

# **ISD 110 School Board Regular Meeting**

Monday, January 26, 2026 7:00 PM

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**

2. **ANNOUNCEMENTS, ACKNOWLEDGMENTS, AND CORRESPONDENCE**

2.A. Upcoming Meetings:

3. **PUBLIC COMMENT**

4. **MINUTES OF PREVIOUS MEETING**

ISD 110 School Board Regular Meeting  
Monday, December 15, 2025 7:00 PM Central

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

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

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

Call to order by Chair Amott at 7:00 PM

Motion by Wilson to adopt agenda  
Kelzer-Breeden second  
All in favor  
Motion carried

**2. ANNOUNCEMENTS, ACKNOWLEDGMENTS, AND CORRESPONDENCE**

2.A. Upcoming Meetings: Jan. 5 Organizational Meeting 7 PM at District Office Conf. Rm A

3. **PUBLIC COMMENT** none

**4. MINUTES OF PREVIOUS MEETING**

Motion by Bergstrom to approve the minutes of the November 17 regular meeting and December 8 work session.  
Hagen second  
All in favor  
Motion carried

**5. CONSENT AGENDA**

Motion by Kelzer-Breeden to approve the Consent Agenda  
Rosin second  
All in favor  
Motion carried

5.A. Bills and Wire Transfers

5.B. Human Resource Items  
Employment

Bogema, Makayla	Educational Assistant (SPED)	BV
Replacement	6.75 hours/day; 175 days	
Bower, Donnovan	Educational Assistant (SPED)	WMS
Replacement	6.5 hours/day; 175 days	

Forsberg, Heather	ECFE Teacher Assistant	ECFE
Replacement	4.5 hours/day; 175 days	
Nelson, Crystal	Nutritional Assistant	LT
Replacement	4.5 hours/day; 176 days	
Stineman, Jill	Administrative Assistant I	WMS
Replacement	7.75 hours/day; 175 days	

#### Employee Status Changes

Hedstrom, Hunter, Educational Assistant (SPED) from 6.5 hours/day to 7 hours/day at BV

Miyamoto, Yoko, Educational Assistant, from 5.5 hours/day to 6.5 hours/day at WHS

Phayomhom, Supatra, Custodial Cleaner, from 5.5 hours/day to 8 hours/day at WMS

Thomson, Amy, from KidSpace Aide to KidSpace Lead at Comm Ed

#### Leaves of Absence

Westphal, Ashley, Teacher at WHS

Extended Leave of Absence

#### Retirements/Resignations/Terminations

Almquist, Terry, Maintenance at WMS

Kube, Greg, Custodial Cleaner at WHS

Simmons, Jennifer, Educational Assistant (SPED) at BV

5.C. CNC Table Donation

5.D. Receipts of Donation

## 6. REPORTS

### 6.A. Student Representative Report

Sabol shared winter sports seasons are underway. Both Sabol and Newman are working on a survey of freshmen to find out how their school year is going so far.

6.B. 2027-2029 Academic Calendars – survey results and draft calendars were shared with the board. Drafts included before/after Labor Day starts. Recommendation was to approve a before Labor Day start 27/28 and an after Labor Day start 28/29. Academic calendar approval will be an action item for the Jan. regular meeting.

### 6.C. Finance Report

Director Carman reviewed a Revenue and Expenditure Summary as of Oct. 31, 2025

## **7. ACTION ITEMS**

### **7.A. Certify Levy / Adopt Final Pay 2026 Levy**

Motion by Kelzer-Breeden to Certify Levy/Adopt Final Pay 2026 Levy

Bergstrom second

All in favor

Motion carried

### **7.B. Storm Water Drainage and Reuse Agreement with the City of Waconia - Southview Elementary**

Motion by Rosin to approve Storm Water Drainage and Reuse Agreement with the City of Waconia - Southview Elementary

Hagen second

All in favor

Motion carried

### **7.C. Second Read Board Policies**

Motion by Hagen to approve second read board policies

Rosin second

All in favor

Motion carried

7.C.1. 516 Student Medication

7.C.2. 524 Internet Acceptable Use

7.C.3. 522 Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process

7.C.4. 534 School Meals Policy

7.C.5. 613 Graduation Requirements

7.C.6. 707 Transportation of Public School Students

7.C.7. 802 Disposition of Obsolete Equipment and Material

7.C.8. 806 Crisis Management Policy

## **8. DISCUSSION ITEMS**

### **8.A. First Read Board Policies**

8.A.1. 414 Mandated Reporting Child Neglect or Physical or Sexual Abuse

8.A.2. 501 School Weapons Policy

8.A.3. 417 Chemical Use and Abuse

8.A.4. 507.5 School Resource Officer

8.A.5. 513 Student Promotion, Retention, and Program Design

8.A.6. 515 Protection and Privacy of Pupil Records

8.A.7. 519 Interviews of Students by Outside Agencies

8.A.8. 601 School District Curriculum and Instructional Goals

8.A.9. 612.1 Development of Parental Involvement Policies for Title I Programs

8.A.10. 616 School District System Accountability

8.A.11. 621 Literacy and the Read Act

**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

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. ENTER CLOSED MEETING RE: Superintendent's Evaluation**

Motion by Kelzer-Breeden to enter into Closed Meeting RE: Superintendent's Evaluation

Wilson second

All in favor

Motion carried 7:47 PM

**11. ADJOURNMENT**

Motion by Kelzer-Breeden to adjourn

Wilson second

All in favor

Motion carried

Meeting adjourned at 8:07 PM

ISD 110 School Board Annual  
Organizational Meeting  
Monday, January 5, 2026 7:00 PM Central

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

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

Members present: Amott, Bergstrom, Kelzer-Breeden, Rosin, Arnita, Wilson (virtual due to illness)

Members absent: Hagen

Call to order by Acting Chair Amott at 7:00 PM

Motion by Kelzer-Breeden to adopt agenda

Rosin second

All in favor

Motion carried

**2. ELECTION OF 2026 ISD 110 BOARD OF EDUCATION OFFICERS**

2.A. Election of 2026 ISD 110 Board Chair

2.A.1. Acting Chair calls for nominations (3 times)

Kelzer-Breeden nominates Amott

2.A.2. Acting Chair closes nominations

Amott elected 2026 School Board Chair by acclamation.

2.B. Election of 2026 ISD 110 Board Vice Chair/Clerk

2.B.1. 2026 Chair calls for nominations (3 times)

Kelzer-Breeden nominates Bergstrom

2.B.2. 2026 Chair closes nominations

Bergstrom elected 2026 School Board Vice Chair/Clerk by acclamation.

2.C. Elect 2026 ISD 110 School Board Treasurer

2.C.1. 2026 Chair calls for nominations (3 times)

Rosin nominates Kelzer-Breeden

2.C.2. 2026 Chair closes nominations

Kelzer-Breeden elected 2026 School Board Treasurer by acclamation.

**3. CONSENT AGENDA**

Motion by Rosin to approve consent agenda

Arnita second

Roll Call Vote taken  
All in favor  
Motion carried

3.A. Designate Outside Firms to Represent School District 110:

3.A.1. Legal Counsel/Firms

RECOMMENDATION: Appoint Squires, Waldspurger, & Mace, P.A., Kennedy & Graven Chartered, and Melchert, Hubert, Sjodin, PLLP as the District 110 Legal Counsel.

3.A.2. Official Newspaper

RECOMMENDATION: Designate the Waconia Patriot as official school newspaper for District 110.

3.A.3. Financial Investment and Designated District Depositories

RECOMMENDATION: Old National Bank of Waconia, Security Bank of Waconia, MN Trust, Associated Bank, and Hometown Bank be designated as depositories for the funds of this District. Representatives of this district are hereby authorized to open or caused to be open an account or accounts with said institutions of such terms, conditions, and agreements as shall be required by said institutions; to endorse or cause to be endorsed in the name of the district, to negotiate, deposit or cause to be deposited in such account or accounts any money, checks, drafts, orders, notes, and other instruments; and to make any other agreements deemed advisable in regard thereto maintaining deposits below the \$250,000 FDIC limit, except where sufficient collateral is provided to insure deposit coverage. Representatives of the district are the Superintendent and Director of Finance and Operations. They are authorized to open new accounts with other federally insured organizations, as needed, in accordance with the above description.

3.B. Adopt Finance and Operations Resolutions:

3.B.1. Adopt Resolution Authorizing Facsimile signatures

RECOMMENDATION: Resolve that District 110 School Board authorizes the Director of Finance and Operations to use facsimile signatures for all school district checks and orders.

3.B.2. Adopt Resolution Determining Local Agency Representatives

RECOMMENDATION: Resolve that as District 110 applies for financial assistance available under federal program, the Superintendent be named as local agency representative and be directed to execute and file applications for and on behalf of the school district and otherwise act as authorized representative of the school district in state and federally funded programs.

3.B.3. Adopt Resolution Authorizing the Lease and/or Purchase of Goods and Services

RECOMMENDATION: Resolve that District 110 School Board authorizes the Superintendent or designee to lease, purchase, and contract for goods and services within the general budget categories pursuant to Minnesota Statute section 123B.52

3.B.4. Adopt Procedure for Auditing Monthly Bills

RECOMMENDATION: The Board will receive a summary of the monthly bills to be approved in their board packet. Board members may audit any specific bills by contacting the Director of Finance and Operations prior to the meeting.

3.B.5. Establish 2026 mileage reimbursement at the IRS reimbursement rate of 72.5 cents per mile.

3.C. Appointment of District Personnel to Serve as District Representative:

3.C.1. Appoint Superintendent as responsible authority for District 110

3.C.2. Authorize Superintendent to sign for grants on behalf of the school board

3.C.3. Appoint Superintendent as District 110 Transportation Director

3.C.4. Appoint Superintendent as Local Board of Education Action Representative and District's 504 Compliance Coordinator

RECOMMENDATION: Appoint Superintendent to serve as the local board of education representative in filing applications for funds as approved under public law 103.382. (Title I Programs)

3.C.5. Delegate authority to Mary Overby, District 110 Controller to make electronic funds transfers to a designated business administrator or chief financial officer or the officer's designee.

3.C.6. Appoint Director of Special Education as District 110 Homeless Student Representative

#### 4. MEETING TIMES AND DATES

Consensus was to keep with the second and fourth Mondays of each month for board meetings, looking to condense December to a single meeting date, and maintain the mandatory 10:30 PM adjournment time for all meetings.

4.A. Establish Meeting Dates & Times for the Year

4.B. Establish Meeting Adjournment Time

RECOMMENDATION: establish all school board meetings adjourn by 10:30 PM, and if needed to resume the meeting at a later date.

#### 5. DISCUSSION ITEMS

5.A. 2026 Committee/Representative Assignments

The 2026 committee/representative assignments are done by the board chair and will be finalized in the days following the organizational meeting.

5.B. Standing Committees per Policy 213:

- Finance & Facilities
- Policy & Advocacy
- Negotiations Committee(s) *as needed*
- Governance (Chair, Vice Chair/Clerk, and Treasurer) *as needed*
- Grievance *as needed*

5.C. Additional committee/representation assignments include:

- Schools Advocating for Fair Funding (5x/year)

- Southwest Metro Intermediate District 288 Representative (11x/year, 3rd Tuesday)
- Minnesota State High School League Representative (1x/year)
- Special Education Advisory Council (1x/year)
- Community Education Advisory Representative (5-6x/year)
- Teaching & Learning Advisory Council (4x/year)
- Liaison to Waconia City Council (12x/year)
- District 110 Foundation Representative (6x/year)
- Elementary PTOs (as needed)
- WMS PTO (as needed)
- Booster Organizations (as needed)

5.D. 2026-2027 Board Pay

No change to Board pay for 2026-2027

Director \$2,300 per pay, total of \$4,600 per year

Chair is \$300 per pay, a total of \$600 per year

Negotiations/Personnel Committee is \$250 per pay, a total of \$500 per year

**6. ADJOURNMENT**

Motion by Kelzer-Breeden to adjourn

Bergstrom second

Roll Call Vote taken

All in favor

Motion carried

Meeting adjourned at 7:11 PM

5. **CONSENT AGENDA**

5.A. Bills and Wire Transfers

CHECK	CHECK	CHE	POST		
NUMBER	VENDOR	DATE	TYP	AMOUNT	MONTH
617299	A & D SOLUTIONS LLC	12/05/2025	R	6,126.00	December
617300	ANDERSON, JOSEPH	12/05/2025	R	97.00	December
617301	AUDIO LOGIC SYSTEMS	12/05/2025	R	32,016.55	December
617302	AVIBEN	12/05/2025	R	260.71	December
617303	BACH, MATTHEW	12/05/2025	R	160.00	December
617304	BAKER, MICHAEL	12/05/2025	R	100.00	December
617305	BISSONETTE, ROBERT	12/05/2025	R	~97.00	December
617306	BNR IRRIGATION SERVICES INC	12/05/2025	R	1,964.00	December
617307	BSN SPORTS LLC	12/05/2025	R	46.31	December
617308	BURAU, CHAD	12/05/2025	R	100.00	December
617309	BYTESPEED	12/05/2025	R	1,195.00	December
617310	CAMPBELL, JEFFREY	12/05/2025	R	179.00	December
617311	CANON FINANCIAL SERVICES INC	12/05/2025	R	890.18	December
617312	CATALYST SOURCING SOLUTIONS	12/05/2025	R	2,238.53	December
617313	CHOICE ELECTRIC	12/05/2025	R	1,749.44	December
617314	COLLEGE BOARD	12/05/2025	R	1,165.68	December
617315	COOK, ANDREW	12/05/2025	R	97.00	December
617316	DACOTAH PAPER CO.	12/05/2025	R	842.28	December
617317	DRENNAN, CHRIS	12/05/2025	R	100.00	December
617318	FRANCZAK, JOHN	12/05/2025	R	136.00	December
617319	GEARMAN, MICHAEL	12/05/2025	R	100.00	December
617320	GOPHER SPORT	12/05/2025	R	865.93	December
617321	GREATER MN COMMUNICATIONS	12/05/2025	R	416.25	December
617322	HAAS, CASEY	12/05/2025	R	100.00	December
617323	HEGER'S DAIRY LLC	12/05/2025	R	6,571.78	December
617324	HERZOG, JASON	12/05/2025	R	185.00	December
617325	HOWERTON, CHRISTOPHER	12/05/2025	R	136.00	December
617326	HUSTLE & HEART SPORTS	12/05/2025	R	50.00	December
617327	IEA, INC	12/05/2025	R	1,318.62	December
617328	INDIANHEAD FS DISTRIBUTOR, INC	12/05/2025	R	20,747.42	December
617329	INFINITE HEALTH COLLABORATIVE	12/05/2025	R	23,250.00	December
617330	JARVIS, JAMES	12/05/2025	R	96.00	December
617331	JOHNSON, SCOTT	12/05/2025	R	185.00	December
617332	KAEDING ARCHITECTURE LLC	12/05/2025	R	2,518.00	December
617333	KIENHOLZ, CRYSTALYN	12/05/2025	R	723.15	December
617334	KILLIAN, JOANNE	12/05/2025	R	70.00	December
617335	KOHL, JEFFREY	12/05/2025	R	100.00	December
617336	KUPHAL, BRENT	12/05/2025	R	100.00	December
617337	LANGE, JEFF	12/05/2025	R	197.00	December
617338	LOAD'EM UP TRAILER RENTAL & SA	12/05/2025	R	1,395.37	December
617339	MALONE, LEO	12/05/2025	R	179.00	December
617340	METRONET	12/05/2025	R	1,888.01	December
617341	MID-COUNTY CO-OP	12/05/2025	R	42.62	December
617342	MINI BIFF LLC	12/05/2025	R	99.96	December
617343	MN COMMUNITY ED ASSOC	12/05/2025	R	50.00	December
617344	MN SAFETY COUNCIL	12/05/2025	R	23.00	December
617345	PARTS CITY WACONIA	12/05/2025	R	57.98	December
617346	PERFORMANCE APPAREL, LLC	12/05/2025	R	792.00	December
617347	PLANSOURCE BENEFITS ADMIN INC	12/05/2025	R	5,844.00	December
617348	PRO-ED INC	12/05/2025	R	79.20	December
617349	RAY, CHELSEA	12/05/2025	R	84.00	December
617350	REED WHOLESALE & OCS	12/05/2025	R	1,014.00	December
617351	RESSIE, KATIE	12/05/2025	R	97.00	December
617352	ROSE, MITCHELL	12/05/2025	R	100.00	December
617353	RUDIS	12/05/2025	R	4,868.50	December
617354	SCHAFER, KEVIN	12/05/2025	R	100.00	December

CHECK NUMBER	VENDOR	CHECK DATE	CHE TYF	AMOUNT	POST MONTH
617355	SCHEFF, GREG	12/05/2025	R	100.00	December
617356	SCHOLASTIC, INC	12/05/2025	R	106.80	December
617357	SCHOOL SPECIALTY, LLC	12/05/2025	R	40.39	December
617358	SHRED-N-GO - 446138	12/05/2025	R	135.00	December
617359	SOUTHWEST METRO INTERMEDIATE D	12/05/2025	R	37,100.00	December
617360	SOUTHWEST MN STATE UNIV	12/05/2025	R	6,600.00	December
617361	STAPLES ADVANTAGE	12/05/2025	R	619.38	December
617362	TRIO SUPPLY COMPANY	12/05/2025	R	483.79	December
617363	TRUE MECHANICAL LLC	12/05/2025	R	5,105.00	December
617364	VICK, JENNIFER	12/05/2025	R	632.50	December
617365	WILLIAMS, DAN	12/05/2025	R	100.00	December
617366	WINSTED SOLAR LLC	12/05/2025	R	5,304.32	December
617367	BCI CONSTRUCTION INC	12/08/2025	R	103,081.89	December
617368	BITUMINOUS ROADWAYS, INC.	12/08/2025	R	36,017.68	December
617369	21ST CENTURY SPORTS LLC	12/12/2025	R	500.00	December
617370	A & D SOLUTIONS LLC	12/12/2025	R	27,850.00	December
617371	ADAMS PEST CONTROL CO INC	12/12/2025	R	722.20	December
617372	AFFINETY SOLUTIONS, INC	12/12/2025	R	230.00	December
617373	ALPHA WIRELESS COMMUNICATIONS	12/12/2025	R	378.00	December
617374	AMPION PBC	12/12/2025	R	12,286.16	December
617376	AUDIO LOGIC SYSTEMS	12/12/2025	R	4,611.20	December
617377	BD & LL SCREEN PRINTING	12/12/2025	R	562.50	December
617378	BELLE PLAINE YOUTH BB ASSN	12/12/2025	R	450.00	December
617379	BIO-RAD LABORATORIES INC	12/12/2025	R	462.57	December
617380	BNR IRRIGATION SERVICES INC	12/12/2025	R	5,066.00	December
617381	BRANDED CUSTOM SPORTSWEAR INC	12/12/2025	R	4,651.39	December
617382	BROWN, AUDREY	12/12/2025	R	100.00	December
617383	BUFFALO HIGH SCHOOL	12/12/2025	R	675.00	December
617384	CARLSON, EMMA	12/12/2025	R	75.00	December
617385	CDW GOVERNMENT LLC	12/12/2025	R	92.86	December
617386	CHANHASSEN ATHLETIC ASSOC	12/12/2025	R	1,050.00	December
617387	CHASKA HIGH SCHOOL ATHLETICS	12/12/2025	R	550.00	December
617388	CHROMEBOOK PARTS.COM	12/12/2025	R	573.40	December
617389	CITY OF WACONIA	12/12/2025	R	11,631.06	December
617390	COLONY PLAZA, INC	12/12/2025	R	258.76	December
617391	CULLIGAN BOTTLED WATER	12/12/2025	R	720.00	December
617392	DYBSA	12/12/2025	R	1,000.00	December
617393	EAST RIDGE HIGH SCHOOL	12/12/2025	R	300.00	December
617394	ECM PUBLISHERS, INC	12/12/2025	R	322.50	December
617395	EDINA BASEBALL CLASSIC	12/12/2025	R	1,000.00	December
617396	EPBA	12/12/2025	R	1,000.00	December
617397	ERAA BASEBALL (EAST RIDGE ATH.	12/12/2025	R	550.00	December
617398	FOGEL, ANDREW	12/12/2025	R	75.00	December
617399	FOGEL, BENJAMIN	12/12/2025	R	75.00	December
617400	FRATTALLONES	12/12/2025	R	192.63	December
617401	GALLAGHER BASSETT SERVICES INC	12/12/2025	R	3,413.50	December
617402	GRAINGER	12/12/2025	R	582.38	December
617403	H&B SPECIALIZED PRODUCTS	12/12/2025	R	446.68	December
617404	HEGER'S DAIRY LLC	12/12/2025	R	5,622.44	December
617405	HELEN SOLAR LLC	12/12/2025	R	4,113.16	December
617406	HILLYARD/HUTCHINSON	12/12/2025	R	12,895.70	December
617407	HOSA-Future Health Prof.	12/12/2025	R	50.00	December
617408	HOUSE OF PRINT	12/12/2025	R	7,062.32	December
617409	IGHBA	12/12/2025	R	4,000.00	December
617410	INDIANHEAD FS DISTRIBUTOR, INC	12/12/2025	R	20,218.26	December
617411	INNOVATIVE OFFICE SOLUTIONS LL	12/12/2025	R	94.85	December

CHECK NUMBER	VENDOR	CHECK DATE	CHE TYP	AMOUNT	POST MONTH
617412	JORDAN BOOSTER CLUB	12/12/2025	R	450.00	December
617413	KULLY SUPPLY COMPANY	12/12/2025	R	326.02	December
617414	LAKEVILLE BASEBALL ASSOCIATION	12/12/2025	R	575.00	December
617415	LAVONE, PAT	12/12/2025	R	828.00	December
617416	LINDE GAS & EQUIP INC	12/12/2025	R	2,835.00	December
617417	LOFFLER COMPANIES	12/12/2025	R	4,259.76	December
617418	LVC COMPANIES INC	12/12/2025	R	1,310.00	December
617419	MANKATO AREA YOUTH BASEBALL AS	12/12/2025	R	1,500.00	December
617420	MCKIE SPLINTS LLC	12/12/2025	R	62.86	December
617421	MILTON CHOIR PARENTS	12/12/2025	R	650.00	December
617422	MINNETONKA HIGH SCHOOL ATHLETI	12/12/2025	R	200.00	December
617423	MN COMMUNITY ED ASSOC	12/12/2025	R	1,375.00	December
617424	MOSYLE CORPORATION	12/12/2025	R	32.10	December
617425	MSBA	12/12/2025	R	420.00	December
617426	MUSIC MART	12/12/2025	R	278.69	December
617427	NEXT LEVEL BASEBALL LLC	12/12/2025	R	400.00	December
617428	NUJBA	12/12/2025	R	450.00	December
617429	NYSTROM, JACKSON	12/12/2025	R	100.00	December
617430	PAT MOONEY INC	12/12/2025	R	2,000.00	December
617431	PENNING, HANNAH	12/12/2025	R	2,016.00	December
617432	PERFORMANCE APPAREL, LLC	12/12/2025	R	396.00	December
617433	PERFORMANCE FOODSERVICE	12/12/2025	R	792.13	December
617434	PERNSTEINER CREATIVE GROUP, IN	12/12/2025	R	3,425.55	December
617435	PICK A TIME	12/12/2025	R	69.20	December
617436	PLAY TRAVEL BASEBALL	12/12/2025	R	1,050.00	December
617437	PEPELKA, JACK	12/12/2025	R	75.00	December
617438	PRIOR LAKE HIGH SCHOOL	12/12/2025	R	550.00	December
617439	PROCARE THERAPY	12/12/2025	R	3,920.00	December
617440	PWYBA	12/12/2025	R	500.00	December
617441	RK PHOTOGRAPHY	12/12/2025	R	108.00	December
617442	ROSEMOUNT TRAVELING BASEBALL	12/12/2025	R	550.00	December
617443	ROTHSTEIN, COLETTA	12/12/2025	R	75.00	December
617444	SCIENCE TAKE OUT LLC	12/12/2025	R	163.95	December
617446	SHIFFLER EQUIP SALES, INC	12/12/2025	R	335.77	December
617447	SONNEK, JONATHAN	12/12/2025	R	50.00	December
617448	SOUTHWEST METRO INTERMEDIATE D	12/12/2025	R	60,171.86	December
617449	ST LOUIS PARK BASEBALL	12/12/2025	R	500.00	December
617450	ST MICHAEL-ALBERTVILLE HS	12/12/2025	R	300.00	December
617451	STEP SAVER, INC	12/12/2025	R	271.41	December
617452	TERRAFORM PHOENIX II ARCADIA	12/12/2025	R	148.06	December
617453	THOMPSON, NOAH	12/12/2025	R	75.00	December
617454	TINTES, MATTHEW	12/12/2025	R	1,190.00	December
617455	TYHURST, KENDALL	12/12/2025	R	50.00	December
617456	UNIVERSITY OF MN	12/12/2025	R	8,700.00	December
617457	VOS, TARA	12/12/2025	R	165.23	December
617458	WAA TRAVEL BASEBALL	12/12/2025	R	550.00	December
617459	WESTONKA HS ATHLETICS	12/12/2025	R	325.00	December
617460	WEX BANK	12/12/2025	R	332.43	December
617461	WM CORPORATE SERVICES INC	12/12/2025	R	2,813.41	December
617462	YAGER, MICHAEL	12/12/2025	R	50.00	December
617463	WACONIA EDUCATION ASSOCIATION	12/15/2025	R	13,333.93	December
617464	HEINS, KATIE	12/15/2025	R	325.00	December
617465	ABRAHAMSON, TOM	12/18/2025	R	100.00	December
617466	ADAMS PEST CONTROL CO INC	12/18/2025	R	587.46	December
617467	ALPHA WIRELESS COMMUNICATIONS	12/18/2025	R	58,383.19	December
617468	APPLE INC	12/18/2025	R	4,558.00	December

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617469	AVIBEN	12/18/2025	R	566.86	December
617470	BACH, JACOB	12/18/2025	R	50.00	December
617471	BACH, MATTHEW	12/18/2025	R	160.00	December
617472	BAKER, MICHAEL	12/18/2025	R	272.00	December
617473	BIFFS, INC	12/18/2025	R	200.00	December
617474	BLANCK, DAWSON	12/18/2025	R	97.00	December
617475	BLUUM OF MINNESOTA LLC	12/18/2025	R	332.28	December
617476	BMK ARRANGEMENTS	12/18/2025	R	2,750.00	December
617477	BNR IRRIGATION SERVICES INC	12/18/2025	R	660.00	December
617478	BRAUN, KHERINGTON	12/18/2025	R	75.00	December
617479	BSN SPORTS LLC	12/18/2025	R	596.31	December
617480	CAMPBELL, JEFFREY	12/18/2025	R	152.00	December
617481	CATALYST SOURCING SOLUTIONS	12/18/2025	R	1,050.06	December
617482	CHARCHENKO, BRIAN	12/18/2025	R	330.00	December
617483	COLBY, JAMES	12/18/2025	R	100.00	December
617484	COMM ED - EASTERN CARVER COUNT	12/18/2025	R	2,325.00	December
617485	DACOTAH PAPER CO.	12/18/2025	R	359.88	December
617486	DRENNAN, CHRIS	12/18/2025	R	100.00	December
617487	EARLEY, MATTHEW	12/18/2025	R	280.00	December
617488	ECM PUBLISHERS, INC	12/18/2025	R	322.51	December
617489	FLINN SCIENTIFIC	12/18/2025	R	13.14	December
617490	FOGEL, BENJAMIN	12/18/2025	R	75.00	December
617491	GEARMAN, MICHAEL	12/18/2025	R	97.00	December
617492	GENEREUX, PAUL	12/18/2025	R	155.00	December
617493	GOPHER WRESTLING CLUB	12/18/2025	R	450.00	December
617494	GORES, JOEY	12/18/2025	R	75.00	December
617495	GORRIE, LARS	12/18/2025	R	75.00	December
617496	GOTHMANN, ADAM	12/18/2025	R	136.00	December
617497	GRAINGER	12/18/2025	R	291.49	December
617498	GRALAPP, CRAIG	12/18/2025	R	236.00	December
617499	GRAMS, RYAN	12/18/2025	R	100.00	December
617500	GRAND, TAYLOR	12/18/2025	R	3,060.00	December
617501	GREENE, KELLY	12/18/2025	R	151.00	December
617502	H&B SPECIALIZED PRODUCTS	12/18/2025	R	1,305.00	December
617503	HAAS, CASEY	12/18/2025	R	100.00	December
617504	HAMMER SPORTS LLC	12/18/2025	R	286.00	December
617505	HAMPTON, NATHAN	12/18/2025	R	100.00	December
617506	HASTINGS SHOW CHOIR BOOSTERS A	12/18/2025	R	700.00	December
617507	HEIBERGER, BENJAMIN	12/18/2025	R	75.00	December
617508	HOWERTON, CHRISTOPHER	12/18/2025	R	136.00	December
617509	IASCO	12/18/2025	R	1,064.80	December
617510	IMAGINE LEARNING LLC	12/18/2025	R	1,125.00	December
617511	INDIANHEAD FS DISTRIBUTOR, INC	12/18/2025	R	26,094.98	December
617512	INNOVATIONAL WATER SOLUTIONS I	12/18/2025	R	573.00	December
617513	JAGUNICH, JACQUELINE	12/18/2025	R	36.42	December
617514	JARVIS, JAMES	12/18/2025	R	96.00	December
617515	JESSEN, CHRIS	12/18/2025	R	151.00	December
617516	JW PEPPER & SON, INC	12/18/2025	R	71.97	December
617517	KIRCHBERG, PAUL	12/18/2025	R	155.00	December
617518	KLINGELHUTZ, JACKSON	12/18/2025	R	100.00	December
617519	KOCH SCHOOL BUS SERVICE, INC	12/18/2025	R	380,000.57	December
617520	KOHL, JEFFREY	12/18/2025	R	197.00	December
617521	KUPHAL, BRENT	12/18/2025	R	233.00	December
617522	LANGE, JEFF	12/18/2025	R	100.00	December
617523	LILLEMOEN, JON	12/18/2025	R	151.00	December
617525	LVC COMPANIES INC	12/18/2025	R	1,219.30	December

