

ISD 110 School Board Work Session

Monday, June 9, 2025 7:00 PM

Waconia Public Schools - District Office - Conf Rm A, 512 Industrial Blvd.,
Waconia, MN 55387

1. **Superintendent Updates**

Presenter: Brian
Gersich,
Superintendent

2. **School Board Member Interest in District 110
Employment for SY25-26**

3. **MINUTES OF PREVIOUS MEETING**

**Approve minutes of the April 28 regular and May
12 work session**

ISD 110 School Board Work Session
Monday, May 12, 2025 7:00 PM Central

Waconia Public Schools - District Office -
Conf Rm A
512 Industrial Blvd.
Waconia, MN 55387

Members present: Wilson, Arnita, Kelzer-Breeden, Bergstrom, Amott, Hagen, Rosin
Members absent: none

1. Staff Retirements Recognition

2. Thank You Student Board Representative - Reidun Trostad

3. Superintendent Updates

25-26 Student Board Representative interviews, board volunteers Amott and Arnita; upcoming events: Waconia Baseball Day; Waconia Band Festival

4. ACTION ITEMS

4.A. Resolution Placing Cary Sang a Continuing Contract/Tenured Teacher on Unrequested Leave of Absence Upon Acquiescence of Such Placement (Roll Call Vote)

Motion by Wilson to approve Resolution Placing Cary Sang a Continuing Contract/Tenured Teacher on Unrequested Leave of Absence Upon Acquiescence of Such Placement

Hagen second

Roll Call Vote taken

All in favor

Motion carried

4.B. Adopt SY 2025 Revised Budget

Motion by Bergstrom to adopt SY 2025 Revised Budget

Wilson second

All in favor

Motion carried

4.C. Technology Equipment Purchases FY25 and FY26

Motion by Kelzer-Breeden to approve Technology Equipment Purchases FY25 and FY26

Rosin second

All in favor

Motion carried

4.C.1. Switches

4.C.2. SmartBoard Quotes

4.C.3. Chromebook Quotes

4.D. SiteLogiq Invoice (April 2025)

Motion by Bergstrom to approve SiteLogiq Invoice (April 2025)

Hagen second

All in favor

Motion carried

5. Discuss Possible Referendum in Fall 2025

Consensus to place a question on the November ballot, following a straw poll to determine type (operating or capital projects) – a majority were in favor of an operating levy, a formal resolution will be brought to the June 9 work session for board action.

5.A. Draft Timeline

5.B. Past Presentations:

5.B.1. Finance 101

5.B.2. Morris Leatherman Survey

5.B.3. Technology Assessment (Pivotologic)

5.B.4. FY 26 Preliminary Budget

5.C. Samples and Past Referendum Materials

5.C.1. 2018 Operating Referendum

5.C.2. 2020 Operating Referendum

5.C.3. Other Sample Documents

5.C.3.a. Westonka Samples

5.C.3.b. Moorhead Tech Levy Sample Question

5.C.3.c. Brooklyn Center Tech Levy Sample Question

5.D. Additional Supporting Documents

6. **ENTER CLOSED MEETING** RE: Cybersecurity Discussion

Moved to closed meeting at 8:29 PM

Adjourned closed meeting at 9:00 PM

Discussion took place related to Technology Department leadership structure, consensus was to replace manager position with a director position.

Meeting adjourned at 9:10 PM

ISD 110 School Board Regular Meeting
Monday, April 28, 2025 7:00 PM Central

Waconia City Hall
201 S Vine Street
Waconia, MN 55387

1. CALL TO ORDER, ADOPTION OF AGENDA, and NOTATION OF MEMBERS IN ATTENDANCE, and PLEDGE OF ALLEGIANCE

Call to order by Chair Amott at 7:00 PM

Members present: Amott, Bergstrom, Kelzer-Breeden, Wilson, Rosin, Hagen, Arnita

Members absent: none

Motion by Bergstrom to adopt agenda

Wilson second

All in favor

Motion carried

2. ANNOUNCEMENTS, ACKNOWLEDGMENTS, AND CORRESPONDENCE

2.A. Upcoming Meetings:

May 12 School Board Listening Session w/WEA 5pm @ DO Conf. Rm C

[Amott/Rosin/Hagen]

May 12 Finance and Facilities Committee 6pm @ DO Conf. Rm B

May 12 Work Session 7pm @ DO Con Rm A

July 9 Board Training w/Lee Pritzl 5pm - 9pm (location TBD)

3. PUBLIC COMMENT

4. MINUTES OF PREVIOUS MEETING

Motion by Kelzer-Breeden to approve minutes of the March 24 meeting

Hagen second

All in favor

Motion carried

5. CONSENT AGENDA

Motion by Bergstrom to approve consent agenda

Hagen second

All in favor

Motion carried

5.A. Bills and Wire Transfers

5.B. Human Resource Items

5.C. Resolution Relating to the Termination and Nonrenewal of the Teaching Contracts of the Following Probationary Teachers: Amiah Akerson, Pam Schieffer, Jessica Stockstead, Kjerstin Young, Caroline McGowan, Ally Weinrich, Todd Berger, Dana Martodam

5.D. SiteLogiq Invoice (March)

5.E. Receipts of Donation

6. REPORTS

6.A. Administrative Reports

6.A.1. Health Services

6.A.2. Nutrition Services

6.B. Finance Report

7. ACTION ITEMS

7.A. 2025 Employee Insurance Renewal

Motion by Kelzer-Breeden to approve 2025 Employee Insurance Renewal with Medica

Wilson second

All in favor

Motion carried

7.B. Resolution Proposing to Place Continuing Contract/Tenured Teachers on Unrequested Leave of Absence (**ROLL CALL VOTE**)

Motion by Bergstrom to adopt Resolution Proposing to Place Continuing Contract/Tenured Teachers on Unrequested Leave of Absence

Rosin second

Roll call vote taken

All in favor

Motion carried

7.C. Second Read Board Policies

Motion by Bergstrom to approve second read board policies

Wilson second

All in favor

Motion carried

7.C.1. 606 Textbooks and Instructional Materials

7.C.2. 606.5 Library Materials

7.C.3. 613 Graduation Requirements

7.C.4. 614 School District Testing Plans and Procedures

7.C.5. 615 Basic Standards Testing Accommodations Modifications and Exemptions for IEP Section 504 Accommodations and LEP Students

7.C.6. 524.5 Personal Electronic Communication Devices (NEW)

8. DISCUSSION ITEMS

8.A. First Read Board Policies

8.A.1. 208 Development, Adoption, and Implementation of Policies

8.A.2. 413 Harassment and Violence

8.A.3. 621 Read Act

- 8.A.4. 906 Community Notification of Predatory Offenders
- 8.A.5. 101.1 Name of the School District
- 8.A.6. 201 Legal Status of the School Board
- 8.A.7. 202 School Board Officers
- 8.A.8. 203 Operation of the School Board - Governing Rules
- 8.A.9. 203.1 School Board Procedures: Rules of Order
- 8.A.10. 203.2 Order of the Regular School Board Meeting
- 8.A.11. 203.5 School Board Meeting Agendas
- 8.A.12. 203.6 Consent Agendas
- 8.A.13. 205 Open Meetings and Closed Meetings
- 8.A.14. 206 Public Participation in School Board Meetings/Complaints About Persons at School Board Meetings and Data Privacy Considerations
- 8.A.15. 209 Code of Ethics
- 8.A.16. 211 Criminal or Civil Action Against School District
- 8.A.17. 212 School Board Member Development
- 8.A.18. 214 Out of State Travel by School Board Members

9. BOARD COMMITTEE REPORTS

- 9.A. Self-Governance & Superintendent Relations Committee
- 9.B. Finance & Facilities Committee
- 9.C. Policy & Advocacy Committee
- 9.D. Schools Advocating for Fair Funding (SAFF) Representative: Arnita reported recent meeting discussed proposed budgets, unemployment insurance, fix for TRA gap, legislative priorities
- 9.E. Southwest Metro Intermediate District 288 Representative
- 9.F. MSHSL Representative
- 9.G. Special Education Advisory Council
- 9.H. Community Education Advisory Council Representative
- 9.I. Teaching & Learning Advisory Council Representative
- 9.J. City of Waconia Liaison

10. ADJOURNMENT

Meeting adjourned at 8:18PM

4. **DISCUSSION**

4.A. Possible Referendum in Fall 2025

THE MORRIS LEATHERMAN COMPANY

2025 RESIDENTIAL SURVEY REPORT *Waconia School District*

Factors Setting Apart the School District:

Initially, residents were asked about positive characteristics of the School District.

What do you like most about the Waconia School District?

GOOD TEACHERS	31%
VARIETY OF PROGRAMS	17%
GOOD ACADEMICS	11%
COMMUNITY INVOLVEMENT	10%
EXCELLENT ACADEMICS	6%
HIGH ACHIEVEMENT STATISTICS	6%
BROAD CURRICULUM	5%
COMMUNICATIONS	4%
DIVERSITY	3%
SCATTERED	3%
NOTHING	3%
UNSURE	1%

“Good/Excellent academics,” “broad curriculum/variety of programs,” “high achievement statistics,” “community involvement,” and especially “good teachers” are the most distinctive features of the Waconia School District.

Most Serious Issue facing the School District:

Residents were asked about pressing issues.

What is the most serious issue facing the Waconia School District?

LACK OF FUNDING	25%
HIGH PROPERTY TAXES	9%
POOR PAST SPENDING	9%
LACK OF DISCIPLINE	5%
LACK OF PARENT INVOLVEMENT	5%
STATUTORY OPERATING DEBT	4%
DECLINING QUALITY	3%

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

TOO POLITICAL	2%
SCATTERED	5%
NO SERIOUS ISSUES	28%
UNSURE	5%

The key issues are “lack of funding,” “high property taxes,” “poor past District spending,” “lack of discipline,” and “lack of parent involvement.” “Boosters” – respondents who see “no serious issues” in the School District – are 25%, nearly three times as high as the Greater Metropolitan Area norm.

Meeting Students’ Learning Needs:

Initially, respondents were asked:

Overall, do you think the Waconia School District meets the learning needs of all students, most students, only some students, or very few students?

ALL	57%
MOST	35%
ONLY SOME	6%
VERY FEW	1%
UNSURE	1%

An impressive 57% believe the Waconia School District meets the learning needs of “all students.” Ninety-two percent also believe that at least “most students’ learning needs” are met.

Among the 43% who do NOT believe all students’ learning needs are met, 28% cite the needs of “struggling students,” 21% point to “average students,” 16% cite “under-achievers,” and eight percent point to “gifted and talented students.”

A final question considered the COVID-19 pandemic.

How concerned are you about students’ learning loss during the pandemic – very concerned, somewhat concerned, not too concerned, or not at all concerned?

VERY CONCERNED	9%
SOMEWHAT CONCERNED	42%
NOT TOO CONCERNED	34%
NOT AT ALL CONCERNED	15%
UNSURE	1%

School District residents split in their answers: fifty-one percent are “concerned” while 49% are “unconcerned.”

Fiscal Credibility:

Three results are used to establish a rating of the School District’s fiscal credibility: perceptions of spending effectiveness and efficiency, good return on tax investment, and honesty about spending.

The Waconia School District is a good investment, and I would support a property tax increase to protect that investment.

AGREE	69%
DISAGREE	28%
UNSURE	4%

A 69% majority agrees, well over twice as high as the 28% who disagree.

The School Board and Administration have spent past voter-approved bond and operating levy funds responsibly.

AGREE	70%
DISAGREE	27%
UNSURE	4%

Seventy percent agree this assertion, while 27% disagree.

During the last couple of years, the Waconia School District Board and Administration have spent tax money effectively and efficiently.

AGREE	76%
DISAGREE	22%
UNSURE	2%

A comparatively high 76% agree with this statement, while a typical 22% disagree.

Our community receives a good value from its investment in the Waconia School District.

AGREE	88%
DISAGREE	9%
UNSURE	3%

A supermajority agrees with this assertion.

Since the four levels of agreement are well above 50%, the fiscal credibility of the School District is extraordinarily solid. In addition, disagreement levels on the four questions are at or under 28%, indicating a lower than average sized minority unimpressed with the School District’s fiscal efforts to date.

Adequate Funding:

Next, residents were asked about funding.

Do you think the Waconia School District is adequately funded?

YES	38%
NO	59%
UNSURE	3%

Fifty-nine percent believe the School District is NOT adequately funded, while 38% hold the opposite view. The split is, however, much greater than the usual Metropolitan Area, a finding that a majority see their school district as adequately funded. Even so, any property tax increase proposal will need to have solid and clear reasons to overcome the almost forty percent who think otherwise.

Budget Cuts:

Interviewees were reminded that last year the Waconia School District cut 4.7 million dollars from its operating budget.

They were then asked:

Prior to this survey, were you aware of these budget cuts?

YES	50%
NO	49%
UNSURE	1%

Only one-half of the sample report their awareness of the budget cuts. This fact needs to be quickly reinforced in residents' minds.

Aware residents were then asked a follow-up query:

Do you think that these cuts have had a negative impact on the quality of education provided in the Waconia School District? If so, have they had a very negative or somewhat negative impact?

NO	42%
YES/VERY NEGATIVE	24%
YES/SOMEWHAT NEGATIVE	29%
UNSURE	6%

Fifty-three percent see a negative impact. This level corresponds to 26% of the total sample.

Residents seeing a negative impact were then asked:

What do you see as the most negative impact?

PROGRAM CUTS	26%
STAFFING REDUCTIONS	18%
HURTS ACADEMIC QUALITY	13%
LARGER CLASS SIZES	9%
LACK OF FUNDS FOR EQUIPMENT/SUPPLIES	7%
LOWER TEACHERS' SALARIES	7%
SCATTERED	7%
UNSURE	13%

The top three-ranked impacts are statistically-significant.

Inclusive Decision-Making:

The next questions explore potential issues for the School District which could impact overall perceptions.

The School Board and Administration do a good job of involving community leaders, parents, and interested citizens in decisions about the schools.

AGREE	84%
DISAGREE	13%
UNSURE	3%

The School District is widely felt to be inclusive in the way it decides policies.

I trust the School Board and Administration to do what is right for children in the district.

