 6/30/22	Actual Fund Balance 6/30/23	Actual Fund Balance 6/30/24	2024-2025 Revised Revenue	2024-2025 Revised Expenditure	Projected Fund Balance 6/30/25	2025-2026 Revenue Budget	2025-2026 Expenditure Budget	Projected Fund Balance 6/30/26
<b>Construction</b>									
Construction	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Total Construction</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Debt Service</b>									
Debt Service	\$ 5,386,218	\$ 5,165,070	\$ 4,366,961	\$ 9,250,000	\$ 9,785,000	\$ 3,831,961	\$ 9,825,000	\$ 9,805,000	\$ 3,851,961
OPEB Debt Service	405,673	322,041	372,206	1,450,000	1,400,245	421,961	1,425,000	1,397,458	449,503
<b>Total Debt Service</b>	<b>\$ 5,791,892</b>	<b>\$ 5,487,111</b>	<b>\$ 4,739,167</b>	<b>\$ 10,700,000</b>	<b>\$ 11,185,245</b>	<b>\$ 4,253,922</b>	<b>\$ 11,250,000</b>	<b>\$ 11,202,458</b>	<b>\$ 4,301,464</b>
<b>Proprietary/Internal Service</b>									
Self Insured Dental Insurance	\$ 497,195	\$ 525,883	\$ 514,893	\$ 900,000	\$ 950,000	\$ 464,893	\$ 910,000	\$ 985,000	\$ 389,893
Self Insured Severance Fund*	2,278,613	2,771,815	-	-	-	-	-	-	-
Self Insured Health Insurance	7,350,461	5,436,052	7,636,247	29,100,000	29,100,000	7,636,247	30,250,000	30,000,000	7,886,247
<b>Total Proprietary/Internal</b>	<b>\$ 10,126,269</b>	<b>\$ 8,733,749</b>	<b>\$ 8,151,140</b>	<b>\$ 30,000,000</b>	<b>\$ 30,050,000</b>	<b>\$ 8,101,140</b>	<b>\$ 31,160,000</b>	<b>\$ 30,985,000</b>	<b>\$ 8,276,140</b>
<b>Fiduciary</b>									
OPEB Revocable Trust	\$ 10,774,721	\$ 10,664,708	\$ 10,973,728	\$ 500,000	\$ 775,000	\$ 10,698,728	\$ 500,000	\$ 750,000	\$ 10,448,728
<b>Total Fiduciary</b>	<b>\$ 10,774,721</b>	<b>\$ 10,664,708</b>	<b>\$ 10,973,728</b>	<b>\$ 500,000</b>	<b>\$ 775,000</b>	<b>\$ 10,698,728</b>	<b>\$ 500,000</b>	<b>\$ 750,000</b>	<b>\$ 10,448,728</b>
<b>Total Other Funds</b>	<b>\$ 26,692,882</b>	<b>\$ 24,885,568</b>	<b>\$ 23,864,034</b>	<b>\$ 41,200,000</b>	<b>\$ 42,010,245</b>	<b>\$ 23,053,789</b>	<b>\$ 42,910,000</b>	<b>\$ 42,937,458</b>	<b>\$ 23,026,331</b>

\*During FY2024, the District determined that the Severance Fund Balance was no longer needed and transferred \$2,771,841.52 to the Self Insured Health Internal Service Fund.

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**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**CONSTRUCTION - FUND 26**

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>Referendum 2015 Revenue</b>						
092	Interest	\$ 438	\$ -	\$ -	\$ -	\$ -
<b>Total Construction Revenue</b>		<b>\$ 438</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Referendum 2015 Expense</b>						
100	Salaries	\$ -	\$ -	\$ -	\$ -	\$ -
200	Benefits	-	-	-	-	-
300	Purchased Services	209,530	-	-	-	-
400	Supplies & Materials	-	-	-	-	-
500	Equipment	1,448,603	-	-	-	-
700	Debt Expenses	-	-	-	-	-
800	Other Expenditures	-	-	-	-	-
<b>Total Construction Expenditure</b>		<b>\$ 1,658,133</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

The Building Construction Fund is used to record all operations of a district's building construction program that are funded by the sale of bonds, capital loans, certificates of participation, Long-Term Facility Bond Program and any other qualify financing. There are currently no active building construction funds.

Fund 26 Construction Fund was financed with the sale of the 2015A School Building Bonds as part of the Vision One91. Building construction projects included an addition and major remodeling projects at Burnsville High School. The final payments for construction occurred in FY2022 and the construction account was closed.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**DEBT SERVICE - FUND 07**

	<b>2021-2022</b>		<b>2022-2023</b>		<b>2023-2024</b>		<b>2024-2025</b>		<b>2025-2026</b>
	<b>Actual</b>		<b>Actual</b>		<b>Actual</b>		<b>Revised</b>		<b>Budget</b>
							<b>Budget</b>		<b>Budget</b>
<b>Debt Service Revenue</b>									
001 Property Taxes	\$ 10,304,794	\$	9,110,129	\$	8,390,556	\$	8,686,947	\$	9,255,620
092 Interest Income	(14,687)		282,276		511,281		279,675		277,350
093 Rental Income	256,163		247,347		237,283		283,340		291,992
200 State Aid	234		207		1,408		38		38
317 Long-Term Facility Aid	157,309		84,923		10,825		-		-
623 Sale of Real Property	856,756		-		-		-		-
631 Sale of Bonds Proceeds	11,823,678		-		-		-		-
<b>Total Debt Service Revenue</b>	<b>\$ 23,384,248</b>	<b>\$</b>	<b>9,724,881</b>	<b>\$</b>	<b>9,151,353</b>	<b>\$</b>	<b>9,250,000</b>	<b>\$</b>	<b>9,825,000</b>
<b>Debt Service Expenditures</b>									
710 Principal on Bonds	\$ 5,920,000	\$	5,945,000	\$	6,335,000	\$	6,405,000	\$	6,990,000
720 Interest on Bonds	4,038,895		3,999,129		3,612,563		3,375,063		2,812,220
790 Service Charges	120,245		1,900		1,900		4,937		2,780
920 Bond Refunding Payments	11,705,000		-		-		-		-
<b>Total Debt Service Expenses</b>	<b>\$ 21,784,140</b>	<b>\$</b>	<b>9,946,029</b>	<b>\$</b>	<b>9,949,463</b>	<b>\$</b>	<b>9,785,000</b>	<b>\$</b>	<b>9,805,000</b>

The Debt Service Fund is used to record revenues and expenditures for a school district's outstanding bonded indebtedness, building construction or operating capital, and initial or refunding bonds. Any cash balance or investment in the Debt Service Fund is held in trust for the bondholders and must not be used to support cash deficits in other funds.

The Debt Service Revenue budget for FY2026, is \$9,825,000 with the largest part, \$9,255,620 coming from property tax. The District is required to levy 105% of the principal and interest payments. Other revenue includes rental income from Intermediate School District 917 which leases a portion of the Cedar School. The rental income helps offset the cost of the principal and interest by contributing to the debt excess formula that the Minnesota Department of Education calculates each summer. This calculation decreases the amount of the debt service levy, which benefits the local taxpayers. Other revenue includes anticipated interest earnings of approximately \$277,350.

Expenditures in the Debt Service Fund include \$6,990,000 in principal and \$2,812,220 in interest on five outstanding bond issues. An additional \$2,780 is budgeted for fiscal service fees related to the record keeping of the bonds. The final payments on each bond issue are as follows:

- 2015A General Obligation bonds - February 1, 2036
- 2016A Alternative Facility Refunding Bonds - February 1, 2033
- 2020A GO Alternative Facility Refunding Bonds - February 1, 2030
- 2021A GO Alternative Facility Refunding Bonds - February 1, 2030.
- 2025A GO Refunding Bonds - February 1, 2034.

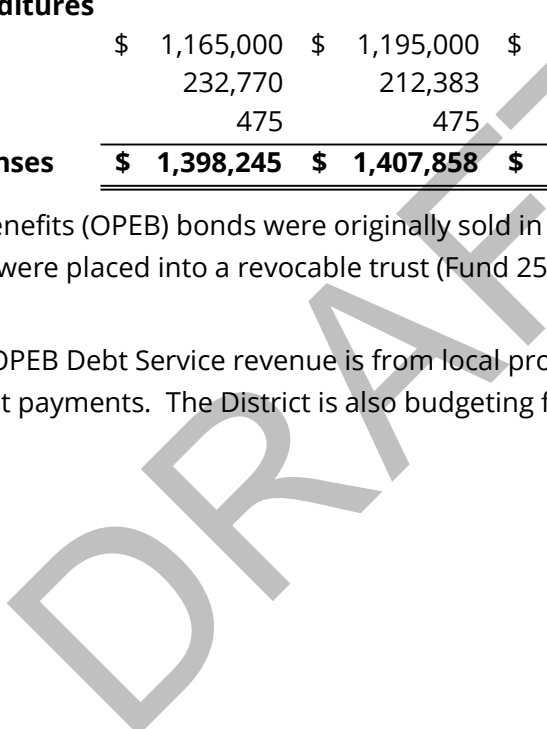
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**OPEB DEBT SERVICE - FUND 47**

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>OPEB Debt Service Revenue</b>						
001	Property Taxes	\$ 1,467,314	\$ 1,292,616	\$ 1,388,848	\$ 1,405,110	\$ 1,374,042
092	Interest Income	(1,002)	31,609	66,470	44,890	50,958
<b>Total OPEB Debt Revenue</b>		<b>\$ 1,466,315</b>	<b>\$ 1,324,225</b>	<b>1,455,317.24</b>	<b>\$ 1,450,000</b>	<b>\$ 1,425,000</b>
<b>OPEB Debt Service Expenditures</b>						
710	Principal on Bonds	\$ 1,165,000	\$ 1,195,000	\$ 1,215,000	\$ 1,235,000	\$ 1,260,000
720	Interest on Bonds	232,770	212,383	189,678	164,770	136,983
790	Service Charges	475	475	475	475	475
<b>Total OPEB Debt Expenses</b>		<b>\$ 1,398,245</b>	<b>\$ 1,407,858</b>	<b>\$ 1,405,153</b>	<b>\$ 1,400,245</b>	<b>\$ 1,397,458</b>

Other Post Employment Benefits (OPEB) bonds were originally sold in 2009A to finance OPEB costs. The proceeds of the bond sale were placed into a revocable trust (Fund 25). The bonds were refunded (refinanced) in 2016.

The largest portion of the OPEB Debt Service revenue is from local property tax which is approximately 105% of the principal and interest payments. The District is also budgeting for \$50,958 in interest income.



**SELF FUNDED DENTAL INSURANCE TRUST - FUND 20**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
	Actual	Actual	Actual	Revised Budget	Budget
<b>Self Funded Dental Insurance Revenue</b>					
092 Interest Income	\$ (466)	\$ 18,274	\$ 27,782	\$ 18,324	\$ 19,652
099 Miscellaneous Revenue	844,904	820,785	843,376	850,000	860,000
615 Contributions Post-Employment	5,875	12,343	12,014	11,676	10,348
616 Retiree Contribution-Post Employment	21,595	22,918	8,523	20,000	20,000
<b>Total Self Funded Dental Revenue</b>	<b>\$ 871,908</b>	<b>\$ 874,319</b>	<b>\$ 891,695</b>	<b>\$ 900,000</b>	<b>\$ 910,000</b>

**Self Funded Dental Insurance Expenditures**

220 Claims	\$ 784,801	\$ 791,853	\$ 848,347	\$ 895,000	\$ 925,000
305 Administrative Services	50,481	53,778	54,338	55,000	60,000
<b>Total Self Funded Dental Expenses</b>	<b>\$ 835,282</b>	<b>\$ 845,631</b>	<b>\$ 902,685</b>	<b>\$ 950,000</b>	<b>\$ 985,000</b>

Fund 20 is an Internal Service Fund used for recording the District's Self-Insured Dental plan with Delta Dental. Employee deductions and benefits are deposited within a separate account to cover dental premiums.

For FY2026, the District is budgeting \$910,000 in revenue and \$985,000 in expenses. The revenue is made up of District contributions (benefit) and employee deductions for dental insurance. Additionally, the District has a number of retirees and/or COBRA participants that have continued on the plan and pay the premium in full.

Expenses in the Dental Fund Internal Service Fund are for the claims and an administrative fee for Delta Dental for processing claims.

**SELF FUNDED SEVERANCE BENEFITS - FUND 21**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
	Actual	Actual	Actual	Revised Budget	Budget
<b>Self Funded Severance Revenue</b>					
092 Interest Income	\$ (3,516)	\$ 99,484	\$ -	\$ -	\$ -
099 Miscellaneous Revenue	291,394	444,727	-	-	-
615 Contributions for Postemployment	-	-	-	-	-
616 Retiree Contribution-Post Employment	-	-	-	-	-
<b>Total Self Funded Severance Revenue</b>	<b>\$ 287,878</b>	<b>\$ 544,211</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**Self Funded Severance Expenditures**

191 Severance Payments	\$ -	\$ -	\$ -	\$ -	\$ -
2XX Benefit Payments	460,363	51,010	127,730	-	-
<b>Total Self Funded Severance Expenses</b>	<b>\$ 460,363</b>	<b>\$ 51,010</b>	<b>\$ 127,730</b>	<b>\$ -</b>	<b>\$ -</b>

Fund 21 is an Internal Service Fund used to account for the District's severance benefits. In FY2010, the District set aside roughly \$4.6M to cover the costs of severance benefits and the self-insured health plan. During FY2024, the District determined that the Severance Fund Balance was no longer needed and transferred \$2,771,841.52 to the Self Insured Health Internal Service Fund. There are only five remaining employees that qualify for a severance payments for unused sick days with a total liability of approximately \$310,500.

**SELF FUNDED HEALTH INSURANCE - FUND 22**

	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>
<b>Self Funded Health Insurance Revenue</b>					
092 Interest	\$ 11,868	\$ 193,798	\$ 172,169	\$ 165,488	\$ 97,859
099 Miscellaneous Revenue	20,817,564	21,054,640	24,266,130	28,350,000	29,750,000
615 Contributions for Postemployment	308,383	300,747	316,026	284,512	252,141
616 Retiree Contribution-Post Employment	275,975	302,610	63,259	300,000	150,000
<b>Total Self Funded Health Revenue</b>	<b>\$ 21,413,790</b>	<b>\$ 21,851,796</b>	<b>\$ 24,817,584</b>	<b>\$ 29,100,000</b>	<b>\$ 30,250,000</b>
<b>Self Funded Health Insurance Expenditures</b>					
299 Other Benefits	\$ 22,444,104	\$ 23,309,069	\$ 22,180,691	\$ 25,790,000	\$ 26,625,000
305 Administrative Fees	-	408,023	3,028,241	3,250,000	3,315,000
401 General Supplies	74,842	42,397	45,647	50,000	50,000
896 ACA Fees & Taxes	-	6,717	6,894	10,000	10,000
<b>Total Self Funded Health Expenses</b>	<b>\$ 22,518,947</b>	<b>\$ 23,766,205</b>	<b>\$ 25,261,473</b>	<b>\$ 29,100,000</b>	<b>\$ 30,000,000</b>

Fund 22 is used for the District's Self-Insured Health plan with United Medical Resources (UMR), a United Healthcare company. The District is switching to Blue Cross Blue Shield for the 2025-2026 fiscal year. Employee payroll deductions and benefits are deposited within a separate account to cover health premiums. Revenue of \$30,250,000 for FY2026 is primarily made of the premiums payments for active employees which are paid by benefit and/or deductions via payroll processing. Premiums increased by 5% from FY2025. Other revenue includes premiums for retirees and interest revenue.

FY2026 expenses include claims, administrative fees to UMR and are anticipated to be \$30,000,000.

**ALL SELF FUNDED INSURANCE AND SEVERANCE FUNDS (FUNDS 20, 21 AND 22)**

	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>
<b>Total Self Funded Revenue</b>					
092 Interest	\$ 7,886	\$ 311,556	\$ 199,950	\$ 183,812	\$ 117,511
099 Miscellaneous Revenue	21,953,862	22,320,152	25,109,506	29,200,000	30,610,000
615 Contributions for Postemployment	314,258	313,090	328,040	296,188	262,489
616 Retiree Contribution-Post Employment	297,570	325,527	71,782	320,000	170,000
<b>Total Self Funded Revenue</b>	<b>\$ 22,573,576</b>	<b>\$ 23,270,326</b>	<b>\$ 25,709,278</b>	<b>\$ 30,000,000</b>	<b>\$ 31,160,000</b>
<b>Self Funded Expenditures</b>					
2XX Other Benefits	\$ 23,689,269	\$ 24,151,932	\$ 23,156,768	\$ 26,685,000	\$ 27,550,000
305 Administrative Fees	50,481	461,801	3,082,579	3,305,000	3,375,000
401 General Supplies	74,842	42,397	45,647	50,000	50,000
896 ACA Fees & Taxes	-	6,717	6,894	10,000	10,000
<b>Total Self Funded Expenses</b>	<b>\$ 23,814,592</b>	<b>\$ 24,662,845</b>	<b>\$ 26,291,888</b>	<b>\$ 30,050,000</b>	<b>\$ 30,985,000</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**CUSTODIAL FUND - FUND 18**

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>Custodial Revenue</b>						
092	Interest	\$ -	\$ -	\$ -	\$ -	\$ -
096	Gifts/Bequests	-	-	-	-	-
099	Miscellaneous Revenue	-	-	-	-	-
	<b>Total Custodial Revenue</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>Custodial Expenditures</b>						
401	Printing	\$ -	\$ -	\$ -	\$ -	\$ -
898	Scholarships	-	-	-	-	-
	<b>Total Custodial Expenditures</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

With GASB Statement No. 84-Fiduciary Activities and the accounting for private purpose trust funds changed, the Scholarship Fund was combined with the Custodial Fund. Since the 2021-2022 fiscal year, scholarships have gone through ISD 191 Foundation.

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**OPEB REVOCABLE TRUST - FUND 25**

		2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
		Actual	Actual	Actual	Revised Budget	Budget
<b>OPEB Trust Revenue</b>						
092	Interest Income	\$ (847,295)	\$ 758,783	\$ 1,098,204	\$ 500,000	\$ 500,000
<b>Total OPEB Trust Revenue</b>		<b>\$ (847,295)</b>	<b>\$ 758,783</b>	<b>\$ 1,098,204</b>	<b>\$ 500,000</b>	<b>\$ 500,000</b>
<b>OPEB Trust Expenditures</b>						
220	Health Insurance	\$ 775,812	\$ 842,173	\$ 757,943	\$ 729,611	\$ 703,390
305	Contracted Services	20,000	26,623	31,241	45,389	46,610
<b>Total OPEB Trust Expenditures</b>		<b>\$ 795,812</b>	<b>\$ 868,796</b>	<b>\$ 789,184</b>	<b>\$ 775,000</b>	<b>\$ 750,000</b>

The OPEB trust fund is used for reporting resources set aside and held in a revocable trust arrangement for post-employment benefits. The District operates a single-employer retiree benefit plan that provides health insurance or a contribution to eligible employees and their spouses through the District's health insurance plan. Benefit and eligibility provisions are established through individual contracts and negotiations between the District and various unions representing District employees and may be renegotiated each two-year bargaining period.

The District follows GASB Statement No. 75, Accounting and Financial Reporting by Employer for Postemployment Benefits Other than Pensions. The District engages an actuary every two years to determine the District's liability for postemployment healthcare benefits other than pensions as of July 1st. OPEB benefits have historically been funded on a pay-as-you-go basis (PAYGO). Under GASB 75, plan sponsors may set up a trust and pre-fund the benefits. There is no requirement to pre-fund benefits under GASB 75.

The District issued \$18,580,000 of general obligation OPEB bonds in 2009 and contributed the proceeds to a revocable trust account to be used for other post employment benefit (OPEB) payments. As of July 1, 2024, the District had a Total OPEB Liability of \$5,915,668. Plan assets in the Revocable OPEB Trust at July 1, 2024 is \$10,973,728. Monies in a revocable OPEB trust cannot be recognized as an offset to the Total OPEB Liability, but can be used to pay the OPEB benefits for the District as they come due.

FINANCIAL SECTION

Level Four – Additional Information on Schools and Programs

The following pages provide financial information on the individual schools, alternative learning programs, special education and non-public schools.

DRAFT

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

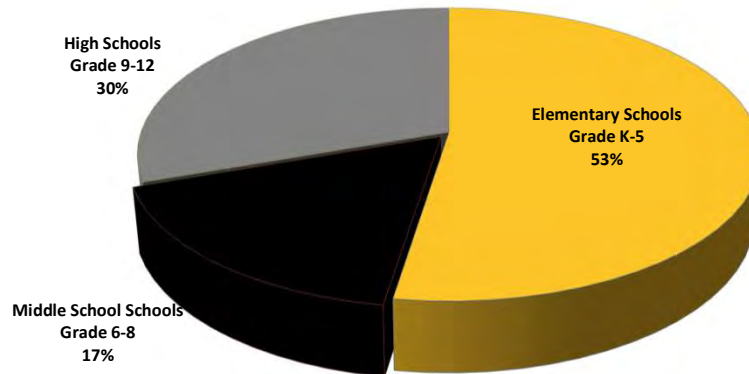
**GENERAL FUND - EXPENDITURE SUMMARY BY SCHOOL**

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Gideon Pond Elementary	\$ 4,635,218	\$ 4,706,806	\$ 4,422,948	\$ 5,368,927	\$ 6,088,753	\$ 719,826
Edward Neill Elementary	4,470,875	4,374,857	4,365,661	5,572,091	6,120,305	548,214
Marion W Savage Elementary*	118,133	82,378	63,786	67,337	94,221	26,884
Sioux Trail Elementary*	73,630	108,460	63,477	67,631	63,221	(4,410)
Vista View Elementary	4,219,720	3,998,784	4,149,483	5,209,946	5,307,048	97,102
William Byrne Elementary	5,274,539	5,517,416	6,492,818	7,404,794	7,840,061	435,267
Rahn Elementary	4,112,483	4,016,645	4,380,288	5,281,595	5,713,467	431,872
Sky Oaks Elementary	5,571,351	5,817,615	6,078,180	6,995,295	7,574,222	578,927
Hidden Valley Elementary	5,860,160	6,304,031	6,551,884	6,781,217	7,272,004	490,787
Harriot Bishop Elementary	6,364,330	5,767,697	6,443,354	6,822,903	7,225,085	402,182
Virtual Academy Elementary	822,903.94	908,860.74	947,226	1,112,326	875,514	(236,812)
Nicollet Middle School	8,255,311	8,194,443	8,842,077	8,625,740	9,794,930	1,169,190
Eagle Ridge Middle School	6,484,961	6,789,826	7,205,113	7,480,920	7,859,780	378,860
Metcalf Middle School*	209,568	215,182	188,975	207,458	42,348	(165,110)
Virtual Academy Secondary	423,737.64	1,108,381.06	1,458,777	2,305,613	2,491,143	185,530
Burnsville High School	20,570,618	20,911,985	20,164,185	24,745,732	25,385,448	639,716
Burnsville Area Learning Center	2,479,786	2,507,316	2,782,500	3,411,908	3,491,426	79,518
<b>Total</b>	<b>\$ 79,947,323</b>	<b>\$ 81,330,682</b>	<b>\$ 84,600,732</b>	<b>\$ 97,461,433</b>	<b>\$ 103,238,976</b>	<b>\$ 5,777,543</b>

\* Open Facilities

	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
	Actual	Actual	Actual	Revised Budget	Budget
Elementary Schools Grade K-5	\$ 41,523,342	\$ 41,603,550	\$ 43,959,106	\$ 50,684,062	\$ 54,173,901
Middle School Schools Grade 6-8	14,949,839	15,199,451	16,236,165	16,314,118	17,697,058
High Schools Grade 9-12	23,474,142	24,527,682	24,405,461	30,463,253	31,368,017
<b>Total</b>	<b>\$ 79,947,323</b>	<b>\$ 81,330,682</b>	<b>\$ 84,600,732</b>	<b>\$ 97,461,433</b>	<b>\$ 103,238,976</b>

**2025-2026 Expenses By School Category**

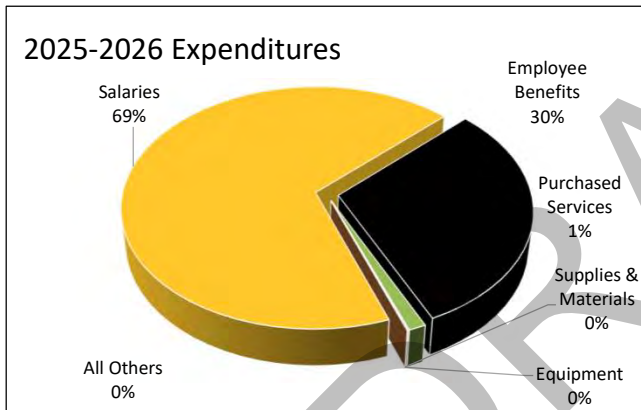


**VIRTUAL ACADEMY - ELEMENTARY (479)**  
**Principal - Dr. Angie Pohl**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	Budget	
Salaries	\$ 583,769	\$ 629,650	\$ 676,581	\$ 762,029	\$ 598,408	\$ (163,621)
Employee Benefits	231,878	263,589	264,766	335,597	264,879	(70,718)
Purchased Services	1,730	3,914	2,785	11,520	11,181	(339)
Supplies & Materials	5,526	11,032	3,094	2,704	947	(1,757)
Equipment	-	675	-	476	99	(377)
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 822,904</b>	<b>\$ 908,861</b>	<b>\$ 947,226</b>	<b>\$ 1,112,326</b>	<b>\$ 875,514</b>	<b>\$ (236,812)</b>

Total Students (ADM)	198	88	54	52	26
Per Student	\$ 4,149	\$ 10,336	\$ 17,652	\$ 21,391	\$ 33,674

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
K	33	12	7	7	2
1st	25	15	9	9	2
2nd	38	10	11	9	5
3rd	36	19	5	4	9
4th	35	17	14	14	4
5th	32	15	8	9	4
<b>Total</b>	<b>198</b>	<b>88</b>	<b>54</b>	<b>52</b>	<b>26</b>
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	56.5%	68.2%	76.4%	44.2%	NA

F/R - Percentage of free or reduced-price school meals



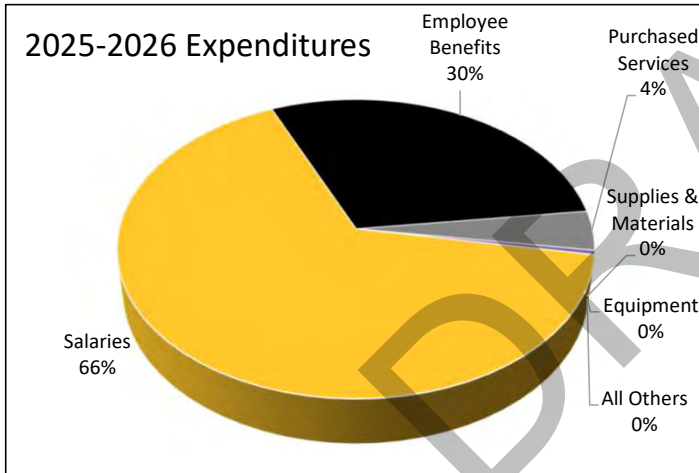
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**GIDEON POND ELEMENTARY (482)  
Principal - Dr. Salma Hussein**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025		Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	2025-2026 Budget	
Salaries	\$ 3,049,513	\$ 3,100,846	\$ 2,887,429	\$ 3,545,456	\$ 3,999,082	\$ 453,626
Employee Benefits	1,308,287	1,289,074	1,226,289	1,490,351	1,801,745	311,394
Purchased Services	237,710	279,733	283,558	303,463	258,357	(45,106)
Supplies & Materials	36,215	34,765	23,055	27,738	27,635	(103)
Equipment	1,512	1,433	672	1,254	1,269	15
All Others	1,980	955	1,944	665	665	-
<b>Total Expenditures</b>	<b>\$ 4,635,218</b>	<b>\$ 4,706,806</b>	<b>\$ 4,422,948</b>	<b>\$ 5,368,927</b>	<b>\$ 6,088,753</b>	<b>\$ 719,826</b>

Total Students (ADM)	396	378	341	351	348
Per Student	\$ 11,704	\$ 12,436	\$ 12,979	\$ 15,296	\$ 17,496

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
PreK	14	14	12	15	14
K	67	53	62	58	58
1st	69	62	47	50	58
2nd	64	63	53	51	64
3rd	63	63	60	62	50
4th	71	55	55	58	53
5th	48	69	52	57	51
<b>Total</b>	<b>396</b>	<b>378</b>	<b>341</b>	<b>351</b>	<b>348</b>

Enrollment from the MN Automated Reporting Student System (MARSS)  
\*Projected Enrollment

F/R	2021-22	2022-23	2023-24	2024-25	2025-26*
F/R	51.5%	61.8%	59.4%	52.0%	NA

F/R - Percentage of free or reduced-price school meals

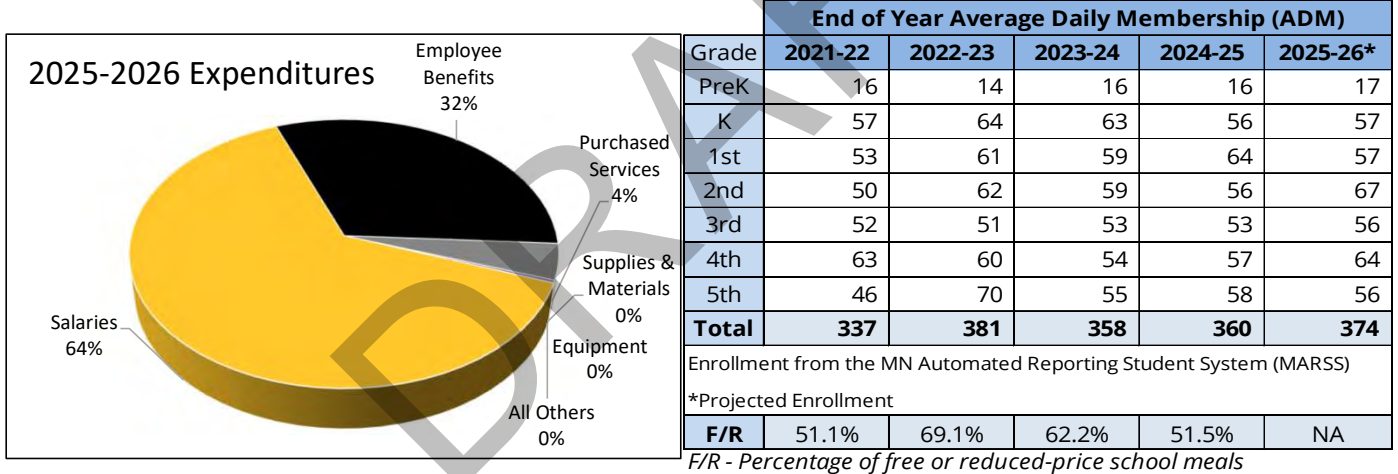
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**EDWARD NEILL ELEMENTARY (483)  
Principal - Lyle Bomsta**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025		Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	2025-2026 Budget	
Salaries	\$ 2,945,310	\$ 2,857,228	\$ 2,761,394	\$ 3,569,237	\$ 3,892,154	\$ 322,917
Employee Benefits	1,294,580	1,256,670	1,288,855	1,676,069	1,943,898	267,829
Purchased Services	185,196	232,065	285,601	307,587	264,771	(42,816)
Supplies & Materials	45,357	27,663	28,814	16,943	17,841	898
Equipment	433	525	-	1,677	1,046	(631)
All Others	-	706	997	578	595	17
<b>Total Expenditures</b>	<b>\$ 4,470,875</b>	<b>\$ 4,374,857</b>	<b>\$ 4,365,661</b>	<b>\$ 5,572,091</b>	<b>\$ 6,120,305</b>	<b>\$ 548,214</b>

Total Students (ADM)	337	381	358	360	374
Per Student	\$ 13,282	\$ 11,488	\$ 12,198	\$ 15,478	\$ 16,364

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
PreK	16	14	16	16	17
K	57	64	63	56	57
1st	53	61	59	64	57
2nd	50	62	59	56	67
3rd	52	51	53	53	56
4th	63	60	54	57	64
5th	46	70	55	58	56
<b>Total</b>	<b>337</b>	<b>381</b>	<b>358</b>	<b>360</b>	<b>374</b>

Enrollment from the MN Automated Reporting Student System (MARSS)  
\*Projected Enrollment

F/R	2021-22	2022-23	2023-24	2024-25	2025-26*
F/R	51.1%	69.1%	62.2%	51.5%	NA

F/R - Percentage of free or reduced-price school meals

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

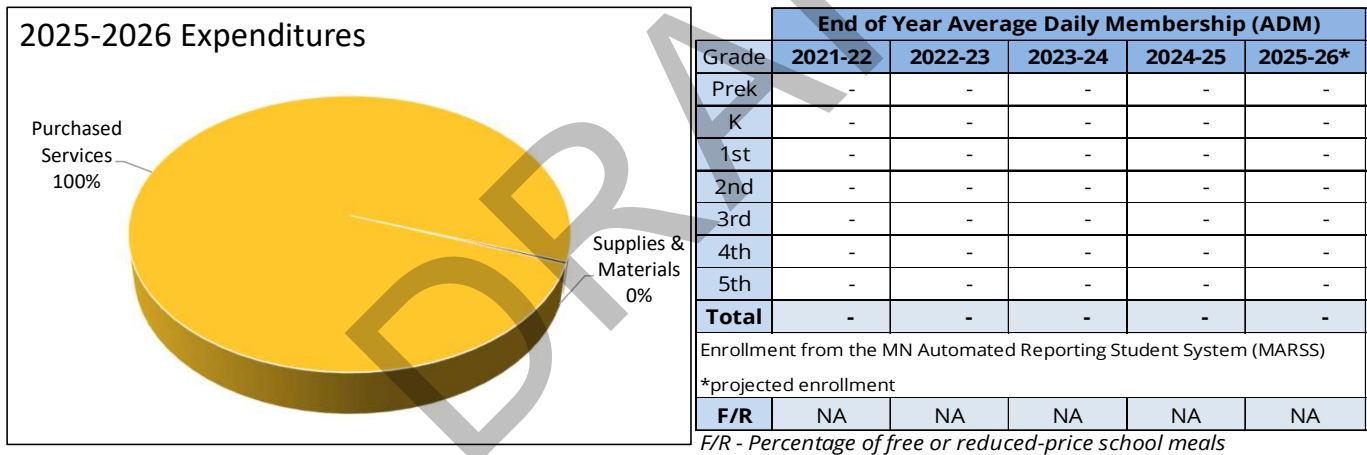
**MARION W SAVAGE ELEMENTARY (484)  
Principal - N/A - Open Facility**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	Budget	
Salaries	\$ 30,254	\$ -	\$ 1,601	\$ -	\$ -	\$ -
Employee Benefits	12,492	-	243	-	-	-
Purchased Services	75,387	82,378	62,027	67,034	94,000	26,966
Supplies & Materials	-	-	(85)	303	221	(82)
Equipment	-	-	-	-	-	-
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 118,133</b>	<b>\$ 82,378</b>	<b>\$ 63,786</b>	<b>\$ 67,337</b>	<b>\$ 94,221</b>	<b>\$ 26,884</b>

Total Students (ADM) -

Per Student NA NA NA NA NA

*Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.*



At the end of the 2019-20 school year, the Marion W Savage Elementary School was closed.

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

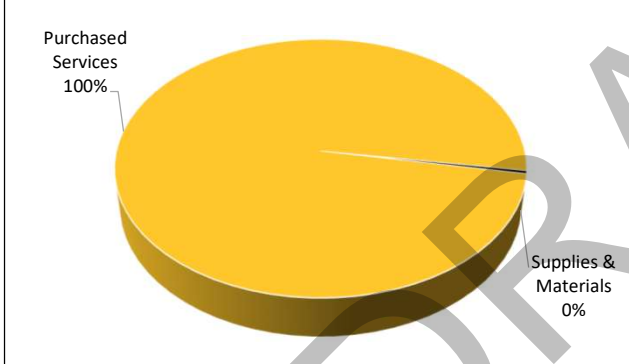
**SIOUX TRAIL ELEMENTARY (485)  
Principal - N/A - Open Facility**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	Budget	
Salaries	\$ -	\$ -	\$ 1,079	\$ -	\$ -	\$ -
Employee Benefits	-	-	163	-	-	-
Purchased Services	73,539	107,999	62,457	67,328	63,000	(4,328)
Supplies & Materials	90	460	(222)	303	221	(82)
Equipment	-	-	-	-	-	-
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 73,630</b>	<b>\$ 108,460</b>	<b>\$ 63,477</b>	<b>\$ 67,631</b>	<b>\$ 63,221</b>	<b>\$ (4,410)</b>

Total Students (ADM)	-	-	-	-	-
Per Student	NA	NA	NA	NA	NA

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.

**2025-2026 Expenditures**



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
PreK	-	-	-	-	-
K	-	-	-	-	-
1st	-	-	-	-	-
2nd	-	-	-	-	-
3rd	-	-	-	-	-
4th	-	-	-	-	-
5th	-	-	-	-	-
<b>Total</b>	-	-	-	-	-
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	NA	NA	NA	NA	NA

F/R - Percentage of free or reduced-price school meals

At the end of the 2019-20 school year, the Sioux Trail Elementary School closed.

