



**A** – Request decision – closure required  
**B** – Update/status report  
**C** – Discussion and input – final decision at a subsequent meeting

**School Board Meeting**  
**Monday, November 13, 2023**  
**AGENDA**

1. **Call to Order (1 minute)**  
Dates to Remember 4
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Consent Agenda (5 minutes)**
  - 4.A. Minutes from 10/23/23 Board Meeting - **A**  
Jeff Simon, Board Clerk  
  
Appendix A 5
  - 4.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - **A**  
Matt Brain, Director of Employee Services  
  
Appendix B 14
  - 4.C. Building Naming of Franklin Site Recommendation - **A**  
Becky Brodeur, Associate Superintendent for Middle Schools & Student Services  
  
Appendix C 17
  - 4.D. Middle School Transition: 6th Grade First Day of School - **A**  
Becky Brodeur, Associate Superintendent for Middle Schools & Student Services  
  
Appendix D 18
  - 4.E. Fogerty Ice Arena Lease Agreement - **A**  
Greg Cole, Chief Operations Officer  
  
Appendix E 19
  - 4.F. Andover Community Center Ice Facility Lease - **A**  
Greg Cole, Chief Operations Officer  
  
Appendix F 34
  - 4.G. City of Coon Rapids Agreement for Education Services & Fostering a Safe & Welcoming School Environment - **A**  
Greg Cole, Chief Operations Officer  
  
Appendix G 44
  - 4.H. Immunization Exclusions as required by Statute 121a.15 - **A**
5. **Communications, Delegations & Petitions (15 minutes)**

6.	<b>Board Calendar &amp; District Update (10 minutes)</b> Cory McIntyre, Superintendent	
7.	<b>Community Education &amp; Government Relations (5 minutes)</b>	
	7.A. Canvas Election Results Resolution (5 minutes) - <b>A</b> Kristie Thorson, Community Education Communications Coordinator; Thomas Hunt, Anoka County Elections Manager	
	Appendix H	50
8.	<b>Elementary &amp; Secondary Education (50 minutes)</b>	
	8.A. Resolutions: MSHSL Foundation (5 minutes)	
	1. Form A Resolution - <b>A</b>	
	2. Form B Resolution - <b>A</b>	
	Dr. Josh Delich, Associate Superintendent for High Schools	
	Appendix I	88
	Appendix J	89
	8.B. World's Best Workforce/Achievement & Integration Overview (45 minutes) - <b>B</b> Dr. Johnna Rohmer-Hirt, Executive Director of Research, Evaluation & Testing	
	Appendix K	90
9.	<b>General Counsel (20 minutes)</b>	
	9.A. Policy 413.0 Harassment, Violence and Discrimination Policy - First Read (Amended) (5 minutes) - <b>C</b> Tim Palmatier, General Counsel	
	Appendix L	120
	9.B. Policy 506.0 District Student Discipline Policy - First Read (Amended) (5 minutes) - <b>C</b> Tim Palmatier, General Counsel	
	Appendix M	137
	9.C. Policy 419.0 Tobacco and Smoke Free Environment Policy - First Read (5 minutes) - <b>C</b> Tim Palmatier, General Counsel	
	Appendix N	151
	9.D. Policy 533.5 Physical Wellness Policy - First Read (5 minutes) - <b>C</b> Tim Palmatier, General Counsel	
	Appendix O	153
10.	<b>Labor Relations &amp; Benefits (15 minutes)</b>	
	10.A. Labor Relations Update (15 minutes) - <b>B</b> Dr. Jennifer Cherry, Executive Director of Human Resources; Todd Mensink, Director of Labor Relations & Benefits	
	Appendix P	159
	Appendix Q	166
11.	<b>Board Correspondence &amp; Communication</b>	
12.	<b>Executive Session (45 minutes)</b>	

12.A. Labor Negotiations (45 minutes)