AGREE	87%
DISAGREE	10%
UNSURE	4%

Residents have strong trust in the School Board and Administration to do what is right for children.

Quality of Education:

District residents were asked to rate the quality of education.

**2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025**

How would you rate the quality of education provided by Waconia Public Schools – excellent, good, only fair, or poor?

EXCELLENT	21%
GOOD	70%
ONLY FAIR	9%
POOR	0%
UNSURE	0%

A supermajority of 91% of interviewed residents rate the public schools as either “excellent” or “good.” With 21% rating it as “excellent,” the quality of education rating is over twice as high as the norm for Greater Metropolitan Area school districts.

Next, respondents were asked for an over-time comparison.

Do you think the overall quality of education provided by the Waconia School District is much better, somewhat better, about the same, somewhat worse, or much worse than four years ago?

MUCH BETTER	3%
SOMEWHAT BETTER	9%
ABOUT THE SAME	78%
SOMEWHAT WORSE	6%
MUCH WORSE	1%
UNSURE	4%

Only 12% see an improvement, while 78% think it has remained “about the same.” Seven percent think it has declined, while four percent are “unsure.”

Respondents seeing improvement cite two statistically-significant reasons: “offer a variety of opportunities,” at 15%, and “great teachers,” at 10%. Respondents seeing a decline also offer two reasons: “budget cuts,” at 14%, and “staff shortage,” at eight percent.

Computers and Other Technology:

Residents were queried:

How important do you think the ability to use computers and other technology effectively and efficiently is for today’s students – absolutely essential, very important, somewhat important, not too important, or not at all important?

ABSOLUTELY ESSENTIAL	28%
VERY IMPORTANT	42%
SOMEWHAT IMPORTANT	25%

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

NOT TOO IMPORTANT	5%
NOT AT ALL IMPORTANT	1%

Seventy percent think the ability to use computers effectively and efficiently is either “absolutely essential” or “very important.” Only six percent see it as “not too important” or “not at all important.”

Interviewees were next asked:

From what you have heard or seen, how would you rate the quality and access to technology available for students in the Waconia Public Schools – excellent, good, only fair, or poor?

EXCELLENT	13%
GOOD	70%
ONLY FAIR	13%
POOR	0%
UNSURE/REFUSED	5%

Eighty-three percent favorably rate the quality and access as “excellent” or “good”; thirteen percent are more critical.

Job Performance Ratings:

Waconia Public School District residents were asked to talk about the management of their local schools. They were asked to evaluate the job performances of the School Board, District Office Administration, teachers and instructional staff.

How would you rate the job performance of the School Board – excellent, good, only fair, or poor?

EXCELLENT	9%
GOOD	61%
ONLY FAIR	22%
POOR	4%
UNSURE	4%

The School Board has a solid rating in comparison with other Greater Metropolitan Area school districts.

How would you rate the job performance of the Superintendent and District Office Administration – excellent, good, only fair, or poor?

EXCELLENT	12%
GOOD	56%
ONLY FAIR	27%

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

POOR	3%
UNSURE	3%

The job performance of the District Administration, including the Superintendent, is also well above the Greater Metropolitan Area norm. The evaluation of the Administration and the School Board are relatively even, consistent with the traditional pattern across the state.

And, how would you rate the performance of the teachers and instructional staff – excellent, good, only fair, or poor?

EXCELLENT	41%
GOOD	52%
ONLY FAIR	6%
POOR	1%
UNSURE	1%

Teachers and instructional staff are very well-regarded and should participate visibly in any District information campaign and any grassroots advocacy group persuasion campaign. The job rating of the teachers and instructional staff is nine percent above the Greater Metropolitan Area norm, and “excellent” ratings are in the first decile of comparative districts.

Financial Management of the School District:

Respondents were asked about the financial management of the School District.

How would you rate the financial management of the Waconia School District – excellent, good, only fair, or poor?

EXCELLENT	5%
GOOD	52%
ONLY FAIR	38%
POOR	5%
UNSURE	1%

The 57% positive rating is significantly above the average for Greater Metropolitan Area school districts’ norm of 51%. Negative ratings are based on four statistically-significant perceptions: “poor past spending,” “high debt,” “budget cuts,” and “lack of funding.”

Tax Climate:

Residents were asked two questions about their current taxation level. Both total property taxes, in general, and school taxes, were considered.

**2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025**

Compared with neighboring areas, do you consider total property taxes in your community to be very high, somewhat high, about average, somewhat low, or very low?

VERY HIGH	16%
SOMEWHAT HIGH	44%
ABOUT AVERAGE	35%
SOMEWHAT LOW	1%
VERY LOW	0%
UNSURE	5%

Sixty percent rate their total property taxes as “high,” and 35% consider them to be “about average”; the current general property tax climate is “tax hostile.”

Compared with other neighboring school districts, do you think that school taxes in the Waconia School District are very high, somewhat high, about average, somewhat low, or very low?

VERY HIGH	12%
SOMEWHAT HIGH	37%
ABOUT AVERAGE	43%
SOMEWHAT LOW	2%
VERY LOW	0%
UNSURE	7%

With less than 50% seeing their school taxes as “high” and 43% calling them “about average,” the school tax climate in the School District is “highly tax sensitive.” So, while residents are clearly concerned about current property tax levels, they certainly do not focus solely on the School District.

Referendum Dynamics:

Initially, respondents were asked about their pre-disposition toward a property tax increase for the Waconia School District.

Which of the following three statements best describes your feelings:

- A) I would vote against almost any tax increases for the schools;*
- B) I would vote for a tax increase under some conditions, but against it under other conditions;*
- C) I would vote for almost any tax increases for the schools.*

STATEMENT A	22%
STATEMENT B	55%
STATEMENT C	22%
NONE OF ABOVE	1%
UNSURE	0%

Among residents, the “quick difference” – the difference between the percentage of core support and the percentage of core opposition – is +0%. In other words, at the beginning of any referendum or operating levy campaign, supporters and opponents are even. Naturally, the split among persuadable voters is critical to the result, requiring at least 60% to ensure electoral victory.

Operating Levy Campaign Strategy:

Additional funds for the Waconia Public Schools were considered.

As you may know, voter-approved operating levies are used to fund a school district’s curriculum and program needs, salaries, class sizes, and support staff.

The Waconia School District may also ask voters to increase the operating levy to provide additional funding for the schools.

How much would you be willing to pay in additional property taxes in order to fund an operating levy? How about _____ per month?

NOTHING	32%
\$10.00 PER MONTH	30%
\$20.00 PER MONTH	21%
\$30.00 PER MONTH	8%
\$40.00 PER MONTH	4%
\$50.00 PER MONTH	1%
\$60.00 PER MONTH	0%
OVER \$60.00 PER MONTH	0%
UNSURE	4%

The typical resident, with limited knowledge of the use of the funds or the consequences of their denial, would support a \$10.50 per month property tax increase, or a \$126.00 per year increase. However, 32% of School District residents would support **no** tax increase at all; in contrast, 24% of all residents would support almost twice as much as the median amount.

To add specificity, residents were asked if they would support or oppose a property tax increase to fund each of five purposes. These levels are shown in the table below.

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

Purpose	Support	Oppose
Maintain education programs	82%	18%
Increase wages and benefits to retain and attract quality teachers and staff	80%	20%
Maintain class sizes at their current level	75%	24%
Provide financial stability to avoid future budget cuts	74%	25%
Reduce elementary school class sizes for art, music, and physical education	68%	32%

Strong majorities support a property increase for each purpose; in fact, four of the five purposes have opposition levels of 25% or less. The only exception, “reduce elementary school class sizes for art, music, and physical education,” posts a 32% opposition.

Respondents were then asked for a summary judgment about an operating levy.

Suppose the School District proposed an additional 3.0 million dollar operating levy for ten years. If additional funds were approved, they would be used to fund some of the improvements mentioned in the previous section.

If voters approved this operating levy, the owner of a \$300,000 home would see a monthly property tax increase of about \$19.00 per month or \$225.00 per year for ten years, while the owner of a \$500,000 home would see a monthly property tax increase of about \$31.00, or \$375.00 per year.

If the election were today, would you support or oppose this operating levy? Do you feel strongly that way?

STRONGLY SUPPORT	13%
SUPPORT	52%
OPPOSE	25%
STRONGLY OPPOSE	8%
UNSURE	2%

With a 65%-33% majority, residents support this operating levy increase.

Respondents holding a position were asked a follow-up query.

Could you tell me one or two reasons why you feel that way?

IMPORTANCE OF EDUCATION	38%
REASONABLE COST	7%
NO CHILDREN IN SCHOOLS	5%
POOR DISTRICT SPENDING	11%
TAXES ALREADY TOO HIGH	9%

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

CHILDREN IN SCHOOLS	15%
NEEDED	7%
COST IS TOO HIGH	4%
NOT NEEDED	2%
SCATTERED	1%
UNSURE	1%

Supporters point to “importance of education,” “reasonable cost,” “children in schools,” and “needed.” Opponents cite “no children in schools,” “poor School District spending,” “taxes already too high,” and “cost is too high.”

Technology Levy Campaign Strategy:

Interviewees were informed:

Most suburban school districts have technology levies in place that provide a dedicated source of funding each year for technology opportunities, equipment, and access. The Waconia School District does not have a technology levy.

Instead of an operating levy, the School Board could also ask voters to provide additional funding for technology, which currently comes out of the District’s operating budget.

They were then asked:

How much would you be willing to pay in additional property taxes in order to fund an increase for technology? How about _____ per month?

NOTHING	37%
\$7.00 PER MONTH	29%
\$14.00 PER MONTH	17%
\$21.00 PER MONTH	8%
\$28.00 PER MONTH	3%
\$35.00 PER MONTH	1%
\$42.00 PER MONTH	0%
OVER \$42.00 PER MONTH	1%
UNSURE	5%

The typical resident, with limited knowledge of the use of the funds or the consequences of their denial, would support a \$6.28 per month property tax increase, or a \$75.36 per year increase. However, a prohibitive 37% of School District residents would support **no** tax increase at all; in contrast, 23% of all residents would support almost twice as much as the median amount.

To add specificity, residents were asked if they would support or oppose a property tax increase to fund each of five purposes. These levels are shown in the table below.

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

Purpose	Support	Oppose
Enhancing safety and security at District schools, including cameras and secured entrances	76%	23%
Improving cybersecurity and data privacy	67%	32%
Maintaining networks and other technology infrastructures, such as wi-fi, servers, routers, and wiring	66%	32%
Updating instructional technology, such as smartboards and chrome books	61%	38%
Replacing outdated staff technology, such as laptops	58%	40%

Strong majorities support a property increase for each purpose; in fact, three of the five purposes have opposition levels of 32% or less. The only exceptions, “updating instructional technology, such as smartboards and chrome books” and “replacing outdated staff technology, such as laptops” post 38% and 40% oppositions, respectively.

Respondents were then asked for a summary judgment about a technology levy.

Suppose the School District asked residents to approve a capital projects levy for technology and curriculum for three million dollars over the next ten years. If additional funds were approved, they would be used to fund some of the improvements mentioned in the previous section.

If successful, the owner of a \$300,000 home would see a monthly property tax increase of about \$15.00 per month or \$181.00 per year, while the owner of a \$500,000 home would see a monthly property tax increase of about \$27.00, or \$324.00 per year.

If the election were today, would you support or oppose technology levy? Do you feel strongly that way?

STRONGLY SUPPORT	6%
SUPPORT	50%
OPPOSE	32%
STRONGLY OPPOSE	10%
UNSURE	2%

With a 56%-42% majority, residents support this operating levy increase. The 42% opposition level presents a major challenge to success at the polls. The School District may need to drop at least one purpose for the funds, particularly “replacing outdated staff technology, such as laptops,” which has proven to be an anchor on the success of technology levies in many school districts across Minnesota.

Respondents holding a position were asked a follow-up query.

Could you tell me one or two reasons why you feel that way?

IMPORTANCE OF EDUCATION	23%
REASONABLE COST	15%
NO CHILDREN IN SCHOOLS	8%
POOR DISTRICT SPENDING	12%
TAXES ALREADY TOO HIGH	8%
CHILDREN IN SCHOOLS NEEDED	13%
COST IS TOO HIGH	6%
NOT NEEDED	7%
SCATTERED	2%
UNSURE	0%

Supporters point to “importance of education,” “reasonable cost,” “children in schools,” and “needed.” Opponents cite “no children in schools,” “poor School District spending,” “taxes already too high,” “not needed,” and “cost is too high.”

The November Ballot:

Interviewees were asked for their preferences about the November ballot:

Which of the following three statements comes closest to your opinion:

- A) *The District should ask voters to approve an operating levy;*
- B) *The District should ask voters to approve a technology levy;*
- C) *The District should ask voters to approve both levies.*

STATEMENT A	20%
STATEMENT B	7%
STATEMENT C	49%
DO NOTHING (vol)	21%
UNSURE	3%

If the operating levy is placed on the ballot, 69% would be expected to support it; if the technology levy is placed on the ballot, 56% would be expected to support it. A statistically-significant 21%, though, volunteered the District should “do nothing.” This adamant opposition group complicates any referendum campaign.

Likely November Election Voters:

Likely voters in the upcoming November 2025 election were required to meet three criteria. First, likely voters must be registered at their current address. They should “always” or “often” participate in past off-year and special elections. Third, they must be “absolutely certain” they will vote in the upcoming November election. Twenty-six percent of the sample meet these criteria. If the election were today, a 54%-46% majority

would support both levies. These support levels could be unstable, particularly if well-organized “NO” groups should develop and actively campaign.

Target Groups:

There are several groups which form the bulk of the coalition supporting the operating levy. These groups have lower or average expected turnout rates, and their “unlikely” voters split at least as much in favor of the referendum questions as their “likely” voters. Further specific targeting for information and get-out-the-vote activities should be considered for each group:

- Residents for 20 years or less
- Residents under 55 years old
- Parents of preschoolers and infants
- Parents of Waconia School District students
- Post-secondary educational experience short of college graduation
- NON-SENIOR renters
- Owners of under \$400,000 homes
- Women
- Waconia and Minnetrista residents

Again, these groups are already providing significant majorities in favor of the proposal, but their numbers can be further increased through actions during the run-up to the election.