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617526	MAKOWSKA, STEVE	12/18/2025	R	97.00	December
617527	MAYER LUMBER CO, INC	12/18/2025	R	2,441.84	December
617528	MEI TOTAL ELEVATOR SOLUTIONS	12/18/2025	R	830.54	December
617529	MERZER, SHEILA	12/18/2025	R	236.25	December
617530	MINNEAPOLIS SOUTH HS	12/18/2025	R	375.00	December
617531	MITTELSTADT, GRIFFIN	12/18/2025	R	50.00	December
617532	MRI SOFTWARE LLC	12/18/2025	R	336.00	December
617533	MYAS	12/18/2025	R	780.00	December
617534	NCS PEARSON, INC	12/18/2025	R	121.25	December
617535	NYSTROM, JACKSON	12/18/2025	R	50.00	December
617536	O'BRIAN, COLIN	12/18/2025	R	152.00	December
617537	O'GORMAN HIGH SCHOOL CHOIRS	12/18/2025	R	550.00	December
617538	ORIENTAL TRADING/FUN EXPRESS	12/18/2025	R	121.79	December
617539	PAN-O-GOLD BAKING CO	12/18/2025	R	3,797.70	December
617540	PARTS CITY WACONIA	12/18/2025	R	62.11	December
617541	PERNSTEINER CREATIVE GROUP, IN	12/18/2025	R	373.32	December
617542	PEPELKA, JACK	12/18/2025	R	75.00	December
617543	PREP TIME PRINTING	12/18/2025	R	21.00	December
617544	REASONER, MICHAEL	12/18/2025	R	151.00	December
617545	RESSIE, KATIE	12/18/2025	R	100.00	December
617546	REVENIG, GARY	12/18/2025	R	97.00	December
617547	ROTHSTEIN, COLETTA	12/18/2025	R	75.00	December
617548	SACKETT, TOBY	12/18/2025	R	97.00	December
617549	SAFARI ISLAND COMMUNITY CENTER	12/18/2025	R	63,425.72	December
617550	SANTAVY, KEVIN	12/18/2025	R	151.00	December
617551	SCALZO, JOEL	12/18/2025	R	245.00	December
617552	SCAN AIR FILTER, INC	12/18/2025	R	2,886.36	December
617553	SCHEFF, GREG	12/18/2025	R	236.00	December
617554	SCHOOL SPECIALTY, LLC	12/18/2025	R	85.50	December
617555	SORENSEN, DANA	12/18/2025	R	152.00	December
617556	SPENCER, RICKY	12/18/2025	R	97.00	December
617557	SQUIRES,WALDSPURGER & MACE PA	12/18/2025	R	784.00	December
617558	STARNER, NICHOLAS	12/18/2025	R	100.00	December
617559	STEJSKAL, MAX	12/18/2025	R	100.00	December
617560	STROM, CARTER	12/18/2025	R	75.00	December
617561	STUDIES WEEKLY	12/18/2025	R	806.35	December
617562	SWENSON, CADEN	12/18/2025	R	100.00	December
617563	TITLE MARK, LLC	12/18/2025	R	1,163.80	December
617564	TONGYIK, KUERKOW	12/18/2025	R	100.00	December
617565	TRIO SUPPLY COMPANY	12/18/2025	R	1,459.50	December
617566	UHL CO	12/18/2025	R	2,621.00	December
617567	VEER, CARLYE	12/18/2025	R	96.00	December
617568	VOELKER, JEREMY	12/18/2025	R	100.00	December
617569	WAGNER, MARTINA	12/18/2025	R	4,779.90	December
617570	WBL TRACKER LLC	12/18/2025	R	832.50	December
617571	WEBER, BRADLEY	12/18/2025	R	151.00	December
617572	WESTERN PSYCHOLOGICAL SERVICES	12/18/2025	R	60.50	December
617573	WILLIS, JESSIE	12/18/2025	R	179.00	December
617574	WOELFEL, KADEN	12/18/2025	R	50.00	December
617575	WOYNO, JAMES	12/18/2025	R	75.00	December
617576	LOFFLER COMPANIES	12/19/2025	R	529.98	December
617577	AMAZON CAPITAL SERVICES	12/19/2025	R	7,437.70	December
617578	EDUCATIONAL SUPPORT PARA UNION	12/30/2025	R	3,321.94	December
617579	EYE MED-FIDELITY SECURITY LIFE	12/30/2025	R	2,133.79	December
617580	MN SCHOOL EMPLOYEES ASSOCIATIO	12/30/2025	R	322.73	December
617581	NCPERS GROUP LIFE INS	12/30/2025	R	96.00	December

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617582	SCHOOL SERVICE EMPLOYEES	12/30/2025	R	814.42	December
617583	WACONIA EDUCATION ASSOCIATION	12/30/2025	R	13,333.93	December
617584	ANOKA HIGH SCHOOL	12/30/2025	R	400.00	December
617585	BSN SPORTS LLC	12/30/2025	R	543.52	December
617586	CITY THERAPY SERVICES LLC	12/30/2025	R	5,696.25	December
617587	COREMARK METALS	12/30/2025	R	1,810.86	December
617588	HEINEMANN	12/30/2025	R	163.80	December
617589	HILLYARD/HUTCHINSON	12/30/2025	R	229.22	December
617590	INDIANHEAD FS DISTRIBUTOR, INC	12/30/2025	R	20,125.55	December
617591	IPEVO INC.	12/30/2025	R	128.69	December
617592	KROMER COMPANY	12/30/2025	R	983.69	December
617593	KULLY SUPPLY COMPANY	12/30/2025	R	651.04	December
617594	LVC COMPANIES INC	12/30/2025	R	29,073.00	December
617595	MACKENTHUN'S FINE FOODS	12/30/2025	R	2,948.65	December
617596	MINI BIFF LLC	12/30/2025	R	115.26	December
617597	MN SAFETY COUNCIL	12/30/2025	R	46.00	December
617598	MONTICELLO HIGH SCHOOL	12/30/2025	R	225.00	December
617599	PERFORMANCE FOODSERVICE	12/30/2025	R	909.45	December
617600	PROCARE THERAPY	12/30/2025	R	3,920.00	December
617601	RIGHTRESPONSE FUNDRAISING	12/30/2025	R	1,806.42	December
617602	RUMBLE ON THE RED	12/30/2025	R	900.00	December
617603	SOUTHPAW ENTERPRISES INC	12/30/2025	R	500.46	December
617604	SOUTHWEST METRO INTERMEDIATE D	12/30/2025	R	694.92	December
617605	SPORTS FACILITIES GROUP, INC.	12/30/2025	R	170.77	December
617606	STAGES THEATRE COMPANY	12/30/2025	R	679.00	December
617607	STAPLES ADVANTAGE	12/30/2025	R	79.36	December
617608	TRUE MECHANICAL LLC	12/30/2025	R	1,425.00	December
617609	BCI CONSTRUCTION INC	12/30/2025	R	8,831.23	December
617610	COOL AIR MECHANICAL, INC.	12/30/2025	R	141,122.50	December
617611	ST CLOUD REFRIGERATION INC	12/30/2025	R	12,445.08	December
202500459	DOLLAR TREE	12/10/2025	W	262.25	December
202500460	PARTSTOWN	12/10/2025	W	587.67	December
202500461	ALDI	12/10/2025	W	113.33	December
202500462	TARGET BANK	12/10/2025	W	731.36	December
202500464	HOME DEPOT	12/10/2025	W	585.95	December
202500466	SUPPLYHOUSE LLC	12/10/2025	W	285.28	December
202500468	WEBSTAUANT STORE LLC	12/10/2025	W	2,351.49	December
202500473	MIDWEST CLINIC	12/10/2025	W	230.00	December
202500474	LEATHERS & ASSOCIATES INC	12/10/2025	W	584.54	December
202500475	US POSTAL SERVICE	12/10/2025	W	46.63	December
202500476	JERSEY MIKE'S SUBS	12/10/2025	W	90.40	December
202500479	STAGES THEATRE COMPANY	12/10/2025	W	936.50	December
202500480	MMEA	12/10/2025	W	150.00	December
202500481	US CLUB SOCCER	12/10/2025	W	1,100.00	December
202500482	TEACHERS SYNERGY, LLC	12/10/2025	W	295.10	December
202500483	HEIMEY'S PLACE	12/10/2025	W	47.40	December
202500484	T ROAD TAVERN	12/10/2025	W	50.21	December
202500485	KALAHARI DEVELOPMENT LLC	12/10/2025	W	220.00	December
202500489	MN VALLEY ELECTRIC CORP	12/10/2025	W	40,700.43	December
202500490	GRAMMARLY, INC.	12/10/2025	W	287.99	December
202500492	RITBERGER LEARNING CENTER	12/10/2025	W	125.00	December
202500493	4IMPRINT, INC	12/10/2025	W	2,749.54	December
202500494	LEARNING WITHOUT TEARS	12/10/2025	W	41.40	December
202500495	CASEY'S GENERAL STORE	12/10/2025	W	80.14	December
202500497	BREAKOUT GAMES	12/10/2025	W	375.00	December
202500498	MASBO	12/10/2025	W	245.00	December

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202500500	Coop. Edu. Service Agency #11	12/10/2025	W	275.00	December
202500502	DOMINO'S PIZZA	12/10/2025	W	255.32	December
202500503	MASE	12/10/2025	W	399.00	December
202500504	ROCKET SCIENCE GROUP, LLC	12/10/2025	W	300.00	December
202500506	MN ZOO	12/10/2025	W	110.00	December
202500507	SOUTHWEST METRO INTERMEDIATE D	12/10/2025	W	300.00	December
202500508	MINNSPRA	12/10/2025	W	100.00	December
202500509	WACONIA CHAMBER OF COMMERCE	12/10/2025	W	35.00	December
202500510	AMERICAN SCHOOL COUNSELOR ASSN	12/10/2025	W	129.00	December
202500511	CLIFTONLARSONALLEN	12/10/2025	W	10,500.00	December
202500513	MINNEAPOLIS ATHENA AWARDS	12/10/2025	W	156.13	December
202500514	QR PLANET GMBH	12/10/2025	W	60.00	December
202500515	VISTAPRINT USA	12/10/2025	W	91.18	December
202500516	NZ MANUFACTURING	12/10/2025	W	98.11	December
202500517	WACONIA SUBWAY	12/10/2025	W	68.21	December
202500518	CARIBOU COFFEE STORE #1300	12/10/2025	W	86.66	December
202500521	MSHSL	12/10/2025	W	104.00	December
202500522	BAKERY ON MAIN	12/10/2025	W	525.30	December
202500523	HAL LEONARD LLC	12/10/2025	W	47.98	December
202500524	UPS	12/10/2025	W	4.40	December
202500532	INTERNAL REVENUE SERVICE	12/15/2025	W	290,896.34	December
202500533	LIFE INS CO OF NORTH AMERICA	12/15/2025	W	4,760.09	December
202500534	MN CHILD SUPPORT PYMT CENTER	12/15/2025	W	381.00	December
202500535	MN DEPT OF REVENUE	12/15/2025	W	46,838.17	December
202500536	MN TEACHERS RETIREMENT ASSN	12/15/2025	W	174,028.65	December
202500537	PERA	12/15/2025	W	48,253.46	December
202500538	AVIBEN	12/15/2025	W	62,725.25	December
202500539	ONEBRIDGE BENEFITS, INC.	12/15/2025	W	4,492.10	December
202500541	XCEL ENERGY	12/09/2025	W	1,672.85	December
202500545	INTERNAL REVENUE SERVICE	12/15/2025	W	617.83	December
202500546	LIFE INS CO OF NORTH AMERICA	12/15/2025	W	4.56	December
202500547	MN DEPT OF REVENUE	12/15/2025	W	108.19	December
202500548	PERA	12/15/2025	W	150.06	December
202500550	INTERNAL REVENUE SERVICE	12/30/2025	W	311,394.39	December
202500551	LIFE INS CO OF NORTH AMERICA	12/30/2025	W	6,351.33	December
202500552	MN CHILD SUPPORT PYMT CENTER	12/30/2025	W	381.00	December
202500553	MN DEPT OF REVENUE	12/30/2025	W	49,036.17	December
202500554	MN TEACHERS RETIREMENT ASSN	12/30/2025	W	178,868.87	December
202500555	PERA	12/30/2025	W	54,859.96	December
202500556	AVIBEN	12/30/2025	W	62,614.50	December
202500557	ONEBRIDGE BENEFITS, INC.	12/30/2025	W	4,442.09	December
202500558	MEDICA INSURANCE CO	12/01/2025	W	712,275.53	December
202500559	CENTERPOINT ENERGY	12/01/2025	W	64,742.82	December
202500560	T-MOBILE	12/02/2025	W	380.00	December
202500561	AT&T MOBILITY	12/02/2025	W	152.17	December
202500562	QUADIENT FINANCE USA, INC	12/22/2025	W	500.00	December
202500563	XCEL ENERGY	12/29/2025	W	122.89	December
202500564	SECURITY BANK & TRUST CO	12/01/2025	W	96.95	December
202500565	BRI PARENT, INC	12/31/2025	W	803.50	December
202500566	ONEBRIDGE BENEFITS, INC.	12/15/2025	W	1,019.00	December
202500567	SFM	12/31/2025	W	47,574.00	December
202500568	EDUTRAK LLC	12/10/2025	W	3,683.02	December
202500569	AUTHORIZE.NET	12/02/2025	W	50.00	December
202500570	PMA SECURITIES LLC	12/15/2025	W	275.28	December
202500571	CARDCONNECT LLC	12/03/2025	W	7,608.60	December
202500572	XCEL ENERGY	12/18/2025	W	11,889.60	December

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202500652	HOMETOWN BANK	12/10/2025	W	20.00	December
252600025	ALDRICH, KATIE	12/04/2025	A	128.28	December
252600026	BALGAARD, DALLAS	12/04/2025	A	139.96	December
252600027	BRAUNWARTH, CHRISTINE	12/04/2025	A	150.00	December
252600028	BUCK, DAWN	12/04/2025	A	150.00	December
252600029	DOLEZAL, KATHLEEN	12/04/2025	A	145.00	December
252600030	DULEBOHN, JESSECA	12/04/2025	A	150.00	December
252600031	GEYEN, DENNIS	12/04/2025	A	150.00	December
252600032	GOTHMANN, HOLLY	12/04/2025	A	150.00	December
252600033	HOLT-OLSON, AMANDA	12/04/2025	A	150.00	December
252600034	JAHNKE, KENYA	12/04/2025	A	61.60	December
252600035	JOHNSON, JULIE	12/04/2025	A	150.00	December
252600036	KLEIN, DANIEL	12/04/2025	A	21.91	December
252600037	LADWIG, MICHEL	12/04/2025	A	150.00	December
252600038	LITFIN, VICKIE	12/04/2025	A	150.00	December
252600039	LOFGREN, TONI	12/04/2025	A	145.95	December
252600040	MACKENTHUN, JAMIE	12/04/2025	A	63.98	December
252600041	MIGUEL, KELLY	12/04/2025	A	150.00	December
252600042	MITCHELL, MARY	12/04/2025	A	65.80	December
252600043	PINGEON, SARA	12/04/2025	A	144.97	December
252600044	SCHOENFELDER, GREGORY	12/04/2025	A	150.00	December
252600045	SCHUETTE, JEAN	12/04/2025	A	150.00	December
252600046	SCHWAB, AMY	12/04/2025	A	150.00	December
252600047	STIFTER, MARY	12/04/2025	A	150.00	December
252600048	VELDHUISEN, DEREK	12/04/2025	A	50.40	December
252600049	VOLKMANN, CAITLIN	12/04/2025	A	179.52	December
252600050	WILLIAMS, ANGELA	12/04/2025	A	150.00	December
252600051	WORM, CYNTHIA	12/04/2025	A	120.99	December
252600052	WOYNO, IVAN	12/04/2025	A	1,023.61	December
252600053	ALMQUIST, TERENCE	12/17/2025	A	250.00	December
252600054	BLOEM, JENNIFER	12/17/2025	A	150.00	December
252600055	CALVENTE BERRIOS, LORRAINE	12/17/2025	A	76.07	December
252600056	DEREN, SAMANTHA	12/17/2025	A	26.60	December
252600057	HOLMQUIST, MARIA	12/17/2025	A	150.00	December
252600058	SARCLETTI, DANA	12/17/2025	A	137.17	December
252600059	SHERMAN, MONICA	12/17/2025	A	81.74	December
252600060	SUPER, JENNIFER	12/17/2025	A	588.22	December
252600061	WRIGHT, MELINDA	12/17/2025	A	150.00	December
252600062	YOUNG, MELISSA	12/17/2025	A	150.00	December

Totals for checks 3,654,574.35

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
01	General	1,857,535.40	0.00	1,072,180.48	2,929,715.88
02	Food Service	71,952.32	0.00	172,580.03	244,532.35
04	Community Service	117,384.98	0.00	61,167.48	178,552.46
06	Building Construction	0.00	0.00	301,498.38	301,498.38
45	OPEB Irrevocable Trust Fund	0.00	0.00	275.28	275.28
***	Fund Summary Totals ***	2,046,872.70	0.00	1,607,701.65	3,654,574.35

\*\*\*\*\* End of report \*\*\*\*\*

5.B. Human Resource Items

**Presenter:** Jeni  
Super, Director of  
Human Resources

**Waconia Public Schools  
Independent School District No. 110  
Waconia, Minnesota**

**BOARD OF EDUCATION**  
Regular Meeting – January 27, 2026

**AGENDA SECTION: APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS**

**AGENDA ITEM:** Human Resources Recommendations  
**ITEM ADDED BY:** Jeni Super, Director of Human Resources

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**Employment**

<b>Houglum, Joseph</b>	Custodial Cleaner	WHS
Replacement	8 Hours/Day; 261 Days	

<b>Sawinski, Alyssa</b>	Grade 3 Teacher	SV
Replacement	Long-Term Substitute <b>Attach K</b>	

**Employee Status Changes**

**Holmquist, Maria**, from Custodial Cleaner to Day Lead Custodian at WHS

**Leaves of Absence**

**Bloem, Jennifer**, Assistant Head Cook, HS  
**Clemensen, Tom**, Custodial/Maintenance, DO  
**Hayes, Sue**, Educational Assistant, SV  
**Lemmerman, Vanessa**, Teacher, WMS  
**Vanderlinde, Lee**, Groundskeeper, WHS

**Extended Leave of Absence**

**Retirements/Resignations/Terminations**

**Bogeman, Makayla**, Educational Assistant (SPED) at BV  
**McKeever, Lora**, Speech Language Pathologist at LT  
**Foley, Katie**, Educational Assistant (SPED) at BV  
**Kelzer, John**, Industrial Arts Teacher at WMS

It is recommended that the ISD 110 Board of Education approve the above human resource actions as proposed.

5.C. Receipts of Donation

6. **REPORTS**

6.A. Student Representative Report

**Presenter:** Sydney Sabol and Colette Newman

6.B. Administrative Presentation: Enhancing the Experience at Waconia Middle School

**Presenter:** Shane Clausen, WMS Principal and Jamie Hise, Assistant WMS Principal



# Enhancing the Experience at Waconia Middle School

Winter 2025-26

# Beyond the Classroom: Tradition & Inclusion

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- **The Vision:** Fulfilling the ISD 110 Strategic Plan by providing access to inclusive, academic, leadership, and social experiences.
- **The Goal:** Moving beyond "trips" to **shared milestones** that define the Waconia Middle School journey and create a collective sense of belonging.



Section	Description	Measure / Metric	Levels					
			Level 1	Level 2	Level 3	Level 4	Level 5	
High-quality that advances excellence	Elementary student performance on MCA	Percentage of 3rd-5th grade students who meet or exceed proficiency in reading	59% or below	60%-64%	65%-69%	70%-74%	75% or high	
		Percentage of 3rd-5th grade students who meet or exceed proficiency in math	59% or below	60%-64%	65%-69%	70%-74%	75% or high	
	Middle school student performance on MCA	Percentage of 6th-8th grade students who meet or exceed proficiency in reading	59% or below	60%-64%	65%-69%	70%-74%	75% or high	
		Percentage of 6th-8th grade students who meet or exceed proficiency in math	59% or below	60%-64%	65%-69%	70%-74%	75% or high	
	High school student readiness for post-high school success	Percent of students meeting 3 out of 4 benchmarks for the ACT	34% or below	35%-39%	40%-44%	45%-49%	50% or high	
		Percent of students taking at least one course designated for higher ed and future careers at WHS	65%-69%	70%-74%	75%-79%	80%-84%	85% or high	
Maintaining an where students el safe and ngaged, and ng	Physically and emotionally safe at school.	Students surveyed agree or strongly agree they feel safe and supported	80% & Below	81% - 85%	86% - 90%	91% - 95%	96% & above	
		Staff surveyed agree or strongly agree they feel safe and supported	80% & Below	81% - 85%	86% - 90%	91% - 95%	96% & above	
		Percentage of district safety and emergency plans/drills followed with fidelity	86% & Below	87% - 89%	90% - 93%	94% - 96%	97% & above	
	Recognize and respond to cultural commonalities and differences. Feel welcome, respected and heard.	Students and parent/guardians surveyed agree or strongly agree their student feels welcomed, respected, and heard	80% & Below	81% - 85%	86% - 90%	91% - 95%	96% & above	
		Staff surveys agree or strongly agree they feel welcomed, respected, and heard	80% & Below	81% - 85%	86% - 90%	91% - 95%	96% & above	
		Behavior referrals responded to with restorative and non-exclusionary practices	80% & Below	81% - 84%	85% - 88%	89% - 92%	93% & above	
	Access to inclusive academic, leadership, service, and social experiences	Students and parent/guardians surveyed agree or strongly agree they are engaged and involved in school	80% & Below	81% - 85%	86% - 90%	91% - 95%	96% & above	
		High school students involved in academic, leadership, service, social, fine arts, and athletic clubs or activities	67% & Below	68% - 72%	73% - 77%	78% - 84%	85% & above	
		Staff surveyed agree or strongly agree they are engaged and productive in their position	80% & Below	81% - 85%	86% - 90%	91% - 95%	96% & above	
	g efficient, sustainable structures to fulfillment of vision	Management of financial resources	Unassigned fund balance at fiscal year-end	Less than -2%	-1.9% to 2.0%	2.1% to 5%	5.1% to 8%	Greater than 8%
			Findings from the annual ISD 110 audit	4 or more	3	2	1	0
		Proactive planning for and management of facilities	Facilities condition survey results indicate clean spaces in buildings (ranking from 1 to 5, 5 being the highest)	1.0 - 1.9	2.0 - 2.9	3.0 - 3.9	4.0 - 4.4	4.5 - 5
Monitor and promote ISD 110 student enrollment		Net open enrollment for ISD 110	Less than -200	-200 to - 101	-100 to -51	-50 to 0	Greater than 0	
	% Wildcat Preschool students retained in Kindergarten or Preschool	less than 74%	75% to 79%	80% to 84%	85% to 89%	90% or greater		

# 6th Grade – Foundations & Environmental Science

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- **Long Lake Conservation Center (3 Days/2 Nights):**
  - **Strategic Pillar: Independence and Cohesion.** Our premier "rite of passage" that merges building cultures through team building away from home.
  - **Academic Lab:** An outdoor classroom for **Environmental Science** (studying bogs, forest ecology, and sustainability).
- **Fine Arts & History:** Orchestra Hall and the MN History Center/Capitol tours to supplement state Social Studies standards.



# 7th & 8th Grade – Rigor, Resilience, & The Arts

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- **Academic & Cultural Literacy:**

- **Theater Experience (7th):** Professional engagement focused on perspective-taking and empathy. Students analyze complex social themes, bridging ELA standards with real-world emotional intelligence.
- **Fort Snelling (7th):** *New this year.* Immersive standards-based social studies on Minnesota's complex history.
- **International Festival of MN (8th):** Exploring global geography and traditions.



# 7th & 8th Grade – Rigor, Resilience, & The Arts

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- **Leadership & Grit:**

- **St. Croix Canoe Trip (8th):** 7 miles of teamwork and physical geography. Applying skills learned at Long Lake.
- **Courage Retreat/Base Camp (7th):** Focused on social leadership and character development.



# Targeted Academic & Physical Extensions

- **Specialized Academic Extensions:**
  - **FlyOver America & Museum of Illusions (6th):** Engineering and the science of perception.
  - **Escape Rooms (7th):** Applied logic, deductive reasoning, and collaborative problem-solving.
  - **Landscape Arboretum (8th):** Field study of botany and environmental science.



# Targeted Academic & Physical Extensions

- **Physical Education & Performing Arts:**
  - **Powder Ridge Skiing (8th):** A PE-aligned experience building lifelong physical literacy.
  - **7th/8th Band Performance:** Community-facing winter concert at Southdale Mall.



# Authentic Belonging

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- **Unified Sports:** Soccer, Basketball, and Bowling invites where students with special needs and partners compete as teammates.
- **Polar Plunge** (schoolwide participation)
- **Center-Based Special Education:**
  - Carlson's Lovable Llamas (Waconia): A local, calming sensory experience focusing on animal interaction.
  - MN Zoo & Apple Orchard: Practicing community navigation and life-skills in supportive environments.
- **Waconia High School- Performances at the PAC** (All students)
  - Fall Musical
  - Show Choir Spectacular



# Incentive-Based Success (Reward Trips)

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- **The "Why":** Driving a positive school climate by tying high-interest rewards to district expectations for behavior, attendance, and academic effort.
- **6th Grade: End-of-Year Community Celebration**
  - Local Focus: Rotations at the Waconia Ice Arena, High School Pool, and Brook Peterson Park.
- **7th & 8th Grade: Beyond the District Gates**
  - 7th Grade: Urban Air Adventure Park (New this year).
  - 8th Grade: Valleyfair (The Middle School Capstone).



# Funding, Access, & Logistics

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- **Funding Model:** Trips are supplemental; families pay for transportation and admission fees as needed.
- **Ensuring Equity:** Financial barriers are never a deterrent to participation.
  - **PTO Partnership:** Our PTO provides robust support for any family in need of financial assistance and assists in off-setting transportation expenses.
  - **Coordination:** Communication is managed discreetly through our School Social Worker.
- **On-Site Programming:** Students choosing not to attend typically follow a modified schedule of supervision and academic support at school.



# Strategic Summary & Impact

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- **Academic Experiences:**

- Fort Snelling, Capitol Tour, Theater Experience, Orchestra Hall, International Festival of MN, Escape Rooms, Arboretum, and FlyOver America.

- **Authentic Belonging:**

- Unified Sports (Polar Plunge), Carlson's Lovable Llamas, and the foundational peer bonds built at Long Lake, Mall Band Performance, and the WHS Performances.

- **Leadership & Independence:**

- Long Lake (Rite of Passage), Courage Retreat, and the St. Croix Canoe Trip.

- **Climate & Wellness:**

- Powder Ridge Skiing, Urban Air, the 6th Grade Local Celebration, and Valleyfair.