Dr. Jennifer Cherry, Executive Director of Human Resources

13. **Adjourn**

# ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

## School Board Meeting Agenda

November 13, 2023

### Dates to Remember

- 1. November 13** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. November 18 School Board/Cabinet Planning, Bunker Hills Event Center, 8:00 a.m.
3. November 20 Board Policy Committee, ESC, 4:30 p.m.
4. November 22 P/T Conference Conversion Day, No School
5. November 23-24 Thanksgiving Break, School District Closed
- 6. November 27** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
7. November 29 AHEM Meet & Confer (Tentative), TBD, 5:30 p.m.
8. December 1 Staff Planning, No Students
9. December 4 PLC/Staff Development, Para Staff Development, No Students
10. December 4 CIAC, ESC, 5:30 p.m.
11. December 6 School Board Orientation, Sandburg Education Center, 5:30 p.m.
12. December 11 School Board Recognition, Sandburg Education Center, 5:30 p.m.
- 13. December 11** **Truth in Taxation—Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
14. December 13 Winter Play Up Meeting, 5:30 p.m.
15. December 13 AHEM Meet & Confer (Tentative), TBD, 5:30 p.m.
16. December 25-26 District Closed, Holiday
17. December 27-29 No School, Winter Break
18. January 1 District Closed, Holiday
19. January 2 No School, Winter Break
20. January 4 CIAC, ESC, 5:30 p.m.
- 21. January 8** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
22. January 15 District Closed, Holiday
- 23. January 22** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**

To contact the School Board, go to [www.ahschools.us/schoolboard](http://www.ahschools.us/schoolboard) and click on School Board Members.

The largest school district in Minnesota, Anoka-Hennepin serves 36,788 students and 242,300 residents living in Andover, Anoka, Blaine, Brooklyn Center, Brooklyn Park, Champlin, Coon Rapids, Dayton, Fridley, Ham Lake, Nowthen, Oak Grove and Ramsey. The district was established in 1952.



Marci Anderson  
**CHAIR**



Nicole Hayes  
**VICE CHAIR**



Jeff Simon  
**CLERK**



Erin Heers-McArdle  
**TREASURER**



Matt Audette  
**DIRECTOR**



Kacy Deschene  
**DIRECTOR**

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, October 23, 2023**, at Sandburg Education Center, Anoka, Minnesota.

Chair Anderson called the meeting to order at 6:30 p.m.

The following members were present: Marci Anderson, Matt Audette, Kacy Deschene, Nicole Hayes, Erin Heers-McArdle, and Jeff Simon.

Jeff Simon motioned to approve the Board Agenda as presented. Kacy Deschene seconded. Motion passed.

The School Board recognized students and staff from the following groups and schools. Each of them was given a medal in honor of their achievements. Dr. Mary Wolverton, associate superintendent for elementary schools, presented Monroe Elementary for recognition as a Project Lead the Way distinguished school. Monroe is one of three in the district and nine in the state to receive the distinction. Amy Oliver, principal of the school, was in attendance to accept the recognition on behalf of the school along with Scott Mattis, Asst. Principal, Kristin Contons, Curriculum Integrator, Alan Durand, Grade K Teacher, Chelsea Regan, Grade 3 Teacher, and Lisa Silmsler, TOSA. Dr. Mary Wolverton, associate superintendent for elementary schools, presented Amy Oliver, principal at Monroe Elementary with Minnesota's future award from Minnesota's business partnership (MBP). Monroe was recognized for significant gains in MCA test scores in reading. The MBP, an organization with 1,000 business leaders, selects one school in the state each year to recognize. Congratulations to Monroe Elementary!

**CONSENT AGENDA**

Jeff Simon moved and Vice Chair Hayes seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the September 11, 2023, School Board work session.
- b. **Personnel items** as follows:

**RETIREMENTS**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Pamela Cosgrove	Anoka Middle - FM, ParaEducator Secondary	10/23/2023
Brenda J Siems	Ramsey, Teacher Grade 5	06/07/2024

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Adam Peterson	Ramsey, TIER I-DD	10/06/2023
Ann Steinle	Eisenhower, Teacher Grade 2	10/06/2023

**LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Mary Dunham	Anoka Middle - FM, Child Nutrition Assistant PT	09/21/2023	10/20/2023
Susan M Elliott	Eisenhower, Teacher Grade 4	10/09/2023	10/23/2023
Elena Hansen	A-H Regional High School, Teacher English	10/02/2023	10/27/2023
Jordan Jennrich	Coon Rapids High, ParaEducator Secondary	10/09/2023	12/15/2023
Becky Jenson	Champlin Park High, Educ Office Prof	10/19/2023	12/11/2023
Trevor Klein	Coon Rapids High, Teacher Science	10/06/2023	10/06/2023
Trevor Klein	Coon Rapids High, Teacher Science	11/03/2023	11/03/2023
Trevor Klein	Coon Rapids High, Teacher Science	12/01/2023	12/01/2023
Charlene LaGrange	ESC, Preschool Inst-Pro Rated Bene	11/28/2023	01/09/2024
Catherine A Landis	Eisenhower, Teacher SA-Coach Math Spec	10/10/2023	02/12/2024
Maureen Larson	Jackson Middle, ParaEducator Special Education	11/07/2023	12/01/2023
Lecann Macarthur	ESC-Special Ed, Teacher Occupational Therapist	11/07/2023	12/19/2023
Cathy Malone	Dayton, Teacher K5 Core Inst Support	09/18/2023	10/10/2023
Bree Medin	Coon Rapids High, Teacher Academic Support	09/29/2023	11/01/2023
MacKenzie Menden	Anoka Middle - FM, Teacher Social Studies	10/12/2023	12/22/2023
Ryan Menden	Coon Rapids High, TIER I-ABS (AcadBehav)	10/12/2023	10/27/2023
Sarah Norgren	A-H Tech High School, Teacher ESL	10/03/2023	12/22/2023
Maureen Schmidt	Oxbow Creek, Teacher Grade 4	10/06/2023	12/22/2023
Jennifer S Smith	Crooked Lake, Teacher ABS (AcadBehav)	11/20/2023	02/09/2024
Kimberly Wetterlind	ESC, Child Nutrition Assistant PT	09/19/2023	10/13/2023
Laurie Zentner	Adams, B/G Custodian	10/05/2023	11/03/2023

**MODIFIED LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Lisa Draeger	Sand Creek, ParaEducator Elementary	09/21/2023	10/11/2023
Lorie Duffy	Sorteberg ECC, ParaEducator Spec Ed Cntr Base	07/20/2023	10/06/2023
Lynda Edelman-Hoecherl	Jackson Middle, Educ Office Prof School Year	09/26/2023	10/24/2023
Susan Hawley	Mississippi, ParaEducator Special Education	09/07/2023	10/17/2023
Brianna Mueller	Jefferson, A+ Site Leader full year	09/21/2023	10/31/2023
Karan J Murphy	Champlin Park High, ParaEducator Spec Ed Cntr Base	09/04/2023	10/13/2023
Barry Perreault	Northdale Middle, Teacher Media Specialist Secd	08/29/2023	03/01/2024
Tammy L Salmonson	Johnsville, ParaEducator Special Education	11/11/2022	10/09/2023
Patrick Showalter	ESC, B/G Maintenance Specialist	10/11/2022	10/11/2024
Becky Thronson	Oak View Middle, Teacher English	08/28/2023	03/08/2024
Mackenzie Wolff	ChamplinBrklynPk Academy, ParaEducator Special Education	09/11/2023	10/16/2023
Diane Zupfer	Wilson, Child Nutrition Assistant	09/29/2023	10/09/2023

## APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Elementary</b>					
Chierstan Burns	University Avenue, Teacher Grade 4	08/28/2023	Bachelors/11	1.0000	\$60,497
Robert McHugh	Hamilton, Teacher Phys Ed Elementary	09/25/2023	Bachelors+45/1	0.9037	\$43,931
Bridget VanLith	Jefferson, Teacher K5 Core Inst Support	09/25/2023	Bachelors/3	0.9037	\$41,263

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Secondary</b>					
This section returned no records					