Sources of Information:

Initially, interviewees were asked for their general level of information about School District decisions.

In general, how informed do you feel about decisions made by the School Board and Administration – very informed, somewhat informed, not too informed, or not at all informed?

VERY INFORMED	20%
SOMEWHAT INFORMED	52%
NOT TOO INFORMED	24%
NOT AT ALL INFORMED	4%
UNSURE	1%

Seventy-two percent feel at least “somewhat informed” about School District decisions, while 28% indicate they are at most “not too informed.”

Respondents were asked about their principal source of information about the School District.

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

What is your principal source of information about the Waconia School District and its activities?

DISTRICT NEWSLETTER	29%
DISTRICT WEBSITE	18%
EMAIL	11%
LOCAL NEWSPAPER	10%
WORD-OF-MOUTH	10%
MAILINGS	9%
TEACHERS/STAFF	6%
SOCIAL MEDIA	3%
SCATTERED	1%
NOTHING	3%

The “School District newsletter” and “District website” lead the list, at 29% and 18%, respectively. “Email” is the principal source for 11%. The “local newspaper” and “word-of-mouth” are relied upon by 10% each. Nine percent cite “mailings.” “Teachers/Staff” concludes the list at six percent. These seven statistically-significant listed information sources reach 93% of District households.

Next, residents were specifically asked:

How would you prefer to receive information about the Waconia School District and its activities?

DISTRICT NEWSLETTER	24%
SCHOOL DISTRICT WEBSITE	19%
EMAIL	17%
MAILINGS	14%
LOCAL NEWSPAPER	11%
WORD-OF-MOUTH	7%
DISTRICT TEACHERS/STAFF	4%
SOCIAL MEDIA	2%
NOTHING	2%

The “District newsletter” and “District website” lead the list, at 24% and 19%, respectively. “Email” is the principal source for 17%. Fourteen percent prefer “mailings.” The “local newspaper” follows at 11%. Seven percent prefer “word-of-mouth” These six statistically-significant listed information sources reach 92% of District households.

Next, respondents were read a list of seven potential sources of information about the Waconia School District.

They were then asked:

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

For each source of information, please tell me if you receive a lot of your information about the School District from it, some information, a little information, or none at all.

The table below shows the impact and reach of each source – the impact is the percent of respondents saying they receive “a lot of information from it,” while the reach is the percent of respondents who receive at least “some information from it.”

Specific Source of Information	Impact	Reach
School District newsletter	28%	58%
School District website	25%	47%
Informal discussions with neighbors or friends	19%	50%
“The Patriot” newspaper	16%	45%
Social media, such as Facebook or Twitter	9%	33%
School District employees	8%	26%
School Board members	2%	11%

The two sources with the highest impact, each at least 25%, are the “School District newsletter” and the “School District website.” Four sources have a reach of at least 45%: the “School District newsletter,” the “grapevine,” the “School District website,” and “The Patriot’ newspaper.”

Conclusions:

1. The projected turnout currently favors supporters of both levies, but particularly the operating levy proposal; that is, “yes” voters are somewhat more likely than “no” voters to cast ballots in November. The key difference between the two groups is the tax hostility among opponents, who oppose any increase in property taxes.
2. General information about the election and volunteer efforts should ensure the inclusion of pictures, endorsements, and Letters-to-the-Editor that appeal directly to identified target groups.
3. The School Board and/or Superintendent should approach State Legislators for endorsements of the proposal. Ideally, they could also indicate pride in their overall legislative actions, but a local tax increase will be needed to fund specific concerns about the School District’s educational objectives. Endorsements from incumbents in the City of Waconia and the City of Minnetrista would be especially effective.
4. The presence at school-related events, parades, and other points of access to the “grapevine” should be considered. Local businesses having large number of young customers and their parents could also be approached for the placement of “fact sheets” or “recruitment hand-outs.”
5. The only “wildcard” negative influencer in the upcoming November 2025 election is beyond the control of the School District: the economy. A successful neutralizer could include the monthly tax for a variety of owner-occupied home values compared with the

price of judiciously selected products and services. The selections should exhibit humor, and writers should avoid gasoline and food prices assiduously!

6. Even at this stage, organized opposition may be present like in previous area operating levy and bond referendum elections. Referendum officials should anticipate the usual pattern seen both here and elsewhere: constant requests for documents, grandstanding at board meetings, Letters-to-the-Editor, and damaging public relations strikes in the last two weeks before the election. In anticipation, this must also be a period for an enhanced presence by the School District and the "YES" campaign to respond, refute, and energize supporters.

The results of this survey of the Waconia School District residents are generally positive. The main challenge facing the School District remains the same: consolidating the current and potential support into actual votes.

School District Demographics:

The typical adult School District resident has lived there for 16.9 years. Fourteen percent have resided in the School District for five years or less, 18% have lived there for 6-to-10 years, 29% for 11-to-20 years, 22% for 21-to-30 years, and 17% for over 30 years. The typical adult resident is 49.8 years old. Nineteen percent post ages under 35 years old, 21% are 35-44 years old, 20% are 45-54 years old, 19% are 55-64 years old, and 21%, 65 years old or older.

Thirty-five percent of the households report the presence of current Waconia Public School students. Four percent enroll their students in other public schools or parochial and private schools. The remainder, 61%, do not have school-aged children in their residence. Thirteen percent of the households in the District contain preschoolers or infants.

The typical resident has some post-secondary educational experience albeit short of a college degree. Twenty-six percent have high school educations or less, 30% have some post-secondary education, and 44% are college or post-graduates. Sixteen percent currently rent their present residence. The typical homeowner reports a property value of \$435,000. Thirty-two percent post property values of less than \$400,000. Thirty-one percent post property values between \$400,000 and \$500,000, and 18% indicate property values over \$500,000.

Forty-five percent report they are fiscally stressed – either their monthly expenses exceed current income, or their monthly expenses meet their income, but little or no savings result. Fifty-four percent report no fiscal stress – either managing comfortably and putting money aside or managing very well.

*2025 Waconia Public School District
Pre-Referendum Communications Study
Spring 2025*

Women outnumber men by two percent in the sample. Sixty-two percent live in the City of Waconia, 10% reside in City of Saint Bonifacius, nine percent live in City of Minnetrista, and 20% live in the remainder of the District.

Methodology:

This study contains the results of a sample of 400 randomly selected adults residing in the Waconia School District. Professional interviews were conducted by telephone between March 18th and April 1st, 2025. The typical respondent took eleven minutes to complete the questionnaire. The non-response rate was 5.5%. Cellphone only households are 57% of the sample, while landline only households are 10%, and both landline and cellphone households are 33%. The results of the study are projectable to all adult Waconia Public School District residents within $\pm 5.0\%$ in 95 out of 100 cases.



Possible Referendum Discussion - Fall 2025

May 12, 2025

Agenda

- **Operating Referendum**
 - History
 - Timeline
- **Capital Projects Levy**
 - Timeline
- **Define the Need**
- **Review Key Data**
 - Operating Referendum and Capital Project Levy Comparisons
 - Survey Results
 - Taxpayer Impact
- **Questions & Discussion**





Operating Referendum

Operating Referendum

- **What is an Operating Referendum?**
 - An operating referendum is a voter-approved levy that provides additional funding to support the daily operations of a school district
- **How do Operating Referendums Work?**
 - Local school boards propose a per-pupil levy amount for voter approval.
 - Funds are collected through property taxes and used strictly for school operations
 - Renewed periodically (often every 5-10 years) or increased based on district needs.



2018 Operating Referendum Authority

November 6, 2018

SCHOOL DISTRICT QUESTION 1 (ISD #110)

Approval of School District Operating referendum revenue Authorization

The board of Independent School District No. 110 (Waconia Public Schools), Minnesota has proposed to increase the School District's general education revenue by **\$525 per pupil**, subject to an annual increase at the rate of inflation. The proposed operating referendum revenue authorization would be first levied in 2018 for taxes payable in 2019 and applicable for ten (10) years unless otherwise revoked or reduced as provided by law. Shall the increase in the general education revenue proposed by the board of Independent School District No. 110 (Waconia Public Schools), Minnesota be approved? BY VOTING "YES" ON THIS BALLOT QUESTION, YOU ARE VOTING FOR A PROPERTY TAX INCREASE.

- **Results**
 - **5,954 YES (58%)**
 - **4,263 NO (42%)**
- **Expires after taxes payable in 2028**



2020 Operating Referendum Authority

November 3, 2020

SCHOOL DISTRICT QUESTION 1 (ISD #110)

Approval of New School District Referendum Revenue Authorization

The board of Independent School District No. 110 (Waconia Public Schools), Minnesota has proposed to increase the School District's general education revenue by **\$410 per pupil**, subject to an annual increase at the rate of inflation. The proposed new referendum revenue authorization would be first levied in 2020 for taxes payable in 2021 and applicable for ten (10) years unless otherwise revoked or reduced as provided by law. Shall the increase in the general education revenue proposed by the board of Independent School District No. 110 (Waconia Public Schools), Minnesota be approved? BY VOTING "YES" ON THIS BALLOT QUESTION, YOU ARE VOTING FOR A PROPERTY TAX INCREASE.

- **Results**
 - **6,407 YES (50.37%)**
 - **6,313 NO (49.63%)**
- **Expires after taxes payable in 2030**



Operating Referendum Authorities

- Two Voter-Approved Operating Referendum Authorities
 - 2018 Election - \$525 with inflationary increases
 - 2020 Election - \$410 with inflationary increases

Tax Pay Year	Fiscal Year	2018 Referendum per Pupil	2020 Referendum per Pupil	Total per Pupil	Operating Referendum Cap
2018	FY 2019	\$ -	\$ -	\$ -	
2019	FY 2020	\$ 525.00	\$ -	\$ 525.00	
2020	FY 2021	\$ 529.04	\$ -	\$ 529.04	
2021	FY 2022	\$ 566.97	\$ 410.00	\$ 976.97	
2022	FY 2023	\$ 602.46	\$ 435.67	\$ 1,038.13	
2023	FY 2024	\$ 622.34	\$ 450.05	\$ 1,072.39	
2024	FY 2025	\$ 638.40	\$ 461.66	\$ 1,100.06	
2025	FY 2026	\$ 659.91	\$ 477.22	\$ 1,137.13	\$ 2,266.00
2026	FY 2027	\$ 678.39	\$ 490.58	\$ 1,168.97	
2027	FY 2028	\$ 690.33	\$ 499.21	\$ 1,189.54	
2028	FY 2029	\$ 705.10	\$ 509.89	\$ 1,214.99	
2029	FY 2030	\$ -	\$ 521.26	\$ 521.26	
2030	FY 2031	\$ -	\$ 533.25	\$ 533.25	
2031	FY 2032	\$ -	\$ -	\$ -	

Process / Timeline - Operating Referendum

Review financial information and scenarios to determine right path

Select best operating referendum question(s)

Final Date for board to call for election

Election Day

Winter/Spring

Summer

Mid-August

November





Capital Projects Levy

Capital Projects Levy

- **What is a Capital Projects Levy?**

- A Capital Projects Levy is a voter-approved tax that provides dedicated funding for capital expenditures. Unlike bond referendums, which are used for large-scale construction projects and require long-term debt, a Capital Projects Levy is typically collected on a pay-as-you-go basis

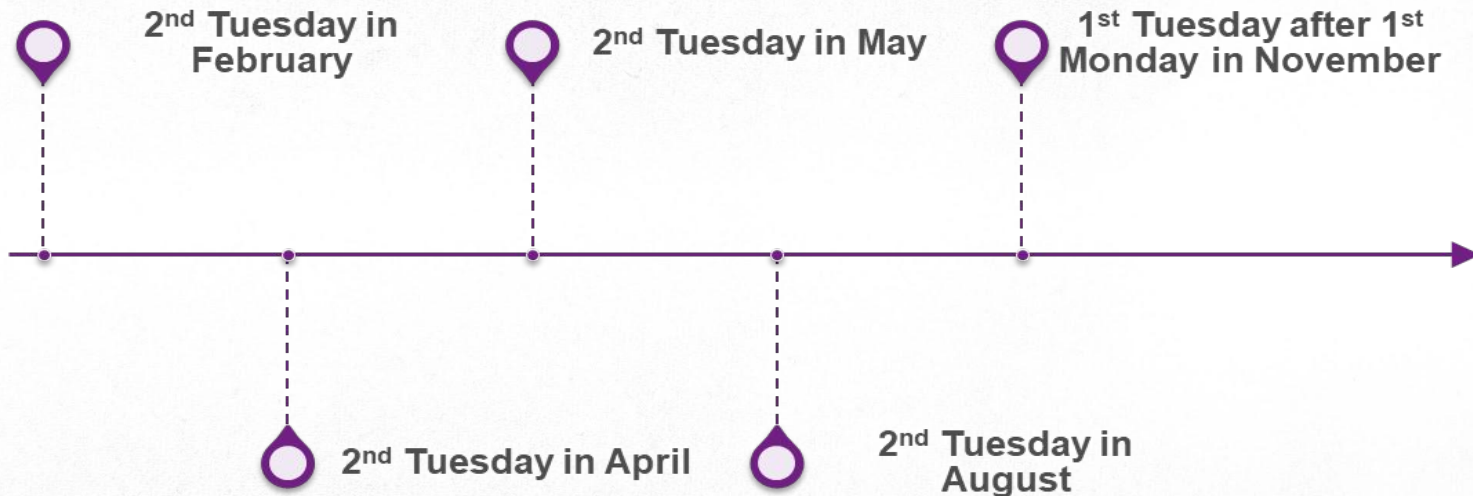
- **How are Capital Projects Levy Funds Used?**

- Facility & Infrastructure Upgrades: Supports essential repairs, renovations, and modernization of school buildings
- Technology Investments: Funds for student devices, instructional technology, cybersecurity, and network infrastructure
- Equipment & Safety Enhancements: Supports purchases of large capital assets, security systems, and operational improvements
- Avoids Borrowing Costs: Helps districts address capital needs without issuing bonds and accumulating interest expenses
- Stable & Relative Predictable Revenue Stream: Provides consistent funding over a designated period, ensuring long-term planning and financial stability



Capital Projects Levy (CPL)

- Review and comment process applies for projects over \$2,000,000
 - Exempt if addressing only technology
- Election can be held:





The Financial Need

Define the Need

Operating Referendum Supporting People and Programs

- FY26 to FY27 Salary Increases: **\$1.8 million**
- FY26 to FY27 Total Compensation increase: **\$2.5 million**
- Projected Deficit Spending:
 - FY27: **\$1.8 million**
 - FY28: **\$4.2 million**

These figures underscore the structural gap that an operating referendum could help stabilize – allowing the district to preserve class sizes, programs, and services.