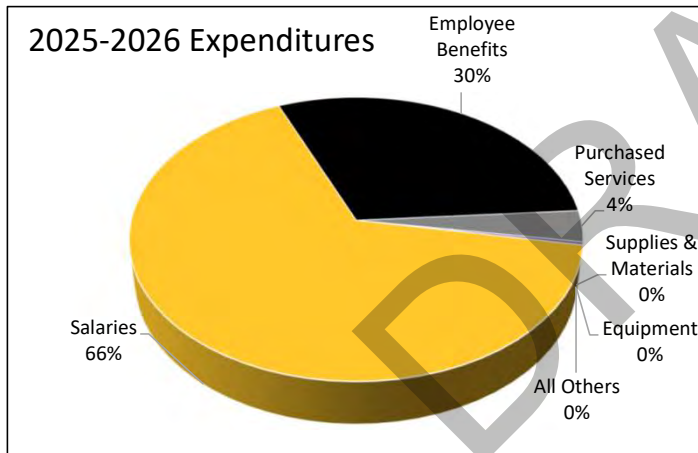
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**VISTA VIEW ELEMENTARY (486)  
Principal - Dr. Angie Pohl**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	Budget	
Salaries	\$ 2,751,608	\$ 2,600,357	\$ 2,672,241	\$ 3,448,058	\$ 3,450,525	\$ 2,467
Employee Benefits	1,214,712	1,158,649	1,186,470	1,457,434	1,629,117	171,683
Purchased Services	214,587	203,461	269,550	286,542	211,030	(75,512)
Supplies & Materials	36,813	35,983	19,909	16,711	15,282	(1,429)
Equipment	2,000	334	1,314	1,201	1,094	(107)
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 4,219,720</b>	<b>\$ 3,998,784</b>	<b>\$ 4,149,483</b>	<b>\$ 5,209,946</b>	<b>\$ 5,307,048</b>	<b>\$ 97,102</b>

Total Students (ADM)	300	311	325	327	301
Per Student	\$ 14,085	\$ 12,875	\$ 12,776	\$ 15,933	\$ 17,631

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
PreK	17	13	12	13	13
K	62	55	70	63	43
1st	46	61	51	55	42
2nd	44	45	56	54	64
3rd	45	41	47	48	45
4th	43	47	39	40	50
5th	44	49	50	54	44
<b>Total</b>	<b>300</b>	<b>311</b>	<b>325</b>	<b>327</b>	<b>301</b>
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	54.6%	71.5%	71.1%	55.0%	NA

F/R - Percentage of free or reduced-price school meals

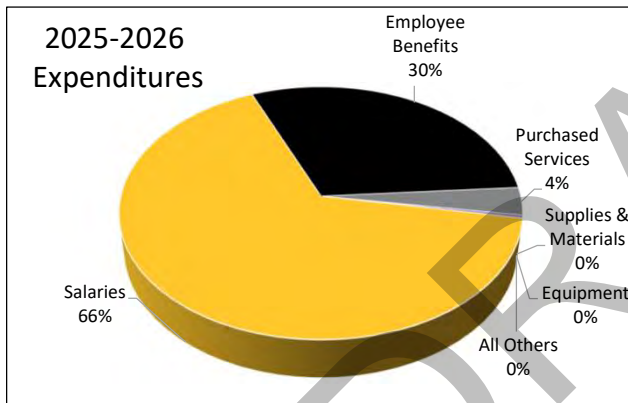
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**WILLIAM BYRNE ELEMENTARY (487)  
Principal - Dr. Jon Bonneville**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	Budget	
Salaries	\$ 3,535,501	\$ 3,614,081	\$ 4,321,129	\$ 4,901,244	\$ 5,166,756	\$ 265,512
Employee Benefits	1,442,813	1,558,980	1,822,453	2,113,705	2,367,395	253,690
Purchased Services	266,340	292,289	322,920	336,375	278,780	(57,595)
Supplies & Materials	29,785	52,067	26,315	29,019	25,177	(3,842)
Equipment	100	-	-	24,451	1,953	(22,498)
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 5,274,539</b>	<b>\$ 5,517,416</b>	<b>\$ 6,492,818</b>	<b>\$ 7,404,794</b>	<b>\$ 7,840,061</b>	<b>\$ 435,267</b>

Total Students (ADM)	525	552	564	561	531
Per Student	\$ 10,047	\$ 10,000	\$ 11,522	\$ 13,199	\$ 14,765

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
PreK	19	14	15	16	17
K	83	91	93	85	77
1st	102	94	85	91	76
2nd	83	102	90	83	86
3rd	81	85	102	103	85
4th	83	85	86	87	86
5th	73	82	91	96	104
<b>Total</b>	<b>525</b>	<b>552</b>	<b>564</b>	<b>561</b>	<b>531</b>
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	<b>38.3%</b>	<b>51.5%</b>	<b>53.0%</b>	<b>43.9%</b>	<b>NA</b>

F/R - Percentage of free or reduced-price school meals

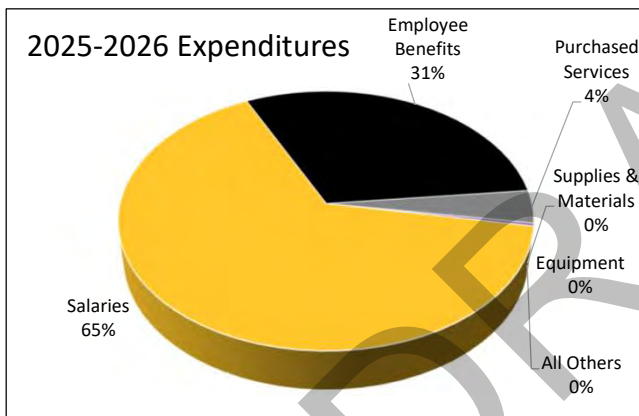
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**RAHN ELEMENTARY (488)  
Principal - Brad Robb**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Salaries	\$ 2,757,497	\$ 2,646,690	\$ 2,827,236	\$ 3,408,554	\$ 3,719,766	\$ 311,212
Employee Benefits	1,138,538	1,063,940	1,204,552	1,538,259	1,740,592	202,333
Purchased Services	182,801	213,890	290,706	300,850	231,991	(68,859)
Supplies & Materials	33,647	90,319	56,089	27,856	19,423	(8,433)
Equipment	-	1,110	253	5,751	1,360	(4,391)
All Others	-	696	1,453	325	335	10
<b>Total Expenditures</b>	<b>\$ 4,112,483</b>	<b>\$ 4,016,645</b>	<b>\$ 4,380,288</b>	<b>\$ 5,281,595</b>	<b>\$ 5,713,467</b>	<b>\$ 431,872</b>

Total Students (ADM)	306	362	347	352	376
Per Student	\$ 13,421	\$ 11,094	\$ 12,629	\$ 15,005	\$ 15,195

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
PreK	20	14	16	17	18
K	49	68	54	51	66
1st	54	58	60	65	66
2nd	57	65	55	52	50
3rd	44	62	58	59	54
4th	39	52	57	58	58
5th	43	43	47	50	64
<b>Total</b>	<b>306</b>	<b>362</b>	<b>347</b>	<b>352</b>	<b>376</b>
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	40.1%	62.7%	61.8%	58.8%	NA

F/R - Percentage of free or reduced-price school meals

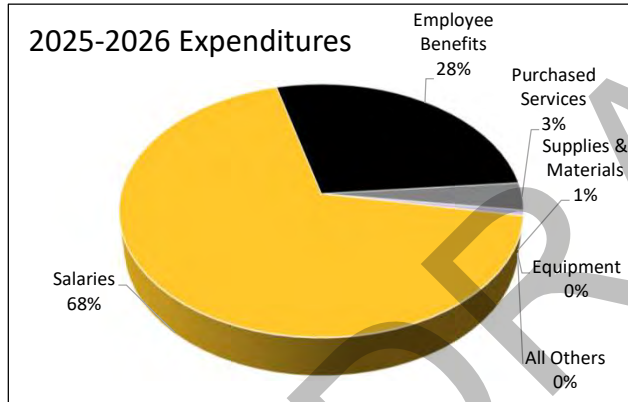
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**SKY OAKS ELEMENTARY (489)  
Principal - Dr. Renee Brandner**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Salaries	\$ 3,797,317	\$ 3,937,362	\$ 4,033,586	\$ 4,610,216	\$ 4,884,142	\$ 273,926
Employee Benefits	1,540,666	1,621,087	1,742,042	2,079,960	2,416,483	336,523
Purchased Services	194,984	232,773	264,597	276,514	248,055	(28,459)
Supplies & Materials	36,520	23,632	37,955	22,110	23,440	1,330
Equipment	920	2,760	-	6,495	2,102	(4,393)
All Others	944	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 5,571,351</b>	<b>\$ 5,817,615</b>	<b>\$ 6,078,180</b>	<b>\$ 6,995,295</b>	<b>\$ 7,574,222</b>	<b>\$ 578,927</b>

Total Students (ADM)	435	436	454	456	492
Per Student	\$ 12,799	\$ 13,343	\$ 13,388	\$ 15,341	\$ 15,395

*Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.*



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
PreK	27	15	24	25	26
K	84	81	72	64	77
1st	74	77	73	80	76
2nd	73	70	81	77	77
3rd	69	73	64	65	83
4th	52	67	69	70	78
5th	56	54	71	75	75
<b>Total</b>	<b>435</b>	<b>436</b>	<b>454</b>	<b>456</b>	<b>492</b>
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	60.0%	81.3%	75.1%	65.8%	NA

*F/R - Percentage of free or reduced-price school meals*

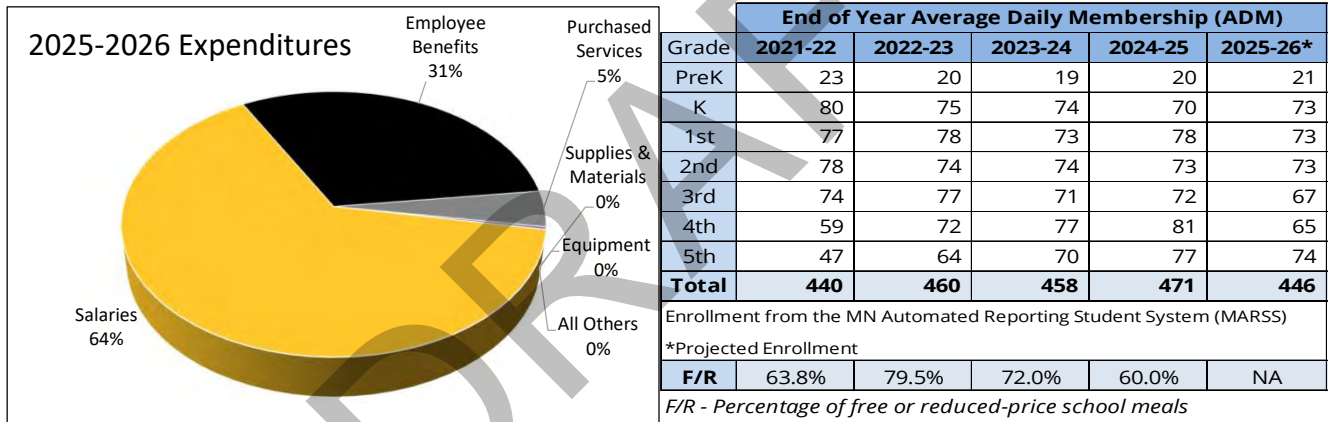
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**HIDDEN VALLEY ELEMENTARY (490)  
Principal - Kristine Black**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Salaries	\$ 3,927,159	\$ 4,170,446	\$ 4,308,214	\$ 4,446,413	\$ 4,670,193	\$ 223,780
Employee Benefits	1,681,166	1,802,060	1,928,066	1,982,746	2,260,385	277,639
Purchased Services	209,582	291,425	298,758	318,527	317,504	(1,023)
Supplies & Materials	40,389	39,334	16,061	21,871	21,540	(331)
Equipment	1,773	-	32	10,915	1,615	(9,300)
All Others	90	766	753	745	767	22
<b>Total Expenditures</b>	<b>\$ 5,860,160</b>	<b>\$ 6,304,031</b>	<b>\$ 6,551,884</b>	<b>\$ 6,781,217</b>	<b>\$ 7,272,004</b>	<b>\$ 490,787</b>

Total Students (ADM)	440	460	458	471	446
Per Student	\$ 13,329	\$ 13,710	\$ 14,300	\$ 14,397	\$ 16,305

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



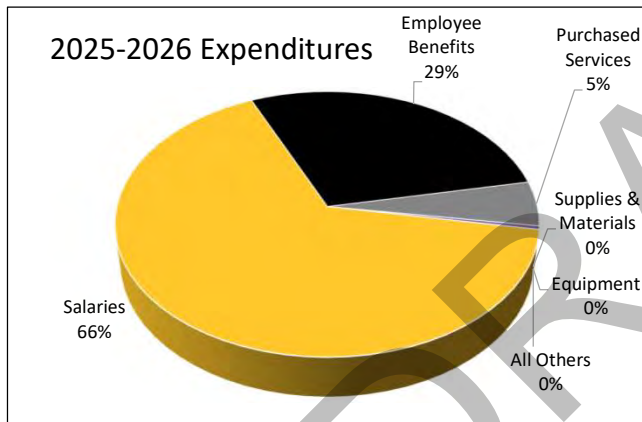
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**HARRIOT BISHOP ELEMENTARY (491)  
Principal - Kenneth Essay**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Salaries	\$ 4,330,873	\$ 3,878,064	\$ 4,368,651	\$ 4,632,147	\$ 4,738,671	\$ 106,524
Employee Benefits	1,739,633	1,544,609	1,701,357	1,804,425	2,062,411	257,986
Purchased Services	244,232	302,426	331,739	352,441	391,700	39,259
Supplies & Materials	45,829	39,228	38,912	30,701	29,266	(1,435)
Equipment	2,948	2,370	1,991	1,889	1,737	(152)
All Others	814	1,000	703	1,300	1,300	-
<b>Total Expenditures</b>	<b>\$ 6,364,330</b>	<b>\$ 5,767,697</b>	<b>\$ 6,443,354</b>	<b>\$ 6,822,903</b>	<b>\$ 7,225,085</b>	<b>\$ 402,182</b>

Total Students (ADM)	557	566	536	534	476
Per Student	\$ 11,418	\$ 10,183	\$ 12,019	\$ 12,777	\$ 15,179

*Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.*



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
Prek	20	19	17	18	19
K	83	79	82	75	69
1st	86	89	76	81	69
2nd	100	94	90	85	81
3rd	75	104	92	91	74
4th	91	85	100	101	84
5th	101	98	79	83	80
<b>Total</b>	<b>557</b>	<b>566</b>	<b>536</b>	<b>534</b>	<b>476</b>
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	38.2%	60.1%	60.3%	41.6%	NA

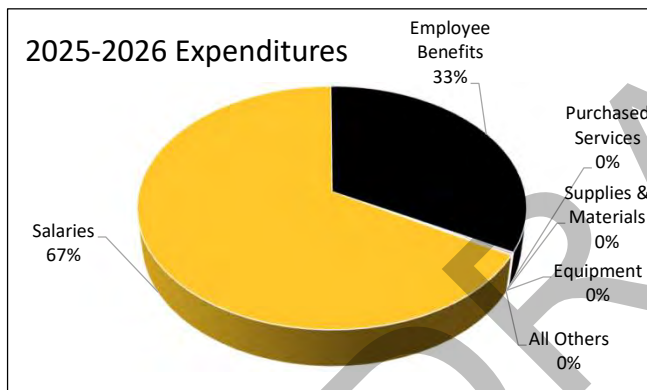
*F/R - Percentage of free or reduced-price school meals*

**VIRTUAL ACADEMY - SECONDARY (079)**  
**Principal - Kelly Ronn**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Salaries	\$ 313,122	\$ 790,776	\$ 1,023,962	\$ 1,555,621	\$ 1,657,964	\$ 102,343
Employee Benefits	99,182	313,520	431,587	738,016	822,510	84,494
Purchased Services	2,860	536	661	1,753	1,806	53
Supplies & Materials	6,791	1,275	2,028	4,168	4,293	125
Equipment	918	1,141	-	2,346	750	(1,596)
All Others	865	1,134	538	3,709	3,820	111
<b>Total Expenditures</b>	<b>423,737.64</b>	<b>\$ 1,108,381</b>	<b>\$ 1,458,777</b>	<b>\$ 2,305,613</b>	<b>\$ 2,491,143</b>	<b>\$ 185,530</b>

Total Students (ADM)	257	203	190	180	163
Per Student	\$ 1,652	\$ 5,460	\$ 7,666	\$ 12,809	\$ 15,283

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
6	35	16	17	17	9
7&8	86	56	43	47	30
9	28	28	22	20	25
10	31	33	36	34	27
11	34	32	34	31	36
12	44	39	38	31	36
<b>Total</b>	<b>257</b>	<b>203</b>	<b>190</b>	<b>180</b>	<b>163</b>
Enrollment from the MN Automated Reporting Student System (MARSS)					
*Projected Enrollment					
<b>F/R</b>	27.1%	38.9%	62.8%	53.9%	NA

F/R - Percentage of free or reduced-price school meals



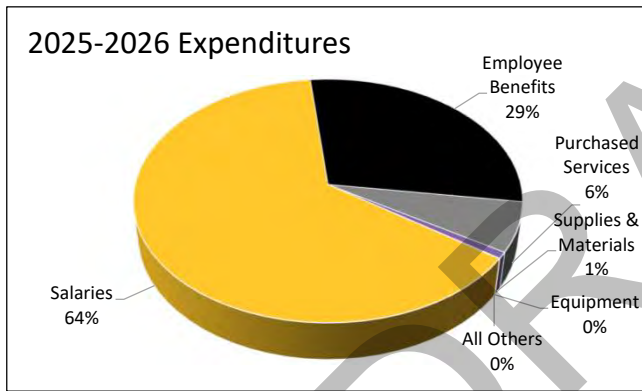
**Virtual Academy**

**NICOLLET MIDDLE SCHOOL (085)  
Principal - Dr. Carolyn Allston Trenteetun**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Salaries	\$ 5,459,444	\$ 5,289,639	\$ 5,642,604	\$ 5,496,487	\$ 6,231,856	\$ 735,369
Employee Benefits	2,276,544	2,236,742	2,398,923	2,323,855	2,832,591	508,736
Purchased Services	432,156	573,183	676,205	741,584	643,446	(98,138)
Supplies & Materials	80,292	91,775	120,811	58,695	81,510	22,815
Equipment	4,426	775	-	3,540	3,901	361
All Others	2,450	2,328	3,535	1,579	1,626	47
<b>Total Expenditures</b>	<b>\$ 8,255,311</b>	<b>\$ 8,194,443</b>	<b>\$ 8,842,077</b>	<b>\$ 8,625,740</b>	<b>\$ 9,794,930</b>	<b>\$ 1,169,190</b>

Total Students (ADM)	656	688	621	748	806
Per Student	\$ 12,581	\$ 11,916	\$ 14,241	\$ 11,532	\$ 12,153

*Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.*



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
6th	222	214	212	260	306
7th	233	227	194	253	261
8th	201	247	216	235	239
<b>Total</b>	<b>656</b>	<b>688</b>	<b>621</b>	<b>748</b>	<b>806</b>

Enrollment from the MN Automated Reporting Student System (MARSS)  
\*Projected Enrollment

F/R	2021-22	2022-23	2023-24	2024-25	2025-26*
F/R	60.3%	74.3%	75.6%	42.0%	NA

*F/R - Percentage of free or reduced-price school meals*



**Nicollet RISE**

**RESPONSIBILITY**

**INTEGRITY**

**SAFETY**

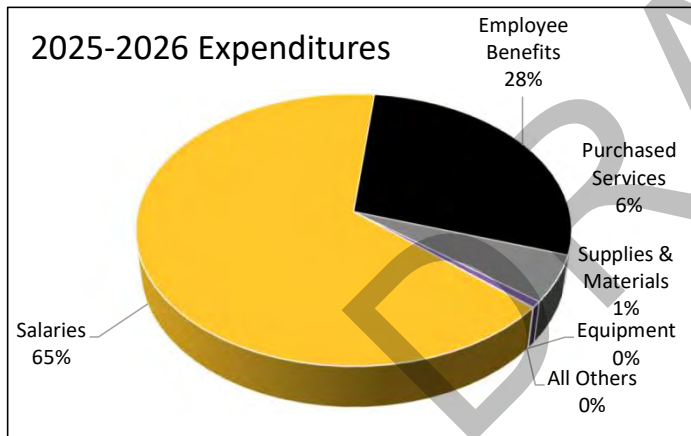
**EXCELLENCE**

**EAGLE RIDGE MIDDLE SCHOOL (066)  
Principal - Dave Helke**

<b>Expenditures</b>	2021-2022		2022-2023		2023-2024		2024-2025	2025-2026	Increase
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Budget</b>	<b>Budget</b>	<b>(Decrease)</b>
Salaries	\$ 4,371,716	\$ 4,478,448	\$ 4,709,844	\$ 4,869,635	\$ 5,137,593	\$ 267,958			
Employee Benefits	1,802,709	1,820,651	1,975,291	2,084,988	2,223,721	138,733			
Purchased Services	265,707	359,703	440,748	463,198	435,274	(27,924)			
Supplies & Materials	42,414	92,206	75,943	54,171	57,399	3,228			
Equipment	178	36,703	-	2,792	2,884	92			
All Others	2,238	2,115	3,286	6,136	2,909	(3,227)			
<b>Total Expenditures</b>	<b>\$ 6,484,961</b>	<b>\$ 6,789,826</b>	<b>\$ 7,205,113</b>	<b>\$ 7,480,920</b>	<b>\$ 7,859,780</b>	<b>\$ 378,860</b>			

Total Students (ADM)	553	552	534	649	627
Per Student	\$ 11,730	\$ 12,293	\$ 13,500	\$ 11,527	\$ 12,536

*Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.*



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
6th	185	171	189	236	190
7th	186	186	162	213	215
8th	182	196	183	200	222
<b>Total</b>	<b>553</b>	<b>552</b>	<b>534</b>	<b>649</b>	<b>627</b>

Enrollment from the MN Automated Reporting Student System (MARSS)  
\*Projected Enrollment

F/R	2021-22	2022-23	2023-24	2024-25	2025-26*
F/R	57.5%	72.8%	78.9%	59.2%	NA

*F/R - Percentage of free or reduced-price school meals*

Middle school is marked by a time of self-discovery and finding belonging. Students see their interests validated and are supported as they consider ways to create a life they will love.

**Eagle Ridge FIRE**

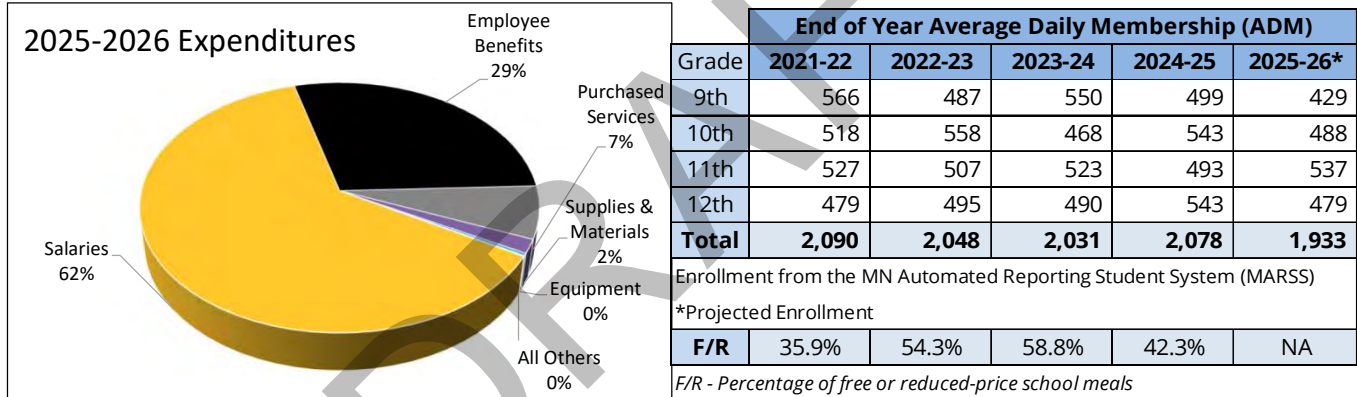
Focus  
Integrity  
Responsibility  
Excellence

**BURNSVILLE HIGH SCHOOL (014)  
Principal - Jesús Sandoval**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025		Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	2025-2026 Budget	
Salaries	\$ 13,461,779	\$ 13,029,900	\$ 12,457,133	\$ 15,599,589	\$ 15,868,251	\$ 268,662
Employee Benefits	5,159,089	5,029,333	5,065,624	6,568,697	7,241,025	672,328
Purchased Services	1,458,686	2,055,520	1,977,436	1,941,790	1,719,412	(222,378)
Supplies & Materials	350,909	615,920	457,321	498,924	449,734	(49,190)
Equipment	123,739	168,356	182,061	103,777	79,971	(23,806)
All Others	16,417	12,956	24,610	32,955	27,055	(5,900)
<b>Total Expenditures</b>	<b>\$ 20,570,618</b>	<b>\$ 20,911,985</b>	<b>\$ 20,164,185</b>	<b>\$ 24,745,732</b>	<b>\$ 25,385,448</b>	<b>\$ 639,716</b>

Total Students (ADM)	2,090	2,048	2,031	2,078	1,933
Per Student	\$ 9,842	\$ 10,210	\$ 9,928	\$ 11,908	\$ 13,133

Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.



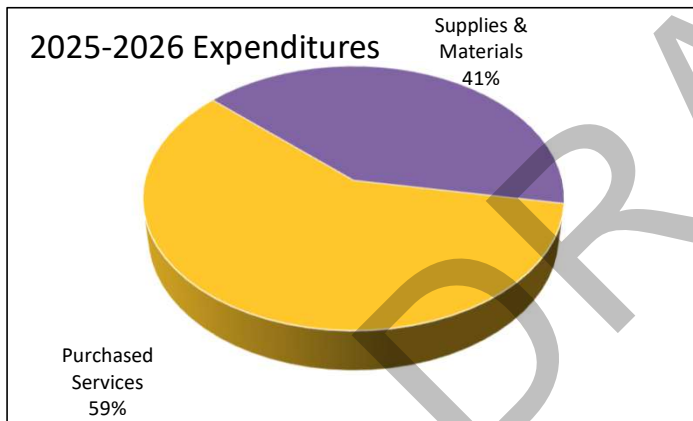
**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**METCALF MIDDLE SCHOOL (015)  
Principal - N/A - Open Facility**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase
	Actual	Actual	Actual	Revised Budget	Budget	(Decrease)
Salaries	\$ 25,600	\$ 57,525	\$ 55,050	\$ 60,552	\$ -	\$ (60,552)
Employee Benefits	9,724	22,141	22,759	26,057	-	(26,057)
Purchased Services	172,333	133,191	89,614	97,455	25,000	(72,455)
Supplies & Materials	1,911	2,325	21,552	23,394	17,348	(6,046)
Equipment	-	-	-	-	-	-
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 209,568</b>	<b>\$ 215,182</b>	<b>\$ 188,975</b>	<b>\$ 207,458</b>	<b>\$ 42,348</b>	<b>\$ (165,110)</b>

Total Students (ADM) - - - - -  
 Per Student NA NA NA NA NA

*Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.*



Grade	End of Year Average Daily Membership (ADM)				
	2021-22	2022-23	2023-24	2024-25	2025-26*
6th	-	-	-	-	-
7th	-	-	-	-	-
8th	-	-	-	-	-
<b>Total</b>	-	-	-	-	-

Enrollment from the MN Automated Reporting Student System (MARSS)  
 \*Projected Enrollment

F/R	NA	NA	NA	NA	NA
F/R	NA	NA	NA	NA	NA

*F/R - Percentage of free or reduced-price school meals*

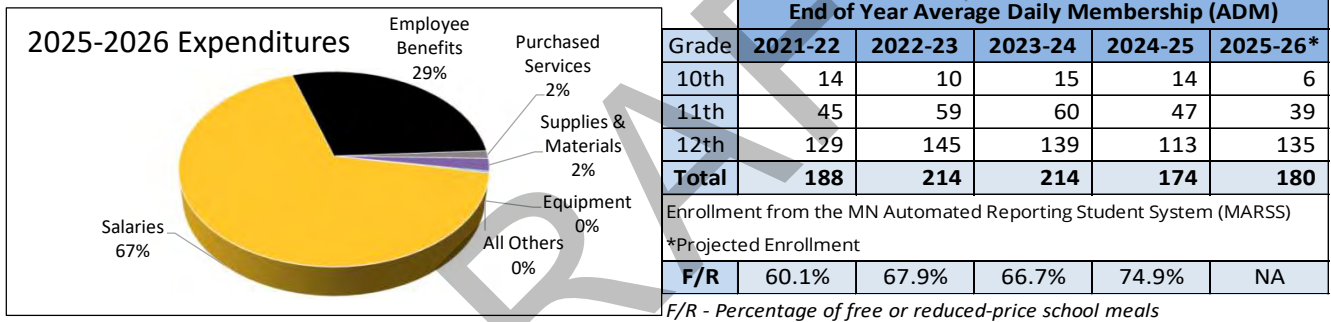
At the end of the 2019-20 school year, Metcalf Middle School was closed.

**BURNSVILLE ALTERNATIVE LEARNING CENTER (514)  
Principal - Kelly Ronn**

Expenditures	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	Increase (Decrease)
	Actual	Actual	Actual	Revised Budget	Budget	
Salaries	\$ 1,653,032	\$ 1,764,463	\$ 1,883,155	\$ 2,323,090	\$ 2,348,691	\$ 25,601
Employee Benefits	659,714	704,191	784,053	977,465	1,015,076	37,611
Purchased Services	67,665	28,105	46,635	35,350	44,873	9,523
Supplies & Materials	48,185	8,371	51,960	57,536	73,249	15,713
Equipment	-	1,320	15,832	17,582	8,634	(8,948)
All Others	51,191	865	865	885	903	18
<b>Total Expenditures</b>	<b>\$ 2,479,786</b>	<b>\$ 2,507,316</b>	<b>\$ 2,782,500</b>	<b>\$ 3,411,908</b>	<b>\$ 3,491,426</b>	<b>\$ 79,518</b>

Total Students (ADM)	188	214	214	174	180
Per Student	\$ 13,190	\$ 11,693	\$ 12,979	\$ 19,657	\$ 19,397

*Spending per Student may vary from year to year depending on enrollment, special education services and operating capital. Schools with small enrollment may have greater fluctuations in the Spending per Student.*



BAHS is an inclusive community where student's social, emotional and academic needs are valued, honored and met through personalized learning and authentic relationships.

**EACH STUDENT. FUTURE READY. COMMUNITY STRONG.**

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**ALTERNATIVE LEARNING**

**ELEMENTARY TARGETED SERVICES (315)**

<b>Expenditures</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Increase</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>(Decrease)</b>
Salaries	\$ 680,182	\$ 297,416	\$ 457,752	\$ 966,696	\$ 1,036,279	\$ 69,583
Employee Benefits	144,300	105,590	152,426	274,550	289,461	14,911
Purchased Services	9,715	5,210	38,568	64,000	76,000	12,000
Supplies & Materials	19,617	37,950	27,727	38,285	39,285	1,000
Equipment	-	-	-	10,000	10,000	-
All Others	-	-	35	-	-	-
<b>Total Expenditures</b>	<b>\$ 853,815</b>	<b>\$ 446,165</b>	<b>\$ 676,508</b>	<b>\$ 1,353,531</b>	<b>\$ 1,451,025</b>	<b>\$ 97,494</b>

**CREDIT RECOVERY (500)**

<b>Expenditures</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Increase</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>(Decrease)</b>
Salaries	\$ 17,010	\$ 20,060	\$ 21,313	\$ 22,152	\$ 23,093	\$ 941
Employee Benefits	6,120	7,048	7,541	8,301	9,584	1,283
Purchased Services	-	21	-	-	-	-
Supplies & Materials	-	1,177	470	1,850	350	(1,500)
Equipment	-	-	-	12,000	10,000	(2,000)
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 23,130</b>	<b>\$ 28,306</b>	<b>\$ 29,325</b>	<b>\$ 44,303</b>	<b>\$ 43,027</b>	<b>\$ (1,276)</b>

**MIDDLE SCHOOL ALC/SCHOOL WITHIN A SCHOOL (314)**

<b>Expenditures</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Increase</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>(Decrease)</b>
Salaries	\$ 1,174,295	\$ 1,219,708	\$ 1,798,881	\$ 1,979,713	\$ 2,336,560	\$ 356,847
Employee Benefits	403,915	428,247	637,042	781,611	1,025,066	243,455
Purchased Services	14,957	8,729	14,190	20,531	44,000	23,469
Supplies & Materials	13,935	24,315	6,912	7,287	10,325	3,038
Equipment	-	19,152	-	54,667	55,000	333
All Others	-	-	-	-	175	175
<b>Total Expenditures</b>	<b>\$ 1,607,102</b>	<b>\$ 1,700,151</b>	<b>\$ 2,457,026</b>	<b>\$ 2,843,809</b>	<b>\$ 3,471,126</b>	<b>\$ 627,317</b>

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2025-2026 BUDGET**

**DISTRICT-WIDE SPECIAL EDUCATION PROGRAMS  
Director - Amy Piotrowski**

**EARLY CHILDHOOD SPECIAL EDUCATION - REGULAR SCHOOL YEAR (481)**

	2024-2025					
	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	Revised Budget	2025-2026 Budget	Increase (Decrease)
<b>Expenditures</b>						
Salaries	\$ 2,601,089	\$ 2,658,870	\$ 2,775,641	\$ 2,875,754	\$ 3,384,610	\$ 508,856
Employee Benefits	1,206,026	1,201,823	1,272,994	1,379,264	1,709,415	330,151
Professional Services	168,236	239,571	264,480	284,326	213,500	(70,826)
Supplies & Materials	35,835	37,361	30,168	19,953	32,453	12,500
Equipment	4,794	60,927	9,269	52,185	52,500	315
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 4,015,980</b>	<b>\$ 4,198,552</b>	<b>\$ 4,352,551</b>	<b>\$ 4,611,482</b>	<b>\$ 5,392,478</b>	<b>\$ 780,996</b>

**SUMMER SCHOOL-EXTENDED SCHOOL YEAR (530)**

	2024-2025					
	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	Revised Budget	2025-2026 Budget	Increase (Decrease)
Salaries	\$ 89,926	\$ 32,229	\$ 8,844	\$ 15,000	\$ 15,000	\$ -
Employee Benefits	13,603	5,082	1,451	2,500	2,500	-
Professional Services	3,708	-	-	-	-	-
Supplies & Materials	-	-	-	-	-	-
Equipment	-	-	-	-	-	-
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 107,237</b>	<b>\$ 37,310</b>	<b>\$ 10,295</b>	<b>\$ 17,500</b>	<b>\$ 17,500</b>	<b>\$ -</b>

**BURNSVILLE - EAGAN - SAVAGE TRANSITION PROGRAM (BEST 414)**

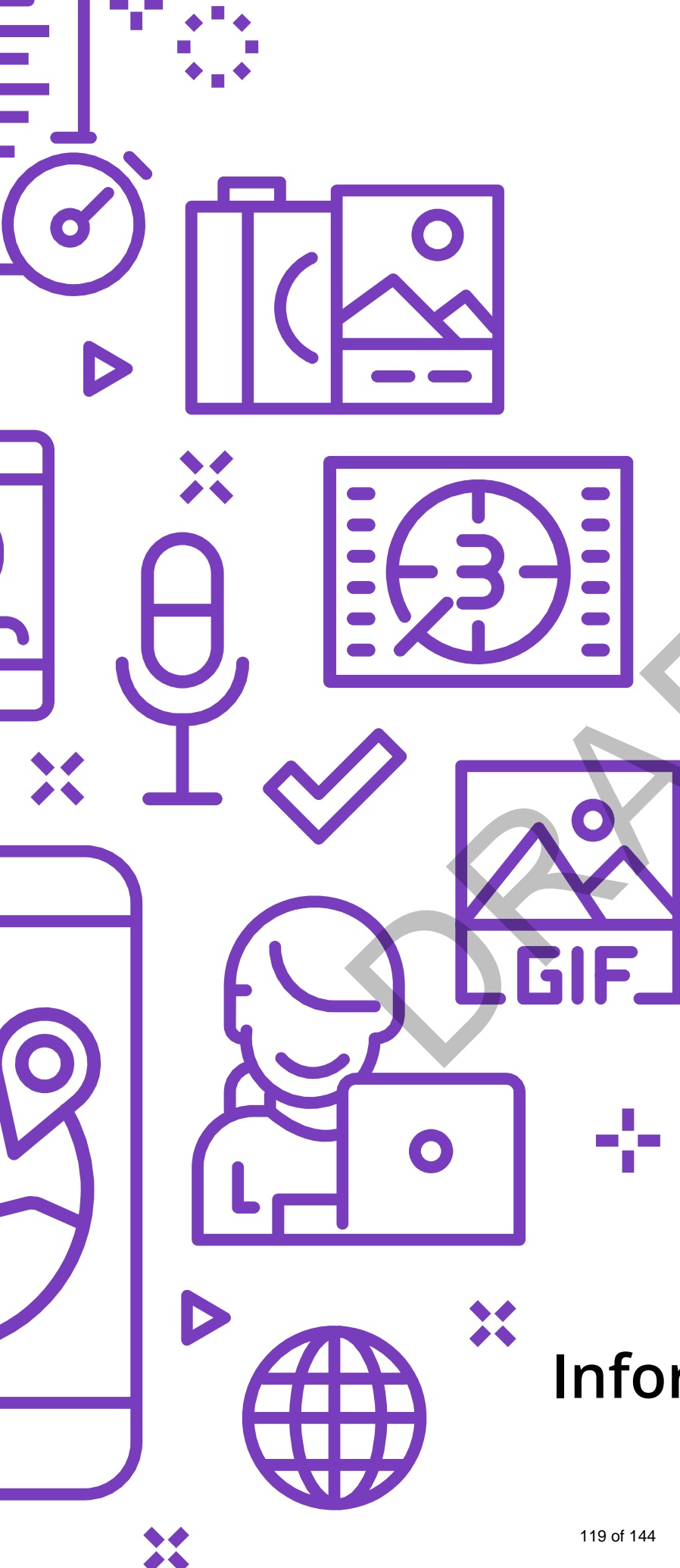
	2024-2025					
	2021-2022 Actual	2022-2023 Actual	2023-2024 Actual	Revised Budget	2025-2026 Budget	Increase (Decrease)
Salaries	\$ 558,561	\$ 652,893	\$ 730,731	\$ 753,288	\$ 826,748	\$ 73,460
Employee Benefits	270,263	311,765	352,533	370,206	424,103	53,897
Professional Services	1,750	7,173	16,726	16,000	-	(16,000)
Supplies & Materials	4,918	1,719	1,191	541	1,041	500
Equipment	-	740	832	1,500	1,500	-
All Others	-	-	-	-	-	-
<b>Total Expenditures</b>	<b>\$ 835,493</b>	<b>\$ 974,289</b>	<b>\$ 1,102,013</b>	<b>\$ 1,141,535</b>	<b>\$ 1,253,392</b>	<b>\$ 111,857</b>

**NON PUBLIC SCHOOLS  
Title & Special Education Programs**

<b>Expenditures</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>	<b>Increase</b>
	<b>Actual</b>	<b>Actual</b>	<b>Actual</b>	<b>Revised Budget</b>	<b>Budget</b>	<b>(Decrease)</b>
St. John the Baptist Catholic	\$ 112,075	\$ 60,497	\$ 70,518	\$ 90,205	\$ 92,903	\$ 2,698
Cyprus Classical Academy	-	-	-	-	-	-
One School Global	189	5,162	-	-	-	-
Unity High School	3,000	2,000	952	11,870	11,870	-
<b>Total Expenditures</b>	<b>\$ 115,263</b>	<b>\$ 67,659</b>	<b>\$ 71,469</b>	<b>\$ 102,075</b>	<b>\$ 104,773</b>	<b>\$ 2,698</b>

\* Please note - at the time of the budget preparation, actual FY26 entitlements are not known and therefore allocations are preliminary at this time.

