



Agenda
Regular School Board Meeting
Tuesday, March 31, 2026
6:30 PM

1. Call to Order, Roll Call
2. Agenda Adjustments
3. Announcements, Comments, Recognitions
 - 3.a. Winter Activities and Athletics
4. Summary of Community Input Received for Action Items
5. Consent Agenda
 - 5.a. Minutes - Board Meeting of March 17, 2026
 - 5.b. Payment of Bills
 - 5.c. Personnel - Resignations, Appointments, Reductions
 - 5.d. Gifts
 - 5.e. Cardiac Emergency Response Plan Assistance Grant Award
 - 5.f. Find the Words Grant Award
6. Reports and Non-Action Items
 - 6.a. School Climate Report
Speaker(s): Jake Von De Linde, Delon Smith and Maura Weyandt
7. Action Items
 - 7.a. Policy 700: Advertising (revised) Second Reading
Speaker(s): Shari Thompson
 - 7.b. 2025-2027 Education Minnesota-Roseville Contract
Speaker(s): Kenyatta McCarty and Shari Thompson
 - 7.c. Benefit Plan Renewals
Speaker(s): Kenyatta McCarty and Shari Thompson
8. Board Reports
Speaker(s): Board Members
9. Superintendent's Report
Speaker(s): Superintendent Jenny Loeck
10. Adjournment

MINUTES OF THE REGULAR MEETING, SCHOOL BOARD, INDEPENDENT
SCHOOL DISTRICT NO. 623, 1251 West County Road B2, Roseville, MN 55113

March 17, 2026

Chair Rose Chu called the school board meeting to order at 6:30 p.m. in the Fairview Room at Appétu Téča Education Center. Board members present: Mike Boguszewski, Rose Chu, Mannix Clark, Geida Cleveland, Michelle Morse-Wendt. Board members absent: Todd Anderson. Also present: Dr. Jenny Loeck, superintendent of schools, and approximately nine other visitors or staff who attended all or part of the meeting.

Announcements, Comments, Recognitions. Director Cleveland read a land acknowledgment to begin the meeting.

Summary of Community Input Received for Action Items. The board did not receive any community input regarding the evening's action items.

- (54) Consent Agenda. Boguszewski moved, Clark seconded acceptance of the consent agenda, including the minutes of the regular school board meeting on February 24, 2026; payment of bills; personnel changes; and gifts. Ayes: Boguszewski, Chu, Clark, Cleveland, Morse-Wendt. Nays: none. Motion carried unanimously.

School Financing Tools Overview. Shari Thompson, executive director of business services, and Aaron Bushberger, senior municipal advisor at Ehlers, presented an overview of the district's financing tools and debt management strategies. The district utilizes a combination of voter-approved funding sources – such as building bonds, operating referenda, and capital projects levies – and board-approved financing options like facilities maintenance bonds and lease purchases to generate additional funding to support district operations.

Long-Term Facilities Maintenance Bonds Presale Report. As part of the Long-Term Facilities Maintenance (LTFM) plan adopted by the board in August 2025, the district plans to issue \$30,745,000 in LTFM bonds to support facility maintenance projects at Edgerton Elementary School and Parkview Center School. Ms. Thompson and Mr. Bushberger reviewed the presale report prepared by Ehlers. The bond sale is scheduled for April 14, 2026, and the results will be presented at the school board meeting that evening.

Policy 700: Advertising (revised) First Reading. Ms. Thompson presented proposed revisions to Policy 700: Advertising.

- (55) 2026-2027 Achievement and Integration Budget. Maura Weyandt, associate superintendent, presented the proposed Achievement and Integration (A&I) budget for the 2026-2027 school year. A&I funding will support cultural liaisons and AVID and Dual Language Spanish Immersion programming. The 2026-2029 A&I plan was approved by the board on February 24, 2026. Boguszewski moved, Cleveland seconded approval of the 2026-2027 Achievement and Integration budget. Ayes: Boguszewski, Chu, Clark, Cleveland, Morse-Wendt. Nays: none. Motion carried unanimously.

Board Reports. Clerk Clark provided updates from the most recent Northeast Metro 916 board meeting. Director Morse-Wendt attended Roseville Area Middle School's Black History Month assembly and was a guest reader for Central Park Elementary's Read Around the Park event. She also plans to attend upcoming PTA meetings at Brimhall Elementary and RAMS. Director Cleveland attended Emmet D. Williams Elementary's I Love to Read celebration. Treasurer Boguszewski attended a school forest committee meeting and PTO meeting at Harambee Elementary. Several board members attended a meeting hosted by Do Good Roseville and Suburban Ramsey Family Collaborative.

Superintendent's Report. Superintendent Loeck did not give a report.

The Chair declared the meeting adjourned at 7:33 p.m.

Signed _____
Clerk

Approved _____
Chair

March 17, 2026

Meeting Date: March 31, 2026

PAYMENT OF BILLS:

-February 16 - February 28, 2026

That bills in the amount of:

\$5,488,315.79 by the following funds be approved:

GENERAL	\$4,643,477.75
FOOD SERVICE	\$314,238.50
COMMUNITY SERVICE	\$277,052.78
BUILDING FUND	\$166,629.09
DEBT FUND	\$0.00
READING RECOVERY	\$0.00
AMSD	\$13,412.91
OPEB DEBT	\$0.00
DENTAL INS FUND	\$39,586.68
NO SUBURBAN COLLABORATIVE	\$0.00
EXTRA CURRICULAR-STU ACTIVITY	\$33,918.08

RECOMMENDATION:

That above payments are included in check numbers:

WIRE TRANSFERS	202500445	through	202500471
CHECKS	369043	through	369358
CAPITAL ONE AP CHECKS	9486	through	9502
ACH A/P	252610894	through	252610962

PAYMENT DISTRIBUTION BY FUND:

	GENERAL	FOOD SERVICE	COMMUNITY SERVICE	BUILDING CONSTRUCT	DEBT FUND	Delta Dental Self Insured	28-RR Fiscal Agent	29-AMSD Fiscal Agent	OPEB	N SUB COLL/ SCHLSHP	EXTRA CURR-STU ACTIVITY	TOTAL DISBURSEMENTS
WIRE TRANSFERS	\$1,758,032.16	\$36,281.38	\$89,469.69			\$39,586.68		\$3,640.26			\$3,865.89	\$1,930,876.06
CHECKS	\$823,045.88	\$194,073.69	\$35,472.07	\$74,919.74				\$716.47			\$29,540.83	\$1,157,768.68
CAPITAL ONE A/P	\$21,771.69	\$10,559.56	\$0.00									\$32,331.25
ACH A/P	\$8,918.98	\$1,029.79	\$316.40	\$91,709.35							\$511.36	\$102,485.88
TRANSFER TO PAYROLL	\$2,031,959.04	\$72,294.08	\$151,794.62					\$9,056.18				\$2,265,103.92
VOID CHECKS	(\$250.00)		\$0.00									(\$250.00)
TOTAL	\$4,643,477.75	\$314,238.50	\$277,052.78	\$166,629.09	\$0.00	\$39,586.68	\$0.00	\$13,412.91	\$0.00	\$0.00	\$33,918.08	\$5,488,315.79

BOND CONSTRUCTION FUNDS

February 1, 2026				
Cash & Investments	Revenue	2/1 Disbursements	Balance	
Balance	to 2/28	2/1 to 2/28	Remaining as of	
\$8,394,933.10	\$12,372.11	\$0.00	2/28/26	\$8,407,305.21

RECOMMENDATION:

The above disbursements include check numbers:

CHECKS Feb 16 - Feb 28	through	\$0.00	*next check start 102743
CHECK PAID OUT OF GENERAL ACCT	through	\$0.00	
VOID CHECKS		\$0.00	

Human Resources Information

5-C

Meeting Date

03/31/2026

Hired-New Licensed Long Term Substitute

Bennett, Elise

Effective Date 03/31/2026

Little Canada Elementary School

Intervention and ADSIS Teacher

Hired working .5 FTE as a Long Term Substitute effective March 31, 2026 through June 05, 2026.

Hired-Non-Licensed

Anderson Miller, Lucv

Effective Date 04/06/2026

Emmet D Williams Elementary School

Special Education Paraprofessional

Hired working 5.05 hours per day effective April 06, 2026.

Jones-zehourou, Jesami

Effective Date 03/16/2026

Edgerton Elementary School

Special Education Paraprofessional

Hired working 7 hours per day effective March 16, 2026.

O'leary, Avery

Effective Date 03/16/2026

Edgerton Elementary School

Special Education Paraprofessional

Hired working 7 hours per day effective March 16, 2026.

Resignation-Non-Licensed

Barries, Simone

Effective Date 04/24/2026

Emmet D Williams Elementary School

Special Education Paraprofessional

Resigning effective April 24, 2026.

Retirement

Bakke, Eric

Effective Date 06/10/2026

Edgerton Elementary School

Special Education Teacher

Retiring effective June 10, 2026. Eric worked for the district for 13 years.

Human Resources Information

5-C

Meeting Date

03/31/2026

Jensen. Sharon

Effective Date 06/10/2026

Roseville Area Middle School

Special Education Teacher

Retiring effective June 10, 2026. Sharon has worked for the district for 30 years.

Long. Lori

Effective Date 06/25/2026

Edgerton Elementary School

Building Secretary

Retiring effective June 25, 2026. Lori has worked for the district for 27 years.

Reckard. Barbara

Effective Date 06/10/2026

Edgerton Elementary School

Special Education Teacher

Retiring effective June 10, 2026. Barbara has worked for the district for 16 years.

Returning from Leave

Kloos. Cassidy

Effective Date 03/16/2026

Annétu Téča Education Center

Special Education Teacher

Returning from leave effective March 16, 2026.

Member _____ introduced the following resolution and moved its adoption:

Resolution Accepting Gifts

WHEREAS, Minnesota Statutes 123B.02, Subd. 6 provides: “The board may receive, for the benefit of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education.”; and

WHEREAS, Minnesota Statutes 465.03 provides: “Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full.”

THEREFORE, BE IT RESOLVED that the School Board of Roseville Area Schools, Independent School District 623, accepts with appreciation the following gifts received by the School District:

Donor	Gift	Use	School/Building
Como Park Lutheran Church	\$2,000.00	Meals on Wheels	Appétu Téča Education Center
Prince of Peace Lutheran Church	\$500.00	Meals on Wheels	Appétu Téča Education Center
Sarah Audet	\$200.00	School needs	Central Park Elementary School
Derek Owens	\$100.00	School needs	Central Park Elementary School
Alec Johnson	Alto saxophone	Instrumental music program	Harambee Elementary School
Music Go Round Minnetonka	Instruments	Instrumental music program	Harambee Elementary School
Bruce Tubbs	Two French horns	Instrumental music program	Harambee Elementary School
Kaylynn Weltzien	Violin	Instrumental music program	Harambee Elementary School
Rebecca Neamy	\$210.00	School needs	Little Canada Elementary School
Carrie Pollard	\$300.00	Families in need	Little Canada Elementary School

Ayanna Duren	\$750.00	Jazz band	Parkview Center School
Jill Paddock	\$24.00	School needs	Roseville Area High School
Roseville Girls Lacrosse Booster Club	\$1,325.00	Girls Lacrosse scrimmage, nets and goals	Roseville Area High School
Cayenne Meile	Food	Food shelf	Roseville Area High School
Jill Paddock	\$24.00	School needs	Roseville Area Middle School

The motion for the adoption of the foregoing resolution was duly seconded by Member

_____.

The following voted in favor:

and the following voted against:

whereupon said resolution was declared duly passed and adopted.

School Board Clerk

Agenda Topic: Cardiac Emergency Response Plan Assistance Grant Award
Meeting Date: March 31, 2026
Contact Person: Shari Thompson

Background:

The district was awarded a \$44,986.50 Cardiac Emergency Response Plan Assistance Grant by MDE. This funding will allow Roseville Area Schools to strengthen safety and emergency preparedness through the development and implementation of a cardiac emergency response plan, aligning with state statutes and nationally recognized best practices to ensure a coordinated, efficient response in the event of a cardiac emergency.

Implementation of grant activities will be led by Taylor Anderson (Assistant Director of Student Services), Alaina Bohl (Lead School Nurse), and Todd Lieser (Supervisor of Buildings & Grounds).

Recommendation:

It is recommended that the board approve the receipt of the FY26 Cardiac Emergency Response Plan Assistance Grant Award.

 X Action Required

 Informational – No Board Action Requested

Official Grant Award Notification

Grantee Information

Organization Name: Roseville Area Schools 0623

Address: 1251 County Road B2 West

City/State/ZIP+4: Roseville, MN 55113-3205

Identified Official with Authority (IOWA) Name and Title: Shari Thompson, Dir. of Business Services

IOWA Phone: 651-635-1615

IOWA Email: shari.thompson@isd623.org

Grant Program Contact Name: Taylor Anderson, Asst. Dir. of Student Services

Grant Program Contact Phone: 651-635-1636

Grant Program Contact Email: taylor.anderson@isd623.org

Grant Business Manager or Accountant Name: Shari Thompson, Dir. of Business Services

Grant Business Manager Phone: 651-635-1615

Grant Business Manager Email: shari.thompson@isd623.org

Grant Project Title: Cardiac Emergency Response Plan Assistance Grant

Single Source

Competitive

Other

Funding Information

GMS NUMBER *(if applicable)*: 11508

SWIFT Contract Number: 284870

SWIFT Vendor Number: 0000193983

Purchase Order Number: 3000038928

State Source Code Number: O1S370

Funding Source/Legislative Authority: Laws of Minnesota 2025, Chapter 10, Article 8, Section 18, Subd. 2

Subrecipient Indirect Cost Rate: n/a

(mark N/A if no indirect costs are included)

Research and Development? Yes or No

Unique Entity Identifier (UEI): D4A4JMM918K1

Award Period

Start Date: March 2, 2026

End Date: June 30, 2027

Continuation grant awards:

are an option

are not an option

Award Amount: \$44,986.50 (FY26 - \$44,986.50)

MDE Authorized Representative

Name: Leah Bancroft, MSN RN LSN NCSN

Division: Equity, Diversity & Inclusion Center

Phone: 651-582-8735

Email: leah.bancroft@state.mn.us

MDE Grant Specialist

Name: Norrita Rech

Division: Agency Finance

Phone: 651-582-8222

Email: norrita.rech@state.mn.us

Terms of Acceptance

This award is made with respect to the terms and conditions of the application materials for the identified grant project under which the grantee has an approved application and has agreed to the assurances, which are incorporated by reference herein. These materials are referred to as the "Application" throughout this Official Grant Award Notification (OGAN). By accepting this award the grantee agrees to comply with all provisions of the award including all assurances and certifications made in the Application and all applicable state or federal statutes, regulations and guidelines. The grantee agrees to administer the program in accordance with the approved Application, budget, timelines, and other supplemental information submitted in support of the approved Application. All terms not defined below are as set forth in the Application.

1. PURPOSE OF FUNDING/GRANT

Funding is made possible for grants to assist in the development and implementation of a written and practiced cardiac emergency response plan (CERP) consistent with the model plan developed by the commissioner under Minnesota Statutes 2024, section 121A.035, subdivision 1.

2. PROGRAM REPORTING

Interim Progress Report (IPR), summarizing the grant activities, goals, and objectives carried out during the interim reporting period of March 2, 2026-October 9, 2026. Report is due **October 30, 2026**.

Final Progress Report (FPR), summarizing grant activities and outcomes, including any data collected/requested related to the grant program, are due to MDE, as follows:

Final FPR must be received by **July 15, 2027** for activities occurring for the grant period of March 2, 2026-June 30, 2027.

3. FINANCIAL REPORTING

Financial Reporting Forms (FRF) summarizing grant expenditures to date, shall be submitted in the form and manner prescribed by MDE, as follows:

- a) FRFs can be submitted quarterly or as follows:
 - March 2, 2026 to June 30, 2026 Due July 15, 2026
 - July 1, 2026 to December 31, 2026 Due January 15, 2027
 - January 1, 2027 to June 30, 2027 Due July 15, 2027
- b) If this grant goes beyond the state fiscal year end date of June 30 or ends June 30 of that state fiscal year, all expenditures incurred through June 30 must be submitted by July 15 of that same state fiscal year.
- c) Expenditures incurred on or after July 1 must be submitted on a new and separate FRF.
- d) Reimbursement of approved expenditures will be made based on expenditures reported on the FRF. Reimbursement for expenditures deemed allowable, allocable and reasonable will be made within 30 days of receipt of a request. Payments are subject to review of supporting documentation, if requested. The state reserves the right to withhold payment for any reimbursement request deemed to be in question of being allowable, allocable and reasonable, or for which adequate supporting documentation does not exist.
- e) Reimbursement requests may be submitted no more frequently than once per month and no less frequently than quarterly unless otherwise stated in this OGAN.
- f) Grantees must track the grant budget and record expenditures and reimbursement payments separately from their other organization budgets.

4. FINANCIAL RECONCILIATION/MONITORING AND SUPPORTING DOCUMENTATION

- a) **A financial reconciliation or desk review** of reported expenditures to supporting documentation will occur at least once during the award period on grants that are at or exceed \$50,000. MDE will request supporting documentation for review and reconciliation of at least two (2) budget line item expenditures based on a financial reporting form (FRF) submitted by the grantee.

- b) In the event a **monitoring visit(s)** is required by MDE, the grantee shall cooperate with MDE and shall comply with MDE's request for documentation and other information, before, during and/or after the visit(s).
- c) Financial documentation to support expenditures incurred under this award must be maintained by the grantee and provided to MDE upon request.

5. FINAL FINANCIAL REPORTING

Final Financial Reporting Form is due by **July 15, 2027**. Final reporting may include, but is not limited to, the following items:

- a) Final Financial Reporting Form (FRF) with a budget narrative describing expenditures.
- b) Expenditure detail report, such as general ledger from an accounting system.