Capital Projects Levy Supporting Tools and Infrastructure

- Current Annual Technology Spend from the General Fund: **\$2.6 million**
- 10-Year Technology Plan
 - Average: **\$3.0 million**
 - 10-Year High: **\$3.5 million**
 - 10-Year Low: **\$2.5 million**

Establishing a capital projects levy within the range ensured sustainable infrastructure and device replacement while protecting operational dollars for instruction.

Comparison Review

Operating Referendums

Wide range of uses

Vote on amount per pupil

State aid for some districts

Taxed on referendum market value

Most elections in November

Authority up to 10 years
(Board can renew)

Capital Projects Levy

Capital related items including
technology

Vote on tax rate/\$ amount

No state aid

Taxed on net tax capacity

Elections can be held 5 dates
throughout the year

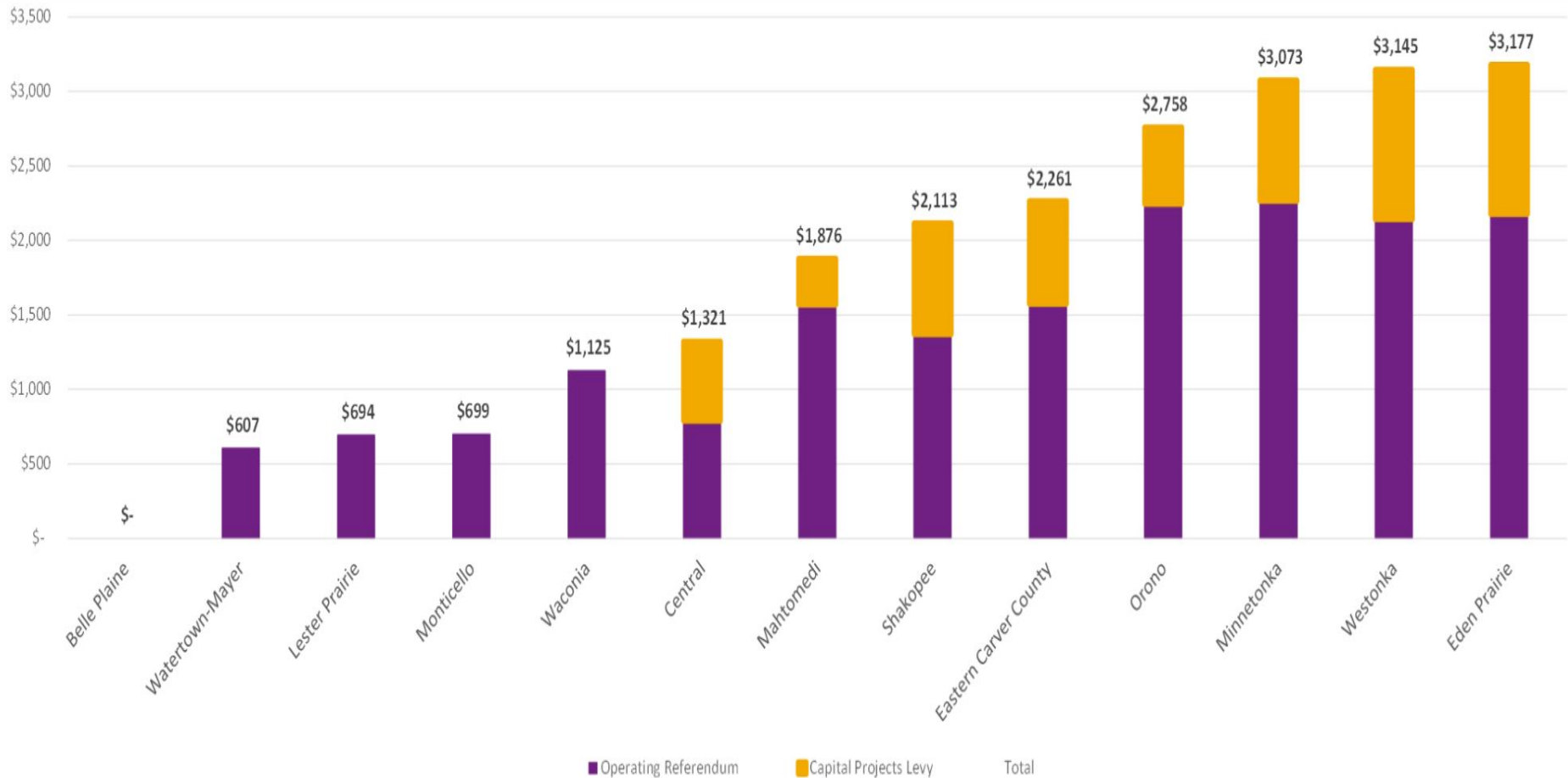
Authority up to 10 years



Review the Data

Operating Referendum and Capital Project Levy Comparisons

FY26 Operating Referendum & Capital Projects Levy Comparison



District	Belle Plaine	Watertown-	Lester Prairie	Monticello	Waconia	Central	Mahtomedi	Shakopee	Eastern Carver	Orono	Minnetonka	Westonka	Eden Prairie
Operating Referendum	\$ -	\$ 607	\$ 694	\$ 699	\$ 1,125	\$ 790	\$ 1,570	\$ 1,372	\$ 1,576	\$ 2,246	\$ 2,266	\$ 2,142	\$ 2,177
Capital Projects Levy	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 531	\$ 306	\$ 741	\$ 685	\$ 512	\$ 807	\$ 1,003	\$ 1,000
Total	\$ -	\$ 607	\$ 694	\$ 699	\$ 1,125	\$ 1,321	\$ 1,876	\$ 2,113	\$ 2,261	\$ 2,758	\$ 3,073	\$ 3,145	\$ 3,177



Review the Data

April 2025 Survey Results

Respondents were then asked for a summary judgment about an operating levy.

Suppose the School District proposed an additional 3.0 million dollar operating levy for ten years. If additional funds were approved, they would be used to fund some of the improvements mentioned in the previous section.

If voters approved this operating levy, the owner of a \$300,000 home would see a monthly property tax increase of about \$19.00 per month or \$225.00 per year for ten years, while the owner of a \$500,000 home would see a monthly property tax increase of about \$31.00, or \$375.00 per year.

If the election were today, would you support or oppose this operating levy? Do you feel strongly that way?

STRONGLY SUPPORT	13%
SUPPORT	52%
OPPOSE	25%
STRONGLY OPPOSE	8%
UNSURE	2%

With a 65%-33% majority, residents support this operating levy increase.

Respondents were then asked for a summary judgment about a technology levy.

Suppose the School District asked residents to approve a capital projects levy for technology and curriculum for three million dollars over the next ten years. If additional funds were approved, they would be used to fund some of the improvements mentioned in the previous section.

If successful, the owner of a \$300,000 home would see a monthly property tax increase of about \$15.00 per month or \$181.00 per year, while the owner of a \$500,000 home would see a monthly property tax increase of about \$27.00, or \$324.00 per year.

If the election were today, would you support or oppose technology levy? Do you feel strongly that way?

STRONGLY SUPPORT	6%
SUPPORT	50%
OPPOSE	32%
STRONGLY OPPOSE	10%
UNSURE	2%

With a 56%-42% majority, residents support this operating levy increase. The 42% opposition level presents a major challenge to success at the polls. The School District may need to drop at least one purpose for the funds, particularly “replacing outdated staff technology, such as laptops,” which has proven to an anchor on the success of technology levies in many school districts across Minnesota.

The November Ballot:

Interviewees were asked for their preferences about the November ballot:

Which of the following three statements comes closest to your opinion:

- A) The District should ask voters to approve an operating levy;*
- B) The District should ask voters to approve a technology levy;*
- C) The District should ask voters to approve both levies.*

STATEMENT A	20%
STATEMENT B	7%
STATEMENT C	49%
DO NOTHING (vol)	21%
UNSURE	3%

If the operating levy is placed on the ballot, 69% would be expected to support it; if the technology levy is placed on the ballot, 56% would be expected to support it. A statistically-significant 21%, though, volunteered the District should “do nothing.” This adamant opposition group complicates any referendum campaign.

Takeaways From Conversation with Peter Leatherman

- **Recommendation to go for an operating levy between \$2.5–3.0 million**
 - Survey shows high level of support (65%)
 - Cleaner message to your constituents – maintaining educational programs and class sizes – consequences of not passing it are more clear.
 - Only reason to go lower than \$3 million is to give yourself some cushion for unforeseen factors that are out of your control such as a recession.
 - Financial insecurity fears related to tariffs since April 1 have not materialized.
- **What about putting two questions on the ballot?**
 - Creating a much more difficult message to convey to constituents
 - Peter believes the operating levy would still pass, but the capital projects levy would likely not – says typical regression of support is around 8%
 - Gives a potential “Vote No” campaign ammunition
 - If you do decide to do two questions, he recommends keeping the operating at \$3 million. Don’t lessen the operating levy ask thinking it gives you a better chance to have both questions pass.



Review the Data

Taxpayer Impact

Operating Referendum Comparison

Tax Impact Analysis

Operating Referendum Increase per APU

ISD 110, Waconia Public Schools

Date: 04/30/2025

Operating Referendum												
Description	Scenario A		Scenario B		Scenario C		Scenario D		Scenario E		Scenario F	
New Referendum	\$1,480		\$1,598		\$1,716		\$1,834		\$1,953		\$2,367	
Referendum Increase	\$355		\$473		\$591		\$710		\$828		\$1,242	
Referendum Revenue	\$1,500,000		\$2,000,000		\$2,500,000		\$3,000,000		\$3,500,000		\$5,250,457	
Aid	\$0		\$0		\$0		\$0		\$0		\$0	
Combined Levy	\$1,500,000		\$2,000,000		\$2,500,000		\$3,000,000		\$3,500,000		\$5,250,457	
RMV (Pay 2025)	\$4,035,224,300		\$4,035,224,300		\$4,035,224,300		\$4,035,224,300		\$4,035,224,300		\$4,035,224,300	
Tax Rate Increase	0.037173%		0.049564%		0.061954%		0.074345%		0.086736%		0.130116%	
Referendum Market Value (RMV)	Estimated Tax Impact											
	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
\$200,000	\$74.35	\$6.20	\$99.13	\$8.26	\$123.91	\$10.33	\$148.69	\$12.39	\$173.47	\$14.46	\$260.23	\$21.69
\$300,000	\$111.52	\$9.29	\$148.70	\$12.39	\$185.86	\$15.49	\$223.04	\$18.59	\$260.21	\$21.68	\$390.35	\$32.53
\$350,000	\$130.10	\$10.84	\$173.47	\$14.46	\$216.84	\$18.07	\$260.21	\$21.68	\$303.58	\$25.30	\$455.40	\$37.95
\$400,000	\$148.69	\$12.39	\$198.25	\$16.52	\$247.82	\$20.65	\$297.38	\$24.78	\$346.94	\$28.91	\$520.46	\$43.37
\$450,000	\$167.28	\$13.94	\$223.04	\$18.59	\$278.79	\$23.23	\$334.55	\$27.88	\$390.31	\$32.53	\$585.52	\$48.79
\$500,000	\$185.86	\$15.49	\$247.82	\$20.65	\$309.77	\$25.81	\$371.73	\$30.98	\$433.68	\$36.14	\$650.58	\$54.22
\$550,000	\$204.45	\$17.04	\$272.60	\$22.72	\$340.75	\$28.40	\$408.90	\$34.08	\$477.05	\$39.75	\$715.64	\$59.64
\$600,000	\$223.04	\$18.59	\$297.38	\$24.78	\$371.73	\$30.98	\$446.07	\$37.17	\$520.42	\$43.37	\$780.69	\$65.06
\$700,000	\$260.21	\$21.68	\$346.94	\$28.91	\$433.68	\$36.14	\$520.42	\$43.37	\$607.15	\$50.60	\$910.81	\$75.90
\$800,000	\$297.37	\$24.78	\$396.51	\$33.04	\$495.64	\$41.30	\$594.76	\$49.56	\$693.89	\$57.82	\$1,040.92	\$86.74

*Additional Revenue, Aid and Levy is based on changes to the operating referendum and equity revenues.