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# Informational Section

ENROLLMENT PROJECTION - 2025-2026  
AVERAGE DAILY MEMBERSHIP (ADM) BY SCHOOL BUILDING

Grade	Gideon Pond Ele	Edward Neill Ele	Vista View Ele	William Byrne Ele	Rahn Ele	Sky Oaks Ele	Hidden Valley Ele	Harriot Bishop Ele	Virtual Academy Ele	Eagle Ridge Middle	Nicollet Middle	Virtual Academy Secondary	Burnsville HS	Burnsville ALC	Other*	Total
ECSE															153	153
VPK															133	133
K	58	57	43	77	66	77	73	69	2							522
1	58	57	42	76	66	76	73	69	2							519
2	64	67	64	86	50	77	73	81	5							567
3	50	56	45	85	54	83	67	74	9							523
4	53	64	50	86	58	78	65	84	4							542
5	51	56	44	104	64	75	74	80	4							552
6										190	306	9				505
7										215	261	10				486
8										222	239	20				481
9												25	429			454
10												27	488	6		521
11												36	537	55		628
12												36	479	155	51	721
<b>Total</b>	<b>334</b>	<b>357</b>	<b>288</b>	<b>514</b>	<b>358</b>	<b>466</b>	<b>425</b>	<b>457</b>	<b>26</b>	<b>627</b>	<b>806</b>	<b>163</b>	<b>1,933</b>	<b>216</b>	<b>337</b>	<b>7,307</b>
															K-12	7,021
															Other	286

\* Other Category includes: Best Program which serves young adults ages 18-21 who have an individual education program (IEP) plan targeting preparation for adult life; Early Childhood Special Education (ECSE) which is located in multiple buildings throughout the district and Voluntary pre-Kindergarten (VPK) which is located in multiple elementary schools throughout the district.



**INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

**ENROLLMENT BY GRADE BY YEAR**

<b>Grade</b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>	<b><u>2023-24</u></b>	<b><u>2024-25<sup>(3)</sup></u></b>	<b><u>2025-26<sup>(3)</sup></u></b>	<b><u>2026-27<sup>(3)</sup></u></b>	<b><u>2027-28<sup>(3)</sup></u></b>	<b><u>2028-29<sup>(3)</sup></u></b>
EC(1)	137	115	130	148	153	153	151	147
PreK	126	121	129	129	133	133	132	128
K	600	579	577	529	535	546	541	526
1	588	594	537	573	515	530	528	523
2	590	587	572	540	564	501	521	519
3	541	577	554	557	520	539	482	500
4	539	543	554	566	546	514	534	478
5	493	544	524	559	555	543	507	527
6	509	467	495	513	513	523	510	476
7	547	520	452	491	495	514	516	503
8	511	567	515	457	484	503	514	515
9	601	525	575	519	457	492	508	518
10	571	612	529	591	525	469	502	518
11	632	608	621	563	617	547	485	520
12(2)	734	738	704	753	695	721	649	576
<b>Total</b>	<b><u>7,720</u></b>	<b><u>7,696</u></b>	<b><u>7,467</u></b>	<b><u>7,488</u></b>	<b><u>7,307</u></b>	<b><u>7,228</u></b>	<b><u>7,080</u></b>	<b><u>6,974</u></b>

**Enrollment Projection/Forecasting Methodology:**

Each year, the District looks at a number of data points to project enrollment, including historical enrollment, district population and trends, and property data. Enrollment history reviews trends for special education, English language learners, free and reduced lunch students, primary language spoken in the home, students optioning into and out of the school district, and enrollments in non-public schools. Population history include estimates and projections by age, gender, ethnicity, educational attainment and income of the population in the district. Information on the number of female residents of child bearing age and births in the zip codes served by the district is included. Property data includes the history of home sales within the school district to look for recent history of residential development and plans for residential development.

The District analyzes the trends and history and along with the birth rates to determine the Kindergarten through 12th grade enrollment.

Note: Historical Adjusted Average Daily Membership (ADM-1.0)

(1) Early Childhood (EC)

(2) Grade 12 includes students in the Burnsville Eagan Savage Transition (BEST) Program

(3) Projected enrollment

Source: MDE - Historical Adjusted Average Daily Membership Reports

**INDEPENDENT SCHOOL DISTRICT #191 - BURNSVILLE - EAGAN - SAVAGE  
2024-2025 BUDGET**

**GENERAL FUND - FULL-TIME EQUIVALENT (FTE) DISTRICT EMPLOYEES**

<b>Employee by Program Series</b>	<b>Contract Group</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<b>District &amp; School Admin</b>						
Superintendent	Superintendent	1.00	1.00	1.00	1.00	1.00
Assistant Superintendent	Unaffiliated	1.00	1.00	1.00	1.00	1.00
Director/Supervisor	District Wide	0.00	0.15	0.15	0.65	0.65
Executive Admin Assistant	Confidential	1.00	1.00	1.00	1.00	1.00
Principals	Principal	13.00	12.00	12.00	12.00	12.00
School Board	School Board	7.00	7.00	7.00	7.00	7.00
Other Support Staff	Clerical, Unaffiliated	28.00	28.50	28.50	28.50	27.50
<b>Support Services</b>						
Director/Supervisor	District Wide, Unaffiliated	6.40	5.40	5.40	5.40	5.40
Cultural Liaison	Unaffiliated	3.00	2.00	1.00	0.00	0.00
Other Support Staff	Clerical, Unaffiliated, Confidentia	18.00	18.00	19.00	18.00	19.00
<b>Student Instruction</b>						
Director/Supervisor	District Wide, Unaffiliated	1.15	1.20	1.95	1.55	2.55
K-12 Teachers	Teacher	394.85	386.60	393.12	386.94	401.16
Teacher on Special Assignment	Teacher	1.00	2.00	1.00	1.00	2.05
Digital Learning Specialist	Teacher	7.75	8.00	8.00	7.75	7.75
Advanced Learning Specialist	Teacher	3.00	3.00	3.00	8.00	8.00
Psychologist	Teacher	0.50	0.50	0.50	0.00	0.00
Counselors	Teacher	1.20	1.70	1.70	1.00	0.50
Cultural Liaison	Unaffiliated	0.00	0.00	0.00	0.70	0.70
Educational Assistants	Educational Assistant	22.85	34.03	30.60	27.45	29.26
Other Administration	District Wide, Unaffiliated	4.35	4.46	5.46	4.86	4.35
Other Support Staff	Clerical, CE, Unaffiliated	30.83	33.36	35.51	43.14	34.00
<b>Vocational Instruction</b>						
Director/Supervisor	District Wide	1.00	1.00	1.00	1.00	1.00
K-12 Teachers	Teacher	13.77	13.18	12.81	12.50	14.00
Counselors	Teacher	0.00	0.00	0.00	1.00	0.00
Educational Assistants	Educational Assistant	5.25	6.13	6.13	7.00	7.88

<b>Employee by Program Series</b>	<b>Contract Group</b>	<b>2021-2022</b>	<b>2022-2023</b>	<b>2023-2024</b>	<b>2024-2025</b>	<b>2025-2026</b>
<b>Special Education</b>						
Director/Supervisor	District Wide	4.00	4.00	4.00	4.50	4.50
Teachers	Teacher	115.30	114.16	121.36	135.10	141.20
Physical Therapist	Teacher	1.00	1.00	1.00	1.00	1.00
Occupational Therapist	Teacher	6.30	6.50	7.50	7.75	7.75
Speech Teachers	Teacher	15.80	15.80	16.50	18.50	16.00
Nurses	Teacher	3.99	5.33	5.36	4.19	5.24
Social Workers	Teacher	5.48	5.48	5.55	5.70	5.90
Psychologist	Teacher	9.90	9.40	10.90	9.90	9.40
Cultural Liaison	Unaffiliated	1.88	2.00	2.00	2.00	2.00
Teacher on Special Assignment	Teacher	0.00	0.00	0.00	0.26	0.15
Educational Assistants	Educational Assistant	117.91	123.36	123.51	106.27	109.08
Other Support Staff	Clerical, Unaffiliated	6.80	8.50	9.60	13.40	19.90
<b>Student Support</b>						
Director/Supervisor	District Wide	1.00	1.00	1.25	1.00	1.00
Assistant Principals	Principal	6.00	6.00	6.00	6.00	6.00
Teachers	Teacher	1.60	0.00	0.00	0.00	0.00
Dean	Unaffiliated	5.83	9.00	7.00	9.00	10.00
Teacher on Special Assignment	Teacher	0.00	1.74	4.74	0.74	2.85
Continuous Improvement Coach	Teacher	8.00	8.00	8.00	8.00	8.00
Advanced Learning Specialist	Teacher	1.00	1.00	1.00	0.00	0.00
Media Specialist	Teacher	3.00	3.00	3.00	3.00	3.00
Social Workers	Teachers	8.32	8.52	8.45	0.00	0.00
Cultural Liaison	Unaffiliated	10.00	12.00	11.00	0.00	0.00
Educational Assistants	Educational Assistant	4.75	4.75	4.75	4.75	4.75
Tech Specialist	Information Tech Specialist	13.00	13.00	14.00	15.40	15.40
Other Administration	District Wide, Unaffiliated, Principi	3.80	2.60	2.60	1.19	1.75
Other Support Staff	Clerical, Unaffiliated	1.00	1.50	1.50	4.50	4.50
<b>Pupil Support</b>						
Director/Supervisor	District Wide	0.50	0.50	0.50	0.50	0.50
Nurses	Teacher, Educational Assistant	8.61	7.27	11.64	11.91	14.26
Social Workers	Teachers	0.00	0.00	0.00	9.30	9.10
Cultural Liaison	Unaffiliated	0.00	0.00	0.00	11.30	12.30
Counselors	Teacher	10.50	10.50	10.50	13.00	14.00
Teacher on Special Assignment	Teacher	0.00	0.00	0.00	0.60	0.00
Educational Assistants	Educational Assistant	5.38	1.81	2.72	0.00	0.00
Other Administration	Unaffiliated	0.00	0.00	0.00	1.75	1.90
Other Support Staff	Unaffiliated	2.00	1.71	1.11	1.11	2.11
<b>Operations &amp; Maintenance</b>						
Director/Supervisor	District Wide	3.60	4.60	4.60	4.60	4.60
Custodians	Custodian	70.50	69.50	70.50	69.50	69.50
Other Support Staff	Clerical	2.00	1.89	1.89	1.89	1.89
<b>Total</b>		<b>1,024.64</b>	<b>1,036.63</b>	<b>1,060.86</b>	<b>1,066.05</b>	<b>1,097.28</b>

Taxable Market Value of Properties in District

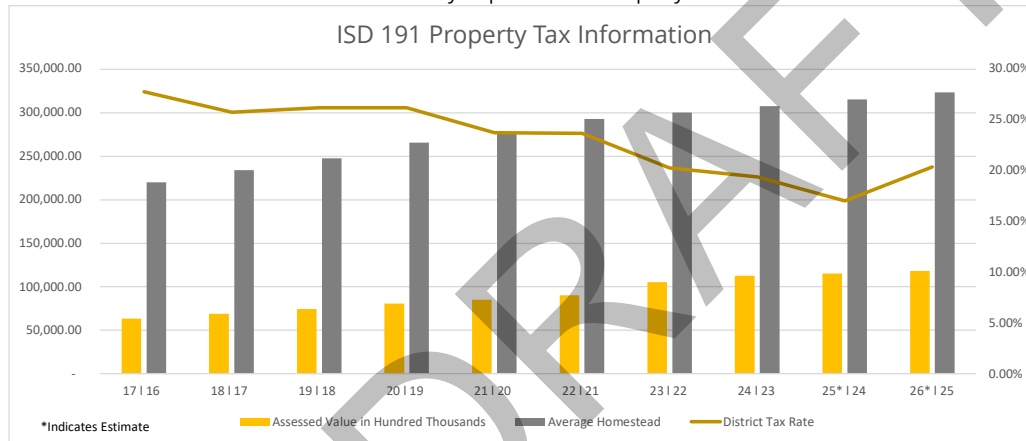
Fiscal Year/Payable Year	Total Market Value	Average Homestead	District Tax Rate
17   16	\$6,342,662,320	\$220,148	27.78%
18   17	\$6,884,771,670	\$233,948	25.75%
19   18	\$7,437,341,349	\$247,844	26.20%
20   19	\$8,046,683,354	\$265,896	26.20%
21   20	\$8,510,241,379	\$277,006	23.77%
22   21	\$9,019,198,895	\$292,879	23.70%
23   22	\$10,525,363,360	\$300,201	20.27%
24   23	\$11,255,414,508	\$307,706	19.40%
25*   24	\$11,536,799,871	\$315,399	17.02%
26*   25	\$11,825,219,867	\$323,284	20.37%



\* Forecast based on historical trends including but not limited to an inflation rate of 2.5%  
Source: Dakota and Scott County Department of Property Tax and Public Records



Source: Dakota and Scott County Department of Property Tax and Public Records



Tax rates property owners are paying are declining because taxable market values are increasing more than the District's annual levy.

**INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

**Outstanding Debt By Type**

Fiscal Year	Governmental Activities		Total Primary Government	Percentage of Personal Income	Per Capita
	General Obligation Bonds	Capital Leases			
2015	162,490,000	2,691,255	165,181,255	5.53	\$2,452
2016	193,640,000	2,447,817	196,087,817	6.57	2,911
2017	186,029,667	1,871,605	187,901,272	5.83	2,789
2018	150,839,845	1,270,148	152,109,993	4.19	2,258
2019	138,355,000	884,653	139,239,653	3.67	2,067
2020	131,350,000	479,964	131,829,964	3.39	1,931
2021	122,960,000	234,534	123,194,534	2.96	1,805
2022	113,850,000	160,460	114,010,460	2.60	1,670
2023	106,710,000	238,735	106,948,735	2.37	1,373
2024	99,160,000	91,389	99,251,389	2.20	1,359

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**COMPONENTS OF GENERAL LONG-TERM DEBT**

<b>Bond Issue/ Debt Issue</b>	<b>Type</b>	<b>Net Interest Rate</b>	<b>Issue Amount</b>	<b>Maturity</b>	<b>Principal as of 6/30/25</b>	<b>Due 2025-2026*</b>
Copier & Mailing Machine	Capital Lease	4.00%	\$ 477,668	2030	\$ 463,466	\$ 88,297
2015A GO School Building	Bond	2.00-4.00%	64,485,000	2036	51,605,000	27,547,950
2016A GO Alt Fac Refunding Bonds	Bond	2.00-5.00%	36,715,000	2033	20,235,000	12,928,100
2016B OPEB Taxable	Bond	2.00-5.00%	13,990,000	2029	5,235,000	1,396,983
2020A GO Alt Fac Refunding Bonds	Bond	2.00-4.00%	11,485,000	2030	7,290,000	1,453,500
2021A GO Alt Fac Refunding Bonds	Bond	5.00%	9,680,000	2030	7,155,000	1,267,750
2025A GO Refunding Bonds	Bond	5.00%	33,325,000	2034	33,325,000	1,374,920
					<b>\$ 125,308,466</b>	<b>\$ 46,057,500</b>

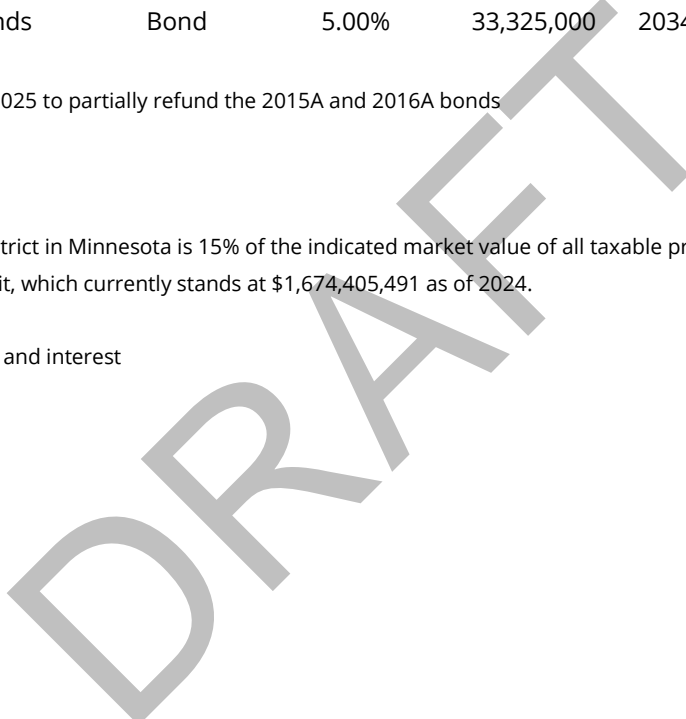
2025A bonds were issued in June 2025 to partially refund the 2015A and 2016A bonds

GO = General Obligation

The legal debt limit for a school district in Minnesota is 15% of the indicated market value of all taxable property within the district.

The District is well below its limit, which currently stands at \$1,674,405,491 as of 2024.

\*Due 2025-2026 includes principal and interest



**INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

**Standardized Testing**

	Fiscal Years									
	2015	2016	2017	2018	2019	2020 (2)	2021 (3)	2022	2023	2024

**Standardized Tests**

**MCA Reading (See Note 1)**

Grade 3	53.2 %	45.9 %	43.7 %	48.7 %	45.4 %		34.4 %	36.7 %	33.0%	30.9%
Grade 5	58.3	67.7	62.0	55.0	52.9		49.9	52.9	49.7%	45.4%
Grade 7	45.4	56.6	53.1	51.0	47.6		40.3	32.8	33.4%	36.2%
Grade 10	51.8	58.9	38.3	54.5	55.4		50.9	45.9	40.2%	42.3%

**MCA Math (See Note 1)**

Grade 3	63.6	69.4	54.0	58.4	56.6		44.1	45.3	48.8%	38.1%
Grade 5	59.7	58.8	49.9	45.0	41.5		31.1	33.3	33.2%	33.7%
Grade 7	44.3	56.2	48.4	40.1	39.1		18.4	27.0	27.0%	24.1%
Grade 11	39.6	47.1	35.3	39.1	38.1		26.1	21.6	17.2%	16.3%

**ACT**

Independent School District No. 191										
Average Composite Score	23.0	21.3	21.2	20.3	20.4	20.0	19.9	19.9	19.3	18.8
State Average Composite Score (1)	22.7	21.1	21.5	21.3	21.4	21.3	21.6	21.6	20.8	

Note 1: Percent of students scoring at or above proficiency on the Minnesota Comprehensive Assessment Test

Note 2: Due to COVID-19 Pandemic, student participation in the MCA was only 50% district wide

(1) - Per ESSA School districts must offer a college and career readiness assessment, however the state no longer mandates ACT Average Composite Scores are available through MN Office of Higher Education

(2) - Due to COVID-19 Pandemic, MCA and ACT testing did not occur in the 2019-2020 school year.  
Tests were administered fall of 2020 for the class of 2020

(3) - Due to COVID-19 Pandemic, student participation in the MCA was only 50% district wide

(4) The State Average Composite Score for the ACT Test was not yet available for FY24

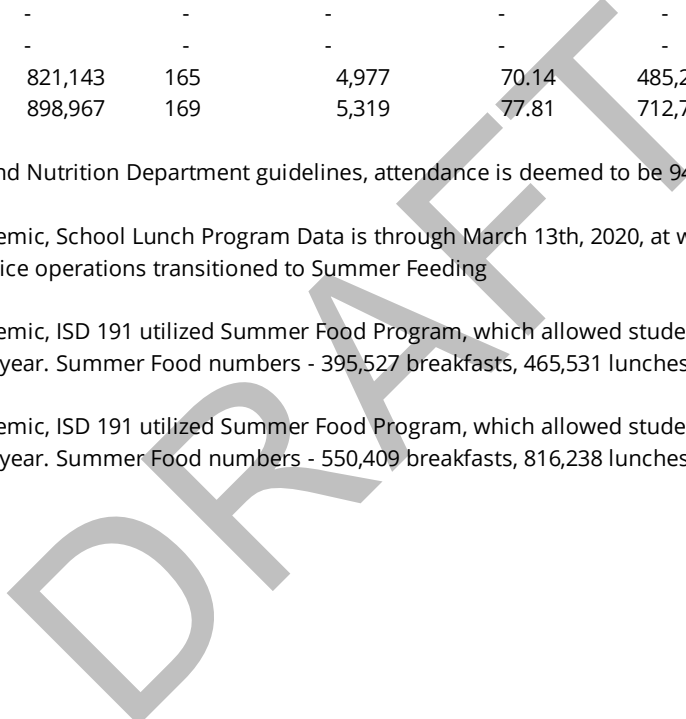
Source: MDE Report Card

**INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE  
2025-2026 BUDGET**

**School Lunch Program Data**

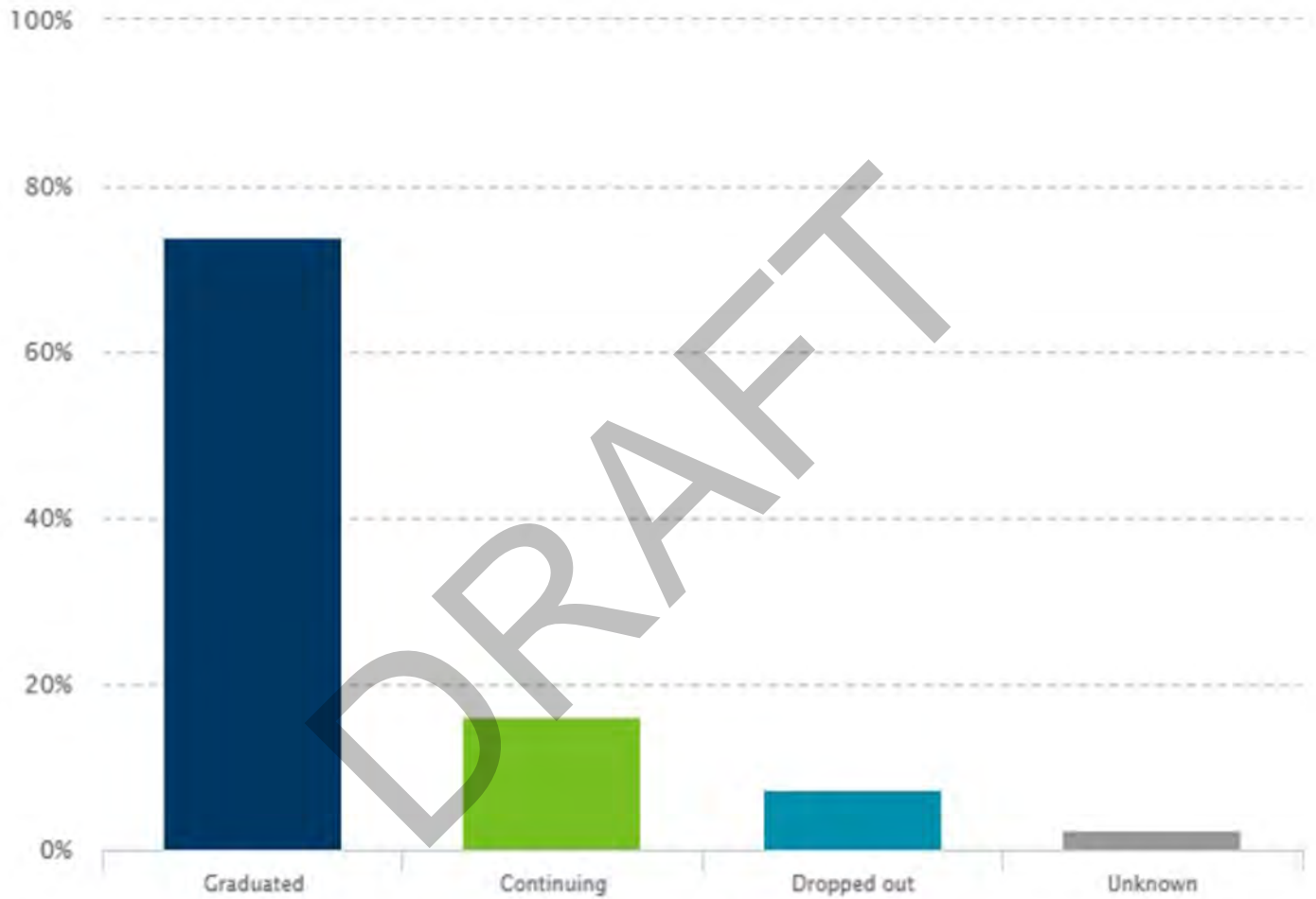
Fiscal Year	Average Daily Attendance (1)	Total Lunches Served	Days	Average Daily Participation	Participation as a Percent of Average Daily Attendance	Free Lunch		Reduced Lunch	
						# Served	% of Total	# Served	% of Total
2015	8,792	1,074,200	169	6,356	72.30	533,864	49.70	102,744	9.56
2016	8,752	1,067,859	170	6,282	71.77	545,887	51.12	97,590	9.14
2017	8,693	1,082,421	174	6,221	71.56	545,677	50.41	110,524	10.21
2018	8,563	1,040,408	174	5,979	69.83	512,908	49.30	115,231	11.08
2019	8,336	1,030,144	169	6,096	73.12	475,065	46.12	134,711	13.08
2020 (2)	8,086	697,480	116	6,013	74.36	322,177	46.19	100,312	14.38
2021 (3)	-	-	-	-	-	-	-	-	-
2022 (4)	-	-	-	-	-	-	-	-	-
2023	7,096	821,143	165	4,977	70.14	485,216	59.09	89,394	10.89
2024	6,837	898,967	169	5,319	77.81	712,780	79.28	259	0.03

- (1) Based on State Food and Nutrition Department guidelines, attendance is deemed to be 94% of enrollment.
- (2) Due to COVID-19 Pandemic, School Lunch Program Data is through March 13th, 2020, at which time ISD191 went fully virtual learning and meal service operations transitioned to Summer Feeding
- (3) Due to COVID-19 Pandemic, ISD 191 utilized Summer Food Program, which allowed students to receive free meals throughout the school year. Summer Food numbers - 395,527 breakfasts, 465,531 lunches in 2020-21
- (4) Due to COVID-19 Pandemic, ISD 191 utilized Summer Food Program, which allowed students to receive free meals throughout the school year. Summer Food numbers - 550,409 breakfasts, 816,238 lunches, and 27,813 snacks in 2021-22



### 4-Year Graduation Rate

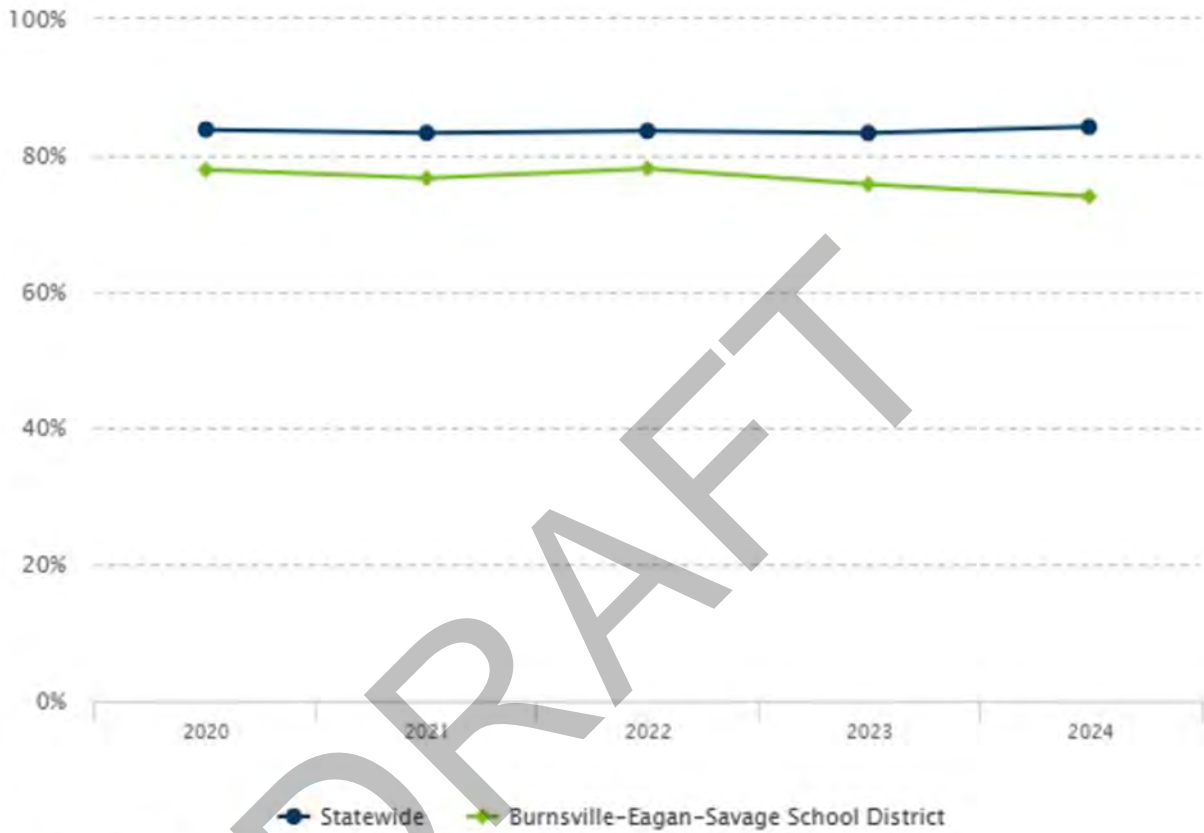
Students in the class of 2024 graduating in 2024 or earlier.



Organization	Graduated	Continuing	Dropped out	Unknown
Burnsville-Eagan-Savage School District	74.0%	16.1%	7.4%	2.6%
	492	107	49	17

Source: Minnesota Report Card

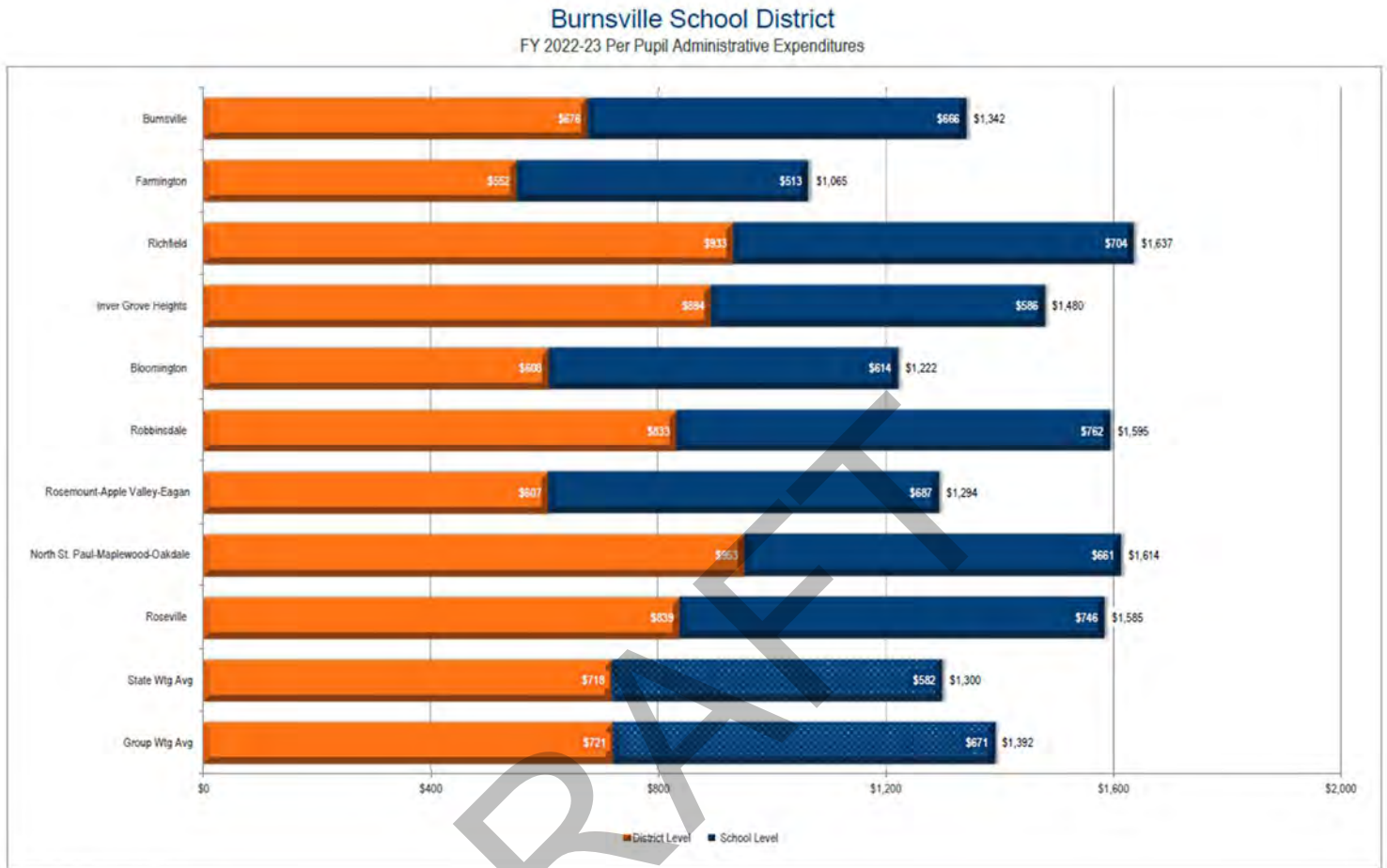
**Graduation Rate Trend**



Organization	Year	Graduated count	Graduated %
Statewide	2020	56,684	83.8%
Statewide	2021	57,137	83.3%
Statewide	2022	58,586	83.6%
Statewide	2023	58,293	83.3%
Statewide	2024	59,720	84.2%
Burnsville-Eagan-Savage School District	2020	524	77.9%
Burnsville-Eagan-Savage School District	2021	504	76.7%
Burnsville-Eagan-Savage School District	2022	506	78.1%
Burnsville-Eagan-Savage School District	2023	520	75.8%
Burnsville-Eagan-Savage School District	2024	492	74.0%

Source: Minnesota Report Card

# INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

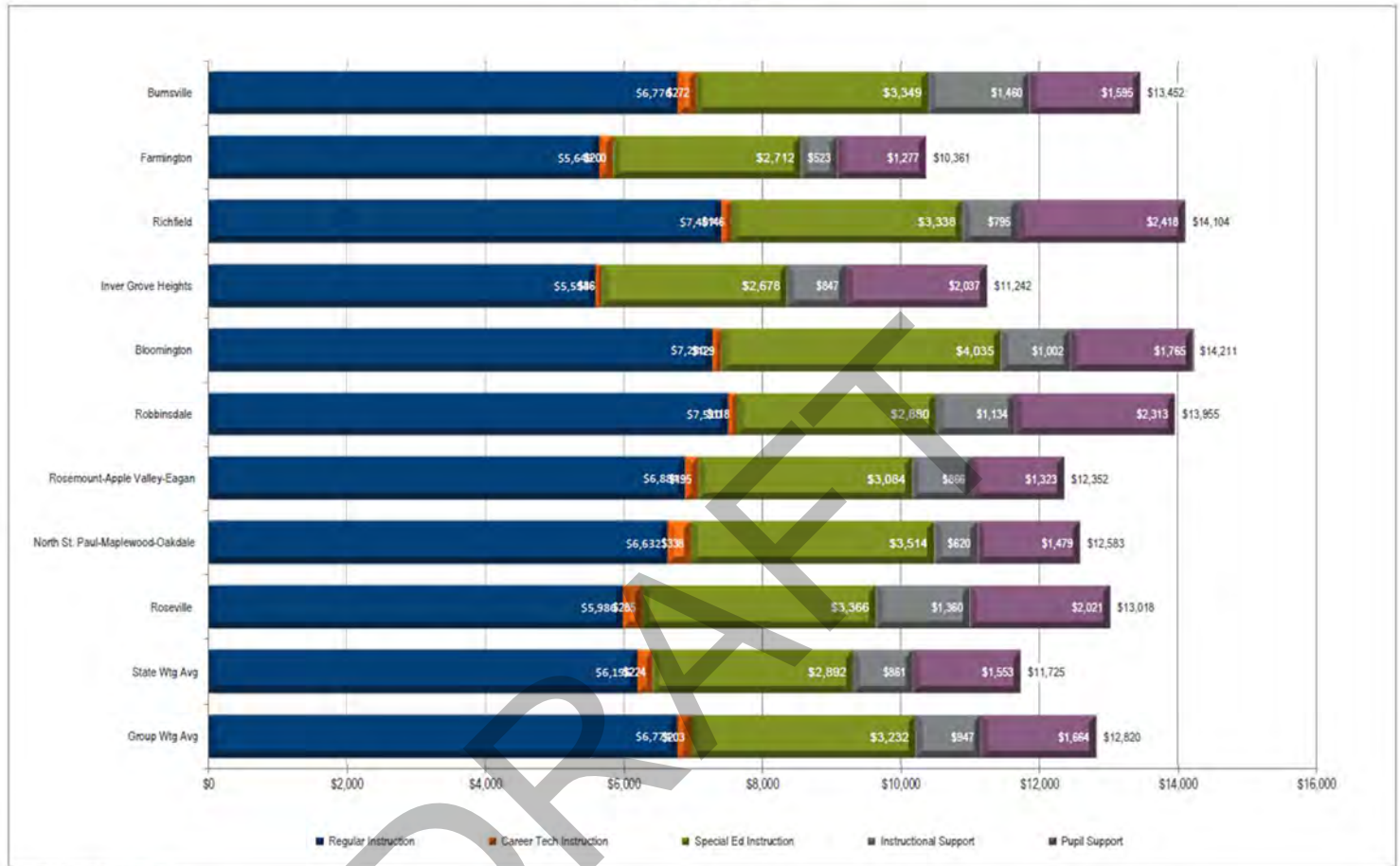


Source: FY 23 MDE School Profiles

DRAFT

# INDEPENDENT SCHOOL DISTRICT 191 – BURNSVILLE – EAGAN - SAVAGE 2025-2026 BUDGET

**Burnsville School District**  
FY 2022-23 Per Pupil Direct Educational and Support  
Expenditure by Program



Source: FY 23 MDE School Profiles

The charts above are comparing some key expenses with other districts of similar size and/or demographics. As a whole, the District falls in the middle of the peer group in terms of expenditures relating to direct administration and support services expenditures. The District's expenditures on a program basis align with the long-term goals set forth by the Board of Education and our tax constituents. The spending on direct instruction is above average as compared to our peer group as noted in the chart above.