6. EVIDENCE-BASED EDUCATION GRANT REPORT

[Minnesota statute 127A.20](#) requires that, within 180 days of the end of the grant period, each grant recipient must compile a report that describes the data that was collected and evaluate the effectiveness of the strategies. The evidence-based report may identify or propose alternative strategies based on the results of the data. The report must be submitted to the commissioner of education and to the chairs and ranking minority members of the legislative committees with jurisdiction over prekindergarten through grade 12 education. The report must be filed with the Legislative Reference Library according to section [3.195](#).

7. BUDGET AND/OR WORK PLAN REVISIONS

The grantee must receive prior written approval from MDE for any budgetary changes of approved line item amounts greater than 10 percent of the total grant award available for expenditure during the grant period. Total budget line item deviations exceeding 10 percent of the total award must be approved in writing by MDE prior to incurring the expenditure. In their request for approval the grantee must include supporting information to justify why the change is necessary. MDE is not legally obligated to approve expenditures incurred on budget line item changes that exceed 10 percent of the total award for which prior approval has not been granted. Grantee may not incur expenditures within a budget line item that is not included in the approved budget without the written approval of MDE.

8. CANCELLATION

- a) **Cancellation With or Without Cause.** An award contract may be cancelled by the state at any time, with or without cause, upon thirty (30) days' written notice to the Grantee. Upon termination, the Grantee will be entitled to payment, determined on a pro rata basis, for services satisfactorily performed and for approvable expenditures.
- b) **Cancellation Due to Discontinued or Insufficient Funding.** It is expressly understood and agreed that in the event the funding to the state from Federal sources or appropriations by the Minnesota Legislature are not obtained and/or continued at an aggregate level sufficient to allow for the grantee's program to continue operating, the grant shall immediately be terminated upon written notice by the state to the

grantee. The state is not obligated to pay for any services that are provided after notice and effective date of termination. However, the grantee will be entitled to payment, determined on a pro-rata basis, for services satisfactorily performed and approvable expenditures incurred prior to termination to the extent that funds are available. The state will not be assessed any penalty if the grant is terminated because of a decision of the Minnesota Legislature, or other funding source, not to appropriate funds. The state must provide the grantee notice within a reasonable time of the state receiving notice.

- c) **Cancellation Due to Failure to Comply.** The state may cancel an award contract immediately if the state finds that there has been a failure to comply with the provisions of an award, that reasonable progress has not been made or that the purposes for which the funds were awarded/granted have not been or will not be fulfilled. The state may take action to protect the interests of the state of Minnesota, including the refusal to disburse additional funds and requiring the return of all or part of the funds already disbursed.

9. AMENDMENTS

Any amendments to this award shall be in writing and shall be executed by the same parties who executed the original award, or their successors. An amendment must be requested 45 days prior to the end date of the award period and is valid and effective upon written approval from the MDE authorized representative or their delegate. *No amendments will be considered on expired grant awards.*

MDE Signatures

I, the Authorized Representative, acknowledge by signing below that I have reviewed all documentation and documents related to this award to ensure that adequate oversight and appropriate internal controls to properly administer grant funds have been measured.

Leah Bancroft  02/23/2026

Authorized Representative Name and Signature **Date**

I, the division director, by signing above verify that agency policies and procedures were followed in the awarding of this grant and do hereby approve this award and attest to the Authorized Representative's review of said documentation and documents related to this award.

Kortney Hill  02/23/2026

Division Director Name and Signature **Date**

I hereby certify that funds have been encumbered as required by Minnesota Statutes, section 16A.15 and 16C.05. (Signature is for current fiscal year only.)

Norrita Rech  02/24/2026

Encumbrance Agent Name and Signature **Date**

As representative of the Minnesota Department of Education, I hereby certify that this award notification and release of funds are therefore approved, legal, binding and valid.

Mathias Banner  02/25/2026

Authorized Representative Name and Signature **Date**

Agenda Topic: Find the Words Grant Award
Meeting Date: March 31, 2026
Contact Person: Shari Thompson

Background:

The district applied for Find the Words grants through the Johari Family Foundation and received \$500 per elementary school, \$500 for Fairview Alternative High School, and \$1,000 each for Roseville Area High School and Roseville Area Middle School, totaling \$6,500 in grant awards.

This funding provides staff training, student buy-in, printing and other necessary costs to meet the state requirement for gun violence prevention lessons.

Recommendation:

It is recommended that the board accept the grant award from the Johari Family Foundation.

 X Action Required

 Informational – No Board Action Requested

Agenda Topic: School Climate Report
Meeting Date: March 31, 2026
Contact Person: Jake Von De Linde, Delon Smith and Maura Weyandt

Background:

Executive Director of Teaching and Learning Jake Von De Linde and Associate Superintendents Delon Smith and Maura Weyandt will review school climate data, including insights from staff survey results, student discipline data, and Minnesota Student Survey data. They will also share information about the district's social-emotional learning and equity survey.

Recommendation:



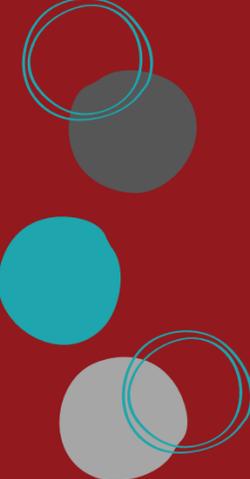
Roseville Area Schools

Excellence, Innovation & Equity in All We Do

_____ Action Required

Informational – No Board Action Requested

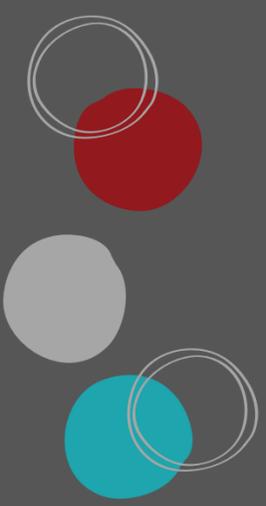
_____ X _____



Roseville Area Schools

2024-25 School Climate Report

March 31, 2026



District Goals and Key Strategies

#1 Our graduates are prepared to achieve their goals and aspirations.

- Deliver a challenging, joyful, and safe learning environment
- Deliver innovative, effective practices and systems

#2 Our learners contribute to an equitable, caring society.

- Cultivate student engagement and joy in learning
- Support learner resiliency (student social and emotional learning and mental health)

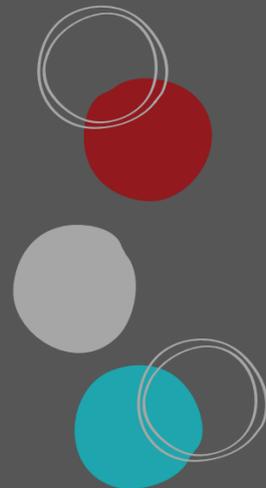
#3 We are a culturally responsive, inclusive, anti-racist district.

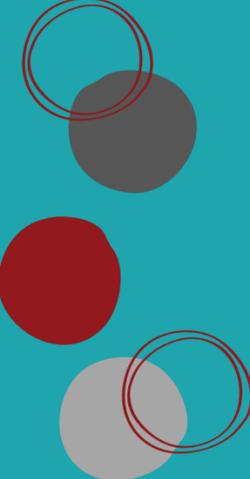
- Build a culture of belonging where all feel welcome, included, and safe

#4 The community is united behind meeting student needs.

- Partner with families and the community to support student success

#5 We are financially secure.

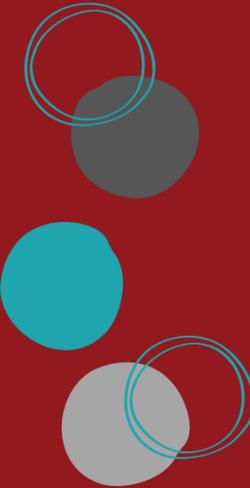
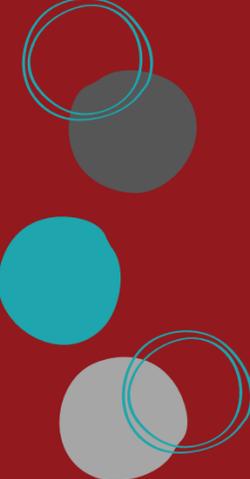
- Cultivate and maintain community trust
- 

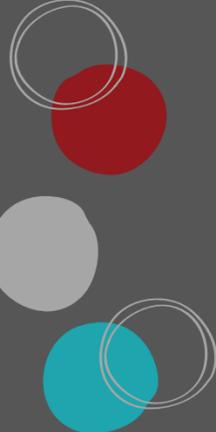


Report Sections:

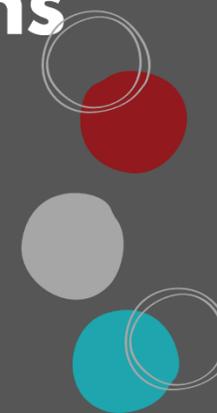
- **Tripod Staff Survey**
 - **Student Discipline Referrals and Suspensions**
 - **MN Student Survey Data**
 - **Social-Emotional Learning and Equity Survey**
- 

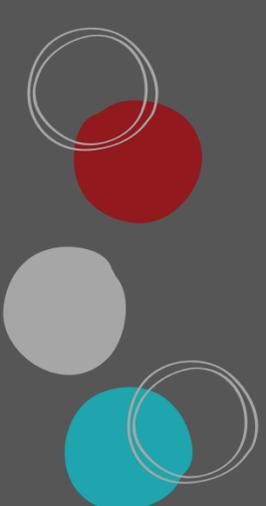
Tripod Staff Survey



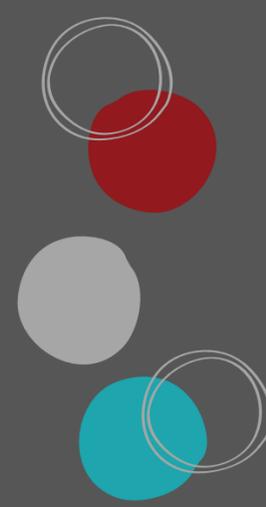


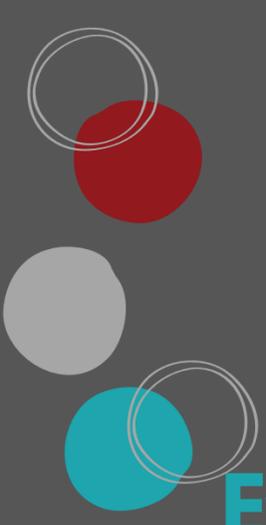
Tripod Survey 101

- **Current Tripod Administration Dates: March 16th - April 10th**
 - **All 623 staff were invited to take the survey - Districtwide Overview**
 - **Data can be sorted by Role, Gender, Class Type, Subject, and School**
 - **There is an option at the end of the survey for staff to identify as BIPOC (not required) allowing us to sort the data by BIPOC staff**
 - **Feedback can be seperated by Principal and Associate Principals**
 - **There is a comment box with limited characters that asks questions regarding school leadership (Word Clouds)**
- 



Tripod Staff Survey

- **Evaluation Quality**
 - **Quality of Professional Learning Communities (PLC)**
 - **Professional Development (PD) Quality**
 - **School Leadership**
 - **Schoolwide Academic Press**
 - **Organizational Effectiveness**
- 



Tripod Staff Survey

Evaluation Quality

captures the clarity of evaluation criteria and teacher satisfaction with school evaluation processes

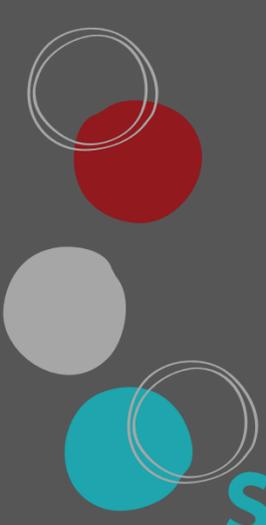
Quality of Professional Learning Communities

(PLC) captures the frequency with which teachers work effectively in small groups to improve their practice and student outcomes.

Professional Development (PD) Quality

assesses teacher perceptions of traditional professional development offerings





Tripod Staff Survey

School Leadership

concerns the role of the principal and other administrators in defining the school's mission, managing instruction, and promoting a positive school-learning climate

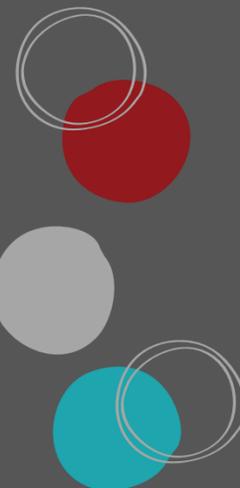
Schoolwide Academic

Press measures the extent to which a school sets high standards for instructional quality and teachers believe they can and actually do collaborate to meet those standards

Organizational

Effectiveness

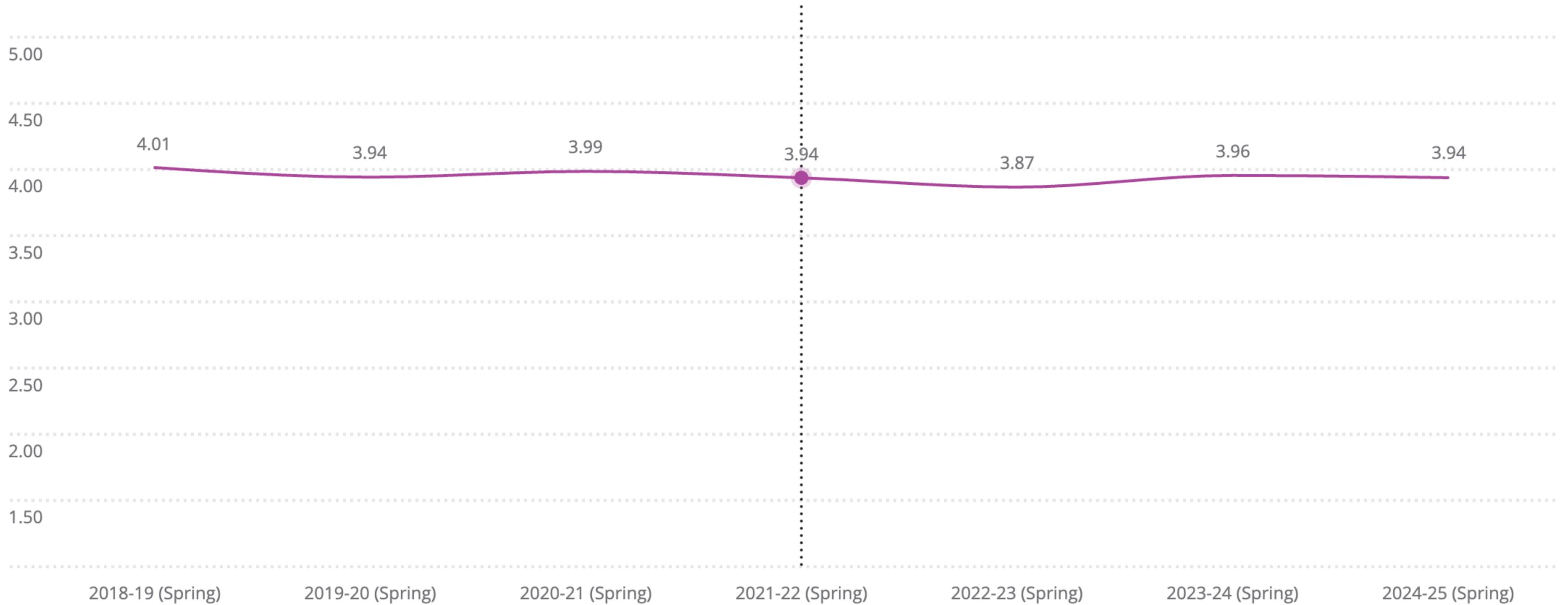
captures the combination of School Leadership and School Academic Press