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Special Education</b>					
Carla Carlson	Brookside, Teacher ABS (AcadBehav)	10/09/2023	Masters/13	0.8503	\$64,638
Casey Riecken	University Avenue, Teacher ABS (AcadBehav)	10/16/2023	Bachelors/5	0.8128	\$39,187
Jennifer Smithwick	Anoka Middle - FM, Teacher E/BD	09/05/2023	Bachelors/1	0.9786	\$44,133
Alison Stueber	Ramsey, Teacher ABS (AcadBehav)	10/09/2023	Masters/9	0.8503	\$58,624
Kristine Svedberg	Roosevelt Middle, Teacher ABS (AcadBehav) LTS	10/10/2023	Bachelors/2	0.1872	\$8,546

Name	Current or Most Recent Position	Effective Date	Days	Salary
<b>Administrative</b>				
Lora Swanson	ESC, Accountant Based on an annual salary of \$85,500 for 260 days	10/16/2023	185	\$60,837

## c. Cash Disbursements Report.

Fund No.	Description	Amount
	<b>Checks</b>	<b>\$ 10,773,496.63</b>
01	General	9,357,856.97
02	Food Service	409,576.17
04	Community Service	110,061.86
06	Building Construction	578,125.67
07	Bond & Interest K-12	-
20	Health-Self Insurance	317,875.96
21	Dental-Self Insurance	-
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	<b>Electronic Payments</b>	<b>\$ 20,590,844.40</b>
01	General	12,915,209.91
02	Food Service	170,921.55
04	Community Service	644,774.14
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	6,459,687.82
21	Dental-Self Insurance	283,781.45
22	Work. Comp.-Self Insurance	116,469.53
47	OPEB Debt Service	-
	<b>ACH Payments</b>	<b>\$ 4,999,235.42</b>
01	General	2,472,277.36
02	Food Service	63,753.25
04	Community Service	108,539.72
06	Building Construction	2,203,712.51

07	Bond & Interest K-12	-
20	Health-Self Insurance	141,555.58
22	Work. Comp.-Self Insurance	9,397.00
	<b>P-Card</b>	<b>\$ 230,054.62</b>
01	General	135,657.51
02	Food Service	5,246.87
04	Community Service	89,136.25
06	Building Construction	13.99
20	Health-Self Insurance	-
	<b>TOTAL DISTRICT</b>	<b>\$ 36,593,631.07</b>

**d. Cash Balance Report.**

ANOKA HENNEPIN DISTRICT NO. 11  
MONTHLY CASH BALANCES - FY24

	GENERAL 01-101	FOOD SERVICE 02-101	COMMUNITY SERVICE 04-101	BUILDING CONSTRUCTION 06-101 <sup>1</sup>	DEBT SERVICE 07-101	EMP BENE HEALTH 20-101	EMP BENE DENTAL 21-101	EMP BENE WORK COMP 22-101	OPEB DEBT SERVICE 47-101	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY23 Total All Balances (1 year ago comparison)
07/01/23	167,625,306	9,661,551	12,168,757	(2,844,745)	9,201,166	24,002,428	3,225,038	2,287,027	1,304,644	226,631,172	10,000,000	16,854,844	712,365	254,198,381	273,086,188
07/31/23	137,645,718	9,351,636	11,562,339	(619,251)	6,724,711	17,724,437	2,897,721	2,104,797	1,381,049	188,773,157	10,000,000	13,071,820	688,427	212,533,404	241,851,628
08/31/23	168,372,920	9,385,665	11,533,868	(2,681,823)	6,325,755	14,225,288	2,294,219	2,066,908	1,358,476	212,881,277	10,000,000	13,124,816	509,804	236,515,897	271,684,755
09/30/23	185,170,574	8,882,238	13,063,758	(4,131,880)	6,329,633	14,920,089	2,548,666	2,067,015	1,358,523	230,228,616	10,000,000	13,131,309	464,430	253,824,355	276,894,445
10/31/23										0				0	
11/30/23										0				0	
12/31/23										0				0	
01/31/24										0				0	
02/28/24										0				0	
03/31/24										0				0	
04/30/24										0				0	
05/31/24										0				0	
06/30/24										0				0	

<sup>1</sup> Building Construction Fund is negative because funds are transferred from the Building Construction investment account on a reimbursement basis.