## A

**Account:** An accounting record in which the results of transactions are accumulated; shows increases, decreases and a balance.

**Accounting Procedure:** The policy and systematic arrangement of methods and operations for recording accounting information to provide internal control and produce accurate and complete records and reports.

**Accounting System:** The total set of records and procedures which are used to record, classify and report information on the financial status and operations of an entity.

**Accrual Basis of Accounting:** The method of accounting under which revenues are recorded when they are earned (whether or not cash is received at that time) and expenditures are recorded when goods and services are received (whether cash disbursements are made at that time or not).

**Adjusted Average Daily Membership:** The aggregate membership of students in a school during a reporting period (normally a school year) plus pupil units whom the district pays tuition under an agreement with another district, minus pupil units for whom the district receives tuition under an agreement with another district; divided by the number of days that school is in session during this period.

**Adjusted Marginal Cost Pupil Units:** The current pupil units or sum of 77 percent of the adjusted pupil units computed using current year data, plus 23 percent of the adjusted pupil units computed using prior year data, whichever is greater.

**Adjusted Net Tax Capacity (ANTC):** The net tax capacity of a school district as adjusted by the sales ratio (Net Tax Capacity divided by the sales ratio). The purpose of the adjustment is to neutralize the effect of different assessment practices among the taxing jurisdiction of the state.

**Adjusted Pupil Units (APU):** The sum of pupil units served plus pupil units whom the district pays tuition under an agreement with another district, minus pupil units for whom the district receives tuition under an agreement with another district.

**Admissions:** Money received for a school-sponsored activity such as a dance or football game.

**Allotment:** A portion of an appropriation or special fund set aside to cover expenditures and encumbrances for a certain period or purpose.

**Alternative Delivery of Specialized Instructional Services (ADSIS):** This is an annual application process for districts and charter schools to apply for state special education aid. The purpose of ADSIS is to provide instruction to assist students who need additional academic or behavioral support to succeed in the general education environment. The goal is to reduce the number of referrals to special education by providing support early to struggling students.

**American Rescue Plan (ARP) Act:** The ARP Act was signed into law on March 11, 2021 and focuses on returning to, and maintaining, safe in-person learning for all students.

**Apportionment:** (1) The act of apportioning; (2) An item of receipts resulting from the act of apportioning, such as state apportionment (see *allotment*).

**Appropriations:** An authorization granted by the legislative body to make expenditures and to incur obligations for specific purposes. The Minnesota Constitution prohibits payment of money out of the treasury unless authorized by an appropriation.

**Assessed Valuation:** A valuation set upon real estate or other property by a government as a basis for levying taxes.

**Assessment:** (1) The process of making the official valuation of property for the purpose of taxation, and (2) The valuation placed upon property as a result of this process. **Note:** *Assessment* is sometimes used to denote the amount of taxes levied but such usage is not recommended since it fails to distinguish between the valuing process and the tax levying process. The term is also used erroneously as a synonym for *special assessment*.

**Assets:** Economic resources that are owned or controlled by an entity.

**Assigned Fund Balance:** Fund balance classification that reflects a school district's intended use of resources that are not restricted or committed, which intent has been established at either the highest level of decision making (school board), or by a body (e.g., budget or finance committee), or an official (e.g., finance director) delegated that authority.

**Audit:** The result of an independent accountant's review of the statements and footnotes to ensure compliance with generally accepted accounting principles and to render an opinion on the fairness of the financial statements.

**Audit Report:** A report issued by an independent certified public accountant that expresses an opinion about whether the financial statements fairly present an organization's financial position, operating results and cash flows in accordance with generally accepted accounting principles.

**Average Daily Attendance (ADA):** The aggregate attendance of students in a school during a reporting period (normally a school year) divided by the number of days that school is in session during this period.

**Average Daily Membership (ADM):** The aggregate membership of students in a school during a reporting period (normally a school year) divided by the number of days that school is in session during this period.

**Balance Sheet:** A formal statement of assets, liabilities and equity as of a specific date.

**Bond:** A written promise to pay a specified sum of money, called the face value or principal amount, at a specified date in the future (the maturity date), together with periodic interest at a specified rate.

**Bond Discount:** The difference between the face value and the sales price when bonds are sold below their face value.

**Bond Maturity Date:** The date at which a bond principal or face amount becomes payable.

**Bond Premium:** The difference between the face value and the sales price when bonds are sold above their face value.

**Bond Rating:** Ratings for bonds to be issued that primarily reflect the ability of the issuer to repay the bonds. Better bond ratings result in lower interest rates for the bonds issued.

**Bond Referendum:** Funding for a proposed public building or major remodeling project submitted for local voter approval.

**Budget:** A plan of financial operation expressing the estimates of proposed expenditures for a fiscal year and the proposed means of financing them (revenue estimates).

**Budgeting:** Pertains to budget planning, formulation, administration, analysis and evaluation.

**Budget Calendar:** Schedule of key dates which the School Board and administrators follow in preparation, adoption and administration of the budget.

## C

**Capital Lease:** A leasing transaction that is recorded as a purchase by the lessee; ownership is transferred to the lessee at the conclusion of the leasing agreement.

**Capital Outlay:** An expenditure that is generally greater than \$5,000 and results in ownership, control or possession of assets intended for continued use over relatively long periods of time.

**Coronavirus Aid, Relief and Economic Security (CARES) Act:** Federal relief package, passed on March 27, 2020, provided over \$2 trillion in federal economic relief to protect the American people from the public health and economic impacts of COVID-19. The CARES Act included an Education Stabilization Fund, which created two major sources of funding for schools: Governor's Emergency Education Relief (GEER) Fund and the Elementary and Secondary School Emergency Relief (ESSER) Fund. It also contained section 5001, the Coronavirus Relief Fund (CRF), which established \$150 billion in payments to state, local and Tribal governments navigating the impact of the COVID-19 pandemic.

**Coronavirus Response and Relief Supplemental Appropriations (CRRSA) Act:** Federal relief package, signed into law on December 20, 2020. This includes additional ESSER and GEER funding and established the Emergency Assistance for Nonpublic Schools (EANS) Fund.

**Cash Basis:** Gross income is recognized when cash is received.

**Cash Basis Accounting:** A system of accounting in which transactions are recorded and in which revenues and expenses are recognized only when cash is received or paid.

**Chart of Accounts:** A list of all accounts generally used in an individual accounting system. In addition to account title, the chart includes an account number that has been assigned to each account. Accounts in the chart are arranged with accounts of a similar nature, for example, assets and liabilities.

**Committed Fund Balance:** Fund balance classification will be used to describe the portion of the fund balance designated for a particular use by formal action of the school board.

**Community Service Fund:** A fund used to account for all financial activities of the Community Education program.

**Compensatory Revenue:** A portion of general education revenue based on the number of students in a school district that qualify for free or reduced-price school meals.

**Contracted Services:** Service rendered by personnel who are not on the payroll of the school district, including all related expenses covered by the contract.

**Coronavirus Relief Funds (CRF):** Grants awarded by the Federal government for the purpose of providing schools with emergency relief funds to address the impact that Novel Coronavirus Disease 2019 (COVID-19) has had, and continues to have, on elementary and secondary schools across the nation.

**Credit:** An entry on the right side of the account.

## D

**Debt:** Money owed by one party (the debtor) to a second party (creditor), generally subject to contractual terms regarding the amount and timing of repayments of principal and interest.

**Debt Service:** Expenditures for the retirement of principal and payment of interest on debt.

**Debt Service Excess:** Minnesota Statutes 2021, section 475.61, provides that MDE calculate excess debt service fund balances for the Debt Service Fund (Fund 7) and the Postemployment Benefits Debt Services Fund (Fund 47). Districts also have the option of requesting an amount greater than the debt excess reduction calculated by MDE for Fund 7 or Fund 47.

**Debt Limit:** The maximum amount of bonded debt for which a governmental unit (school district) may legally obligate itself.

**Debit:** An entry on the left side of an account.

**Delinquent Taxes:** Taxes remaining unpaid on and after the date on which they become delinquent by statute.

## E

**Elementary and Secondary School Emergency Relief (ESSER) Fund:** Federal government awarded grant to State educational agencies for the purpose of providing local educational agencies (LEAs) with emergency relief funds to address the impact that Novel Coronavirus Disease 2019 (COVID-19) has had on elementary and secondary schools across the nation.

**Elementary School:** A school classified as elementary by state and local practice and composed of any span of grades not above grade eight. Preschool or kindergarten is included under this heading only if it is an integral part of an elementary school or a regularly established school system.

**Employee Benefits:** Compensation, in addition to regular salary, provided to an employee. This may include such benefits as health insurance, life insurance, annual leave, sick leave, retirement and Social Security.

**Enrollment:** The total number of students registered in a given school unit at a given time, generally enrollment numbers are reported in the fall. (October 1 in Minnesota)

**Entry:** The record of a financial transaction in its appropriate book of accounts. Also, the act of recording a transaction in the books of accounts.

**Equalization:** The process of (1) reducing the tax rate or tax base disparities among different taxing jurisdictions, or (2) reducing net tax disparities among different properties within the same class in a given taxing jurisdiction.

**Expenditures:** Charges incurred, whether paid or unpaid, which are presumed to benefit the current fiscal year. For elementary/secondary schools, these include all charges for current outlays plus capital outlays and interest on school debt.

**Expenditures Per Pupil:** Charges incurred for a particular period of time divided by a student unit of measure, such as enrollment, average daily attendance, or average daily membership.

**Expenses:** Costs incurred in the normal course of operations.

**Fiscal Year (FY):** The twelve-month period of time to which the annual budget applies. All Minnesota school districts, by law, must observe a fiscal year that runs July 1 through June 30.

**Free School Meals:** In order to qualify for free school meals, a household must submit an application. The federal government, comparing the household's size to its income, sets guidelines.

**Full-Time Equivalency (FTE):** The result of a computation that divides the amount of time for a less than full-time activity by the amount of time normally required in a corresponding full-time activity.

**Fund:** A sum of money or other resources segregated for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations, restrictions or limitations, and constituting an independent fiscal and accounting entity.

**Fund Balance (equity):** Mathematical excess of assets over liabilities.

**Federal Sources:** Revenues received from federal government appropriations.

**Fiduciary Funds:** Account for assets held in a trustee capacity or as an agent for individuals, organizations or other governmental units and/or funds.

**Formula Allowance:** Minnesota's basic general education formula allowance provided school districts with a majority of their revenue.

## G

**General Fund:** Typically, the largest fund in the budget. It is comprised of money not in other funds. Most of this fund is not earmarked for specific purposes.

**Generally Accepted Accounting Principles (GAAP):** Standard framework of guidelines for financial accounting used in any given jurisdiction; generally known as accounting standards or standard accounting practice. These include the standards, conventions and rules that accountants follow in recording and summarizing financial transactions and in the preparation of financial statements.

**General Obligation Bonds (GO Bonds):** Bonds that the state stands behind with its taxing powers.

**Governor's Emergency Education Relief (GEER) Fund:** Federal government awarded grant to State educational agencies for the purpose of providing local educational agencies (LEAs) with emergency relief funds. Governors receiving GEER funds may award subgrants to LEAs with the State that have been most significantly impacted by the Novel Coronavirus Disease 2019 (COVID-19).

**Grant:** A contribution of assets (usually cash) by one governmental unit or other organization to another. Typically, these contributions are made to local governments (school districts) from state and federal governments and are usually made for specified purposes.

## H

**High School:** A secondary school offering the final years of high school work necessary for graduation, usually including grades nine through twelve.

## I

**Individualized Education Program (IEP):** A document that outlines the unique needs of the student and the specialized goals and objectives that will help the student make educational progress.

**Interest:** The payment (cost) for the use of money.

**Internal Service Funds:** Funds internal to the operation of a unit that provide a variety of services to that unit, such as a printing activity. The funds must recover the full costs of services provided through billing back.

**Instructional Expenditures:** Current expenditures for activities directly associated with the interaction between teachers and students. These include teacher salaries and benefits, supplies and purchased instructional services.

## J

No entries

## K

**Kindergarten (KG):** This category of students includes transitional kindergarten, kindergarten and pre-first-grade students, and is traditionally found in elementary schools.

**Kindergarten Handicapped (or disabled) (HK):** This is a special category within kindergarten that provides for increased weighting of these kindergarten students that provides more revenue to a district.

## L

**Lease:** A contract that specifies the terms under which the owner of an asset (the lessor) agrees to transfer the right to use the asset to another party (the lessee).

**Lessee:** The party that is granted the right to use property under the terms of a lease.

**Lessor:** The owner of property that is rented (leased) to another party.

**Levy:** A tax imposed on property, which a school board may levy, and is limited by statute.

**Liabilities:** Obligations measurable in monetary terms that represent amounts owed to creditors, governments, employees and other parties.

**Local Education Agency (LEA):** See *school district*.

**Long Term Facilities Maintenance (LTFM):** comprehensive revenue program passed by the Minnesota Legislature in 2015 to fund a facility ten-year plan developed by a school district, intermediate school district or cooperative.

**Long-Term Liabilities:** Debts or other obligations that will not be paid within one year.

## M

**Mandates:** Requirements imposed by one level of government on another.

**Marginal Cost Pupil Unit:** Used to indicate pupil count. It is a calculation whereby 77 percent of the current year pupil count is added to 23 percent of the prior year pupil count.

**Market Value:** The value assigned to property by an assessor. The market value is intended to reflect the sales value of the property.

**Middle School:** A secondary school following elementary school and preceding high school, usually including grades 6-8.

**Minnesota Automated Reporting Student System (MARSS):** A system of pupil accounting which maintains essential data elements for each public school student attending school in Minnesota and reported by school districts to the state.

**Minnesota Department of Education (MDE):** The formal agency within the executive branch of government in Minnesota that oversees the operations of education, K-12 education in particular.

**Modified Accrual Basis of Accounting:** The basis of accounting under which expenditures, other than accrued interest on general long-term debt, are recorded at the time liabilities are incurred and revenues are recorded when received in cash, except for material and/ or available revenues, which should be accrued to reflect property taxes levied and revenue earned.

**MTSS:** Multi-tiered System of Supports.

**Net Tax Capacity (NTC):** This value is derived by multiplying the estimated market value of each parcel by the appropriate class (use) rate for that parcel.

**Net Tax Liability:** The amount of tax computed by subtracting tax credits from the gross tax liability.

**Non-Resident Student:** A student whose legal residence is outside the geographical area served by the district.

**Nonspendable Fund Balance:** Fund balance classification that cannot be spent because they are either (a) not in a spendable form or (b) legally or contractually required to be maintained intact.

## O

**Operating Lease:** A simple rental agreement where ownership is retained by the lessor at the conclusion of the leasing agreement.

**OPEB (Other Post-Employment Benefits) Trust Fund:** This trust fund is used for reporting resources set aside and held in an irrevocable trust arrangement for post-employment benefits. District contributions to this fund must be expensed to an operating fund.

## P

**Pathways:** Programs, opportunities and services that encourages life-long learning, exploration, and preparedness.

**Principal (face value or maturity value):** The amount that will be paid on a bond at its maturity date.

**Public Employees Retirement Association (PERA):** This group administers pension plans that cover local, county and school district non-teaching employees.

**Purchased Services:** This expenditure category includes such items as conference fees, mileage paid, consultant fees, fieldtrips, fees of subcontractors, utilities including electricity, telephone, water, refuse and gas.

**Pupil Units:** A weighted count of pupils in average daily membership used in calculation of state aid and local tax levies.

## Q

No entries

**Restricted Fund Balance:** Fund balance classification when constraints are placed on the use of resources are either (a) externally imposed by creditors (such as through debt covenants, grantors, contributors, or laws or regulations of other governments) or (b) imposed by law through constitutional provisions or enabling legislation which authorizes a government to levy, charge or otherwise mandate payment of resources from external providers.

**Referendum Market Value (RMV):** The total market value excluding the value of agricultural and seasonal-recreational property which is the tax base used for operating referendum, local optional, transition and equity levies.

**Refunding Bonds:** Bonds issued to pay off bonds already outstanding.

**Reserve:** An amount set aside for some specified purpose.

**Resident Pupil Units (RPU):** The sum of pupil units served whose legal is within the geographic area served by the district.

**Resident Student:** A student whose legal residence is within the geographic area served by the district.

**Revenues:** Money received by a unit from external sources net of refunds and other correcting transactions, other than from the issuance of debt, liquidation of investments, and as agency and probate trust transactions.

**Review and Comment:** A process by which the commissioner of Minnesota Department of Education reviews and comments on the feasibility and practicality of proposed school district building projects.

## S

**School Board:** Elected or appointed body which has been created according to state law and vested with responsibilities for educational activities in the school district.

**School District:** A unit for administration of a public-school system often comprising several cities within a state.

**Secondary School:** A school classified as secondary by state and local practice and composed of grades seven through twelve.

**Social Security (FICA) Taxes:** Federal Insurance Contributions Act taxes imposed on employees and employers; used mainly to provide retirement benefits.

**Special Education (SPED):** Students in special education both have a disability and are in need of specialized instruction. A comprehensive evaluation, conducted by a team from the school

district, evaluates and identifies these students. For every student who needs special education services, the team develops a special document called an Individualized Education Program (IEP). 212

**Special Revenue Funds:** A grouping of revenues from certain sources from which certain expenditures are made. Revenues for these funds are usually dedicated and expenditures from the special funds are usually restricted for certain purposes.

**Staff Automated Reporting System (STAR):** The system by which staff data elements are recorded and transmitted to the Minnesota Department of Education.

**Stated Rate of Interest:** The rate of interest printed on the bond.

**Statute:** A written law passed by a legislative body.

**Statutory Operating Debt (SOD):** According to Minnesota Statutes, section 123B.81, subdivision 2, statutory operating debt exists if the school district's operating debt is more than 2 ½ percent of the most recent fiscal year's expenditures. By January 31 of the following year, the school board is required to create and implement a Special Operating Plan which is formally approved through a board resolution and submitted to the MDE commissioner for approval.

**STEM:** Acronym for Science, Technology, Engineering and Mathematics.

**Supply Chain Assistance Funding:** Funds provided by the United State Department of Agricultural (USDA) for school districts to purchase domestic unprocessed or minimally processed food products.

## T

**Targeted Services:** These are K-8 intervention/prevention services provided outside the traditional school day and traditional school year to qualified learners.

**Tax Base:** The value of commercial, industrial, residential, agricultural and other properties in a school district, city, municipality and county.

**Tax Capacity:** The taxable value of property. Tax capacity of a property is determined by the type of property, taxable market value of the property and state-determined class rates for different types or property.

**Tax Credit:** A state-allowed reduction on local property taxes.

**Teachers Retirement Association (TRA):** A statewide public pension fund for public school teachers throughout Minnesota, except for teachers in the first class cities, and some teachers in community colleges, state universities and technical colleges.

**Transfer:** The movement of money between funds; transfer must be consistent with legislative intent. 213

**Trial Balance:** A listing of all account balances, provides a means of testing whether total debts equal total credits for all accounts.

**Trust Fund:** A fund consisting of resources received and held by the district as trustee to be expended or invested in accordance with the conditions of the trust.

## U

**Unassigned Fund Balance:** Fund balance classification that represents funds not classified as nonspendable, restricted, committed or assigned.

**Uniform Financial Accounting and Reporting Standards (UFARS):** Minnesota's legally prescribed set of accounting standards for all school districts.

**Useful Life:** The term used to describe the life over which an asset is expected to be useful to the company; cost is assigned to the periods benefited from using the asset.

## V

No entries

## W

**Weighted Pupil Units:** A varied weighting of pupils by grade. For example, a student in grades 1-6 may be counted as a 1.06 pupil unit, whereas a student in grades 7-12 may be counted as a 1.3 pupil unit.

**World's Best Workforce:** Minnesota Legislative bill passed in 2013 to ensure every school district in the state is making strides to increase student performance.

## X

No entries

## Y

No entries

## Z

No entries

## G. Superintendent Report

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda III.G.  
June 12, 2025**

**To:** Board of Education  
**From:** Dr. Theresa Battle, superintendent  
**Date:** June 12, 2025  
**Re:** Superintendent Report

Receive a report from Dr. Theresa Battle, superintendent.

## H. Board Member Reports

---

District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda III.H.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Abigail Alt, vice chair

**Date:** June 12, 2025

**Re:** Board Member Reports

Receive reports from board members.

## IV. Business Meeting

---

District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.

# June 12, 2025 Board Meeting

Board Members' Questions and Staff Responses regarding BoardBook materials

(Board Priorities)

Board Member Question	Staff Response																																				
<p><b>Q1:</b> As context for this conversation within our current reality and understanding Thursday's conversation relates to FY27 priorities, specifically for the protected Pathways courses, please share (by Pathway and course):</p> <p>1a) The number of students requesting enrollment to date in the protected courses</p> <p>1b) If there are zero students requesting enrollment in a given course, please indicate</p> <p>1c) the number of participants per section that we currently anticipate offering in FY26 for the protected courses</p> <p>1d) If there are zero participants for a given course, please indicate</p>	<p><b>Q1:</b> <b>1a) Chef 2, Chef 3, Hospitality Internship</b></p> <table border="1" data-bbox="743 457 1334 856"> <thead> <tr> <th>Course</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>8030 - CHEF I</td> <td>70</td> </tr> <tr> <td>8033 - CHEF III A</td> <td>38</td> </tr> <tr> <td>8034 - CHEF III B</td> <td>37</td> </tr> <tr> <td>8350 - PATHWAYS INTERNSHIP A</td> <td></td> </tr> <tr> <td>8361 - PATHWAYS INTERNSHIP B</td> <td></td> </tr> </tbody> </table> <p><b>Project Lead the Way Engineering courses</b></p> <table border="1" data-bbox="743 1045 1302 1396"> <thead> <tr> <th>Course</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>7421 - AEROSPACE A</td> <td>72</td> </tr> <tr> <td>7422 - AEROSPACE B</td> <td>73</td> </tr> <tr> <td>7501 - INTRO TO ENG DESIGN A</td> <td>38</td> </tr> <tr> <td>7512 - INTRO TO ENG DESIGN B</td> <td>38</td> </tr> <tr> <td>7530 - CIVIL ENG AND ARCHITECT A</td> <td>22</td> </tr> <tr> <td>7531 - CIVIL ENG AND ARCHITECT B</td> <td>22</td> </tr> </tbody> </table> <p><b>Concurrent courses</b></p> <table border="1" data-bbox="743 1528 1377 1921"> <tbody> <tr> <td>IH1102 - INVER HILLS COLLEGE STUDY SKILLS</td> <td></td> </tr> <tr> <td>IH0411 - IH ENGLISH 10A</td> <td>86</td> </tr> <tr> <td>IH0422 - IH ENGLISH 10B</td> <td>86</td> </tr> <tr> <td>IH0511 - IH ENGLISH 11A</td> <td>141</td> </tr> <tr> <td>IH0522 - IH ENGLISH 11B</td> <td>141</td> </tr> </tbody> </table>	Course	Total	8030 - CHEF I	70	8033 - CHEF III A	38	8034 - CHEF III B	37	8350 - PATHWAYS INTERNSHIP A		8361 - PATHWAYS INTERNSHIP B		Course	Total	7421 - AEROSPACE A	72	7422 - AEROSPACE B	73	7501 - INTRO TO ENG DESIGN A	38	7512 - INTRO TO ENG DESIGN B	38	7530 - CIVIL ENG AND ARCHITECT A	22	7531 - CIVIL ENG AND ARCHITECT B	22	IH1102 - INVER HILLS COLLEGE STUDY SKILLS		IH0411 - IH ENGLISH 10A	86	IH0422 - IH ENGLISH 10B	86	IH0511 - IH ENGLISH 11A	141	IH0522 - IH ENGLISH 11B	141
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IH0422 - IH ENGLISH 10B	86																																				
IH0511 - IH ENGLISH 11A	141																																				
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DC1118 - DCTC COLLEGE ALGEBRA IA			28	
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1561 - CIS/AP AMERICAN HISTORY A			108	
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**AP Computer Science, Mobile CS principles, AP Mobile CS principles Computer Applications**

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**Welding/Autobody, Intro to Consumer Auto, Advanced Auto/Vehicle Services Construction trades I and II**

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7730 - AUTO TECH BRAKES AND ELECTRICAL	7 2
7740 - AUTO TECH HVAC ENGINE PERFORMANCE	5 7
7748 - WELDING/AUTOBODY AND REFINISHING	4 1
	7
7750 - INTRO TO CONSUMER AUTO	0
	3
7810 - CONSTRUCTION, INTRODUCTION	6

**Q2:**

2a) Additionally, how many TOSAs identified as Deans are we expecting to fall under this provision in FY26?

2b) Does this currently reflect flat staffing for Deans? If no, please elaborate.

**TOSAs**

1b) If there are zero students requesting enrollment in a given course, please indicate.

1c) I do not have this information yet since the staff will work on schedules throughout the summer. There are class size considerations and enrollment caps for safety, space and college preferences.

1d) If there are zero participants for a given course, please indicate

**Q2:**

2a) 8

	2b) Yes
--	---------

(Cultural Liaison Collective Bargaining Agreement)

Board Member Question	Staff Response																																
<p>Please elaborate on the rationale for - and equity lens justifying - paying the same hourly rate at Step 7 for both BA and MA holders.</p>	<p>The CL collective bargaining agreement is an example of equity at play in our district. While there will be similar or exact language among the agreements, each BU identifies priorities for its membership. In this case the majority of cultural liaisons don't have a degree. So topping out at \$35.00 was most important, for those that do have a BA or MA they were acknowledged with an additional dollar and hour in their schedule and rose to the top level sooner, i.e. MA reached \$35 in year 5 and those with a BA reached it in year 6. For the \$36, those with an MA reached this level 1 year prior to those with a BA. However, the unit wanted the top dollar to be reflected with the non-BA level as those were the majority of the members.</p> <p style="text-align: center;"><b>Schedule A</b></p> <table border="1" data-bbox="766 1222 1356 1612"> <thead> <tr> <th>STEP</th> <th>NO BA</th> <th>BA</th> <th>MA</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>\$ 26.00</td> <td>\$ 28.00</td> <td>\$ 30.00</td> </tr> <tr> <td>2</td> <td>\$ 27.50</td> <td>\$ 29.50</td> <td>\$ 31.25</td> </tr> <tr> <td>3</td> <td>\$ 29.00</td> <td>\$ 31.00</td> <td>\$ 32.50</td> </tr> <tr> <td>4</td> <td>\$ 30.50</td> <td>\$ 32.50</td> <td>\$ 33.75</td> </tr> <tr> <td>5</td> <td>\$ 32.00</td> <td>\$ 34.00</td> <td>\$ 35.00</td> </tr> <tr> <td>6</td> <td>\$ 33.50</td> <td>\$ 35.00</td> <td>\$ 36.00</td> </tr> <tr> <td>7</td> <td>\$ 35.00</td> <td>\$ 36.00</td> <td>\$ 36.00</td> </tr> </tbody> </table> <p>Future degrees are encouraged but with a desire to move into teaching.</p> <p>Section 5. Tuition Reimbursement. Employees are eligible for up to one thousand dollars (\$1,000) in tuition reimbursement per school year for graduate coursework that is germane to their assignment and benefits the district. All coursework must be</p>	STEP	NO BA	BA	MA	1	\$ 26.00	\$ 28.00	\$ 30.00	2	\$ 27.50	\$ 29.50	\$ 31.25	3	\$ 29.00	\$ 31.00	\$ 32.50	4	\$ 30.50	\$ 32.50	\$ 33.75	5	\$ 32.00	\$ 34.00	\$ 35.00	6	\$ 33.50	\$ 35.00	\$ 36.00	7	\$ 35.00	\$ 36.00	\$ 36.00
STEP	NO BA	BA	MA																														
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6	\$ 33.50	\$ 35.00	\$ 36.00																														
7	\$ 35.00	\$ 36.00	\$ 36.00																														

	<p>preapproved by the Executive Director of Human Resources. All employees must submit appropriate documentation to the district showing that the employee earned a grade of B or higher, or a passing grade in a pass/fail system, in order to be eligible for tuition reimbursement. Employees who hold a BA are eligible for up to five thousand dollars (\$5,000) in tuition reimbursement per school year for coursework towards a teaching license in a MN state approved graduate program.</p>

(FY26 Adopted Budget)

<b>Board Member Question</b>	<b>Staff Response</b>
<p>I didn't see any mention of the change to walking distances in the presentation. Has that change been removed from the FY26 budget?</p>	<p>In slide 6 Budget Adjustments the proposed increase in walking distance for secondary is not included. We will make sure we note the changes, including that deletion and additions.</p>
<p>1. P. 20 - Districtwide Unaffiliated increased 1.0 FTE YOY. Please elaborate.</p> <p>2. P. 22 Increase in FTE in various units (Unaffiliated, Teacher) - Please elaborate.</p>	<p>1) One employee changed job titles/responsibilities and moved from the "other support staff" line to the "Director/Supervisor line". This position supervises the ALC programs such as SWAS and credit recovery so they are coded to the ALC restricted balance.</p> <p>2) Special ed staffing can change due to the needs to support students that leave or come into the district. Certain needs require more staffing to accommodate. The change in the "Teacher" line under student instruction relates to adding VPK teachers to the teacher contract. You'll notice a</p>

**Revised v Adopted Budget by BU:**

07030 612 Guidance - Please elaborate on the approximate 2.0 FTE increase.

significant decline in other support staff and the increase in teachers due to that change. Additional cultural liaisons to support the achievement and integration program.

The 2.0 FTE increase gets us back to the level of Counselors each site is supposed to have. The 2.0 FTE were in the FY25 adopted budget but were not filled during the year, still open during the staffing process for FY26.

06020 Trade & Industrial Tech Instruction - Please elaborate on the FTE reduction (5.4 to 3.1 FTE)

The decrease in 06020 is due to open positions not being filled in FY25 and then there wasn't a need for them in FY26. Likely, a lack of need for the FTEs after students sign up for classes.

06050 Business - Please elaborate on the .5 FTE increase.

In budget unit 16050, this is the clerical staff that supports the Executive Director of Administrative Services. The person originally in the role moved to another department. Timing of putting together these reports caused the FTE to not be included in FY25 but sufficient budget was still placed in the budget unit to cover the costs of the person that started in the role.

17013 Elementary EAs - Please elaborate on ~2 FTE reduction

Reduction based on building needs and enrollment, sometimes a site will exchange 2 EAs for a teacher position to better support the needs of their students.

17023 Secondary EAs - Please elaborate on the ~2 FTE reduction

Reduction based on building needs and enrollment, sometimes a site will exchange 2 EAs for a teacher position to better support the needs of their students

19010 Custodial - Please elaborate on the 3 FTE increase

The additional positions restore the Operations and Maintenance staff to normal levels. While the department was fully staffed in the FY25 Adopted Budget, several positions remained unfilled during the FY25 Revised Budget Process and were subsequently left vacant. The FY26 budget reinstates these positions to return the department to full staffing.

<p><b>Preliminary Adjustments:</b></p> <p>3.4 Please refresh my memory - this transfer from General Fund to LTFM is for which projects?</p> <p>3.6 Student Services Account Specialist - Please elaborate on the change in staffing and workflow. If consolidating into a pre-existing role, please elaborate on how we are ensuring efficacy and accuracy with this consolidation.</p>	<p>3.4 This transfer is for the things that break down randomly throughout the year that need to be repaired such as HVAC or boiler repairs, flooring repairs, painting touch up, etc. There is not a specific project in the LTFM plan for each of these repairs. These repairs are currently coming from the unrestricted fund balance but are eligible costs under the LTFM plan.</p> <p>3.6 Various positions within the finance department are absorbing the responsibilities of the student services account specialist. The controller has the experience to lead the accountant and the accounting compliance coordinator to accurately and timely complete the tasks needed for State and Federal Special Education and Title programs with guidance from the director of finance and director of student support services.</p>

## A. Consent Agenda

**Description:** Although Board action is required, it is generally unnecessary to hold discussion on these items. In the event a Board member wishes to discuss an item, that item will be moved for separate consideration.

### 1. Approve Minutes

228

School Board Minutes  
 INDEPENDENT SCHOOL DISTRICT 191  
 May 22, 2025

The regular meeting of the Board of Education was called to order by Chair Werb at 6:30 p.m. The meeting was held at Diamondhead Education Center, 200 West Burnsville Parkway, Burnsville, MN, 55333.

Call to Order

Directors Alt, Anderson, Chester, Hume, Sachse and Chair Werb were present. Director Mikkelsen was absent. Superintendent Dr. Battle, Student Representative Maryam Bradai, administrators, staff and members of the public were also present.

Attendance

Chair Werb welcomed the audience and asked Director Anderson to lead the Pledge of Allegiance.

Welcome and Pledge of Allegiance

Moved by Sachse, seconded by Alt, to approve the agenda. The motion carried unanimously (6,0)

Agenda

Received a report about the Student Activity/Athletics Recognition from Bill Heim, associate principal and activities director.

Reports

Received a report about the Student Representative for the 2025-2026 School Year from Jesús Sandoval, principal and Bill Heim, associate principal and activities director.

Received a report about Changes to Burnsville High School Athletic and Activities Fees from Dr. Chris Bellmont, assistant superintendent, Devin Kleiner, athletics director and Bill Heim, associate principal and activities director.

Received a report about College, Career Readiness and Graduation from Imina Oftedahl, director of curriculum, instruction and assessment, Jesús Sandoval, principal and Kelly Ronn, principal.

Received a Voluntary Pre-K Update report from Jason Sellars, director of community services and Amy Piotrowski, director of student support services.

Received Board Reports: Policy Review Committee report from Director Alt, and District 917 Report from Director Chester.

Consent Agenda Minutes

Moved by Hume, seconded by Anderson, to approve the consent agenda:  
 -Approve minutes of the regular board meeting on May 7, 2025 and May 8, 2025.

Personnel Recommendations  
 Checks, Receipt, Claims and In  
 Budget Analysis  
 Listening Session

-Approve personnel recommendations for Mellisa Larson, Sarah Stout, Peter Brynjegard, Mackenzie Carrane, Kalin Laurent, Jonathan Mattern, Haley Jagow, Grant Baker, Gailyn Lamphere, Emma Bromenschenkel,

Caitlin Wright-Connelly, Michael Anyirah, Ana Best, Steve McGee, Sergei Raspel, Nick McGraw, Ingrid Christopherson, Harrison Owings, Casey Ewert, Addison Olson, Emily Jajjar-Field, Danielle Anderson, Andre Sellars, Ben Woelfel, Asha Kumar Karlapudi, Awatif Bilal, Mustafa Mohamed, Kylie Buffington, Tracy Morales, Lisa Wegner, Julia Krube, Jessica Gillitzer, Hanaa Hammond, Hala Heleu, Fadumo Nur, Anne Ammons, Anh Mai, Zahra Hassan, Hibo Abdallah, Patricia Artiga-Rosa, Michelle Bachmeier, Amy Keirstad, Terri Painter, Ruthann Twardoski, Andrea Weatherford, Mary Zich, Laura Beckmann, Jack O'Brien, Diana Vasquez, Christine Fischer McDonald, Annette Martinez, and Andre Sellars.