*Assumes APU of 4,228

Capital Projects Levy Comparison

Tax Impact Analysis

ISD 110, Waconia Public Schools

Date: 04/30/25

Capital Project Levy Referendum													
Description		Scenario A	Scenario B	Scenario C	Scenario D	Scenario E	Scenario F						
Capital Projects Levy Amount		\$1,500,000	\$2,000,000	\$2,500,000	\$3,000,000	\$3,500,000	\$5,250,457						
Net Tax Capacity (NTC) - Pay 2025		\$47,745,105	\$47,745,105	\$47,745,105	\$47,745,105	\$47,745,105	\$47,745,105						
NTC Tax Rate		3.141683%	4.188911%	5.236139%	6.283367%	7.330594%	10.996849%						
Property Type	Referendum Market Value (RMV)	Estimated Tax Impact											
		Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
Residential Homestead	\$200,000	\$54.00	\$4.50	\$72.00	\$6.00	\$90.00	\$7.50	\$108.00	\$9.00	\$200.23	\$16.69	\$228.54	\$19.05
	\$300,000	\$88.00	\$7.33	\$117.00	\$9.75	\$147.00	\$12.25	\$176.00	\$14.67	\$300.34	\$25.03	\$342.81	\$28.57
	\$350,000	\$105.00	\$8.75	\$140.00	\$11.67	\$175.00	\$14.58	\$210.00	\$17.50	\$350.40	\$29.20	\$399.95	\$33.33
	\$400,000	\$122.00	\$10.17	\$163.00	\$13.58	\$204.00	\$17.00	\$245.00	\$20.42	\$400.46	\$33.37	\$457.08	\$38.09
	\$450,000	\$139.00	\$11.58	\$186.00	\$15.50	\$232.00	\$19.33	\$279.00	\$23.25	\$450.51	\$37.54	\$514.22	\$42.85
	\$500,000	\$157.00	\$13.08	\$209.00	\$17.42	\$261.00	\$21.75	\$313.00	\$26.08	\$500.57	\$41.71	\$571.35	\$47.61
	\$550,000	\$177.00	\$14.75	\$236.00	\$19.67	\$295.00	\$24.58	\$353.00	\$29.42	\$550.63	\$45.89	\$628.49	\$52.37
	\$600,000	\$196.00	\$16.33	\$262.00	\$21.83	\$327.00	\$27.25	\$393.00	\$32.75	\$600.69	\$50.06	\$685.63	\$57.14
	\$700,000	\$236.00	\$19.67	\$314.00	\$26.17	\$393.00	\$32.75	\$471.00	\$39.25	\$700.80	\$58.40	\$799.90	\$66.66
\$800,000	\$275.00	\$22.92	\$267.00	\$22.25	\$458.00	\$38.17	\$550.00	\$45.83	\$800.91	\$66.74	\$914.17	\$76.18	
Commercial / Industrial	\$250,000	\$102.00	\$8.50	\$136.00	\$11.33	\$170.00	\$14.17	\$204.00	\$17.00	\$500.57	\$41.71	\$571.35	\$47.61
	\$500,000	\$165.00	\$13.75	\$220.00	\$18.33	\$275.00	\$22.92	\$330.00	\$27.50	\$550.63	\$45.89	\$628.49	\$52.37
	\$750,000	\$291.00	\$24.25	\$387.00	\$32.25	\$484.00	\$40.33	\$581.00	\$48.42	\$600.69	\$50.06	\$685.63	\$57.14
	\$1,000,000	\$605.00	\$50.42	\$806.00	\$67.17	\$1,008.00	\$84.00	\$1,210.00	\$100.83	\$700.80	\$58.40	\$799.90	\$66.66
Land & Buildings													
Agricultural Homestead	\$250,000	\$39.00	\$3.25	\$52.00	\$4.33	\$65.00	\$5.42	\$79.00	\$6.58	\$92.00	\$7.67	\$137.00	\$11.42
	\$500,000	\$79.00	\$6.58	\$105.00	\$8.75	\$131.00	\$10.92	\$157.00	\$13.08	\$183.00	\$15.25	\$275.00	\$22.92
Agricultural Non-Homestead	\$250,000	\$79.00	\$6.58	\$105.00	\$8.75	\$131.00	\$10.92	\$157.00	\$13.08	\$183.00	\$15.25	\$275.00	\$22.92
	\$500,000	\$157.00	\$13.08	\$209.00	\$17.42	\$262.00	\$21.83	\$314.00	\$26.17	\$367.00	\$30.58	\$550.00	\$45.83

*Homestead land limited to first \$3,800,000 in value. All additional land taxed like Ag non-homestead land.

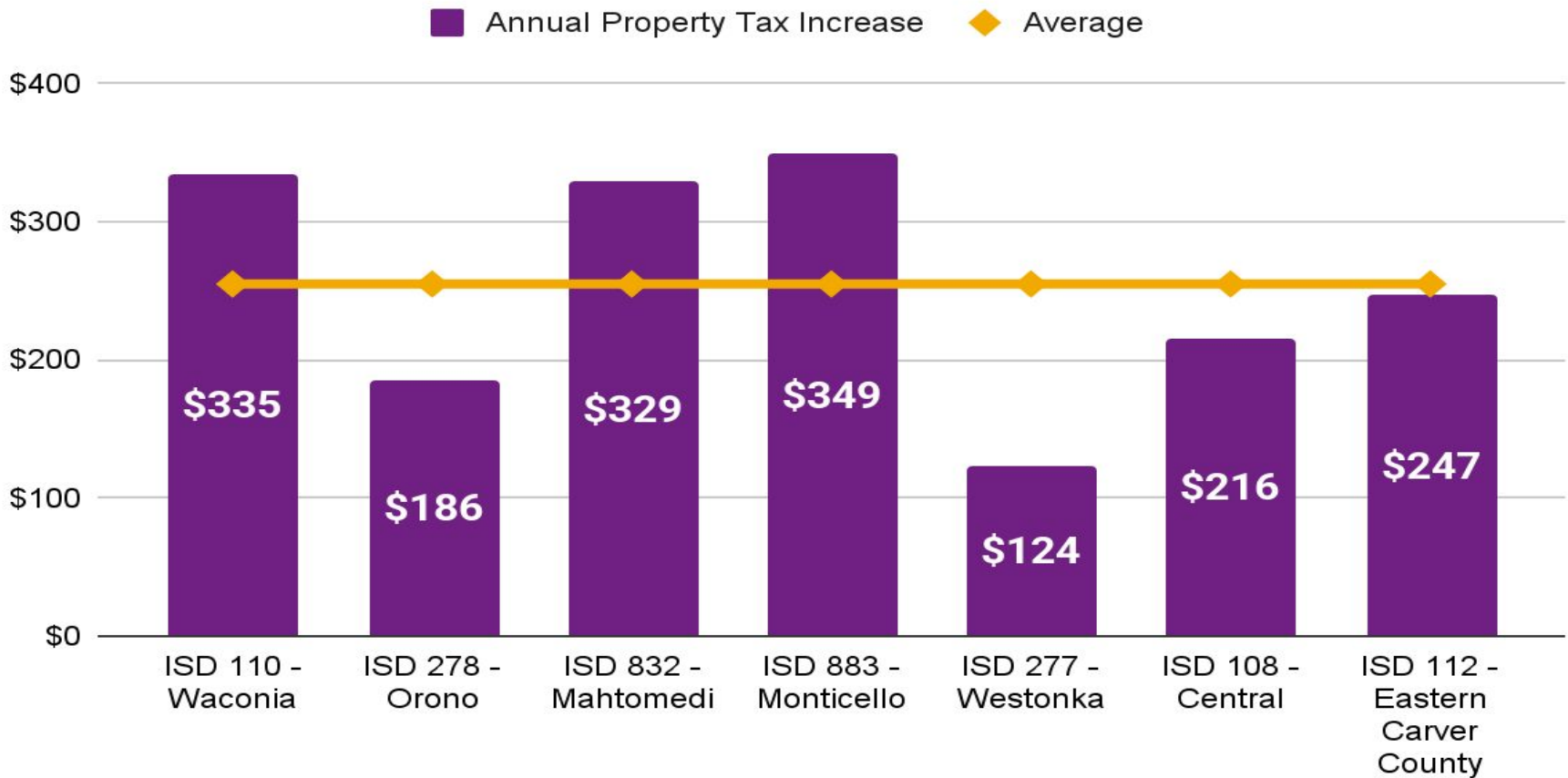


Review the Data

Taxpayer Impact District Comparisons

Operating Referendum Comparison

Tax Impact Analysis for a \$450,000 home assuming a \$710 Operating Referendum Increase per APU



Operating Referendum & Capital Projects Levy Tax Impact Comparison

Tax Impact Analysis - Operating Referendum vs. Capital Projects Levy

Date: 04/30/2025

Description	ISD 110 - Waconia		ISD 277 - Westonka		ISD 108 - Central		ISD 112 - Eastern Carver County	
	Operating Referendum	Capital Projects Levy	Operating Referendum	Capital Projects Levy	Operating Referendum	Capital Projects Levy	Operating Referendum	Capital Projects Levy
Operating Referendum (\$ per APU)	\$710		\$710		\$710		\$710	
APU	4,228		2,625		790		9,877	
Revenue	\$3,000,000	\$3,000,000	\$1,862,725	\$1,862,725	\$560,378	\$560,378	\$7,008,420	\$7,008,420
RMV (Operating) & NTC (Capital Projects) - Prelim Pay 2025	\$4,035,224,300	\$47,745,105	\$6,751,728,900	\$78,980,983	\$1,169,060,300	\$16,540,067	\$12,750,804,900	\$143,146,853
Additional Tax Rate	0.074345%	6.28%	0.027589%	2.36%	0.047934%	3.39%	0.054965%	4.90%

Property Type	Referendum Market Value (RMV)	Estimated Tax Impact				Estimated Tax Impact				Estimated Tax Impact				Estimated Tax Impact			
		Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
Residential Homestead	\$100,000	\$74	\$6.17	\$39	\$3.25	\$28	\$2.33	\$15	\$1.25	\$48	\$4.00	\$21	\$1.75	\$55	\$4.58	\$31	\$2.58
	\$200,000	\$149	\$12.42	\$108	\$9.00	\$55	\$4.58	\$40	\$3.33	\$96	\$8.00	\$58	\$4.83	\$110	\$9.17	\$84	\$7.00
	\$300,000	\$223	\$18.58	\$176	\$14.67	\$83	\$6.92	\$66	\$5.50	\$144	\$12.00	\$95	\$7.92	\$165	\$13.75	\$137	\$11.42
	\$400,000	\$297	\$24.75	\$245	\$20.42	\$110	\$9.17	\$92	\$7.67	\$192	\$16.00	\$132	\$11.00	\$220	\$18.33	\$191	\$15.92
	\$450,000	\$335	\$27.92	\$279	\$23.25	\$124	\$10.33	\$105	\$8.75	\$216	\$18.00	\$150	\$12.50	\$247	\$20.58	\$217	\$18.08
	\$500,000	\$372	\$31.00	\$313	\$26.08	\$138	\$11.50	\$118	\$9.83	\$240	\$20.00	\$169	\$14.08	\$275	\$22.92	\$244	\$20.33
	\$600,000	\$446	\$37.17	\$393	\$32.75	\$166	\$13.83	\$147	\$12.25	\$288	\$24.00	\$212	\$17.67	\$330	\$27.50	\$306	\$25.50
	\$800,000	\$595	\$49.58	\$550	\$45.83	\$221	\$18.42	\$206	\$17.17	\$383	\$31.92	\$296	\$24.67	\$440	\$36.67	\$428	\$35.67
	\$1,000,000	\$743	\$61.92	\$707	\$58.92	\$276	\$23.00	\$265	\$22.08	\$479	\$39.92	\$381	\$31.75	\$550	\$45.83	\$551	\$45.92
	\$1,200,000	\$892	\$74.33	\$864	\$72.00	\$331	\$27.58	\$324	\$27.00	\$575	\$47.92	\$466	\$38.83	\$660	\$55.00	\$673	\$56.08

Commercial / Industrial	\$250,000	\$186	\$15.50	\$267	\$22.25	\$69	\$5.75	\$100	\$8.33	\$120	\$10.00	\$144	\$12.00	\$137	\$11.42	\$208	\$17.33
	\$500,000	\$372	\$31.00	\$581	\$48.42	\$138	\$11.50	\$218	\$18.17	\$240	\$20.00	\$313	\$26.08	\$275	\$22.92	\$453	\$37.75
	\$750,000	\$558	\$46.50	\$895	\$74.58	\$207	\$17.25	\$336	\$28.00	\$360	\$30.00	\$483	\$40.25	\$412	\$34.33	\$698	\$58.17
	\$1,000,000	\$743	\$61.92	\$1,210	\$100.83	\$276	\$23.00	\$454	\$37.83	\$479	\$39.92	\$652	\$54.33	\$550	\$45.83	\$942	\$78.50

		Land & Buildings															
Agricultural Homestead	\$250,000	\$0	\$0.00	\$79	\$6.58	\$0	\$0.00	\$29	\$2.42	\$0	\$0.00	\$42	\$3.50	\$0	\$0.00	\$61	\$5.08
	\$500,000	\$0	\$0.00	\$157	\$13.08	\$0	\$0.00	\$59	\$4.92	\$0	\$0.00	\$85	\$7.08	\$0	\$0.00	\$122	\$10.17

Agricultural Non- Homestead	\$250,000	\$0	\$0.00	\$157	\$13.08	\$0	\$0.00	\$59	\$4.92	\$0	\$0.00	\$85	\$7.08	\$0	\$0.00	\$122	\$10.17
	\$500,000	\$0	\$0.00	\$314	\$26.17	\$0	\$0.00	\$118	\$9.83	\$0	\$0.00	\$169	\$14.08	\$0	\$0.00	\$245	\$20.42

Operating Referendum & Capital Projects Levy Tax Impact Comparison

Tax Impact Analysis - Operating Referendum vs. Capital Projects Levy

Date: 04/30/2025

Description	ISD 110 - Waconia		ISD 278 - Orono		ISD 832 - Mahtomedi		ISD 882 - Monticello	
	Operating Referendum	Capital Projects Levy	Operating Referendum	Capital Projects Levy	Operating Referendum	Capital Projects Levy	Operating Referendum	Capital Projects Levy
Operating Referendum (\$ per APU)	\$710		\$710		\$710		\$710	
APU	4,228		3,329		3,419		4,453	
Revenue	\$3,000,000	\$3,000,000	\$2,363,320	\$2,363,320	\$2,427,632	\$2,427,632	\$3,161,630	\$3,161,630
RMV (Operating) & NTC (Capital Projects) - Prelim Pay 2025	\$4,035,224,300	\$47,745,105	\$5,710,075,700	\$69,541,864	\$3,323,097,800	\$38,217,876	\$4,075,733,708	\$54,182,943
Additional Tax Rate	0.074345%	6.28%	0.041389%	3.40%	0.073053%	6.35%	0.077572%	5.84%