# Final Thought:

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*"These experiences are not mere excursions; they are the intentional realization of our Strategic Direction—ensuring every student has access to the academic, social, service, and leadership experiences that define the Waconia Middle School experience."*

## Questions?



6.C. Finance Report

**Presenter:** Pam  
Carman, Director of  
Finance & Operations

**Updated Strategic Direction Measures - Fall 2025**

Strategic Direction	Description	Measure / Metric	Levels					Actual Measure
			Level 1	Level 2	Level 3	Level 4	Level 5	
<b>Establishing efficient, effective, and sustainable systems and structures to support the fulfillment of district vision</b>	Management of financial resources	Unassigned fund balance at fiscal year-end	Less than -2%	-1.9% to 2.0%	2.1% to 5%	5.1% to 8%	Greater than 8%	6.11%
		Findings from the annual ISD 110 audit	4 or more	3	2	1	0	1
	Proactive planning for and management of facilities	Facilities condition survey results indicate clean spaces in buildings (ranking from 1 to 5, 5 being the highest)	1.0 - 1.9	2.0 - 2.9	3.0 - 3.9	4.0 - 4.4	4.5 - 5	3.83
	Monitor and promote ISD 110 student enrollment	Net open enrollment for ISD 110	Less than -200	-200 to -101	-100 to -51	-50 to 0	Greater than 0	-55 EOY FY25
		% Wildcat Preschool students retained in Kindergarten or Preschool	less than 74%	75% to 79%	80% to 84%	85% to 89%	90% or greater	90.80%

# REVENUE & EXPENDITURE SUMMARY BY SOURCE, OBJECT SERIES & PROGRAM SERIES

WACONIA | December 31, 2025

REVENUE CATEGORIES			FY26 Adopted Budget			31-Dec-25	31-Dec-24	31-Dec-23		
	30-Jun-24	30-Jun-25		Received YTD	Budget Remaining	% Received	% Received	% Received	31-Dec-24	31-Dec-23
STATE	43,525,335	43,706,014	43,738,854	12,792,489	30,946,365	29.25%	29.85%	28.62%	13,048,323	12,458,020
FEDERAL	1,255,094	894,894	838,048	162,957	675,091	19.44%	0.00%	6.31%	0	79,175
PROPERTY TAXES	10,257,811	10,260,902	9,967,872	5,566,629	4,401,243	55.85%	50.61%	48.91%	5,193,114	5,017,017
LOCAL SALES, INS RECOVERY & JUDGEMENTS	0	(1,705)	0	5,092	(5,092)	0.00%	-449.54%	0.00%	7,665	0
SALE OF BONDS & LOANS	0	0	0	0	0	0.00%	0.00%	0.00%	0	0
INCOMING TRANSFERS FROM OTH FUNDS	0	0	0	0	0	0.00%	0.00%	0.00%	0	0
LOCAL (FEES, INTEREST, ETC.)	1,702,471	2,040,410	1,604,813	702,311	902,502	43.76%	29.81%	33.39%	608,268	568,538
<b>TOTALS</b>	<b>56,740,711</b>	<b>56,900,515</b>	<b>56,149,587</b>	<b>19,229,478</b>	<b>36,920,109</b>	<b>34.25%</b>	<b>33.14%</b>	<b>31.94%</b>	<b>18,857,370</b>	<b>18,122,750</b>

EXPENDITURES (OBJECT SERIES)			FY26 Adopted Budget			31-Dec-25	31-Dec-24	31-Dec-23		
	30-Jun-24	30-Jun-25		Expended YTD	Budget Remaining	% Expended	% Expended	% Expended	31-Dec-24	31-Dec-23
SALARIES & WAGES	27,539,445	28,557,637	30,827,060	12,412,348	18,414,712	40.26%	38.64%	37.47%	11,034,539	10,318,563
EMPLOYEE BENEFITS	10,431,339	11,378,624	11,777,614	5,396,033	6,381,581	45.82%	40.65%	40.02%	4,624,995	4,174,421
PURCHASED SERVICES	7,612,703	8,344,460	8,513,778	3,813,529	4,700,249	44.79%	40.22%	30.25%	3,355,903	2,302,869
SUPPLIES	1,724,992	1,869,383	1,980,575	961,093	1,019,482	48.53%	28.05%	25.22%	524,450	434,968
EQUIPMENT	904,658	1,293,468	1,462,300	779,187	683,113	53.29%	53.61%	44.67%	693,466	404,142
DEBT SERVICE	83,267	83,267	81,287	2,200	79,087	2.71%	100.00%	100.00%	83,266	83,266
OTHER EXPENDITURES	284,535	268,429	288,579	92,026	196,553	31.89%	39.24%	37.21%	105,325	105,878
OTHER FINANCING USES	179,732	0	63,000	0	63,000	0.00%	0.00%	0.00%	0	0
<b>TOTALS</b>	<b>48,760,671</b>	<b>51,795,268</b>	<b>54,994,193</b>	<b>23,456,415</b>	<b>31,537,778</b>	<b>42.65%</b>	<b>39.43%</b>	<b>36.55%</b>	<b>20,421,944</b>	<b>17,824,107</b>

EXPENDITURES (PROGRAM SERIES)			FY26 Adopted Budget			31-Dec-25	31-Dec-24	31-Dec-23		
	30-Jun-24	30-Jun-25		Expended YTD	Budget Remaining	% Expended	% Expended	% Expended	31-Dec-24	31-Dec-23
SITE ADMINISTRATION	1,009,465	1,086,471	1,124,204	596,517	527,687	53.06%	49.51%	51.88%	537,909	523,716
DISTRICT ADMINISTRATION	479,268	478,718	507,637	242,439	265,198	47.76%	50.54%	48.43%	241,965	232,120
SUPPORT SERVICES	1,696,730	1,875,357	2,052,639	1,164,902	887,737	56.75%	52.77%	51.67%	989,661	876,722
REGULAR INSTRUCTION	19,683,539	21,366,367	21,695,083	8,525,256	13,169,827	39.30%	35.02%	34.61%	7,483,108	6,811,537
EXTRA-CURRICULAR ACTIVITES	1,970,761	2,084,156	2,138,382	614,528	1,523,854	28.74%	26.15%	18.32%	545,055	361,053
VOCATIONAL INSTRUCTION	536,073	635,540	574,343	226,830	347,513	39.49%	36.64%	33.17%	232,868	177,790
SPECIAL EDUCATION	10,567,638	11,064,177	12,473,658	4,869,608	7,604,050	39.04%	36.78%	36.46%	4,068,987	3,852,544
COMMUNITY SERVICES	8,848	14,322	8,848	9,035	(187)	102.11%	76.44%	61.86%	10,947	5,474
INSTRUCTIONAL SUPPORT	2,462,123	2,274,874	2,923,864	1,694,319	1,229,545	57.95%	55.37%	48.58%	1,259,601	1,196,079
PUPIL SUPPORT SERVICES	4,958,436	5,237,720	5,697,145	2,297,351	3,399,794	40.32%	36.65%	27.82%	1,919,543	1,379,537
FACILITIES	4,820,100	5,237,835	5,273,390	2,562,754	2,710,636	48.60%	47.14%	39.71%	2,469,178	1,914,098
OTHER FINANCING USES	567,689	439,732	525,000	652,876	(127,876)	124.36%	150.80%	86.92%	663,122	493,437
<b>TOTALS</b>	<b>48,760,671</b>	<b>51,795,268</b>	<b>54,994,193</b>	<b>23,456,415</b>	<b>31,537,778</b>	<b>42.65%</b>	<b>39.43%</b>	<b>36.55%</b>	<b>20,421,944</b>	<b>17,824,107</b>

# REVENUE & EXPENDITURE SUMMARY BY SOURCE, OBJECT SERIES & PROGRAM SERIES

WACONIA | December 31, 2025

ACTIVITY - OTHER FUNDS					31-Dec-25	31-Dec-24	31-Dec-23			
REVENUE	30-Jun-24	30-Jun-25	FY26 Adopted Budget	Received YTD	Budget Remaining	% Received	% Received	% Received	31-Dec-24	31-Dec-23
FOOD SERVICE	3,388,847	3,319,655	3,449,636	681,325	2,768,311	19.75%	21.34%	21.26%	708,311	720,462
COMMUNITY EDUCATION	4,221,222	4,247,809	4,171,711	2,288,904	1,882,807	54.87%	48.59%	52.95%	2,063,967	2,235,039
CONSTRUCTION	6,158,103	9,596,627	75,000	137,107	(62,107)	182.81%	0.37%	0.00%	35,589	0
DEBT SERVICE	9,557,211	21,753,496	9,737,900	5,010,540	4,727,360	51.45%	22.88%	53.45%	4,976,445	5,108,755
TRUST	11,250	12,950	0	0	0		0.00%	0.00%	0	0
CUSTODIAL	0	0	0	0	0		0.00%	0.00%	0	0
INTERNAL SERVICE	550,381	418,183	485,000	228,902	256,098	47.20%	47.85%	41.01%	200,104	225,735
OPEB REVOCABLE TRUST	0	0	0	0	0		0.00%	0.00%	39,610	51,452
OPEB IRREVOCABLE TRUST	152,627	439,769	135,000	48,346	86,654	35.81%	0.00%	0.00%	0	0
OPEB DEBT SERVICE	0	0	0	0	0		0.00%	0.00%	0	0
<b>TOTALS</b>	<b>24,039,642</b>	<b>39,788,489</b>	<b>18,054,247</b>	<b>8,395,124</b>	<b>9,659,123</b>	<b>46.50%</b>	<b>20.17%</b>	<b>34.70%</b>	<b>8,024,026</b>	<b>8,341,443</b>

  

EXPENDITURES					31-Dec-25	31-Dec-24	31-Dec-23			
EXPENDITURES	30-Jun-24	30-Jun-25	FY26 Adopted Budget	Expended YTD	Budget Remaining	% Expended	% Expended	% Expended	31-Dec-24	31-Dec-23
FOOD SERVICE	3,472,583	3,138,794	3,828,301	1,317,229	2,511,072	34.41%	38.69%	38.91%	1,214,414	1,351,094
COMMUNITY EDUCATION	3,902,578	4,136,902	3,889,861	2,407,252	1,482,609	61.89%	48.10%	45.19%	1,989,806	1,763,428
CONSTRUCTION	2,061,110	5,459,450	9,384,517	5,595,904	3,788,613	59.63%	9.38%	0.00%	512,085	0
DEBT SERVICE	9,396,831	21,790,482	9,737,900	1,560,582	8,177,318	16.03%	7.43%	17.60%	1,619,926	1,653,390
TRUST	4,500	10,250	0	406	(406)		0.00%	0.00%	0	0
CUSTODIAL	0	0	0	0	0		0.00%	0.00%	0	0
INTERNAL SERVICE	448,577	442,895	485,000	223,227	261,773	46.03%	50.51%	18.87%	223,709	84,664
OPEB REVOCABLE TRUST	0	0	0	0	0		0.00%	0.00%	1,250	1,236
OPEB IRREVOCABLE TRUST	346,417	361,101	135,000	1,347	133,653	1.00%	0.00%	0.00%	0	0
OPEB DEBT SERVICE	0	0	0	0	0		0.00%	0.00%	0	0
<b>TOTALS</b>	<b>19,632,596</b>	<b>35,339,874</b>	<b>27,460,579</b>	<b>11,105,947</b>	<b>16,354,632</b>	<b>40.44%</b>	<b>15.74%</b>	<b>24.72%</b>	<b>5,561,190</b>	<b>4,853,812</b>

  

SUMMARY - ALL FUNDS					31-Dec-25	31-Dec-24	31-Dec-23			
SUMMARY	30-Jun-24	30-Jun-25	FY26 Adopted Budget	YTD	Budget Remaining	% of Budget Expended	% of Actuals Expended	% of Actuals Expended	31-Dec-24	31-Dec-23
REVENUE	80,780,353	96,689,004	74,203,834	27,624,602	46,579,232	37.23%	27.80%	32.76%	26,881,396	26,464,193
EXPENDITURES	68,393,267	87,135,142	82,454,772	34,562,362	47,892,410	41.92%	29.82%	33.16%	25,983,134	22,677,919
SPENDING VARIANCE	12,387,086	9,553,862	(8,250,938)	(6,937,760)	N/A	N/A	N/A	N/A	898,262	3,786,274

7. **ACTION ITEMS**

7.A. 2027-2029 Academic Calendars

**Presenter:** Erika  
Nesvig, Director of  
Education Services  
and Jeni Super,  
Director of Human  
Resources

## Before Labor Day Start 2027-2028

### Calendar Totals

- Student Days: 171
- Teacher Days: 184
  
- Tri 1 - Aug 30 - Nov 23 (56 days)
- Tri 2 - Nov 29 - March 2 (58 days)
- Tri 3 - March 13 - June 1 (57 days)

### Key Dates:

#### August

- Teacher Workshop: August 23-26, 2027
- First Day of School (Grades 1-12): August 30, 2027

#### September

- First Day of School (Kindergarten): September 1, 2027
- No School: September 3, 2027
- Labor Day (No School): September 6, 2027
- Early Release: September 29, 2027

#### October

- Conferences/PD Day: October 20, 2027
- MEA Break: October 21-22, 2027
- Early Release: October 27, 2027

#### November

- November Development Day: Nov 12, 2027
- Tri 1 Ends: November 23, 2027
- Grading Day (No School): November 24, 2027
- Thanksgiving Break: November 25-26, 2027
- Tri 2 Starts: November 29, 2027

#### December

- Winter Break: December 23 – December 31, 2027

#### January

- Professional Development Day: January 3, 2028
- Martin Luther King Jr. Day (No School): January 17, 2028
- Early Release: January 26, 2028

#### February

- Conference/PD Day: February 4, 2028
- Presidents Day (No School) Comp Day for Conferences: February 21, 2028
- Early Release: February 23, 2028

#### March

- Tri 2 Ends: March 2, 2028
- Grading Day (No School): March 3, 2028
- Spring Break: March 6-10, 2028

- Tri 2 Starts: March 13, 2028

April

- No School - Comp Day for Conferences: April 14, 2028
- Early Release: April 26, 2028

May

- Graduation: May 26, 2028
- Memorial Day (No School): May 29, 2028
- Last Day for Students: June 1, 2028
- Teacher Last Day: June 2, 2028



# 2027-2028 Academic Calendar

## JANUARY 2028

S	M	T	W	Th	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 3 No School E-12  
Professional Development Day
- 17 No School E-12  
Martin Luther King Jr Day
- 26 2-HR Early Release

## FEBRUARY 2028

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

- 4 No School E-12  
K-5 Conferences (day)  
WMS/WHS Prof. Development
- 21 No School E-12  
President's Day
- 23 2-Hour Early Release

## AUGUST 2027

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 23-26 Teacher Workshop
- 30 First Day of School (Gr. 1-12)

## MARCH 2028

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- 2 End of Trimester 2
- 3 No School E-12  
Teacher Work Day
- 6-10 No School E-12  
Spring Break

## SEPTEMBER 2027

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- 1 First Day of School (Kindergarten)
- 3 No School E-12
- 6 No School E-12  
Labor Day
- 29 2-HR Early Release

## APRIL 2028

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

- 14 No School E-12
- 26 2-Hour Early Release

## OCTOBER 2027

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 20 No School E-12  
K-5 Conferences (day)  
WMS/WHS Prof. Development
- 21-22 No School E-12
- 27 2-Hour Early Release

## MAY 2028

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 26 Class of 2028 Graduation
- 29 No School E-12

## NOVEMBER 2027

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- 12 No School E-12  
Teacher/Staff Development Day
- 23 End of Trimester 1
- 24 No School E-12  
Teacher Work Day
- 25-26 No School E-12

## DECEMBER 2027

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- 23-31 No School E-12  
Winter Break

## JUNE 2028

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 1 Last Student Day
- 2 Last Teacher Workday

## After Labor Day Start 2027-2028

### Calendar Totals

- Student Days: 171
- Teacher Days: 184
  
- Tri 1 - Sept 7 - Dec 2 (56 days)
- Tri 2 - Dec 6 - March 9 (58 days)
- Tri 3 - Mar 20 - June 8 (57 days)

### Key Dates:

#### August

- Teacher Workshop: August 30-Sept 2, 2027

#### September

- Labor Day (No School): September 6, 2027
- First Day of School (Grades 1-12): September 7, 2027
- First Day of School (Kindergarten): September 9, 2027
- Early Release: September 29, 2027

#### October

- Conferences/PD Day: October 20, 2027
- MEA Break: October 21-22, 2027
- Early Release: October 27, 2027

#### November

- November Development Day: November 12, 2027
- Thanksgiving Break: November 25-26, 2027

#### December

- End of Tri 1: December 2, 2027
- Grading Day (No School): December 3, 2027
- Tri 2 Starts: December 6, 2027
- Winter Break: December 22 – December 31, 2027

#### January

- Professional Development Day: January 3, 2028
- Martin Luther King Jr. Day (No School): January 17, 2028
- Early Release: January 26, 2028

#### February

- Conference/PD Day: February 4, 2028
- Presidents Day (No School) Comp Day for Conferences: February 21, 2028
- Early Release: February 23, 2028

#### March

- Tri 2 Ends: March 9, 2028
- Grading Day (No School): March 10, 2028
- Spring Break: March 13-17, 2028

- Tri 3 Starts: March 20, 2028

April

- No School: Comp Day for Conferences: April 14, 2028
- Early Release: April 26, 2028

May

- Memorial Day (No School): May 29, 2028
- Graduation: June 2, 2028
- Last Day for Students: June 8, 2028
- Teacher Last Day: June 9, 2028



# 2027-2028 Academic Calendar

## JANUARY 2028

S	M	T	W	Th	F	S
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- 3 No School E-12  
Professional Development Day
- 17 No School E-12  
Martin Luther King Jr Day
- 26 2-HR Early Release

## FEBRUARY 2028

S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29				

- 4 No School E-12  
K-5 Conferences (day)  
WMS/WHS Prof. Development
- 21 No School E-12  
President's Day
- 23 2-Hour Early Release

## MARCH 2028

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- 9 End of Trimester 2
- 10 No School E-12  
Teacher Work Day
- 13-17 No School E-12  
Spring Break

## APRIL 2028

S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

- 14 No School E-12
- 26 2-Hour Early Release

## MAY 2028

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 29 No School E-12

## JUNE 2028

S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

- 2 Class of 2028 Graduation
- 8 Last Student Day
- 9 Last Teacher Workday

## AUGUST 2027

S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 30-31 Teacher Workshop

## SEPTEMBER 2027

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- 1-2 Teacher Workshop
- 6 No School E-12  
Labor Day
- 7 First Day of School (Gr. 1-12)
- 9 First Day of School (Kindergarten)
- 29 2-HR Early Release

## OCTOBER 2027

S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 20 No School E-12  
K-5 Conferences (day)  
WMS/WHS Prof. Development
- 21-22 No School E-12
- 27 2-HR Early Release

## NOVEMBER 2027

S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- 12 No School E-12  
Teacher/Staff Development Day
- 25-31 No School E-12

## DECEMBER 2027

S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- 2 End of Trimester 1
- 3 No School E-12  
Teacher Work Day
- 22-31 No School E-12  
Winter Break

## Before Labor Day Start 2028-2029

### Calendar Totals

- Student Days: 171
- Teacher Days: 184
  
- Tri 1 - Aug 28 - Nov 21 (56 days)
- Tri 2 - Nov 27 - March 1 (58 days)
- Tri 3 - March 12 - May 31 (57 days)

### Key Dates:

#### August

- Teacher Workshop: August 21-24, 2028
- First Day of School (Grades 1-12): August 28, 2028
- First Day of School (Kindergarten): August 30, 2028

#### September

- No School: September 1, 2028
- Labor Day (No School): September 4, 2028
- Early Release: September 27, 2028

#### October

- Conferences/PD Day: October 18, 2028
- MEA Break: October 19-20, 2028
- Early Release: October 25, 2028

#### November

- November Development Day: November 10, 2028
- Tri 1 Ends: November 21, 2028
- Grading Day (No School): November 22, 2028
- Thanksgiving Break: November 23-24, 2028
- Tri 2 Starts: November 27, 2028

#### December

- Winter Break: December 25– Jan 3, 2029

#### January

- Professional Development Day: January 3, 2029
- Martin Luther King Jr. Day (No School): January 15, 2029
- Early Release: January 31, 2029

#### February

- Conference/PD Day: February 2, 2029
- Presidents Day (No School) Comp Day for Conferences: February 19, 2029
- Early Release: February 28, 2029

#### March

- Tri 2 Ends: March 1, 2029
- Grade Day: March 2, 2029
- Spring Break: March 5-9, 2029

- Tri 3 Starts: March 12, 2029

April

- No School - Comp Day for Conferences: April 13, 2029
- Early Release: April 25, 2029

May

- Graduation: May 25, 2026
- Memorial Day (No School): May 28, 2029
- Last Day for Students: May 31, 2029
- Teacher Last Day: June 1, 2029



# 2028 – 2029 Academic Calendar

NOVEMBER 2028						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

10 No School E-12  
Teacher/Staff Development

21 End of Trimester 1

22 No School E-12  
Teacher Work Day

23-24 No School E-12

MARCH 2029						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1 End of Trimester 2

2 No School E-12  
Teacher Work Day

5-9 No School E-12  
Spring Break

AUGUST 2028						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

21-24 Teacher Workshop Week

28 1<sup>st</sup> Day of School Grades 1-12

30 1<sup>st</sup> Day of School Kindergarten

DECEMBER 2028						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

25-29 No School E-12  
Winter Break

APRIL 2029						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

13 No School E-12

25 2-HR Early Release (E-12)

SEPTEMBER 2028						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1 No School E-12

4 No School E-12 Holiday

27 2-HR Early Release (E-12)

JANUARY 2029						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

1-2 No School E-12  
Winter Break

3 No School E-12  
Teacher/Staff Development

15 No School E-12  
Martin Luther King Jr Day

31 2-HR Early Release (E-12)

MAY 2029						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

25 Class of 2029 Graduation

28 No School E-12

31 Last Student Day

OCTOBER 2028						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

18 No School E-12  
K-5 Conferences - daytime  
WMS/WHS Staff Development

19-20 No School E-12  
Ed MN State Conference

25 2-HR Early Release (E-12)

FEBRUARY 2029						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

2 No School E-12  
K-5 Conferences (daytime)  
WMS/WHS Staff Development

19 No School E-12  
President's Day

28 2-HR Early Release (E-12)

June 2029						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

1 Last Teacher Workday

## After Labor Day Start 2028-2029

### Calendar Totals

- Student Days: 171
- Teacher Days: 184
  
- Tri 1 - Sept 5 - Nov 30 (57 days)
- Tri 2 - Dec 4 - March 8 (58 days)
- Tri 3 - March 19 - June 7 (57 days)

### Key Dates:

#### August

- Teacher Workshop: August 28-31, 2028

#### September

- Labor Day (No School): September 4, 2028
- First Day of School (Grades 1-12): September 5, 2028
- First Day of School (Kindergarten): September 7, 2028
- Early Release: September 27, 2028

#### October

- Conferences/PD Day: October 18, 2028
- MEA Break: October 19-20, 2028
- Early Release: October 25, 2028

#### November

- November PD Day: November 10, 2028
- Thanksgiving Break: November 23-24, 2028
- Tri 1 Ends: November 30, 2028

#### December

- Grading Day: December 1, 2028
- Tri 2 Starts: December 4, 2028
- Winter Break: December 25 – Jan 3, 2029

#### January

- Professional Development Day: January 3, 2029
- Martin Luther King Jr. Day (No School): January 15, 2029
- Early Release: January 31, 2029

#### February

- Conference/PD Day: February 2, 2029
- Presidents Day (No School) Comp Day for Conferences: February 19, 2029
- Early Release: February 28, 2029

#### March

- Tri 2 Ends: March 8, 2029
- Grading Day (No School): March 9, 2029
- Spring Break: March 12-16, 2029

- Tri 3 Starts: March 19, 2029

April

- No School - Comp Day for Conferences: April 13, 2029
- Early Release: April 25, 2029

May

- Memorial Day (No School): May 28, 2029
- Graduation: June 1, 2029
- Last Day for Students: June 7, 2029
- Teacher Last Day: June 8, 2029



# 2028 – 2029 Academic Calendar

NOVEMBER 2028						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- 10 No School E-12  
Teacher/Staff Development
- 23-24 No School E-12
- 30 End of Trimester 1

MARCH 2029						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- 8 End of Trimester 2
- 9 No School E-12  
Teacher Work Day
- 12-16 No School E-12  
Spring Break

AUGUST 2028						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 28-31 Teacher Workshop Week
- 30 110 Open House - evening

DECEMBER 2028						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- 1 No School E-12  
Teacher Work Day
- 25-29 No School E-12  
Winter Break

APRIL 2029						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- 13 No School E-12
- 25 2-HR Early Release (E-12)

SEPTEMBER 2028						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 4 No School E-12  
Holiday
- 5 1<sup>st</sup> Day of School Grades 1-12
- 7 1<sup>st</sup> Day of School Kindergarten
- 27 2-HR Early Release (E-12)

JANUARY 2029						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

- 1-2 No School E-12  
Winter Break
- 3 No School E-12  
Teacher/Staff Development
- 15 No School E-12  
Martin Luther King Jr Day
- 31 2-HR Early Release (E-12)

MAY 2029						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- 28 No School E-12

OCTOBER 2028						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- 18 No School E-12  
K-5 Conferences - daytime  
WMS/WHS Staff Development
- 19-20 No School E-12  
Ed MN State Conference
- 25 2-HR Early Release (E-12)

FEBRUARY 2029						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

- 2 No School E-12  
K-5 Conferences (daytime)  
WMS/WHS Staff Development
- 19 No School E-12  
President's Day
- 28 2-HR Early Release (E-12)

June 2029						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 1 Class of 2029 Graduation
- 7 Last Student Day
- 8 Last Teacher Workday

DRAFT

7.B. TCO Sponsorship Agreement



## MEMORANDUM

**TO:** ISD 110 School Board

**FROM:** Pam Carman, Director of Finance & Operations  
Steven Jensen, Director of Community Education

**DATE:** January 26, 2026

**SUBJECT:** Community Education Sponsorship Agreement – Twin Cities Orthopedics / Training HAUS

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### Purpose

The purpose of this memo is to provide background and request School Board approval of a proposed Community Education sponsorship agreement with Twin Cities Orthopedics / Training HAUS (TCO/Training HAUS) for the 2026 baseball and softball seasons.

### Background

Community Education has been working with TCO/Training HAUS on a proposed \$7,000 sponsorship supporting Metro Baseball and Competitive Softball programming. The sponsorship includes multiple promotional and advertising components, including:

- Placement of the TCO/Training HAUS logo on player jerseys and coaches' apparel
- Seasonal banners displayed at athletic fields
- Recognition on Community Education baseball and softball program websites
- Dedicated email communications to program participants and families
- Potential logo placement on optional, for-sale apparel
- Distribution of sponsorship funds across baseball and softball at Community Education's discretion

Before accepting any funds, Community Education appropriately requested that the arrangement be documented in writing and reviewed through Finance and Administration.

### Policy Considerations

Although initially described as a "sponsorship," the scope and visibility of the proposed benefits go beyond a simple donation with acknowledgment. Because this arrangement includes logos,

banners, websites, and direct communication with families, it falls squarely under School Board Policy 905 – Advertising, rather than Policy 706 – Gifts and Donations.

Policy 905 requires that:

- Advertising on school district property or through district programs receive School Board approval; and
- Approved advertising be specific in scope, location, duration, and include appropriate non-endorsement language.

Treating this arrangement as a formal sponsorship/advertising agreement ensures consistency, transparency, and alignment with Board policy, while also setting a clear precedent for future Community Education sponsorships.

## **Proposed Action**

Administration recommends that the School Board:

1. Approve the sponsorship agreement with Twin Cities Orthopedics / Training HAUS as an advertising/sponsorship arrangement under Policy 905;
2. Authorize execution of the attached agreement, which clearly defines the scope, term, compensation, compliance requirements, and non-endorsement provisions; and
3. Direct that sponsorship funds not be accepted until Board approval is granted and the agreement is fully executed.

## **Next Steps**

Upon Board approval, Community Education will finalize execution of the agreement, invoice the sponsor, and implement the approved sponsorship benefits in accordance with Board policy, Minnesota State High School League rules, and District guidelines.

# SPONSORSHIP AGREEMENT

This Sponsorship Agreement (“Agreement”) is entered into as of February 1, 2026 (“Effective Date”), by and between:

**Sponsor:** Twin Cities Orthopedics & Training HAUS 3500 American Blvd W Bloomington, MN 55431

**and**

**District:** Independent School District No. 110 (Waconia Public Schools) Waconia, Minnesota (“ISD 110” or “District”)

**Program Administrator:** Waconia Community Education & Recreation, a program of ISD 110 (“Community Education”)

Sponsor, District, and Community Education may be referred to individually as a “Party” and collectively as the “Parties.”

## 1. Purpose and Authority

This Agreement is entered into pursuant to ISD 110 School Board Policy 905 (Advertising & Sponsorships) and applicable Minnesota law. Community Education administers the sponsorship program on behalf of ISD 110. Nothing in this Agreement grants Sponsor any authority over District programs, curriculum, staffing, or operations.

## 2. Term

This Agreement shall commence on February 1st, 2026 and shall remain in effect through the conclusion of the 2026 baseball and softball seasons, or August 3, 2026, whichever occurs first (the "Term"), unless earlier terminated in accordance with this Agreement.

## 3. Sponsorship Level and Fee

- **Sponsorship Level:** Official Orthopedic & Sports Performance Sponsor
- **Sponsorship Fee:** \$7,000.00 (one-time payment)

The sponsorship fee supports Community Education programming and does not constitute a donation, charitable contribution, or procurement contract.

## 4. Sponsorship Benefits

Subject to District approval and Sponsor's compliance with this Agreement, Community Education will provide the following benefits during the Term:

1. **Jersey Logos:** Sponsor logo printed on the sleeves of all Metro Baseball and Competitive Softball jerseys.
2. **Coach Apparel:** Sponsor logo printed on the sleeves of baseball coaches' shirts.
3. **Field Banners:** One (1) to two (2) banners displayed at designated athletic fields for the season.
  - *Sponsor is responsible for providing print-ready artwork.*
  - *Community Education is responsible for banner production costs and installation.*
4. **Email Communications:** Two (2) dedicated email communications sent to baseball and softball families (one pre-season, one mid/post-season).
  - *Content must be provided by Sponsor and is subject to District approval.*
5. **Digital Recognition:** Sponsor logo and hyperlink displayed on applicable Metro Baseball and Softball program websites.

Artwork Deadline: Sponsor must provide all necessary logos and artwork in the requested format by March 1, 2026. Failure to provide artwork by this date may result in production delays for which the District shall not be liable.

## 5. Exclusivity

For the Term of this Agreement, Sponsor shall receive category exclusivity for the following categories: *orthopedics, physical therapy, and sports performance*. This exclusivity applies solely to the baseball and softball programs administered by Community Education.

## 6. Payment Terms

- Sponsor shall be invoiced upon full execution of this Agreement.
- Payment is due within thirty (30) days of the invoice date.
- Checks shall be made payable to: Independent School District No. 110 – Waconia Public Schools.

Sponsorship fees are non-refundable, except as expressly provided in Section 12 (Force Majeure) or in the event of termination for District's material breach.

## 7. Use of Name, Logo, and Non-Endorsement

Effective as of February 1, 2026, Sponsor grants the District and Community Education a limited, non-exclusive, royalty-free license to use Sponsor's name and logo solely for the purposes of fulfilling the obligations under this Agreement during the Term.

All artwork and branding materials, including use of the Sponsor's name or logo, must be approved in writing by the Sponsor prior to production. Such approval shall not be unreasonably withheld or delayed.

Nothing in this Agreement shall be construed as an endorsement by ISD 110, Community Education, or Waconia Area Athletics of Sponsor's products or services.

## **8. Compliance with Laws and Policies**

All sponsorship activities are subject to:

- Minnesota State High School League (MSHSL) rules;
- ISD 110 School Board policies;
- Community Education guidelines; and
- All applicable state and federal laws.

If any sponsorship benefit is found to be non-compliant with the above, the District and Sponsor shall cooperate in good faith to modify the benefit to achieve compliance.

If modification is not possible, the District and Sponsor shall work together to either (a) identify a fair replacement benefit of comparable value, or (b) agree upon a fair and reasonable prorated refund for the non-compliant benefit.

## **9. Indemnification**

Sponsor shall indemnify, defend, and hold harmless ISD 110, its School Board, officers, employees, and agents from and against any claims, damages, liabilities, or expenses (including reasonable attorneys' fees) arising out of Sponsor's participation in this sponsorship, branding materials provided by Sponsor, or Sponsor's breach of this Agreement.