Evaluation Quality

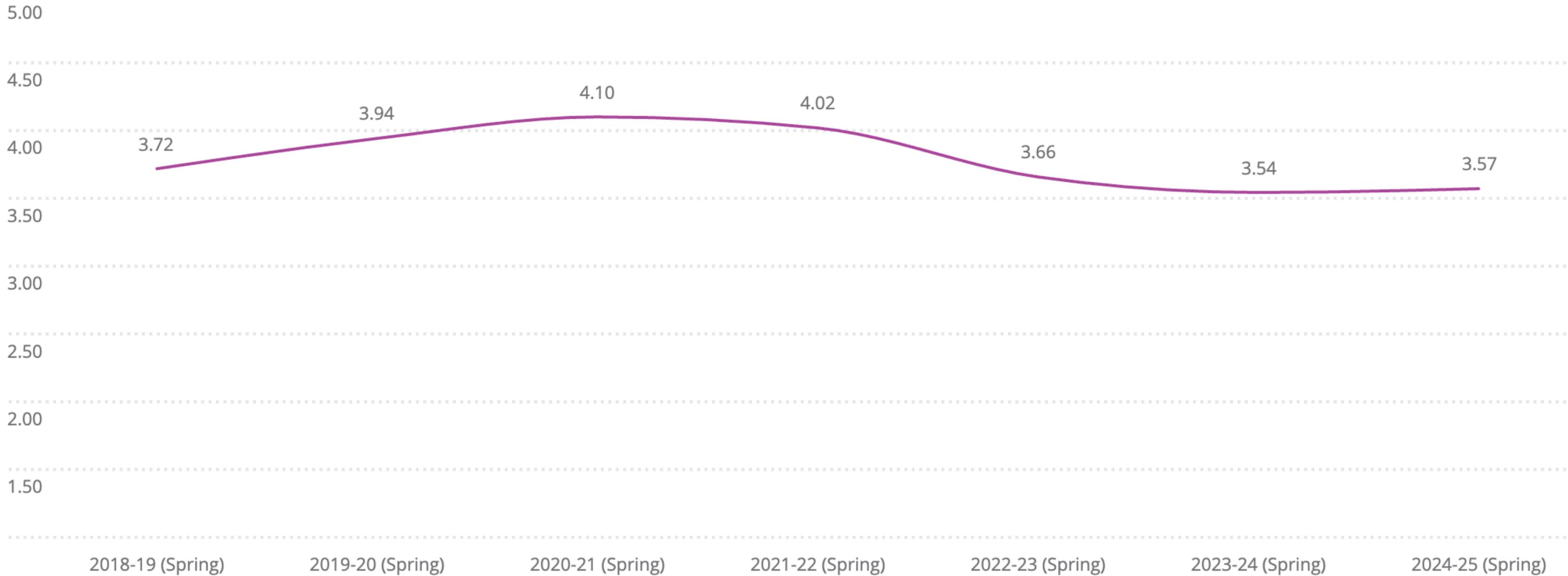
Evaluation Quality 2,934 ⓘ ⚠





Quality of PLC Time Use

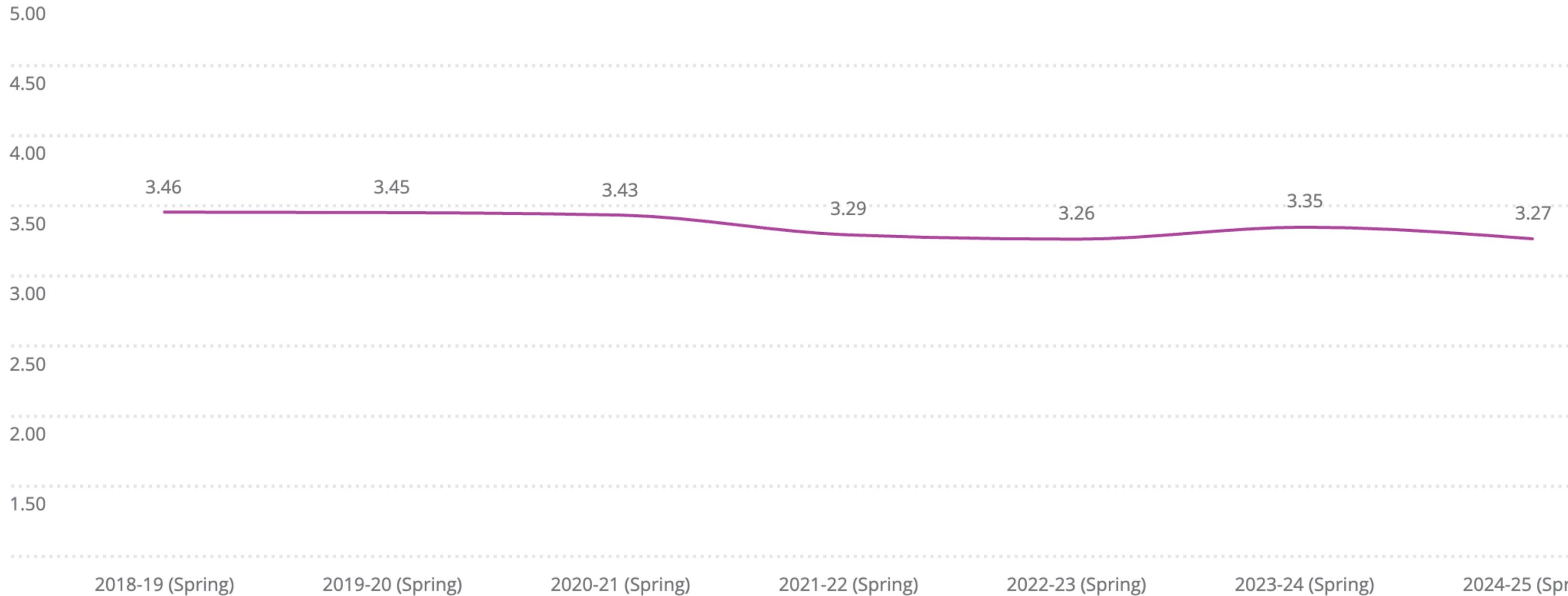
Quality of PLC Time Use 2,818 ⓘ ⚠





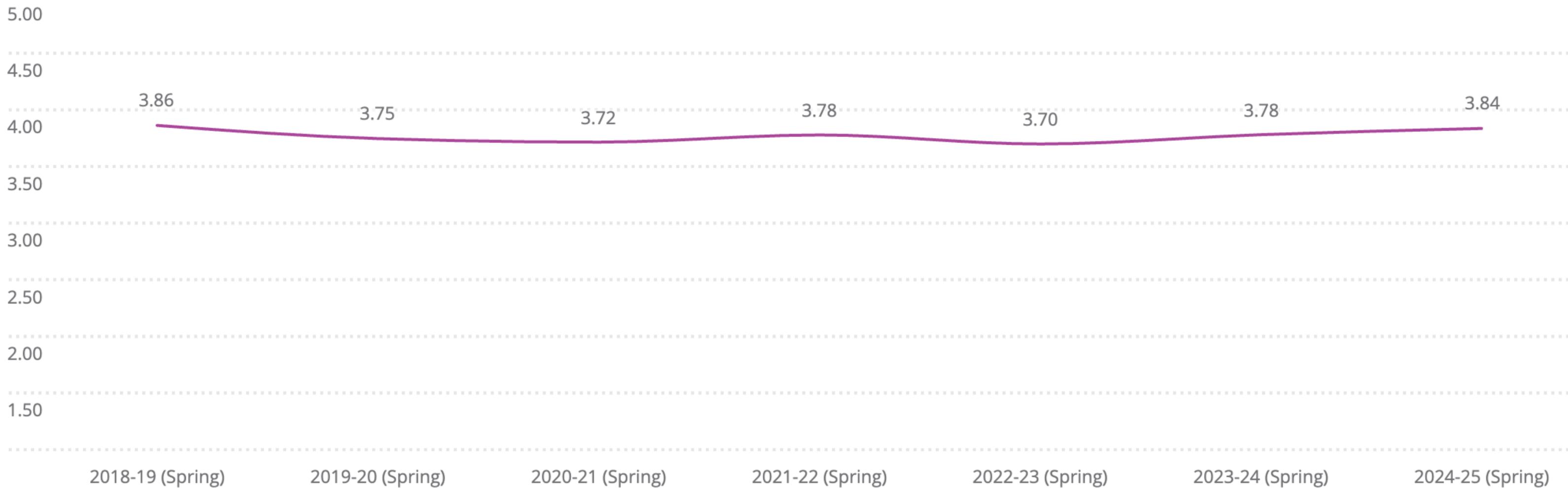
Professional Development Quality

PD Quality 2,867 ⓘ ⚠



School Leadership

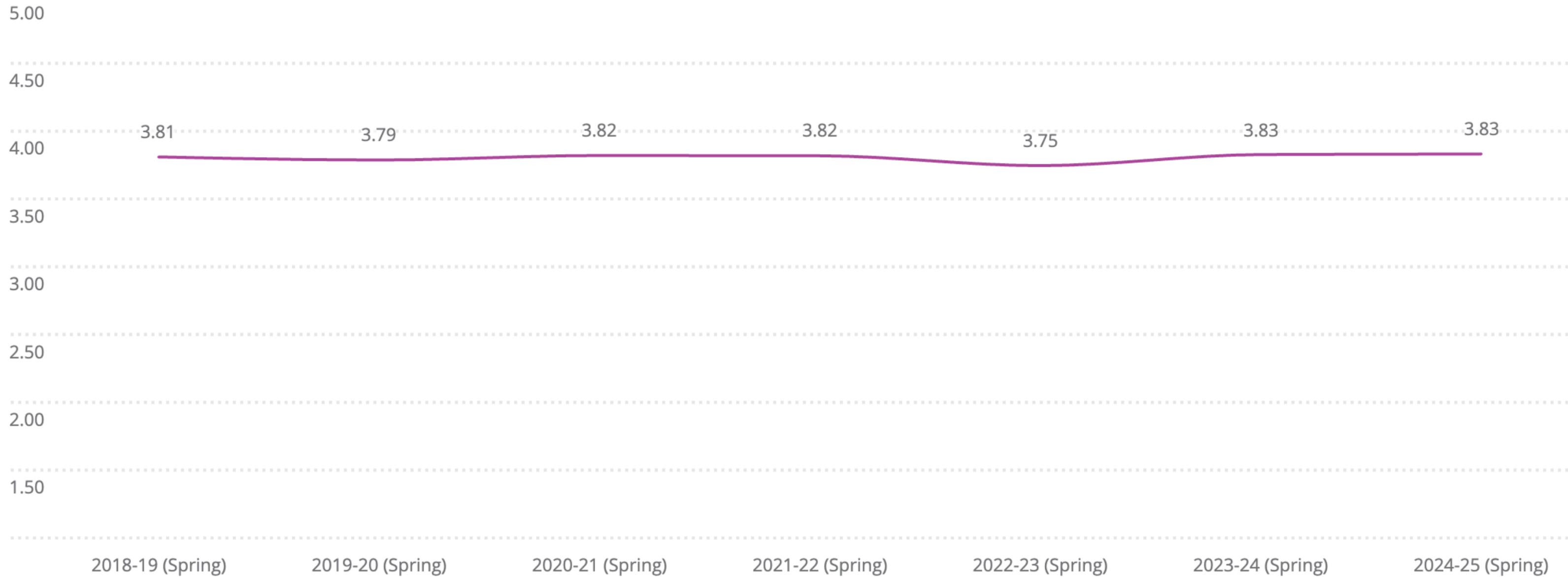
School Leadership 2,862 ⓘ ⚠





Schoolwide Academic Press

Schoolwide Academic Press 2,945 ⓘ ⚠

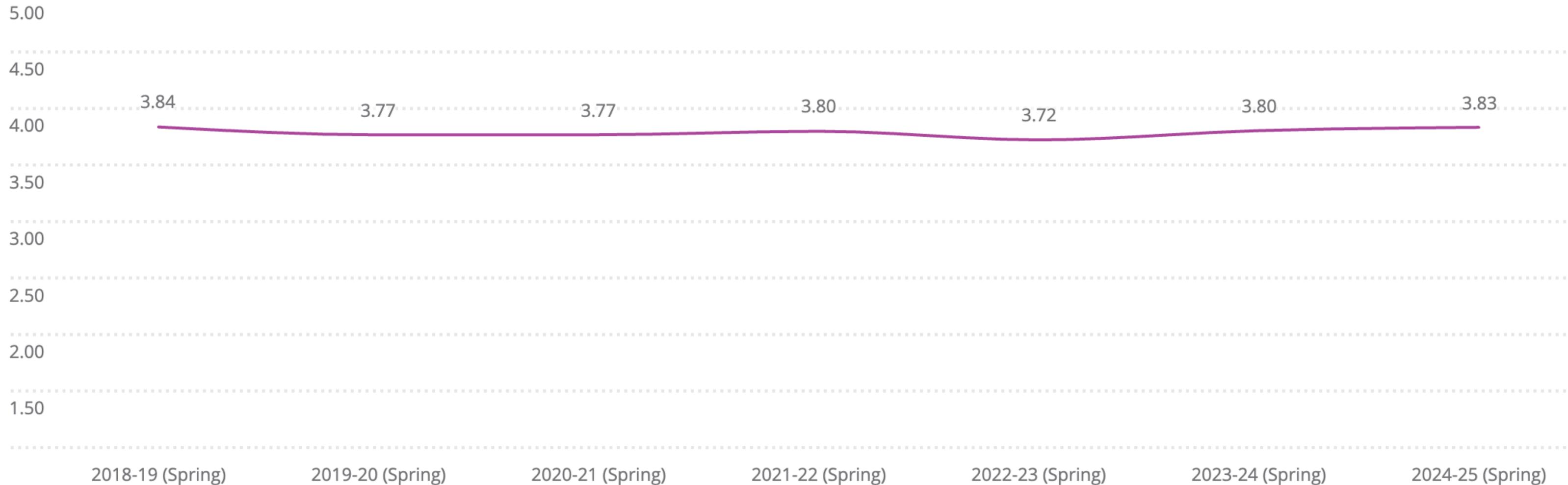




Organizational Effectiveness

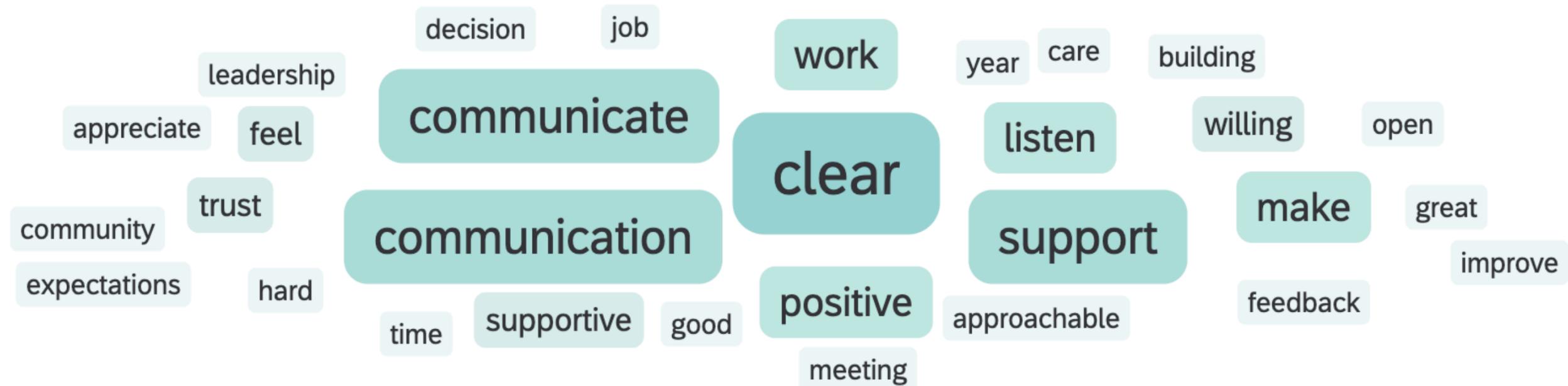


Organizational Effectiveness 2,949 



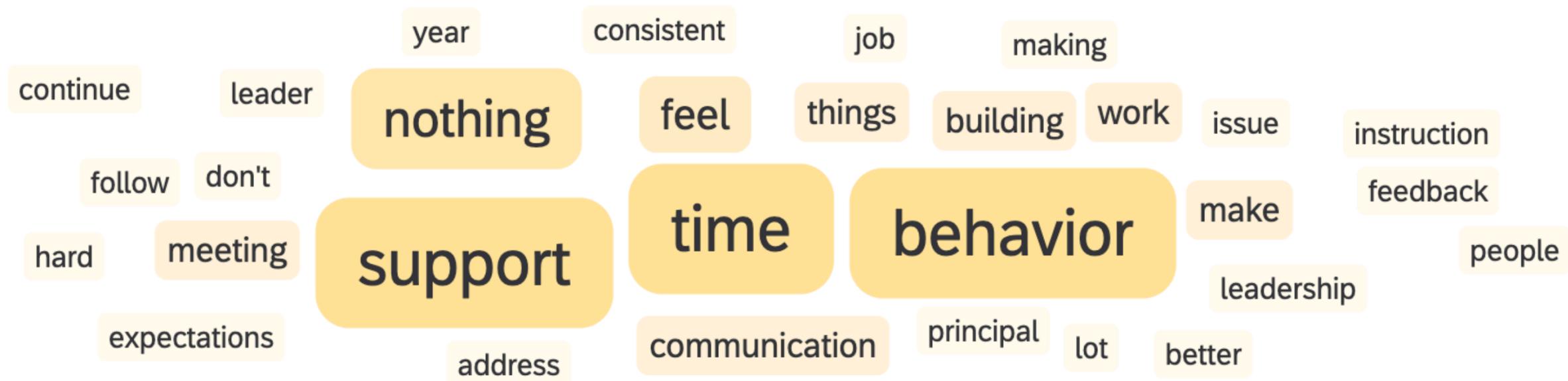
What About Your Principal's Leadership Is Going Well This Year?

Principal Leadership Going Well



What About Your Principal's Leadership Do You Believe Needs Attention?

Principal Leadership Needs Attention



Do You Have Any Other Feedback About Your Principal's Leadership?

Principal Leadership Other Feedback



Do You Have Any Other Feedback About Your AP's Leadership?

AP Other Feedback



Tripod Survey BIPOC Staff Insights:

BIPOC Feedback

- Evaluation Quality
- Quality of PLC Time Use
- Professional Development Quality
- School Leadership
- School Academic Press
- Organizational Effectiveness

Districtwide

3.94
3.57
3.27
3.84
3.83
3.83

BIPOC

3.82
3.64
3.20
3.85
3.66
3.75

Central Park was ranked the highest in all six categories by BIPOC staff.