Property Type	Referendum Market Value (RMV)	Estimated Tax Impact				Estimated Tax Impact				Estimated Tax Impact				Estimated Tax Impact			
		Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly	Annual	Monthly
Residential Homestead	\$100,000	\$74	\$6.17	\$39	\$3.25	\$41	\$3.42	\$21	\$1.75	\$73	\$6.08	\$40	\$3.33	\$78	\$6.50	\$36	\$3.00
	\$200,000	\$149	\$12.42	\$108	\$9.00	\$83	\$6.92	\$58	\$4.83	\$146	\$12.17	\$109	\$9.08	\$155	\$12.92	\$100	\$8.33
	\$300,000	\$223	\$18.58	\$176	\$14.67	\$124	\$10.33	\$95	\$7.92	\$219	\$18.25	\$178	\$14.83	\$233	\$19.42	\$164	\$13.67
	\$400,000	\$297	\$24.75	\$245	\$20.42	\$166	\$13.83	\$132	\$11.00	\$292	\$24.33	\$247	\$20.58	\$310	\$25.83	\$227	\$18.92
	\$450,000	\$335	\$27.92	\$279	\$23.25	\$186	\$15.50	\$151	\$12.58	\$329	\$27.42	\$282	\$23.50	\$349	\$29.08	\$259	\$21.58
	\$500,000	\$372	\$31.00	\$313	\$26.08	\$207	\$17.25	\$169	\$14.08	\$365	\$30.42	\$317	\$26.42	\$388	\$32.33	\$291	\$24.25
	\$600,000	\$446	\$37.17	\$393	\$32.75	\$248	\$20.67	\$212	\$17.67	\$438	\$36.50	\$397	\$33.08	\$465	\$38.75	\$365	\$30.42
	\$800,000	\$595	\$49.58	\$550	\$45.83	\$331	\$27.58	\$297	\$24.75	\$584	\$48.67	\$556	\$46.33	\$621	\$51.75	\$511	\$42.58
	\$1,000,000	\$743	\$61.92	\$707	\$58.92	\$414	\$34.50	\$382	\$31.83	\$731	\$60.92	\$715	\$59.58	\$776	\$64.67	\$656	\$54.67
	\$1,200,000	\$892	\$74.33	\$864	\$72.00	\$497	\$41.42	\$467	\$38.92	\$877	\$73.08	\$873	\$72.75	\$931	\$77.58	\$802	\$66.83

Commercial / Industrial	\$250,000	\$186	\$15.50	\$267	\$22.25	\$103	\$8.58	\$144	\$12.00	\$183	\$15.25	\$270	\$22.50	\$194	\$16.17	\$248	\$20.67
	\$500,000	\$372	\$31.00	\$581	\$48.42	\$207	\$17.25	\$314	\$26.17	\$365	\$30.42	\$588	\$49.00	\$388	\$32.33	\$540	\$45.00
	\$750,000	\$558	\$46.50	\$895	\$74.58	\$310	\$25.83	\$484	\$40.33	\$548	\$45.67	\$905	\$75.42	\$582	\$48.50	\$832	\$69.33
	\$1,000,000	\$743	\$61.92	\$1,210	\$100.83	\$414	\$34.50	\$654	\$54.50	\$731	\$60.92	\$1,223	\$101.92	\$776	\$64.67	\$1,123	\$93.58

		Land & Buildings															
Agricultural Homestead	\$250,000	\$0	\$0.00	\$79	\$6.58	\$0	\$0.00	\$42	\$3.50	\$0	\$0.00	\$79	\$6.58	\$0	\$0.00	\$73	\$6.08
	\$500,000	\$0	\$0.00	\$157	\$13.08	\$0	\$0.00	\$85	\$7.08	\$0	\$0.00	\$159	\$13.25	\$0	\$0.00	\$146	\$12.17

Agricultural Non-Homestead	\$250,000	\$0	\$0.00	\$157	\$13.08	\$0	\$0.00	\$85	\$7.08	\$0	\$0.00	\$159	\$13.25	\$0	\$0.00	\$146	\$12.17
	\$500,000	\$0	\$0.00	\$314	\$26.17	\$0	\$0.00	\$170	\$14.17	\$0	\$0.00	\$318	\$26.50	\$0	\$0.00	\$292	\$24.33



Questions & Discussion

5. **ACTION ITEMS**

5.A. Direct District Administration to Initiate
Planning for Fall Operating Levy Referendum

5.B. Employee Work Agreements SY25-26 and SY26-27

Presenter: Pam
Carman, Director of
Finance and Facilities

We are pleased to recommend the following changes to the **Administrative Support Professionals** work agreement for the 2025-26 and 2026-27 school years. Please find below details of the changes.

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase: Pay Rate Increase:

- **Details:**
 - 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

2026-2027 - Changes effective July 1, 2026

1. Rate Increase:

- **Details:**
 - 5% salary schedule increase, One step for eligible employees
 - Employees who are eligible for a step increase will receive a step halfway through the 2026-2027 plan year if they started working on or prior to December 31, 2023.

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. 403(b) Matching:

- **Details:** \$25 increase to all levels of both the 403(b) and the HRA Plan schedules

4. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

We value the dedication and contributions of our Administrative Support Professionals to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Community Education Kids' Company Leads, Site Leads, and 1:1 Assistants** work agreement for the 2025-26 school year. Please find below details of the changes. *Please note, this is a one-year contract.*

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:** 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

We value the dedication and contributions of our Community Education Kids' Company Leads, Site Leads, and 1:1 Assistants employees to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Community Education Secretary/Clerical** work agreement for the 2025-26 and 2026-27 school years. Please find below details of the changes.

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:** 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

2026-2027 - Changes effective July 1, 2026

1. Rate Increase:

- **Details:**
 - 5% salary schedule increase, One step for eligible employees
 - Employees who are eligible for a step increase will receive a step halfway through the 2026-2027 plan year if they started working on or prior to December 31, 2023.

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. 403(b) Matching:

- **Details:** \$50 increase to all levels of the 403(b) Plan schedule

4. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

We value the dedication and contributions of our Community Education Secretary/Clerical employees to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Community Education Supervisors and Coordinators** work agreement for the 2025-26 and 2026-27 school years. Please find below details of the changes.

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:**
 - **Coordinators** 5% salary schedule increase, One step for eligible employees
 - **Supervisors** 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

2026-2027 - Changes effective July 1, 2026

1. Rate Increase:

- **Details:**
 - 5% salary schedule increase, One step for eligible employees
 - **Supervisors:** Employees are eligible for a step halfway through the 2026-2027 plan year if they started working on or prior to December 31, 2023.

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. 403(b) Matching:

- **Details:** \$100 increase to all levels of the 403(b) Plan schedule

4. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

We value the dedication and contributions of our Community Education Supervisors and Coordinators employees to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Confidential** work agreement for the 2025-26 and 2026-27 school years. Please find below details of the changes.

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:** 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

2026-2027 - Changes effective July 1, 2026

1. Rate Increase:

- **Details:**
 - 5% salary schedule increase, One step for eligible employees
 - Employees who are eligible for a step increase will receive a step halfway through the 2026-2027 plan year if they started working on or prior to December 31, 2023.

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. 403(b) Matching:

- **Details:** \$25 increase to all levels of both the 403(b) and the HRA Plan schedules

4. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

We value the dedication and contributions of our Confidential employees to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Unaffiliated 9-Month** work agreement for the 2025-26 and 2026-27 school years. Please find below details of the changes.

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:** 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

2026-2027 - Changes effective July 1, 2026

1. Rate Increase:

- **Details:**
 - 5% salary schedule increase, One step for eligible employees
 - Employees who are eligible for a step increase will receive a step halfway through the 2026-2027 plan year if they started working on or prior to December 31, 2023.

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. 403(b) Matching:

- **Details:** \$50 increase to all levels of the 403(b) Plan schedule

We value the dedication and contributions of our Unaffiliated 9-Month employees to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Unaffiliated Technology** work agreement for the 2025-26 and 2026-27 school years. Please find below details of the changes.

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:** 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

2026-2027 - Changes effective July 1, 2026

1. Rate Increase:

- **Details:**
 - 5% salary schedule increase, One step for eligible employees
 - Employees who are eligible for a step increase will receive a step halfway through the 2026-2027 plan year if they started working on or prior to December 31, 2023.

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. 403(b) Matching:

- **Details:** \$50 increase to all levels of the 403(b) Plan schedule

4. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

We value the dedication and contributions of our Unaffiliated Technology employees to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Unaffiliated Supervisors and Coordinators** work agreement for the 2025-26 and 2026-27 school years. Please find below details of the changes.

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:** 3% salary schedule increase, One step for eligible employees

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

2026-2027 - Changes effective July 1, 2026

1. Rate Increase:

- **Details:**
 - 5% salary schedule increase, One step for eligible employees
 - Employees who are eligible for a step increase will receive a step halfway through the 2026-2027 plan year if they started working on or prior to December 31, 2023.

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. 403(b) Matching:

- **Details:** \$100 increase to all levels of the 403(b) Plan schedule

4. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

We value the dedication and contributions of our Unaffiliated Supervisors and Coordinators to Waconia Public Schools and hope these updates reflect our commitment to them.

We are pleased to recommend the following changes to the **Unaffiliated Directors and Managers** work agreement for the 2025-26 school year. Please find below details of the changes. *Please note, this is a one year contract.*

2025-2026 - Changes effective July 1, 2025

1. Pay Rate Increase:

- **Details:** 3% salary schedule increase

2. Insurance Benefit:

- **Details:** 10% increase to District's insurance premium contribution

3. Holidays:

- **Details:** Juneteenth will replace the paid holiday in March/April.

We value the dedication and contributions of our Unaffiliated Directors and Managers to Waconia Public Schools and hope these updates reflect our commitment to them.



MEMORANDUM

TO: ISD 110 School Board

FROM: Dr. Brian Gersich, Superintendent

DATE: June 9, 2025

SUBJECT: Recommendation to Correct Salary Projected for Director of Education Services

Introduction:

The purpose of this memo is to provide supporting data and rationale for the recommendation for a salary correction of the Director of Education Services Position, currently held by Erika Nesvig. In short, it is my belief that during the transition in this position from the previous Director of Teaching and Learning to the current director, we should have established an initial salary by monitoring the previous and similar changes to Director positions in ISD 110.

Historical Context:

When I was hired as superintendent for ISD 110 in the spring of 2022, the initial question of the board was whether the Director of Teaching and Learning position should be filled or if that position should be vacant for the year. During a work session, I asked the Board for permission to keep the position as an interim Director of Teaching and Learning, which would allow me time to better understand our system and make decisions and determinations later about the future of the position. This request was granted, and an interim position was filled from internal candidates. Later, during the budget adjustment process in the spring of 2023, the resulting changes had an adjustment in district-level positions and responsibilities, but largely kept this Director position intact, albeit with a different title and additional responsibilities.

Data and Rationale:

In the 2021-22 school year, the Salary for the previous Director of Teaching and Learning was \$144,237. However, once the interim Director was hired for the 2022-2023 school year, the salary for the position was lowered, commensurate with the interim status of the position. The interim Director's salary was set at \$134,237. Once the position was revamped and established as the Director of Education Services, the new salary for the position did not take into account the historical wage of the non-interim position. Instead, it was set more in line with the interim at \$135,000. Our current Director, Erika Nesvig, has proven an incredibly valuable member of our team, and we want to ensure she is fairly compensated.

Proposal:

Given these discrepancies, I recommend establishing the 2025-26 salary for the Director of Education services by mapping out the past salary of the position and what it would have been if it had followed the same patterned increases as other directors, as outlined in the table below.

School Year	Salary reflective of changes
2021-2022 (baseline)	\$144,237
2022-2023 (2.25%)	\$147,482
2023-2024 (no change to base)	\$147,482
2024-2025 (no change to base)	\$147,482
2025-2026 (3% patterned)	\$151,906

Note: I recommend setting the 2025-2026 salary for the Director of Education Services at \$151,906, consistent with historical salary patterns and peer director roles. The adjustment would begin with the 2025-2026 contract year and would not be retroactive.

5.C. Authorization to Proceed with Security
Equipment Purchases

Presenter: Pam
Carman, Director of
Finance and
Operations



MEMORANDUM

TO: ISD 110 School Board

FROM: Pam Carman, Director of Finance and Operations
ISD 110 Safety & Security Committee

DATE: June 9, 2025

SUBJECT: Authorization to Proceed with Security Equipment Purchases

Overview

This memo requests Board approval to proceed with key safety and security investments aligned with the recommendations of the Safety & Security Committee. These investments, to be implemented across FY25 and FY26, will be made in partnership with Alpha Wireless. The expenditures will be fully covered by annual Safe Schools revenue, with no impact to the district's restricted fund balance. Revenue and expenses will be aligned annually to ensure fiscal responsibility and transparency.

Recommended Vendor

Alpha Wireless has been identified as the preferred vendor based on prior service, product alignment, and quote comparisons. In accordance with Board Policy 724 (Purchasing), a minimum of two quotes have been obtained and attached to this memo prior to final procurement.

FY25 Investments – Total: \$85,730

- **Camera Server Replacement – \$45,730**
Replace the aging server at Waconia High School to ensure reliable and secure surveillance system performance.
- **Districtwide Walkie Talkie Infrastructure – \$25,000**
Includes expansion of radio coverage via a repeater on Ridgeview Medical Center to enhance communication for daily operations and emergency response.
- **Security Camera Upgrades – \$15,000**
Improve or replace priority cameras at school sites identified as outdated or underperforming.
- **Card Readers – \$32,000**
Funding through Food Service (Fund 02), Community Education (Fund 04), General Fund (Fund 01) and Safari Island covered by the City of Waconia.

FY26 Investments – Total: \$85,000

- **Continued Camera and Walkie Talkie Upgrades – \$40,000**
Phase II enhancements based on emerging needs and site priorities.
- **Contingency Reserve – \$45,000**
To be allocated by the Safety & Security Committee in spring 2026 for emerging safety priorities.

Attachments:

- Memo from Safety & Security Committee, dated 5-7-25
- Memo to Finance Committee, dated 5-12-25
- Quotes from Alpha Wireless and DSC Communications

Request for Action

We respectfully request the Board authorize the administration to proceed with the outlined purchases in partnership with Alpha Wireless. These safety investments are critical to strengthening site security and communication systems across ISD 110.