## **10. Termination**

- **For Cause:** Either Party may terminate this Agreement upon thirty (30) days' written notice to the other Party in the event of a material breach, provided the breach is not cured within such notice period.
- **Regulatory Termination:** The District may terminate this Agreement immediately if required to maintain compliance with applicable law, School Board policy, or MSHSL rules. In such event, the District shall provide a pro-rated refund of the Sponsorship Fee for any benefits not yet received.

## **11. Force Majeure**

Neither Party shall be liable for failure to perform due to events beyond their reasonable control, including but not limited to severe weather, facility closures, pandemics, or government orders ("Force Majeure Event").

## 12. Miscellaneous

- **Assignment:** Sponsor may not assign this Agreement without the prior written consent of ISD 110.
- **Public Data:** This Agreement is subject to the Minnesota Government Data Practices Act, Minn. Stat. Ch. 13.
- **Governing Law:** This Agreement shall be governed by the laws of the State of Minnesota.
- **Entire Agreement:** This Agreement constitutes the entire understanding between the Parties and supersedes all prior discussions. Amendments must be in writing and signed by all Parties.

**IN WITNESS WHEREOF**, the Parties have executed this Agreement as of the dates set forth below.

### **Sponsor**

Twin Cities Orthopedics & Training HAUS

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

Name:

Title:

Date:

### **Independent School District No. 110**

Waconia Public Schools

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

Name:

Title:

Date:

### **Waconia Community Education & Recreation**

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

Name:

Title:

Date:

7.C. Second Read Board Policies

7.C.1. 414 Mandated Reporting Child Neglect or  
Physical or Sexual Abuse

**Presenter:** Jeni  
Super, Director of  
Human Resources

#### **414 MANDATED REPORTING OF CHILD NEGLECT OR PHYSICAL OR SEXUAL ABUSE**

***[Note: This policy reflects the mandatory law regarding reporting of maltreatment of minors and is not discretionary in nature.]***

##### **I. PURPOSE**

The purpose of this policy is to make clear the statutory requirements of school personnel to report suspected child neglect or physical or sexual abuse.

##### **II. GENERAL STATEMENT OF POLICY**

- A. The policy of the school district is to fully comply with Minnesota Statutes chapter 260E requiring school personnel to report suspected child neglect or physical or sexual abuse.
- B. A violation of this policy occurs when any school personnel fails to immediately report instances of child neglect or physical or sexual abuse when the school personnel knows or has reason to believe a child is being neglected or physically or sexually abused or has been neglected or physically or sexually abused within the preceding three years.

##### **III. DEFINITIONS**

- A. "Accidental" means a sudden, not reasonably foreseeable, and unexpected occurrence or event that:
  - 1. is not likely to occur and could not have been prevented by exercise of due care; and
  - 2. if occurring while a child is receiving services from a facility, happens when the facility and the employee or person providing services in the facility are in compliance with the laws and rules relevant to the occurrence of event.
- B. "Child" means one under age 18 and, for purposes of Minnesota Statutes chapter 260C (Juvenile Safety and Placement) and Minnesota Statutes chapter 260D (Child in Voluntary Foster Care for Treatment), includes an individual under age 21 who is in foster care pursuant to Minnesota Statutes chapter 260C.451 (Foster Care Benefits Past Age 18).
- C. "Immediately" means as soon as possible but in no event longer than 24 hours.
- D. "Mandated reporter" means any school personnel who knows or has reason to believe a child is being maltreated or has been maltreated within the preceding three years.
- E. "Mental injury" means an injury to the psychological capacity or emotional stability of a child as evidenced by an observable or substantial impairment in the child's ability to function within a normal range of performance and behavior with due regard to the child's culture.
- F. "Neglect" means the commission or omission of any of the acts specified below, other than by accidental means:
  - 1. failure by a person responsible for a child's care to supply a child with necessary food, clothing, shelter, health care, medical, or other care required for the child's physical or mental health when reasonably able to do so;
  - 2. failure to protect a child from conditions or actions that seriously endanger the child's physical or mental health when reasonably able to do so, including a growth delay, which may be referred to as a failure to thrive, that has been

diagnosed by a physician and is due to parental neglect;

3. failure to provide for necessary supervision or child care arrangements appropriate for a child after considering factors as the child's age, mental ability, physical condition, length of absence, or environment, when the child is unable to care for the child's own basic needs or safety, or the basic needs or safety of another child in his or her care;
4. failure to ensure that a child is educated in accordance with state law, which does not include a parent's refusal to provide his or her child with sympathomimetic medications;
5. prenatal exposure to a controlled substance as defined in state law used by the mother for a nonmedical purpose, as evidenced by withdrawal symptoms in the child at birth, results of a toxicology test performed on the mother at delivery or the child's birth, medical effects or developmental delays during the child's first year of life that medically indicate prenatal exposure to a controlled substance, or the presence of a fetal alcohol spectrum disorder;
6. medical neglect as defined by Minnesota Statutes section 260C.007, subdivision 6, Clause (5);
7. chronic and severe use of alcohol or a controlled substance by a person responsible for the care of the child that adversely affects the child's basic needs and safety; or
8. emotional harm from a pattern of behavior that contributes to impaired emotional functioning of the child, which may be demonstrated by a substantial and observable effect in the child's behavior, emotional response, or cognition that is not within the normal range for the child's age and stage of development, with due regard to the child's culture.

Neglect does not occur solely because the child's parent, guardian, or other person responsible for the child's care in good faith selects and depends upon spiritual means or prayer for treatment or care of disease or remedial care of the child in lieu of medical care.

- G. "Nonmaltreatment mistake" occurs when: (1) at the time of the incident, the individual was performing duties identified in the center's child care program plan required under Minnesota Rules Part 9503.0045; (2) the individual has not been determined responsible for a similar incident that resulted in a finding of maltreatment for at least seven years; (3) the individual has not been determined to have committed a similar nonmaltreatment mistake under this paragraph for at least four years; (4) any injury to a child resulting from the incident, if treated, is treated only with remedies that are available over the counter, whether ordered by a medical professional or not; and (5) except for the period when the incident occurred, the facility and the individual providing services were both in compliance with all licensing requirements relevant to the incident. This definition only applies to child care centers licensed under Minnesota Statutes chapter 9503.
- H. "Person responsible for the child's care" means (1) an individual functioning within the family unit and having responsibilities for the care of the child such as a parent, guardian, or other person having similar care responsibilities, or (2) an individual functioning outside the family unit and having responsibilities for the care of the child such as a teacher, school administrator, other school employee or agent, or other lawful custodian of a child having either full-time or short-term care responsibilities including, but not limited to, day care, babysitting whether paid or unpaid, counseling, teaching, and coaching.
- I. "Physical abuse" means any physical injury, mental injury (under subdivision 13), or

threatened injury (under subdivision 23), inflicted by a person responsible for the child's care on a child other than by accidental means; or any physical or mental injury that cannot reasonably be explained by the child's history of injuries, or any aversive or deprivation procedures, or regulated interventions, that have not been authorized by Minnesota Statutes section 125A.0942 or § 245.825.

Abuse does not include reasonable and moderate physical discipline of a child administered by a parent or legal guardian that does not result in an injury. Abuse does not include the use of reasonable force by a teacher, principal, or school employee as allowed by Minnesota Statutes section 121A.582.

Actions that are not reasonable and moderate include, but are not limited to, any of the following: (1) throwing, kicking, burning, biting, or cutting a child; (2) striking a child with a closed fist; (3) shaking a child under age three; (4) striking or other actions that result in any nonaccidental injury to a child under 18 months of age; (5) unreasonable interference with a child's breathing; (6) threatening a child with a weapon, as defined in Minnesota Statutes section 609.02, subdivision 6; (7) striking a child under age one on the face or head; (8) striking a child who is at least age one but under age four on the face or head, which results in an injury; (9) purposely giving a child poison, alcohol, or dangerous, harmful, or controlled substances that were not prescribed for the child by a practitioner, in order to control or punish the child, or other substances that substantially affect the child's behavior, motor coordination, or judgment, or that result in sickness or internal injury, or that subject the child to medical procedures that would be unnecessary if the child were not exposed to the substances; (10) unreasonable physical confinement or restraint not permitted under Minnesota Statutes section 609.379, including, but not limited to, tying, caging, or chaining; or (11) in a school facility or school zone, an act by a person responsible for the child's care that is a violation under Minnesota Statutes section 121A.58.

- J. "Report" means any communication received by the local welfare agency, police department, county sheriff, or agency responsible for child protection pursuant to this section that describes maltreatment of a child and contains sufficient content to identify the child and any person believed to be responsible for the maltreatment, if known.
- K. "School personnel" means professional employee or professional's delegate of the school district who provides health, educational, social, psychological, law enforcement, or child care services.
- L. "Sexual abuse" means the subjection of a child by a person responsible for the child's care, by a person who has a significant relationship to the child (as defined in Minnesota Statutes section 609.341, subdivision 15), or by a person in a current or recent position of authority (as defined in Minnesota Statutes section 609.341, subdivision 10) to any act which constitutes a violation of Minnesota statutes prohibiting criminal sexual conduct. Such acts include sexual penetration, sexual contact, solicitation of children to engage in sexual conduct, and communication of sexually explicit materials to children. Sexual abuse also includes any act involving a minor that constitutes a violation of Minnesota statutes prohibiting prostitution or use of a minor in a sexual performance. Sexual abuse includes all reports of known or suspected child sex trafficking involving a child who is identified as a victim of sex trafficking. Sexual abuse includes threatened sexual abuse which includes the status of a parent or household member who has committed a violation that requires registration under Minnesota Statutes section 243.166, subdivision 1b(a) or (b) (Registration of Predatory Offenders).
- M. "Threatened injury" means a statement, overt act, condition, or status that represents a substantial risk of physical or sexual abuse or mental injury. Threatened injury includes, but is not limited to, exposing a child to a person responsible for the child's care who has (1) subjected the child to, or failed to protect a child from, an overt act

or condition that constitutes egregious harm under Minnesota Statutes, section 260E.03, subdivision 5, or a similar law of another jurisdiction; (2) been found to be palpably unfit under Minnesota Statutes, section 260C.301, subdivision 1, paragraph (b), clause 3, or a similar law of another jurisdiction; (3) committed an act that resulted in an involuntary termination of parental rights under Minnesota Statutes, section 260C.301, or a similar law of another jurisdiction; (4) , or committed an act that resulted in the involuntary transfer of permanent legal and physical custody of a child to a relative or parent under Minnesota Statutes, section 260C.515, subdivision 4, or a similar law of another jurisdiction.

#### **IV. REPORTING PROCEDURES**

- A. A mandated reporter shall immediately report the information to the local welfare agency, agency responsible for assessing or investigating the report, police department, county sheriff, tribal social services agency, or tribal police department. The reporter will include his or her name and address in the report.
- B. An oral report shall be made immediately by telephone or otherwise., The oral report shall be followed by a written report within 72 hours (exclusive of weekends and holidays) to the appropriate police department, the county sheriff, local welfare agency, or agency responsible for assessing or investigating the report. Any report shall be of sufficient content to identify the child, any person believed to be responsible for the maltreatment of the child if the person is known, the nature and extent of the maltreatment, and the name and address of the reporter.
- C. Regardless of whether a report is made, as soon as practicable after a school receives information regarding an incident that may constitute maltreatment of a child in a school facility, the school shall inform the parent, legal guardian, or custodian of the child that an incident has occurred that may constitute maltreatment of the child, when the incident occurred, and the nature of the conduct that may constitute maltreatment.
- D. A mandated reporter who knows or has reason to know of the deprivation of custodial or parental rights or the kidnapping of a child shall report the information to the local police department or the county sheriff.
- E. With the exception of a health care professional or a social service professional who is providing the woman with prenatal care or other health care services, a mandated reporter shall immediately report to the local welfare agency if the person knows or has reason to believe that a woman is pregnant and has used a controlled substance for a nonmedical purpose during the pregnancy, including, but not limited to, tetrahydrocannabinol, or has consumed alcoholic beverages during the pregnancy in any way that is habitual or excessive.
- F. A person mandated by Minnesota law and this policy to report who fails to report may be subject to criminal penalties and/or discipline, up to and including termination of employment.
- G. An employer of a mandated reporter shall not retaliate against the person for reporting in good faith maltreatment against a child with respect to whom a report is made, because of the report.
- H. Any person who knowingly or recklessly makes a false report under the provisions of applicable Minnesota law or this policy shall be liable in a civil suit for any actual damages suffered by the person or persons so reported and for any punitive damages set by the court or jury, plus costs and reasonable attorney fees. Knowingly or recklessly making a false report also may result in discipline.

***[Note: The Minnesota Department of Education (MDE) is responsible for assessing or investigating allegations of child maltreatment in schools. Although a report may be made***

***to any of the agencies listed in Section IV. A., above, and there is no requirement to file more than one report, if the initial report is not made to MDE, it would be helpful to MDE if schools also report to MDE.]***

## **V. INVESTIGATION**

- A. The responsibility for assessing or investigating reports of suspected maltreatment rests with the appropriate state, county, or local agency or agencies. The agency responsible for assessing or investigating reports of maltreatment has the authority to interview the child, the person or persons responsible for the child's care, the alleged offender, and any other person with knowledge of the maltreatment for the purpose of gathering facts, assessing safety and risk to the child, and formulating a plan. The investigating agency may interview the child at school. The interview may take place outside the presence of the alleged offender or parent, legal guardian, or school official. The investigating agency, not the school, is responsible for either notifying or withholding notification of the interview to the parent, guardian, or person responsible for the child's care. School officials may not disclose to the parent, legal custodian, or guardian the contents of the notification or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation or assessment has been concluded.
- B. When the investigating agency determines that an interview should take place on school property, written notification of intent to interview the child on school property must be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct an interview on school property.
- C. Except where the alleged offender is believed to be a school official or employee, the time and place, and manner of the interview on school premises shall be within the discretion of school officials, but the local welfare or law enforcement agency shall have the exclusive authority to determine who may attend the interview. The conditions as to time, place, and manner of the interview set by the school officials shall be reasonable, and the interview shall be conducted not more than 24 hours after the receipt of the notification unless another time is considered necessary by agreement between the school officials and the local welfare or law enforcement agency. Every effort must be made to reduce the disruption of the educational program of the child, other students, or school employees when an interview is conducted on school premises.
- D. Where the alleged offender is believed to be a school official or employee, the school district shall conduct its own investigation independent of MDE and, if involved, the local welfare or law enforcement agency.
- E. Upon request by MDE, the school district shall provide all requested data that are relevant to a report of maltreatment and are in the possession of a school facility, pursuant to an assessment or investigation of a maltreatment report of a student in school. The school district shall provide the requested data in accordance with the requirements of the Minnesota Government Data Practices Act, ~~Minn. Stat. Ch.~~ Minnesota Statutes chapter 13, and the Family Educational Rights and Privacy Act, 20 United States Code section 1232g.

## **VI. MAINTENANCE OF SCHOOL RECORDS CONCERNING ABUSE OR POTENTIAL ABUSE**

- A. When a local welfare or local law enforcement agency determines that a potentially abused or abused child should be interviewed on school property, written notification of the agency's intent to interview on school property must be received by school officials prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct the interview. The notification shall be private data. School officials may not disclose to the parent, legal custodian, or guardian the contents of

the notice or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation has been concluded.

- B. All records regarding a report of maltreatment, including any notification of intent to interview which was received by the school as described above in Paragraph A., shall be destroyed by the school only when ordered by the agency conducting the investigation or by a court of competent jurisdiction.

## **VII. PHYSICAL OR SEXUAL ABUSE AS SEXUAL HARASSMENT OR VIOLENCE**

Under certain circumstances, alleged physical or sexual abuse may also be sexual harassment or violence under Minnesota law. If so, the duties relating to the reporting and investigation of such harassment or violence may be applicable.

## **VIII. DISSEMINATION OF POLICY AND TRAINING**

- A. This policy shall appear in school personnel handbooks.
- B. The school district will develop a method of discussing this policy with school personnel.
- C. This policy shall be reviewed at least annually for compliance with state law.

**Legal References:** Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)  
Minn. Stat. § 121A.58 (Corporal Punishment)  
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)  
Minn. Stat. § 125A.0942 (Standards for Restrictive Procedures)  
Minn. Stat. § 243.166, Subd. 1b(a)(b) (Registration of Predatory Offenders)  
Minn. Stat. § 245.825 (Use of Aversive or Deprivation Procedures)  
Minn. Stat. § 260C.007, Subd. 6, Clause (5) (Child in Need of Protection)  
[Minn. Stat. § 260C.301 \(Termination of Parental Rights\)](#)  
Minn. Stat. § 260C.451 (Foster Care Benefits Past Age 18)  
Minn. Stat. Ch. 260D (Child in Voluntary Foster Care for Treatment)  
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)  
Minn. Stat. § 609.02, Subd. 6 (Definitions – Dangerous Weapon)  
Minn. Stat. § 609.341, Subd. 10 (Definitions – Position of Authority)  
Minn. Stat. § 609.341, Subd. 15 (Definitions – Significant Relationship)  
Minn. Stat. § 609.379 (Reasonable Force)  
20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)

**Cross References:** MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)

Policy Adopted: May 11, 1998

Revised: August 9, 1999, July 18, 2005, June 2011, August 2014, May 2016, April 2017, Oct. 2017, December 2019, April 2021, June 2022, April 2023

Reviewed: May 2018

Independent School District No. 110

Waconia, MN

7.C.2. 501 School Weapons Policy

## 501 SCHOOL WEAPONS POLICY

*[Note: School districts are required by statute to have a policy addressing these issues. ATTENTION: This policy incorporates certain provisions of the Minnesota Citizens' Personal Protection Act (often referred to as the "conceal and carry" law).]*

### I. PURPOSE

The purpose of this policy is to assure a safe school environment for students, staff and the public.

### II. GENERAL STATEMENT OF POLICY

No student or nonstudent, including adults and visitors, shall possess, use or distribute a weapon when in a school location except as provided in this policy. The school district will act to enforce this policy and to discipline or take appropriate action against any student, teacher, administrator, school employee, volunteer, or member of the public who violates this policy.

### III. DEFINITIONS

- A. "Dangerous Weapon" means any firearm, whether loaded or unloaded, or any device designed as a weapon and capable of producing death or great bodily harm, any combustible or flammable liquid or other device or instrumentality that, in the manner it is used or intended to be used, is calculated or likely to produce death or great bodily harm, or any fire that is used to produce death or great bodily harm. As used in this definition, "flammable liquid" means any liquid having a flash point below 100 degrees Fahrenheit and having a vapor pressure not exceeding 40 pounds per square inch (absolute) at 100 degrees Fahrenheit but does not include intoxicating liquor. As used in this subdivision, "combustible liquid" is a liquid having a flash point at or above 100 degrees Fahrenheit.
- B. "Possession" means having a weapon on one's person or in an area subject to one's control in a school location.
- C. "School Location" includes any school building or grounds, whether leased, rented, owned or controlled by the school, locations of school activities or trips, bus stops, school buses or school vehicles, school-contracted vehicles, the area of

entrance or departure from school premises or events, all locations where school-related functions are conducted, and anywhere students are under the jurisdiction of the school district.

D. “Weapon”

1. A “weapon” means any object, device or instrument designed as a weapon or through its use is capable of threatening or producing bodily harm or which may be used to inflict self-injury including, but not limited to, any firearm, whether loaded or unloaded; airguns; pellet guns; BB guns; all knives; blades; clubs; metal knuckles; nunchucks; throwing stars; explosives; fireworks; mace and other propellants; stunguns; ammunition; poisons; chains; arrows; and objects that have been modified to serve as a weapon.
2. No person shall possess, use or distribute any object, device or instrument having the appearance of a weapon and such objects, devices or instruments shall be treated as weapons including, but not limited to, weapons listed above which are broken or non-functional, look-alike guns; toy guns; and any object that is a facsimile of a real weapon.
3. No person shall use articles designed for other purposes (i.e., lasers or laser pointers, belts, combs, pencils, files, scissors, etc.), to inflict bodily harm and/or intimidate and such use will be treated as the possession and use of a weapon.

**[NOTE: In June 2025 MSBA organized these definitions in alphabetical order.]**

#### IV. EXCEPTIONS

- A. A student who finds a weapon on the way to school or in a school location, or discovers to accidentally have a weapon in the student’s possession, and takes the weapon immediately to the principal’s office shall not be considered to possess a weapon. If it would be impractical or dangerous to take the weapon to the principal’s office, a student shall not be considered to possess a weapon if **the student** ~~he or she~~ immediately turns the weapon over to an administrator, teacher or head coach or immediately notifies an administrator, teacher or head coach of the weapon’s location.
- B. It shall not be a violation of this policy if a nonstudent (or student where specified) falls within one of the following categories:
  1. active licensed peace officers;
  2. military personnel, or students or nonstudents participating in military training, who are on duty performing official duties;

3. persons authorized to carry a pistol under Minnesota Statutes, section 624.714 while in a motor vehicle or outside of a motor vehicle for the purpose of directly placing a firearm in, or retrieving it from, the trunk or rear area of the vehicle;
4. persons who keep or store in a motor vehicle pistols in accordance with Minnesota Statutes sections 624.714 or 624.715 or other firearms in accordance with Minnesota Statutes sections 97B.045;

- a. Section 624.714 specifies procedures and standards for obtaining pistol permits and penalties for the failure to do so. Section 624.715 defines an exception to the pistol permit requirements for “antique firearms which are carried or possessed as curiosities or for their historical significance or value.”
  - b. Section 97B.045 generally provides that a firearm may not be transported in a motor vehicle unless it is (1) unloaded and in a gun case without any portion of the firearm exposed; (2) unloaded and in the closed trunk; or (3) a handgun carried in compliance with Sections 624.714 and 624.715.
5. firearm safety or marksmanship courses or activities for students or nonstudents conducted on school property;
  6. possession of dangerous weapons, BB guns, or replica firearms by a ceremonial color guard;
  7. a gun or knife show held on school property;
  8. possession of dangerous weapons, BB guns, or replica firearms with written permission of the principal or other person having general control and supervision of the school or the director of a child care center; or
  9. persons who are on unimproved property owned or leased by a child care center, school or school district unless the person knows that a student is currently present on the land for a school-related activity.

***[Note: Nothing prevents a school district from being more stringent in its weapons policy with respect to students and school district employees than the criminal law, except that the school district may not prohibit the lawful carry or possession of firearms in a parking facility or parking area. Although some school districts may choose to incorporate all of the exceptions to the criminal law, other school districts may choose either not to incorporate some or all of the exceptions or to further limit them. For example, a school district may choose to require written permission from the superintendent, not just a principal, for someone to possess a dangerous weapon in a school location. This would impose a more stringent requirement than the exceptions to the general prohibition of having a weapon on school grounds set forth in Minnesota Statutes section 609.66, Subdivision 1d (f) listed in Section IV.B. above. However, a school district may not regulate firearms, ammunition, or their respective components, when possessed or carried by nonstudents or nonemployees, in a manner that is inconsistent with Minnesota Statutes sections 609.66, Subdivision 1d.]***

C. Policy Application to Instructional Equipment/Tools

While the school district does not allow the possession, use, or distribution of

weapons by students or nonstudents, such a position is not meant to interfere with instruction or the use of appropriate equipment and tools by students or nonstudents. Such equipment and tools, when properly possessed, used, and stored, shall not be considered in violation of the rule against the possession, use, or distribution of weapons. However, when authorized instructional and work equipment and tools are used in a potentially dangerous or threatening manner, such possession and use will be treated as the possession and use of a weapon.

D. Firearms in School Parking Lots and Parking Facilities

A school district may not prohibit the lawful carry or possession of firearms in a school parking lot or parking facility. For purposes of this policy, the “lawful” carry or possession of a firearm in a school parking lot or parking facility is specifically limited to nonstudent permit-holders authorized under Minnesota Statutes sections 624.714 to carry a pistol in the interior of a vehicle or outside the motor vehicle for the purpose of directly placing a firearm in, or retrieving it from, the trunk or rear area of the vehicle. Any possession or carry of a firearm beyond the immediate vicinity of a permit-holder’s vehicle shall constitute a violation of this policy.

**V. CONSEQUENCES FOR STUDENT WEAPON POSSESSION/USE/DISTRIBUTION**

- A. The school district does not allow the possession, use, or distribution of weapons by students. Consequently, the minimum consequence for students willfully possessing, using, or distributing weapons shall include:
1. immediate out-of-school suspension;
  2. confiscation of the weapon;
  3. immediate notification of police;
  4. parent or guardian notification; and
  5. recommendation to the superintendent of dismissal for a period of time not to exceed one year.
- B. Pursuant to Minnesota law, a student who brings a firearm, as defined by federal law, to school will be expelled for at least one year. The school board may modify this requirement on a case-by-case basis.
- C. The appropriate school official shall, as soon as practicable, refer to the criminal justice or juvenile delinquency system, as appropriate, a student who brings a firearm to school unlawfully.

D. Administrative Discretion

While the school district does not allow the possession, use, or distribution of weapons by students, the superintendent may use discretion in determining whether, under the circumstances, a course of action other than the minimum consequences specified above is warranted. If so, other appropriate action may be taken, including consideration of a recommendation for lesser discipline.

**VI. CONSEQUENCES FOR WEAPON POSSESSION/USE/DISTRIBUTION BY NONSTUDENTS**

A. Employees

1. An employee who violates the terms of this policy is subject to disciplinary action, including nonrenewal, suspension, or discharge as deemed appropriate by the school board.
2. Sanctions against employees, including nonrenewal, suspension, or discharge shall be pursuant to and in accordance with applicable statutory authority, collective bargaining agreements, and school district policies.
3. When an employee violates the weapons policy, law enforcement may be notified, as appropriate.

*[Note: An employer may establish policies that restrict the carry or possession of firearms by its employees while acting in the course and scope of employment. Employment-related sanctions may be invoked for a violation. Thus, for example, reasonable limitations may be imposed on the method of storing firearms by permit-holding employees while at work or performing employment-related duties. Reasonable limitations may include requiring firearms to have trigger locks and to be stored in a locked container or locked compartment of the vehicle.]*

B. Other Nonstudents

1. Any member of the public who violates this policy shall be informed of the policy and asked to leave the school location. Depending on the circumstances, the person may be barred from future entry to school locations. In addition, if the person is a student in another school district, that school district may be contacted concerning the policy violation.
2. If appropriate, law enforcement will be notified of the policy violation by the member of the public and may be asked to provide an escort to remove the member of the public from the school location.

**VII. REPORTS OF DANGEROUS WEAPON AND SCHOOL SHOOTER INCIDENTS IN SCHOOL ZONES**

- A. The school-district superintendent or designee must electronically report to the Commissioner of the Minnesota Department of Education (“Commissioner”) incidents involving the use or possession of a dangerous weapon in school zones, as required under Minnesota Statutes, section 121A.06.
- B. The superintendent or designee must electronically file an after-action review report for active shooter incidents and active shooter threats to the Minnesota Fusion Center as required under Minnesota Statutes, section 121A.06.
  - 1. “Active shooter incident” means an event involving and armed individual or individuals on campus or an armed assailant in the immediate vicinity of the school.
  - 2. “Active shooter threat” means a real or perceived threat that an active shooter incident will occur.

**Legal References:** Minn. Stat. § 97B.045 (Transportation of Firearms)  
Minn. Stat. § 121A.05 (Referral to Police)  
Minn. Stat. § 121A.06 (Reports of Dangerous Weapon Incidents in School Zones)  
Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)  
Minn. Stat. § 121A.44 (Expulsion for Possession of Firearm)  
Minn. Stat. § 152.01, subd. 14(a) (Definition of a School Zone)  
Minn. Stat. § 609.02, Subd. 6 (Definition of Dangerous Weapon)  
Minn. Stat. § 609.605 (Trespass)  
Minn. Stat. § 609.66 (Dangerous Weapons)  
Minn. Stat. § 624.714 (Carrying of Weapons without Permit; Penalties)  
Minn. Stat. § 624.715 (Exemptions; Antiques and Ornaments)  
18 U.S.C. § 921 (Definition of Firearm)  
*In re C.R.M.* 611 N.W.2d 802 (Minn. 2000)  
*In re A.D.*, 883 N.W.2d 251 (Minn. 2016)

**Cross References:** MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)  
MSBA/MASA Model Policy 506 (Student Discipline)  
MSBA/MASA Model Policy 525 (Violence Prevention)  
MSBA/MASA Model Policy 903 (Visitors to School District Buildings and Sites)

Policy adopted: November 2005, reviewed February 2009, revised May 2016,  
reviewed February 2020 / revised January 2022 / revised August 2025

Independent School District 110  
Waconia, Minnesota

7.C.3. 417 Chemical Use and Abuse

## 417 CHEMICAL USE AND ABUSE

***[Note: This policy reflects mandatory provisions of state and federal law and is not discretionary.]***

### I. PURPOSE

The school board recognizes that chemical use and abuse constitutes a grave threat to the physical and mental well-being of students and employees and significantly impedes the learning process. Chemical use and abuse also creates significant problems for society in general. The school board believes that the public school has a role in education, intervention, and prevention of chemical use and abuse. The purpose of this policy is to assist the school district in its goal to prevent chemical use and abuse by providing procedures for education and intervention.

### II. GENERAL STATEMENT OF POLICY

- A. Use or possession of controlled substances, toxic substance, medical cannabis, and alcohol before, during, or after school hours, at school or in any other school location, is prohibited in accordance with school district policies with respect to a Drug-Free Workplace/Drug-Free School.
- B. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievement.
- C. Every school that participates in a school district chemical abuse program shall establish a chemical abuse preassessment team. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.
- D. The school district shall establish a drug-free awareness program for its employees.