BIPOC Feedback

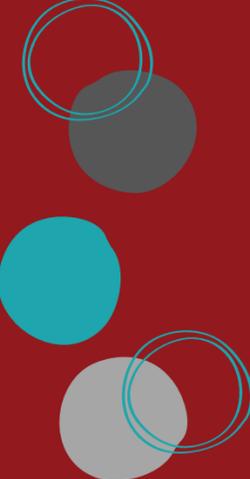
- Evaluation Quality
- Quality of PLC Time Use
- Professional Development Quality
- School Leadership
- School Academic Press
- Organizational Effectiveness

DW - BIPOC

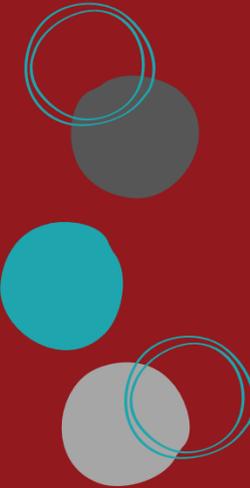
3.82
3.64
3.20
3.85
3.66
3.75

CP - BIPOC

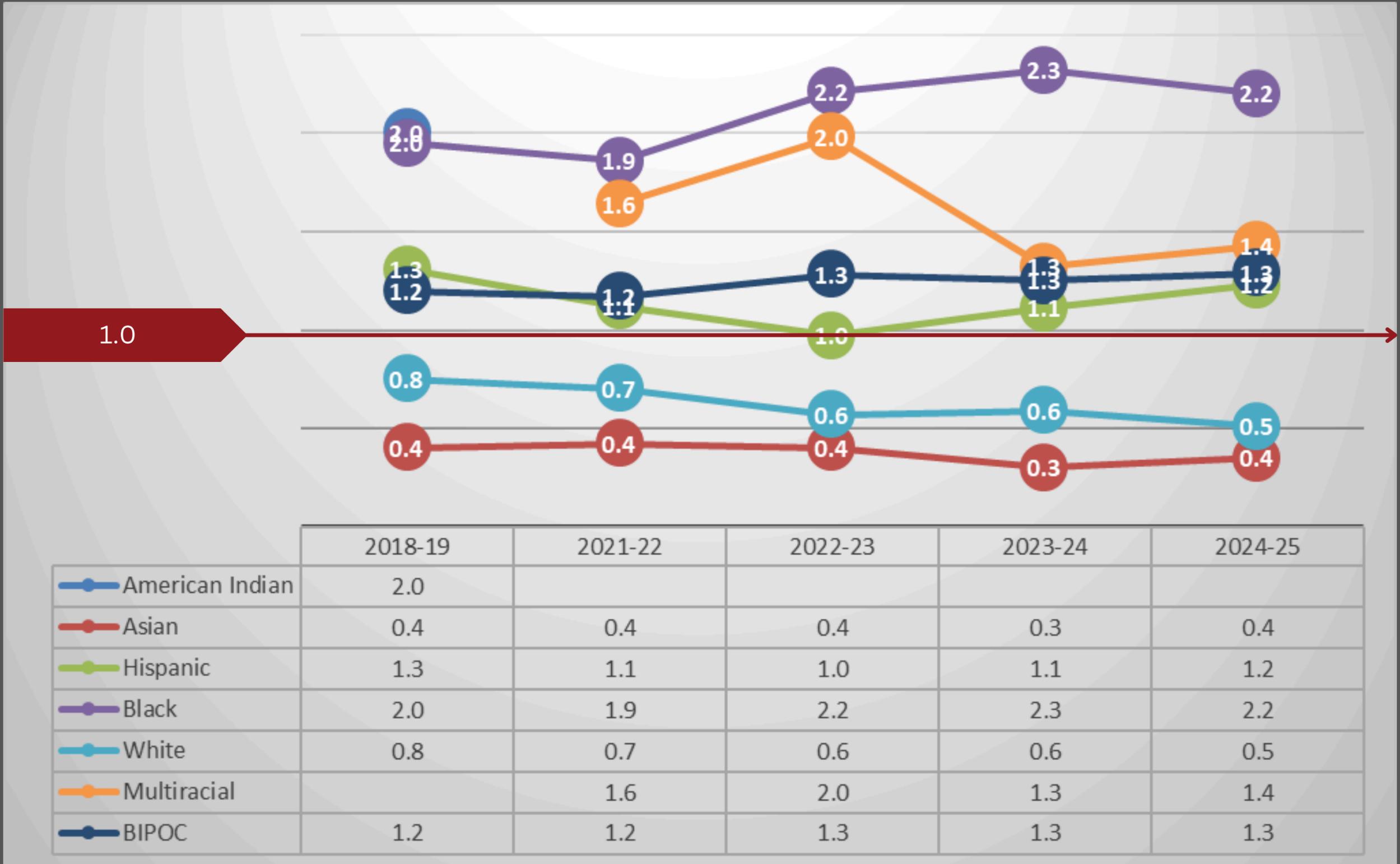
4.22
4.29
3.75
4.19
3.90
4.04



Student Discipline Referrals and Suspensions



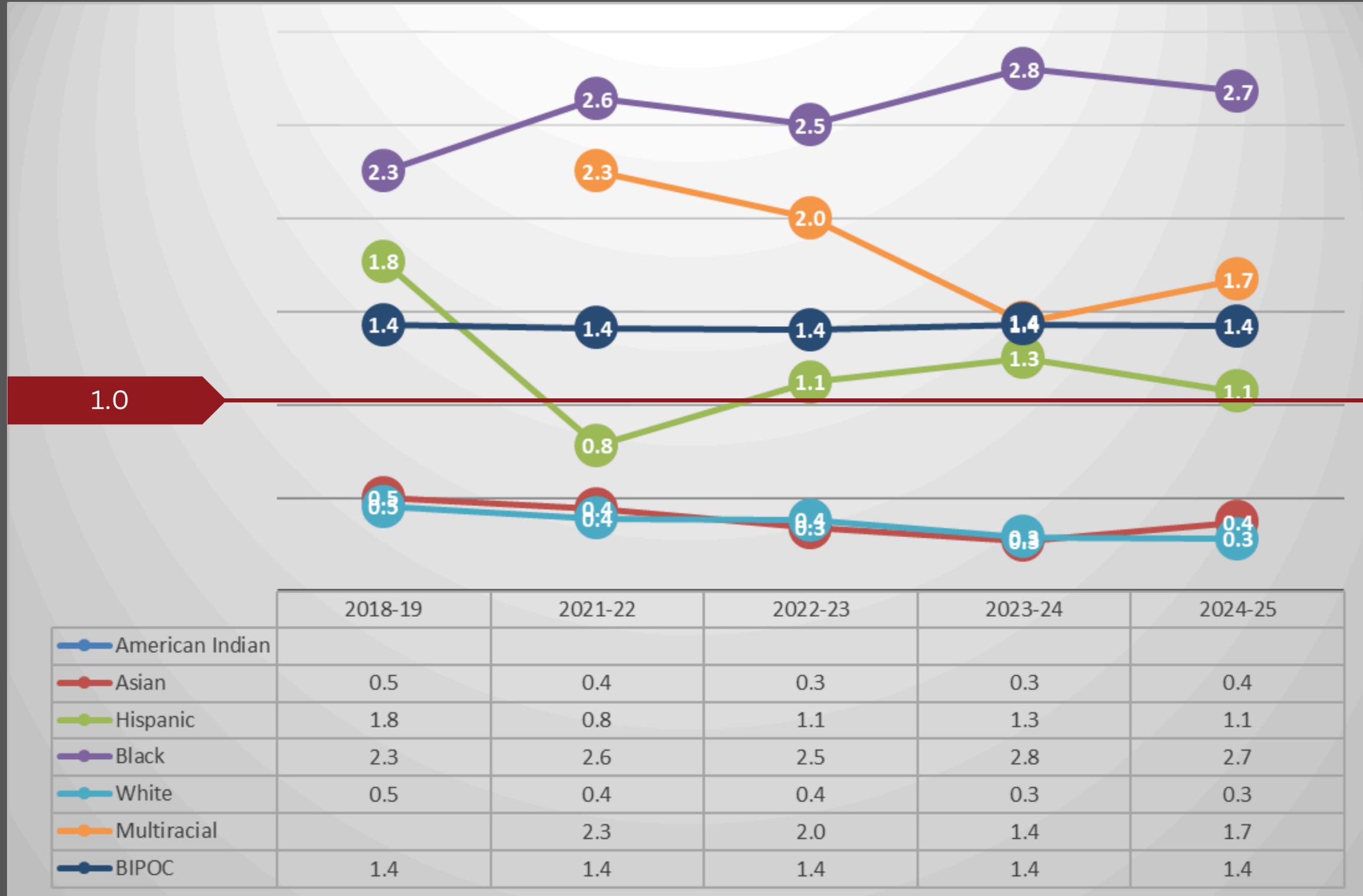
Discipline Referrals- Duplicated



Number of Duplicated Referrals

# of Referrals	2018-19	2021-22	2022-23	2023-24	2024-25
American Indian	131				
A/PI	331	180	189	151	157
Hispanic	716	398	395	486	499
Black	1680	796	995	1166	1012
White	1422	664	579	632	477
Multiracial		321	443	354	364
BIPOC	2858	1697	2024	2165	2036
All students	4280	2361	2603	2797	2513

Suspensions- Duplicated

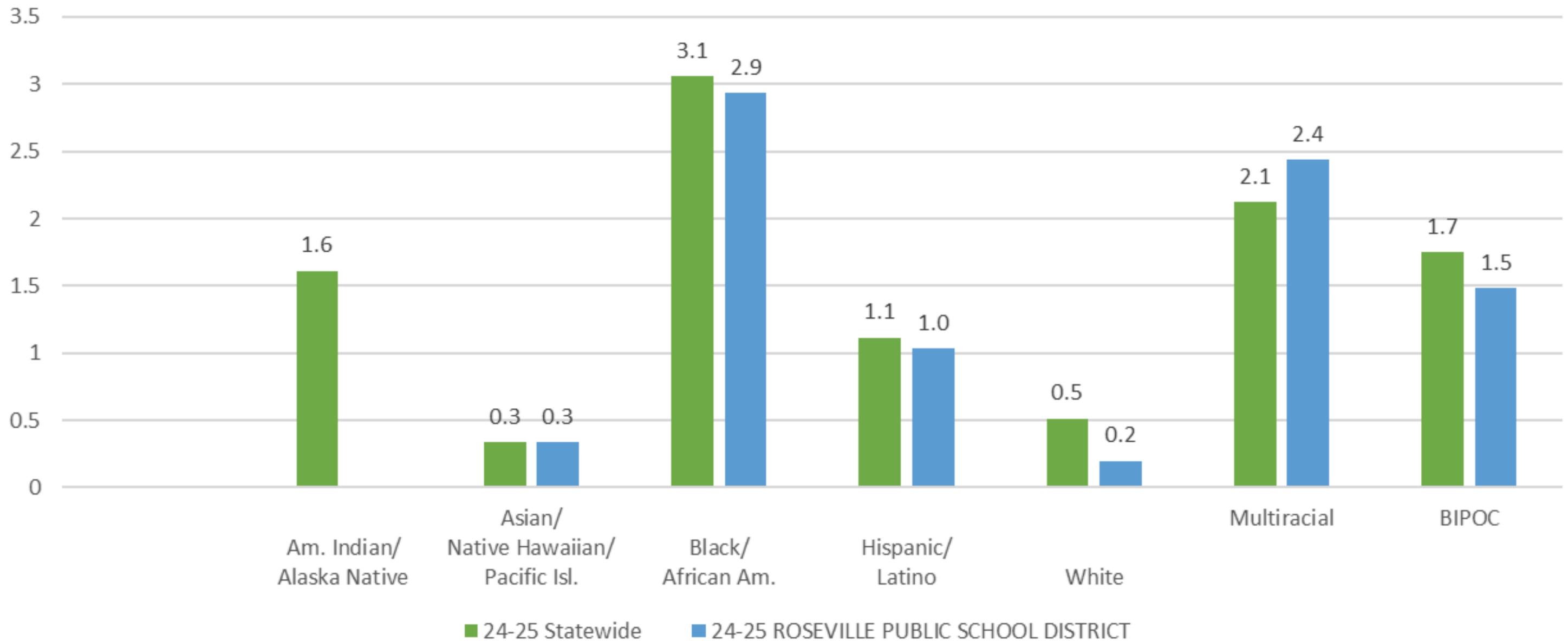


Number of Duplicated Suspensions

# of Suspensions	2018-19	2021-22	2022-23	2023-24	2024-25
American Indian					
Asian	44	16	22	25	26
Hispanic	105	31	62	98	74
Black	203	125	155	251	210
White	91	41	53	55	45
Multiracial		49	38	69	72
BIPOC	356	221	302	443	383
All Students	443	262	355	498	428

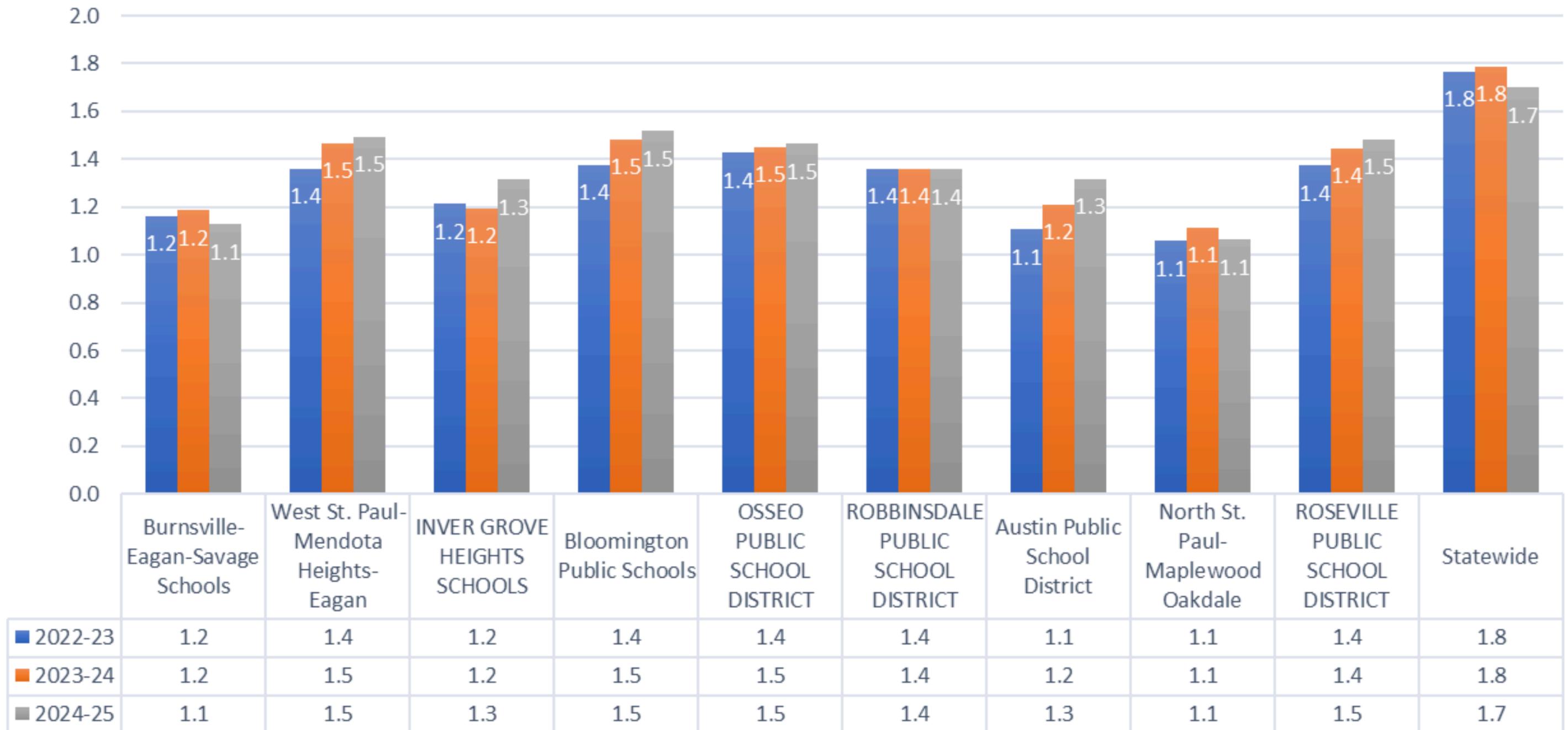
Duplicated Suspensions- Comparison

Roseville Area Schools Compared to Statewide Suspensions by Race/Ethnicity



Duplicated Suspensions- Comparable Districts

Comparable Districts BIPOC Suspensions

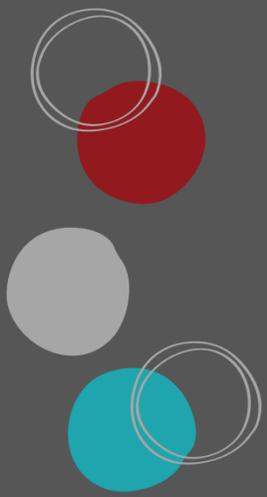


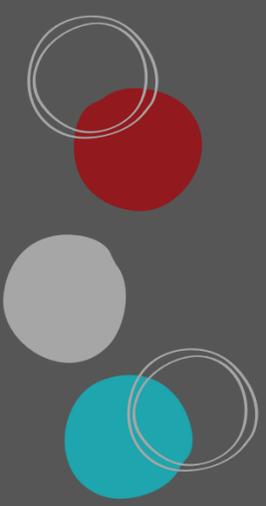
Duplicated Suspensions- Comparable Districts School Year 24-25



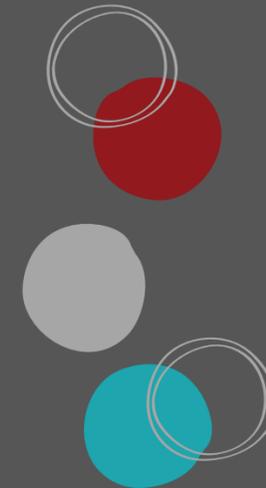


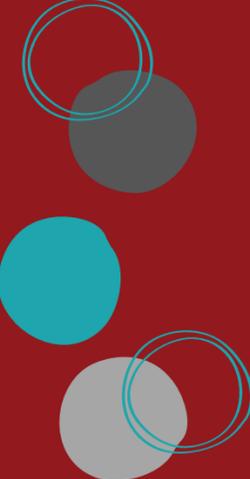
Suspension and Referral Data Summary:

- **If we look at 3 year trends, both total numbers of referrals and suspensions have decreased. That means students are in class learning more.**
 - **While there is variability in discipline data, white students are consistently underrepresented and black students are consistently overrepresented.**
 - **Black students and multiracial students are the only students overrepresented in discipline data**
- 

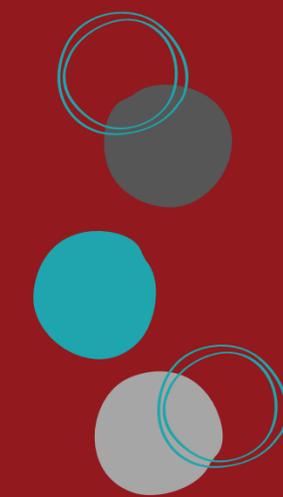


District Response/Systems Change:

- **Teacher development**
 - **Cultural Competence- cross culturally competency**
 - **Teacher responsibility not changing students**
 - **How are we redesigning our system to meet the needs of our students?**
 - **Affinity Groups and Cultural Liaisons**
 - **FOCUS, impacts of students of color having a teacher of color**
 - **Relationships with students and belief about them**
- 