- Board approves March payroll checks in the net amount of \$4,624,001.64. March claims to date, wire transfers and adjustments totaling \$11,903,931.80. Also, that the Board accepts March receipts of \$19,727,319.49 and investments for the General Fund and OPEB of \$89,817,098.76 as of March 31, 2025.

-Accepts the Budget Analysis for the month ending March 31, 2025.

-Receive a report about the Listening Session on May 8, 2025.

The motion carried unanimously (6,0).

Moved by Anderson, seconded by Chester, to adopt the Minnesota State High School League Resolution for Membership for the 2025-2026 School Year. The motion carried unanimously (6,0).

MSHSL Resolution for Membership

191 LTFM

Moved by Alt, seconded by Hume, to approve the Revised 191 Long-Term Facility Maintenance Program Budget for FY27. The motion carried unanimously (6,0).

917 LTFM

Moved by Chester, seconded by Sachse, to approve the Long-Term Facility Maintenance for District 917. The motion carried unanimously (6,0).

Moved by Alt, seconded by Hume, to approve the Employment Contract for the Superintendent of Schools. The motion carried unanimously (6,0).

Superintendent Employment Contract

Moved by Hume, seconded by Anderson, to approve the Pro-pay Memorandum of Understanding. The motion carried unanimously (6,0).

Pro-Pay MOU

Moved by Anderson, seconded by Chester, to adopt a Cost Sharing Agreement with Dakota County for Election Hardware, Software and Related Services. The motion carried unanimously (6,0).

Dakota County Elections Cost Sharing Agreement

Moved by Sachse, seconded by Anderson, to Adopt a Resolution Ratifying the Issuance and Sale of General Obligation Refunding Bonds Series 2025A. The motion carried unanimously (6,0).

Bond Resolution

Moved by Alt, seconded by Anderson, to approve the SMART Goals for District 191 Board of Education for 2025-2026. The motion carried unanimously (6,0).

SMART Goals

Having no further agenda items, Chair Werb adjourned the meeting at 8:47 p.m.

Adjourn

/s/  
Scott Hume, Board Clerk

6/12/25  
Date Approved

DRAFT

## 2. Approve Personnel Recommendations

---

District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.

**Burnsville-Eagan-Savage Public Schools  
Independent School District 191  
Human Resources**

TO: Members, Board of Education  
Dr. Theresa Battle, Superintendent

FROM: Stacey Sovine, Executive Director of Administrative Services

DATE: June 12, 2025

RE: Recommended Personnel Changes

CLASSIFICATION	ACTION	NAME	FINAL	LOCATION	POSITION	EFFECTIVE DATE	HOURS / FTE
Certified	Appointment	Naimo Adan		Sky Oaks Elementary School	Teacher	08/25/2025	1.0 FTE
Certified	Appointment	Kristina Pope		District-wide	Special Education Supervisor	07/01/2025	1.0 FTE
Certified	Appointment	Jasmine Wenner		Community Education	VPK Teacher	07/01/2025	1.0 FTE
Certified	Leave of Absence	Stacy Coronis		Harriet Bishop Elementary	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Olive Winter		Eagle Ridge Middle School	Teacher	2025-2026 School Year	.50 FTE
Certified	Leave of Absence	Meghan Bartling		Gideon Pond Elementary	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Laurel Mirs		Gideon Pond Elementary	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Kimberly Moren		Burnsville High School	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Kerianne Green		Vista View Elementary School	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Dawn Hoins		Rahn Elementary School	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Catherine Rossini		Edward Neill Elementary	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Ashly Gagner		Rahn Elementary School	Teacher	3/07/2025-4/27/2025	1.0 FTE
Certified	Leave of Absence	Anthony Coronis		Nicollet Middle School	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Alexis Rollie		Gideon Pond Elementary	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Mary Chouanard		Eagle Ridge Middle School	Teacher	2025-2026 School Year	1.0 FTE
Certified	Leave of Absence	Megan Gonzalez		Nicollet Middle School	Teacher	2025-2026 School Year	1.0 FTE
Certified	Recall	Sahro Abdullahi		Burnsville High School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Nora Poppler		Sky Oaks Elementary School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Michael Curley		Nicollet Middle School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Jennifer DeDominis		ECSE Center	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Hannah Wilcox		WM, Byrne Elementary School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Debra Pflipsen		Nicollet Middle School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Christian Kibler		Burnsville High School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Charles Dougherty		Burnsville High School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Brittney Smith		Diamondhead Education Center	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Angela Voves		Nicollet Middle School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Alisha Bolfig		Vista View Elementary School	Teacher	08/25/2025	1.0 FTE
Certified	Recall	Timothy Kelsey		Hidden Valley Elementary	Teacher	08/25/2025	1.0 FTE
Certified	Resignation	Nicole Carrillo		Hidden Valley Elementary	Teacher	06/06/2025	1.0 FTE
Certified	Resignation	Lori Brevik		Burnsville High School	Teacher	06/06/2025	1.0 FTE
Certified	Resignation	Erica Bugenhagen		Gideon Pond Elementary	Teacher	06/06/2025	1.0 FTE
Certified	Resignation	Charles Croatt		Burnsville High School	Teacher	06/06/2025	1.0 FTE
Certified	Resignation	Kathryn Wendling		Burnsville High School	Teacher	06/06/2025	1.0 FTE
Certified	Resignation	Guillermo Davila		District-wide	Operations Supervisor	06/13/2025	1.0 FTE
Classified	Appointment	Kylie Buffington		Gideon Pond Elementary	Educational Assistant	05/12/2025	6.5 hours/day* correction
Classified	Appointment	Allison Knutson		Edward Neill Elementary	Food Service Manager	06/16/2025	7.5 hours/day
Classified	Appointment	Guillermo Davila		District-wide	Custodian Level II	06/16/2025	8 hours/day
Classified	Change of Assignment	Amra Omerovic		Gideon Pond Elementary	Food Service Manager	06/10/2025	7.5 hours/day
Classified	Leave of Absence	Sharon Smith-Lossiah		Gideon Pond Elementary	VPK	2025-2026 School Year	8 hours/day
Classified	Leave of Absence	Bronwyn Coddington		District-wide	Behavior Specialist	4/9/2025-4/20/2025*correction	8 hours/day
Classified	Resignation	William Morgan		Burnsville High School	Volleyball- Assistant Coach	05/30/2025	1.0 FTE Stipend
Classified	Resignation	Sergei Rospel		Burnsville High School	Computer Club	06/06/2025	.50 FTE Stipend
Classified	Resignation	Michael Jacobson		Burnsville High School	Custodian	06/04/2025	8 hours/day
Classified	Resignation	Michael Curley		Nicollet Middle School	Soccer- Assistant Coach	05/19/2025	.60 FTE Stipend
Classified	Resignation	Jessica Giltzer		ECSE Center	Educational Assistant	06/05/2025	6.5 hours/day
Classified	Resignation	Charles Dougherty		Burnsville High School	Computer Club	06/04/2025	.50 FTE Stipend
Classified	Resignation	Brian Pickett		Eagle Ridge Middle School	Boys Basketball- Assistant Coach	05/28/2025	1.0 FTE Stipend
Classified	Resignation	Andrea Bauer		District-wide	Cultural Liaison	06/30/2025	8 hours/day
Classified	Resignation	Allison Millea		Burnsville High School	PROUD Advisor	06/06/2025	1.0 FTE Stipend
Classified	Resignation	Charles Croatt		Burnsville High School	Math League Advisor	06/06/2025	1.0 FTE Stipend
Classified	Resignation	Kyle Davis		Burnsville High School	Custodian	06/04/2025	8 hours/day
Classified	Resignation	Lauren Chilton		WM, Byrne Elementary School	Educational Assistant	06/05/2025	7.25 hours/day
Classified	Retirement	Sharon Frank		BEST	Educational Assistant	06/05/2025	7 hours/day

### 3. Receive a Report about the Listening Session

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda IV.A.3.  
June 12, 2025**

**To:** Board of Education

**From:** Dr. Theresa Battle, superintendent

**Date:** June 12, 2025

**Re:** Report about the Listening Session

**Recommendation:** Receive a report about the listening session scheduled on May 22, 2025.

There were no speakers who spoke at the May 22, 2025 Listening Session.

4. Approve, on a First and Final Reading, No Changes to Policy 602.5  
School Cancellations

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda IV.A.4.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Dr. Chris Bellmont, assistant superintendent

**Date:** June 12, 2025

**Re:** Approve, on a First and Final Reading, No Changes to Policy 602.5: *School Cancellations*

**Recommendation:** Approve, on a first and final reading, no changes to Policy 602.5: *School Cancellations*

This policy was reviewed by the Policy Review Committee on May 20, 2025 as part of the 3-year policy review rotation and no changes were recommended.

*Adopted:* 11/1996 *Burnsville-Eagan-Savage School District Policy 602.5*  
*Reviewed:* ~~4/13/2022~~ PRC May 2025  
*Revised:* 1/27/2022  
*Rescinds:* EBCD

## **602.5 SCHOOL CANCELLATION**

### **I. PURPOSE**

The purpose of this policy is to provide for closing, delay, and early dismissal of school.

### **II. GENERAL STATEMENT OF POLICY**

The superintendent or designee is responsible for determining when the safety of students, staff or patrons warrants closing school for the day or days, delaying the start of the school day, or dismissing school early. The closing, delay, or early dismissal may apply to all buildings and activities or may be specific to a particular building(s) or activity. The superintendent or designee shall establish rules and practices for school closing, delay, and early dismissal.

#### **A. Delayed Starts**

When the start of a school day is delayed due to an emergency, and unless directed otherwise, staff members are expected to report to work at their usual time or as soon as practical thereafter. Employees are not excused from any portion of their normal workday as the result of a late start unless expressly dismissed by the superintendent or designee. Leave provisions contained in respective employment agreements may be used as applicable and with appropriate notification on approval. All other school activities, including childcare, will be delayed or altered due to the delayed start of the school day.

#### **B. Early Dismissals**

Upon receiving notice that school will be dismissed early, the building principal or program director shall notify staff members of the impending dismissal. The type of emergency and student departure schedule will determine how long personnel shall remain in the building and the duties they will perform. In general, employees are expected to work if they are to be compensated for that day. If authorized by the applicable employment agreement, employees may utilize various leave provisions, if they wish to leave before the end of their normal workday. Most school activities, including childcare, are to be discontinued as soon as practical.

### C. School Closing

Unless expressly dismissed with pay by the superintendent or designee, compensation for the day is governed by the respective employment agreement. Makeup days, if any, shall be scheduled by the school district and compensation paid according to applicable employment agreements.

In general, employees providing direct service to students will work on alternate days to be determined by the school district. Other employees are expected to work if they are to be compensated for the day. Leave provisions contained in respective employment agreements may be used as applicable and with appropriate notification and approval.

## III. GENERAL INFORMATION ON DISMISSALS AND CLOSINGS

In general, when schools are dismissed early or closed for the day, all other activities and programs in district buildings or involving Independent School District 191 students are canceled, including community education programs. Exceptions are permitted when conditions change or if the event is scheduled to occur at another location not affected by the emergency. Exceptions may be granted by the superintendent or designee. Delayed starts, early dismissals, and school closings will be communicated through all district communication channels both to the broad community and directly to the parents and guardians.

If the emergency is of sufficient duration, the school calendar may be extended to maintain the number of instructional days. No additional compensation shall be provided for this extended time unless the respective employment contracts dictate otherwise.

### ***Legal References:***

***Cross References:*** Burnsville-Eagan-Savage School District Policy 602 (Organization of School Calendar and School Day)

5. Approve, on a First and Final Reading, No Changes to Policies: 518:  
*Do Not Attempt Resuscitation Orders*, 799: *Animals in the Schools*, and  
427: *Workload Limits for Certain Special Education Teachers*

240



**Agenda IV.A.5.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Amy Piotrowski, director of student support services

**Date:** June 12, 2025

**Re:** Approve, on a First and Final Reading, No Changes to Policies: 518: *Do Not Attempt Resuscitation Orders*, 799: *Animals in the Schools*, and 427: *Workload Limits for Certain Special Education Teachers*

**Recommendation:** Approve, on a first and final reading, no changes to Policies: 518: *Do Not Attempt Resuscitation Orders*, 799: *Animals in the Schools*, and 427: *Workload Limits for Certain Special Education Teachers*

These policies were reviewed by the Policy Review Committee on May 20, 2025 as part of the 3-year policy review rotation and no changes were recommended.

*Adopted:* 1/28/2016

*Burnsville-Eagan-Savage School District Policy 518*

*Reviewed:* 3/10/2022 PRC May 2025

*Revised:*

*Rescinds:*

## **518 DNAR - DO NOT ATTEMPT RESUSCITATION ORDERS**

### **I. PURPOSE**

When any student experiences sudden illness or injury, the role of staff is to render emergency health care to preserve life and prevent disability. In life-threatening emergencies, the emergency medical system (911) will be activated. Federal mandates guarantee that students have the right to an education in the least restrictive environment. The school district recognizes that it is serving students with complex health needs, and that district staff may be presented with written Do Not Attempt Resuscitation orders. The purpose of this policy is to provide guidance to school district staff and parents or guardians in these situations.

### **II. GENERAL STATEMENT OF POLICY**

- A. The primary mission of Independent School District 191 is education. DNAR orders are medical documents. School district staff will not accept or honor requests to withhold emergency care or DNAR orders. The school district will not convey such orders to emergency medical personnel.
- B. School district staff will provide reasonable emergency care and assistance when a student is undergoing a medical emergency during school or school activities.
- C. School district staff will activate emergency medical services (911) as soon as possible when a student is undergoing a medical emergency during school or school activities.
- D. The parent/guardian will be notified of the emergency as soon as possible.
- E. IEP and Section 504 teams must develop individualized medical emergency care plans for students when appropriate in accordance with state and federal law.
- F. Parents/guardians who request that emergency care be withheld for their child or who present DNAR orders, shall be advised of and shall be given a copy of this policy.

**Legal References:** 29 U.S.C. § 794 *et seq.* (Rehabilitation Act of 1973, § 504)  
42 U.S.C. §§ 12101-12213 (Americans with Disabilities Act)

**Cross References:** Burnsville-Eagan-Savage School District Policy 422 (Policies

Incorporated by Reference)

Adopted: 1/1986  
 Reviewed: 4/14/2022 PRC May 2025  
 Revised: 4/28/2022  
 Rescinds: ING

*Burnsville-Eagan-Savage School District Policy 799*

## **799 ANIMALS IN THE SCHOOLS**

### **I. PURPOSE**

The purpose of this policy is to provide guidance for when animals are allowed on school district property, including buildings and classrooms.

### **II. VISITING ANIMALS**

- A. The site administrator has the sole discretion to allow or not allow pets or animals on school property. This provision does not apply to service animals or companion animals for persons with disabilities.
- B. When possible, it is preferable for students to go outside and visit the animal rather than have the animal visit the students in the building.
- C. If the site administrator grants permission for a visiting animal to be present on school property, the following minimal conditions apply:
  - 1. The animal must be controlled and humanely cared for by the owner,
  - 2. The animal must be vaccinated as required by local law,
  - 3. The animal must be removed by the owner at the request of the school administrator regardless of the reason if any;
  - 4. The owner will be liable for property damage or injury.

### **III. CLASSROOM ANIMALS**

- A. The site administrator has the sole discretion to allow or not allow animals (including birds, reptiles and insects) in classrooms.
- B. Animals must serve an educational purpose.
- C. Animals in the classroom are the responsibility of the teacher who must ensure safe handling or presentation of animals, adherence to proper hand washing and other safety practices, vaccination as required by law and clean-up of animal cages, food and waste.

#### IV. ANIMAL BITES

If an animal bite or other injury to persons occurs, administer first aid as necessary and notify the health office and parent or guardian.

**Legal References:** 20 U.S.C. § 1401 *et seq.* (The Individuals with Disabilities Education Act)  
 29 U.S.C. § 794 *et seq.* (Rehabilitation Act of 1973, § 504)  
 Minn. Stat. §§ 256C.02 (Persons with Disabilities)  
 Minn. Stat. § 363A.19 (Discrimination against Persons with Disabilities Prohibited)  
 48 U.S.C. §§ 12101 *et seq.* (The Americans with Disabilities Act)  
 28 C.F.R. 36.302(c)(1) (Service Animals)

**Cross References:** Burnsville-Eagan-Savage School District Policy 402 (Disability Nondiscrimination Policy)  
 Burnsville-Eagan-Savage School District Policy 521 (Student Disability Nondiscrimination)  
 Burnsville-Eagan-Savage School District 535 (Service Animals in Schools)  
 Burnsville-Eagan-Savage School District Policy 608 (Instructional Service – Special Education)

Adopted: 8/27/2015

Burnsville-Eagan-Savage School District Policy 427

Reviewed: 8/25/2022 PRC May 2025

Revised: 9/8/2022

Rescinds:

## 427 WORKLOAD LIMITS FOR CERTAIN SPECIAL EDUCATION TEACHERS

### I. PURPOSE

The purpose of this policy is for the Burnsville-Eagan-Savage School District to establish general parameters for determining the workload limits of special education staff who provide services to children and youth with disabilities receiving direct special education services 60 percent or less of the instructional day.

### II. DEFINITIONS

#### A. Special Education Staff; Special Education Teacher

"Special education staff" and "special education teacher" both mean a teacher employed by the school district who is licensed under the rules of the Minnesota Professional Educator Licensing and Standards Board to instruct children and youth with specific disabling conditions.

#### B. Direct Services

"Direct services" means special education services provided by a special education teacher or a related service professional when the services are related to instruction, including cooperative teaching.

#### C. Indirect Services

"Indirect services" means special education services provided by a special education teacher or a related service professional which include ongoing progress reviews; cooperative planning; consultation; demonstration teaching; modification and adaptation of the environment, curriculum, materials, or equipment; and direct contact with the pupil to monitor and observe.

#### D. Workload

"Workload" means a special education teacher's total number of minutes required for all due process responsibilities including direct and indirect services, evaluation and reevaluation time, management of Individual Education Program (IEP) plans, travel time, parental contact, and other services required in the IEPs.

### III. GENERAL STATEMENT OF POLICY

- A. Workload limits for Burnsville-Eagan-Savage School District 191 special education teachers shall be determined by the appropriate special education administrator, in consultation with the building principal and the superintendent.
- B. In determining workload limits for special education staff, the Burnsville-Eagan-Savage School District shall take into consideration the following factors: student contact minutes; evaluation and reevaluation time; indirect services; management of IEPs; travel time; and other services required in the IEPs of eligible students.

### IV. COLLECTIVE BARGAINING AGREEMENT UNAFFECTED

This policy shall not be construed as a reopening of negotiations between the school district and the special education teachers' exclusive representative, nor shall it be construed to alter or limit in any way the managerial rights or other authority of the school district set forth in the Public Employment Labor Relations Act or in the collective bargaining agreement between the school district and the special education teachers' exclusive representative.

**Legal References:** Minn. Stat. § 179A.07, Subd. 1 (Inherent Managerial Policy)  
 Minn. R. 3525.2340, Subp. 4.B.  
 Minn. R. 3525.0210, Subps. 14, 27, 44, and 49 (Definitions of “direct services,” “indirect services,” “teacher” and “workload”)

**Cross References:** Burnsville-Eagan-Savage School District Policy 508 Extended School Year for Certain Students with Individualized Education Programs  
 Burnsville-Eagan-Savage School District Policy 608 Instructional Services—Special Education

6. Approve, on a First and Final Reading Basis, No Changes to Policy  
902: *Use of School District Facilities and Equipment*

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda IV.A.6.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Jason Sellars, director of community services

**Date:** June 12, 2025

**Re:** Approve, on a First and Final Reading Basis, no changes to Policy 902:  
*Use of School District Facilities and Equipment*

**Recommendation:** That the Board of Education approve, on a first and final reading basis, no changes to Policy 902: *Use of School District Facilities and Equipment*

***Information:***

This policy was reviewed by the Policy Review Committee on May 20, 2025 as part of the 3-year review rotation of policies and was approved to move forward with a formal recommendation to the Board.

*Adopted:* 4/2002  
*Reviewed:* 8/10/2023  
*Revised:* 8/24/2023  
*Rescinds:* KG, KG-R

*Burnsville-Eagan-Savage School District Policy 902*

## **902 USE OF SCHOOL DISTRICT FACILITIES AND EQUIPMENT**

### **I. PURPOSE**

The purpose of this policy is to provide guidelines for community use of school facilities and equipment.

### **II. GENERAL STATEMENT OF POLICY**

The school board encourages maximum use of school facilities and equipment for community purposes if, in its judgment, that use will not interfere with use for school purposes.

### **III. SCHEDULED COMMUNITY EDUCATION CLASSES AND ACTIVITIES**

- A. The Director of Community Education shall be charged with the process of scheduling rooms and special areas for community education classes and activities planned to be offered during each session.
- B. Procedures for providing publicity, registration, and collection of fees shall be the responsibility of the Director of Community Education.
- C. Registration fees may be structured to include a pro-rata portion of costs for custodial services that may be needed.

### **IV. GENERAL COMMUNITY USE OF SCHOOL FACILITIES**

- A. The school board may authorize the use of school facilities by community groups or individuals. It may impose reasonable regulations and conditions upon the use of school facilities as it deems appropriate.
- B. Requests for use of school facilities by community groups or individuals shall be made through the Director of Community Education office. The Director of Community Education will present recommended procedures for the processing and review of requests to the school board annually. Upon approval by the school board, such procedures shall be an addendum to this policy.
- C. The school board may require a rental fee for the use of school facilities. Such fee may include the cost of custodial and supervisory service if deemed necessary. It may also require a deposit or surety bond for the proper use and repair of damage to school facilities. A rental fee schedule, deposit or surety bond schedule, and

payment procedure shall be presented to the school board annually. Upon approval by the school board, the fee schedule shall be an addendum to this policy.

- D. When emergencies or unusual circumstances arise that necessitate rescheduling the use of school facilities, every effort will be made to find acceptable alternative meeting space.

## **V. USE OF SCHOOL EQUIPMENT**

The Director of Community Education will maintain the Addendum to this policy. The Director of Community Education will present to the school board annually the type of equipment that is available for community use, the extent to which it may be utilized, and the manner by which it may be scheduled for use and any charges to be made relating thereto. Upon approval of the school board, such procedure shall be an addendum to this policy.

## **VI. RULES FOR USE OF FACILITIES AND EQUIPMENT**

The school board expects members of the community who use facilities and equipment to do so with respect for school district property and an understanding of proper use. Individuals and groups shall be responsible for damage to facilities and equipment. A certificate of insurance may be required by the school district to ensure payment for these damages and any liability for injuries.

***Legal References:*** Minn. Stat. § 123B.51 (Schoolhouses and Sites; Uses For School and Nonschool Purposes; Closings)

***Cross References:*** Burnsville-Eagan-Savage School District Policy 801 (Equal Access to School Facilities)  
 Burnsville-Eagan-Savage School District Policy 901 (Community Education)  
 902 Addendum

7. Approve on a First and Final Reading, No Changes to Policy 523:  
*Policies Incorporated by Reference*

252

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda IV.A.7.  
June 12, 2025**

**To:** Board of Education

**From:** Dr. Theresa Battle, superintendent

**Date:** June 12, 2025

**Re:** Approve, on a First and Final Reading Basis, No Changes to Policy 523:  
*Policies Incorporated by Reference*

**Recommendation:** That the Board of Education approve, on a first and final reading basis, no changes to Policy 523: *Policies Incorporated by Reference*

***Information:***

This policy was reviewed by the Policy Review Committee on May 20, 2025 as part of the 3-year review rotation of policies and was approved to move forward with a formal recommendation to the Board.

*Adopted:* 10/22/2015

*Burnsville-Eagan-Savage School District Policy 523*

*Reviewed:* 9/8/2022 PRC May 2025

*Revised:* 9/29/2022

*Rescinds:*

## **523 POLICIES INCORPORATED BY REFERENCE**

### **PURPOSE**

Certain policies as contained in this policy reference manual are applicable to students as well as to employees. To avoid undue duplication, the school district provides notice by this section of the application and incorporation by reference of the following policies that also apply to students:

Policy 413	Harassment and Violence
Policy 417	Chemical Use and Abuse
Policy 418	Drug-Free Workplace/Drug-Free School
Policy 419	Tobacco- Free Environment; Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices)
Policy 498	Political Campaigns and Activities

Students are charged with notice that the above cited policies are also applicable to students; however, students are also on notice that the provisions of the various policies speak for themselves and may be applicable although not specifically listed above.

***Legal References:***

***Cross References:***

**B. New Business****1. Adopt a Resolution to Accept Donations**

255

**Speaker(s):** Dr. Theresa Battle, Superintendent



**Agenda IV.B.1.  
June 12, 2025**

**To:** Board of Education  
**From:** Dr. Theresa Battle, superintendent  
**Date:** June 12, 2025

**RECOMMENDATION:** To adopt a resolution to approve and accept donations as presented.

**RESOLUTION TO ACCEPT DONATIONS**

**WHEREAS,**

1. School Board Policy 706 establishes guidelines for the acceptance of gifts to the District; and
2. Minnesota Statute 123B.02, Subd. 6 states the School Board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated; and
3. Minnesota Statute 465.03 states the School Board may accept a grant or devise of real or personal property only by the adoption of a resolution approved by two-thirds of its members; and
4. Businesses and individuals have submitted donations to the district;

**THEREFORE, BE IT RESOLVED** by the School Board of ISD 191 to approve and accept with appreciation the donations as presented below and to permit their use as designated by the donors.

Moved by: \_\_\_\_\_

Seconded by: \_\_\_\_\_

Members in favor of the motion:

Members opposed:

Whereupon said Resolution was declared duly passed and adopted on June 12, 2025.

\_\_\_\_\_  
Clerk – Board of Education

4/9/2025	Bob's Discount Furniture	BrainPower in a BackPack	Program donation	1000	256
4/18/2025	Hubstar Productions, LLC	Burnsville High School	Choir Program	Audio/Video equipment	
5/7/2025	Brinkers International	BrainPower in a BackPack	Program donation	500	
5/9/2025	Ronald Roelke	BrainPower in a BackPack	Program donation	20	
5/9/2025	Gary and Lavonne King	BrainPower in a BackPack	Program donation	1000	
5/15/2025	Joanne Morrissey	BrainPower in a BackPack	Program donation	100	
1/15/2025	Farhia Mohamud	District 191	Student Support Services	Therapy Equipment	

**Total Cash Donations - \$2620**

2. Approval of Joint Powers Agreement with Minnesota Office of Higher  
Education

258

**Speaker(s):** Dr. Chris Bellmont, Assistant Superintendent



**Agenda IV.B.2.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Dr. Chris Bellmont, assistant superintendent

**Date:** June 12, 2025

**Re:** Approve Joint Powers Agreement with Minnesota Office of Higher Education

**Recommendation:** That the Board of Education approves the Joint Powers Agreement with the Minnesota Office of Higher Education

***Information:***

- The Direct Admissions Minnesota Program is a free program to promote college application and attendance for enrolled high school seniors (grade 12).
- The program is designed to automatically offer proactive admission into eligible public or nonprofit institutions located in Minnesota.
- High schools and/or school districts play a critical role in Direct Admission Minnesota by working with the State to review academic data, submit transcripts to colleges, communicate with students, parents, staff and the local community, and assist with program operations and maintenance.
- Terms of the Agreement – July 1, 2025 to June 30<sup>th</sup>, 2030
- The estimated annual payment is \$2,000 – not to exceed \$10,000 for 5-years



# State of Minnesota

## Joint Powers Agreement

SWIFT Contract Number: 270050

This Agreement is between the State of Minnesota, acting through its Commissioner of the Office of Higher Education (“State”) and Burnsville-Eagan-Savage School District, ISD # 0191 (“Governmental Unit”).

### Recitals

Under Minnesota Statutes § 471.59, subd. 10, the State is empowered to engage such assistance as deemed necessary. The State is in need of high schools and/or school districts to participate in the Direct Admissions Minnesota program, a free program to promote college application and attendance for enrolled high school seniors (grade 12). Under Minnesota Statutes § 136A.84, the program is designed to automatically offer proactive admission into eligible public or nonprofit institutions located in Minnesota, to Minnesota high school seniors based on a student’s high school grade point average, high school and college transcript information, standardized tests, statewide assessments, among other measures. High schools and/or school districts play a critical role in Direct Admissions Minnesota by working with the State to review academic data, submit transcripts to colleges, communicate with students, parents, staff, and the local community, and assist with program operations and maintenance.

### Agreement

#### 1. Term of Agreement

1.1 Effective Date: July 1, 2025, or the date the State obtains all required signatures under Minn. Stat. § 16C.05, subd. 2, whichever is later.

1.2 Expiration Date: June 30, 2030, or until all obligations have been satisfactorily fulfilled, whichever occurs first.

#### 2. Program Overview

Early in the school year, seniors at participating high schools who are on track to graduate will receive personalized communication from the Office of Higher Education that lists all participating Minnesota colleges and universities they are proactively admitted to. Students must then complete a FREE admissions application for each of the colleges and universities they are interested in attending. All participating colleges and universities are waiving application fees as part of the Direct Admissions Minnesota program (“Program”).

Although students have received “direct admission” to the institutions on their list, they still must submit applications to their colleges and universities according to their application deadlines.

#### 3. Agreement between the Parties

The Parties shall work together to implement the Program.

### 3.1 Governmental Unit Duties.

The Governmental Unit agrees to perform the following tasks:

- Provide staff to administer the Program in accordance with State guidelines, policies, objectives
- Require staff administering the Program to participate in training provided by the State
- Disseminate information provided by the State to appropriate staff and stakeholders regarding Program operations and needs
- For each academic school year:
  - Launch the Program by sending Tennessee and FERPA notifications to students prior to conducting the academic review of student records for the purposes of the Program
  - Develop a roster of students eligible for and willing to participate in the Program
  - Complete the academic review for eligible students on the roster and transfer the information securely to the State
    - Utilize the student information system (or SIS) report or State-managed technology to conduct the academic review
    - Transmit data to the State on an agreed upon schedule
  - Send each student's transcript to all colleges the student selects for Direct Admissions, within the timeframe specified by the State; the Governmental Unit may contract with a third party for e-transcript services to carry out this task
  - Send end of senior year optional program survey to students to gauge program effectiveness and process improvements
- Test the SIS software as needed to make sure there is appropriate functionality for the academic review's reports
- Supply students with information about the FAFSA or MN Dream Act, as provided by the State
- Provide feedback as requested to the State on Program operations and student response
- Administrators of the Program should complete all tasks by December 31, annually

### 3.2 State Duties.

The State agrees to perform the following tasks:

- Provide training to Governmental Unit's staff involved in the administration of the Program
- Provide content to Governmental Unit for the notifications required to be sent to students and parents
- Work with Governmental Unit's partnering SIS vendor to make sure academic criteria are accessible and can be sent securely to the State
- Receive information from schools on student data fields and distribute survey notification to students interested in participating
- Disseminate information on student selections to participating colleges
- Disseminate information and provide training to staff, leadership, and others in preparation for initial notifications
- Disseminate information and provide info sessions to parents, programs, and community groups in preparation for initial notifications, as available
- Hold meetings to gather feedback on Program operations and student response, as needed
- Disseminate follow-up reports for schools and districts on Program participation rates

**3.3 Data Sharing Agreement.**

The Parties agree to perform their duties in accordance with the data sharing agreement attached and incorporated in Exhibit 2.

**4. Consideration and Payment.**

**4.1 Consideration.** The State will pay for all services performed by the Governmental Unit under this Agreement as follows:

**4.1.1 Payment.** The Governmental Unit will be paid based on the 12<sup>th</sup> grade enrollment numbers at each school participating in the Program. Payment will not exceed the following amounts per academic year:

- \$500 per school with 1-499 12th grade students enrolled
- \$1,000 per school with 500 or more 12th grade students enrolled

**4.1.2** Payment is limited to the following schools participating in the Program under the authority of the Governmental Unit:

School Name	Estimated Annual Payment	Total Not-to-Exceed Amount for 5 Years
Burnsville Alternative High School	\$500	\$2,500
Burnsville High School	\$1000	\$5,000
Burnsville Virtual Academy	\$500	\$2,500
<b>Total</b>	<b>\$2,000</b>	<b>\$10,000</b>

**4.1.3 Total Obligation.** The obligation of the State under this Agreement will not exceed \$2,000 per year, for a total obligation not to exceed \$10,000. The actual payment will be calculated annually based on the enrollment numbers, with payment not to exceed the limits stated above in subsection 4.1.1.

**4.2 Invoices.** The State will promptly pay the Governmental Unit after the Governmental Unit presents an invoice for services performed, and the State’s Authorized Representative accepts the invoiced services.

**4.2.1** Invoices shall be submitted in the form prescribed in Exhibit 1 and clearly identify: (1) the 12th grade enrollment numbers for the academic year, and (2) the date of file transmission to the State.

**4.2.2** Invoices should be submitted timely and in accordance with the following schedule, and will be forfeited if not received within the respective fiscal year:

- By June 1<sup>st</sup> annually for services performed from July 1 through December 31 of the prior calendar year.

*For example, invoices for services performed between July 1, 2025 to December 31, 2025, must be submitted no later than June 1, 2026.*

4.2.3 Invoices must be submitted to the State's Accounts Receivables office at [AR.OHE@state.mn.us](mailto:AR.OHE@state.mn.us) and carbon copy the State's Authorized Representative.

## 5. Authorized Representatives

The State's Authorized Representative is Aaron Salasek, Coordinator of Direct Admissions Minnesota, 651-259-3915, [aaron.salasek@state.mn.us](mailto:aaron.salasek@state.mn.us), or their successor.

The Governmental Unit's Authorized Representative is Theresa Battle, Superintendent, [tbattle@isd191.org](mailto:tbattle@isd191.org), 952-707-2005, or their successor.

## 6. Assignment, Amendments, Waiver, and Contract Complete.

6.1 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.

6.2 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.

6.3 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.

6.4 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.

## 7. Indemnification.

7.1 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, any third party that has a business relationship with the Governmental Unit, and Governmental Unit's agents or employees, 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.

7.2 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.

#### **8. 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.

#### **9. 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.

#### **10. 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.

#### **11. Termination**

**11.1 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.

**11.2 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.

#### **12. Exhibits**

The following Exhibits are attached and incorporated into this Contract:

Exhibit 1: Sample Invoice

Exhibit 2: Data Sharing Agreement

**Signatures.**

**1. State Encumbrance Verification**

*Individual certifies that funds have been encumbered as required by Minn. Stat. §§ 16A.15 and 16C.05, or will be encumbered no later than July 31, 2025 as allowed by Admin Policy 21-01.*

Print Name: Kim Montgomery  
DocuSigned by:

Signature: Kim Montgomery

Title: Contract Coordinator Date: May 27, 2025  
98BC1E45D0B5484...

SWIFT Contract No. 270050 / PO 3-8959

**2. Governmental Unit**

Print Name: Theresa Battle

Signature: \_\_\_\_\_

Title: Superintendent Date: \_\_\_\_\_

**3. State Agency**

*With delegated authority*

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

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

**4. Commissioner of Administration**

*As delegated to The Office of State Procurement*

Print Name: \_\_\_\_\_

Signature: \_\_\_\_\_

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

Admin ID: \_\_\_\_\_

**Exhibit 1: Sample Invoice**

# EXAMPLE INVOICE

Invoice number  
123456

## Made-up High School

Contact staff: Jane Smith  
234 Firewood Lane  
Viking, MN 55108  
555-444-3333  
Business.office@MUHS.k12.mn.us

November 2, 2025

Date

# 00001

SWIFT contract

**BILL TO**

Accounts Receivable  
Minnesota Office of Higher Education  
1450 Energy Park Drive, Suite 350  
St. Paul, MN 55108  
[ar.ohe@state.mn.us](mailto:ar.ohe@state.mn.us)

DESCRIPTION	Admissions cycle	TOTAL
Direct Admissions program participation	2025-2026	500.00
Total number of 12th grade students enrolled for academic year: 189		
Date of file transmission to OHE: 9/21/2025		
<b>Total</b>		<b>500.00</b>

## Exhibit 2: Data Sharing Agreement

### DIRECT ADMISSIONS MINNESOTA DATA SHARING AGREEMENT BETWEEN THE MINNESOTA OFFICE OF HIGHER EDUCATION AND BURNSVILLE PUBLIC SCHOOL DISTRICT

This Agreement is entered into by the **Minnesota Office of Higher Education (“OHE”)** and **Burnsville Public School District, ISD # 0191 (“District”)** for purposes of sharing data for administration of the Direct Admissions Minnesota program, a statewide college admissions program for high school seniors. The data will be used by **OHE** for the purpose of facilitating the college application process at colleges and universities selected by students enrolled at high schools participating in Direct Admissions Minnesota.

Direct Admissions Minnesota is a state-supported education program, funded under Minn. Stat. § 136A.84. The Direct Admissions Minnesota program is designed to encourage all participating high school seniors to consider themselves “college material” by proactively notifying them of the colleges and universities that will admit them. Students will receive a notification based on academic performance that lets them know which participating Minnesota colleges and universities will directly admit them, information about how to apply, and other essential next steps. High schools work with **OHE** to conduct an academic review, share information with students and families about their eligibility for admissions, facilitate transcript submission to colleges, and to assist with troubleshooting and answering student and family questions about the program.