***[Note: School districts are required to establish a drug-free awareness program for school district employees pursuant to the Drug-Free Workplace Act. In addition, state law requires that the written districtwide school discipline policy must include procedures for detecting and addressing chemical abuse problems of a student while on the school premises. Further, school districts are required to develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievement if receiving funding under the federal Student Support and Academic Enrichment Grants law.]***

### III. DEFINITIONS

- A. "Chemical abuse," as applied to students, means use of any psychoactive or mood-altering chemical substance, without compelling medical reason, in a manner that induces mental, emotional, or physical impairment and causes socially dysfunctional or socially disordering behavior, to the extent that the minor's normal function in academic, school, or social activities is chronically impaired.
- B. "Controlled substances," as applied to the chemical abuse assessment of students, means a drug, substance, or immediate precursor in Schedules I through V of Minnesota Statutes section 152.02 and "marijuana" as defined in Minnesota Statutes section 152.01, subdivision 9 but not distilled spirits, wine, malt beverages, intoxicating liquors or tobacco. As otherwise defined in this policy, "controlled substances" include narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21 United States Code section 812, including analogues and look-alike drugs.

- C. "Drug prevention" means prevention, early intervention, rehabilitation referral, recovery support services, or education related to the illegal use of drugs, such as raising awareness about the consequences of drug use that are evidence based.
- D. "Teacher" means all persons employed in a public school or education district or by a service cooperative as members of the instructional, supervisory, and support staff including superintendents, principals, supervisors, secondary vocational and other classroom teachers, librarians, counselors, school psychologists, school nurses, school social workers, audio-visual directors and coordinators, recreation personnel, media generalists, media supervisors, and speech therapists.

**IV. STUDENTS**

A. Districtwide School Discipline Policy

Procedures for detecting and addressing chemical abuse problems of a student while on school premises are included in the districtwide school student discipline policy.

B. Programs and Activities

- 1. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievements. The programs and activities may include, among other programs and activities, drug prevention activities and programs that may be evidence based, including programs to educate students against the use of alcohol, tobacco, marijuana, smokeless tobacco products, and electronic cigarettes.
- 2. As part of its drug-free programs, the school district may implement the drug abuse resistance education program (DARE) that enables peace officers to undergo the training to teach a curriculum on drug abuse resistance in schools.

C. Reports of Use, Possession, or Transfer of Alcohol or a Controlled Substance

- 1. A teacher in a nonpublic school participating in a school district chemical use program, or a public school teacher, who knows or has reason to believe that a student is using, possessing, or transferring alcohol or a controlled substance while on the school premises or involved in school-related activities, shall immediately notify the school's chemical abuse preassessment team, or staff member assigned duties similar to those of such a team, of this information.

***[Note: School districts are not required to participate in a chemical abuse program or establish a chemical abuse preassessment team pursuant to state law. Schools are required to have procedures for detecting student chemical abuse and can obtain federal funding if they establish drug prevention, detection, intervention, and recovery support services. Thus, it is recommended that schools establish these programs and activities. For those schools that do not establish a chemical abuse preassessment team, those obligations could be assigned to a specified staff member such a school counselor or administrator.]***

- 2. Students involved in the abuse, possession, transfer, distribution, or sale of chemicals may be suspended and proposed for expulsion in compliance with the student discipline policy and the Pupil Fair Dismissal Act, Minnesota Statutes section 121A.40-121A.56, ~~and proposed for expulsion.~~

3. Searches by school district officials in connection with the use, possession, or transfer of alcohol or a controlled substance will be conducted in accordance with school board policies related to search and seizure.
4. Nothing in paragraph IV.B.1. prevents a teacher or any other school employee from reporting to a law enforcement agency any violation of law occurring on school premises or at school sponsored events.

D. Preassessment Team

1. Every school that participates in a school district chemical abuse program shall establish a chemical abuse preassessment team designated by the superintendent or designee. The team must be composed of classroom teachers, administrators, and to the extent they exist in the school, school nurse, school counselor or psychologist, social worker, chemical abuse specialist, and other appropriate professional staff. For schools that do not have a chemical abuse program and team, the superintendent or designee will assign these duties to a designated school district employee.
2. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.
3. Within forty-five (45) days after receiving an individual reported case, the team shall make a determination whether to provide the student and, in the case of a minor, the student's parents with information about school and community services in connection with chemical abuse.

E. Data Practices

1. Student data may be disclosed without consent in health and safety emergencies pursuant to Minnesota Statutes section 13.32 and applicable federal law and regulations.

2. Destruction of Records

- a. If the preassessment team decides not to provide a student and, in the case of a minor, the student's parents with information about school or community services in connection with chemical abuse, records created or maintained by the team about the student shall be destroyed not later than six (6) months after the determination is made.
- b. If the team decides to provide the student and, in the case of a minor or a dependent student, the student's parents with information about school or community services in connection with chemical abuse, records created or maintained by the team about the student shall be destroyed not later than six (6) months after the student is no longer enrolled in the district.
- c. Destruction of records identifying individual students shall be governed by paragraph IV.E.2. notwithstanding Minnesota Statutes section 138.163 (Preservation and Disposal of Public Records).

F. Consent

Any minor may give effective consent for medical, mental, and other health services to determine the presence of or to treat conditions associated with alcohol and other drug abuse, and the consent of no other person is required.

***[Note: State law permits schools to provide these services to minor students without the***

***consent of a parent. If, however, a school district provides these or other services pursuant to a grant received under the Student Support and Academic Enrichment Grants law, this funding could be jeopardized if the requirements of federal law, to obtain prior written, informed consent from the parent of each child who is under 18 years of age is not obtained.]***

## **V. EMPLOYEES**

- A. The school district shall establish a drug-free awareness program to inform employees about:
1. The dangers of drug abuse in the workplace.
  2. The school district's policy of maintaining a drug-free workplace.
  3. Available drug counseling, rehabilitation, and employee assistance programs.
  4. The penalties that may be imposed on employees for drug abuse violations.
- B. The school district shall notify a federal granting agency required to be notified under the Drug-Free Workplace Act within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of any criminal drug statute conviction occurring in the workplace.

**Legal References:**

- Minn. Stat. § 13.32 (Educational Data)
- Minn. Stat. § 121A.25-121A.29 (Chemical Abuse)
- Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)
- Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)
- Minn. Stat. § 124D.695 (Approved Recovery Program Funding)
- Minn. Stat. § 126C.44 (Safe Schools Levy)
- Minn. Stat. § 138.163 (Preservation and Disposal of Public Records)
- Minn. Stat. § 144.343 (Pregnancy, Venereal Disease, Alcohol or Drug Abuse, Abortion)
- Minn. Stat. § 152.01 (Definitions)
- Minn. Stat. § 152.02 (Schedules of Controlled Substances; Administration of Chapter)
- Minn. Stat. § 152.22 (Definitions; Medical Cannabis)
- Minn. Stat. § 152.23 (Limitations; Medical Cannabis)
- Minn. Stat. § 299A.33 (DARE Program)
- Minn. Stat. § 466.07, subd. 1 (Indemnification Required)
- Minn. Stat. § 609.101, subd. 3(e) (Controlled Substance Offenses; Minimum Fines)
- 20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
- 20 U.S.C. §§ 7101-7122 (Student Support and Academic Enrichment Grants)
- 20 U.S.C. § 5812 (National Education Goals)
- 20 U.S.C. § 7175 (Local Activities)
- 41 U.S.C. §§ 8101-8106 (Drug-Free Workplace Act)
- 34 C.F.R. Part 84 (Government-Wide Requirements for Drug-Free Workplace)

**Cross References:**

- MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
- MSBA/MASA Model Policy 416 (Drug, and Alcohol, and Cannabis Testing)
- MSBA/MASA Model Policy 418 (Drug-Free Workplace/Drug Free School)
- MSBA/MASA Model Policy 419 (Tobacco-Free Environment; Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices; Vaping Awareness and Prevention Instruction)
- MSBA/MASA Model Policy 502 (Search of Student Lockers, Desks, Personal Possessions, and Student's Person)
- MSBA/MASA Model Policy 506 (Student Discipline)
- MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)

MSBA/MASA Model Policy 527 (Student Use and Parking of Motor Vehicles; Patrols,  
Inspections, and Searches)

Policy Adopted: April 14, 1980 / Amended November 14, 1988 / Amended: December 9, 1996 / June  
8, 1998 / February 11, 2002 / May 12, 2008 / Oct. 2016 / Reviewed: December 9, 2019 / Amended:  
April 2023 / June 2023

Independent School District No. 110  
Waconia, MN

7.C.4. 507.5 School Resource Officer

## **507.5 SCHOOL RESOURCE OFFICERS**

***[Note: The provisions of this policy substantially reflect statutory requirements. School districts utilizing school resource officers may choose to adopt this policy.]***

### **I. PURPOSE**

The purpose of this policy is to establish the contractual duties and training requirements of a school resource officer.

### **II. GENERAL STATEMENT OF POLICY**

The school district, upon securing the services of one or more school resource officers, is committed to establishing the qualifications and duties required of these officers. Any contract for the services of a school resources officer with the school district must meet the requirements of this policy.

### **III. DEFINITIONS**

- A. "School" means an elementary school, middle school or secondary school, as defined in Minnesota Statutes, section 120A.05, subdivisions 9, 11, and 13.
- B. "School Resource Officer" means a peace officer who is assigned to work in an elementary school, middle school, or secondary school during the regular instructional school day as one of the officer's regular responsibilities through the terms of a contract entered between the peace officer's employer and the designated school district or charter school.

### **IV. CONTRACTUAL DUTIES**

- A. A school resource officer's contractual duties with the school district shall include:
  - 1. fostering a positive school climate through relationship building and open communication;
  - 2. protecting students, staff, and visitors to the school grounds from criminal activity;
  - 3. serving as a liaison from law enforcement to school officials;
  - 4. providing advice on safety drills;
  - 5. identifying vulnerabilities in school facilities and safety protocols;
  - 6. educating and advising students and staff on law enforcement topics; and,
  - 7. enforcement of criminal laws.
- B. The school district may contract with a school resource officer's employer for the officer to perform additional duties to those described in ~~p~~Paragraph IV.A.
- C. A school resource officer must not use force or the authority of their office solely to enforce school rules or policies or participate in the enforcement of discipline for violations of school rules.

- D. Nothing in this Article limits any other duty or responsibility imposed on peaceofficers; limits the expectation that peace officers will exercise professional judgment and discretion to protect the health, safety, and general welfare of the public when carrying out their duties; or creates a duty for school resource officers to protect students, staff, or others on school grounds that is different from the duty to protect the public as a whole.

## **V. TRAINING**

- A. Except as provided for in ~~p~~Paragraph s V.B., V.C., and V.D. below, beginning September 1, 2025, a peace officer assigned to serve as a school resource officer must complete a training course that provides instruction on the learning objectives identified in Minnesota Statutes, section 626.8482, subdivision 4 prior to assuming the duties of a school resource officer.
- B. A peace officer who has completed either the School Safety Center standardized Basic School Resource Officer Training or the National School Resource Officer Basic School Resource Officer course prior to September 1, 2025, must complete the training mandated under ~~p~~Paragraph V.A. above before June 1, 2027. A peace officer covered under this paragraph may complete a supplemental training course approved by the board pursuant to Minnesota Statutes, section 626.8482, subdivision 4, paragraph (b), to satisfy the training requirement.
- C. If an officer's employer is unable to provide the required training course to the officer prior to the officer assuming the duties of a school resource officer, the officer must complete the required training within six months of assuming the duties of a school resource officer. The officer is not required to perform the duties described in Minnesota Statutes, section 626.8482, subdivision 2, paragraph (a), clause (4) or (5), until the officer has completed the required training course. The officer must review any policy adopted by the officer's employer pursuant to section 626.8482, subdivision 6 before assuming the other duties of a school resource officer and must comply with that policy.
- D. An officer who is serving as a substitute school resource officer for fewer than ~~sixty~~ (60) student contact days within a school year is not obligated to complete the required training or perform the duties described in Minnesota Statutes, section 626.8482 subdivision 2, paragraph (a), clause (4) or (5), but must review and comply with any policy adopted pursuant to subdivision 6 by the law enforcement agency that employs the substitute school resource officer.
- E. For each school resource officer employed by an agency, the chief law enforcement officer must maintain a copy of the most recent training certificate issued to the officer for completion of the training mandated under this section.

**Legal References:** Minn. Stat. § 120A.05, subs. 9, 11, and 13 (Definitions)  
Minn. Stat. § 123B.02, subd. 25 (General Powers of Independent School Districts – School Resource Officers)  
Minn. Stat. § 626.8482 (School Resource Officers; Duties; Training; Model Policy)

**Cross References:** MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)  
MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)

MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)  
MSBA/MASA Model Policy 506 (Student Discipline)

Resources: [MN House of Representatives: School Resource Officers \(accessed 10/02/25\)](#)  
[MN Department of Public Safety; School Resource Officer Training \(accessed 10/02/25\)](#)  
[MN Department of Public Safety: FAQs for Mandated School Resource Officer \(SRO\) Requirements \(accessed 10/02/25\)](#)  
[U.S. Department of Education: FAQs on Photos and Videos under FERPA \(accessed 10/02/25\)](#)  
[U.S. Department of Education: School Resource Officers, School Law Enforcement Units, and the Family Educational Rights and Privacy Act \(FERPA\) \(accessed 10/02/25\)](#)  
[U.S. Department of Education: Does FERPA distinguish between School Resource Officers \(SROs\) and other local police officers who work in a school? \(accessed 10/02/25\)](#)

Policy Adopted: July 2024

ISD 110  
Waconia, MN

7.C.5. 513 Student Promotion, Retention, and  
Program Design

## 513 STUDENT PROMOTION, RETENTION, AND PROGRAM DESIGN

### I. PURPOSE

The purpose of this policy is to provide guidance to professional staff, parents, and students regarding student promotion, retention, and program design.

### II. GENERAL STATEMENT OF POLICY

The school board expects all students to achieve at an acceptable level of proficiency. Parental assistance, tutorial and remedial programs, counseling, and other appropriate services shall be coordinated and utilized to the greatest extent possible to help students succeed in school.

#### A. Promotion

Students who achieve at levels deemed acceptable by local and state standards shall be promoted to the next grade level at the completion of each school year.

#### B. Retention

Retention of a student may be considered when professional staff and parents feel that it is in the best interest of the student. Physical development, maturity, and emotional factors shall be considered, as well as scholastic achievement. The superintendent's decision shall be final.

#### C. Program Design

1. The superintendent, with participation of the professional staff and parents, shall develop and implement programs to challenge students that are consistent with the needs of students at every level. A process to assess and evaluate students for program assignment shall be developed in coordination with such programs. Opportunities for special programs and placement outside of the school district shall also be developed as additional options. All programs will be aligned with creating comprehensive achievement and civic readiness.
2. The school district may identify students, locally develop programs and services addressing instructional and affective needs, provide staff development, and evaluate programs to provide gifted and talented students with challenging and appropriate educational programs and services.
3. The school district must adopt guidelines for assessing and identifying students for participation in gifted and talented programs and services

consistent with Minnesota Statutes, section 120B.11. The guidelines should include the use of:

- a. multiple objective criteria; and
  - b. assessments and procedures that are valid and reliable, fair, and based on current theory and research. Assessments and procedures should be sensitive to under-represented groups, including, but not limited to, low-income, minority, twice-exceptional, and English learners.
4. The school district must adopt procedures for the academic acceleration of gifted and talented students. These procedures will include how the school district will:
- a. assess a student's readiness and motivation for acceleration; and
  - b. match the level, complexity, and pace of the curriculum to a student to achieve the best type of academic acceleration for that student.
5. The school district must adopt procedures consistent with Minnesota Statutes, section 124D.02 for early admission to kindergarten or first grade of gifted or talented learners consistent with Minnesota Statutes, section 120B.11, subdivision 2, clause (2). The procedures must be sensitive to under-represented groups.

***Legal References:*** [Minn. Stat. § 120B.11 \(School District Process for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness\)](#)  
Minn. Stat. § 120B.15 (Gifted and Talented Students Program)  
Minn. Stat. § 123B.143, Subd. 1 (Superintendent)  
[Minn. Stat. § 124D.02 \(School Board Powers; Enrollment\)](#)

***Cross References:*** MSBA/MASA Model Policy 613 (Graduation Requirements)  
MSBA/MASA Model Policy 614 (School District Testing Plan and Procedure)  
MSBA/MASA Model Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students)  
~~MSBA/MASA Model Policy 617 (School District Assurance of Preparatory and High School Standards)~~  
MSBA/MASA Model Policy 618 (Assessment of Student Achievement) MSBA/MASA Model Policy 620 (Credit for Learning)

Policy Adopted: June 11, 2002  
Reviewed Dec. 19, 2005, revised January 14, 2010, reviewed June 2018, revised February 2020, reviewed July 2023, revised October 2023, revised December 2024

Independent School District 110  
Waconia, MN

7.C.6. 515 Protection and Privacy of Pupil  
Records

## 515 PROTECTION AND PRIVACY OF PUPIL RECORDS

### I. PURPOSE

The school district recognizes its responsibility in regard to the collection, maintenance, and dissemination of pupil records and the protection of the privacy rights of students as provided in federal law and state statutes.

### II. GENERAL STATEMENT OF POLICY

The following procedures and policies regarding the protection and privacy of parents and students are adopted by the school district, pursuant to the requirements of 20 United States Code section 1232g, *et seq.*, (Family Educational Rights and Privacy Act (FERPA)) 34 Code of Federal Regulations part 99 and consistent with the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes chapter 13, and Minnesota Rules parts 1205.0100-1205.2000.

### III. DEFINITIONS

#### A. Authorized Representative

"Authorized representative" means any entity or individual designated by the school district, state, or an agency headed by an official of the Comptroller of the United States, the Attorney General of the United States, the Secretary of the U.S. Department of Education, or state and local educational authorities to conduct, with respect to federal or state supported education programs, any audit or evaluation or any compliance or enforcement activity in connection with federal legal requirements that relate to these programs.

#### B. Biometric Record

"Biometric record," as referred to in "Personally Identifiable," means a record of one or more measurable biological or behavioral characteristics that can be used for automated recognition of an individual (e.g., fingerprints, retina and iris patterns, voiceprints, DNA sequence, facial characteristics, and handwriting).

#### C. Dates of Attendance

"Dates of attendance," as referred to in "Directory Information," means the period of time during which a student attends or attended a school or schools in the school district, including attendance in person or by paper correspondence, videoconference, satellite, Internet, or other electronic information and telecommunications technologies for students who are not in the classroom, and including the period during which a student is working under a work-study program. The term does not include specific daily records of a student's attendance at a school or schools in the school district.

#### D. Directory Information

**[Note: Minnesota State law and Federal law definitions of "directory information" are different. ISD 110 will comply with the most restrictive definition.]**

1. Under Minnesota law, a school district may not designate a student's home address, telephone number, email address, or other personal contact information as "directory information." Minnesota law prohibits schools from designating student contact information as "directory information" despite the FERPA definition. Minnesota schools should comply with Minnesota law and

should not include student contact information in their definition of "directory information."

2. Under federal law, "Directory information," means information contained in an education record of a student that would not generally be considered harmful or an invasion of privacy if disclosed. It includes: the student's name; address; telephone listing; electronic mail address; photograph; date and place of birth; major field of study; dates of attendance; grade level; enrollment status (i.e. full-time or part-time); participation in officially recognized activities and sports; weight and height of members of athletic teams; degrees, honors, and awards received and the most recent educational agency or institution attended. It also includes the name, address, and telephone number of the student's parent(s). Directory information does not include:
  - a. a student's social security number;
  - b. a student's identification number (ID), user ID, or other unique personal identifier used by a student for purposes of accessing or communicating in electronic systems if the identifier may be used to access education records without use of one or more factors that authenticate the student's identity such as a personal identification number (PIN), password, or other factor known or possessed only by the authorized user;
  - c. a student ID or other unique personal identifier that is displayed on a student ID badge if the identifier can be used to gain access to educational records when used in conjunction with one or more factors that authenticate the student's identity, such as a PIN, password, or other factor known or possessed only by the student;
  - d. personally, identifiable data which references religion, race, color, social position, or nationality; or
  - e. data collected from nonpublic school students, other than those who receive shared time educational services, unless written consent is given by the student's parent or guardian.

#### E. Education Records

1. What constitutes "education records." Education records means those records that are: (1) directly related to a student; and (2) maintained by the school district or by a party acting for the school district.
2. What does not constitute education records. The term "education records" does not include:
  - a. Records of instructional personnel that are:
    - (1) kept in the sole possession of the maker of the record;
    - (2) used only as a personal memory aid;
    - (3) not accessible or revealed to any other individual except a temporary substitute teacher; and
    - (4) destroyed at the end of the school year.
  - b. Records of a law enforcement unit of the school district, provided education records maintained by the school district are not disclosed to

the unit, and the law enforcement records are:

- (1) maintained separately from education records;
- (2) maintained solely for law enforcement purposes; and
- (3) disclosed only to law enforcement officials of the same jurisdiction.

c. Records relating to an individual, including a student, who is employed by the school district which:

- (1) are made and maintained in the normal course of business;
- (2) relate exclusively to the individual in that individual's capacity as an employee; and
- (3) are not available for use for any other purpose.

However, records relating to an individual in attendance at the school district who is employed as a result of his or her status as a student are education records.

d. Records relating to an eligible student, or a student attending an institution of post-secondary education, that are:

- (1) made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in his or her professional or paraprofessional capacity or assisting in that capacity;
- (2) made, maintained, or used only in connection with the provision of treatment to the student; and
- (3) disclosed only to individuals providing the treatment; provided that the records can be personally reviewed by a physician or other appropriate professional of the student's choice. For the purpose of this definition, "treatment" does not include remedial educational activities or activities that are a part of the program of instruction within the school district.

e. Records created or received by the school district after an individual is no longer a student at the school district and that are not directly related to the individual's attendance as a student.

f. Grades on peer-related papers before the papers are collected and recorded by a teacher.

F. Education Support Services Data

"Education support services data" means data on individuals collected, created, maintained, used, or disseminated relating to programs administered by a government entity or entity under contract with a government entity designed to eliminate disparities and advance equities in educational achievement for youth by coordinating services available to participants, regardless of the youth's involvement with other government services. Education support services data does not include welfare data under Minnesota Statutes section 13.46.

Unless otherwise provided by law, all education support services data are private data

on individuals and must not be disclosed except according to Minnesota Statutes section 13.05 or a court order.

G. Eligible Student

"Eligible student" means a student who has attained eighteen (18) years of age or is attending an institution of post-secondary education.

H. Juvenile Justice System

"Juvenile justice system" includes criminal justice agencies and the judiciary when involved in juvenile justice activities.

I. Legitimate Educational Interest

"Legitimate educational interest" includes an interest directly related to classroom instruction, teaching, student achievement and progress, discipline of a student, student health and welfare, and the ability to respond to a request for education data. It includes a person's need to know in order to:

1. Perform an administrative task required in the school or employee's contract or position description approved by the school board;
2. Perform a supervisory or instructional task directly related to the student's education;
3. Perform a service or benefit for the student or the student's family such as health care, counseling, student job placement, or student financial aid; or
4. Perform a task directly related to responding to a request for data.

J. Parent

"Parent" means a parent of a student and includes a natural parent, a guardian, or an individual acting as a parent of the student in the absence of a parent or guardian. The school district may presume the parent has the authority to exercise the rights provided herein, unless it has been provided with evidence that there is a state law or court order governing such matters as marriage dissolution, separation or child custody, or a legally binding instrument which provides to the contrary.

K. Personally Identifiable

"Personally identifiable" means that the data or information includes, but is not limited to: (a) a student's name; (b) the name of the student's parent or other family member; (c) the address of the student or student's family; (d) a personal identifier such as the student's social security number or student number or biometric record; (e) other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name; (f) other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty; or (g) information requested by a person who the school district reasonably believes knows the identity of the student to whom the education record relates.

L. Record

"Record" means any information or data recorded in any way including, but not limited to, handwriting, print, computer media, video or audio tape, film, microfilm, and microfiche.

M. Responsible Authority

"Responsible authority" means [*designate title and actual name of individual*].

N. Student

"Student" includes any individual who is or has been in attendance, enrolled, or registered at the school district and regarding whom the school district maintains education records. Student also includes applicants for enrollment or registration at the school district and individuals who receive shared time educational services from the school district.

O. School Official

"School official" includes: (a) a person duly elected to the school board; (b) a person employed by the school board in an administrative, supervisory, instructional, or other professional position; (c) a person employed by the school board as a temporary substitute in a professional position for the period of his or her performance as a substitute; and (d) a person employed by, or under contract to, the school board to perform a special task such as a secretary, a clerk, a public information officer or data practices compliance official, an attorney, or an auditor for the period of his or her performance as an employee or contractor.

***[Note: School districts may wish to reference police liaison officers in the definition of a "school official." Depending on the circumstances of the relationship, this may be added in subpart (d) of the definition or in a new subpart (e). Caution should be used to ensure that police liaison officers are considered "school officials" only when performing duties as a police liaison officer and that they are trained as to their obligations pursuant to this policy. Consultation with the school district's legal counsel is recommended.]***

P. Summary Data

"Summary data" means statistical records and reports derived from data on individuals but in which individuals are not identified and from which neither their identities nor any other characteristic that could uniquely identify the individual is ascertainable.

Q. Other Terms and Phrases

All other terms and phrases shall be defined in accordance with applicable state and federal law or ordinary customary usage.

#### **IV. GENERAL CLASSIFICATION**

State law provides that all data collected, created, received, or maintained by a school district are public unless classified by state or federal law as not public or private or confidential. State law classifies all data on individuals maintained by a school district which relates to a student as private data on individuals. This data may not be disclosed to parties other than the parent or eligible student without consent, except pursuant to a valid court order, certain state statutes authorizing access, and the provisions of FERPA and the regulations promulgated thereunder.

#### **V. STATEMENT OF RIGHTS**

A. Rights of Parents and Eligible Students

Parents and eligible students have the following rights under this policy:

1. The right to inspect and review the student's education records;
2. The right to request the amendment of the student's education records to ensure that they are not inaccurate, misleading, or otherwise in violation of the

student's privacy or other rights;

3. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that such consent is not required for disclosure pursuant to this policy, state or federal law, or the regulations promulgated thereunder;
4. The right to refuse release of names, addresses, and home telephone numbers of students in grades 11 and 12 to military recruiting officers and post-secondary educational institutions;
5. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the school district to comply with the federal law and the regulations promulgated thereunder;
6. The right to be informed about rights under the federal law; and
7. The right to obtain a copy of this policy at the location set forth in Section XXI. of this policy.

B. Eligible Students

All rights and protections given to parents under this policy transfer to the student when the student reaches eighteen (18) years of age or enrolls in an institution of post-secondary education. The student then becomes an "eligible student." However, the parents of an eligible student who is also a "dependent student" are entitled to gain access to the education records of such student without first obtaining the consent of the student. In addition, parents of an eligible student may be given access to education records in connection with a health or safety emergency if the disclosure meets the conditions of any provision set forth in 34 Code of Federal Regulations section 99.31(a).

C. Students with a Disability

The school district shall follow 34 Code of Federal Regulations sections 300.610-300.617 with regard to the privacy, notice, access, recordkeeping, and accuracy of information related to students with a disability.

**VI. DISCLOSURE OF EDUCATION RECORDS**

A. Consent Required for Disclosure

1. The school district shall obtain a signed and dated written informed consent of the parent of a student or the eligible student before disclosing personally identifiable information from the education records of the student, except as provided herein.
2. The written consent required by this subdivision must be signed and dated by the parent of the student or the eligible student giving the consent and shall include:
  - a. a specification of the records to be disclosed;
  - b. the purpose or purposes of the disclosure;
  - c. the party or class of parties to whom the disclosure may be made;
  - d. the consequences of giving informed consent; and
  - e. if appropriate, a termination date for the consent.

3. When a disclosure is made under this subdivision:
  - a. if the parent or eligible student so requests, the school district shall provide him or her with a copy of the records disclosed; and
  - b. if the parent of a student who is not an eligible student so requests, the school district shall provide the student with a copy of the records disclosed.
4. A signed and dated written consent may include a record and signature in electronic form that:
  - a. identifies and authenticates a particular person as the source of the electronic consent; and
  - b. indicates such person's approval of the information contained in the electronic consent.
5. If the responsible authority seeks an individual's informed consent to the release of private data to an insurer or the authorized representative of an insurer, informed consent shall not be deemed to have been given unless the statement is:
  - a. in plain language;
  - b. dated;
  - c. specific in designating the particular persons or agencies the data subject is authorizing to disclose information about the data subject;
  - d. specific as to the nature of the information the subject is authorizing to be disclosed;
  - e. specific as to the persons or agencies to whom the subject is authorizing information to be disclosed;
  - f. specific as to the purpose or purposes for which the information may be used by any of the parties named in Clause e. above, both at the time of the disclosure and at any time in the future; and
  - g. specific as to its expiration date which should be within a reasonable time, not to exceed one year except in the case of authorizations given in connection with applications for: (i) life insurance or noncancellable or guaranteed renewable health insurance and identified as such, two years after the date of the policy, or (ii) medical assistance under Minnesota Statutes chapter 256B or Minnesota Care under Minnesota Statutes chapter 256L, which shall be ongoing during all terms of eligibility, for individualized education program health-related services provided by a school district that are subject to third party reimbursement.
6. Eligible Student Consent

Whenever a student has attained eighteen (18) years of age or is attending an institution of post-secondary education, the rights accorded to and the consent required of the parent of the student shall thereafter only be accorded to and required of the eligible student, except as provided in Section V. of this policy.