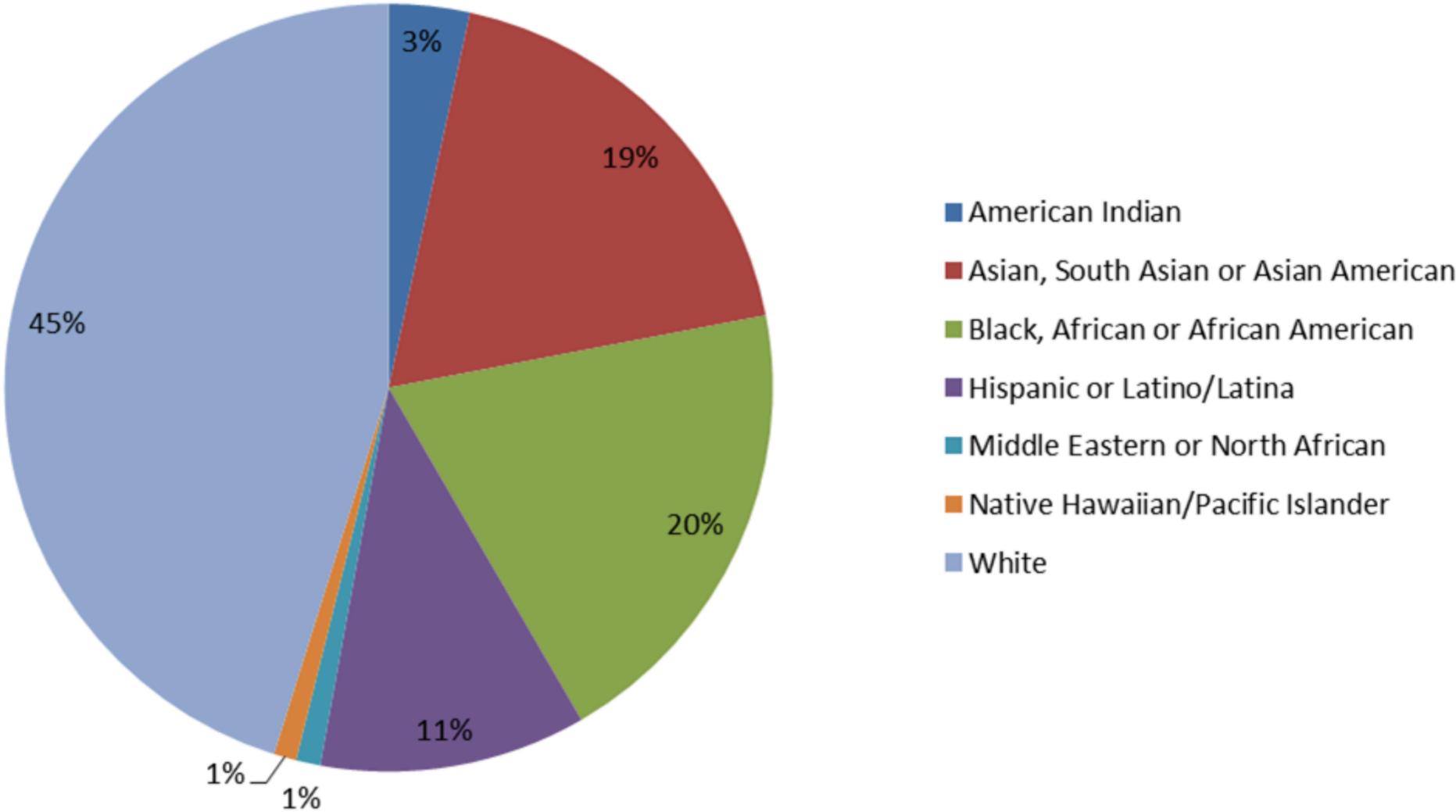


MN Student Survey 2025



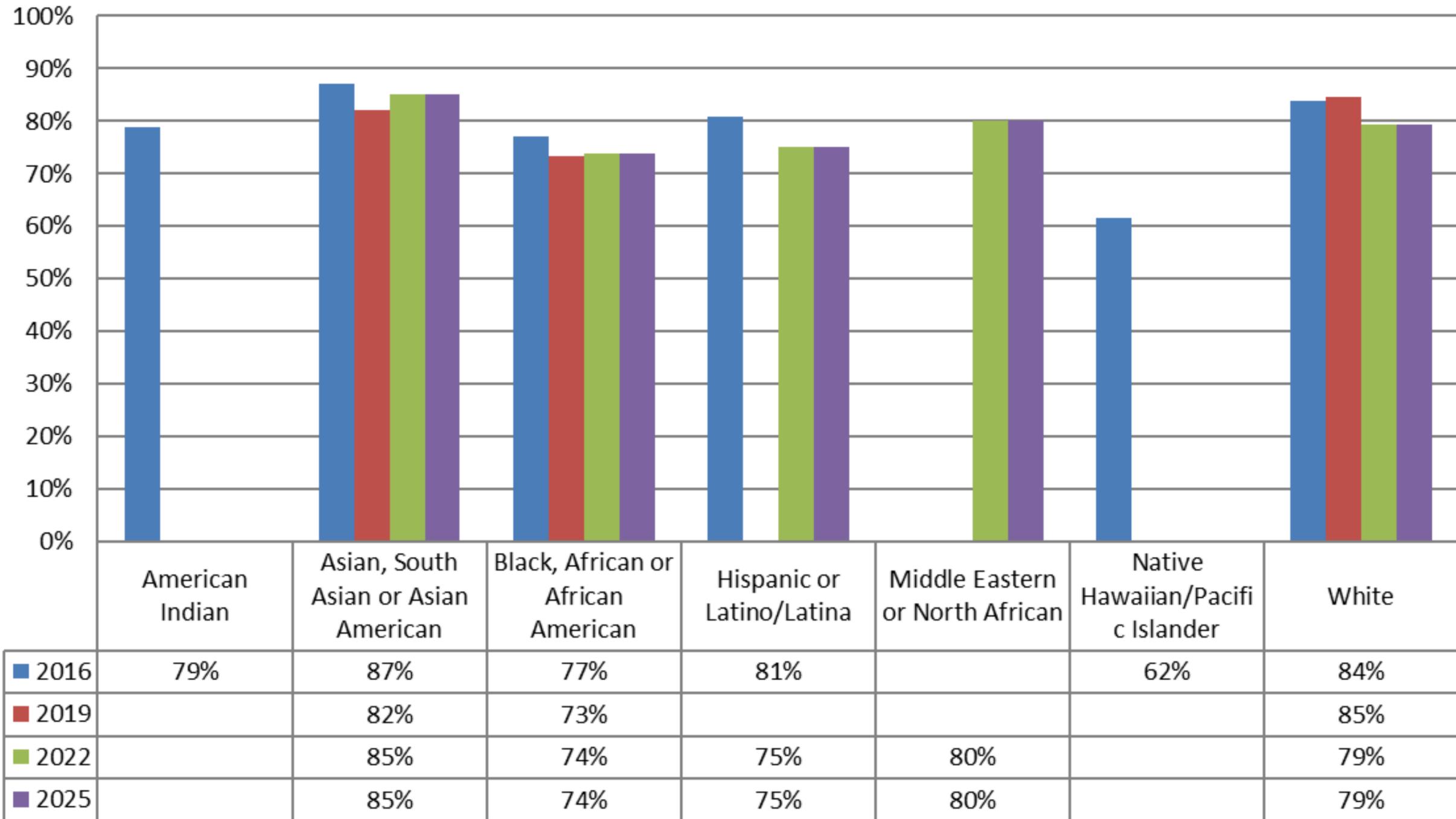
2025 MN Student Survey

Survey Participants Demographics by Race/Ethnicity



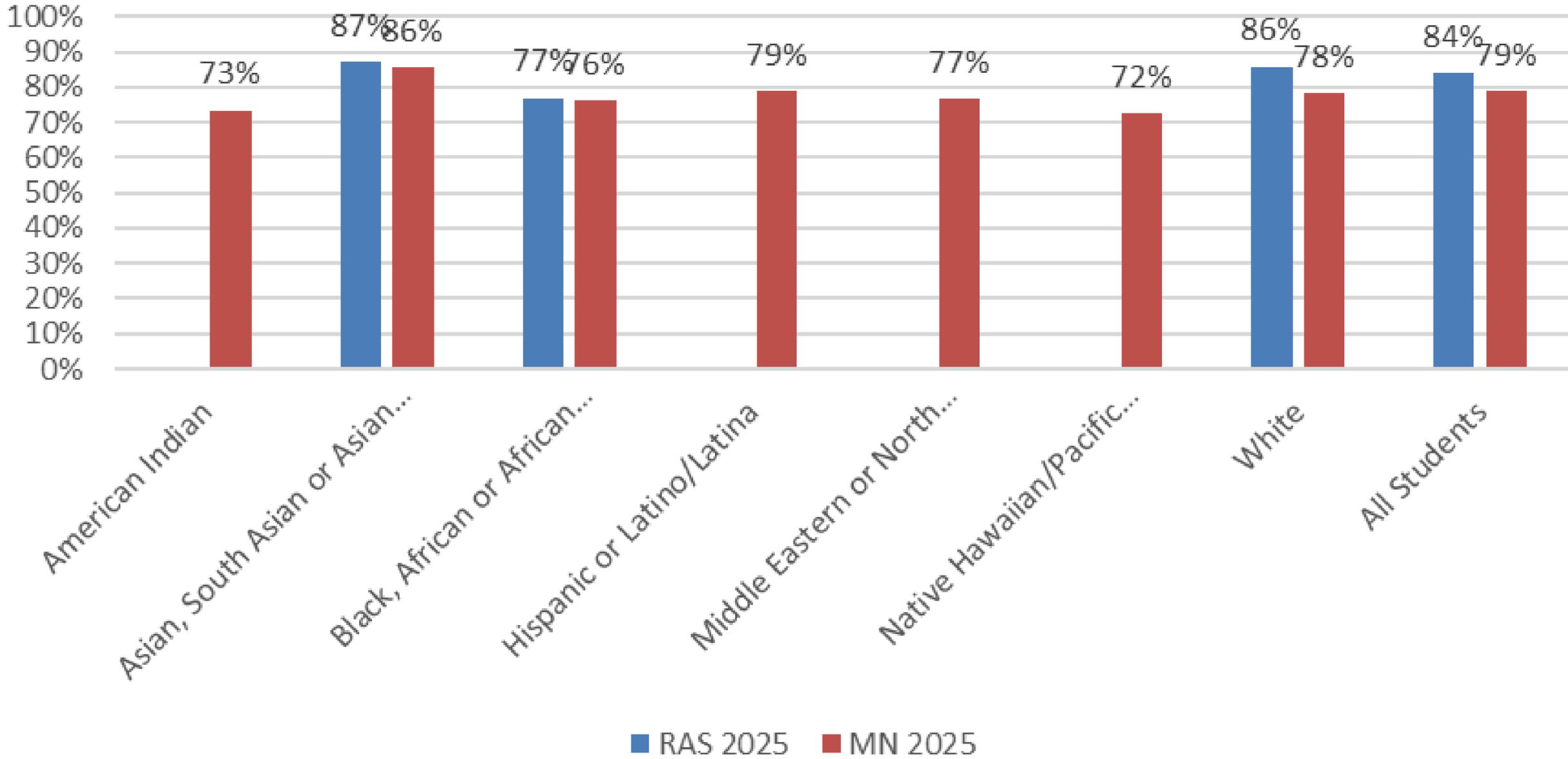
2025 MN Student Survey

Overall, adults at my school treat students fairly.



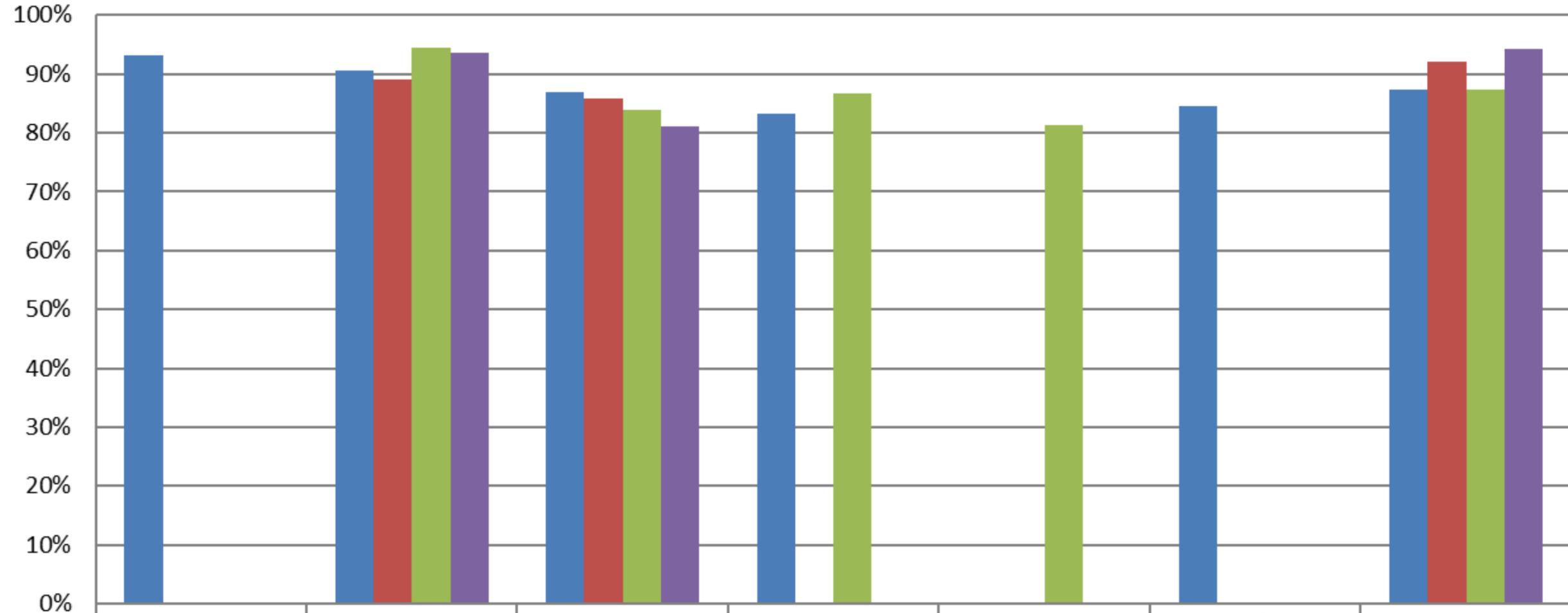
2025 MN Student Survey

Overall, adults at my school treat students fairly.



2025 MN Student Survey

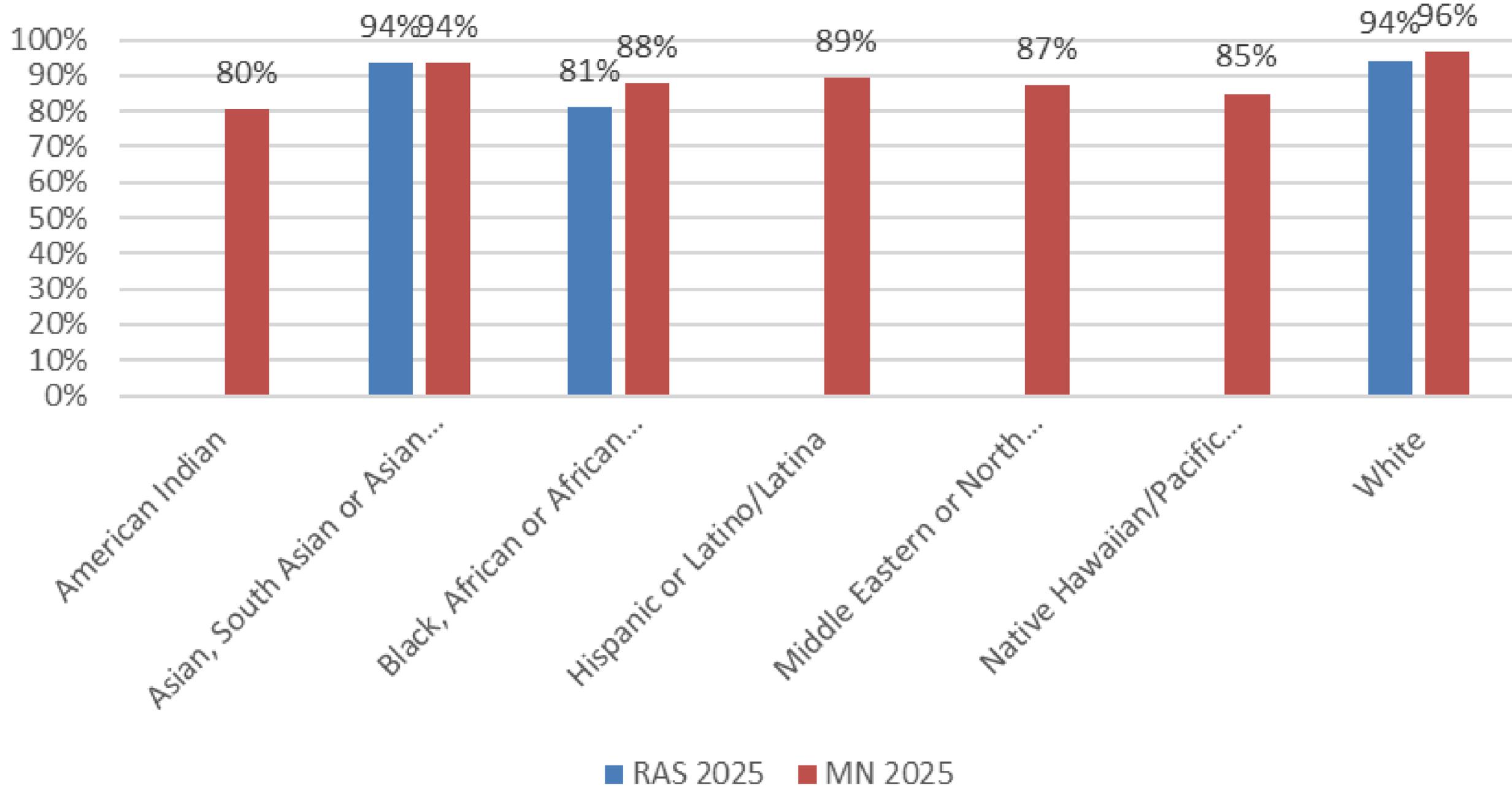
At my school, teachers care about students.