#### 1. Parties

- a. OHE is the state agency responsible for funding, administering, and evaluating programs serving prospective and current college students enrolling in and completing postsecondary education. OHE is a state educational authority and has corresponding authority and responsibility to administer postsecondary programs, and to evaluate postsecondary education in Minnesota.
- b. Colleges and universities participating in Direct Admissions Minnesota are postsecondary institutions recognized by the U.S. Department of Education or registered in Minnesota by OHE.
- c. The **District** is a local educational agency physically located in Burnsville, Minnesota.

#### 2. Legal Authority for Data Sharing

- a. OHE is a state educational authority under 34 C.F.R. § 99.31(a)(3)(iv) of the Family Educational Rights and Privacy Act (FERPA).
- b. The **District** is a local educational agency under 34 C.F.R. § 99.1(a) of FERPA, and subject to the requirements of 34 C.F.R. § 99.30-39.
- c. Both OHE and the **District** are authorized under the FERPA and Minn. Stat. § 13.32, subd. 3(e), to disclose otherwise private educational data under 34 C.F.R. § 99.31(a)(2) regarding individual students, subject to the requirements of 34 C.F.R. § 99.34, to officials of another school, school system, or institution of postsecondary education where the student seeks or intends to enroll, or where the student is already enrolled so long as the disclosure is for purposes related to the student’s enrollment or transfer.

- d. In addition, the **District** is authorized under FERPA and Minn. Stat. § 13.32, subd. 3(e) to disclose private educational data under 34 C.F.R. § 99.31(a)(1)(i)(B)(1) to contractors who perform an institutional service or function for which the agency or institution would otherwise use employees.
- e. OHE is authorized under 34 C.F.R. § 99.35(a), to access education records in order to conduct audits or evaluations of federal or state-supported education programs, including compliance and enforcement activities.
- f. This Agreement complies with 34 C.F.R. §§ 99.31(a)(6) and 99.33(b).
- g. Finally, this Agreement complies with Minn. Stat. § 13.32, subd. 3(e) of the Minnesota Government Data Practices Act (MGDPA), which permits disclosure of private student data pursuant to FERPA.

### 3. Purpose and Scope

- a. Data shared under this Agreement includes personally identifiable information for the purpose of facilitating the college application process at colleges and universities selected by students enrolled at high schools participating in Direct Admissions Minnesota.
- b. Data shared under this Agreement includes personally identifiable information for students enrolled in Grade 12, and selecting one or more colleges and universities to be admitted to under Direct Admissions Minnesota.
- c. Data shared:
  - i. Will be redisclosed by OHE to colleges and universities selected by the student for purposes of Direct Admissions Minnesota,
  - ii. Will be joined by OHE to personal contact and anticipated enrollment information provided voluntarily by a student, as shown in Attachment 2,
  - iii. Will be used to provide the **District** with summary data on participation in Direct Admissions for all participating high schools,
  - iv. Will be used by OHE to troubleshoot any issues related to college admissions for students of the **District** seeking to enroll via Direct Admissions at any of the participating colleges and universities,
  - v. Will be used by OHE to evaluate the Direct Admissions program, specifically the impact of the program on application to, enrollment in, and completion of postsecondary education in Minnesota by student academic and demographic characteristics, utilizing the data provided by the **District** and by the Minnesota Department of Education, and
  - vi. Will be redisclosed by OHE to college preparation and support programs. For purposes of this clause, a college support program is defined as a program whose purpose is to facilitate colleges enrollment by providing admissions and financial aid advising activities and support to individual students seeking to enroll in a college participating in Direct Admissions. Information redisclosed to a college preparation and support program under this clause is limited to the name of the college chosen by a student participating in the college preparation and support program for

purposes of Direct Admissions, and for whom the college preparation and support program has written consent to share and receive student level data.

- d. Data elements to be shared are listed in Attachment 1.

**4. Duties**

**a. District responsibilities. The District will:**

- i. At a minimum, provide each student’s parent or guardian seeking to participate in Direct Admissions Minnesota with the following Tennessee Warning in order to fulfill the District’s requirements as a public entity under FERPA and MGDPA:

***Tennessee Warning.*** *In accordance with the Minnesota Government Data Practices Act, the District is required to inform you of your rights as they pertain to the private information collected from you. When you elect to participate in Direct Admissions Minnesota, the following information about the student is collected: Name, MARSS Number, academic information, high school transcript, contact information, gender, date of birth, and colleges selected for direct admissions. The District collects information on students’ college selections and contact information in order to participate in the Direct Admissions program. This data will be used by the District and the Minnesota Office of Higher Education staff to notify colleges of your direct admissions participation, waive application fees at the colleges, and provide colleges with your contact information to complete the admissions process. You are not required to provide this information and may choose to apply to the identified colleges using the application links they provide on their website. If you choose not to select any postsecondary institutions via the program survey or elect the “I’m not interested in Direct Admissions” selection, your data will not be redistributed to any participating colleges or universities through Direct Admissions.*

*In addition, the Office of Higher Education will ask you to volunteer additional contact information to facilitate the college admissions process (e.g. contact information, anticipated date of enrollment, parent or guardian name and contact information). You are not required to submit the personal contact or anticipated enrollment information requested. If you do not provide the personal contact or anticipated enrollment information, you still may participate in Direct Admissions and the colleges you selected will be instructed to reach out to you for this information via the admissions application form or other means.*

*Information you provide is available only to you, your District, the Office of Higher Education, the colleges you identify, the Office of the Legislative Auditor, and upon court order.*

- ii. Provide to OHE personally identifiable information consistent with this Agreement and as described in Attachment 1, and
- iii. Understand and comply with all the data practices provisions of this Agreement.

**b. OHE responsibilities. OHE will:**

- i. Create and maintain a secure method of transmission of data,

- ii. Provide to colleges and universities participating in Direct Admissions personally identifiable information on behalf of students enrolled at the **District** consistent with this Agreement and as described in Attachment 1,
- iii. Conduct reporting as described in the Purpose and Scope section of this Agreement, and
- iv. Understand and comply with all the data practices provisions of this Agreement.

## 5. Data Practices Provisions

- a. The Parties agree to abide by the provisions of the Minnesota Government Data Practices Act, Minnesota Statutes 13.01 *et seq.*, and any and all other applicable state and federal laws governing the data shared pursuant to this Agreement and all data, created, collected, received, stored, used, maintained, or disseminated by OHE under this Agreement. The civil remedies of Minn. Stat. § 13.08 apply to the release of data governed by the MGDPA. Each party is individually responsible for compliance with laws and regulations governing or affecting the collection, storage, use, sharing, disclosure and dissemination of private data maintained by each party.
- b. OHE agrees to comply with all applicable federal and state laws, statutes, and rules with respect to the protection of privacy, security and dissemination of the shared data. Nothing in this agreement may be construed to allow either party to maintain, use, disclose or share student information in a manner not allowed by federal or state laws.
- c. OHE and the **District** understand that personally identifiable information maintained by either party to the agreement is subject to the privacy and confidentiality provisions of federal and state statutes, rules and regulations, including, but not limited to, the Family Education Rights and Privacy Act (20 U.S.C 1232g); related federal regulations (34 C.F.R. Part 99); the Minnesota Government Data Practices Act, Minnesota Statutes 13.01 *et seq.*; and federal laws and regulations regarding students with disabilities (20 U.S.C. §1417 (c); 34 C.F.R. 300.32, 34 C.F.R. §§ 300.610-300.627)).
- d. OHE agrees to use the data it receives only to the extent necessary to achieve the goals stated herein. OHE will not use the individual-level data for any other purpose unless required by applicable state and/or federal law or judicial order.
- e. Data exchanged under this Agreement may not be duplicated, disseminated or used by OHE for another purpose or program without the express written permission of the **District** unless required by applicable state and/or federal law or judicial order. All copies of data of any type, including modifications or additions to data from any source that contains information regarding individuals, are subject to the provisions of this Agreement in the same manner as the original data.
- f. Data exchanged under this Agreement will be made available through secure means.
- g. OHE agrees that only those employees, contractors, and agents who need to have access to data provided under this Agreement because they are conducting work directly related to Direct Admissions Minnesota will have access to the data. OHE agrees to provide the **District** with a list of staff members currently assigned to the approved research upon request.
- h. OHE agrees that all employees, contractors, and agents who receive data provided pursuant to this Agreement agree to comply with all applicable data practices, data privacy laws and regulations.

- i. All employees, contractors, and agents of OHE who have access to data shared under this Agreement will complete data practices and data security training.
- j. All employees, contractors and agents of OHE who have access to the data shared under this Agreement will comply with all applicable federal and state laws with respect to the data shared under this Agreement.
- k. OHE agrees that all individuals having access to data under this Agreement are subject to reasonable supervision to ensure compliance with applicable federal and state data practices law.
- l. OHE will use reasonable efforts to store and process all data collected, created, used, maintained, or disclosed in such a way that unauthorized persons cannot retrieve the information by means of a computer, remote terminal, or any other means. OHE will use appropriate safeguards to prevent use or disclosure of private data on individuals by its employees, contractors, and agents, including but not limited to implementation of administrative, physical, and technical safeguards to reasonable and appropriately protect the privacy and integrity of individual-level data that it creates, receives, maintains, or transmits under this Agreement.
- m. OHE will report any known breach of security of data incidents to the **District** following discovery or notification of the breach, consistent with Minn. Stat. § 13.055, subd. 2. "Breach of the security of the data" means unauthorized acquisition of data maintained by a government entity that compromises the security and classification of the data. Minn. Stat. § 13.055, subd.1(a). This report must be made in writing and submitted to the authorized representatives after the security or privacy incident is discovered by OHE.
- n. OHE will only disclose data in summary form for public reports, unless otherwise specified herein.
- o. OHE will destroy data received under this Agreement when it is no longer needed for the purpose of this agreement. OHE will use a secure method of destruction that prevents inadvertent release of any data and protects the privacy and confidentiality of the data. Upon request, OHE will send a letter to the **District's** authorized representative that confirms the method and date of the data destruction. Summary data and summary analyses created from data provided pursuant to this agreement are not subject to destruction requirements.
- p. If the **District** determines that OHE has violated this Agreement, the **District** reserves the right to request that OHE immediately destroy all de-identified or anonymized data received under this Agreement.
- q. The **District** retains the right to conduct audits or other monitoring of OHE's policies, procedures, and systems related to storage and analysis of data. OHE agrees to allow the **District** reasonable access if the **District** conducts any audit or monitoring.

## 6. Miscellaneous Provisions

- a. **Liability.** Each party will be responsible for its own acts and behavior and the results thereof. No party will be liable for violations of any applicable laws, or the terms of this Agreement, indirectly or directly arising out of or resulting from, or in any manner attributable to the actions of the other party. The liability of a state agency is governed by the provisions of the Minnesota Torts Claims Act, Minn. Stat. § 3.732 and 3.736, *et. seq.*, and other applicable law.

- b. **Transfer.** No party may assign its obligations under this Agreement, nor any part of its interest in this Agreement, to another party.
- c. **Amendment.** Any amendments to this Agreement shall be in writing and shall be executed as an amendment to the Agreement by both parties.
- d. **Contract Complete.** This Agreement contains and supersedes all prior negotiations and agreements between the parties with respect to the subject matter hereof and as further described in the Purpose and Scope of this Agreement. No other understanding regarding this Agreement, whether written or oral, may be used to bind any party.
- e. **Cancellation.** This Agreement may be canceled by any party at any time, with or without cause, upon thirty (30) days written notice to the other party. Each party specifically reserves the right to immediately cancel this Agreement should a party, in its sole discretion, determine that private or confidential student information has been released in a manner inconsistent with this Agreement or has not been maintained in a secure manner.
- f. **Authorized Representatives.** OHE and the **District** designate a single authorized representative for purposes of maintaining the data sharing agreement and ensuring that it is properly enforced.

OHE authorized representative is Aaron Salasek, Coordinator of Direct Admissions Minnesota, (651) 259-3915, or their successor.

The **District's** authorized representative is Theresa Battle, Superintendent, tbattle@isd191.org, 952-707-2005, or their successor.

- g. **Effective Dates.** The terms of this Agreement shall take effect upon signature of both parties and will remain in effect until June 30, 2027.

**Signatures.**

**Burnsville Public School District**

\_\_\_\_\_  
 Name: Theresa Battle  
 Title: Superintendent

\_\_\_\_\_  
Date

**Minnesota Office of Higher Education**

\_\_\_\_\_  
 PaZong Thao  
 Contracts Director

\_\_\_\_\_  
Date

**Attachment 1**

**Data to be shared for Direct Admissions Minnesota**

#	Data Element Name	Data Element Description
1	High School Name	High School Name
2	High School MDE ORG Number	High School MDE ORG Number
3	High School ACT ID	High School ACT ID
4	Student First Name	Student First Name
5	Student Last Name	Student Last Name
6	Student MARSS Number	13-digit MARSS Number
7	Academic Tier	Academic Tier assigned to the student based on specification sent by OHE
8	Student Email	Email address chosen by the student for contact with selected colleges
9	Student Gender	Gender of the student
10	Student Date of Birth	Date of Birth of the student
11	Anticipated high school graduation date	Anticipated high school graduation date of the student
12	Student Grade Point Average for Direct Admissions	Student Grade Point Average for Direct Admissions
13	Name of College Selected by the Student for Direct Admissions	Name of College
14	OPE ID of College Selected by the Student for Direct Admissions	8-digit OPE ID of College

**Attachment 2**

**Sample OHE Additional Information Form for Students**

**Minnesota Office of Higher Education**

**Direct Admissions Additional Data Form**

**Congratulations and Thank you for Participating in Direct Admissions!** Based on the information provided by your high school, your information is being sent to the colleges you selected who will contact you at your school email address. If you are willing to speed up the process, we would like to collect a little information to allow those colleges to create your admissions profile.

*Tennessee warning. In accordance with the Minnesota Government Data Practices Act, OHE is required to inform you of your rights as they pertain to the private information collected from you. We collect the personal contact or anticipated enrollment information shown below in order to facilitate your admissions to the colleges you selected for Direct Admissions. You are not required to submit the personal contact or anticipated enrollment information requested below. If you do not provide the personal contact or anticipated enrollment information below, you still may participate in Direct Admissions and the colleges you selected may reach out to you for similar information via the admissions application form or other means. Information you provide is available only to you, OHE employees, agents, and contractors, employees of the colleges you selected, the Office of the Legislative Auditor, and upon court order.*

**In order to connect this information with your high school information, please tell us the following:**

1. Select your high school? \_\_\_drop down list \_\_\_\_\_ (required)
2. Your first name (student) \_\_\_\_\_ (text, required)
  - What is your preferred first name? \_\_\_\_\_ text \_\_\_\_\_
3. Your last name (student) \_\_\_\_\_ (text, required)

**To create your college application profile, we are asking you to volunteer the following information. You are not required to provide it to participate in Direct Admissions, but it will speed up the process.**

4. When would you like to enroll? check boxes [OHE is expected to annually update the years in the answers below to reflect correct semester start options]
  - Spring 2026 (January 2026, assumes you will graduate in December 2025)
  - Summer 2026 (summer enrollment options vary by college)
  - Fall 2026
5. We have your high school email address, is there another email you would like colleges to use to contact you? \_\_\_\_\_ (email address) \_\_\_\_\_

6. What is your address?

- Address line 1 \_\_\_\_\_ text \_\_\_\_\_
- Address line 2 \_\_\_\_\_ text \_\_\_\_\_
- Address City \_\_\_\_\_ text \_\_\_\_\_
- Address State \_\_\_\_\_ drop down? \_\_\_\_\_
- Address Country \_\_\_\_\_ drop down? \_\_\_\_\_ (if easy to add)
- Address Zip \_\_\_\_\_ text \_\_\_\_\_

7. Is there a phone number you would like colleges to use to contact you? \_\_\_\_\_ phone \_\_\_\_\_

8. Can colleges text message you at the number you listed above?

Yes

No

9. If you would like to supply contact information for a parent or guardian to the colleges you selected, please complete the following:

- Parent/Guardian First Name \_\_\_\_\_ text \_\_\_\_\_
- Parent/Guardian Last Name \_\_\_\_\_ text \_\_\_\_\_
- If your parent or guardian has a different address from you:
  - i. Parent/Guardian Address line 1 \_\_\_\_\_ text \_\_\_\_\_
  - ii. Parent/Guardian Address line 2 \_\_\_\_\_ text \_\_\_\_\_
  - iii. Parent/Guardian Address City \_\_\_\_\_ text \_\_\_\_\_
  - iv. Parent/Guardian Address State \_\_\_\_\_ drop down? \_\_\_\_\_
  - v. Parent/Guardian Address Country \_\_\_\_\_ drop down? \_\_\_\_\_ (if easy to add)
  - vi. Parent/Guardian Address Zip \_\_\_\_\_ text \_\_\_\_\_

*Thank you for participating in Direct Admissions! If you have questions, please contact your high school counselor or the Office of Higher Education ([Direct.Admissions.OHE@state.mn.us](mailto:Direct.Admissions.OHE@state.mn.us)). Have a great senior year!*



## What can program funding be applied to?

Direct Admissions has funding allocated to the Office of Higher Education for helping to administer or augment the program. As part of the proposal for funding, we told the legislature we would be using funding for schools to facilitate college admissions' activity and/or to offset costs incurred by the school to implement the program.

The legislature put no specific requirements on the funding; however, the intent is that it be spending on college search or admissions-related activity at the high school and/or within the state of Minnesota (the latter if a college visit, event, professional development, etc.).

As we know that high schools are incurring staffing, technology, and other related costs due to participation in this program and that those costs can vary school to schools, OHE has chosen to provide each school with the below set amounts by average enrollment level of the 12<sup>th</sup> grade class.

Some ideas we've heard from schools for prior year's funding are the following:

- Supporting a "college selection party" with pizza and snacks at a local college's technology lab.
- In-state college visits.
- Hosting a speaker or panel to discuss college options, workforce outcomes and how college leads to future employment.
- Offsetting program costs incurred to counseling and career center staff.
- Funding childcare costs while hosting a college knowledge event.
- And more!

The amount you can get reimbursed by school is found in the Joint Powers Agreement's section 4 (usually around page 3).

## When and how do I Invoice OHE?

To receive your program funding, your business office either at the school or district will need to create an invoice to bill the Minnesota Office of Higher Education. The invoice will be like the picture shown below (found in Exhibit 1 of the Joint Powers Agreement):



**EXAMPLE INVOICE**

Invoice number  
123456

**Made-up High School**

November 2, 2025

Contact staff: Jane Smith  
234 Firewood Lane  
Viking, MN 55108  
555-444-3333  
Business.office@MUHS.k12.mn.us

Date

# 00001

SWIFT contract

**BILL TO**

Accounts Receivable  
Minnesota Office of Higher Education  
1450 Energy Park Drive, Suite 350  
St. Paul, MN 55108  
[ar.ohe@state.mn.us](mailto:ar.ohe@state.mn.us)

DESCRIPTION	Admissions cycle	TOTAL
Direct Admissions program participation	2025-2026	500.00
Total number of 12th grade students enrolled for academic year: 189		
Date of file transmission to OHE: 9/21/2025		
<b>Total</b>		<b>500.00</b>

The invoice should include the following:

- **Contact staff for the invoice** (this can be a counselor or someone in the high school business office).
- **Bill to:** This will always be OHE Accounts Receivable team, and please Carbon Copy the OHE program coordinator.
- **Invoice number, date, and SWIFT Contract number:** this can be found on the final copy of the Joint Powers Agreement with all signatures completed.

**m** OFFICE OF  
HIGHER EDUCATION  
DIRECT ADMISSIONS

- **Description Line 1** – Total number of 12<sup>th</sup> grade students enrolled at the high school: The total number of seniors in the class
- **Description Line 2** – Date of academic report transmission to Office of Higher Education: The date the file was quality assured and transferred from the student information system or OHE-managed tool to the agency via secure means.
- **The amount you get reimbursed by school is found in the Joint Powers Agreement’s section 4 (around page 3).** If you don’t have your JPA handy then use this chart:

Number of 12 <sup>th</sup> grade student	Year 2025-2026
1-499	\$500
500+	\$1,000

- **Description Line 3 – Total: Please indicate the invoice’s total amount.**

Please save the invoice as a PDF.

If you have more than a single school that you are invoicing for, please list each school’s total details separately on the district invoice.



3. Approve Changes to Burnsville High School Athletic and Activities Fees for FY26

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**Speaker(s):** Dr. Chris Bellmont, Assistant Superintendent



**Agenda IV.B.3.  
June 12 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Dr. Chris Bellmont

**Date:** June 12, 2025

**Re:** Adopt New Athletics and Activities Participation Fee Schedule

**Recommendation:** That the Board of Education approves adopting a new Athletics/Activities Participation Fee Schedule.

***Information:***

This information was presented at the May 22, 2025 Board of Education meeting. Athletic/Activities participation fees have not increased in several years while expenses continue to rise every year. In general, fees were raised by about 15%. The Athletic/Activities participation fees also needed right sizing as the scope and nature of the given program has changed significantly. We took a three-tier approach to Athletic/Activities fees to group them together based on factors such as length of season, officials' costs, equipment costs, program costs, and transportation costs. Below is a summary of the proposed fees.

**High School Athletic Fees' Tiers:**

- \$200
- \$225
- \$250

**Middle School Athletic Fee:**

- \$80

**High School Activities Fees' Tiers:**

- \$50
- \$65

- \$100
- \$150

**Middle School Activities Fees:**

- \$50
- \$80
- \$120

**Athletics and Activities Family Cap:**

- \$950

**Educational Benefits Rates:**

- Partial: 50% discount
- Full: \$25 total fee

***Attachment:***

[Athletics and Activities Proposed Fees Spreadsheets](#)

<b>HIGH SCHOOL PROGRAMS</b>	<b>2024-25</b>	<b>15% Increase</b>	<b>2025-26</b>
Academic Quiz Bowl	\$40.00	\$46.00	\$50
Math League	\$45.00	\$51.75	\$50
Gaming	\$40.00	\$46.00	\$50
Debate	\$35.00	\$40.25	\$50
Science Quiz Bowl	\$45.00	\$51.75	\$50
Speech	\$45.00	\$51.75	\$50
Drumline (winter)	\$55.00	\$63.25	\$65
First Robotics Competition FRC	\$50.00	\$57.50	\$65
First Tech Competition FTC	\$50.00	\$57.50	\$65
Marching Band	\$55.00	\$63.25	\$65
Theater - One Act	\$55.00	\$63.25	\$65
Theater - Plays	\$75.00	\$86.25	\$100
DECA	\$150.00	\$172.50	\$150
<b>Average</b>	<b>\$56.92</b>	<b>\$65.46</b>	<b>\$67.31</b>
<b>MIDDLE SCHOOL PROGRAMS</b>	<b>2024-25</b>	<b>15% Increase</b>	<b>2025-26</b>
Academic Quiz Bowl	N/A	N/A	\$50
Fall Theater / One Acts	\$75.00	\$86.25	\$80
Jazz Band	\$99.00	\$114.85	\$120
Singers and Swingers	\$99.00	\$114.85	\$120
Spring Theater/Musical	\$110.00	\$126.50	\$120
<b>Average</b>	<b>\$95.75</b>	<b>\$110.61</b>	<b>\$110.00</b>
<b>EDUCATIONAL BENEFITS RATES</b>	<b>2024-25</b>	<b>15% Increase</b>	<b>2025-26</b>
<b>PARTIAL</b>	50% Discount	N/A	50% Discount
<b>FULL</b>	\$25.00 Total Fee	N/A	\$25.00 Total Fee
<b>ATHLETIC/ACTIVITY FAMILY LIMIT</b>			
Combination of Middle School and Highschool	N/A	N/A	\$950

<b>HIGH SCHOOL PROGRAMS</b>	<b>2024-25</b>	<b>15% Increase</b>	<b>2025-26</b>
ADAPTED SPORTS	\$175.00	\$201.25	\$200
BADMINTON, GIRLS	\$150.00	\$172.50	\$200
CC RUNNING, BOYS	\$175.00	\$201.25	\$200
CC RUNNING, GIRLS	\$175.00	\$201.25	\$200
CHEERLEADING (Comp)	\$140.00	\$161.00	\$200
DANCELIN, FALL	\$175.00	\$201.25	\$200
TENNIS, BOYS	\$175.00	\$201.25	\$200
TENNIS, GIRLS	\$175.00	\$201.25	\$200
ALPINE SKIING, BOYS	N/A	N/A	\$225
ALPINE SKIING, GIRLS	N/A	N/A	\$225
BASEBALL	\$205.00	\$235.75	\$225
BASKETBALL, BOYS	\$205.00	\$235.75	\$225
BASKETBALL, GIRLS	\$205.00	\$235.75	\$225
DANCELIN, WINTER	\$175.00	\$201.25	\$225
NORDIC SKIING, BOYS	\$205.00	\$235.75	\$225
NORDIC SKIING, GIRLS	\$205.00	\$235.75	\$225
SOCCER, BOYS	\$205.00	\$235.75	\$225
SOCCER, GIRLS	\$205.00	\$235.75	\$225
SOFTBALL, GIRLS	\$205.00	\$235.75	\$225
TRACK & FIELD, BOYS	\$205.00	\$235.75	\$225
TRACK & FIELD, GIRLS	\$205.00	\$235.75	\$225
VOLLEYBALL, BOYS	\$205.00	\$235.75	\$225
VOLLEYBALL, GIRLS	\$205.00	\$235.75	\$225
WRESTLING	\$205.00	\$235.75	\$225
FOOTBALL	\$215.00	\$247.25	\$250
GOLF, BOYS	N/A	N/A	\$250
GOLF, GIRLS	N/A	N/A	\$250
HOCKEY, BOYS	\$215.00	\$247.25	\$250
HOCKEY, GIRLS	\$215.00	\$247.25	\$250
LACROSSE, BOYS	\$215.00	\$247.25	\$250
LACROSSE, GIRLS	\$215.00	\$247.25	\$250
SWIM & DIVE, BOYS	\$215.00	\$247.25	\$250
SWIM & DIVE, GIRLS	\$215.00	\$247.25	\$250
<b>Average</b>	\$195.36	\$224.66	\$225.00
<b>MIDDLE SCHOOL PROGRAMS</b>	<b>2024-25</b>	<b>15% Increase</b>	<b>2025-26</b>
ALL PROGRAMS	\$70.00	\$80.50	\$80
<b>EDUCATIONAL BENEFITS RATES</b>	<b>2024-25</b>	<b>15% Increase</b>	<b>2025-26</b>
PARTIAL	50% Discount	N/A	50% Discount
FULL	\$25.00 Total Fee	N/A	\$25.00 Total Fee
<b>ATHLETIC/ACTIVITY FAMILY LIMIT</b>			
Combination of Middle School and Highschool	N/A	N/A	\$950

## 4. District 917 Itinerant MOU Agreement

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**Speaker(s):** Dr. Chris Bellmont, Assistant Superintendent

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda IV.B.4.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Dr. Chris Bellmont, assistant superintendent

**Date:** June 12, 2025

**Re:** Intermediate District 917 Itinerant Memorandum of Understanding (MOU) Agreements

**Recommendation:** That the Board of Education approves the Memorandum of Understanding with the Intermediate School District 917.

***Information:***

Intermediate School District 917 provides specialized instruction, related services, and staffing support for students requiring special education programming as outlined in their Individualized Education Plans (IEPs).

- **Access to Specialized Programs:** Intermediate School District 917 provides highly specialized instruction and services that are not available within our district.
- **Support for Complex Student Needs:** 917 serves students with significant needs, including emotional-behavioral disorders, autism spectrum disorders, developmental cognitive disabilities, and medically fragile conditions.
- **Compliance with Legal Requirements:** Partnering with 917 helps ensure we meet federal and state mandates, including providing a Free Appropriate Public Education (FAPE) in the least restrictive environment.
- **Efficient Use of Resources:** By collaborating with 917 and other member districts, we can pool resources and provide cost-effective, high-quality services.
- **Access to Related Services and Staffing:** 917 supports districts with related services, including Deaf/Hard of Hearing, Visually Impaired, Audiology, and Sign

Language Interpreter services, as well as staffing support when local resources are unavailable.

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) entered into by and between the Intermediate School District No. 917 (“Intermediate 917”) and Independent School District No. 191 (“School District”). Intermediate 917 and the School District are hereinafter referred to collectively as the “Parties” and individually as a “Party.” It is hereby agreed by the Parties as follows:

**WHEREAS**, Intermediate 917 is a Minnesota intermediate school district providing special education and related services to students whose resident school districts request such services to be provided by Intermediate 917; and

**WHEREAS**, the School District is a Minnesota independent school district providing educational services to or for its resident students; and

**WHEREAS**, the School District desires Intermediate 917 to provide special education and/or related services to those students enrolled in and as requested by the School District; and

**WHEREAS**, Intermediate 917 is willing and has the authority to enter into a MOU to provide special education and/or related services to students enrolled in the School District, pursuant to Minnesota Statutes, Chapter 136D;

**NOW, THEREFORE, IT IS AGREED BY AND BETWEEN THE SCHOOL DISTRICT AND INTERMEDIATE 917 AS FOLLOWS:**

1. **Purpose.** The intent of this MOU is for Intermediate 917 providing special education and/or related staffing to students enrolled in and receiving educational and related services at the School District.
2. **School District Obligations.**
  - a. The School District is responsible for ensuring that appropriate education, including special education and/or related services are made available to its resident students.
  - b. The School District shall submit any requests for educational and related services for its students in writing through the annual projection process. Such requests shall specify the nature of the services requested, the number of students to be served, the full time equivalent (FTE) needed, and the location at which the services will be provided.
  - c. The School District shall be responsible to pay, on a timely basis, any and all invoices, including any administrative fees, submitted by Intermediate 917 for the services it provides on behalf of the School District.

- d. The School District shall be responsible for state and federal reporting requirements relating to the students receiving educational and/or related services under this MOU, such as MARSS reporting.
- e. The School District shall provide day-to-day supervision of Intermediate 917 employees providing special education and/or related services at the School District, as it relates to sign-in/sign-out procedures, classroom and office usage, and similar site procedures, although the Intermediate 917 employees shall remain employees only of Intermediate 917. The School District shall notify Intermediate 917 of any known non-compliance by Intermediate 917 employees with such School District procedures. Intermediate 917 will perform supervision of its employees as described below in paragraph 3 (b).
- f. The School District shall collaborate with Intermediate 917 employees providing special education and/or related services at the School District in allowing access to the School District's student information system and technology platforms.
- g. The number of days in this contract shall be determined by the Intermediate 917's employee's labor agreement subject to the School District's pro rata share of the FTE assignment. The School District will provide this data to be utilized for SEDRA reporting.

### **3. Intermediate 917 Obligations.**

- a. Intermediate 917 shall provide special education and/or related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8, as requested by the School District with appropriately licensed Intermediate 917 employees as identified in the annual signed projection process. Intermediate 917 shall be responsible for STAR reporting requirements relating to the staffing provided by Intermediate 917 to the School District.
- b. If Intermediate 917 is unable to provide appropriately licensed Intermediate 917 employees as identified by the School District in the annual signed projection process, Intermediate 917 will work with the School District to develop alternatives to provide special education and/or related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8.
- c. The individuals assigned to provide special education and/or related services at the School District by Intermediate 917 shall be Intermediate 917 employees, and shall be hired, retained, assigned, directed, supervised, evaluated, compensated, disciplined or terminated by Intermediate 917, according to applicable Intermediate 917 employment agreements, Intermediate 917 policies and procedures and any applicable state or federal laws or regulations.

- d. Despite the preceding language, the Parties expect that the School District shall provide site supervision of the Intermediate 917 employee while providing services at the School District as it relates to sign-in/sign-out, classroom and office usage, and other site procedures. The Intermediate 917 employees assigned to work at the School District shall abide by any and all School District procedures of which he or she is notified.
  - e. Intermediate 917 shall set staffing reimbursement rates for the special education and related services, as defined in Minn. Stat. § 123A.21, subd. 7 and 8, it provides at the School District and shall issue billing invoices twice annually, consistent with the Intermediate 917 billing cycle. Invoices will include the FTE to be utilized for SEDRA reporting. Billing shall also include reimbursement for staff mileage and travel time and the costs of supplies, equipment and overhead.
  - f. This MOU shall not be construed to give rise to any employment relationship between the School District and any Intermediate 917 employee assigned to work at the School District.
4. **Renewal.** The parties to this MOU may renew this MOU if mutually agreed upon in one-year increments by executing a written renewal agreement at least sixty (60) days prior to expiration of the MOU or any subsequent renewal period, subject to the same terms and conditions as this MOU, or as otherwise mutually agreed upon.
  5. **State Complaint or Due Process Hearing Request.** If a state complaint or due process hearing request is filed involving the School District, the School District will be responsible for responding to the state complaint or due process hearing request. Intermediate 917 will in good faith make any employee assigned to provide services at the School District available to participate as necessary in the School District's response to any allegations or claims arising out of a state complaint or due process hearing. If an attorney retained by the School District requests Intermediate 917 employees to testify or otherwise participate in a complaint response or due process hearing, the attorney retained by the School District will prepare Intermediate 917 employees in the same manner as its own staff. Each party reserves the right to obtain its own attorney.
  6. **Transportation of Students.** Student transportation shall be provided and paid for by the School District, as required by state and federal laws.
  7. **Data Practices.** Nothing in this MOU shall be construed to be contrary to Minnesota Statutes, Chapter 13, the Minnesota Government Data Practices Act ("MGDPA"), and in particular, Minn. Stat. § 13.32, and the Federal Educational Rights and Privacy Act, 20 U.S.C. § 1232g ("FERPA") regarding the creation and maintenance of educational records. All of the data created, collected, received, stored, used or maintained by the Parties in performing functions under this MOU is subject to the requirements of the MGDPA and FERPA and the Parties must

comply with those requirements.

8. **Insurance and Liability.** Nothing in this MOU shall constitute a waiver of the rights, privileges and benefits to which either Party is entitled under Minnesota Statutes. The liability and monetary limits of liability of the School District and Intermediate 917 shall be governed by the Minnesota Government Tort Claims Act, Minnesota Statutes, Chapter 466, et. seq., and other applicable law. Intermediate 917 and the School District shall each maintain insurance against claims arising out of or relating to the provision of services under this MOU, in an amount and of a nature consistent with each Party's Board policies, procedures or practices and as required by the laws of the State of Minnesota.
9. **Indemnification.** Intermediate 917 agrees to indemnify and hold harmless the School District, its officers, agents and employees from any and all claims and losses resulting from the Intermediate 917's performance of this MOU, and from any and all claims and losses resulting to any person who may be injured or damaged by the actions and/or conduct of the employees or agents of Intermediate 917.

The School District agrees to indemnify and hold harmless Intermediate 917, its officers, agents and employees from any and all claims and losses resulting from the School District's performance of this MOU, and from any and all claims and losses resulting to any person who may be injured or damaged by the actions and/or conduct of the employees or agents of the School District.

10. **Term and Cancellation.** This MOU shall commence on July 1, 2025 and shall remain in effect through June 30, 2027, unless Intermediate 917 and the School District mutually agree to terminate or cancel the MOU by written notice prior to March 1 of the current school year for the upcoming school year. Written notices under this MOU shall be sent to:

For Intermediate School District 917:

Executive Director of Student Services  
Intermediate School District 917  
1300 145th Street East  
Rosemount, MN 55068

For The School District:

Director of Special Education  
Independent School District No. 191  
200 West Burnsville Parkway  
Burnsville, MN 55337

11. **Termination for Breach.** If either Party fails to comply with the terms and conditions of this MOU, the other Party, upon 30 days prior written notice to the breaching Party, may terminate

this MOU.

- 12. **Assignment.** Neither Party to this MOU shall assign, delegate or transfer any rights or obligations under this MOU without the prior written consent of the other Party.
- 13. **Amendments.** This MOU may be amended during the term of this MOU and may only be amended in writing by the mutual agreement of the Parties.
- 14. **Equal Drafting.** In the event any Party asserts that a provision in this MOU is ambiguous, this MOU must be construed to have been drafted equally by the Parties.
- 15. **Waiver and Severability.** Any term or condition of this MOU found to be invalid, illegal, or unenforceable shall not render this MOU void or unenforceable.
- 16. **Applicable Law.** This MOU shall be governed by the laws of the State of Minnesota.
- 17. **Entire Agreement.** This MOU contains the entire MOU between the Parties with regard to the matters set forth herein and supersedes all communications, written or oral, heretofore related to the subject matter of this MOU. No promises, guarantees, or representations relative to the subject matter addressed herein exist outside the terms of this document.

By signing below, each party represents that it has read, understands, and agrees to be bound by the terms of this Memorandum of Understanding, and is authorized to sign on behalf of the Party he or she represents.

**INTERMEDIATE SCHOOL DISTRICT NO. 917**

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Its: \_\_\_\_\_

**INDEPENDENT SCHOOL DISTRICT NO. 191**

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Its: Chair

Dated: \_\_\_\_\_, 2025

By: \_\_\_\_\_  
Its: Clerk



5. Approve, on a First Reading Basis, new Policy 524: *Personal Electronic Communication Devices and Cell Phone*

294

**Speaker(s):** Dr. Chris Bellmont, Assistant Superintendent



**Agenda IV.B.5.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Dr. Chris Bellmont, assistant superintendent

**Date:** June 12, 2025

**Re:** Approve, on a First Reading Basis, new Policy 524: *Personal Electronic Communication Devices and Cell Phone*

**Recommendation:** That the Board of Education approve, on a first reading basis, new Policy 524: *Personal Electronic Communication Devices and Cell Phone*

***Information:***

This policy was reviewed by the Policy Review Committee on May 20, 2025 and was approved to move forward with a formal recommendation to the Board with a set of regulations to come forward at a later date.