B. Prior Consent for Disclosure Not Required

The school district may disclose personally identifiable information from the education records of a student without the written consent of the parent of the student or the eligible student unless otherwise provided herein, if the disclosure is:

1. To other school officials, including teachers, within the school district whom the school district determines have a legitimate educational interest in such records;
2. To a contractor, consultant, volunteer, or other party to whom the school district has outsourced institutional services or functions provided that the outside party:
  - a. performs an institutional service or function for which the school district would otherwise use employees;
  - b. is under the direct control of the school district with respect to the use and maintenance of education records; and
  - c. will not disclose the information to any other party without the prior consent of the parent or eligible student and uses the information only for the purposes for which the disclosure was made;
3. To officials of other schools, school districts, or post-secondary educational institutions in which the student seeks or intends to enroll, or is already enrolled, as long as the disclosure is for purposes related to the student's enrollment or transfer. The records shall include information about disciplinary action taken as a result of any incident in which the student possessed or used a dangerous weapon, and with proper annual notice (see Section XIX.), suspension and expulsion information pursuant to section 7917 of the federal Every Student Succeeds Act, 20 United States Code section 7917, *[insert the following if the school district has a policy regarding Staff Notification of Violent Behavior by Students]* and, if applicable, data regarding a student's history of violent behavior. The records also shall include a copy of any probable cause notice or any disposition or court order under Minnesota Statutes section 260B.171, unless the data are required to be destroyed under Minnesota Statutes section 120A.22, subdivision 7(c) or section 121A.75. On request, the school district will provide the parent or eligible student with a copy of the education records that have been transferred and provide an opportunity for a hearing to challenge the content of those records in accordance with Section XV. of this policy;
4. To authorized representatives of the Comptroller General of the United States, the Attorney General of the United States, the Secretary of the U.S. Department of Education, or the Commissioner of the State Department of Education or his or her representative, subject to the conditions relative to such disclosure provided under federal law;
5. In connection with financial aid for which a student has applied or has received, if the information is necessary for such purposes as to:
  - a. determine eligibility for the aid;
  - b. determine the amount of the aid;
  - c. determine conditions for the aid; or
  - d. enforce the terms and conditions of the aid.

"Financial aid" for purposes of this provision means a payment of funds provided to an individual or a payment in kind of tangible or intangible property to the individual that is conditioned on the individual's attendance at an educational

agency or institution;

6. To state and local officials or authorities to whom such information is specifically allowed to be reported or disclosed pursuant to state statute adopted:
  - a. before November 19, 1974, if the allowed reporting or disclosure concerns the juvenile justice system and such system's ability to effectively serve the student whose records are released; or
  - b. after November 19, 1974, if the reporting or disclosure allowed by state statute concerns the juvenile justice system and the system's ability to effectively serve, prior to adjudication, the student whose records are released, provided the officials and authorities to whom the records are disclosed certify in writing to the school district that the data will not be disclosed to any other party, except as provided by state law, without the prior written consent of the parent of the student. At a minimum, the school district shall disclose the following information to the juvenile justice system under this paragraph: a student's full name, home address, telephone number, and date of birth; a student's school schedule, attendance record, and photographs, if any; and parents' names, home addresses, and telephone numbers;
7. To organizations conducting studies for or on behalf of educational agencies or institutions for the purpose of developing, validating, or administering predictive tests, administering student aid programs, or improving instruction; provided that the studies are conducted in a manner which does not permit the personal identification of parents or students by individuals other than representatives of the organization who have a legitimate interest in the information, the information is destroyed when no longer needed for the purposes for which the study was conducted, and the school district enters into a written agreement with the organization that: (a) specifies the purpose, scope, and duration of the study or studies and the information to be disclosed; (b) requires the organization to use personally identifiable information from education records only to meet the purpose or purposes of the study as stated in the written agreement; (c) requires the organization to conduct the study in a manner that does not permit personal identification of parents and students by anyone other than representatives of the organization with legitimate interests; and (d) requires the organization to destroy all personally identifiable information when information is no longer needed for the purposes for which the study was conducted and specifies the time period in which the information must be destroyed. For purposes of this provision, the term, "organizations," includes, but is not limited to, federal, state, and local agencies and independent organizations. In the event the Department of Education determines that a third party outside of the school district to whom information is disclosed violates this provision, the school district may not allow that third party access to personally identifiable information from education records for at least five (5) years;
8. To accrediting organizations in order to carry out their accrediting functions;
9. To parents of a student eighteen (18) years of age or older if the student is a dependent of the parents for income tax purposes;
10. To comply with a judicial order or lawfully issued subpoena, provided, however, that the school district makes a reasonable effort to notify the parent or eligible student of the order or subpoena in advance of compliance therewith so that the parent or eligible student may seek protective action, unless the disclosure is in compliance with a federal grand jury subpoena, or any other subpoena issued for law enforcement purposes, and the court or other issuing agency has ordered that the existence or the contents of the subpoena or the information furnished in response to the subpoena not be disclosed, or the disclosure is in compliance

with an ex parte court order obtained by the United States Attorney General (or designee not lower than an Assistant Attorney General) concerning investigations or prosecutions of an offense listed in 18 United States Code section 2332b(g)(5)(B), an act of domestic or international terrorism as defined in 18 United States Code, section 2331, or a parent is a party to a court proceeding involving child abuse and neglect or dependency matters, and the order is issued in the context of the proceeding. If the school district initiates legal action against a parent or student, it may disclose to the court, without a court order or subpoena, the education records of the student that are relevant for the school district to proceed with the legal action as a plaintiff. Also, if a parent or eligible student initiates a legal action against the school district, the school district may disclose to the court, without a court order or subpoena, the student's education records that are relevant for the school district to defend itself;

11. To appropriate parties, including parents of an eligible student, in connection with an emergency if knowledge of the information is necessary to protect the health, including the mental health, or safety of the student or other individuals. The decision is to be based upon information available at the time the threat occurs that indicates that there is an articulable and significant threat to the health or safety of a student or other individuals. In making a determination whether to disclose information under this section, the school district may take into account the totality of the circumstances pertaining to a threat and may disclose information from education records to any person whose knowledge of the information is necessary to protect the health or safety of the student or other students. A record of this disclosure must be maintained pursuant to Section XIII.E. of this policy. In addition, an educational agency or institution may include in the education records of a student appropriate information concerning disciplinary action taken against the student for conduct that posed a significant risk to the safety or well-being of that student, other students, or other members of the school community. This information may be disclosed to teachers and school officials within the school district and/or teachers and school officials in other schools who have legitimate educational interests in the behavior of the student;
12. To the juvenile justice system if information about the behavior of a student who poses a risk of harm is reasonably necessary to protect the health or safety of the student or other individuals;
13. Information the school district has designated as "directory information" pursuant to Section VII. of this policy;
14. To military recruiting officers and post-secondary educational institutions pursuant to Section XI. of this policy;
15. To the parent of a student who is not an eligible student or to the student himself or herself;
16. To appropriate health authorities to the extent necessary to administer immunization programs and for bona fide epidemiologic investigations which the commissioner of health determines are necessary to prevent disease or disability to individuals in the public educational agency or institution in which the investigation is being conducted;
17. To volunteers who are determined to have a legitimate educational interest in the data and who are conducting activities and events sponsored by or endorsed by the educational agency or institution for students or former students;
18. To the juvenile justice system, on written request that certifies that the information will not be disclosed to any other person except as authorized by

law without the written consent of the parent of the student:

- a. the following information about a student must be disclosed: a student's full name, home address, telephone number, date of birth; a student's school schedule, daily attendance record, and photographs, if any; and any parents' names, home addresses, and telephone numbers;
- b. the existence of the following information about a student, not the actual data or other information contained in the student's education record, may be disclosed provided that a request for access must be submitted on the statutory form and it must contain an explanation of why access to the information is necessary to serve the student: (1) use of a controlled substance, alcohol, or tobacco; (2) assaultive or threatening conduct that could result in dismissal from school under the Pupil Fair Dismissal Act; (3) possession or use of weapons or look-alike weapons; (4) theft; or (5) vandalism or other damage to property. Prior to releasing this information, the principal or chief administrative officer of a school who receives such a request must, to the extent permitted by federal law, notify the student's parent or guardian by certified mail of the request to disclose information. If the student's parent or guardian notifies the school official of an objection to the disclosure within ten (10) days of receiving certified notice, the school official must not disclose the information and instead must inform the requesting member of the juvenile justice system of the objection. If no objection from the parent or guardian is received within fourteen (14) days, the school official must respond to the request for information.

The written requests of the juvenile justice system member(s), as well as a record of any release, must be maintained in the student's file;

19. To the principal where the student attends and to any counselor directly supervising or reporting on the behavior or progress of the student if it is information from a disposition order received by a superintendent under Minnesota Statutes section 260B.171, subdivision 3. The principal must notify the counselor immediately and must place the disposition order in the student's permanent education record. The principal also must notify immediately any teacher or administrator who directly supervises or reports on the behavior or progress of the student whom the principal believes needs the information to work with the student in an appropriate manner, to avoid being needlessly vulnerable, or to protect other persons from needless vulnerability. The principal may also notify other school district employees, substitutes, and volunteers who are in direct contact with the student if the principal determines that these individuals need the information to work with the student in an appropriate manner, to avoid being needlessly vulnerable, or to protect other persons from needless vulnerability. Such notices from the principal must identify the student, outline the offense, and describe any conditions of probation about which the school must provide information if this information is provided in the disposition order. Disposition order information received is private educational data received for the limited purpose of serving the educational needs of the student and protecting students and staff. The information may not be further disseminated by the counselor, teacher, administrator, staff member, substitute, or volunteer except as necessary to serve the student, to protect students and staff, or as otherwise required by law, and only to the student or the student's parent or guardian;
20. To the principal where the student attends if it is information from a peace officer's record of children received by a superintendent under Minnesota Statutes section 260B.171, subdivision 5. The principal must place the information in the student's education record. The principal also must notify immediately any teacher, counselor, or administrator directly supervising the

student whom the principal believes needs the information to work with the student in an appropriate manner, to avoid being needlessly vulnerable, or to protect other persons from needless vulnerability. The principal may also notify other district employees, substitutes, and volunteers who are in direct contact with the student if the principal determines that these individuals need the information to work with the student in an appropriate manner, to avoid being needlessly vulnerable, or to protect other persons from needless vulnerability. Such notices from the principal must identify the student and describe the alleged offense if this information is provided in the peace officer's notice. Peace officer's record information received is private educational data received for the limited purpose of serving the educational needs of the student and protecting students and staff. The information must not be further disseminated by the counselor, teacher administrator, staff member, substitute, or volunteer except to communicate with the student or the student's parent or guardian as necessary to serve the student, to protect students and staff, or as otherwise required by law.

The principal must delete the peace officer's record from the student's education record, destroy the data, and make reasonable efforts to notify any teacher, counselor, staff member, administrator, substitute, or volunteer who received information from the peace officer's record if the county attorney determines not to proceed with a petition or directs the student into a diversion or mediation program or if a juvenile court makes a decision on a petition and the county attorney or juvenile court notifies the superintendent of such action;

21. To the Secretary of Agriculture, or authorized representative from the Food and Nutrition Service or contractors acting on behalf of the Food and Nutrition Service, for the purposes of conducting program monitoring, evaluations, and performance measurements of state and local educational and other agencies and institutions receiving funding or providing benefits of one or more programs authorized under the National School Lunch Act or the Child Nutrition Act of 1966 for which the results will be reported in an aggregate form that does not identify any individual, on the conditions that: (a) any data collected shall be protected in a manner that will not permit the personal identification of students and their parents by other than the authorized representatives of the Secretary; and (b) any personally identifiable data shall be destroyed when the data are no longer needed for program monitoring, evaluations, and performance measurements; or
22. To an agency caseworker or other representative of a State or local child welfare agency, or tribal organization (as defined in 25 United States Code section 5304), who has the right to access a student's case plan, as defined and determined by the State or tribal organization, when such agency or organization is legally responsible, in accordance with State or tribal law, for the care and protection of the student, provided that the education records, or the personally identifiable information contained in such records, of the student will not be disclosed by such agency or organization, except to an individual or entity engaged in addressing the student's education needs and authorized by such agency or organization to receive such disclosure and such disclosure is consistent with the State or tribal laws applicable to protecting the confidentiality of a student's education records.
23. When requested, [and in accordance with requirements for parental consent in 24 Code of Federal Regulations, section 300.622\(b\)\(2\), and part 99](#), educational agencies or institutions may share personal student contact information and directory information for students served in special education with postsecondary transition planning and services under Minnesota Statutes, section 125A.08, paragraph (b), clause (1), whether public or private, with the Minnesota Department of Employment and Economic Development, as required for coordination of services to students with disabilities under Minnesota

Statutes, sections 125A.08, paragraph (b), clause (1); 125A.023; and 125A.027.

~~[NOTE: The 2024 Minnesota legislature enacted this provision.]~~

[NOTE: The 2025 Minnesota legislature amended Minnesota Statutes, section 13.32, subdivision 5, to include this update.]

C. Nonpublic School Students

The school district may disclose personally identifiable information from the education records of a nonpublic school student, other than a student who receives shared time educational services, without the written consent of the parent of the student or the eligible student unless otherwise provided herein, if the disclosure is:

1. Pursuant to a valid court order;
2. Pursuant to a statute specifically authorizing access to the private data; or
3. To appropriate health authorities to the extent necessary to administer immunization programs and for bona fide epidemiological investigations which the commissioner of health determines are necessary to prevent disease or disability to individuals in the public educational agency or institution in which the investigation is being conducted.

**VII. RELEASE OF DIRECTORY INFORMATION**

A. Educational Data

1. Educational data designated as directory information is public data on individuals to the extent required under federal law. Directory information must be designated pursuant to the provisions of:
  - a. Minnesota Statutes, section 13.32, subdivision 5; and
  - b. 20 United States Code, section 1232g, and 34 Code of Federal Regulations, section 99.37, which were in effect on January 3, 2012.
2. The school district may not designate a student's home address, telephone number, email address, or other personal contact information as directory information under ~~this section~~ Minnesota Statutes, section 13.32.
- ~~3.~~ A parent's personal contact information must be treated as private data on individuals regardless of whether that contact information was previously designated as or treated as directory information under Minnesota Statutes, section 13.32, subdivision
- ~~43.~~ When requested, the school district must share personal contact information and directory information, whether public or private, with the Minnesota Department of Education, as required for federal reporting purposes.

~~**[Note: This section became effective on the day following final enactment (May 19, 2023). Beginning on the effective date, a student's personal contact information subject to this section must be treated as private educational data under Minnesota Statutes, section 13.32, regardless of whether that contact**~~

~~information was previously designated as directory information under Minnesota Statutes, section 13.32, subdivision 5].~~

B. Former Students

Unless a former student validly opted out of the release of directory information while the student was in attendance and has not rescinded the opt out request at any time, the school district may disclose directory information from the education records generated by it regarding the former student without meeting the requirements of Paragraph C. of this section. In addition, under an explicit exclusion from the definition of an "education record," the school district may release records that only contain information about an individual obtained after the individual is no longer a student at the school district and that are not directly related to the individual's attendance as a student (e.g., a student's activities as an alumnus of the school district).

C. Present Students and Parents

The school district may disclose directory information from the education records of a student and information regarding parents without prior written consent of the parent of the student or eligible student, except as provided herein.

1. When conducting the directory information designation and notice process required by federal law, the school district shall give parents and students notice of the right to refuse to let the district designate specified data about the student as directory information.
2. The school district shall give annual notice by any means that are reasonably likely to inform the parents and eligible students of:
  - a. the types of personally identifiable information regarding students and/or parents that the school district has designated as directory information;
  - b. the parent's or eligible student's right to refuse to let the school district designate any or all of those types of information about the student and/or the parent as directory information; and
  - c. the period of time in which a parent or eligible student has to notify the school district in writing that a parent or eligible student does not want any or all of those types of information about the student and/or the parent designated as directory information.

***[Note: Federal law allows a school district to specify that the disclosure of directory information will be limited to specific parties, for specific purposes, or both. If the school district chooses to impose these limitations, it is advisable to add a new paragraph VII.C.31.d. that specifies that disclosures of directory information will be limited to specific parties and/or for specific purposes and identify those parties and/or purposes. To the extent a school district adds these restrictions, it must then limit its directory information disclosures to those individuals and/or purposes specified in this public notice. Procedures to address how these restrictions will be enforced by the school district are advised. This is an important policy decision for the local school board which must balance not only the privacy interests of the student against public disclosure, but also the additional administrative requirements such restrictions will place on the school district.]***

3. Allow a reasonable period of time after such notice has been given for a parent or eligible student to inform the school district in writing that any or all of the

information so designated should not be disclosed without the parent's or eligible student's prior written consent, except as provided in Section VI. of this policy.

4. A parent or eligible student may not opt out of the directory information disclosures to:
  - a. prevent the school district from disclosing or requiring the student to disclose the student's name, ID, or school district e-mail address in a class in which the student is enrolled; or
  - b. prevent the school district from requiring a student to wear, to display publicly, or to disclose a student ID card or badge that exhibits information that may be designated as directory information and that has been properly designated by the school district as directory information.
5. The school district shall not disclose or confirm directory information without meeting the written consent requirements contained in Section VI.A. of this policy if a student's social security number or other non-directory information is used alone or in combination with other data elements to identify or help identify the student or the student's records.

D. Procedure for Obtaining Nondisclosure of Directory Information

The parent's or eligible student's written notice shall be directed to the responsible authority and shall include the following:

1. Name of the student and/or parent, as appropriate;
2. Home address;
3. School presently attended by student;
4. Parent's legal relationship to student, if applicable; and
5. Specific categories of directory information to be made not public without the parent's or eligible student's prior written consent, which shall only be applicable for that school year.

E. Duration

The designation of any information as directory information about a student or parents will remain in effect for the remainder of the school year unless the parent or eligible student provides the written notifications provided herein.

## **VIII. DISCLOSURE OF PRIVATE RECORDS**

A. Private Records

For the purposes herein, education records are records which are classified as private data on individuals by state law and which are accessible only to the student who is the subject of the data and the student's parent if the student is not an eligible student. The school district may not disclose private records or their contents except as summary data, or except as provided in Section VI. of this policy, without the prior written consent of the parent or the eligible student. The school district will use reasonable methods to identify and authenticate the identity of parents, students, school officials, and any other party to whom personally identifiable information from education records is disclosed.

B. Private Records Not Accessible to Parent

In certain cases, state law intends, and clearly provides, that certain information contained in the education records of the school district pertaining to a student be accessible to the student alone, and to the parent only under special circumstances, if at all.

1. The responsible authority may deny access to private data by a parent when a minor student who is the subject of that data requests that the responsible authority deny such access. The minor student's request must be submitted in writing setting forth the reasons for denying access to the parent and must be signed by the minor. Upon receipt of such request the responsible authority shall determine if honoring the request to deny the parent access would be in the best interest of the minor data subject. In making this determination the responsible authority shall consider the following factors:
  - a. whether the minor is of sufficient age and maturity to be able to explain the reasons for and understand the consequences of the request to deny access;
  - b. whether the personal situation of the minor is such that denying parental access may protect the minor data subject from physical or emotional harm;
  - c. whether there are grounds for believing that the minor data subject's reasons for precluding parental access are reasonably accurate;
  - d. whether the data in question is of such a nature that disclosure of it to the parent may lead to physical or emotional harm to the minor data subject; and
  - e. whether the data concerns medical, dental or other health services provided pursuant to Minnesota Statutes sections 144.341-144.347, in which case the data may be released only if the failure to inform the parent would seriously jeopardize the health of the minor.

C. Private Records Not Accessible to Student

Students shall not be entitled to access to private data concerning financial records and statements of the student's parent or any information contained therein.

D. Military-Connected Youth Identifier

When a school district updates its enrollment forms in the ordinary course of business, the school district must include a box on the enrollment form to allow students to self-identify as a military-connected youth. For purposes of this section, a "military-connected youth" means having an immediate family member, including a parent or sibling, who is currently in the armed forces either as a reservist or on active duty or has recently retired from the armed forces. Data collected under this provision is private data on individuals, but summary data may be published by the Department of Education.

## **IX. DISCLOSURE OF CONFIDENTIAL RECORDS**

A. Confidential Records

Confidential records are those records and data contained therein which are made not public by state or federal law, and which are inaccessible to the student and the student's parents or to an eligible student.

B. Reports Under the Maltreatment of Minors Reporting Act

Pursuant to Minnesota Statutes Chapter 260E , written copies of reports pertaining to a neglected and/or physically and/or sexually abused child shall be accessible only to the appropriate welfare and law enforcement agencies. In respect to other parties, such data shall be confidential and will not be made available to the parent or the subject individual by the school district. The subject individual, however, may obtain a copy of the report from either the local welfare agency, county sheriff, or the local police department subject to the provisions of Minnesota Statutes Chapter 260E.

Regardless of whether a written report is made under Minnesota Statutes Chapter 260E, as soon as practicable after a school receives information regarding an incident that may constitute maltreatment of a child in a school facility, the school shall inform the parent, legal guardian, or custodian of the child that an incident occurred that may constitute maltreatment of the child, when the incident occurred, and the nature of the conduct that may constitute maltreatment.

C. Investigative Data

Data collected by the school district as part of an active investigation undertaken for the purpose of the commencement or defense of pending civil legal action, or are retained in anticipation of a pending civil legal action are classified as protected nonpublic data in the case of data not on individuals, and confidential data in the case of data on individuals.

1. The school district may make any data classified as protected non-public or confidential pursuant to this subdivision accessible to any person, agency, or the public if the school district determines that such access will aid the law enforcement process, promote public health or safety, or dispel widespread rumor or unrest.
2. A complainant has access to a statement they have provided to the school district.
3. Parents or eligible students may have access to investigative data of which the student is the subject, but only to the extent the data is not inextricably intertwined with data about other school district students, school district employees, and/or attorney data as defined in Minnesota Statutes section 13.393.
4. Once a civil investigation becomes inactive, civil investigative data becomes public unless the release of the data would jeopardize another pending civil legal action, except for those portions of such data that are classified as not public data under state or federal law. Any civil investigative data presented as evidence in court or made part of a court record shall be public. For purposes of this provision, a civil investigation becomes inactive upon the occurrence of any of the following events:
  - a. a decision by the school district, or by the chief attorney for the school district, not to pursue the civil legal action. However, such investigation may subsequently become active if the school district or its attorney decides to renew the civil legal action;
  - b. the expiration of the time to file a complaint under the statute of limitations or agreement applicable to the civil legal action; or
  - c. the exhaustion or expiration of rights of appeal by either party to the civil legal action.
5. A "pending civil legal action" for purposes of this subdivision is defined as including, but not limited to, judicial, administrative, or arbitration proceedings.

D. Chemical Abuse Records

To the extent the school district maintains records of the identity, diagnosis, prognosis, or treatment of any student which are maintained in connection with the performance of any drug abuse prevention function conducted, regulated, or directly or indirectly assisted by any department or agency of the United States, such records are classified as confidential and shall be disclosed only for the purposes and under the circumstances expressly authorized by law.

**X. DISCLOSURE OF SCHOOL RECORDS PRIOR TO EXCLUSION OR EXPULSION HEARING**

At a reasonable time prior to any exclusion or expulsion hearing, the student and the student's parent or guardian or representative shall be given access to all school district records pertaining to the student, including any tests or reports upon which the action proposed by the school district may be based, pursuant to the Minnesota Pupil Fair Dismissal Act, Minnesota Statutes section 121A.40, *et seq.*

**XI. DISCLOSURE OF DATA TO MILITARY RECRUITING OFFICERS AND POST-SECONDARY EDUCATIONAL INSTITUTIONS**

A. The school district will release the names, addresses, electronic mail address (which shall be the electronic mail addresses provided by the school district, if available, that may be released to military recruiting officers only), and home telephone numbers of students in grades 11 and 12 to military recruiting officers and post-secondary educational institutions within sixty (60) days after the date of the request unless a parent or eligible student has refused in writing to release this data pursuant to Paragraph C. below.

B. Data released to military recruiting officers under this provision:

1. may be used only for the purpose of providing information to students about military service, state and federal veterans' education benefits, and other career and educational opportunities provided by the military;
2. cannot be further disseminated to any other person except personnel of the recruiting services of the armed forces; and
3. copying fees shall not be imposed.

C. A parent or eligible student has the right to refuse the release of the name, address, electronic mail addresses (which shall be the electronic mail addresses provided by the school, if available, that may be released to military recruiting officers only) or home telephone number to military recruiting officers and post-secondary educational institutions. To refuse the release of the above information to military recruiting officers and post-secondary educational institutions, a parent or eligible student must notify the responsible authority [building principal] in writing by August 31st each year. The written request must include the following information:

1. Name of student and parent, as appropriate;
2. Home address;
3. Student's grade level;
4. School presently attended by student;
5. Parent's legal relationship to student, if applicable;

6. Specific category or categories of information which are not to be released to military recruiting officers and post-secondary educational institutions; and
  7. Specific category or categories of information which are not to be released to the public, including military recruiting officers and post-secondary educational institutions.
- D. Annually, the school district will provide public notice by any means that are reasonably likely to inform the parents and eligible students of their rights to refuse to release the names, addresses, and home phone numbers of students in grades 11 and 12 without prior consent.
  - E. A parent or eligible student's refusal to release the above information to military recruiting officers and post-secondary educational institutions does not affect the school district's release of directory information to the rest of the public, which includes military recruiting officers and post-secondary educational institutions. In order to make any directory information about a student private, the procedures contained in Section VII. of this policy also must be followed. Accordingly, to the extent the school district has designated the name, address, home phone number, and grade level of students as directory information, absent a request from a parent or eligible student not to release such data, this information will be public data and accessible to members of the public, including military recruiting officers and post-secondary educational institutions.

## **XII. LIMITS ON REDISCLOSURE**

### **A. Redisclosure**

Consistent with the requirements herein, the school district may only disclose personally identifiable information from the education records of a student on the condition that the party to whom the information is to be disclosed will not disclose the information to any other party without the prior written consent of the parent of the student or the eligible student, except that the officers, employees, and agents of any party receiving personally identifiable information under this section may use the information, but only for the purposes for which the disclosure was made.

### **B. Redisclosure Not Prohibited**

1. Subdivision A. of this section does not prevent the school district from disclosing personally identifiable information under Section VI. of this policy with the understanding that the party receiving the information may make further disclosures of the information on behalf of the school district provided:
  - a. The disclosures meet the requirements of Section VI. of this policy; and
  - b. The school district has complied with the record-keeping requirements of Section XIII. of this policy.
2. Subdivision A. of this section does not apply to disclosures made pursuant to court orders or lawfully issued subpoenas or litigation, to disclosures of directory information, to disclosures to a parent or student or to parents of dependent students, or to disclosures concerning sex offenders and other individuals required to register under 42 United States Code section 14071. However, the school district must provide the notification required in Section XII.D. of this policy if a redisclosure is made based upon a court order or lawfully issued subpoena.

***[Note: 42 United States Code section § 14071 was repealed. School districts should retain this statutory reference, however, as it remains a reference in FERPA and the Minnesota Government Data Practices Act and still may apply to individuals required to register prior to the repeal***

***of this law.]***

C. Classification of Disclosed Data

The information disclosed shall retain the same classification in the hands of the party receiving it as it had in the hands of the school district.

D. Notification

The school district shall inform the party to whom a disclosure is made of the requirements set forth in this section, except for disclosures made pursuant to court orders or lawfully issued subpoenas, disclosure of directory information under Section VII. of this policy, disclosures to a parent or student, or disclosures to parents of a dependent student. In the event that the Family Policy Compliance Office determines that a state or local educational authority, a federal agency headed by an official listed in 34 Code of Federal Regulations section 99.31(a)(3), or an authorized representative of a state or local educational authority or a federal agency headed by an official listed in section 99.31(a)(3), or a third party outside of the school district improperly rediscloses personally identifiable information from education records or fails to provide notification required under this section of this policy, the school district may not allow that third party access to personally identifiable information from education records for at least five (5) years.

**XIII. RESPONSIBLE AUTHORITY; RECORD SECURITY; AND RECORD KEEPING**

A. Responsible Authority

The responsible authority shall be responsible for the maintenance and security of student records.

B. Record Security

The principal of each school subject to the supervision and control of the responsible authority shall be the records manager of the school, and shall have the duty of maintaining and securing the privacy and/or confidentiality of student records.

C. Plan for Securing Student Records

The building principal shall submit to the responsible authority a written plan for securing students records by September 1 of each school year. The written plan shall contain the following information:

1. A description of records maintained;
2. Titles and addresses of person(s) responsible for the security of student records;
3. Location of student records, by category, in the buildings;
4. Means of securing student records; and
5. Procedures for access and disclosure.

D. Review of Written Plan for Securing Student Records

The responsible authority shall review the plans submitted pursuant to Paragraph C. of this section for compliance with the law, this policy, and the various administrative policies of the school district. The responsible authority shall then promulgate a chart incorporating the provisions of Paragraph C. which shall be attached to and become a part of this policy.

E. Record Keeping

1. The principal shall, for each request for and each disclosure of personally identifiable information from the education records of a student, maintain a record, with the education records of the student, that indicates:
  - a. the parties who have requested or received personally identifiable information from the education records of the student;
  - b. the legitimate interests these parties had in requesting or obtaining the information; and
  - c. the names of the state and local educational authorities and federal officials and agencies listed in Section VI.B.4. of this policy that may make further disclosures of personally identifiable information from the student's education records without consent.
2. In the event the school district discloses personally identifiable information from an education record of a student pursuant to Section XII.B. of this policy, the record of disclosure required under this section shall also include:
  - a. the names of the additional parties to which the receiving party may disclose the information on behalf of the school district;
  - b. the legitimate interests under Section VI. of this policy which each of the additional parties has in requesting or obtaining the information; and
  - c. a copy of the record of further disclosures maintained by a state or local educational authority or federal official or agency listed in Section VI.B.4. of this policy in accordance with 34 Code of Federal Regulations section 99.32 and to whom the school district disclosed information from an education record. The school district shall request a copy of the record of further disclosures from a state or local educational authority or federal official or agency to whom education records were disclosed upon a request from a parent or eligible student to review the record of requests for disclosure.
3. Section XIII.E.1. does not apply to requests by or disclosure to a parent of a student or an eligible student, disclosures pursuant to the written consent of a parent of a student or an eligible student, requests by or disclosures to other school officials under Section VI.B.1. of this policy, to requests for disclosures of directory information under Section VII. of this policy, or to a party seeking or receiving the records as directed by a federal grand jury or other law enforcement subpoena and the issuing court or agency has ordered that the existence or the contents of the subpoena or the information provided in response to the subpoena not be disclosed or as directed by an ex parte court order obtained by the United States Attorney General (or designee not lower than an Assistant Attorney General) concerning investigations or prosecutions of an offense listed in 18 United States Code, section 2332b(g)(5)(B) or an act of domestic or international terrorism.
4. The record of requests of disclosures may be inspected by:
  - a. the parent of the student or the eligible student;
  - b. the school official or his or her assistants who are responsible for the custody of the records; and

- c. the parties authorized by law to audit the record-keeping procedures of the school district.
- 5. The school district shall record the following information when it discloses personally identifiable information from education records under the health or safety emergency exception:
  - a. the articulable and significant threat to the health or safety of a student or other individual that formed the basis for the disclosure; and
  - b. the parties to whom the school district disclosed the information.
- 6. The record of requests and disclosures shall be maintained with the education records of the student as long as the school district maintains the student's education records.