	American Indian	Asian, South Asian or Asian American	Black, African or African American	Hispanic or Latino/Latina	Middle Eastern or North African	Native Hawaiian/Pacific Islander	White
■ 2016	93%	91%	87%	83%		85%	87%
■ 2019		89%	86%				92%
■ 2022		94%	84%	87%	81%		87%
■ 2025		94%	81%				94%

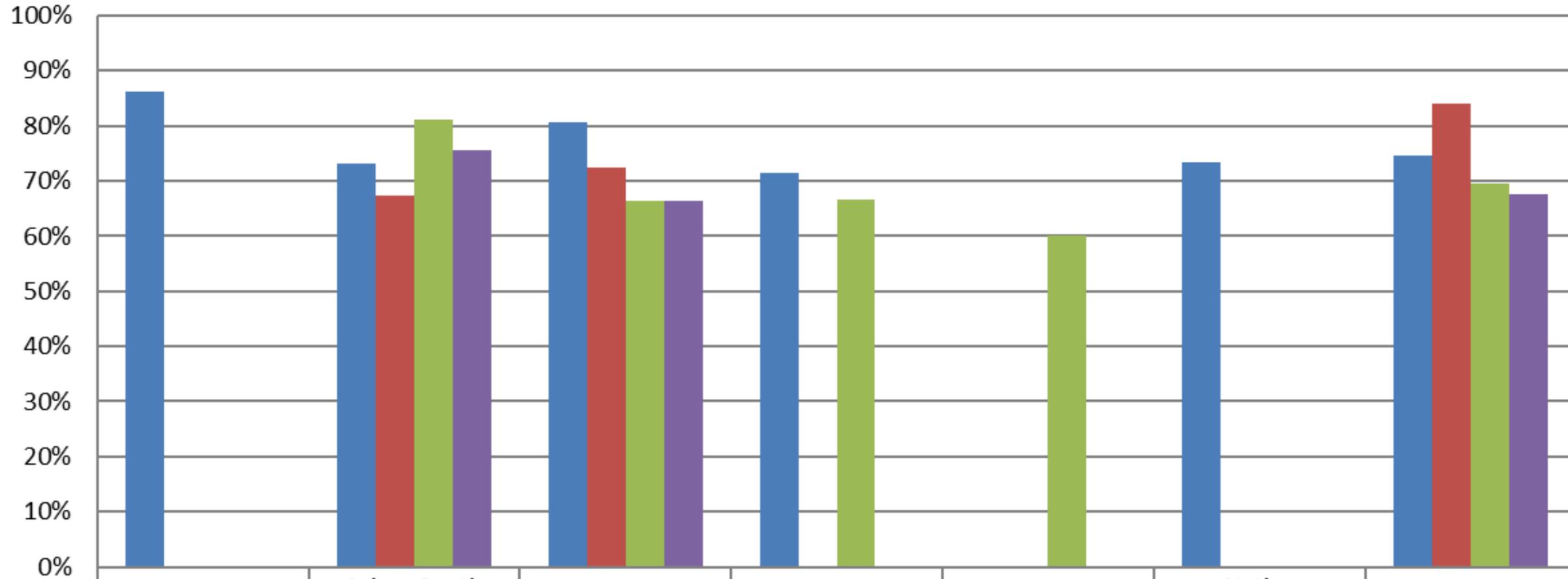
2025 MN Student Survey

At my school, teachers care about students



2025 MN Student Survey

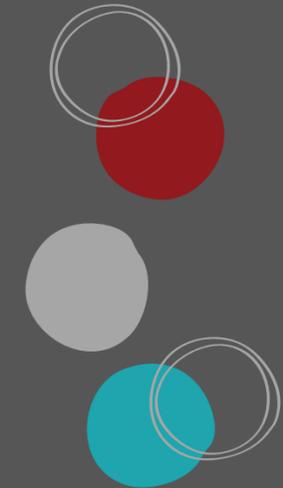
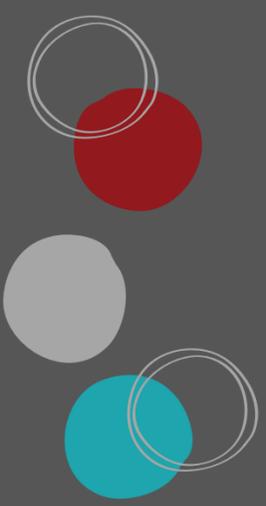
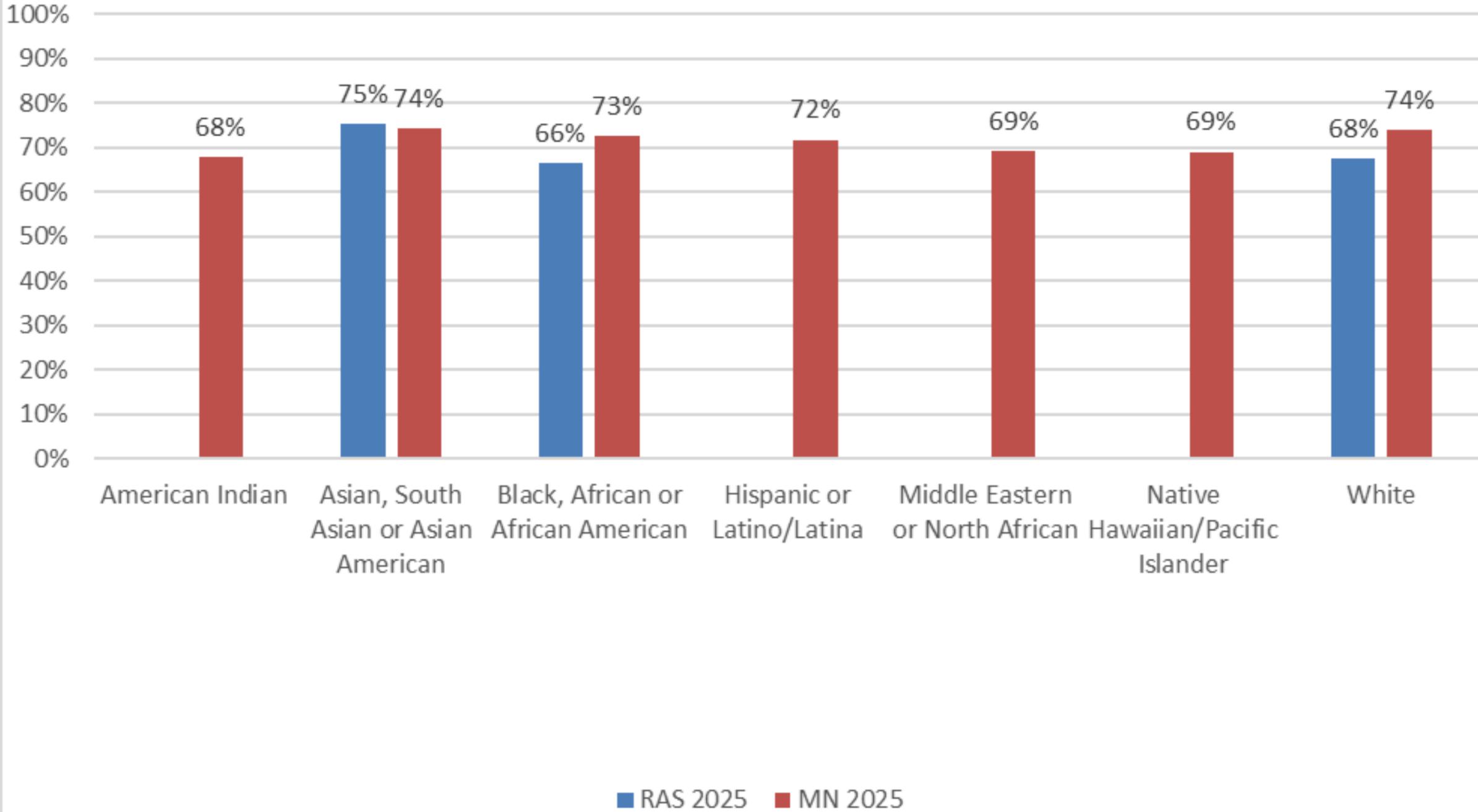
Most teachers at my school are interested in me as a person.

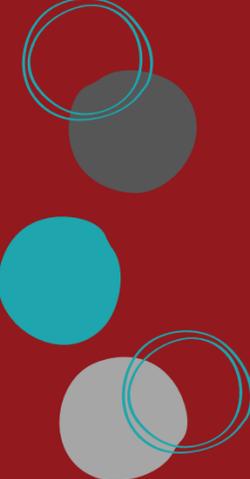


	American Indian	Asian, South Asian or Asian American	Black, African or African American	Hispanic or Latino/Latina	Middle Eastern or North African	Native Hawaiian/Pacific Islander	White
■ 2016	86%	73%	81%	72%		73%	75%
■ 2019		67%	73%				84%
■ 2022		81%	66%	67%	60%		70%
■ 2025		75%	66%				68%

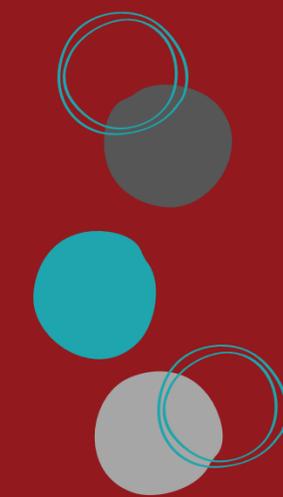
2025 MN Student Survey

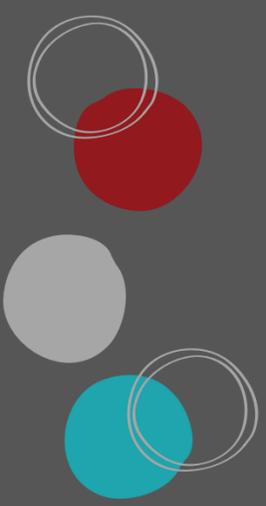
Most teachers at my school are interested in me as a person





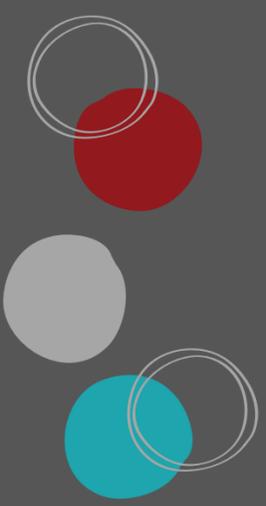
Social-Emotional Learning and Equity Survey





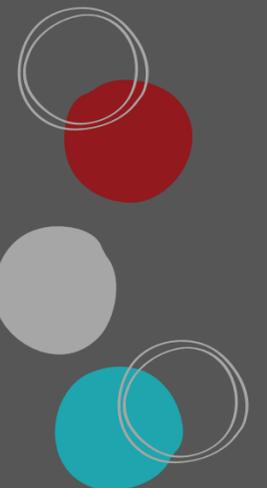
Notes for Survey administration 2025

- **2025: 1,919 complete surveys**
- **2024: 3,122 complete surveys**
- **Surveyed students in grades 5-12**
- **Technical issues when many students completing the survey at the same time, most impacted at Secondary**
- **Students who had mostly incomplete items in a scale were removed from the data analysis which is why some of the total numbers are different.**



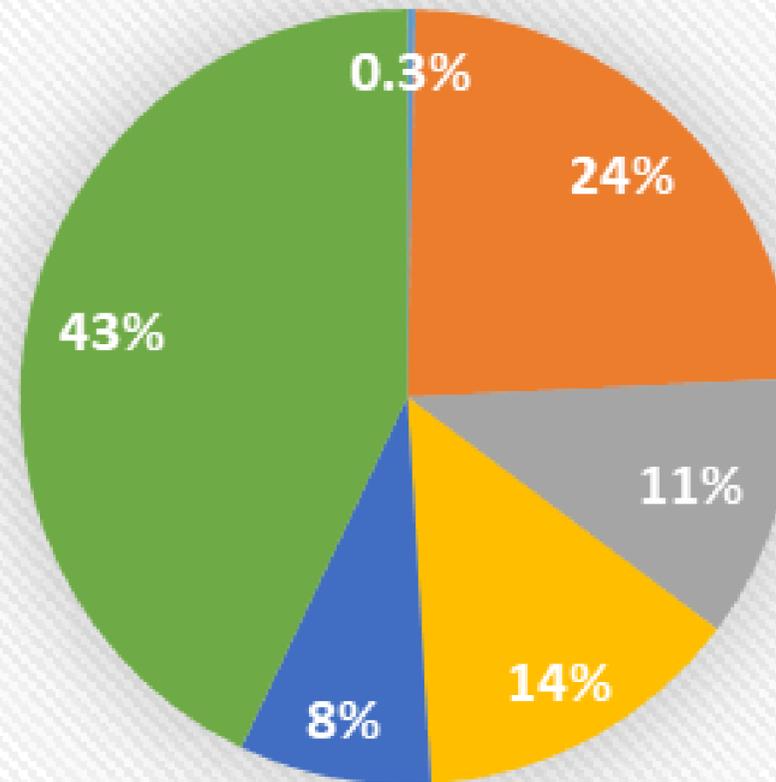
Equity and SEL Survey Overview

- **Partnership with University of Virginia**
- **Self Report:**
 - **SEL Competencies**
 - **Well-being (7-12 only)**
 - **Bullying**
 - **Equity Literacy**
- **Report about School/Teachers:**
 - **Teacher Equitable Practices**
 - **Culture of Equity**
 - **School Care and Safety**



Responses by Race/Ethnicity

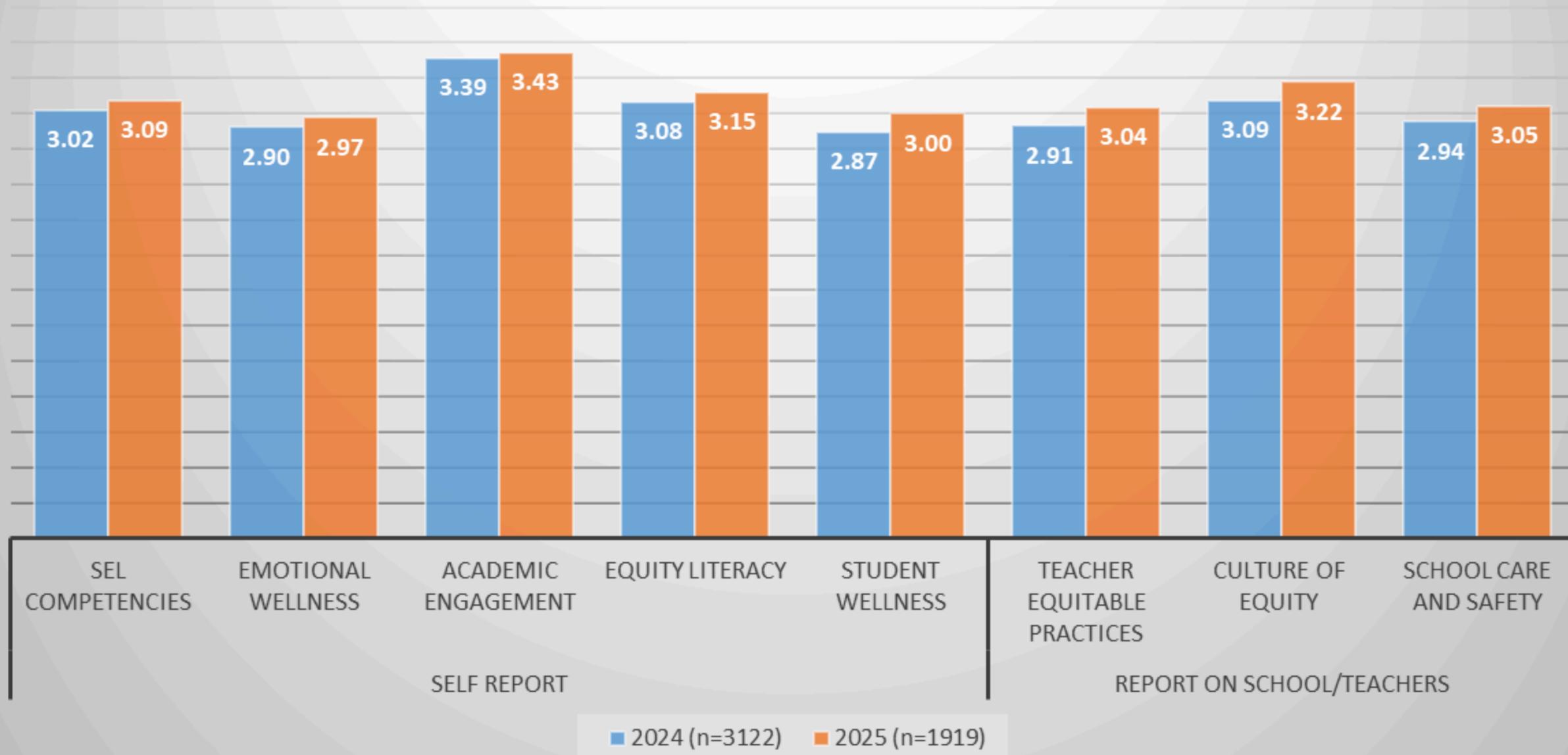
Student Respondents by Race/Ethnicity



- American Indian or Alaska Native
- Asian
- Black or African American
- Hispanic
- Two or More
- White