**e. Donations**

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
09/27/23	3M Open Fund	CRHS	Boys Golf Athletics Use	General	250.00
09/22/23	AHEF	CRHS	AHEF-R Settls Planners for Students	General	500.00
09/26/23	AHEF	Anoka High School	AHEF-Purchase of student books	General	500.00
09/26/23	AHEF	Anoka High School	AHEF-Women's Empowerment Group Field Trips	General	500.00
09/26/23	AHEF	Jackson Middle School	AHEF- I Belong Student Materials	General	500.00
09/27/23	AHEF	Dayton Elementary	AHEF-Kindness Club-C.SaksaAHEFGrant	General	500.00
09/14/23	American Online Giving Foundation	University Ave ACES Elem	Supplies, etc.	General	132.12
09/15/23	American Online Giving Foundation	Hamilton Elementary	General Supplies	General	91.52
09/27/23	Andover Band Boosters Organization	Andover High School	Marching Band Arrangements	General	150.00
09/27/23	Andover Band Boosters Organization	Andover High School	Marching Band Arrangements	General	5,000.00
09/14/23	Andover Girls Soccer Booster Club	Andover HS	Girls Soccer program- Duluth Hotel Rms	General	2,846.01
09/26/23	Anoka Employee Club	Lincoln Elementary	School supplies for Students	General	150.00
09/28/23	Anoka Employees Club	Anoka MS for the Arts	non-instructional supplies & registrations	General	400.00
09/22/23	Anoka High School Band	Anoka Marching Band	Charter Bus to Marshall MN	General	1,975.00
09/28/23	Anoka High School Band	Anoka Marching Band	Charter Bus to Marchall MN	General	2,075.00
09/22/23	Anoka HS Dance Team Boosters	Anoka Dance Team	Kick Uniforms	General	2,951.80

09/20/23	AHEF	Champlin Park HS	AHEF-Women's Group Supplies	General	500.00
09/22/23	Blaine Youth Hockey	Blaine HS	Supplies for boys & girls cross country running teams	General	2,000.00
09/28/23	Bring Change 2 Mind	Champlin Park HS	Club Supplies	General	150.00
09/22/23	Champlin Park Baseball Association	Champlin Park HS	Work by Division 16	General	12,500.00
09/29/23	Champlin Park Girls Soccer Boosters	Champlin Park Athletics	Girls Soccer Coach-G.Garcia-ESA	General	4,866.86
10/03/23	Champlin Park HS Girls Soccer Boosters	Champlin Park HS	Charter Transportation to Duluth	General	2,050.00
09/20/23	Champlin Park Touchdown Club	Champlin Park Athletics	IFB coach- Greg Kapitzke Pt 2 salary only	General	4,000.00
09/20/23	Champlin Park Touchdown Club	Champlin Park Athletics	IFB coach- Greg Kapitzke Part 2 salary+	General	1,396.30
09/20/23	Coon Rapids Gridiron Club	CRHS	Zon Nienaber Football ESA	General	3,300.00
09/20/23	CPHS Boys Soccer Booster Club	Champlin Park HS	Charter to Duluth, MN	General	2,050.00
09/22/23	Diamond Metal Products, Inc.	Blaine HS	Materials for Metal Shop Club	General	2,000.00
09/15/23	Farrells Extreme Bodyshaping	Rum River Elementary	Speech Language Pathologist Supplies	General	500.00
09/26/23	Impacks Foundation	Andover Elementary	Classroom Supplies	General	170.00
10/03/23	Impacks Foundation	Brookside Elementary	General Supplies for the School	General	460.00
09/27/23	Koop Family Foundation	CRHS	Supplies to Support Students in need	General	1,000.00
09/28/23	Koop Family Foundation	Andover High School	General Instruct Supplies	General	1,000.00
09/15/23	Madison PTO	Madison Elementary	Gr 2 field trip admission grant	General	250.00
09/15/23	Madison PTO	Madison Elementary	Gr 3 transportation grant	General	191.00
09/15/23	Madison PTO	Madison Elementary	Gr 4 transportation grant	General	191.00
09/22/23	Madison PTO	Madison Elementary	Fitness Finder	General	301.95
09/22/23	Madison PTO	Madison Elementary	Gr 5 Bowling transportation	General	191.00
09/22/23	Madison PTO	Madison Elementary	Gr. K Pinehaven transportation	General	375.00
09/14/23	Mat Bandits Wrestling Club	Adams Elementary	Student Supplies Instructional	General	5,000.00
09/14/23	Mat Bandits Wrestling Club	Morris Bye Elementary	Leader in Me Program & Calming Space Materials	General	5,000.00
09/14/23	Monroe Elementary PRO	Monroe Elementary	Field Trips	General	1,000.00
09/14/23	Morris Bye Parent Teacher Organization	Morris Bye Elementary	Leader in Me Program & Calming Space Materials	General	8,000.00
09/15/23	Oxbow Creek PTO	Oxbow Creek Elem.	Furniture for Flex Space	General	9,983.82
09/29/23	Rum River Association of Families & Teachers	Rum River Elementary	Health Services Cots	General	2,350.00
09/29/23	Rum River Association of Families & Teachers	Rum River Elementary	Kindergarten Hallway Hooks	General	2,869.78
09/22/23	Steinwall INC.	CRHS Robotics	Team use competition entry fees & related	General	500.00
09/14/23	Target Corporation c/o CyberGrants	Champlin Park HS	Student Recognition	General	64.00