#### **XIV. RIGHT TO INSPECT AND REVIEW EDUCATION RECORDS**

A. Parent of a Student, an Eligible Student or the Parent of an Eligible Student Who is Also a Dependent Student

The school district shall permit the parent of a student, an eligible student, or the parent of an eligible student who is also a dependent student who is or has been in attendance in the school district to inspect or review the education records of the student, except those records which are made confidential by state or federal law or as otherwise provided in Section VIII. of this policy.

B. Response to Request for Access

The school district shall respond to any request pursuant to Subdivision A. of this section immediately, if possible, or within ten (10) days of the date of the request, excluding Saturdays, Sundays, and legal holidays.

C. Right to Inspect and Review

The right to inspect and review education records under Subdivision A. of this section includes:

- 1. The right to a response from the school district to reasonable requests for explanations and interpretations of records; and
- 2. If circumstances effectively prevent the parent or eligible student from exercising the right to inspect and review the education records, the school district shall provide the parent or eligible student with a copy of the records requested or make other arrangements for the parent or eligible student to inspect and review the requested records.
- 3. Nothing in this policy shall be construed as limiting the frequency of inspection of the education records of a student with a disability by the student's parent or guardian or by the student upon the student reaching the age of majority.

D. Form of Request

Parents or eligible students shall submit to the school district a written request to inspect education records which identify as precisely as possible the record or records the parent or eligible student wishes to inspect.

E. Collection of Student Records

If a student's education records are maintained in more than one location, the

responsible authority may collect copies of the records or the records themselves from the various locations so they may be inspected at one site. However, if the parent or eligible student wishes to inspect these records where they are maintained, the school district shall attempt to accommodate those wishes. The parent or eligible student shall be notified of the time and place where the records may be inspected.

F. Records Containing Information on More Than One Student

If the education records of a student contain information on more than one student, the parent or eligible student may inspect and review or be informed of only the specific information which pertains to that student.

G. Authority to Inspect or Review

The school district may presume that either parent of the student has authority to inspect or review the education records of a student unless the school district has been provided with evidence that there is a legally binding instrument or a state law or court order governing such matters as marriage dissolution, separation, or custody which provides to the contrary.

H. Fees for Copies of Records

1. The school district shall charge a reasonable fee for providing photocopies or printed copies of records unless printing a copy is the only method to provide for the inspection of data. In determining the amount of the reasonable fee, the school district shall consider the following:
  - a. the cost of materials, including paper, used to provide the copies;
  - b. the cost of the labor required to prepare the copies;
  - c. any schedule of standard copying charges established by the school district in its normal course of operations;
  - d. any special costs necessary to produce such copies from machine-based record-keeping systems, including but not limited to computers and microfilm systems; and
  - e. mailing costs.
2. If 100 or fewer pages of black and white, letter or legal size paper copies are requested, actual costs shall not be used, and, instead, the charge shall be no more than 25 cents for each page copied.
3. The cost of providing copies shall be borne by the parent or eligible student.
4. The responsible authority, however, may not impose a fee for a copy of an education record made for a parent or eligible student if doing so would effectively prevent or, in the case of a student with a disability, impair the parent or eligible student from exercising their right to inspect or review the student's education records.

**XV. REQUEST TO AMEND RECORDS; PROCEDURES TO CHALLENGE DATA**

A. Request to Amend Education Records

The parent of a student or an eligible student who believes that information contained in the education records of the student is inaccurate, misleading, or violates the privacy rights of the student may request that the school district amend those records.

1. The request shall be in writing, shall identify the item the requestor believes to be inaccurate, misleading, or in violation of the privacy or other rights of the student, shall state the reason for this belief, and shall specify the correction the requestor wishes the school district to make. The request shall be signed and dated by the requestor.
2. The school district shall decide whether to amend the education records of the student in accordance with the request within thirty (30) days after receiving the request.
3. If the school district decides to refuse to amend the education records of the student in accordance with the request, it shall inform the parent of the student or the eligible student of the refusal and advise the parent or eligible student of the right to a hearing under Subdivision B. of this section.

**B. Right to a Hearing**

If the school district refuses to amend the education records of a student, the school district, on request, shall provide an opportunity for a hearing in order to challenge the content of the student's education records to ensure that information in the education records of the student is not inaccurate, misleading, or otherwise in violation of the privacy or other rights of the student. A hearing shall be conducted in accordance with Subdivision C. of this section.

1. If, as a result of the hearing, the school district decides that the information is inaccurate, misleading, or otherwise in violation of the privacy or other rights of the student, it shall amend the education records of the student accordingly and so inform the parent of the student or the eligible student in writing.
2. If, as a result of the hearing, the school district decides that the information is not inaccurate, misleading, or otherwise in violation of the privacy or other rights of the student, it shall inform the parent or eligible student of the right to place a statement in the record commenting on the contested information in the record or stating why the parent or eligible student disagrees with the decision of the school district, or both.
3. Any statement placed in the education records of the student under Subdivision B. of this section shall:
  - a. be maintained by the school district as part of the education records of the student so long as the record or contested portion thereof is maintained by the school district; and
  - b. if the education records of the student or the contested portion thereof is disclosed by the school district to any party, the explanation shall also be disclosed to that party.

**C. Conduct of Hearing**

1. The hearing shall be held within a reasonable period of time after the school district has received the request, and the parent of the student or the eligible student shall be given notice of the date, place, and time reasonably in advance of the hearing.
2. The hearing may be conducted by any individual, including an official of the school district who does not have a direct interest in the outcome of the hearing. The school board attorney shall be in attendance to present the school board's position and advise the designated hearing officer on legal and evidentiary matters.

3. The parent of the student or eligible student shall be afforded a full and fair opportunity for hearing to present evidence relative to the issues raised under Subdivisions A. and B. of this section and may be assisted or represented by individuals of his or her choice at his or her own expense, including an attorney.
4. The school district shall make a decision in writing within a reasonable period of time after the conclusion of the hearing. The decision shall be based solely on evidence presented at the hearing and shall include a summary of evidence and reasons for the decision.

D. Appeal

The final decision of the designated hearing officer may be appealed in accordance with the applicable provisions of Minnesota Statutes chapter 14 relating to contested cases.

#### **XVI. PROBLEMS ACCESSING DATA**

- A. The data practices compliance official is the designated employee to whom persons may direct questions or concerns regarding problems in obtaining access to data or other data practices problems.
- B. Data practices compliance official means Director of Human Resources, ~~Jeni Super Dr. Enid Schonewise~~.
- C. Any request by an individual with a disability for reasonable modifications of the school district's policies or procedures for purposes of accessing records shall be made to the data practices compliance official.

#### **XVII. COMPLAINTS FOR NONCOMPLIANCE WITH FERPA**

A. Where to File Complaints

Complaints regarding alleged violations of rights accorded parents and eligible students by FERPA, and the rules promulgated thereunder, shall be submitted in writing to the U.S. Department of Education, Student Privacy Policy Office, 400 Maryland Avenue S.W., Washington, D.C. 20202-8520.

B. Content of Complaint

A complaint filed pursuant to this section must contain specific allegations of fact giving reasonable cause to believe that a violation of FERPA and the rules promulgated thereunder has occurred.

#### **XVIII. WAIVER**

A parent or eligible student may waive any of his or her rights provided herein pursuant to FERPA. A waiver shall not be valid unless in writing and signed by the parent or eligible student. The school district may not require such a waiver.

#### **XIX. ANNUAL NOTIFICATION OF RIGHTS**

A. Contents of Notice

The school district shall give parents of students currently in attendance and eligible students currently in attendance annual notice by such means as are reasonably likely to inform the parents and eligible students of the following:

1. That the parent or eligible student has a right to inspect and review the student's education records and the procedure for inspecting and reviewing education

records;

2. That the parent or eligible student has a right to seek amendment of the student's education records to ensure that those records are not inaccurate, misleading, or otherwise in violation of the student's privacy or other rights and the procedure for requesting amendment of records;
3. That the parent or eligible student has a right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that federal and state law and the regulations promulgated thereunder authorize disclosure without consent;
4. That the parent or eligible student has a right to file a complaint with the U.S. Department of Education regarding an alleged failure by the school district to comply with the requirements of FERPA and the rules promulgated thereunder;
5. The criteria for determining who constitutes a school official and what constitutes a legitimate educational interest for purposes of disclosing education records to other school officials whom the school district has determined to have legitimate educational interests; and
6. That the school district forwards education records on request to a school in which a student seeks or intends to enroll or is already enrolled as long as the disclosure is for purposes related to the student's enrollment or transfer and that such records may include suspension and expulsion records pursuant to the federal Every Student Succeeds Act and, if applicable, a student's history of violent behavior.

**B. Notification to Parents of Students Having a Primary Home Language Other Than English**

The school district shall provide for the need to effectively notify parents of students identified as having a primary or home language other than English.

**C. Notification to Parents or Eligible Students Who are Disabled**

The school district shall provide for the need to effectively notify parents or eligible students identified as disabled.

**XX. DESTRUCTION AND RETENTION OF RECORDS**

Destruction and retention of records by the school district shall be controlled by state and federal law.

**XXI. COPIES OF POLICY**

Copies of this policy may be obtained by parents and eligible students at the superintendent's office.

**Legal References:** Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)  
Minn. Stat. § 13.32, Subd. 5 (Directory Information)  
Minn. Stat. § 13.393 (Attorneys)  
Minn. Stat. Ch. 14 (Administrative Procedures Act)  
Minn. Stat. § 120A.22 (Compulsory Instruction)  
Minn. Stat. § 121A.40-121A.56 (The Pupil Fair Dismissal Act)  
Minn. Stat. § 121A.75 (Receipt of Records; Sharing)  
Minn. Stat. § 127A.852 (Military-Connected Youth Identifier)  
Minn. Stat. § 144.341-144.347 (Consent of Minors for Health Services)  
Minn. Stat. Ch. 256B (Medical Assistance for Needy Persons)

Minn. Stat. Ch. 256L (MinnesotaCare)  
 Minn. Stat. § 260B.171, Subds. 3 and 5 (Disposition Order and Peace Officer  
 Records of Children)  
 Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)  
 Minn. Stat. § 363A.42 (Public Records; Accessibility)  
 Minn. Stat. § 480.40 (Personal Information, Dissemination)  
 Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)  
 Minn. Rules Parts 1205.0100-1205.2000 (Data Practices)  
 10 U.S.C. § 503(b) and (c) (Enlistments: Recruiting Campaigns; Compilation of  
 Directory Information)  
 18 U.S.C. § 2331 (Definitions)  
 18 U.S.C. § 2332b (Acts of Terrorism Transcending National Boundaries)  
 20 U.S.C. § 1232g *et seq.* (Family Educational Rights and Privacy Act)  
 20 U.S.C. § 6301 *et seq.* (Every Student Succeeds Act)  
 20 U.S.C. § 7908 (Armed Forces Recruiting Information)  
 20 U.S.C. § 7917 (Transfer of School Disciplinary Records)  
 25 U.S.C. § 5304 (Definitions – Tribal Organization)  
 26 U.S.C. §§ 151 and 152 (Internal Revenue Code)  
 42 U.S.C. § 1711 *et seq.* (Child Nutrition Act)  
 42 U.S.C. § 1751 *et seq.* (Richard B. Russell National School Lunch Act)  
 34 C.F.R. §§ 99.1-99.67 (Family Educational Rights and Privacy)  
 34 C.F.R. § 300.610-300.627 (Confidentiality of Information)  
 42 C.F.R. § 2.1 *et seq.* (Confidentiality of Drug Abuse Patient Records)  
*Gonzaga University v. Doe*, 536 U.S. 273 309 (2002)  
 Dept. of Admin. Advisory Op. No. 21-008 (December 8, 2021)

**Cross References:** MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical  
 or Sexual Abuse)  
 MSBA/MASA Model Policy 417 (Chemical Use and Abuse)  
 MSBA/MASA Model Policy 506 (Student Discipline)  
 MSBA/MASA Model Policy 519 (Interviews of Students by Outside Agencies)  
 MSBA/MASA Model Policy 520 (Student Surveys)  
 MSBA/MASA Model Policy 711 (Video Recording on School Buses)  
 MSBA/MASA Model Policy 722 (Public Data Requests)  
 MSBA/MASA Model Policy 906 (Community Notification of Predatory Offenders)  
 MSBA School Law Bulletin "I" (School Records – Privacy – Access to Data)

Policy Adopted: December 19, 2005  
 Revised: May 2010 / Nov 2013 / Nov 2020 / June 2023 / September 2023 / November 2024  
 Independent School District No. 110  
 Waconia, MN

7.C.7. 519 Interviews of Students by Outside  
Agencies

## 519 INTERVIEWS OF STUDENTS BY OUTSIDE AGENCIES

There are occasions in which persons other than school district officials and employees find it necessary to speak with a student during the school day. Student safety and disruption of the educational program is of concern to the school district. The purpose of this policy is to establish the procedures for access to students by authorized individuals during the school day.

### I. GENERAL STATEMENT OF POLICY

- A. Generally, students may not be interviewed during the school day by persons other than a student's parents, school district officials, employees and/or agents, except as otherwise provided by law and/or this policy.
- B. Requests from law enforcement officers and those other than a student's parents, school district officials, employees and/or agents to interview students shall be made through the principal's office. Upon receiving a request, it shall be the responsibility of the principal to determine whether the request will be granted. Prior to granting a request, the principal shall attempt to contact the student's parents to inform them of the request, except where otherwise prohibited by law.

### II. INTERVIEWS CONDUCTED UNDER THE MALTREATMENT OF MINORS ACT

- A. In the case of an investigation pursuant to the Maltreatment of Minors Act, Minn. Stat. § 626.556, Subd. 10, a local welfare agency and a local law enforcement agency may interview, without parental consent, an alleged victim and any minors who currently reside with or who have resided with the alleged perpetrator. The interview may take place at school and during school hours or at any facility or other place where the alleged victim or other children might be found or the child may be transported to, and the interview may be conducted at a place appropriate for the interview of a child designated by the local welfare agency or law enforcement agency. School district officials will work with the local welfare agency or law enforcement agency to select a place appropriate for the interview. When it is possible and the report alleges substantial child endangerment or sexual abuse, the interview may take place outside the presence of the alleged offender and may take place prior to any interviews of the alleged offender.

[NOTE: This change is found in Minnesota Statutes, section 260E.22, subdivision 2.]

- B. If the interview took place or is to take place on school district property, an order of the juvenile court pursuant to Minn. Stat. § 626.556, Subd. 10 (c) may specify that school district officials may not disclose to the parent, legal custodian, or guardian the contents of the notification of intent to interview the child on school district property and/or any other related information regarding the interview that

may be a part of the child's record. The school district official must receive a copy of the order from the local welfare or law enforcement agency.

- C. When the local welfare or local law enforcement agency determines that an interview should take place on school district property, school district officials must receive written notification of intent to interview the child on school district property ~~prior to~~ before the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct an interview on school district property. ~~Where For~~ an the ~~interviews are~~ conducted by the local welfare agency, the notification ~~must~~ shall be signed by the chair of the local social services agency or the chair's designee. The notification is private educational data on the student. School district officials may not disclose to the parent, legal custodian or guardian the contents of the notification or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation or assessment has been concluded. Until school district officials receive said notification, all inquiries regarding the nature of the investigation or assessment should be directed to the local welfare or law enforcement agency responsible for the investigation.
- D. School district officials shall have discretion to reasonably schedule the time, place, and manner of an interview by a local welfare or local law enforcement agency on school district premises. However, where the alleged perpetrator is believed to be a school district official or employee, the local welfare or local law enforcement agency will have discretion to determine where the interview will be held. The interview must be conducted not more than twenty-four (24) hours after the receipt of the notification unless another time is considered necessary by agreement between the school district officials and the local welfare or law enforcement agency. However, school district officials must yield to the discretion of the local welfare or law enforcement agency concerning other persons in attendance at the interview. School district officials will make every effort to reduce the disruption to the educational program of the child, other students, or school staff when an interview is conducted on school district premises.
- E. Students shall not be taken from school district property without the consent of the principal and without proper warrant.

**Legal References:** Minn. Stat. § 13.32 (Educational Data)  
Minn. Stat. § 626.556, Subd. 10(c) and (d) (Duties of Local Welfare Agency and Local Law enforcement agency upon receipt of a report)

**Cross References:** Policy 109 (Complaints - Students, Employees, Parents, Other Persons)  
Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)  
Policy 515 (Protection and Privacy of Pupil Records)

Policy Adopted: July 2003 / December 19, 2005

Policy Reviewed: September 2017 / December 2020 / July 2023 / February 2025

Independent School District #110  
Waconia, MN

7.C.8. 601 School District Curriculum and  
Instructional Goals

## 601 SCHOOL DISTRICT CURRICULUM AND INSTRUCTION GOALS

**[Note: Minn. Stat. § 120B.11 requires school districts to adopt a comprehensive long-term strategic plan that addresses the review of curriculum, instruction, student achievement, and assessment. MSBA/MASA Model Policies 601, 603, and 616 address these statutory requirements. In addition, MSBA/MASA Model Policies 613-615 and 617-620 provide procedures to further implement the requirements of Minn. Stat. § 120B.11.]**

### I. PURPOSE

The purpose of this policy is to establish broad curriculum parameters for the school district that encompass the Minnesota Academic Standards and federal law and are aligned with comprehensive achievement and civic readiness.

### II. GENERAL STATEMENT OF POLICY

The policy of the school district is to strive for comprehensive achievement and civic readiness in which all learning in the school district should be directed and for which all school district learners should be held accountable.

### III. DEFINITIONS

- A. “Academic standard” means a summary description of student learning in a required content area or elective content area.
- B. “Antiracist” means actively working to identify and eliminate racism in all forms in order to change policies, behaviors, and beliefs that perpetuate racist ideas and actions.
- C. “Benchmark” means specific knowledge or skill that a student must master to complete part of an academic standard by the end of the grade level or grade band.
- D. “Comprehensive Achievement and Civic Readiness” means striving to: meet school readiness goals; close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and students not living in poverty; have all students attain career and college readiness before graduating from high school; have all students graduate from high school; and prepare students to be lifelong learners.
- E. “Culturally sustaining” means integrating content and practices that infuse the culture and language of Black, Indigenous, and People of Color communities who have been and continue to be harmed and erased through the education system.
- F. “Curriculum” means district or school adopted programs and written plans for

providing students with learning experiences that lead to expected knowledge, skills, and career and college readiness.

- G. “Ethnic studies” as defined in Minnesota Statutes, section 120B.25, has the same meaning for purposes of this section. Ethnic studies curriculum may be integrated in existing curricular opportunities or provided through additional curricular offerings.
- H. “Experiential learning” means learning for students that includes career exploration through a specific class or course or through work-based experiences such as job shadowing, mentoring, entrepreneurship, service learning, volunteering, internships, other cooperative work experience, youth apprenticeship, or employment.
- I. “Instruction” means methods of providing learning experiences that enable students to meet state and district academic standards and graduation requirements including applied and experiential learning.
- J. “Performance measures” are measures to determine school district and school site progress in striving for comprehensive achievement and civic readiness and must include at least the following:
  - 1. the size of the academic achievement gap; rigorous course taking, including college-level advanced placement, international baccalaureate, postsecondary enrollment options, including concurrent enrollment, other rigorous courses of study or industry certification courses or programs, and enrichment experiences by student subgroup;
  - 2. student performance on the Minnesota Comprehensive Assessments;
  - 3. high school graduation rates; and
  - 4. career and college readiness under Minnesota Statutes, section 120B.30, subdivision 1.

[Note: Definitions B, E, G, and I are added to Minnesota Statutes, section 120B.11—the Comprehensive Achievement and Civic Readiness law—effective August 1, 2023. The definitions apply to revisions to the Comprehensive Achievement and Civic Readiness law regarding strategic plans; these revisions are effective “for all strategic plans reviewed and updated after June 30, 2024.”]

#### **IV. LONG-TERM STRATEGIC PLAN**

- A. The school board, at a public meeting, must adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with

striving for comprehensive achievement and civic readiness and includes the following:

1. clearly defined school district and school site goals and benchmarks for instruction and student achievement for all student categories identified in Minnesota Statutes, section 120B.345, subdivision 3, paragraph (b)(2).

***[Note: MSBA/MASA Model Policy 601, Section IV.B. and MSBA/MASA Model Policy 616 address this requirement.]***

2. a process to assess and evaluate each student's progress toward meeting state and local academic standards, assess and identify students for participation in gifted and talented programs and services and accelerate their instruction, adopt early-admission procedures consistent with Minnesota Statutes, section 120B.15 and identifying the strengths and weaknesses of instruction in pursuit of student and school success and curriculum affecting students' progress and growth toward career and college readiness and leading to comprehensive achievement and civic readiness the world's best workforce;

***[Note: MSBA/MASA Model Policy 618 addresses this requirement.]***

3. a system to periodically review and evaluate the effectiveness of all instruction and curriculum, taking into account strategies and best practices, student outcomes, principal evaluations under Minnesota Statutes 123B.147, subdivision 3, students' access to effective teachers who are members of populations under-represented among the licensed teachers in the district or school and who reflect the diversity of enrolled students under Minnesota Statutes, section 120B.35, subdivision 3(b)(2), and teacher evaluations under Minnesota Statutes, section 122A.40, subdivision 8, or 122A.41, subdivision 5;

***[Note: MSBA/MASA Model Policy 616 addresses this requirement.]***

4. strategies for improving instruction, curriculum, and student achievement, including the English and, where practicable, the native language development and the academic achievement of English learners;

***[Note: MSBA/MASA Model Policy 616 addresses this requirement.]***

5. a process to examine the equitable distribution of teachers and strategies to ensure children in low-income families, children in families of People of Color, and children in American Indian families are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers;
6. education effectiveness practices that

- a. integrate high-quality instruction, technology, and curriculum that is rigorous, accurate, antiracist, and culturally sustaining;
  - b. ensure learning and work environments validate, affirm, embrace, and integrate cultural and community strengths for all students, families, and employees;
  - c. provide a collaborative professional culture that seeks to retain qualified, racially and ethnically diverse staff effective at working with diverse students while developing and supporting teacher quality, performance, and effectiveness; and
- 7. an annual budget for continuing to implement the school district plan; and
  - 8. identifying a list of suggested and required materials, resources, sample curricula, and pedagogical skills for use in kindergarten through grade 12 that accurately reflect the diversity of the state of Minnesota.
- B. The school district is not required to include information regarding literacy in a plan or report required under this section, except with regard to the academic achievement of English learners.
  - C. The school district has goals that every child is reading at or above grade level every year, beginning in kindergarten, and multilingual learners and students receiving special education services are receiving support in achieving their individualized reading goals pursuant to Policy 621 (Reading and the Read Act)

**Legal References:** Minn. Stat. § 120B.018 (Definitions)  
Minn. Stat. § 120B.02 (Educational Expectations for Minnesota Students)  
Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness)  
Minn. Stat. § 120B.12 (Read Act Goal and Interventions)  
Minn. Stat. § 120B.30, Subd. 1 (Statewide Testing and Reporting System)  
Minn. Stat. § 120B.35, Subd. 3 (Student Academic Achievement and Growth)  
Minn. Stat. § 122A.40, Subd. 8 (Employment; Contracts; Termination)  
Minn. Stat. § 122A.41, Subd. 5 (Teacher Tenure Act; Cities of the First Class; Definitions)  
Minn. Stat. § 123B.147, Subd. 3 (Principals)  
Minn. Stat. § 125A.56, Subd. 1 (Alternate Instruction Required)  
20 U.S.C. § 5801, *et seq.* (National Education Goals 2000)  
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)

**Cross References:** MSBA/MASA Model Policy 104 (School District Mission Statement)

MSBA/MASA Model Policy 613 (Graduation Requirements)  
MSBA/MASA Model Policy 614 (School District Testing Plan and Procedure)  
MSBA/MASA Model Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students)  
MSBA/MASA Model Policy 616 (School District System Accountability)  
MSBA/MASA Model Policy 618 (Assessment of Student Achievement)

Policy Adopted:

Revised: May 2012, Jan. 2016, July 2021, October 2023, October 2024

Independent School District No. 110

Waconia MN

7.C.9. 612.1 Development of Parental Involvement  
Policies for Title I Programs

## **612.1 DEVELOPMENT OF PARENT AND FAMILY ENGAGEMENT POLICIES FOR TITLE I PROGRAMS**

*[Note: This policy reflects recent federal statutory changes made by the Every Student Succeeds Act (ESSA) which require school districts and schools to meet with parents and jointly develop parent and family engagement policies at both a district wide and school building level. This policy lists the required components of the parent and family engagement policies described herein and serves as a framework for their development. The policies and these components are mandatory in order for the school district to receive federal funds under this program.]*

### **I. PURPOSE**

The purpose of this policy is to encourage and facilitate involvement by parents of students participating in Title I in the educational programs and experiences of students. The policy shall provide the framework for organized, systematic, ongoing, informed, and timely parental involvement in relation to decisions about the Title I services within the school district. The involvement of parents by the school district shall be directed toward both public and private school children whose parents are school district residents or whose children attend school within the boundaries of the school district.

### **II. GENERAL STATEMENT OF POLICY**

- A. The policy of the school district is to plan and implement, with meaningful consultation with parents of participating children, programs, activities, and procedures for the engagement of parents and families in its Title I programs.
- B. The policy of the school district is to fully comply with 20 U.S.C. § 6318 which requires the school district to develop jointly with, agree upon with, and distribute to parents of children participating in Title I programs written parent and family engagement policies.

### **III. DEVELOPMENT OF DISTRICT LEVEL POLICY**

The school board ~~will~~ directs the administration to develop jointly with, agree upon with, and distribute to parents and family members of participating children a written parent and family engagement policy that will be incorporated into the school district's Title I plan. ~~The~~ This policy ~~will~~ establishes the expectations for meaningful parent and family involvement and describe how the school district will:

- A. Involve parents and family members in the joint development of the school district's Title I plan and the development of support and improvement plans;
- B. Provide the coordination, technical assistance, and other support necessary to assist and build the capacity of all participating schools within the school district in planning and implementing effective parent and family involvement activities to improve student academic achievement and school performance, which may

include meaningful consultation with employers, business leaders, and philanthropic organizations, or individuals with expertise in effectively engaging parents and family members in education;

- C. Coordinate and integrate parent and family engagement strategies with similar strategies, to the extent feasible and appropriate, with other relevant federal, state, and local laws and programs;
- D. Conduct, with the meaningful involvement of parents and family members, an annual evaluation of the content and effectiveness of the parent and family engagement policy in improving the academic quality of the schools served, including identifying barriers to greater participation by parents in parental involvement activities (with particular attention to parents who are economically disadvantaged, disabled, have limited English proficiency, have limited literacy, or who are of a racial or ethnic minority background); the needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers; and strategies to support successful school and family interactions;
- E. Use the findings of such evaluations to design evidence-based strategies for more effective parental involvement and to revise, if necessary, the district-level and school-level parent and family engagement policies; and
- F. Involve parents in the activities of the schools, which may include establishing a parent advisory board comprised of a sufficient number and representative group of parents or family members served by the school district to adequately represent the needs of the population served by the school district for the purposes of developing, revising, and reviewing the parent and family engagement policy.

#### **IV. DEVELOPMENT OF SCHOOL LEVEL POLICY**

The school board will direct the administration of each school to develop (or amend an existing parental involvement policy) jointly with, and distribute to, parents and family members of participating children a written parent and family engagement policy, agreed upon by such parents and families, that shall describe the means for carrying out the federal requirements of parent and family engagement. Parents shall be notified of the policy in an understandable and uniform format and, to the extent practicable, provided in a language the parents can understand. Such policy shall be made available to the local community and updated periodically to meet the changing needs of parents and the school.