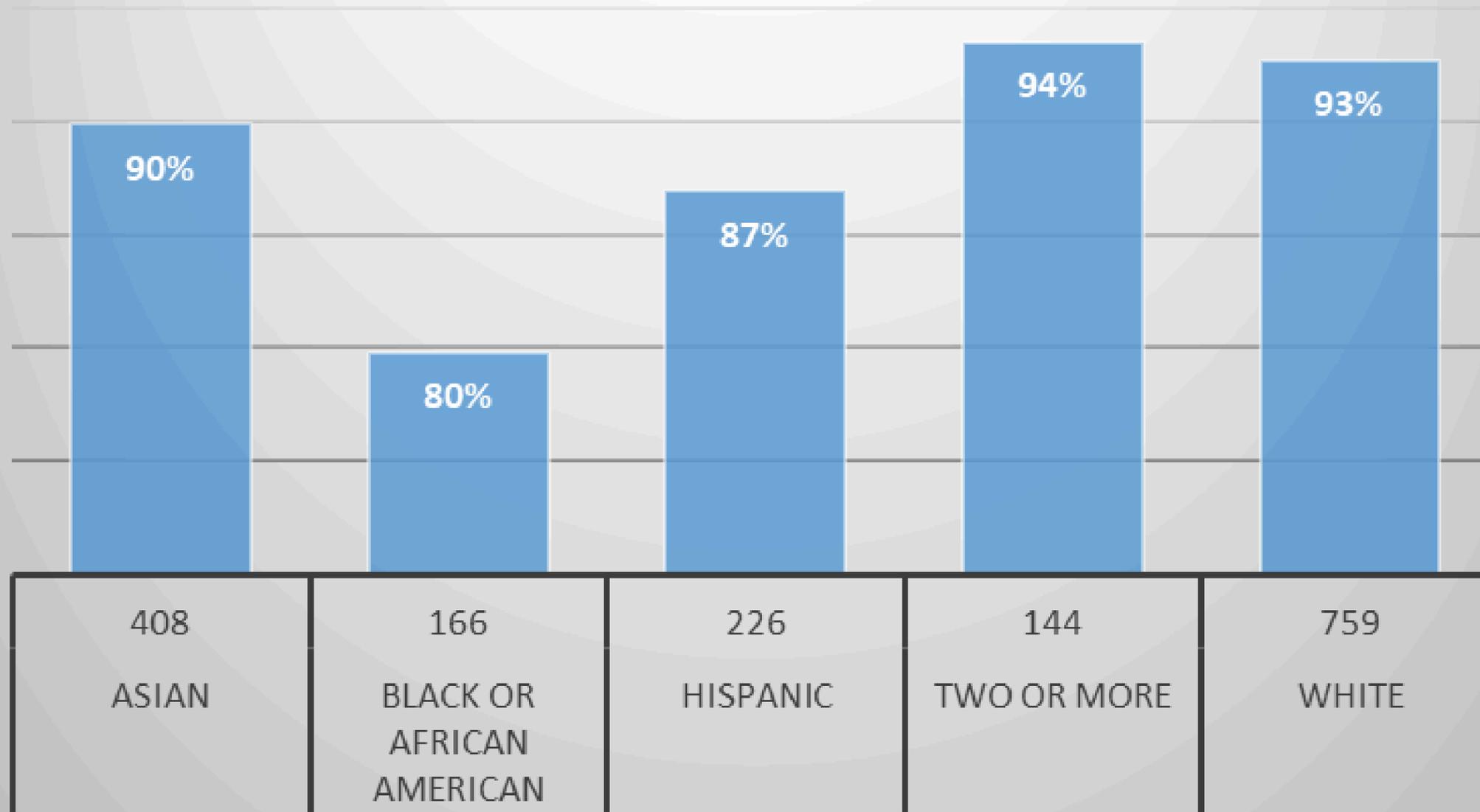
Composite Scores- Comparison

District Composite Scale Scores- 2024 vs 2025

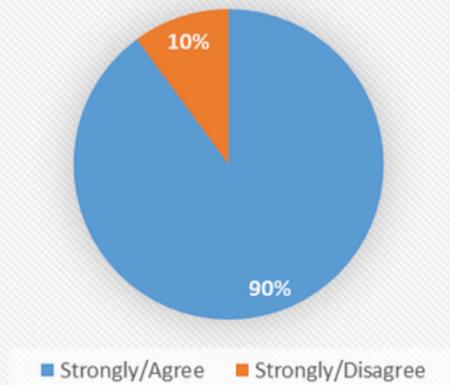


At this school students of all races are treated fairly.

Agree/Strongly Agree

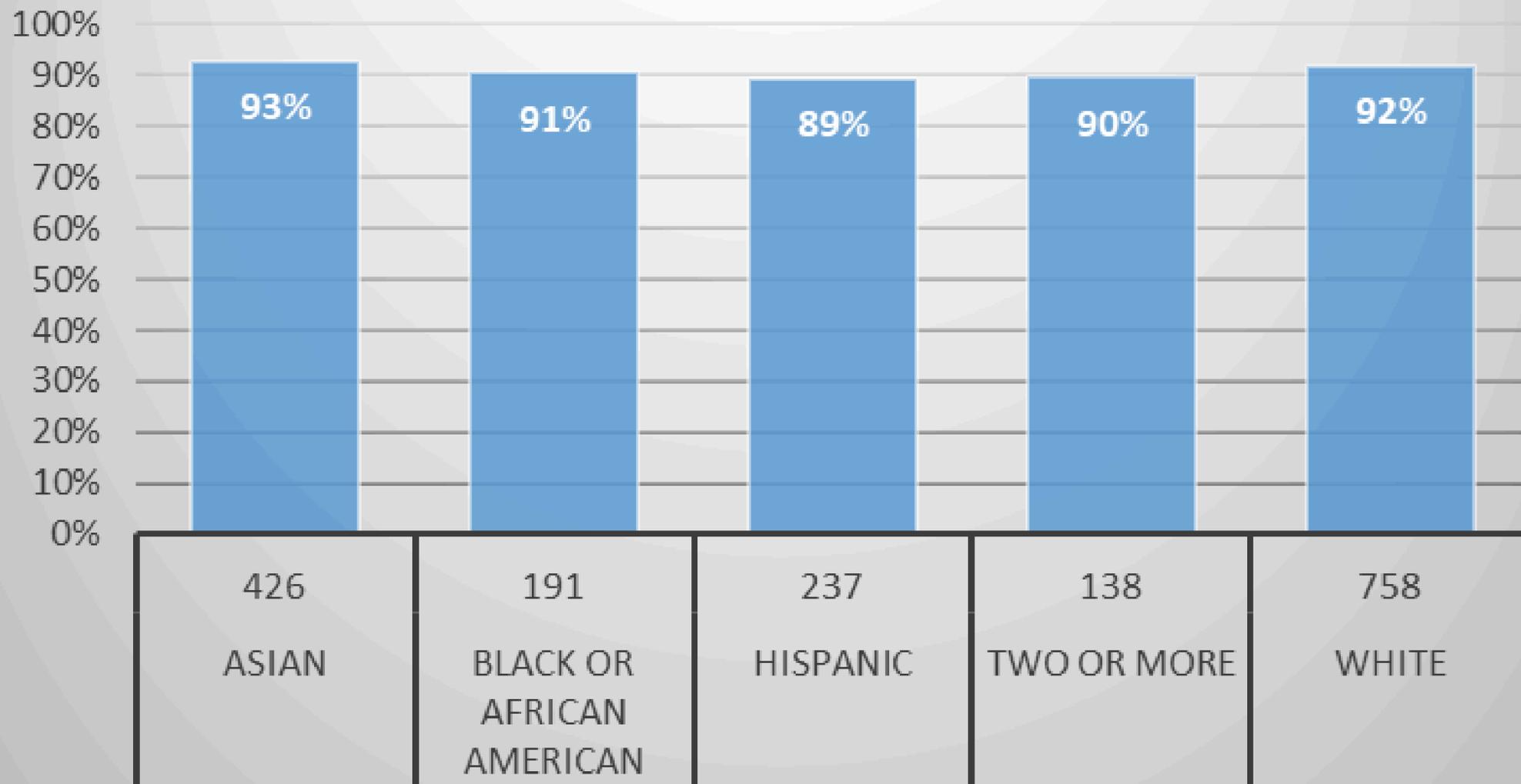


At this school students of all races are treated fairly

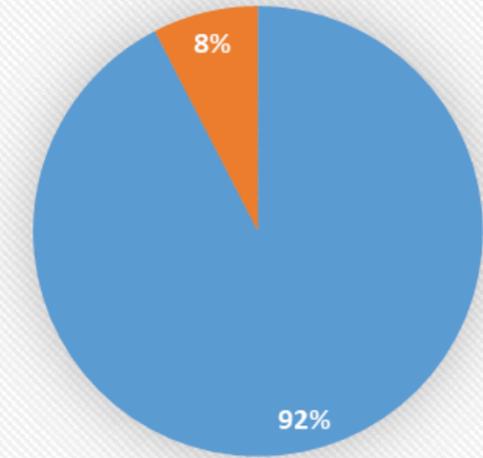


My teachers care about me

Agree/Strongly Agree



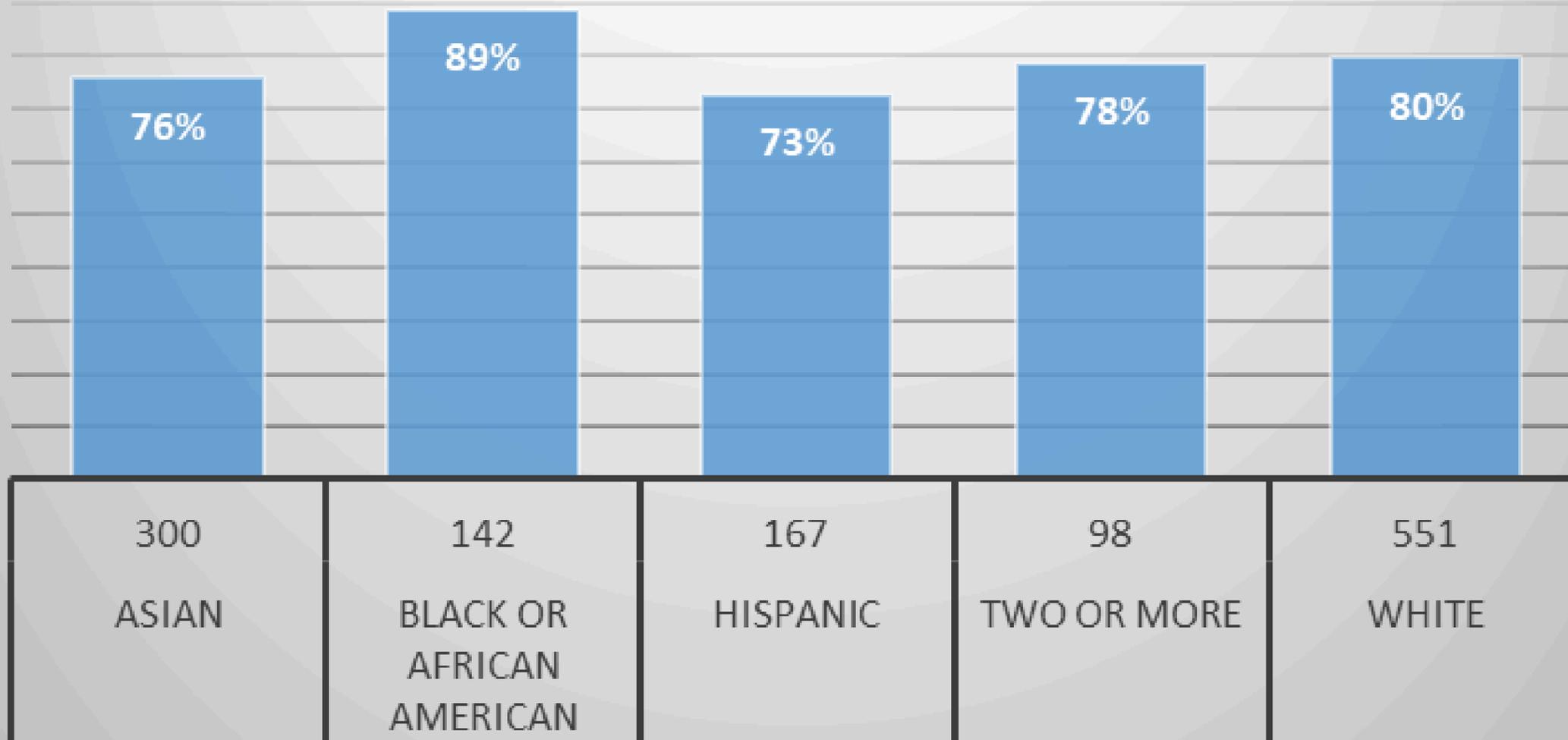
My Teachers Care About Me



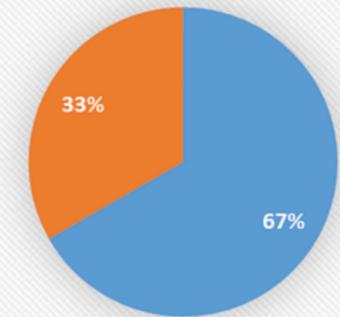
■ Strongly/Agree ■ Strongly/Disagree

My teacher asks me about my identity and what it means to me.

Agree/Strongly Agree



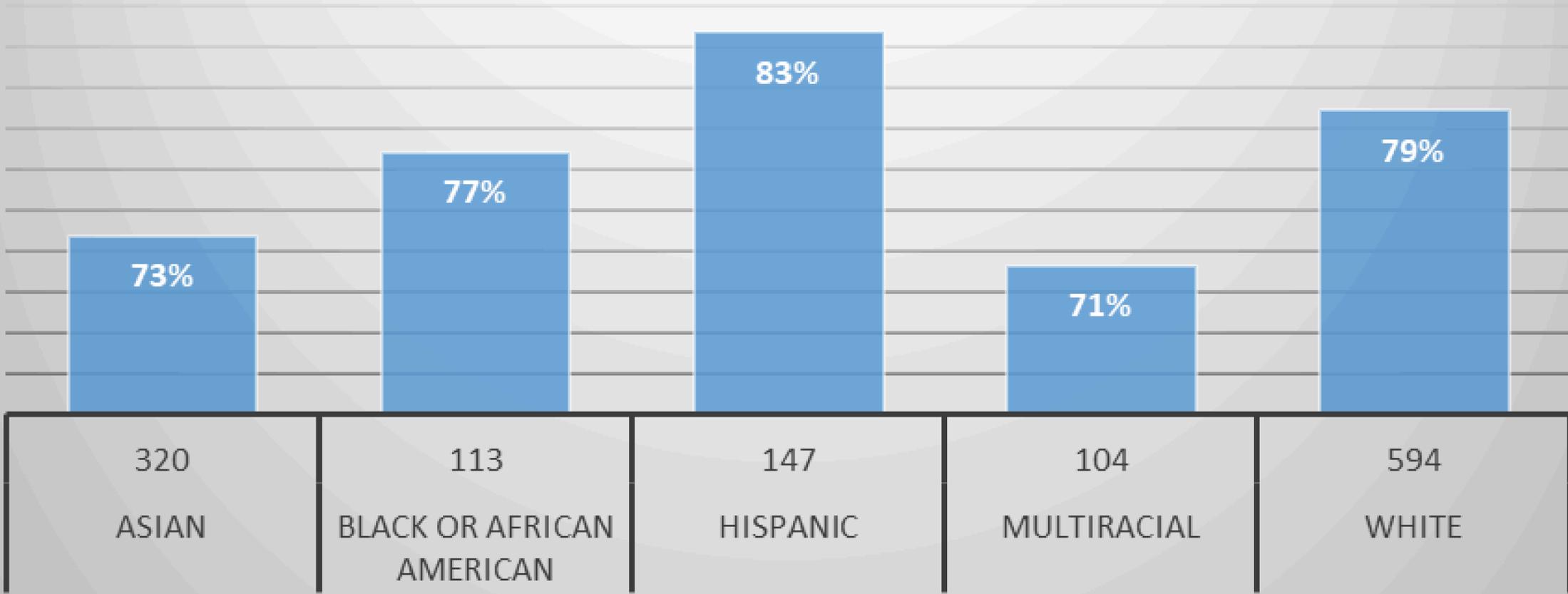
My teacher asks me about my identity and what it means to me.