09/26/23	The Blackbaud Giving Fund	CBPS	Supplies for Student	General	20.00
09/26/23	The Blackbaud Giving Fund	Jackson Middle School	Student Materials	General	40.00
09/14/23	The Blackbaud Giving Fund by its agent, YourCause	Andover Elementary	Classroom supplies	General	41.00
09/14/23	The Blackbaud Giving Fund by its agent, YourCause	Andover Elementary	Classroom supplies	General	25.00
09/20/23	The Blackbaud Giving Fund by its agent, yourcause	Andover Elementary	Classroom Supplies	General	25.00
09/22/23	The Blackbaud Giving Fund by its agent, YourCause	Andover HS	General Instruct	General	20.00
09/22/23	The Blackbaud Giving Fund by its agent, YourCause	Blaine HS	General School Supplies	General	2.00
09/22/23	The Blackbaud Giving Fund by its agent, YourCause	Blaine HS	Supplies for Girls Tennis Team	General	200.00
09/14/23	The Blackbaud Giving Fund/Your Cause	OVMS	Student incentives & recognition	General	40.00
09/20/23	The Blackbaud Giving Fund/Your Cause	OVMS	Student incentives & recognition	General	40.00
09/15/23	The Connexus Energy Foundation *MATERIAL, EQUIPMENT OR LABOR DONATION	Pathways Transition Program	Instructional supplies	General	1,500.00
				TOTAL	\$ 94,685.16