- A. The policy will describe the means by which each school with a Title I program will:
  - 1. Convene an annual meeting, at a convenient time, to which all parents of participating children shall be invited and encouraged to attend, to inform parents of their school's participation in Title I programs, and to explain to parents of participating children the program, its requirements, and their

right to be involved;

2. Offer a flexible number of meetings, such as meetings in the morning or evening, and may provide with Title I funds transportation, child care, or home visits, as such services relate to parental involvement;
  3. Involve parents in an organized, ongoing, and timely way in the planning, review, and improvement of the parental involvement programs, including the planning, review, and improvement of the school parent and family engagement policy and the joint development of the school-wide program plan, except that if a school has in place a process for involving parents in the joint planning and design of the school's programs, the school may use that process, if such process includes an adequate representation of parents of participating children;
  4. Provide parents of participating children with: timely information about Title I programs; a description and explanation of the curriculum in use at the school, the forms of academic assessment used to measure student progress, and the achievement levels of the challenging state academic standards; if requested by parents, opportunities for regular meetings to formulate suggestions and to participate, as appropriate, in decisions relating to the education of their children, and respond to any such suggestions as soon as practicably possible; and
  5. If the school-wide program plan is not satisfactory to the parents of participating children, submit any parent's comments on the plan when it is submitted to the school district.
- B. As a component of this policy, each school shall jointly develop with parents a school/parent compact that outlines how parents, staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the state's high standards. The compact shall:
1. Describe the school's responsibility to provide high-quality curriculum and instruction in a supportive and effective learning environment that enables participating students to meet state student academic achievement standards;
  2. Describe the ways each parent will be responsible for supporting their his or her child's learning by volunteering in their his or her child's classroom and participating, as appropriate, in decisions relating to their his or her child's education and use of extracurricular time.
  3. Address the importance of communication between teachers and parents on an on-going basis through the use of:

- a. Annual parent-teacher conferences to discuss the compact and the child's achievement;
  - b. Frequent progress reports to the parents; and
  - c. Reasonable access to staff, opportunities to volunteer, participate in the child's class, and observe in the child's classroom.
  - d. Ensuring regular two-way, meaningful communication between family members and school staff and, to the extent practicable, in a language that family members can understand.
- C. To ensure effective involvement of parents and to support a partnership among the school, parents, and community to improve student academic achievement, the policy will describe how each school and the school district will:
- 1. Provide assistance to participating parents in understanding such topics as the state's academic content standards and state academic achievement standards, state and local academic assessments, Title I requirements, and how to monitor a child's progress and work with educators to improve the achievement of their children;
  - 2. Provide materials and training to assist parents in working with their children to improve their children's achievement, such as literacy training and using technology, as appropriate, to foster parental involvement;
  - 3. Educate school staff, with the assistance of parents, in the value and utility of contributions of parents and in how to reach out to, communicate with, and work with parents as equal partners, implement and coordinate parent programs, and build ties between parents and school;
  - 4. Coordinate and integrate parental involvement programs and activities with other federal, state, and local programs, including public preschool programs, and conduct other activities, such as parent resource centers, that encourage and support parents in more fully participating in the education of their children to the extent feasible and appropriate;
  - 5. Ensure, to the extent practicable, that information about school and parent meetings, programs, and activities is sent to the parents of participating children in a format and, to the extent practicable, in a language the parents can understand; and
  - 6. Provide such other reasonable support for parental involvement activities as requested by parents.
- D. The policy will also describe the process to be taken if the school district and school choose to:

1. Involve parents in the development of training for school staff to improve the effectiveness of such training;
  2. Provide necessary literacy training with funds received under Title I programs if all other funding has been exhausted;
  3. Pay reasonable and necessary expenses associated with parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions;
  4. Train parents to enhance the involvement of other parents;
  5. Arrange meetings at a variety of times or conduct in-home conferences between teachers or other educators, who work directly with participating children, and parents who are unable to attend such conferences at school in order to maximize parental involvement and participation in school-related activities;
  6. Adopt and implement model approaches to improving parental involvement;
  7. Develop appropriate roles for community-based organizations and business in parental involvement activities; and
  8. Establish a district-wide parent advisory council to provide advice on all matters related to parental involvement in Title I programs.
- E. To carry out the requirements of parent and family engagement, the school district and schools, to the extent practicable, will provide opportunities for the informed participation of parents and family members (including parents and family members who have limited English proficiency, parents and family members with disabilities, and parents and family members of migratory children), including providing information and school reports in a format and, to the extent practicable, in a language that is understandable by the parents.
- F. The school district and each school shall inform parents and parent organizations of the existence of family engagement in education programs.

The policies will be updated periodically to meet the changing needs of parents and the school.

**Legal References:** 20 U.S.C. § 6318 (Parent and Family Engagement)

**Cross References:** None.

**Resources:** U.S. Department of Education: Parent and Family Engagement Non-Regulatory Guidance (January 2025)

Policy Adopted: March 2004

Revised: Nov 2020, reviewed September 2023

Independent School District No. 110

Waconia, MN

7.C.10. 616 School District System Accountability

## 616 SCHOOL DISTRICT SYSTEM ACCOUNTABILITY

***[Note Minnesota Statutes section 120B.11 requires school districts to adopt a comprehensive long-term strategic plan that addresses the review of curriculum, instruction, student achievement, and assessment. Model Policies 601, 603, and 616 address these statutory requirements. In addition, Model Policies 613-615 and 617-620 provide procedures to further implement the requirements of Minnesota Statutes section 120B.11.]***

### I. PURPOSE

The purpose of this policy is to focus public education strategies on a process that promotes higher academic achievement for all students and ensures broad-based community participation in decisions regarding the implementation of the Minnesota K-12 Academic Standards and federal law.

### II. GENERAL STATEMENT OF POLICY

Implementation of the Minnesota K-12 Academic Standards and federal law requires accountability for the school district. The school district established a system to transition to the graduation requirements of the Minnesota K-12 Academic Standards. The school district also established a system to review and improve instruction, curriculum, and assessment which will include substantial input by students, parents or guardians, and local community members. The school district will be accountable to the public and the state through annual reporting.

### III. DEFINITIONS

- A. "Credit" means a student's successful completion of an academic course or a student's mastery of the applicable subject matter, as determined by the school district.
- B. "Comprehensive achievement and civic readiness" means striving to: meet school readiness goals; close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and students not living in poverty; have all students attain career and college readiness before graduating from high school; and have all students graduate from high school.

[NOTE: The 2024 Minnesota legislature revised Minnesota Statutes, section 120B.11, including replacement of the term "world's best workforce" with "comprehensive achievement and civic readiness."]

### IV. ESTABLISHMENT OF GOALS; IMPLEMENTATION; EVALUATION AND REPORTING

- A. School District Goals
  - 1. The school board has established school district-wide goals that provide broad direction for the school district. Incorporated in these goals are the graduation and education standards contained in the Minnesota K-12 Academic Standards and federal law. The broad goals shall be reviewed annually and approved by the school board. The school board shall adopt annual goals based on the recommendations of the school district's Advisory Committee.
  - 2. The school board shall approve the guidelines for member representation of the District Advisory Committee to ensure active community participation in all phases of planning and improving the instruction and curriculum affecting state and district academic standards.
  - 3. The school district-wide improvement goals should address recommendations

identified through the District Advisory Committee process. The school district's goal setting process will include consideration of individual site goals. School district goals may also be developed through an education effectiveness program, an evaluation of student progress committee, or through some other locally determined process.

B. System for Reviewing All Instruction and Curriculum. Incorporated in the process will be analysis of the school district's progress toward implementation of the Minnesota Academic Standards. Instruction and curriculum shall be reviewed and evaluated by taking into account strategies and best practices, student outcomes, principal evaluations under Minnesota Statutes, section 123B.147, and teacher evaluations under Minnesota Statutes section 122A.40 or 122A.41.

1. The superintendent [or designee] shall be responsible for developing procedures and guidelines to establish an orderly process for the review and recommendation of textbooks and other instructional materials by the professional staff.

C. Implementation of Graduation Requirements

1. The District Advisory Committee shall also advise the school board on implementation of the state and local graduation requirements, including K-12 curriculum, assessment, student learning opportunities, and other related issues. Recommendations of the District Advisory Committee shall be published annually to the community. The school board shall receive public input and comment and shall adopt or update this policy at least annually.
2. The school board shall annually review and determine if student achievement levels at each school site meet federal expectations. If the school board determines that student achievement levels at a school site do not meet federal expectations ~~and the site has not made adequate yearly progress for two consecutive school years~~, the District Advisory Committee shall work with the school site to adopt a plan to raise student achievement levels to meet federal expectations. The District Advisory Committee may seek assistance from the Commissioner of the Minnesota Department of Education (MDE) (Commissioner) in developing a plan which must include parental involvement components.
3. The educational assessment system component utilized by the school board to measure individual students' educational progress must be based, to the extent annual tests are administered, on indicators of current achievement ~~growth~~ that show growth relative to an individual student's prior achievement. Indicators of achievement and prior achievement must be based on highly reliable statewide or districtwide assessments. The school board will utilize models developed by the Commissioner for measuring individual student progress. The school board must coordinate with MDE in evaluating school sites and continuous improvement plans, consistent with best practices.

D. Comprehensive Continuous Improvement of Student Achievement

1. By December 1st of each year, the District Advisory Committee will meet to advise and assist the school district in the implementation of the school district system accountability and comprehensive continuous improvement process.
2. The District Advisory Committee, working in cooperation with other committees of the school district [*such as the Technology, Educational Effectiveness, Grade Level, Site Instruction, Curriculum and Assessment Committees, etc.*], will provide active community participation in:

- a. Reviewing the school district instructional and curriculum plan, with emphasis on implementing the Minnesota K-12 Academic Standards;
  - b. Identifying annual instruction and curriculum improvement goals for recommendation to the school board;
  - c. Making recommendations regarding the evaluation process that will be used to measure school district progress toward its goals; and,
  - d. Advising the school board about development of the annual budget.
3. The District Advisory Committee shall meet the following criteria:
- a. The District Advisory Committee shall ensure active community participation in all planning for instruction and curriculum affecting Graduation Standards.
  - b. The District Advisory Committee shall make recommendations to the school board on school district-wide standards, assessments, and program evaluation.
  - c. Building teams may be established as subcommittees to develop and implement an education effectiveness plan and to carry out methods to improve instruction, curriculum, and assessments as well as methods to use technology in meeting the school district improvement plan.
  - d. A local plan to evaluate student progress, using a local process, shall be used for developing a plan for assessment of student progress toward the Graduation Standards, as well as program evaluation data for use by the District Advisory Committee in the instruction and curriculum review process. This plan shall annually be approved by the school board.
4. Translation services should be provided to the extent appropriate and practicable.
5. The District Advisory Committee shall meet at least 4 times per year and cover the following items:
- a. Organizational meeting of the Committee to review the authorizing legislation and the roles and responsibilities of the Committee as determined by the school board.
  - b. Agree on the process to be used. Become familiar with the instruction and curriculum of the cycle content area.
  - c. Review evaluation results and prepare recommendations.
  - d. Present recommendations to the school board for its input and approval.
- E. Evaluation of Student Progress Committee. A committee of professional staff shall develop a plan for assessment of student progress toward the Graduation Standards, as well as program evaluation data for use by the District Advisory Committee to review instruction and curriculum, cultural competencies, including cultural awareness and cross-cultural communication, and student achievement at the school site. This plan shall annually be approved by the school board.

[NOTE: The school board may choose to delete this paragraph regarding an Evaluation of Student Progress Committee upon consultation with school administration.]

E. Reporting

1. Consistent with Minnesota Statutes section 120B.36, subdivision 1, the school board shall publish a report in the local newspaper with the largest circulation in the district, by mail, or by electronic means on the school district website. The school board shall hold an annual public meeting to review and revise, where appropriate, student achievement goals, local assessment outcomes, plans, strategies, and practices for improving curriculum and instruction and cultural competency and efforts to equitably distribute diverse, effective, experienced, and in-field teachers, and to review school district success in realizing the previously adopted student achievement goals and related benchmarks and the improvement plans leading to comprehensive achievement and civic readiness. The school board must transmit an electronic summary of its report to the Commissioner in the form and manner the Commissioner determines. The school district shall periodically survey affected constituencies in their native languages, where appropriate and practicable, about their connection to and level of satisfaction with school. The school district shall include the results of this evaluation in its published reports and in its summary report to the Commissioner.
2. The school performance report for a school site and a school district must include performance reporting information and calculate proficiency rates as required by the most recently reauthorized Elementary and Secondary Education Act.
3. The school district must annually report the district's class size ratios by each grade to the Commissioner of education in the form and manner specified by the Commissioner.
4. The school district must report whether programs funded with compensatory revenue are consistent with best practices demonstrated to improve student achievement.

**Legal References:**

Minn. Stat. § 120B.018 (Definitions)  
Minn. Stat. § 120B.02 (Educational Expectations and Graduation Requirements for Minnesota's Students)  
Minn. Stat. § 120B.11 (School District Process, for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness)  
Minn. Stat. § 120B.35 (Student Academic Accountability)  
Minn. Stat. § 122A.40 (Employment; Contracts; Termination)  
Minn. Stat. § 122A.41 (Teacher Tenure Act; Cities of the First Class; Definitions)  
Minn. Stat. § 123B.04 (Site Decision Making; Individualized Learning Agreements; Other Agreements)  
Minn. Stat. § 123B.147 (Principals)  
Minn. Stat. § 126C.12 (Learning and Development Revenue Amount and Use)  
Minn. Rules Parts 3501.0660 (Academic Standards for Language Arts)  
Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)  
Minn. Rules Parts 3501.0820 (Academic Standards for the Arts)  
Minn. Rules Parts 3501.0900-3501.0960 (Academic Standards in Science)  
Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)  
Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)  
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)

**Cross References:** MSBA/MASA Model Policy 104 (School District Mission Statement)  
MSBA/MASA Model Policy 601 (School District Curriculum and Instruction Goals)  
District 110 Policy 603 (Curriculum Development)  
District 110 Policy 606 (Textbooks and Instructional Materials)  
MSBA/MASA Model Policy 613 (Graduation Requirements)  
MSBA/MASA Model Policy 614 (School District Testing Plan and Procedure)  
MSBA/MASA Model Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students)  
MSBA/MASA Model Policy 617 (School District Ensurance of Preparatory and High School Standards)  
MSBA/MASA Model Policy 618 (Assessment of Student Achievement)  
MSBA/MASA Model Policy 619 (Staff Development for Standards)  
MSBA/MASA Model Policy 620 (Credit for Learning)

Policy Adopted: March 2004

Reviewed: June 2015, May 2016, April 2021

Revised: June 2022, April 2023, September 2023, October 2024

Independent School District No. 110

Waconia, MN

7.C.11. 621 Literacy and the Read Act

## 621 LITERACY AND THE READ ACT

*[Note: By the 2026-2027 school year, the school district must provide evidence-based reading instruction through a focus on student mastery of the foundational reading skills of phonemic awareness, phonics, and fluency, as well as the development of oral language, vocabulary, and reading comprehension skills. Students must receive evidence-based instruction that is proven to effectively teach children to read, consistent with Minnesota Statutes, sections 120B.118 to 120B.124.]*

**[NOTE: The 2024 Minnesota legislature renumbered the Read Act statutes to 120B.118 and 120B.119.]**

### I. PURPOSE

This policy aligns with Minnesota law established in the Read Act and on other topics related to reading.

### II. GENERAL STATEMENT OF POLICY

The school district recognizes the centrality of reading in a student's educational experience.

### III. DEFINITIONS

- A. "Evidence-based" means the instruction or item described is based on reliable, trustworthy, and valid evidence and has demonstrated a record of success in increasing students' reading competency in the areas of phonological and phonemic awareness, phonics, vocabulary development, reading fluency, and reading comprehension. Evidence-based literacy instruction is explicit, systematic, and includes phonological and phonemic awareness, phonics and decoding, spelling, fluency, vocabulary, oral language, and comprehension that can be differentiated to meet the needs of individual students. Evidence-based instruction does not include the three-cueing system, as defined in subdivision 16.
- B. "Fluency" means the ability of students to read text accurately, automatically, and with proper expression.
- C. "Foundational reading skills" includes phonological and phonemic awareness, phonics and decoding, and fluency. Foundational reading skills appropriate to each grade level must be mastered in kindergarten, grade 1, grade 2, and grade 3. Struggling readers in grades 4 and above who do not demonstrate mastery of grade-level foundational reading skills must continue to receive explicit, systematic instruction to reach mastery.
- D. "Literacy specialist" means a person licensed by the Professional Educator Licensing and Standards Board as a teacher of reading, a special education teacher, or a kindergarten through grade 6 teacher, who has completed professional development approved by the Minnesota Department of Education (MDE) in structured literacy. A literacy specialist employed by the department under Minnesota Statutes, section 120B.123, subdivision 7, or by a district as a literacy lead, is not required to complete the approved training before August 30, 2025.
- E. "Literacy lead" means a literacy specialist with expertise in working with educators as adult

learners. A district literacy lead must support the district's implementation of the Read Act; provide support to school-based coaches; support the implementation of structured literacy, interventions, curriculum delivery, and teacher training; assist with the development of personal learning plans; and train paraprofessionals and other support staff to support classroom literacy instruction. A literacy lead may be employed by one district, jointly by two or more districts, or may provide services to districts through a partnership with the regional service cooperatives or another district.

- F. "Multi-tiered system of support" or "MTSS" means a systemic, continuous improvement framework for ensuring positive social, emotional, behavioral, developmental, and academic outcomes for every student. The MTSS framework provides access to layered tiers of culturally and linguistically responsive, evidence-based practices and relies on the understanding and belief that every student can learn and thrive. Through a MTSS at the core (Tier 1), supplemental (Tier 2), and intensive (Tier 3) levels, educators provide high quality, evidence-based instruction and intervention that is matched to a student's needs; progress is monitored to inform instruction and set goals and data is used for educational decision making.
- G. "Oral language," also called " expressive language" or "receptive language,"\_includes speaking and listening, and consists of five components: phonology, morphology, syntax, semantics, and pragmatics.
- H. "Phonemic awareness" means the ability to notice, think about, and manipulate individual sounds in spoken syllables and words.
- I. "Phonics instruction" means the explicit, systematic, and direct instruction of the relationships between letters and the sounds they represent and the application of this knowledge in reading and spelling.
- J. "Progress monitoring" means using data collected to inform whether interventions are working. Progress monitoring involves ongoing monitoring of progress that quantifies rates of improvement and informs instructional practice and the development of individualized programs using state-approved screening that is reliable and valid for the intended purpose.
- K. "Reading comprehension" means a function of word recognition skills and language comprehension skills. It is an active process that requires intentional thinking during which meaning is constructed through interactions between the text and reader. Comprehension skills are taught explicitly by demonstrating, explaining, modeling, and implementing specific cognitive strategies to help beginning readers derive meaning through intentional, problem-solving thinking processes.
- L. "Structured literacy" means an approach to reading instruction in which teachers carefully structure important literacy skills, concepts, and the sequence of instruction to facilitate children's literacy learning and progress. Structured literacy is characterized by the provision of systematic, explicit, sequential, and diagnostic instruction in phonemic awareness, phonics, fluency, vocabulary and oral language development, and reading comprehension. This approach is consistent with the principles identified in the science of reading and is designed to ensure all students develop strong foundational literacy skills.
- M. "Three-cueing system," also known as "meaning structure visual (MSV)," means a method

that teaches students to use meaning, structure and syntax, and visual cues when attempting to read an unknown word.

- N. "Vocabulary development" means the process of acquiring new words. A robust vocabulary improves all areas of communication, including listening, speaking, reading, and writing. Vocabulary growth is directly related to school achievement and is a strong predictor for reading success.

#### **IV. READING SCREENER; PARENT NOTIFICATION AND INVOLVEMENT**

- A. The school district must administer an approved reading screener to students in kindergarten through grade 3 within the first six weeks of the school year, by February 15 each year, and again within the last six weeks of the school year. The screener must be one of the screening tools approved by the MDE.
- B. The school district must identify any screener it uses in the district's annual literacy plan, and submit screening data with the annual literacy plan by June 15.
- C. Schools, after administering each screener, must follow the language access plan under Minnesota Statutes, section 123B.32 and give the parent of each student who is not reading at or above grade level information from the screener about:
  - 1. the student's reading proficiency as measured by a screener approved by MDE;
  - 2. reading-related services currently being provided to the student and the student's progress; and
  - 3. strategies for parents to use at home in helping their student succeed in becoming grade-level proficient in reading in English and in their native language.
- D. For students enrolled in dual language immersion programs, the school district must measure the student's reading proficiency in English or in the program's partner language, if available, according to Article V below. Following its language access plan under Minnesota Statutes, section 123B.32, the school district must notify families with timely information about students' reading proficiency, including how the student's reading proficiency is assessed, any reading-related services or supports provided to the student and the student's progress, and strategies for families to use at home in helping students succeed in becoming grade-level proficient in reading in English or the partner language. The dual language immersion program may provide information about national research on reading proficiency for students in dual language immersion programs in the parent notification.
- E. The school district may not use this section to deny a student's right to a special education evaluation.

#### **V. IDENTIFICATION AND REPORT**

- A. Students enrolled in kindergarten, grade 1, grade 2, and grade 3, including multilingual learners and students receiving special education services, and students enrolled in dual language immersion programs, must be universally screened for mastery of foundational reading skills, including phonemic awareness, phonics, decoding, fluency, oral language,

and for characteristics of dyslexia as measured by a screening tool approved by MDE. The screening for characteristics of dyslexia may be integrated with universal screening for mastery of foundational skills and oral language.

- B. The school district must submit data on student performance in kindergarten, grade 1, grade 2, and grade 3 on foundational reading skills, including phonemic awareness, phonics, decoding, fluency, and oral language to MDE in the annual local literacy plan submission due on June 15.
- C. Students in grades 4 and above, including multilingual learners and students receiving special education services, who do not demonstrate mastery of foundational reading skills, including phonemic awareness, phonics, decoding, fluency, and oral language, must be screened using a screening tool approved by MDE for characteristics of dyslexia and must continue to receive evidence-based instruction, interventions, and progress monitoring until the students achieve grade-level proficiency. A parent, in consultation with a teacher, may opt a student out of the literacy screener if the parent and teacher decide that continuing to screen would not be beneficial to the student. In such limited cases, the student must continue to receive progress monitoring and literacy interventions.
- D. Reading screeners in English, and in the predominant languages of school district students where practicable, must identify and evaluate students' areas of academic need related to literacy. The school district also must monitor the progress and provide reading instruction appropriate to the specific needs of multilingual learners. The school district must use an approved, developmentally appropriate, and culturally responsive screener and annually report summary screener results to the MDE Commissioner ("Commissioner") by June 15 in the form and manner determined by the Commissioner.
- E. The school district must include in its literacy plan a summary of the district's efforts to screen, identify, and provide interventions to students who demonstrate characteristics of dyslexia as measured by a screening tool approved by MDE. With respect to students screened or identified under [Minnesota Statutes, section 120B.12, subdivision 2](#), paragraph (a), the report must include:
  - 1. a summary of the school district's efforts to screen for dyslexia;
  - 2. the number of students universally screened for that reporting year;
  - 3. the number of students demonstrating characteristics of dyslexia for that year; and
  - 4. an explanation of how students identified under this subdivision are provided with alternate instruction and interventions under Minnesota Statutes, section 125A.56, subdivision 1.

## **VI. INTERVENTION**

- A. For each student identified under the screening identification process, the school district shall provide reading intervention to accelerate student growth and reach the goal of reading at or above grade level by the end of the current grade and school year.
- B. The school district must implement progress monitoring, as defined in Minnesota Statutes, section 120B.119, for a student not reading at grade level.

- C. The school district must use evidence-based curriculum and intervention materials at each grade level that are designed to ensure student mastery of phonemic awareness, phonics, vocabulary development, reading fluency, and reading comprehension. ~~Starting July 1, 2023, if~~ the school district purchases new literacy curriculum, or literacy intervention or supplementary materials, the curriculum or materials must be evidence-based as defined in Minnesota Statutes, section 120B.119.
- D. If a student does not read at or above grade level by the end of the current school year, the school district must continue to provide reading intervention until the student reads at grade level. School district intervention methods shall encourage family engagement and, where possible, collaboration with appropriate school and community programs that specialize in evidence-based instructional practices and measure mastery of foundational reading skills, including phonemic awareness, phonics, decoding, fluency, and oral language.
- E. By the 2025-2026 school year, intervention programs must be taught by an intervention teacher or special education teacher who has successfully completed training in evidence-based reading instruction approved by MDE. Intervention may include but is not limited to requiring student attendance in summer school, intensified reading instruction that may require that the student be removed from the regular classroom for part of the school day, extended-day programs, or programs that strengthen students' cultural connections.
- F. The school district must determine the format of the personal learning plan in collaboration with the student's educators and other appropriate professionals. The school must develop the learning plan in consultation with the student's parent or guardian. The personal learning plan must include targeted instruction that is evidence-based and ongoing progress monitoring, and address knowledge gaps and skill deficiencies through strategies such as specific exercises and practices during and outside of the regular school day, group interventions, periodic assessments or screeners, and reasonable timelines. The personal learning plan may include grade retention, if it is in the student's best interest; a student may not be retained solely due to delays in literacy or not demonstrating grade-level proficiency. A school must maintain and regularly update and modify the personal learning plan until the student reads at grade level. This paragraph does not apply to a student under an individualized education program.

## VII. LOCAL LITERACY PLAN

- A. The school district must adopt a local literacy plan to have every child reading at or above grade level every year beginning in kindergarten and to support multilingual learners and students receiving special education services in achieving their individualized reading goals. The school district must update and submit the plan to the Commissioner by June 15 each year. The plan must be consistent with the Read Act, and include the following:
  1. a process to assess students' foundational reading skills, oral language, and level of reading proficiency and the screeners used, by school site and grade level, under Minnesota Statutes, section 120B.123;
  2. a process to notify and involve parents;

3. a description of how schools in the school district will determine the targeted reading instruction that is evidence-based and includes an intervention strategy for a student and the process for intensifying or modifying the reading strategy in order to obtain measurable reading progress;
  4. evidence-based intervention methods for students who are not reading at or above grade level and progress monitoring to provide information on the effectiveness of the intervention;
  5. identification of staff development needs, including a plan to meet those needs;
  6. the curricula used by school site and grade level;
  7. a statement of whether the school district has adopted an MTSS framework;
  8. student data using the measures of foundational literacy skills and mastery identified by MDE for the following students:
    - a. students in kindergarten through grade 3;
    - b. students who demonstrate characteristics of dyslexia; and
    - c. students in grades 4 to 12 who are identified as not reading at grade level; and
  9. the number of teachers and other staff that have completed training approved by the department.
- B. The school district must post its literacy plan on the official school district website and submit it to the Commissioner using the template developed by the Commissioner beginning June 15, 2024.

## **VIII. STAFF TRAINING**

- A. Beginning July 1, 2024, a school district must provide access to the training required under Minnesota Statutes, section 120B.123, subdivision 5, to:
1. intervention teachers working with students in kindergarten through grade 12;
  2. all classroom teachers of students in kindergarten through grade 3 and children in prekindergarten programs;
  3. special education teachers;
  4. curriculum directors;
  5. instructional support staff who provide reading instruction; and
  6. employees who select literacy instructional materials for a district.

- B. The school district must provide training from a menu of approved evidence-based training programs to all reading intervention teachers, literacy specialists, and other teachers and staff identified in Minnesota Statutes, section 120B.12, subdivision 1, paragraph (b), by July 1, 2025; and by July 1, 2027, to other teachers in the school district, prioritizing teachers who work with students with disabilities, English learners, and students who qualify for the graduation incentives program under Minnesota Statutes, section 124D.68. The Commissioner may grant a school district an extension to these deadlines.
- C. By August 30, 2025, the school district must employ or contract with a literacy lead, or be actively supporting a designated literacy specialist through the process of becoming a literacy lead. The school board may satisfy the requirements of this subdivision by contracting with another school board or cooperative unit under Minnesota Statutes, section 123A.24 for the services of a literacy lead by August 30, 2025. The school district literacy lead must collaborate with school district administrators and staff to support the school district's implementation of requirements under the Read Act.

## **IX. STAFF DEVELOPMENT**

- A. The school district must provide training programs on evidence-based reading instruction to teachers and instructional staff in accordance with [Minnesota Statutes, section 120B.12, subdivision 1, paragraphs \(b\) and \(c\)](#). The training must include teaching in the areas of phonemic awareness, phonics, vocabulary development, reading fluency, reading comprehension, and culturally and linguistically responsive pedagogy.
- B. The school district shall use the data under Article V. above to identify the staff development needs so that:
  - 1. elementary teachers are able to implement explicit, systematic, evidence-based instruction in the five reading areas of phonemic awareness, phonics, fluency, vocabulary, and comprehension with emphasis on mastery of foundational reading skills as defined in Minnesota Statutes, section 120B.1118 and other literacy-related areas including writing until the student achieves grade-level reading and writing proficiency;
  - 2. elementary teachers have sufficient training to provide students with evidence-based reading and oral language instruction that meets students' developmental, linguistic, and literacy needs using the intervention methods or programs selected by the school district for the identified students;
  - 3. licensed teachers employed by the school district have regular opportunities to improve reading and writing instruction;
  - 4. licensed teachers recognize students' diverse needs in cross-cultural settings and are able to serve the oral language and linguistic needs of students who are multilingual learners by maximizing strengths in their native languages in order to cultivate students' English language development, including oral academic language development, and build academic literacy; and
  - 5. licensed teachers are well trained in culturally responsive pedagogy that enables students to master content, develop skills to access content, and build relationships.

- C. The school district must provide staff in early childhood programs sufficient training to provide children in early childhood programs with explicit, systematic instruction in phonological and phonemic awareness; oral language, including listening comprehension; vocabulary; and letter-sound correspondence.

**X. LITERACY INCENTIVE AID USES**

The school district must use its literacy incentive aid to support implementation of evidence-based reading instruction. The following are eligible uses of literacy incentive aid:

1. training for kindergarten through grade 3 teachers, early childhood educators, special education teachers, reading intervention teachers working with students in kindergarten through grade 12, curriculum directors, and instructional support staff that provide reading instruction, on using evidence-based screening and progress monitoring tools;
2. evidence-based training using a training program approved by MDE;
3. employing or contracting with a literacy lead, as defined in Minnesota Statutes, section 120B.119;
4. materials, training, and ongoing coaching to ensure reading interventions under Minnesota Statutes, section 125A.56, subdivision 1, are evidence-based; and costs of substitute teachers to allow teachers to complete required training during the teachers' contract day.

**Legal References:** Minn. Stat. § 120B.119 (Read Act Definitions)  
Minn. Stat. § 120B.12 (Read Act Goal and Interventions)  
Minn. Stat. § 120B.123 (Read Act Implementation)  
Minn. Stat. § 123A.24 (Withdrawing from a Cooperative Unit; Appealing Denial of Membership)  
Minn. Stat. § 124D.68 (Graduation Incentives Program)  
Minn. Stat. § 124D.98 (Literacy Incentive Aid)  
Minn. Stat. § 125A.56 (Alternate Instruction Required before Assessment Referral)

**Cross References:** None

Policy Adopted: October 2023/ revised June 2025/ revised October 2025  
Independent School District 110  
Waconia, MN

8. **DISCUSSION ITEMS**

9. **BOARD COMMITTEE REPORTS**

9.A. Self-Governance & Superintendent Relations  
Committee

9.A.1. Superintendent's Mid-Year Evaluation Summary **Presenter:** Chair

9.B. Finance & Facilities Committee

9.C. Policy & Advocacy Committee

9.D. Schools Advocating for Fair Funding (SAFF)  
Representative

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**