Camera



Please review the following quote

Camera Additions

Quote # SH008158
Version 1

Prepared for:

Waconia Public Schools

Tim Bisek
tbisek@isd110.org



Indoor Cameras

Description	Price	Qty	Ext. Price
Camera 12MP Fisheye Dome Analytics IR Illuminator	\$1,205.00	2	\$2,410.00
Camera 5.0 MP; WDR; LightCatcher; Day/Night; Outdoor Dome; 3.4-10.5mm f/1.6; Integrated IR	\$685.00	2	\$1,370.00
Subtotal:			\$3,780.00

H5A Multisensor Cameras

Description	Price	Qty	Ext. Price
License ACC 7 Enterprise Edition	\$275.00	7	\$1,925.00
Camera Avigilon H5A Multisensor 24MP Camera Module 3.3-5.7mm 5 year warranty	\$2,195.00	3	\$6,585.00
Corner Mount Hardware Avigilon H5	\$140.00	3	\$420.00
Wall mount pendant H5A Multisensor	\$128.00	3	\$384.00
Pendant Mount Adapter H5A Multisensor	\$180.00	3	\$540.00
Dome Bubble and cover H5A Multisensor	\$180.00	3	\$540.00
Subtotal:			\$10,394.00

Services

Description	Price	Qty	Ext. Price
Installation Installation of the following: Staging, Mounting and installation of 3 MultiSensor Cameras, 2 Fisheye Cameras and 2 Indoor Dome Cameras NOTE: Cat5 Cabling to be provided by school.	\$2,100.00	1	\$2,100.00
Truck Charge	\$47.00	2	\$94.00
Misc Hardware Fittings & Consumables	\$300.00	1	\$300.00
Shipping and Handling	\$250.00	1	\$250.00
Subtotal:			\$2,744.00



Camera Additions

Prepared by:

2 - St. Cloud

Steve Hamski
(715) 947-2026
Fax 320-259-5997
shamski@dsccommunications.com

Prepared for:

Waconia Public Schools

,
Tim Bisek
tbisek@isd110.org

Quote Information:

Quote #: SH008158

Version: 1
Delivery Date: 06/03/2025
Expiration Date: 07/01/2025

Quote Summary

Description	Amount
Indoor Cameras	\$3,780.00
H5A Multisensor Cameras	\$10,394.00
Services	\$2,744.00
Total: \$16,918.00	

Taxes, shipping, handling and other fees may apply. 3% Processing Fee will be accessed on all credit card transactions. Any price quoted for a product is subject to market change, supply disruption, adjustments to foreign exchange rates, and tax reforms, among other causes. We reserve the right to cancel orders arising from pricing or other errors.



Clarifications & Exclusions - Quotes

General Work Terms:

1. All work will be performed during normal business hours - *Monday through Friday, 8:00am to 5:00pm* - unless otherwise agreed upon by both parties.
2. Customer will maintain a clean, safe, and efficient work environment.
3. Permits and associated fees are not included in DSC Communications' proposal pricing.
4. Customer will provide a secured area to store/stage project-related materials.
5. Customer acknowledges that supply-chain and shipping difficulties may result in unavoidable delays/cost increases. Customer agrees to provide DSC with reasonable extensions of time and DSC agrees to make efforts to avoid or minimize delays. Customer further acknowledges that these difficulties may result in increases to DSC's quoted pricing. Customer agrees to pay any increases.
6. Changes to scope of work, or departures from initial planning that arise during or after deployment, may be assessed by DSC as a change-order and invoiced appropriately.
7. Returns may be subject to a restocking fee.

Customer Responsibilities:


1. Customer will provide current blueprints/floor plans for identification of cabling routes.
2. Where installations use customer-premise wiring or the wiring/cabling is installed by others, all wiring shall be properly installed, free from defects, and capable of supporting the new equipment. Time and materials used to troubleshoot and repair wiring issues may be considered beyond scope and subject to invoicing.
3. Project Manager(s): Customer shall assign project manager(s) to make decisions for equipment installation and placement.
4. Network/Technology Manager: Due to the complexity of network integration practices and security policies, someone empowered to make customer-premise network decisions and verifications must be assigned, and available to the technicians on-site.

Exclusions (unless otherwise specifically stated in proposal):

- Electrical work to panels, breakers, or electrical outlets.
- Installation conduit or cable raceway.
- Rental/provision of aerial lifts or scaffolding.
- Interconnections to other devices (such as burglar alarm or fire annunciator panels).
- Vertical or horizontal core drilling holes exceeding 3/4" in diameter or 12" in depth.
- Removal of old wiring or devices.
- Application Programming Interface (API) integration to other network devices.
- Customer-premise network reconfigurations to routers, switches, firewalls, etc.
- Replacement of ceiling tiles, millwork, paint, or other finishing/fine detail that may be disturbed during the normal course of work.

2 - St. Cloud

Waconia Public Schools

Signature: 
Name: Steve Hamski
Title: _____
Date: 06/03/2025

Signature: _____
Name: Tim Bisek
Date: _____

Phone:

Email:

donnier@alpha-wireless.com

Web:

www.alpha-wireless.com

Camera

We have prepared a quote for you

Avigilon Cameras

Quote # 007188
Version 1

Prepared for:

Waconia Public Schools

Tim Bisek
tbisek@isd110.org



Phone:

Email: donnier@alpha-wireless.com

Web: www.alpha-wireless.com

Products

Description	Price	Qty	Ext. Price
Avigilon ACC 7 Enterprise camera channel	\$246.64	7	\$1,726.48
Avigilon H5A Multisensor 24MP Camera Module 3.3-5.7mm, provides up to 270 degree camera coverage, 5 yr factory warranty.	\$2,039.23	3	\$6,117.69
Outdoor pendant mount adapter	\$153.29	3	\$459.87
Dome bubble and cover; for outdoor surface mount or pendant mount; clear	\$153.29	3	\$459.87
CORNER MNT FOR LRGE PENDT WLMT-1001	\$111.54	3	\$334.62
Wall Mount for large pendant camera	\$93.32	3	\$279.96
Avigilon 12MP Fishey, 360 pano camera, 5 yr factory warranty.	\$1,076.92	2	\$2,153.84
Avigilon 5MP H6SL Indoor IR Dome Camera with 3.4-10.5mm Lens, 5 yr factory warranty.	\$612.91	2	\$1,225.82
Miscellaneous Parts / hardware	\$200.00	1	\$200.00
Installation/setup/configuration of cameras.	\$1,785.00	1	\$1,785.00
Shipping/Freight	\$250.00	1	\$250.00
School will provide and install Cat6 from each camera location back to Network closet/PoE+ switch.			
Subtotal:			\$14,993.15



Phone:
 Email: donnier@alpha-wireless.com
 Web: www.alpha-wireless.com

Avigilon Cameras



Prepared by:
Mankato
 Donnie Rooney
 800-967-1778
donnier@alpha-wireless.com

Prepared for:
Waconia Public Schools
 512 Industrial Blvd
 Waconia, MN 55387
 Tim Bisek
 (320) 510-0027
tbisek@isd110.org

Quote Information:
Quote #: 007188
 Version: 1
 Delivery Date: 06/03/2025
 Expiration Date: 06/20/2025

Quote Summary

Description	Amount
Products	\$14,993.15
Total:	\$14,993.15

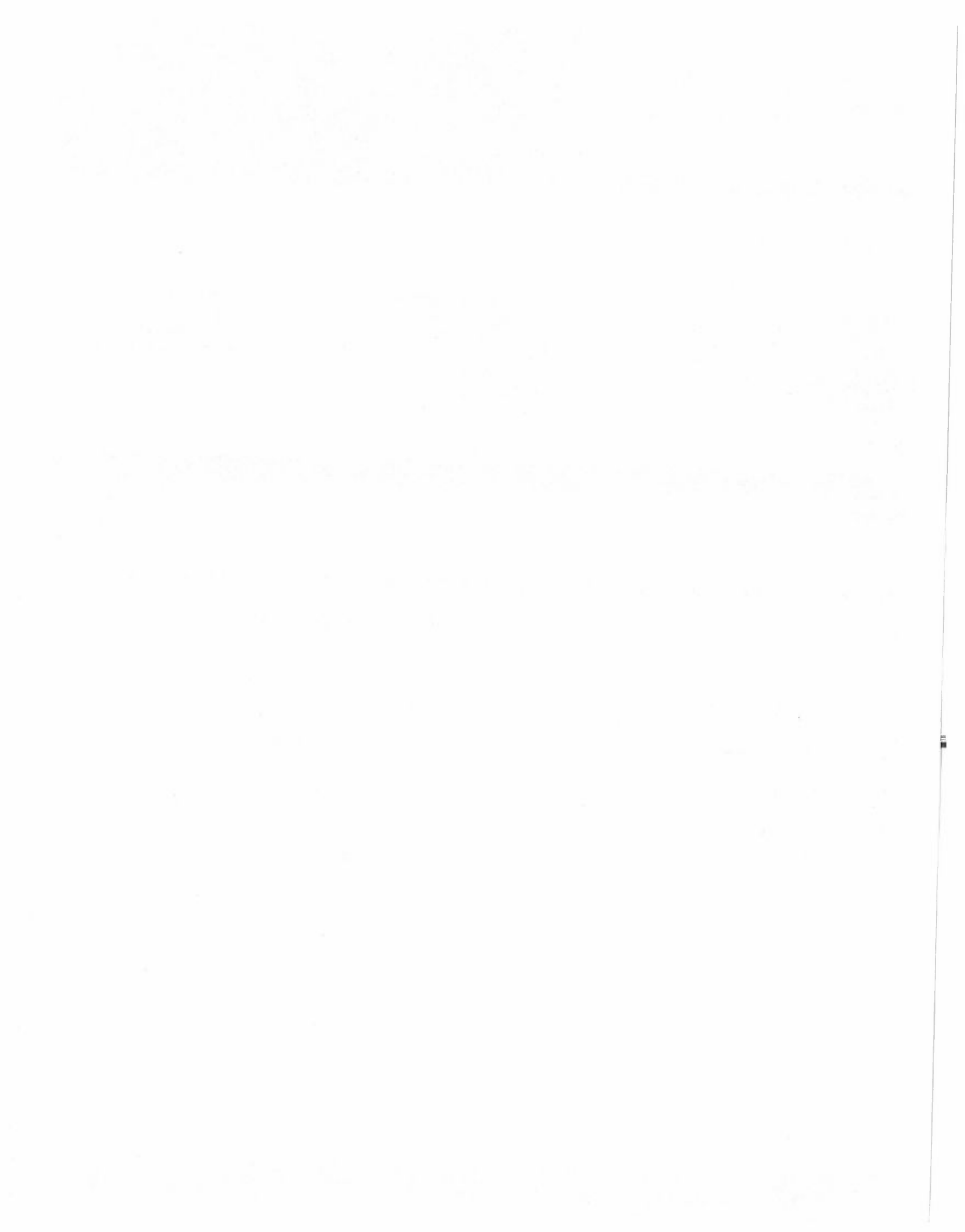
Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Mankato

Signature: *Donnie Rooney*
 Name: Donnie Rooney
 Title: President
 Date: 06/03/2025

Waconia Public Schools

Signature: _____
 Name: Tim Bisek
 Date: _____





Please review the following quote

Access Control Addition

Quote # SH008157
Version 1

Prepared for:

Waconia Public Schools

Tim Bisek
tbisek@isd110.org



- Product

Description	Price	Qty	Ext. Price
ACM 6 Software	\$2,895.00	1	\$2,895.00
MP1501 Controller POE+	\$979.00	5	\$4,895.00
Reader Mullion Mount	\$280.00	5	\$1,400.00
Power Supply 12V	\$515.00	5	\$2,575.00
Installation Installation of the following: 5 Access Control Door addition. Includes: Staging and installation, door modifications and power supplies. Door modifications to be done by others. NOTE: Cat5 Cabling to be provided by school.	\$17,985.00	1	\$17,985.00
Truck Charge	\$47.00	2	\$94.00
Misc Hardware Fittings & Consumables	\$550.00	1	\$550.00

Subtotal: \$30,394.00



Access Control Addition

Prepared by:

2 - St. Cloud

Steve Hamski
(715) 947-2026
Fax 320-259-5997

shamski@dsccommunications.com

Prepared for:

Waconia Public Schools

,
Tim Bisek

tbisek@isd110.org

Quote Information:

Quote #: SH008157

Version: 1
Delivery Date: 06/03/2025
Expiration Date: 07/01/2025

Quote Summary

Description	Amount
- Product	\$30,394.00
Subtotal:	\$30,394.00
Shipping:	\$150.00
Total:	\$30,544.00

Taxes, shipping, handling and other fees may apply. 3% Processing Fee will be assessed on all credit card transactions. Any price quoted for a product is subject to market change, supply disruption, adjustments to foreign exchange rates, and tax reforms, among other causes. We reserve the right to cancel orders arising from pricing or other errors.



Clarifications & Exclusions - Quotes

General Work Terms:

1. All work will be performed during normal business hours - *Monday through Friday, 8:00am to 5:00pm* - unless otherwise agreed upon by both parties.
2. Customer will maintain a clean, safe, and efficient work environment.
3. Permits and associated fees are not included in DSC Communications' proposal pricing.
4. Customer will provide a secured area to store/stage project-related materials.
5. Customer acknowledges that supply-chain and shipping difficulties may result in unavoidable delays/cost increases. Customer agrees to provide DSC with reasonable extensions of time and DSC agrees to make efforts to avoid or minimize delays. Customer further acknowledges that these difficulties may result in increases to DSC's quoted pricing. Customer agrees to pay any increases.
6. Changes to scope of work, or departures from initial planning that arise during or after deployment, may be assessed by DSC as a change-order and invoiced appropriately.
7. Returns may be subject to a restocking fee.

Customer Responsibilities:


1. Customer will provide current blueprints/floor plans for identification of cabling routes.
2. Where installations use customer-premise wiring or the wiring/cabling is installed by others, all wiring shall be properly installed, free from defects, and capable of supporting the new equipment. Time and materials used to troubleshoot and repair wiring issues may be considered beyond scope and subject to invoicing.
3. Project Manager(s): Customer shall assign project manager(s) to make decisions for equipment installation and placement.
4. Network/Technology Manager: Due to the complexity of network integration practices and security policies, someone empowered to make customer-premise network decisions and verifications must be assigned, and available to the technicians on-site.