Adopted: \_\_\_\_\_ *Burnsville-Eagan-Savage*  
*School District Policy 524*  
*MSBA/MASA Model Policy 524.5*  
 Revised/Reviewed: 04/15/25 \_\_\_\_\_ *Orig. 2025*  
 Revised: \_\_\_\_\_

## **524.5 PERSONAL ELECTRONIC COMMUNICATION DEVICES INCLUDING CELL PHONES**

### **I. PURPOSE**

The objective of this policy is to support the school district's focus on learning in alignment with the district's mission to ignite students' passion for learning, cultivate a strong foundation of knowledge, and foster a sense of community within our schools. Possession and use of personal electronic communication devices must be regulated to ensure that such devices do not disrupt or interfere with the education process or school operations, impair the safety, welfare, and privacy of students and staff, or are used as part of an act of academic dishonesty.

### **II. GENERAL STATEMENT OF POLICY**

To minimize the impact of personal electronic communication devices on student behavior, mental health, and academic attainment and to support school environments in which students can engage fully with their classmates, their teachers, and instruction, the school board has determined the use of personal electronic communication devices by students during school hours should be limited.

### **III. DEFINITIONS**

- A. "Bell-to-Bell" means from when the first bell rings at the start of the school day to begin instructional time until the dismissal bell rings at the end of the academic school day. "Bell-to bell" includes lunch and time in between class periods.
- B. "Cell Phone" means a personal device capable of making calls, transmitting pictures or video, or sending or receiving messages through electronic means. The definition of cell phone includes a non-smart phone that is limited to making phone calls or text messages and a smart phone that encompasses the above features.
- C. "Cyberbullying" means bullying using technology or other electronic communication, including but not limited to a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone, or other electronic device.
- D. "Instructional Time" means any structured or unstructured learning experiences that occur from when the first bell rings at the start of the school day until the dismissal bell rings at the end of the academic school day.
- E. "Personal Electronic Communication Device" means any personal device capable of connecting to a cell phone, the internet, a cellular or Wi-Fi network, or directly connects to another similar device. Personal electronic communication devices may include cell phones, wearable devices such as smart watches, personal headphones, earbuds or pods, laptops, tablets, virtual reality devices, and other personal electronic communication devices with the abovementioned characteristics.
- F. "Stored" means a cell phone or personal electronic communication device not being

carried on the student's person, including not in the student's pocket. Storage options may include, but are not limited to, in the student's backpack, in the student's locker, in a locked pouch, or in a designated place in the classroom, as determined by school administration.

#### IV. PERSONAL ELECTRONIC COMMUNICATION DEVICE USE AND STORAGE

##### A. Personal Electronic Communication Device Use

~~1. Students are prohibited from using personal electronic communication devices~~

##### 21. Elementary and Middle Schools (K-58)

- a. Students are prohibited from using personal electronic communication devices on school premises from bell-to-bell, which includes but is not limited to instructional time, lunch periods, recess, school-sponsored programs, events or activities, or any other time during the **designated** school day.
- b. All personal electronic communication devices shall be kept in designated areas and ~~turned off~~ silenced.

##### ~~3. Middle Schools/Junior High Schools~~

##### 42. High Schools (9-12)

- a. Students are prohibited from using personal electronic communication devices during instructional time, which includes the entire period of a scheduled class and other times when students are directed to report to and participate in any instructional activity~~.~~
- b. Students may wear smart or electronic watches but may not use any communication applications or features that are prohibited from use on other personal electronic communication devices and all notifications must be ~~turned off~~ silenced.
- c. All personal electronic communication devices shall be kept in designated areas and ~~turned off~~ silenced during instructional time. Personal electronic communication devices may be used during passing times and their scheduled lunch periods; **however, such use is discouraged.** ~~however, such use is discouraged.~~

##### B. Off-Campus School-Sponsored Activities (outside of bell-to-bell school day)

School administration may establish guidelines for personal electronic communication device possession and use during off-campus school-sponsored activities, such as extracurricular activities, outdoor and service trips, and school field trips. These guidelines will be provided at pre-activity meetings, activity-specific permission slips, and by other means as appropriate in the circumstances.

#### V. LIMITATIONS ON USE OF AND STORAGE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES

A. Limitations on Use of Personal Electronic Communication Devices

1. Personal electronic communication devices may not be used in any manner that causes or results in disruption of the educational environment or school-sponsored extracurricular activities or events or impairs or interferes with school district operations.
2. Devices, including but not limited to personal electronic communication devices, with audio, video, or photo-taking capabilities shall not be used at any time in locker rooms, bathrooms, or other locations where the presence of such devices poses an unreasonable risk to the safety, welfare, or privacy of others. Confiscation and search of such devices will occur if found in these areas.
3. ~~Students may not use a device to record, transmit, or post audio, videos, or photos of a person or persons on school grounds or on a school bus without the express permission of school staff in addition to the express consent of the individual or individuals that are the subjects of the recording.~~ The school district strongly discourages and disfavors using a device to record or photograph someone without their permission in general and it is specifically prohibited in bathrooms, locker rooms, school buses or during instructional time unless otherwise authorized by a school official.
4. Personal electronic communication devices may not be used to engage in bullying, cyberbullying, harassment, discrimination, or other activity prohibited under federal or state law or under school district policy.
5. Personal electronic communication devices shall not be used during a lockdown drill, a fire drill, or a similar safety drill.

B. Storage of Personal Electronic Communication Devices

Students shall keep their personal electronic communication devices in a secure place, such as the student's locker, a closed backpack, a storage device provided by the school, or an area designated by the classroom teacher at all times when personal electronic communication device use is prohibited.

**VI. EXCEPTIONS**

- A. Nothing in this policy prohibits a student from using a personal electronic communication device for a purpose documented in the student's individualized education program, a plan developed under section 504 of the Rehabilitation Act of 1973, or a health care plan in force regarding the student.
- B. A student may use a personal electronic communication device to monitor or address a health concern or medical condition upon permission granted by school administration.
- C. Students may use a personal electronic communication device when the use is necessary to respond to or report an emergency. For purposes of this policy, "emergency" means an actual or imminent threat to the health or safety of students and/or school personnel, which may result in death, bodily injury, or substantial property damage.
- D. A student may use a personal electronic communication device during a time at which use would otherwise be prohibited when the student has been granted permission from a staff member to use the device. If the school district implements a curriculum that

uses technology, students may be allowed to use their own personal electronic communication devices to access the curriculum. Students who are allowed to use their own devices to access the curriculum will be granted access to any application or electronic materials when they are available to students who do not use their own devices, or provided free of charge to students who do not use their own devices for curriculum.

- E. A personal electronic communication device may be stored in student vehicles parked on school district property provided that the device is not removed from the vehicle while on school district property.
- F. Students who need to make a call may request permission to use a telephone in the building office.

## **VII. DISCIPLINE RESPONSE TO VIOLATIONS**

If a student violates this policy, a teacher or administrator shall take the following ~~serious~~ progressively disciplinary measures:

- A. ~~Level 1 - The staff member / teacher will restate the expectation and direct the student to place the phone in an appropriate location. Give the student a verbal warning and require the student to store the student's personal electronic communication device in accordance with this policy.~~
- B. ~~Level 2 - The staff member will work with administration. The device may be placed in the office for a period of time and/or require parent pickup. If the incident occurs in the afternoon, pickup and/or notification may not occur until the following morning. Securely store the student's personal electronic communication device in a teacher- or administrator-controlled locker, bin, or drawer for the duration of the class or period.~~ **Level 2 documentation is required and additional interventions may take place per the student handbook.**
- C. ~~Level 3 - Administration will coordinate the intervention. This can include, but is not limited to, a period of time (not to exceed 45 school days) where the device may not be allowed in the school. Frequent check-ins, and/or additional interventions with staff may be implemented. Place the student's personal electronic communication device in the school's central office for the remainder of the school day.~~ **Level 3 documentation is required and additional interventions may take place per the student handbook.**
- D. ~~Place the student's personal device in the school's central office to be picked up by the student's parent or guardian.~~
- E. ~~Schedule a conference with the student's parent or guardian to discuss the student's personal device use.~~
- F. ~~Apply discipline as provided under school district policies and as appropriate.~~
- G. ~~Other (insert as needed).~~

## **VIII. SCHOOL DISTRICT RESPONSIBILITY**

- A. The school district is not responsible for, nor is it required to investigate, any lost, stolen, or damaged personal electronic communication devices brought onto school grounds or the bus or school-sponsored activities or events.

- B. The school board directs the superintendent and school district administration to establish additional rules and procedures regarding student possession and use of personal electronic communication devices in schools as the superintendent and school district administration find appropriate. These rules shall be consistent with this policy and other applicable school district policies. These rules and procedures should seek to minimize the impact of personal electronic communication devices on student behavior, mental health, and academic attainment. These rules and procedures may be designed for specific **school buildings**, grade levels, or pursuant to similar criteria.
- C. If the school district has a reasonable suspicion that a student has violated a school policy, rule, or law by use of a personal electronic device, or that a device contains evidence of such a violation, a school administrator may search the device. The search will be reasonably related in scope to the circumstances justifying the search.

**Legal References:** Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)  
 Minn. Stat. § 13.32 (Educational Data)  
 Minn. Stat. § 121A.031 (School Student Bullying Policy)  
 Minn. Stat. § 121A.73 (School Cell Phone Policy)  
 Minn. Stat. § 124D.166 (Limit on Screen Time for Children in Preschool and Kindergarten)  
 Minn. Stat. § 125B.15 (Internet Access for Students)  
 Minn. Stat. § 125B.26 (Telecommunications/Internet Access Equity Act)  
 29 U.S.C. § 794 (Nondiscrimination under Federal Grants and Programs)

**Cross References:** MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)  
 MSBA/MASA Model Policy 406 (Public and Private Personnel Data)  
 MSBA/MASA Model Policy 506 (Student Discipline)  
 MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)  
 MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)  
 MSBA/MASA Model Policy 524 (Internet, Technology, and Cell Phone Acceptable Use and Safety Policy)  
 Away for the Day ([www.awayfortheday.org](http://www.awayfortheday.org))  
 MASSP/MESPA, *The Cell Phone Toolkit* (July 2024)

6. Approve, on a First Reading Basis, Changes to Policy 206: *Public Participation in School Board Meetings, Complaints about Persons at School Board Meetings and Data Privacy Considerations*

**Speaker(s):** Abigail Alt, Vice Chair



**Agenda IV.B.6.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Abigail Alt, Vice Chair

**Date:** June 12, 2025

**Re:** Approve, on a First Reading Basis, changes to Policy 206: *Public Participation in School Board Meetings, Complaints about Persons at School Board Meetings and Data Privacy Considerations*

**Recommendation:** That the Board of Education approve, on a first reading basis, changes to Policy 206: *Public Participation in School Board Meetings, Complaints about Persons at School Board Meetings and Data Privacy Considerations*

***Information:***

This policy was reviewed by the Policy Review Committee on May 20, 2025 and was approved to move forward with a formal recommendation to the Board.

Changes include adding the following reference information to the Listening Session Registration Card:

- City
- State

*Adopted:* 11/2003  
*Reviewed:* 6/13/2024  
*Revised:* 6/13/2024  
*Rescinds:* BDDH

*Burnsville-Eagan-Savage School District Policy 206*

**206 PUBLIC PARTICIPATION IN SCHOOL BOARD MEETINGS/COMPLAINTS ABOUT PERSONS AT SCHOOL BOARD MEETINGS AND DATA PRIVACY CONSIDERATIONS**

**I. PURPOSE**

- A. The school board recognizes the value of participation by the public in deliberations and decisions on school district matters. At the same time, the school board recognizes the importance of conducting orderly and efficient proceedings, with opportunity for expression of all participants' respective views.
- B. The purpose of this policy is to provide procedures to assure open and orderly public discussion as well as to protect the due process and privacy rights of individuals under the law.

**II. GENERAL STATEMENT OF POLICY**

- A. The policy of the school board is to encourage input and feedback by the public of subjects related to the management of the school district at school board meetings. The school board may adopt reasonable time, place, and manner restrictions on public expression in order to facilitate free discussion by all interested parties.
- B. The school board shall, as a matter of policy, protect the legal rights to privacy and due process of employees and students.
- C. The Board may hold public meetings where the public will not be invited to address the school board including regular business meetings, work sessions and board retreats. The public will still be entitled to notice of these meetings and will be allowed to attend these meetings, but the public will not necessarily be allotted time during the meeting to address the board.

**III. DEFINITIONS**

- A. "Personnel data" means government data on individuals maintained because the individual is or was an employee or applicant for employment. For purposes of this policy, "employee" includes a volunteer or an independent contractor.
- B. Personnel data on current and former employees that is "public" includes:

Name; employee identification number, which must not be the employee's social security number; actual gross salary; salary range; terms and conditions of

employment relationship; contract fees; actual gross pension; the value and nature of employer paid fringe benefits; the basis for and the amount of any added remuneration, including expense reimbursement, in addition to salary; bargaining unit; job title; job description; education and training background; previous work experience; date of first and last employment; the existence and status of any complaints or charges against the employee, regardless of whether the complaint or charge resulted in a disciplinary action; the final disposition of any disciplinary action as defined in Minn. Stat. § 13.43, Subd. 2(b), together with the specific reasons for the action and data documenting the basis of the action, excluding data that would identify confidential sources who are employees of the public body; the complete terms of any agreement settling any dispute arising out of the employment relationship, including a buyout agreement as defined in Minn. Stat. § 123B.143, Subd. 2, except that the agreement must include specific reasons for the agreement if it involves the payment of more than \$10,000 of public money; work location; work telephone number; badge number; work-related continuing education; honors and awards received; and payroll time sheets or other comparable data that are only used to account for employee's work time for payroll purposes, except to the extent that release of time sheet data would reveal the employee's reasons for the use of sick or other medical leave or other not public data.

- C. Personnel data on current and former applicants for employment that is "public" includes:
- Veteran status; relevant test scores; rank on eligible list; job history; education and training; and work availability. Names of applicants shall be private data except when certified as eligible for appointment to a vacancy or when applicants are considered by the appointing authority to be finalists for a position in public employment. For purposes of this subdivision, "finalist" means an individual who is selected to be interviewed by the appointing authority prior to selection.
- D. "Educational data" means data maintained by the school district which relates to a student.
- E. "Student" means an individual currently or formerly enrolled or registered in the school district, or applicants for enrollment, or individuals who receive shared time services.
- F. Data about applicants for appointments to a public body, including a school board, collected by the school district as a result of the applicant's application for appointment to the public body are private data on individuals, except that the following are public: name; city of residence, except where the appointment has a residency requirement that requires the entire address to be public; education and training; employment history; volunteer work; awards and honors; prior government service; any data required to be provided or that is voluntarily provided in an application to a multimember agency pursuant to Minn. Stat. § 15.0597; and veteran status. Once an individual has been appointed to a public body, the following additional items of data are public: residential address; either

a telephone number or electronic mail address where the appointee can be reached, or both at the request of the appointee; the first and last dates of service on the public body; the existence and status of any complaints or charges against an appointee; and, upon completion of an investigation of a complaint or charge against an appointee, the final investigative report unless access to the data would jeopardize an active investigation. Any electronic mail address or telephone number provided by a public body for use by an appointee shall be public. An appointee may use an electronic mail address or telephone number provided by the public body as the designated electronic mail address or telephone number at which the appointee can be reached.

- G. “Public Comment Participants” means individuals who meet one or more of the following categories will seek to address the school board during the public comment period:
1. District student
  2. Parent or guardian of a district student
  3. District resident
  4. District taxpayer
  5. District staff person

#### **IV. RIGHTS TO PRIVACY**

- A. School district employees have a legal right to privacy related to matters which may come before the school board, including, but not limited to, the following:
1. right to a private hearing for teachers, pursuant to Minn. Stat. § 122A.40, Subd. 14 (Teachers Discharge Hearing);
  2. right to privacy of personnel data as provided by Minn. Stat. § 13.43 (Personnel Data);
  3. right to consideration by the school board of certain data treated as not public as provided in Minn. Stat. § 13D.05 (Not Public Data);
  4. right to a private hearing for licensed or nonlicensed head varsity coaches to discuss reasons for nonrenewal of a coaching contract pursuant to Minn. Stat. § 122A.33, Subd. 3.
- B. School district students have a legal right to privacy related to matters which may come before the school board, including, but not limited to, the following:
1. right to a private hearing, Minn. Stat. § 121A.47, Subd. 5 (Student Dismissal Hearing);
  2. right to privacy of educational data, Minn. Stat. § 13.32 (Educational Data); 20 U.S.C. § 1232g (FERPA);

3. right to privacy of complaints as provided by child abuse reporting and discrimination laws, Minn. Stat. Ch.260E (Reporting of Maltreatment of Minors) and Minn. Stat. Ch. 363A (Minnesota Human Rights Act).

## **V. THE PUBLIC’S OPPORTUNITY TO BE HEARD**

- A. The school board will strive to give all members of the public of the school district an opportunity to be heard and to have complaints considered and evaluated, within the limits of the law and this policy and subject to reasonable time, place, and manner restrictions. Among the rights available to the public is the right to access public data as provided by Minn. Stat. § 13.43, Subd. 2 (Public Data).
- B. The school board provides three opportunities for public input:

1. Board Listening Sessions

The school board may schedule a listening session prior to a regularly scheduled school board meeting during which time the public may make comments directly to the designated school board members or superintendent that deal with any topic related to the board’s conduct of the schools. The school board, however, will not act at that day’s/evening’s regular meeting on any issue presented during the school board listening sessions if that issue was not previously published as an agenda item. A report summarizing the listening session will be given and distributed to board members via the consent agenda at a future meeting.

2. Public Hearings

Public hearings are required by law to be held concerning certain issues, including but not limited to, school closings (Minn. Stat. § 123B.51), truth in taxation (Minn. Stat. § 375.065) education district establishment (Minn. Stat. § 123A.15), and agreements for secondary education (Minn. Stat. § 123A.30). Additionally, other public hearings may be held by the school board on school district matters at the discretion of the school board.

3. Public Forums

The school board may schedule an open forum to create a venue in which the public can gather to become informed about a specific issue, ask questions, offer input, and/or engage in a public conversation.

## **VI. LISTENING SESSION PROTOCOL**

- A. Agenda Items

1. Members of the public who wish to present on a subject discussed at a public school board listening session are encouraged to notify the

superintendent's office in advance of the listening session. Each speaker must provide their name, the name of group represented (if any), their city and state, and the subject to be covered or the issue to be addressed.

2. At the start, or in advance (by notifying the district office at 952-707-2005), of the listening session, any person wishing to speak will complete and submit a card with their name, name of group representing, if any, relationship to the school district, city and state of residence and topic.
3. The facilitating board member will recognize one speaker at a time, and will rule out of order other speakers who are not recognized. Only those speakers who have completed a card in section VI.A.2. of this policy shall be recognized to speak by the facilitating board member. Comments by others are out of order. Individuals who interfere with or interrupt speakers, the school board, or the proceedings may be directed to leave.
4. The school board retains the discretion to limit discussion of any agenda item to a reasonable period of time as determined by the school board. If a group or organization wishes to address the school board on a topic, the school board reserves the right to require designation of one or more representatives or spokespersons to speak on behalf of the group or organization.
5. Matters proposed for presentation at a listening session which may involve data privacy concerns, which may involve preliminary allegations, or which may be potentially libelous or slanderous in nature shall not be considered in public, but shall be processed as determined by the school board in accordance with governing law.
6. The facilitating board member shall promptly rule out of order any discussion by any person, including school board members, that would violate the provisions of state or federal law, this policy or the statutory rights of privacy of an individual.
7. Personal attacks by anyone addressing the school board are unacceptable. Persistence in such remarks by an individual shall terminate that person's privilege to address the school board.
8. Depending upon the number of persons in attendance seeking to be heard, the school board reserves the right to impose such other limitations and restrictions as necessary in order to provide an orderly, efficient, and fair opportunity for those present to be heard.
9. The school board reserves the right to conclude the listening session in the event that audio or video recordings are being made and when such recordings may present a barrier to participation.

## B. Complaints

1. Routine complaints about a teacher or other employee should first be directed to that teacher or employee or to the employee's immediate supervisor.
2. If the complaint is against an employee relating to child abuse, discrimination, racial, religious, or sexual harassment, or other activities involving an intimidating atmosphere, the complaint should be directed to the employee's supervisor or other official as designated in the school district policy governing that kind of complaint. In the absence of a designated person, the matter should be referred to the superintendent.
3. Unresolved complaints from Paragraph 1. of this section or problems concerning the school district should be directed to the superintendent's office.
4. Complaints which are unresolved at the superintendent's level may be brought before the school board by notifying the school board in writing.

## **VII. PENALTIES FOR VIOLATION OF DATA PRIVACY**

- A. The school district is liable for damages, costs and attorneys' fees, and, in the event of a willful violation, punitive damages for violation of state data privacy laws. (Minn. Stat. § 13.08, Subd. 1)
- B. A person who willfully violates data privacy or whose conduct constitutes the knowing unauthorized acquisition of not public data is guilty of a misdemeanor. (Minn. Stat. § 13.09)
- C. In the case of an employee, willful violation of the Minnesota data practices law, Chapter 13, and any rules adopted thereunder, including any action subject to a criminal penalty, constitutes just cause for suspension without pay or dismissal. (Minn. Stat. § 13.09)

**Legal References:** Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)  
Minn. Stat. § 13.43 (Personnel Data)  
Minn. Stat. § 13.601, Subd. 3 (Applicants for Appointment)  
Minn. Stat. § 13D.05 (Meetings Having Data Classified as Public)  
Minn. Stat. § 121A.47, Subd. 5 (Exclusion and Expulsion Procedures; Closed or Open Meeting)  
Minn. Stat. § 122A.33, Subd. 3 (License and Degree Exemption for Head Coach; Notice of Nonrenewal; Opportunity to Respond)  
Minn. Stat. § 122A.40, Subd. 14 ((Employment; Contracts; Termination; Hearing Procedures  
Minn. Stat. § 122A.44 (Contracting with Teachers; Substitute Teachers)

Minn. Stat. § 123B.02, Subd. 14 (General Powers of Independent School Districts; Employees; Contracts for Services)  
 Minn. Stat. § 123B.143, Subd. 2 (Superintendents; Disclose Past Buyouts or Contract is Void)  
 Minn. Stat. Ch. 363A (Minnesota Human Rights Act)  
 Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)  
 20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)  
 Minn. Op. Atty. Gen. 852 (July 14, 2006)

***Cross References:*** Burnsville-Eagan-Savage School District Policy 103 (Complaints-Students, Employees, Parents, Other Persons/  
 Burnsville-Eagan-Savage School District Policy 205 (Open Meetings and Closed Meetings)  
 Burnsville-Eagan-Savage School District Policy 207 (Public Hearings)  
 Burnsville-Eagan-Savage School District Policy 406 (Public and Private Personnel Data)  
 Burnsville-Eagan-Savage School District Policy 422 (Policies Incorporated by Reference)  
 Burnsville-Eagan-Savage School District Policy 515 (Protection and Privacy of Pupil Records)  
 MSBA School Law Bulletin “C” (Minnesota’s Open Meeting Law)  
 MSBA School Law Bulletin “I” (School Records – Privacy – Access to Data)  
 Board Listening Session Guidelines  
 Registration Card

### Listening Session Registration Card

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Name: \_\_\_\_\_

City of Residence : \_\_\_\_\_ State: \_\_\_\_\_

Your relationship to ISD 191 (check all that apply):

- District Student
- Parent or guardian of a district student
- District resident
- District Taxpayer
- District staff person

Topic: \_\_\_\_\_

Give this card to the superintendent if you wish to address the Board during the listening session.

### Listening Session Registration Card

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Date: \_\_\_\_\_ Time: \_\_\_\_\_ Name: \_\_\_\_\_

City of Residence : \_\_\_\_\_ State: \_\_\_\_\_

Your relationship to ISD 191 (check all that apply):

- District Student
- Parent or guardian of a district student
- District resident
- District Taxpayer
- District staff person

Topic: \_\_\_\_\_

Give this card to the superintendent if you wish to address the Board during the listening session.

### Listening Session Registration Card

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Name: \_\_\_\_\_

City of Residence : \_\_\_\_\_ State: \_\_\_\_\_

Your relationship to ISD 191 (check all that apply):

- District Student
- Parent or guardian of a district student
- District resident
- District Taxpayer
- District staff person

Topic: \_\_\_\_\_

Give this card to the superintendent if you wish to address the Board during the listening session.

### Listening Session Registration Card

Date: \_\_\_\_\_ Time: \_\_\_\_\_ Name: \_\_\_\_\_

City of Residence : \_\_\_\_\_ State: \_\_\_\_\_

Your relationship to ISD 191 (check all that apply):

- District Student
- Parent or guardian of a district student
- District resident
- District Taxpayer
- District staff person

Topic: \_\_\_\_\_

Give this card to the superintendent if you wish to address the Board during the listening session.



7. Approve, on a First Reading Basis, Changes to Policy 902 Regulation:  
*Fee Schedule*

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**Speaker(s):** Jason Sellars, Director of Community Services



**Agenda IV.B.7.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Jason Sellars, director of community services

**Date:** June 12, 2025

**Re:** Approve, on a First Reading Basis, changes to Policy 902 Regulation:  
*Fee Schedule*

**Recommendation:** That the Board of Education approve, on a first reading basis, changes to Policy 902 Regulation: *Fee Schedule*

***Information:***

This policy regulation was reviewed by the Policy Review Committee on May 20, 2025 and was approved to move forward with a formal recommendation to the Board. Updates to the Fee Schedule have been made. The new updates have been designed to include:

- Inclusion of non-profit groups and non-residents who live outside district boundaries
- Increase equitable access to community groups
- Increase rental opportunities

<b>Fee Schedule</b> (rate per hour)				
There is an hourly rate assigned for each indoor space available to be scheduled (and outdoor areas as listed). Additional costs may be charged for custodial support, technical staff, event supervision, lifeguards, or other district personnel as necessary for individual events.				
	<b>Class A</b>	<b>Class B</b>	<b>Class C</b>	<b>Class D</b>
<b>Elementary Schools</b>	No rental fee			
Classroom		\$10.00	\$20.00	\$40.00
Music/Art/Science Room		\$10.00	\$30.00	\$60.00
Cafeteria, Media Center		\$12.00	\$60.00	<del>\$80.00</del> <del>120.00</del>
Gymnasium		\$12.00	<del>\$15.00</del> <del>60.00</del>	<del>\$18.00</del> <del>150.00</del>
<u>Outdoor Field</u>		<u>\$4.00 per day</u>	<u>\$8.00 per day</u>	<u>\$12.00 per day</u>
<b>Secondary Schools</b>				
	No rental fee			
Classroom		\$10.00	\$20.00	\$40.00
Music/Art Room		\$10.00	\$30.00	\$60.00
Lecture Room, FACs Lab, PAC		\$15.00	\$35.00	\$70.00
Media Center		\$15.00	\$60.00	<del>\$80.00</del> <del>120.00</del>
Cafeteria		\$15.00	\$60.00	<del>\$80.00</del> <del>120.00</del>
<u>Large Meeting Room</u>		<u>\$15.00</u>	<u>\$35.00</u>	<u>\$70.00</u>
Outdoor Patio		\$15.00	\$35.00	\$70.00
Middle School Gymnasium		\$15.00	<del>\$17.00</del> <del>75.00</del>	<del>\$22.00</del> <del>150.00</del>
H.S. Gymnasium (per court)		\$20.00	<del>\$22.00</del> <del>75.00</del>	<del>\$25.00</del> <del>150.00</del>
Auxiliary Gym		\$12.00	<del>\$15.00</del> <del>60.00</del>	<del>\$18.00</del> <del>120.00</del>
Locker rooms		\$15.00	<del>\$20.00</del> <del>75.00</del>	<del>\$40.00</del> <del>150.00</del>
Tennis Courts (per court)(4)		<del>\$5.00</del> <del>12.00</del>	<del>\$10.00</del> <del>75.00</del>	<del>\$15.00</del> <del>150.00</del>
Swimming Pool		<del>\$50.00</del> <del>15.00</del>	\$90.00	<del>\$100.00</del> <del>180.00</del>
<u>Outdoor Middle School Grass Field(s)</u>		<u><del>\$5.00</del> <del>25.00</del></u> <u>per day</u>	<u><del>\$9.00</del> <del>50.00</del></u> <u>per day</u>	<u><del>\$13.00</del> <del>75.00</del></u> <u>per day</u>
<u>Outdoor High School Field</u>		<u>\$7.00 per day</u>	<u>\$11.00 per day</u>	<u>\$15.00 per day</u>
<b>Auditorium</b>				
Mraz Center		\$45.00	\$90.00	\$180.00
<u>Presenter Package</u>			<u>\$200.00 per day</u>	
<u>Performance Package</u>			<u>\$400.00 per day</u>	
<u>Recital Package</u>			<u>\$600.00 per day</u>	
<u>Per additional Microphone</u>			<u>\$25.00 per day</u>	
<u>Tech Support is required for all Mraz usage</u>				
<b>Pates Stadium</b>				
Turf		\$80.00	\$100.00	\$150.00
Lights			\$20.00	
Bleachers			\$20.00	
Press box			\$30.00	
Wrestling gyms and Kitchens are not available for public use				
<b>Diamondhead Education Center</b>				
	No rental fee			
Burnsville-Eagan- Savage Rooms (per room)		<del>\$25.00</del> <del>\$15.00</del>	\$60.00	<del>\$80.00</del> <del>120.00</del>
Dance Studio		\$15.00	\$60.00	<del>\$80.00</del> <del>120.00</del>
Classroom		\$10.00	\$20.00	\$40.00
Commons, Atrium and C-Wing Center		\$15.00	\$35.00	\$70.00
Campus Cup		\$10.00	\$20.00	\$40.00

<b>Personnel Fee Schedule</b> (rate per hour)				
There is an hourly rate assigned for personnel who may be needed during an event.				
	<b>Straight Time</b>	<b>1.5x Overtime</b>	<b>2x Overtime</b>	
Custodian- Scheduled 1.5 hours longer than the scheduled event.	varies	\$ <del>55</del> <u>40</u>	\$ <del>70</del> <u>55</u>	
Lifeguard	\$ <del>30</del> <u>25</u>			
Tech Support	\$ <del>30</del> <u>25</u>			
Event Supervision	\$ <del>30</del> <u>25</u>			
Additional costs may be charged for custodial support, technical staff, event supervision, lifeguards, or other district personnel as necessary for individual events.				
<b><u>Additional Fees</u></b>				
<u>Baseball Field Lining</u>	<u>Field Lining</u>	\$ <del>35</del> <u>\$25 per lining</u>		
<u>Soccer Field Lining</u>		\$ <u>50 per lining</u>		

**Class A:** School and school-sponsored activities, such as athletics, concerts, and school productions, activities sponsored by Community Education or school organizations such as parent-teacher groups and booster groups; governmental units conducting regular business; and students meeting under the Equal Access Act.

**Class B:** Community or non-profit groups composed primarily of District 191 residents and organized to promote civic, educational, charitable, or recreational activities for youth.

**Class C:** Community or non-profit groups composed primarily of District 191 residents and organized to promote civic, educational, faith-based, charitable, or recreational activities for adults.

**Class D:** For-profit, non-resident non-profit groups, and non-residents. Groups, private agencies, companies, or vendors that use district facilities for commercial purposes for profit. Non-profit groups that are located outside of the school district boundaries.

**Permit Fee:** A separate permit will be issued for each activity scheduled at each site. A permit processing fee of \$20 will be attached to each permit issued for Class B through Class D users.

~~**Fields Fee:** Elementary and Secondary fields are reserved at a seasonal rate of \$30 each for Class B groups and \$75 each for Class C groups.~~

**Change Fee:** A \$20 charge may be assessed if there are any changes after a permit has been issued (See Policy 902R for more information).

**Unauthorized Use:** Unauthorized use of space by a rental group will be subject to a higher Class Rate. The time the space was used will be rounded to the next hour.

**Events occurring outside of regular building hours:** Custodial oversight is mandatory during every event taking place in School District 191 buildings. Whenever a building is requested to be used during a time it is normally closed, custodial overtime rates will apply. Availability of School District 191 facilities on school holidays or weekends is at the discretion of the district and is permitted only when a district employee is willing to work for the event. In such cases, staff overtime fees will be charged.

**Events requesting use of the pool:** An American Red Cross-certified lifeguard must be on duty during the pool rental period. Lifeguards must be hired through Community Education at the current hourly rate. There is a 25:1 ratio of swimmers to lifeguards required for community groups renting the pool.

**Events requesting technology for speeches, presentations, or performances:** Events requesting technical equipment may require attendance by a School District 191 staff member. Any user group

requesting the Mraz Center will require the services of a Mraz Center supervisor to technician. If other personnel is deemed necessary for an event, the applicable rate of pay will also be charged to the user. ~~A Technology Request Form may need to be completed.~~

**Events being attended by many participants or large audiences:** School District 191 may require additional supervisory personnel during large events, including on-site police security, at the discretion of the director of Community Education. These costs will be charged to the user group. School District 191 may require a second custodian to attend during large events. The user group will be charged the applicable rate for this service.

8. 2024-2025 Collective Bargaining Agreement with 191 Liaison  
Association and Independent School District 191

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**Speaker(s):** Ariel Olson, Human Resources Coordinator

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.



**Agenda IV.B.8.  
June 12, 2025**

**To:** Board of Education  
Dr. Theresa Battle, superintendent

**From:** Ariel Olson, human resources coordinator

**Date:** June 12, 2025

**Re:** Proposed 2024-2025 Collective Bargaining Agreement with 191 Liaison Association and Independent School District 191

**Recommendation:** That the Board of Education approve the proposed language in the 2024-2025 Collective Bargaining Agreement with the 191 Liaison Association and Independent School District 191.

***Information:***

Negotiators for the 191 Liaison Association met with representatives from the district to negotiate a one-year agreement. The parties began negotiating October, 2024 and reached a tentative agreement on June 2, 2025. The two teams met for negotiations for seven meetings. This is the initial contract with the new union established in the spring of 2024. Future contracts will be two-year contracts on the same cycle as the other 11 groups within the district.

Highlights include:

1. Medical Insurance is a flat rate and not a percentage.
2. Projected 1-year cost of the package to the district will be \$138,000 reflecting an MSBA 7.32% increase. This amount includes schedule improvement, career steps, educational training lane changes, and insurance premium increases.
3. The average salary and benefit increase over the 2022-2023 year per fte is approximately \$8,108.

***Attachments:***

Proposed Master Agreement

**Master Agreement between**  
**Independent School District No. 191 Burnsville, Minnesota**  
**and the**  
**191 Liaison Association**  
**Local #8171, Education Minnesota**  
**AFT, NEA, AFL-CIO**

**July 1, 2024, through June 30, 2025**

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## ARTICLE I PURPOSE

This Master Agreement is entered into between Independent School District No. 191, Burnsville, Minnesota, hereinafter referred to as the District or the School District, and the 191 Liaison Association, Local #8171, hereinafter referred to as the exclusive representative, pursuant to and in compliance with the Minnesota Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as PELRA, to provide the terms and conditions of employment for Cultural Liaisons for the duration of this Master Agreement.

## ARTICLE II RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with PELRA, the School District recognizes 191 Liaison Association as the exclusive representative for Cultural Liaisons employed by the School District, which exclusive representative shall have those rights and duties as prescribed by PELRA and as described in this Master Agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent all such employees of the School District as defined in ARTICLE III, Section 2. below and PELRA and in certification by the Commissioner of the Minnesota Bureau of Mediation Services (BMS).

## ARTICLE III DEFINITIONS

Section 1. Terms and Conditions of Employment: The term “terms and conditions of employment” means the hours of employment, the compensation therefor including fringe benefits except retirement contributions or benefits other than School District payment of, or contributions to, premiums for group insurance coverage of retired employees or severance pay, staffing ratios, and the School District’s personnel policies affecting the working conditions of the employees. In the case of school employees, “terms and conditions of employment,” includes adult-to-student ratios in classrooms, student testing, and student-to-personnel ratios. “Terms and conditions of employment” is subject to the provisions of PELRA.

Section 2. Description of Appropriate Unit: For purposes of this Master Agreement, the word/term “Cultural Liaisons” shall mean all persons in the appropriate unit employed by the School District in such classifications excluding the following: confidential employees, supervisory employees, essential employees, part-time employees whose services do not exceed the lesser of fourteen (14) hours per week or thirty-five percent (35%) of the normal work week in the employee’s bargaining unit, employees who hold positions of a temporary or seasonal character for a period not in excess of sixty-seven (67) working days in a calendar year unless those positions have already been filled in the same calendar year and the cumulative number of days in the same position by all employees exceeds sixty- seven (67) calendar days in that year, and emergency employees.

Subd. 1. Full-time Cultural Liaisons: The term, “full-time Cultural Liaisons,” means all regular Cultural Liaisons who work at least thirty (30) hours per week in the School District as a Cultural Liaisons.

Subd. 2. Part-time Cultural Liaisons: The term, “part-time Cultural Liaisons,” means all regular Cultural Liaisons who work less than thirty (30) hours per week in the School District as a Cultural Liaisons.

Section 3. District or School District: For purposes of administering this Master Agreement, the word/term “District/School District” shall mean the School Board or its designated representative(s).

Section 4. Other Terms: Terms not defined in this Master Agreement shall have those meanings as defined by PELRA.