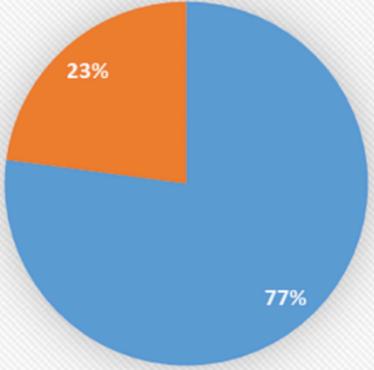
■ Strongly/Agree ■ Strongly/Disagree

Materials Reflect Culture

Materials reflect my culture: Agree/Strongly Agree



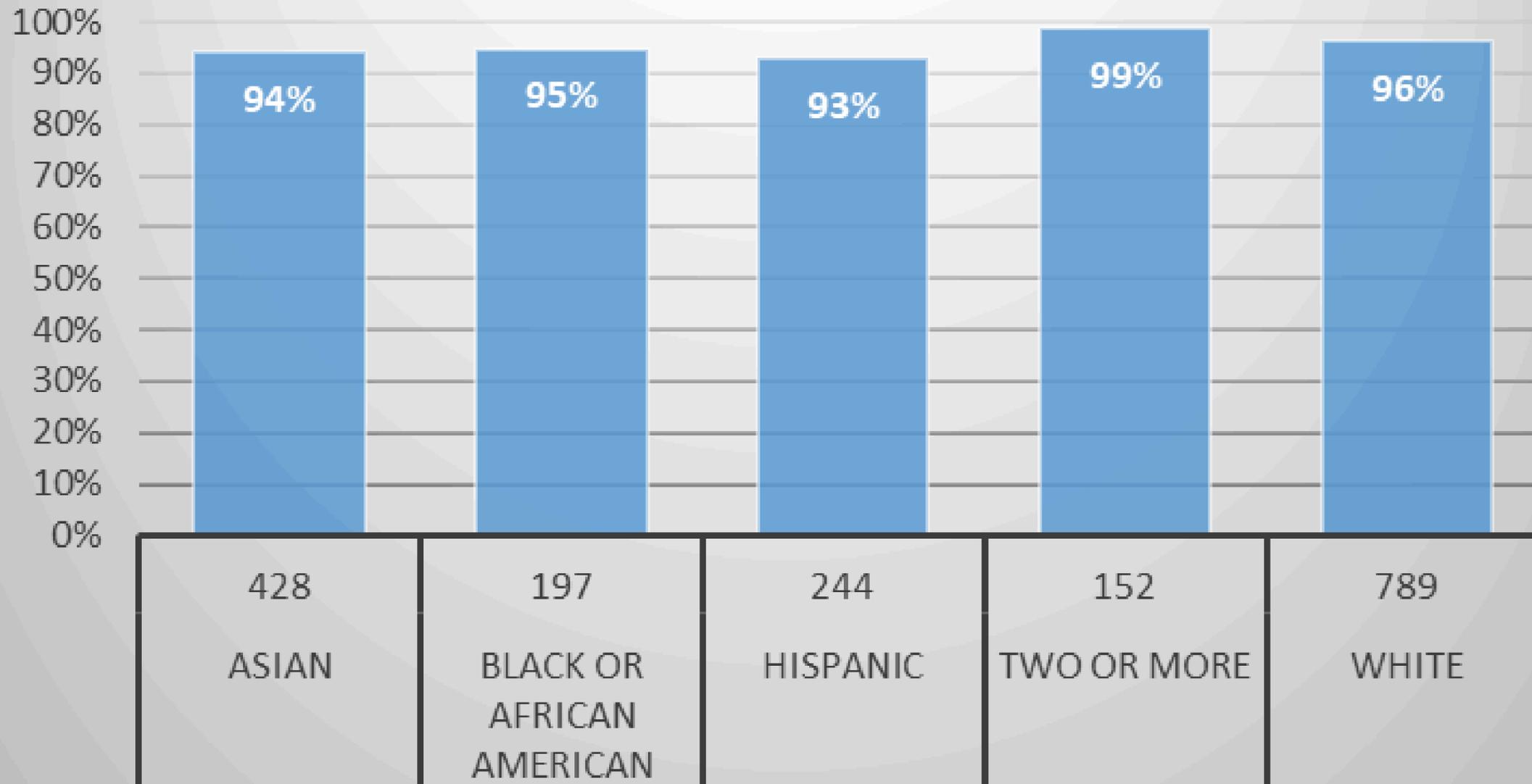
Materials that reflect my culture.



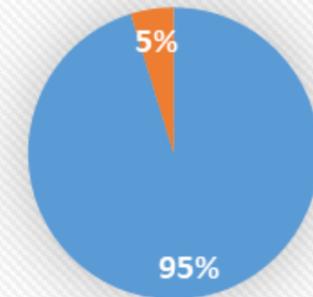
■ Strongly/Agree ■ Strongly/Disagree

I believe I can do well in school.

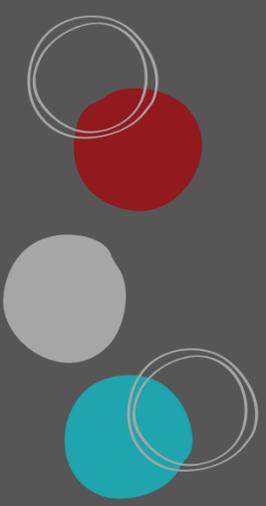
Agree/Strongly Agree



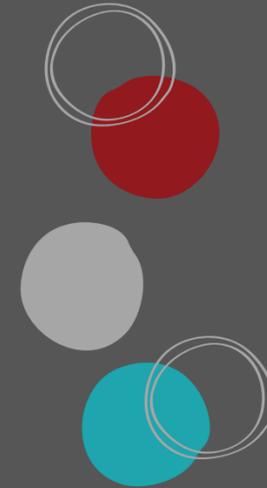
I believe I can do well in school.

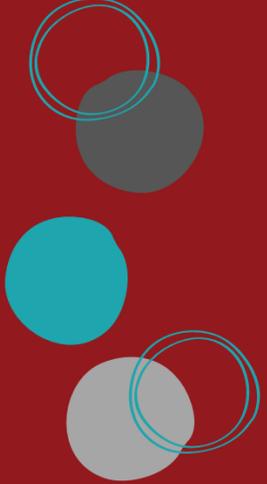


■ Strongly/Agree ■ Strongly/Disagree

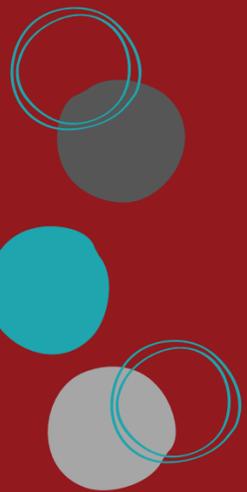


Summary of Surveys

- **MN Student Survey and SEL and Equity Survey**
 - **Every 3 years vs Yearly**
 - **In general, students ranked their teachers/schools higher for treating them fairly, caring, and more interested in SEL and Equity survey**
 - **SEL and Equity Survey more hopeful than results from Minnesota Study Survey**
 - **95% of students believe they can do well in school**
 - **SEL and Equity Survey supports:**
 - **Equity strategic work and PD**
 - **District Strategic Plan and Goal Monitoring**
 - **School Improvement Planning**
 - **Student Voice**
- 



Questions and Discussion



Agenda Topic: Policy 700: Advertising (revised) Second Reading
Meeting Date: March 31, 2026
Contact Person: Shari Thompson

Background:

Shari Thompson, executive director of business services, will review Policy 700: Advertising. No changes were requested from the first reading on March 17. This will be the second reading of the policy.

Recommendation:

It is recommended that the board approve Policy 700: Advertising as presented.

Action Required

Informational – No Board Action Requested

ROSEVILLE AREA SCHOOLS
Independent School District No. 623

Policy 700 – Advertising

1.0 Purpose

The purpose of this policy is to provide guidelines for advertising or promoting of products or services to students and ~~parents~~ families in the schools.

2.0 General Statement of Policy

The school district's policy is that the name, facilities, staff, students, or any part of the school district will not be used for advertising or promoting the interests of a commercial or nonprofit agency or organization except as set forth below.

3.0 Definitions

3.1 Advertising is an oral, written or graphic paid communication for a consideration made by the producer, manufacturer, or seller of products, equipment or services which calls for the public's attention to arouse a desire to buy, use, or patronize the product, equipment, or services. This includes visible promotion of product logos for other than identification purposes. Brand names, trademarks, logos, or tags for product or service identification purposes are not considered advertising. Nothing in this policy is intended to limit announcements, information, or logos of school-related non-profit corporations, such as the PTSA, other parent teacher organizations or booster clubs.

3.2 Sponsorship is an agreement between the school district, an individual school, or an individual school-based activity or group and an individual group, company or community-based organization in which the individual group, company or community-based organization provides financial or resource support in exchange for recognition.

4.0 Guidelines

4.1 School publications, including publications such as programs and calendars, may accept and publish paid advertising providing they receive advance approval from the appropriate administrator. In no instance will publications accept advertising or advertising images for alcohol, tobacco, drugs, drug paraphernalia, weapons, or obscene, pornographic, or illegal materials. Advertisements may be rejected by the school district if determined to be inconsistent with the educational objectives of the school district or inappropriate for inclusion in the publication. For example, advertisements may be rejected if determined to be false, misleading, or deceptive, or if they relate to an illegal activity or antisocial behavior. The faculty advisor is responsible for screening all such advertising for

Policy 700 - Advertising

appropriateness, including compliance with the district policy prohibiting sexual, racial, and religious harassment.

- 4.2 Nonprofit entities and organizations may be allowed to use the school district name, students, or facilities for purposes of advertising or promotion if the purpose is determined to be educationally related.
- 4.3 Contracts for computer or related equipment or services that require advertising to be disseminated to students will not be entered into or permitted unless done pursuant to and in accordance with state law.
- 4.4 The inclusion of advertisements in school district publications, in school district facilities, or on school district property does not constitute approval and/or endorsement of any product, service, organization, or activity. Approved advertisements will not imply or declare such approval or endorsement.

5.0 Responsibility

- 5.1 It is the responsibility of the superintendent or ~~his/her~~ their designee to establish procedures for approval of advertising and sponsorships in the district.
- 5.2 All advertising or sponsorships generating funds in excess of \$2,000 will require a written agreement.
- 5.3 Funds generated from advertising and sponsorships shall be accounted for, handled, and reported in compliance with UFARS.
- 5.4 ~~Periodic reports regarding the scope and amount of advertising and sponsorships within the district and any revenue generated will be presented to the school board.~~

Adopted: 10/28/08

Revised: 11/14/17

ROSEVILLE AREA SCHOOLS
Independent School District No. 623

Policy 700 – Advertising

1.0 Purpose

The purpose of this policy is to provide guidelines for advertising or promoting of products or services to students and families in the schools.

2.0 General Statement of Policy

The school district's policy is that the name, facilities, staff, students, or any part of the school district will not be used for advertising or promoting the interests of a commercial or nonprofit agency or organization except as set forth below.

3.0 Definitions

3.1 Advertising is an oral, written or graphic paid communication for a consideration made by the producer, manufacturer, or seller of products, equipment or services which calls for the public's attention to arouse a desire to buy, use, or patronize the product, equipment, or services. This includes visible promotion of product logos for other than identification purposes. Brand names, trademarks, logos, or tags for product or service identification purposes are not considered advertising. Nothing in this policy is intended to limit announcements, information, or logos of school-related non-profit corporations, such as the PTSA, other parent teacher organizations or booster clubs.

3.2 Sponsorship is an agreement between the school district, an individual school, or an individual school-based activity or group and an individual group, company or community-based organization in which the individual group, company or community-based organization provides financial or resource support in exchange for recognition.

4.0 Guidelines

4.1 School publications, including publications such as programs and calendars, may accept and publish paid advertising providing they receive advance approval from the appropriate administrator. In no instance will publications accept advertising or advertising images for alcohol, tobacco, drugs, drug paraphernalia, weapons, or obscene, pornographic, or illegal materials. Advertisements may be rejected by the school district if determined to be inconsistent with the educational objectives of the school district or inappropriate for inclusion in the publication. For example, advertisements may be rejected if determined to be false, misleading, or deceptive, or if they relate to an illegal activity or antisocial behavior. The faculty advisor is responsible for screening all such advertising for

Policy 700 - Advertising

appropriateness, including compliance with the district policy prohibiting sexual, racial, and religious harassment.

- 4.2 Nonprofit entities and organizations may be allowed to use the school district name, students, or facilities for purposes of advertising or promotion if the purpose is determined to be educationally related.
- 4.3 Contracts for computer or related equipment or services that require advertising to be disseminated to students will not be entered into or permitted unless done pursuant to and in accordance with state law.
- 4.4 The inclusion of advertisements in school district publications, in school district facilities, or on school district property does not constitute approval and/or endorsement of any product, service, organization, or activity. Approved advertisements will not imply or declare such approval or endorsement.

5.0 Responsibility

- 5.1 It is the responsibility of the superintendent or their designee to establish procedures for approval of advertising and sponsorships in the district.
- 5.2 All advertising or sponsorships generating funds in excess of \$2,000 will require a written agreement.
- 5.3 Funds generated from advertising and sponsorships shall be accounted for, handled, and reported in compliance with UFARS.

Adopted: 10/28/08
Revised: 11/14/17
Revised: 03/31/26

Agenda Topic: Conditions of Employment – Education Minnesota-Roseville 2025-2027
Meeting Date: March 31, 2026
Contact Person: Kenyatta McCarty and Shari Thompson

Background:

Contract negotiations with Education Minnesota-Roseville (EM-R), representing the Roseville Area Schools teacher union, began in May 2025 and concluded on February 25, 2026. Delon Smith, Maura Weyandt, Niceta Thomas, Cyndi Arneson, Beth Behnke, Laura Freer, Board Directors Todd Anderson and Michelle Morse-Wendt, Amanda Cotton, Cory Hannigan, Shari Thompson and Kenyatta McCarty represented the district during negotiations.

Following is a brief summary of the improvements:

1. Adjustments to the salary schedules:
 - a. 2025-26: 2.5% overall increase on the matrix.
 - b. 2026-27: 2.5% overall increase on the matrix.
 - i. Year 2 – elimination of steps 1-2
 - ii. Addition of Step 8 to the BA lane
2. Adjustment to insurance:
 - a. 2025-26: 0% increase on district contributions
 - b. 2026-27: 13% increase on district contributions on single and family
3. Increase to the development rate to \$32.00 effective August 22, 2026.
4. Nurses added to National Board of Professional/Teaching Certification provision.
5. Dual Language Spanish Immersion (DLSI) stipend: Teachers in the Dual Language Spanish Immersion program are eligible for a \$1,500 stipend per year, prorated by the FTE assigned to the DLSI program.
6. Other contract language changes address definition of a year, long-term disability eligibility, workplace safety and items of mutual interest that will not be reflected in the collective bargaining agreement.
7. The tentative agreement falls within the budget parameters included in the adopted budget. This settlement addresses our strategic plan, key strategies #3 (We are a culturally responsive, inclusive and anti-racist district) and #5 (We are financially secure).



EM-R ratified the contract on March 24, 2026. The district wishes to express its thanks to the EM-R negotiations team represented and led by Maria Le Selmer and Gregory Martinson. Other members of the EM-R negotiations team include: Brooks Hidaka, Zachary Hoffman, Silvia Vasquez, Corey Knighton, Maureen Kieger, Mark Jaspers, and Education Minnesota organizer, David Hoglund. We'd like to publicly recognize their collaborative work to reach a fair settlement.

Recommendation:

It is recommended that the board approve the contract for 2025-2027, negotiated and ratified by our Roseville Area Schools teacher bargaining unit and represented by Education Minnesota-Roseville.

Action Required

Informational – No Board Action Requested

Agenda Topic: Benefit Plan Renewals
Meeting Date: March 31, 2026
Contact Person: Kenyatta McCarty and Shari Thompson

Background:

The district contracts with multiple insurance companies for a variety of risk services.

Attached is a summary of the insurance plan changes and renewals proposed for the 2026-27 school year.

Recommendation:

It is recommended that the board accept the 2026-2027 insurance plan changes and renewals as presented.

Action Required

Informational – No Board Action Requested



Roseville Area Schools

1251 County Road B2 West • Roseville, MN 55113

PHONE 651-635-1600 • www.isd623.org

To: Shari Thompson and Kenyatta McCarty
From: Julie Cypar, Benefits & Insurance
Date: March 31, 2026
Re: 2026-27 insurance plan changes and renewals

Medical Insurance

The district released an RFP for our group medical insurance, as required by HITA, for plan year starting July 2026. Both fully insured and self-insured quotes were received and indicated that a self-funded medical plan would not be financially beneficial. We will, however, continue to review self-funding at each renewal.

After consideration of costs and disruptions caused by changing insurance providers, the Committee recommends renewing our group medical plan with HealthPartners for the 2026-27 and 2027-28 plan years. The aligned rate renewal is approximately an 11% premium increase in 2026-27, and a guarantee that our rate increase would not exceed 12% in the second year.

To help control increases in premium costs, the Committee also recommends the following:

1. Increase the annual out-of-pocket maximum on the *copay* medical plan to match the deductible amounts on the open access *deductible* plan. The copay plan is closed to any new enrollment and represents only 5% of membership. However, the plan design and claims experience causes a significant negative impact on each renewal. No plan design changes are recommended for the open-access deductible medical plan and the accompanying HRA/VEBA plan.

2. Add a third medical plan option with a narrower, more defined network of medical providers. The "Select" plan would match our current open access deductible plan design but only includes HealthPartners and Park Nicollet providers. Due to the provider network, the Select plan has a 7% lower premium cost, which would offer a more affordable option for employees.

Dental Insurance

HealthPartners revised their medical proposal with a 2% premium savings if we choose to have HealthPartners administer our dental plan. By bundling both medical and dental plans, our medical premium increase would be 9% in 2026-27, with the 12% rate cap guarantee in year 2027-28. Dental administrative service fees would be comparable.

HealthPartners estimates greater network savings, which is important for our self-funded dental plan, and has a 96% match of our top 100 dental providers based on paid claims.

HealthPartners would reach out to the 4 dental providers on our top provider list who are not currently in the HealthPartners network. Current coverage and benefits will remain the same.

Changing dental carriers is in no way a reflection of Delta Dental's exceptional service to the district over the past 30 years. The Committee felt it was the responsible decision due to cost savings alone.

Recommendation: To renew our group medical contract with HealthPartners for the 2026-27 plan year with recommended changes to the copay plan and the addition of the Select deductible plan. Recommend changing administrative services from Delta Dental to HealthPartners for our group dental plan.

Kavira

Kavira was a new district paid benefit plan that began July 1, 2025. It is a membership-based primary and urgent care plan that provides everyday medical care to employees and their family members, offering free chat and video care, in-person home and work visits, 30 free lab tests and 300 free prescriptions. Because services provided by Kavira are not paid as medical claims, the costs are not included in our medical claims experience.

Utilization is high and comments have been positive. To date, there have been a total of 772 Kavira visits through text, video and in-home care, including 134 lab tests, 8 x-rays, 72 referrals for specialty care, and 272 free prescriptions. The estimated value of these services is \$293,000.

Recommendation: To renew our contract with Kavira for the 2026-2027 plan year.

Life and Long-Term Disability Insurance

Rates for group term life insurance and long-term disability through The Standard were set to expire in June 2026, but Standard agreed to hold the current rates for two more years should we choose to renew with them. We will be required to go out to bid for plan year starting July 2028.

Recommendation: To renew our contract with The Standard for 2026-27 plan year.

Following Board approval, we will begin communicating the benefit changes to our staff in preparation for Open Enrollment in May. Thank you for your consideration of these recommendations.