Exclusions (unless otherwise specifically stated in proposal):

- Electrical work to panels, breakers, or electrical outlets.
- Installation conduit or cable raceway.
- Rental/provision of aerial lifts or scaffolding.
- Interconnections to other devices (such as burglar alarm or fire annunciator panels).
- Vertical or horizontal core drilling holes exceeding 3/4" in diameter or 12" in depth.
- Removal of old wiring or devices.
- Application Programming Interface (API) integration to other network devices.
- Customer-premise network reconfigurations to routers, switches, firewalls, etc.
- Replacement of ceiling tiles, millwork, paint, or other finishing/fine detail that may be disturbed during the normal course of work.

2 - St. Cloud

Waconia Public Schools

Signature: 
Name: Steve Hamski
Title: _____
Date: 06/03/2025

Signature: _____
Name: Tim Bisek
Date: _____

Phone:

Email:

donnier@alpha-wireless.com

Web:

www.alpha-wireless.com

Card Readers

We have prepared a quote for you

Loading Dock (Qty 5) Readers

Quote # 006951
Version 1

Prepared for:

Waconia Public Schools

Tim Bisek
tbisek@isd110.org



Phone:
 Email: donnier@alpha-wireless.com
 Web: www.alpha-wireless.com

Door Access

Description	Price	Qty	Ext. Price
Access Control Manager 6 16 Reader Count Software	\$2,550.00	1	\$2,550.00
Omniprox Mullion Reader	\$267.45	5	\$1,337.25
MP1501 INTELLIGENT CONTROLLER WITH POE+ (1 DOOR, 2 READERS,	\$975.00	5	\$4,875.00
Miscellaneous Parts - 5 power supplies, parts	\$2,700.00	1	\$2,700.00
Installation/setup/configuration of 5 readers/power supplies to existing ACM server.	\$6,240.00	1	\$6,240.00
Subcontracted Labor - Square Konstruktion - door hardware for 5 doors.	\$10,200.00	1	\$10,200.00
Shipping/Freight	\$125.00	1	\$125.00
School will run Ethernet Cable from panel back to network switch and provide AC 110 power.			
Subtotal:			\$28,027.25



Phone:
 Email: donnier@alpha-wireless.com
 Web: www.alpha-wireless.com

Loading Dock (Qty 5) Readers



Prepared by:
Mankato
 Donnie Rooney
 800-967-1778
donnier@alpha-wireless.com

Prepared for:
Waconia Public Schools
 512 Industrial Blvd
 Waconia, MN 55387
 Tim Bisek
 (320) 510-0027
tbisek@isd110.org

Quote Information:
Quote #: 006951
 Version: 1
 Delivery Date: 04/29/2025
 Expiration Date: 05/23/2025

Quote Summary

Description	Amount
Door Access	\$28,027.25
Total:	\$28,027.25

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Mankato

Signature: *Donnie Rooney*
 Name: Donnie Rooney
 Title: President
 Date: 04/29/2025

Waconia Public Schools

Signature: _____
 Name: Tim Bisek
 Date: _____





Walkie Talkie

Motorola Radio System

Prepared For

Waconia Public Schools
Tim Bisek

This quote has not been approved.
Please review and sign below.

Quote #: SV008

Prepared By

Scott Visger
Client Strategy
Direct: (715)
svisger@dsccommunications.com

1. Your Proposal

Download and review your PDF document here:



Comments or questions

If you have any comments or questions about this quote, please enter them here and submit. Your feedback will be logged and emailed to svisger@dsccommunications.com

2. Review and Select Your Options

Your Available Options

Motorola IP Site Connect

Motorola R5

Services

Quote Summary	One-Time
<input checked="" type="checkbox"/> Motorola IP Site Connect Subtotal	\$14,620.00
<input checked="" type="checkbox"/> Motorola R5 Subtotal	\$11,643.00
<input checked="" type="checkbox"/> Services Subtotal	\$13,150.00
Subtotal	\$39,413.00
Shipping	\$120.00
Total Amount	\$39,533.00

Update Options

Submit Question / Comment

3. Approval

Taxes, shipping, handling and other fees may apply. 3% Processing Fee will be assessed on all credit card transactions. Any price quoted for a product is subject to market change, supply disruption, adjustments to foreign exchange rates, and tax reforms, among other causes. We reserve the right to cancel orders arising from pricing or other errors.

I accept the above conditions

E-Signature

Your Initials:

Your Email Address:

Purchase Order Number:

Sign Here

X

Clear Signature

Please fill out the required fields above and check 'I accept the above conditions'

Accept Order

 This page was created using online quoting technology by ConnectWise, LLC. © 2023

Phone:

Email:

donnier@alpha-wireless.com

Web:

www.alpha-wireless.com

Walkie Talkie

We have prepared a quote for you.

Motorola Digital Radio System Quote

Quote # 005338
Version 1

Prepared for:

Waconia Public Schools

Tim Bisek
tbisek@isd110.org



Phone:
 Email: donnier@alpha-wireless.com
 Web: www.alpha-wireless.com

Repeater - Hospital

Description	Price	Qty	Ext. Price
Miscellaneous Parts - UHF antenna, coax, connectors, grounding, surge arrestor, various install parts.	\$3,875.00	1	\$3,875.00
Installation of UHF antenna on Ridgeview Hospital's tower, re-location of existing SLR5700 repeater to radio room located at Ridgeview.	\$3,500.00	1	\$3,500.00
<p>Existing Motrola SLR5700 repeater will be moved from Bayview Elem to Ridgeview Hospital. Hospital has agreed to allow the school to install a UHF antenna on their radio tower and locate the repeater in their radio room.</p> <p>This quote is a single repeater / single site radio system. Suggesting that we install the antenna system and repeater at the Hospital and perform radio testing to determine coverage. From there next steps can be determined if one repeater will cover the district or if multiple repeaters are needed (see IP Site Connect quote).</p>			
Subtotal:			\$7,375.00

BPR50dX

Description	Price	Qty	Ext. Price
Motorola BPR50dX UHF portable, 2 yr warranty. Radio, antenna, charger, belt clip, battery. Radios are digital ready.	\$315.00	35	\$11,025.00
Programming (MinVI, Commercial Series, Legacy)	\$30.00	35	\$1,050.00
Alpha Wireless Instant Rebate	(\$30.00)	35	(\$1,050.00)
Subtotal:			\$11,025.00



Phone:
 Email: donnier@alpha-wireless.com
 Web: www.alpha-wireless.com

Motorola Digital Radio System Quote



Prepared by:
Mankato
 Donnie Rooney
 800-967-1778
donnier@alpha-wireless.com

Prepared for:
Waconia Public Schools
 512 Industrial Blvd
 Waconia, MN 55387
 Tim Bisek
 (320) 510-0027
tbisek@isd110.org

Quote Information:
Quote #: 005338
 Version: 1
 Delivery Date: 04/29/2025
 Expiration Date: 05/23/2025

Quote Summary

Description	Amount
Repeater - Hospital BPR50dX	\$7,375.00
	\$11,025.00
Total:	\$18,400.00

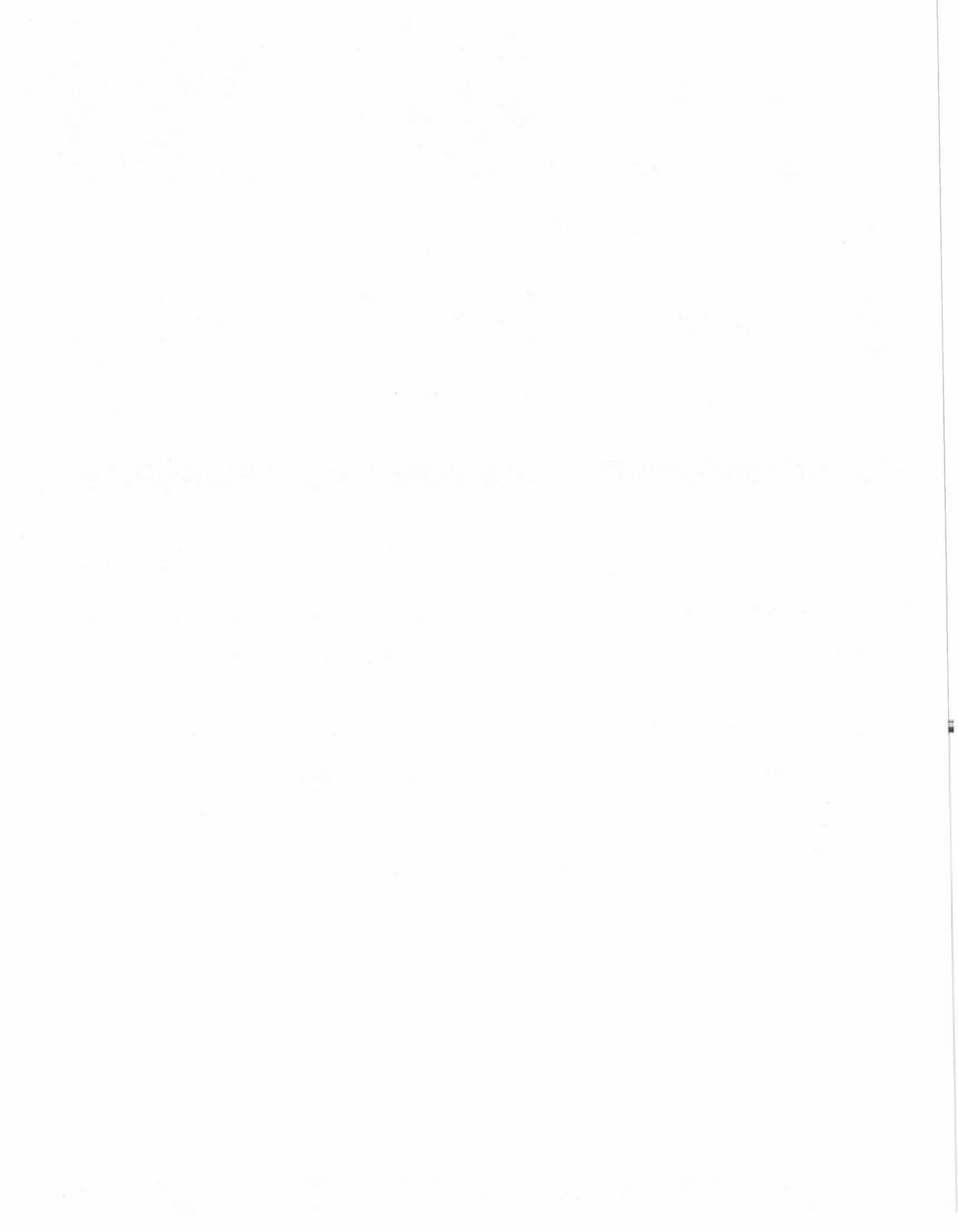
Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

Mankato

Signature: *Donnie Rooney*
 Name: Donnie Rooney
 Title: President
 Date: 04/29/2025

Waconia Public Schools

Signature: _____
 Name: Tim Bisek
 Date: _____





MEMORANDUM

TO: ISD 110 Finance Committee

FROM: Pam Carman, Director of Finance and Operations

DATE: May 12, 2025

SUBJECT: Review of Safe Schools Budget Recommendations for FY25–FY26

The attached memo summarizes the Safety & Security Committee's recommendations for allocating approximately \$85,000 in Safe Schools funding in FY25 and FY26. The proposed investments support districtwide safety and communication priorities, including:

- Replacement of aging camera servers
- Expansion of walkie-talkie infrastructure with rooftop repeater access
- Security camera upgrades at priority sites

In addition, the memo outlines supplemental safety investments funded by other sources:

- Card readers at loading docks (Food Service Fund)
- Card reader at Safari Island (City of Waconia)

To ensure compliance with Board Policy 724, a minimum of two quotes will be obtained for applicable purchases. Vendor selection will be included in the June 9, 2025 School Board meeting for action to allow timely procurement and implementation.



MEMORANDUM

TO: Pam Carman, Director of Finance and Operations

FROM: Matt Thomas, Director of Communications
Tim Bisek, Director of Building & Grounds

DATE: May 7, 2025

SUBJECT: Safe Schools Budget Recommendations

Overview

This memo outlines a strategic short-term plan for the allocation of Safe Schools restricted dollars for FY25 and FY26. The recommendations have been developed in coordination with the Safety & Security Committee, which met recently to review districtwide priorities and needs. Board approval is requested on key FY25 and FY26 expenditures to enable prompt implementation.

FY25 Recommended Expenditures

- 1. Camera Server Replacement – \$45,730**
Replace aging server at Waconia High School to ensure reliable and secure video surveillance system performance.
 - 2. Districtwide Infrastructure and Walkie Talkies – \$25,000**
Enhance communication capabilities across all sites for daily operations and emergency response. This includes placing a repeater on the rooftop of Ridgeview Medical Center to extend the communication range for District walkie talkies.
 - 3. Security Camera Upgrades – \$15,000**
Upgrade outdated or poor-performing cameras identified as top priority by site administrators.
-

Additional FY25 Safety Investment

- **Card Readers at Loading Docks (5 locations) – Total Cost: \$32,000**
This investment will be funded through the Food Service Fund (Fund 02)
Locations: Middle School, High School, Bayview, Southview, Laketown
- **Card Reader at Safari Island (Main Door)**
Cost covered by the City of Waconia

These investments improve site access control and contribute to overall security infrastructure.

FY26 Recommended Expenditures

Recommended allocations after July 1, 2025:

1. **Additional Camera Upgrades and Walkie Talkies – \$40,000**
Continue phase-in of security equipment enhancements based on site needs and committee priorities.
 2. **Reserve for Contingencies and Strategic Needs – \$45,000**
Hold until April 2026; Committee will reconvene to assess emerging needs and make recommendations for final allocation.
-

Conclusion and Request

We respectfully request the board's approval to proceed with the FY25 and FY26 expenditures as outlined to maintain momentum on critical safety upgrades. These steps will strengthen site security, improve communication systems, and lay the foundation for continued improvements in FY26 and beyond.

Safety & Security Committee Members

- Tim Bisek, Director of Buildings and Grounds
- Sara Eischens, Health Services Manager
- Steven Jensen, Director of Community Education
- Paul Sparby, Waconia High School Principal
- Ann Swanson, Bayview Elementary Principal
- Matt Thomas, Director of Communications

6. ENTER CLOSED MEETING RE: Superintendent's
Evaluation