## ARTICLE IV SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: The exclusive representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, that include, but are not limited to, such areas of discretion or policy as the functions and programs of the School District, its overall budget, utilization of technology, the organizational structure, selection of personnel, and direction of personnel.

Section 2. School Board Responsibilities: The exclusive representative recognizes the right and obligation of the School Board to efficiently manage and conduct the operation of the School District within its legal limitations and with its primary obligation being to provide educational opportunities for the students of the School District.

Section 3. Effect of Rules, Regulations, Directives, and Orders: The exclusive representative recognizes that all employees shall perform the services prescribed by the School District and shall be subject to School Board rules, regulations, directives, and orders issued by properly designated officials of the School District. The exclusive representative also recognizes the right, obligation, and duty of the School Board and its duly designated officials to promulgate rules, regulations, directives, and orders, from time to time, as deemed necessary by the School Board insofar as such rules, regulations, directives, and orders are not inconsistent with the terms of this Master Agreement.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent managerial rights and managerial functions not specifically included in this Master Agreement, and all managerial rights and managerial functions not specifically included in this Master Agreement are reserved to the School District.

## ARTICLE V EMPLOYEE RIGHTS

Section 1. Right to Views: Pursuant to PELRA, nothing contained in this Master Agreement shall be construed to limit, impair, or affect the right of any employee or the employee's representative to the expression or communication of a view, grievance, complaint, or opinion regarding any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful, and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

Section 2. Right to Join: Pursuant to PELRA, employees shall have the right to form and join labor or employee organizations and shall have the right not to form and join such organizations. Employees in an appropriate unit shall have the right, by secret ballot, to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such employees.

Section 3. Request for Payroll Deduction, Authorization, and Remittance: Pursuant to PELRA, employees shall be allowed payroll deduction for the exclusive representative and the political fund associated with the exclusive representative and registered pursuant to Minnesota Statutes, section 10A.12. Upon notification by the exclusive representative, the Payroll Department will deduct from the employee's paycheck the deductions that the employee has agreed to pay in 191 twenty-four (24) equal installments, beginning within thirty (30) days of notice of authorization from the exclusive representative. The Payroll Department will also remit the deductions to the exclusive representative within thirty (30) days of the deduction.

The exclusive representative hereby warrants and covenants that it will defend, indemnify, and save the School District harmless from any and all actions, suits, claims, damages, judgments, and executions or other forms of

liability, liquidated or unliquidated, including any reasonable attorney fees and litigation costs, that any person may have or claim to have, now or in the future, arising out of or by reason of the payroll deduction, authorization, and remittance specified by the exclusive representative as provided in this Master Agreement.

Any dispute related to this Section shall not be subject to the grievance proceedings set forth in Article XV and must be resolved through an unfair labor practice proceeding under Minnesota Statutes, section 179A.13.

**ARTICLE VI RATES OF PAY**

**Section 1. Rates of Pay:**

Subd. 1. 2024 - 2025 Rates of Pay: The salaries reflected in Schedule A shall be a part of the Master Agreement for the period commencing July 2024 to June 2025.

**Schedule A**

STEP	NO BA	BA	MA
1	\$ 26.00	\$ 28.00	\$ 30.00
2	\$ 27.50	\$ 29.50	\$ 31.25
3	\$ 29.00	\$ 31.00	\$ 32.50
4	\$ 30.50	\$ 32.50	\$ 33.75
5	\$ 32.00	\$ 34.00	\$ 35.00
6	\$ 33.50	\$ 35.00	\$ 36.00
7	\$ 35.00	\$ 36.00	\$ 36.00

Subd. 2. Status of Salary Schedule: For the duration of this Master Agreement, advancement on any salary schedule shall be subject to the terms of this Master Agreement. In the event a successor Master Agreement is not entered into prior to the expiration of this Master Agreement, an employee shall be compensated according to the current rate until a successor Master Agreement is fully ratified, and any change in compensation shall only be effective as of the date the successor Master Agreement is fully ratified and prorated from that date forward.

**Section 2. Withholding Salary Advancement:**

Subd. 1. Employees hired after January 1st shall not advance a step until July 1st the following calendar year.

Subd. 2. Thereafter, Cultural Liaisons will advance one step on July 1st, provided they have successfully completed a year of service.

Section 3. Longevity: Based on the chart below, employees who have completed the identified years of employment within the unit will receive the additional amount per hour above the base hourly rate for the step currently held. The additional amounts reflect the total longevity contribution for each time period and do not compound previous longevity amounts.

Beginning year 5 of employment through the 9th year	\$0.75
Beginning year 10 of employment through the 14th year	\$1.50
Beginning year 15 of employment	\$2.25

<b>Amounts reflect total contribution above the base salary for the time period. Amounts do not compound.</b>		
<b>Longevity 5-9 Years</b>	<b>Longevity 10-14 Years</b>	<b>Longevity 15+ Years</b>
\$0.75	\$1.50	\$2.25

**Section 4. Expense Reimbursement.** The District will reimburse employees for mileage and reasonable expenses of job related activities. Employees may be given time to participate in professional conferences and seminars, and will be reimbursed for reasonable expenses associated with attending such conferences and seminars, provided that the conference or seminar was approved in advance by the supervising administrator or the Superintendent. To obtain reimbursement, employees must submit the required forms in accordance with School Board policy.

**Section 5. Tuition Reimbursement.** Employees are eligible for up to one thousand dollars (\$1,000) in tuition reimbursement per school year for graduate coursework that is germane to their assignment and benefits the district. All coursework must be preapproved by the Executive Director of Human Resources. All employees must submit appropriate documentation to the district showing that the employee earned a grade of B or higher, or a passing grade in a pass/fail system, in order to be eligible for tuition reimbursement. Employees who hold a BA are eligible for up to five thousand dollars (\$5,000) in tuition reimbursement per school year for coursework towards a teaching license in a MN state approved graduate program.

**ARTICLE VII 403(b) MATCHING CONTRIBUTION PLAN**

**Section 1. Eligibility:** Pursuant to the provisions of Minnesota Statutes, section 123B.02, subdivision 15 and Section 403(b) of the Federal Internal Revenue Code, the School District will make matching contributions for each employee who has completed at least two (2) consecutive years of working experience in the Unit and who is employed an average of at least 30 hours per week and at least 150 days per school year pursuant to the provisions of this Article.

**Section 2. Amount of School District Contribution:**

**Subd. 1. Full-time Employees:** Full-time, eligible employees, after completion of their second (2nd) consecutive year of working experience in the School District, shall be eligible for an annual School District matching contribution as follows:

<u>Years of Completed Service</u>	<u>Maximum Matching Contribution</u>
2-7	\$ 2,500,
8-14	\$ 3,000,
15+	\$ 3,750.

**Subd. 2. Part-time Employees:** Eligible part-time employees shall receive a matching contribution on a pro-rata basis equal to their percentage of full-time employment.

**Subd. 3. Year of Service:** For purposes of this Section, a year of service in the Unit means working on at least (150) workdays in a single school year.

**Section 3. Vendors:** Participation in the benefits of this Article is limited only to employees who select one (1) of the following vendors: Fidelity, Fidelity via Educator’s Financial Services (E.S.I.), and AXA (Equitable).

**Section 4. Notice of Participation:** To be eligible for the provisions of this Article, an employee must notify the Benefits Specialist in Human Resources during the benefits open enrollment period of the employee’s intention to participate in this matching program and the amount of the employee’s contribution. An employee hired mid-year

must notify the Benefits Specialist in Human Resources, in writing, within 30 days of hire of their intention to participate in this matching program and the amount of their contribution. This notice shall continue from year to year at the specified amount unless the employee notifies the Benefits Specialist in Human Resources, in writing, otherwise.

Section 5. Payment: The employee's contribution shall be made by payroll deduction.

Section 6. Unpaid Leave: An employee on unpaid leave may not participate in the provisions of this Article.

## **ARTICLE VIII GROUP INSURANCE**

Section 1. Selection of Carrier: The selection of the insurance carrier and policy shall be made by the School District as provided by law.

Section 2. Selection of School District's Group Health and Hospitalization Plan: The parties agree no employee shall select a group health and hospitalization plan that causes or will cause penalties, fees, or fines to be assessed against the School District.

Section 3. Health and Hospitalization Insurance – Single Coverage: The School District shall contribute a sum not to exceed the listed dollar amount per month toward the composite premium for individual coverage for each full-time employee employed by the School District who qualifies for and is enrolled in single coverage in the School District's group health and hospitalization insurance plan. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$1,000 annually shall be redirected by the district to the HRA. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

2024-2025:      \$1,200

Section 4. Health and Hospitalization Insurance – Family Coverage: The School District shall contribute a sum not to exceed the listed dollar amount per month toward the composite premium for family coverage for each full-time employee employed by the School District who qualifies for and is enrolled in family coverage in the School District's group health and hospitalization insurance plan. The composite premium will be based on a health care insurance plan with an HRA (Health Reimbursement Account) whereby \$2,000 annually shall be redirected by the district to the HRA. Any additional cost of the premium shall be borne by the employee and paid by payroll deduction.

2024-2025:      \$2,650

Section 5. Claims Against the School District: The School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to in this Master Agreement, and no claim shall be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 6. Duration of Insurance Contributions: An employee is eligible for School District contribution as provided in this Article as long as the employee is employed by the School District, on paid status, and enrolled in the School District's group health and hospitalization insurance plan. Upon termination of employment, all School District contributions shall cease.

Section 7. Eligibility: Full-time employees shall be eligible for full benefits provided in this Article. Part-time employees shall be eligible for partial benefits proportional to the extent of their employment. Eligibility is also

subject to any limitations contained in the contract between the insurance carrier and the School District.

Section 8. Dental: The District will pay 100% of the premium for single and family coverage for a full-time employee who elects to participate in the district's group dental plan.

Section 9. Group Term Life Insurance: The District will pay 100% of the premium for a group term life insurance policy with a death benefit of fifty thousand dollars (\$50,000) for each full-time employee who qualifies for life insurance.

Section 10. Long-Term Disability (LTD) Insurance: The District will make an LTD insurance plan available for full-time employees who desire to participate in the plan. Employees eligible to participate in the LTD plan are responsible for paying 100% of the premium taxes through payroll deduction.

Section 11. Disclaimer: No claim or cause of action may be brought against the district for any claim that is not covered or paid by insurance. The district is not insuring or guaranteeing that any particular claim will be paid or covered by any insurance policy, plan, or program, or that any specific amount will be paid out under any policy, plan, or program. Any description of insurance benefits in this agreement is intended to be general and informational only and is subject to change in the discretion of the School Board. The eligibility of any particular employee and the employee's dependent(s) is governed by the terms of the actual insurance policy, plan, or program. The district's only obligation is to make the premium contributions that are identified in this agreement, as it currently is written or as amended at any time in the future, for full-time employees who otherwise qualify for and enroll in the particular insurance plan or program.

## **ARTICLE IX LEAVES OF ABSENCE**

Section 1. Sick and Bereavement Leave: Employees may use available sick or bereavement leave per MN Statute 181.9445. When the District has reason to believe that leave is being abused or misused, it has an obligation to investigate and take appropriate action to prevent or remedy the misuse.

Subd. 1. Each year, all full-time liaisons shall earn sick leave at the accumulative rate of 120 hours at the beginning of each school year. Liaisons hired after the first day of the school year shall have the 120 hours prorated based upon the number of days missed divided by 184 days. Part-time liaisons shall accrue and be eligible for such benefit on a pro-rata basis.

Subd. 2. Liaisons may accrue unused leave to six hundred (600) hours.

Subd. 3. When a liaison has exhausted leave, the liaison shall have their daily rate of pay for each day of absence deducted from a subsequent payroll. For purposes of leave reimbursement an eight-hour day not including lunch shall be a 1.0 fte.

Subd.4. Unless a part of a Federal or State approved leave, unpaid days may result in corrective action.

**Section 2. Personal Leave:** An employee may take 2 paid personal leave each school year. The employee must obtain permission from their supervising administrator to take personal leave on a given day. The Superintendent or the supervising administrator may deny any request for personal leave at a given time based upon the Superintendent's or administrator's assessment of the needs of the District. Days of personal leave do not accumulate and will be forfeited if they are not used. Upon separating from employment with the District for any reason, an employee will have no right to receive any compensation for any unused days of personal leave.

Employees scheduled to work 220 or more days may take a total of 4 paid personal leave each school year.

Section 3. Workers' Compensation: Pursuant to Minnesota Statutes Chapter 176, an employee injured on the job in the service of the School District and collecting workers' compensation insurance may draw sick leave and receive full salary from the School District, the salary to be reduced by an amount equal to the insurance payments, and only that fraction of the days not covered by insurance will be deducted from accrued sick leave.

Section 4. Child Care Leave:

Subd. 1. Use: A child care leave may be granted by the School District, subject to the provisions of this Section, to one (1) employee-parent of a natural or adopted infant child, provided such employee-parent is caring for the child on a full-time basis.

Subd. 2. Request: An employee making application for child care leave shall inform the Benefits Specialist in Human Resources in writing of the request to take the leave at least three (3) calendar months before commencement of the intended leave.

Subd. 3. Medical Statement: An employee will provide, at the time of the leave application, a statement from the attending physician indicating the expected date of delivery.

Subd. 4. Duration: In making a determination concerning the commencement and duration of a child care leave, the School Board shall not, in any event, be required to:

- (1.) grant any leave more than twelve (12) months in duration;
- (2.) permit the employee to return to employment prior to the date designated in the request for child care leave.

Subd. 5. Reinstatement: An employee returning from child care leave shall be reinstated in a position the employee is qualified unless previously discharged or laid off.

Subd. 6. Failure to Return: Failure of the employee to return by the date determined under this Section shall constitute grounds for discharge unless the School Board and the employee mutually agree in writing to an extension in the leave.

Subd. 7. Salary and Fringe Benefits: Leave under this Section shall be without pay or fringe benefits.

Section 5. Family and Medical Leave (FMLA): FMLA leave shall be granted pursuant to applicable law.

Section 6. Jury Service: An employee who serves on jury duty shall be granted the day or days necessary as stipulated by the court to discharge this responsibility without any salary deduction or loss of basic leave allowance. The compensation received for jury duty service shall be remitted to the School District.

Section 7. Military Leave: Military leave shall be granted pursuant to applicable law.

Section 8. Insurance Application: An employee on unpaid leave is eligible to continue to participate in group insurance programs if permitted under the insurance policy provisions. The employee shall pay the entire premium for such insurance commencing with the beginning of the leave and shall pay to the School District the monthly premium in advance, except as otherwise provided in law. In the event the employee is on paid leave from the School District

under Section 1. above or supplemented by sick leave pursuant to Section 2. above, the School District will continue insurance contributions as provided in this Master Agreement until sick leave is exhausted. Thereafter, the employee must pay the entire premium to the Benefits Specialist in Human Resources for any insurance retained.

Section 9. Credit: An employee who returns from paid or unpaid leave shall retain experience credit for pay purposes and other benefits that had accrued at the time leave began. No service credit shall accrue for the period of time that an employee was on unpaid leave.

Section 10. Eligibility: Full leave benefits provided in this Article are designed for Full-time employees. Part-time employees shall be eligible for partial leave benefits proportional to the extent of their employment.

Section 11. Religious Leave. Persons absent for religious observance may exchange a maximum of two (2) days of sick leave per year for religious absence under the following conditions:

Subd. 1. For religious observance of a sacred holiday as specified by the religion.

Subd. 2. Such observance cannot take place outside of the normal work day.

Subd. 3 The employee must obtain permission from their supervising administrator to take Religious leave on a given day.

Section 12. Sick Leave Credit. If an employee is enrolled in the district's group insurance plan and has at least five (5) sick days available from the previous fiscal year, at the beginning of each fiscal year, five (5) sick days will be converted to the equivalent of five (5) days of the employee's daily rate of pay and contributed into the employee's HRA account.

## **ARTICLE X HOURS OF SERVICE AND DUTY YEAR**

Section 1. Basic Work Week: The employee's basic work week, exclusive of lunch, shall be prescribed by the School District.

Section 2. Basic Work Year: The employee's basic work year shall be prescribed by the School District.

Section 3. Part-time Employees: The School District reserves the right to employ such employees as it deems desirable or necessary on a part-time or casual basis.

Section 4. Sub-Contracting: The School District may sub-contract bargaining unit work after providing the exclusive representative with written notice and the opportunity for discussion with the School District.

Section 5. Shifts and Starting Times: All employees will be assigned starting times and shifts as determined by the School District.

Section 6. Lunch Period: Full-time employees shall be provided a duty-free lunch period of at least thirty (30) minutes.

Section 7. Emergency Closing:

Subd. 1. If, after arriving on the job, the employee is dismissed by the Executive Director of Human Resources, each employee's average day's wages shall be paid, per the regular assignment.

Subd. 2. When the decision is made that facilities will not be open for any emergency, including inclement weather, it will be announced as per the District 191 emergency school closing regulations published and distributed in the fall of each year. When such announcement is made, employees are not to report. The first emergency closing day will be paid.

Subd. 3. If one or more buildings, but not all buildings in the District, are closed for any emergency, employees are to report to work. Liaisons are district wide employees and may be reassigned to another site.

Subd. 4. E-Learning days are weather related. In the event the District declares an e-learning day and employees are directed not to report to their worksite, employees will be paid their normal rate of pay, for normally scheduled work hours for the duration of the e-learning period. Employees may be retained on an on-call basis for any potential need.

## **ARTICLE XI HOLIDAYS**

Section 1. Holidays: Employees will not be required to work on holidays established by the School District.

Section 2. Weekends: Any holiday that falls during a weekend will be observed on a day established by the School District.

Section 3. School in Session: The School District reserves the right, if school is in session, to cancel any of the holidays noted in Section 1. above and establish another holiday in lieu thereof.

## **ARTICLE XII DISCIPLINE, DISCHARGE, AND PROBATIONARY PERIOD**

Section 1. Probationary Period: An employee shall serve a probationary period of 184 days of continuous service in the School District, during that time the School District shall have the unqualified right to suspend without pay, discharge, or otherwise discipline such employee. During this probationary period, the employee shall have no recourse to the grievance procedure insofar as suspension, discharge, or other discipline is concerned. However, a probationary employee shall have the right to bring a grievance regarding any other provisions of the Master Agreement alleged to have been violated.

Section 2. Completion of Probationary Period: An employee who has completed the probationary period may be suspended without pay or discharged only for just cause.

Section 3. Seniority Date: Employees shall acquire seniority upon completion of the probationary period, and, upon acquiring seniority, the seniority date shall relate back to the first date of continuous service in a position governed by this Master Agreement. If more than one employee commences work on the same date, the seniority ranking for such employees shall be solely determined by the School District. Seniority shall only apply to the culture classification assigned, i.e. Hispanic, Somali, Russian, Hmong, etc.

Section 4. Discipline: The School District shall have the right to impose discipline on its employees for just cause.

Subd. 1. The School District shall draw an employee's attention to the lack of professional conduct in the following ways:

- a. Coaching and non-disciplinary corrective actions including:
  - i. Informal conversation with supervisor

- ii. Communication via e-mail outline expectations, supports and directives
  - iii. Written documentation of Verbal Warning
  - iv. Written Warning
- b. Discipline actions including:
- i. Written Reprimand
  - ii. Suspension without pay
  - iii. Letter of Deficiency
  - iv. Loss of salary increase for substandard performance
  - v. Discharge

Subd. 2. Use of items "a" to "b" above need not be in progressive order; dependent on the frequency and severity of the lack of the professional conduct any or all of the above corrective actions or forms of discipline may be used. The School District reserves the right to impose discipline at any level as it determines based upon the circumstances surrounding the action.

### **ARTICLE XIII REDUCTION IN FORCE**

The parties recognize the principle of seniority within classification concerning reduction in force, provided the employee is fully qualified to perform the duties and responsibilities of the position. An employee on layoff shall retain seniority and the right to recall, within classification, for a period of twenty-four (24) months after the date of layoff.

### **ARTICLE XIV GRIEVANCE PROCEDURE**

#### Section 1. Definitions:

Subd. 1. Grievance: The word "grievance" shall mean a written allegation by an employee that the employee has been injured as a result of a dispute or disagreement between the employee and the School District as to the interpretation or application of specific terms and conditions contained in this Master Agreement.

Subd. 2. Grievant(s): The word "grievant(s)" shall mean an individual employee, a group employee, or the exclusive representative who files a grievance as defined in subdivision 1. above. The exclusive representative may also file a grievance if the allegation involves a specific right of the exclusive representative as provided in this Master Agreement.

Subd. 3. Days: Any reference to the word "days" regarding time periods in this procedure shall refer to working days. The term "working day" is defined as all weekdays not designated as holidays by state law.

Section 2. Representation: The grievant(s), administrator(s), or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on the party's behalf.

#### Section 3. Interpretations:

Subd. 1. Extension: Time limits specified in this Master Agreement may be extended by mutual, written agreement.

Subd. 2. Computation of Time: In computing any period of time prescribed or allowed by procedures in this Article, the date of the act, event, or default for which the designated period of time begins to run shall not be included.

Subd. 3. Filing and Postmark: The filing or service of any notice or document required by this Master Agreement shall be timely if it is personally served or if it bears a certified postmark of the United States Postal Service within the time period.

Section 4. Time Limitation and Waiver: A grievance shall not be valid for consideration unless the grievance is submitted to the School District's designee in writing, signed by the grievant(s), setting forth the facts and the specific provision(s) of the Master Agreement allegedly violated and the particular relief sought within thirty (30) business days after the date that the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall be deemed a waiver of that grievance. Failure to appeal a grievance from one level to another within the time periods provided below shall constitute a waiver of the grievance. An effort shall first be made to resolve an alleged grievance informally between the grievant(s) and the School District's designee.

Section 5. Resolution of Grievance: The School District and the grievant(s) shall attempt to resolve all grievances that may arise during the course of employment as follows:

Subd. 1. Level I: If the grievance is not resolved through informal discussion, the School District's designee shall give a written decision on the grievance to the parties involved within ten (10) days\* after receipt of the written grievance.

Subd. 2. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the Superintendent, provided such appeal is made, in writing, within five (5) days\* after the receipt of the decision in Level I. If a grievance is properly appealed to the Superintendent, the Superintendent or the Superintendent's designee shall, within fifteen (15) days\*, set a time to meet regarding the grievance after receipt of the appeal. Within ten (10) days\* after the meeting, the Superintendent or the Superintendent's designee shall issue a written decision to the parties involved.

Section 6. Denial of Grievance: Failure by Superintendent or the Superintendent's designee to issue a decision within the time period provided in this Article shall constitute a denial of the grievance, and the grievant(s) may appeal it to the next level.

Section 7. Grievance Mediation: In the event that the grievant(s) and the School District are unable to resolve any grievance, the parties may jointly agree to participate in mediation for the purpose of compromising, settling, or resolving the grievance.

Subd. 1. Request: A request to submit a grievance to mediation must be made in writing, signed by the grievant(s) or the School District, and delivered to the designee of the other party. The other party shall respond within five (5) working days to accept or deny the submission of a grievance to mediation.

Subd. 2. Selection of Mediator: A joint request for mediation shall be submitted to the Commissioner to assign a mediator.

Subd. 3. Mediation: The assigned mediator shall schedule one (1) or more mediation sessions. The mediation shall be conducted in conformance with Bureau of Mediation Services Policies and Procedures regarding Grievance Mediation. The mediator does not have authority to order discovery.

Subd. 4. Costs of Mediation: The costs of mediation shall be borne equally by both parties. Each party shall bear its own costs related to representation during the mediation process.

Subd. 5. Recommendation: The recommendations of the mediator, if any, shall be advisory only and shall not be binding on either party. No reference to the mediation or any recommendation therefrom may be used in any subsequent proceeding.

Section 8. Arbitration Procedures: In the event that the grievant(s) and the School District are unable to resolve any grievance, the grievance may be submitted to arbitration as explained in this Article.

Subd. 1. Request: A request to submit a grievance to arbitration must be made in writing and signed by the grievant(s). Such request must be filed to the Superintendent within ten (10) days\* following denial of the grievance at Level II or completion of the grievance mediation procedure, if any.

Subd. 2. Prior Procedure Required: No grievance shall be considered by the arbitrator that has not first been duly processed in accordance with the grievance procedure and appeal provisions.

Subd. 3. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties may, within ten (10) days\* after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Commissioner to submit a panel of seven (7) arbitrators to the parties, pursuant to PELRA, provided such request is made within twenty (20) days\* after the request for arbitration. The request shall ask that the panel be submitted within ten (10) days\* after the receipt of said request. Within ten (10) days\* after receipt of the panel, the parties shall alternately strike names, and the remaining name shall be the arbitrator to hear the grievance. The order of striking will be determined by lot. Failure to agree upon an arbitrator or the failure to request an arbitrator from the Commissioner within the time period as provided in this Article shall constitute a waiver of the grievance.

Subd. 4. Hearing: The grievance shall be heard by a single arbitrator, and both parties may be represented by such person(s) as they may choose, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing de novo.

Subd. 5. Decision: Decisions by the arbitrator in cases properly before the arbitrator shall be final and binding upon the parties, subject, however, to the limitations of arbitration decisions as provided in PELRA. The arbitrator shall issue a written decision and order including findings of fact that shall be based upon substantial and competent evidence presented at the hearing. All witnesses shall be sworn upon oath by the arbitrator.

Subd. 6. Expenses: Each party shall bear its own expenses in connection with arbitration, including expenses relating to the party's representatives, witnesses, and any other expenses that the party incurs in connection with presenting its case in arbitration. A transcript or recording of the hearing shall be made at the request of either party. The parties shall share equally the fees and expenses of the arbitrator, the cost of the transcript or recording if requested by either or both parties, and any other expenses that the parties mutually agree are necessary for the conduct of the arbitration. However, the party ordering a copy of such transcript shall pay for such a copy.

Subd. 7. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment contained in this Master Agreement; nor shall an arbitrator have jurisdiction over any grievance that has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined in this Article; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, that shall include, but are not limited to, such areas of discretion or policy as the functions and programs of the School District, its overall budget, utilization of technology, the organizational structure, selection of personnel, and direction of personnel. In considering any issue in dispute, the arbitrator's order shall give

due consideration to the statutory rights and obligations of the School Board to efficiently manage and conduct its operation within the legal limitations surrounding the financing of such operations.

Section 9. Election of Remedies and Waiver: A party instituting any action, proceeding, or complaint in a federal or state court of law or before an administrative tribunal, federal agency, state agency, or seeking relief through any statutory process for which relief may be granted, the subject matter of which may constitute a grievance under this Master Agreement, shall immediately thereupon waive any and all rights to pursue a grievance under this Article. Upon instituting a proceeding in another forum as outlined in this Master Agreement, the employee(s) shall waive the right to initiate a grievance pursuant to this Article, or, if the grievance is pending in the grievance procedure, the right to pursue it further shall be immediately waived. This Section shall not apply to actions to compel arbitration as provided in the Master Agreement or to enforce the award of an arbitrator.

## **ARTICLE XV DURATION**

Section 1. Terms and Reopening Negotiations: This Master Agreement shall remain in full force and effect for a period commencing upon the date of its full ratification through June 30, 2025, and thereafter as provided by PELRA. In the event a successor Master Agreement is not entered into prior to the expiration date of this Master Agreement, an employee shall be compensated according to the previous year's compensation until such time that a successor Master Agreement is ratified. If either party desires to modify or amend this Master Agreement commencing at its expiration, it shall give written notice of such intent to the other party no later than one hundred twenty (120) days prior to said expiration. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) days prior to the expiration date of this Master Agreement.

Section 2. Effect: This Master Agreement constitutes the full and complete Master Agreement between the School District and the exclusive representative. The provisions of this Master Agreement relating to terms and conditions of employment supersede any and all prior Master Agreements, resolutions, practices, and School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Master Agreement shall be construed to obligate the School District to continue or discontinue existing or past practices or prohibit the School District from exercising all management rights, functions, and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Master Agreement.

Section 3. Severability: The provisions of this Master Agreement shall be severable, and if any such provision or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Master Agreement or the application of any provision.

IN WITNESS WHEREOF, the parties have executed this Master Agreement as follows:

For the (EXCLUSIVE REPRESENTATIVE)

For the School District:

\_\_\_\_\_

\_\_\_\_\_

President

School Board Chair

\_\_\_\_\_

\_\_\_\_\_

Secretary

School Board Clerk

Dated this ( ) day of ( ), ( ).

Dated this ( ) day of ( ), ( ).

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and Burnsville Cultural & Family Liaison Association (hereinafter referred to as the Union), representing the Cultural Liaisons of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Cultural Liaisons for the period July 1, 2024 through June 30, 2025.
2. Understanding that this is the first negotiated agreement between the Union and the District, it is important to both parties to hold harmless employees that have been receiving a 403(b) match under previous Terms and Conditions of employment.
3. Both parties agree that if employees are not contributing to a 403(b) on March 1, 2025, they will follow the approved contract language for 403(b)'s. If an employee becomes eligible for a higher match amount, they will also follow approved contract language for 403(b)'s at that time.
4. The following list establishes the 403(b) contribution for the identified employees in the Cultural Liaison Unit.

<b>Employee</b>	<b>403(b) Match</b>
Ali, Maryan H	\$ 3,750
Grant, Heidi A	\$ 3,750
Lopez, Mary T	\$ 2,750
Wild, Priscila C	\$ 3,750
Dale, Maricela	\$ 3,750

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2024 through June 30, 2025.

Burnsville Cultural & Family Liaison Association  
 Burnsville, MN 55337

Independent School Dist. 191  
 200 West Burnsville Parkway  
 Burnsville, MN 55337

\_\_\_\_\_  
 Union Representative

\_\_\_\_\_  
 Employer Representative

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and Burnsville Cultural & Family Liaison Association (hereinafter referred to as the Union), representing the Cultural Liaisons of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Cultural Liaisons for the period July 1, 2024 through June 30, 2025.
2. Understanding that this is the first negotiated agreement between the Union and the District, it is important to both parties to establish an agreed upon seniority list for all current employees.
3. The following list establishes the seniority date for the identified employees in the Cultural Liaison Unit.

<b>Employee</b>	<b>Seniority Date</b>	<b>Employee</b>	<b>Seniority Date</b>
Lopez, Mary T	10/15/2007	Ruiz, Cynthia	2/28/2022
Grant, Heidi A	7/1/2011	Moalim, Shamsa A	10/3/2022
Riveros, Anna-maria	11/19/2012	Dale, Maricela	4/10/2023
Hassan, Rahma	7/1/2013	Elmi, Morgan	8/28/2023
Kaahiye, Axmad	9/23/2013	Ibrahim, Ardo	11/13/2023
Bauer, Andrea C	9/26/2019	Hampton, Kionna M	12/11/2023
Wild, Priscila C	8/31/2020	McKinney, Madison	1/18/2024
Ali, Maryan H	9/9/2020	Santiago-Toledano, Marshall	11/4/2024
Yasin, Muna I	9/20/2021		

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2024 through June 30, 2025.

Burnsville Cultural & Family Liaison Association  
 Burnsville, MN 55337

Independent School Dist. 191  
 200 West Burnsville Parkway  
 Burnsville, MN 55337

\_\_\_\_\_  
 Union Representative

\_\_\_\_\_  
 Employer Representative

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

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1. The School District and Union are parties to a collective bargaining agreement governing Cultural Liaisons for the period July 1, 2024 through June 30, 2025.
2. Understanding that this is the first negotiated agreement between the Union and the District, it is important to both parties to establish an agreed upon initial step placement for all current employees.
3. The following list establishes the initial step for the identified employees in the Cultural Liaison Unit.

<b>Employee</b>	<b>Step</b>	<b>Employee</b>	<b>Step</b>
Grant, Heidi A	6	Wild, Priscila C	6
Lopez, Mary T	6	Moalim, Shamsa A	2
Riveros, Anna-maria	6	Dale, Maricela	3
Hassan, Rahma	4	Elmi, Morgan	2
Kaahiye, Axmad	6	Ibrahim, Ardo	3
Bauer, Andrea C	4	Hampton, Kionna M	3
Ali, Maryan H	3	McKinney, Madison	6
Yasin, Muna I	3	Santiago-Toledano, Marshall	3
Ruiz, Cynthia	2		

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2024 through June 30, 2025.

Burnsville Cultural & Family Liaison Association  
 Burnsville, MN 55337

Independent School Dist. 191  
 200 West Burnsville Parkway  
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 Employer Representative

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

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1. The School District and Union are parties to a collective bargaining agreement governing Cultural Liaisons for the period July 1, 2023 through June 30, 2025.
2. Understanding that this is the first negotiated agreement between the Union and the District, it is important to both parties to hold harmless employees that have been receiving a higher longevity payment under the previous Terms and Conditions of employment.
3. Both parties agree that the following employees will be held harmless at the identified rate until they are eligible for the next tier under Article VI, Section 3 Longevity.
4. The following list establishes the 2023-2025 longevity for the identified employees in the Cultural Liaison Unit.

<b>Employee</b>	<b>Longevity</b>
Grant, Heidi A	\$ 2,500
Riveros, Anna-maria	\$ 2,500
Hassan, Rahma	\$ 2,500
Kaahiye, Axmad	\$ 2,500
Bauer, Andrea C	\$ 1,000

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2024 through June 30, 2025.

Burnsville Cultural & Family Liaison Association  
 Burnsville, MN 55337

Independent School Dist. 191  
 200 West Burnsville Parkway  
 Burnsville, MN 55337

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 Union Representative

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 Employer Representative

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

**MEMORANDUM OF UNDERSTANDING**

This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and Burnsville Cultural & Family Liaison Association (hereinafter referred to as the Union), representing the Cultural Liaisons of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Cultural Liaisons for the period July 1, 2024 through June 30, 2025.
2. It is agreed that the district will offer a flat rate equivalent to the projected percent increase of the medical premium used for negotiation costing for 25.26 and 26.27 bargaining years.
3. For July 1, 2027, both parties agree that the premium rate is open to a negotiated increase amount.

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2024 through June 30, 2025.

Burnsville Cultural & Family Liaison Association  
Burnsville, MN 55337

Independent School Dist. 191  
200 West Burnsville Parkway  
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Union Representative

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Employer Representative

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

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This Memorandum of Understanding is entered into between Independent School District 191 (hereinafter referred to as the School District) and Burnsville Cultural & Family Liaison Association (hereinafter referred to as the Union), representing the Cultural Liaisons of the School District as follows:

1. The School District and Union are parties to a collective bargaining agreement governing Cultural Liaisons for the period July 1, 2024 through June 30, 2025.
2. It is agreed that both the district and the union will identify 3 representatives to meet and clarify the differences, nuances, and ethical conflicts between performing the role of a cultural liaison and the role of an interpreter / translator.
3. It is agreed that the task force will also develop a process for approving evening events, parent conferences, and other events outside of building hours that is uniformed districtwide.
4. The task force should provide guidance before workshop week of 2025.
5. It is agreed that the guidance from the taskforce is not binding, but will be used to determine whether clear contract language can be developed or if a solution outside of contract language may be appropriate.

This MEMORANDUM OF UNDERSTANDING shall be in effect July 1, 2024 through June 30, 2025.

Burnsville Cultural & Family Liaison Association  
Burnsville, MN 55337

Independent School Dist. 191  
200 West Burnsville Parkway  
Burnsville, MN 55337

\_\_\_\_\_  
Union Representative

\_\_\_\_\_  
Employer Representative

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

## V. Work Session

## A. Review Final List of Board Priorities

343

**Speaker(s):** Dr. Theresa Battle, Superintendent

**Agenda V.A.  
June 12, 2025**

**To:** Board of Education  
**From:** Dr. Theresa Battle, superintendent  
**Date:** June 12, 2025  
**Re:** Review programming and staffing retention priorities for the 2026-2027 School Year

PROGRAMMING PRIORITIES AND STAFFING RETENTION PROTECTIONS	QUALIFYING CRITERIA
Retain the staff, at their 2025-2026 total FTE, who teach Chef 2, Chef 3, and Hospitality Internship (Culinary Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license, vocational license, SafeSchools certified, ProStart trained, credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Project Lead the Way (PLTW + Engineering Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license in the areas under STEM and specialized PLTW certification for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Concurrent Enrollment courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license, additional post-graduate education, and credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Healthcare Core, Nursing Assistant, and EMT (Healthcare Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license, meet all requirements of MDE and MDH, and credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach CTE Eligible courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license and CTE license for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Education Pathway courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license, post-graduate coursework, training in the Pathways2Teaching program with Dr. Bianco through University of Colorado - Denver, credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach AP Computer Science, Mobile CS Principles, AP Mobile CS Principles, Computer Applications (IT Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license and documented training in the specific area of computer science and programming, credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Welding/Autobody, Intro to Consumer Auto, Advanced Auto/Vehicle Services (Automotive Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license and specific training, Automotive Service Excellence (ASE) certified, credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who teach Construction Trades I and II (Construction Pathway) courses that are approved by the site administrator for the 2026-2027 school year schedule.	Current MN teaching license and credentialed by partnering post-secondary institution for the 2026-2027 school year schedule.
Retain the staff, at their 2025-2026 total FTE, who are TOSA's identified as Deans that are approved by the site administrator for the 2026-2027 school year staffing.	Current MN K-12 Principal or Secondary Principal license and 3 years of building level Dean experience during the 2026-2027 school year schedule.



## VI. Adjourn

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District 191 welcomes members of the public to attend Board of Education meetings, work sessions and other public gatherings. However, public participation is allowed only during listening sessions, which are held before regular board meetings. Community members who wish to share their thoughts and opinions on meeting topics should contact the Superintendent's office at 952-707-2005 to schedule a meeting with the Superintendent or member of her leadership team.