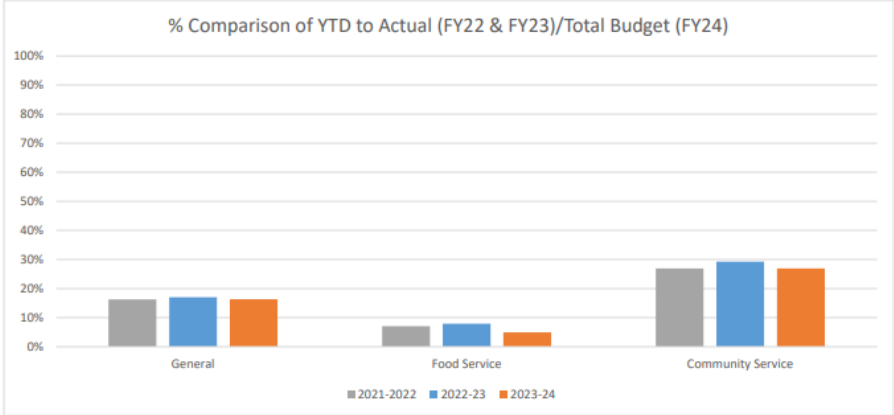
## SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
10/05/23	Cash Donation	Anoka High School	Anna Arnold Hedgeman Scholarship	Scholarship	55.00
09/21/23	Debban, Virg or Diane	Anoka High School	Class of '63 Scholarship	Scholarship	200.00
09/20/23	Fidelity Charitable	Anoka High School	Class of '63 Scholarship	Scholarship	500.00
10/05/23	Lindeke, Barbara	Anoka High School	Anna Arnold Hedgeman Scholarship	Scholarship	50.00
10/05/23	Lockett, Thoma & Mary Jo	Anoka High School	Anna Arnold Hedgeman Scholarship	Scholarship	30.00
09/22/23	National Philanthropic Trust	Champlin Park High School	CPHS Avid Soar Scholarship	Scholarship	4,000.00
10/05/23	The Trust Agreement of Ronald & Mary Beth Scavo	Anoka High School	Anna Arnold Hedgeman Scholarship	Scholarship	30.00
09/27/23	Watson, Patricia	Anoka High School	Class of '63 Scholarship	Scholarship	10.00
				SCHOLARSHIP TOTALS	<u>\$ 4,875.00</u>
				TOTAL DONATIONS	<u><u>99,560.16</u></u>

f. Monthly Revenue & Expenditures.

Anoka-Hennepin ISD #11  
Statement of Revenues  
For the month ended Sept 30, 2023

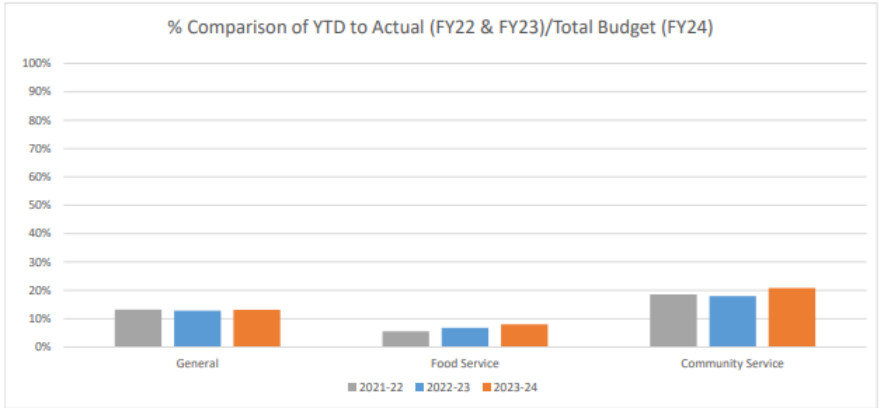
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-2022
General	27,265,618	101,020,256	617,825,830	16%	17%	16%
Food Service	685,990	1,329,255	26,803,221	5%	8%	7%
Community Service	3,653,481	7,457,719	27,718,687	27%	29%	27%
Building Construction <sup>1</sup>	6,494	97,549	20,000	488%	8538%	-4%
Debt Service	3,924	1,756,849	15,394,194	11%	16%	9%
Trust	-	-	750,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 31,615,506</b>	<b>\$ 111,661,628</b>	<b>\$ 688,511,932</b>	<b>16%</b>	<b>17%</b>	<b>16%</b>



<sup>1</sup>Conservative budgeting

Anoka-Hennepin ISD #11  
Statement of Expenditures  
For the month ended Sept 30, 2023

Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2023-24	2022-23	2021-22
General						
Salaries & Benefits	37,095,381	49,737,308	498,124,467	10%	10%	10%
Purchased Services	2,285,522	6,272,207	57,920,406	11%	11%	8%
Supplies	3,031,437	10,462,309	25,741,355	41%	36%	42%
Capital Expenditures	4,553,551	13,158,180	25,118,614	52%	33%	67%
Other Exp & Transfers	181,313	653,307	4,058,066	16%	17%	22%
<b>Total General Fund</b>	<b>\$ 47,147,205</b>	<b>\$ 80,283,311</b>	<b>\$ 610,962,908</b>	<b>13%</b>	<b>13%</b>	<b>13%</b>
Food Service	1,005,079	1,958,002	24,429,676	8%	7%	6%
Community Service	2,471,576	5,701,168	27,419,770	21%	18%	19%
Building Construction	2,625,678	3,894,479	8,850,000	44%	19%	-4%
Debt Service	-	4,152,151	15,444,303	27%	28%	29%
Trust	-	-	750,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 53,249,537</b>	<b>\$ 95,989,112</b>	<b>\$ 687,856,657</b>	<b>14%</b>	<b>13%</b>	<b>13%</b>



g. Approved Fund Balance Policy 714.0

- h.** Approved Bid #24011B-McKinley ES DVAC Replacement-Phase 2.
  - i.** Approved City of Coon Rapids Ice Lease Agreement.
  - j.** Approved City of Coon Rapids Lock Room Space Agreement.
  - k.** Approved City of Champlin Ice Forum Lease Agreement.
  - l.** Approved City of Champlin Ice Forum Locker Room Lease for girls Hockey.
  - m.** Approved City of Champlin Ice Forum Locker Room Lease for Boys Hockey.
  - n.** Approved Anoka Area Ice Arena Lease Agreement.
  - o.** Approved National Sports Center Super Rink Ice Lease Agreement for Blaine High School Girls Hockey.
  - p.** Approved National Sports Center Super Rink Ice Lease Agreement for Blaine High School Boys Hockey.
  - q.** Approved National Sports Center Super Rink Ice Lease Agreement for Coon Rapids High School Boys Hockey.
  - r.** Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed.

The School Board received testimony from John Wolhaupter, Nichol Michels, Amber Delliger, Howard Dotson, Michele Weitzel, Steve Kalina, Lindsay Bednar and David Thompson.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. The district will be in attendance in support of the City of Anoka's Anti-Crime Commission at their annual meeting on Tuesday, Oct. 24. This is a community based partnership organization that makes a positive impact for safety. Anoka High School principal Mike Farley and Anoka Middle School for the Arts principal Tom Hagerty serve on the board of directors for the Anoka Anti-Crime Commission. Ensuring strong and clear communication with the 13 cities that comprise Anoka-Hennepin Schools is essential to maximizing our impact for students. Last week our district hosted city managers from Andover, Blaine, Brooklyn Park, Coon Rapids, Dayton and Ramsey for information sharing regarding current and future development and other items of interest. The session was beneficial for all involved and the district and area city leaders are making plans to hold similar meetings in the future. Anoka-Hennepin is seeking community members to join the district's Elementary English Language Arts or ELA Review Committee. The purpose of this committee is to analyze current student achievement data relative to state standards, and study best practices and research based on the science of reading using the recently adopted READ Act legislation as a guide. Results and recommendations from the committee will be used to inform next steps for an ELA curriculum pilot. The application deadline is November 1<sup>st</sup>, and the forms are posted online at ahschools.us. The Andover High School boys' and girls' soccer teams both won their section tournaments to earn a trip to the state tournament. The Huskies boy soccer team defeated Centennial High School in the section final and will make their second straight and fifth overall appearance in the MSHSL State Boys Soccer Tournament. The Huskies will face #2 seed Maple Grove on Thursday, Oct. 26 at 7:30 p.m. at Kuhlman Field in Edina. The Andover High School girls' soccer team earned their fourth berth to the state tournament in school history, the first since 2017, with a 1-0 victory in the section final over Centennial High School. Andover drew the number four seed and will face Eagan on Tuesday, Oct. 24 at 7:30 p.m. at White Bear Lake High School. Playoffs for Minnesota football teams begin this week with Andover drawing the top seed in their section and receiving a bye in the first round. The Huskies will face the winner of Cambridge/Isanti vs. St. Francis on Saturday, Oct. 28 at 1 p.m. at Andover High School. Six A division games begin on Friday, Oct. 27 with East Ridge at Anoka, Blaine at Rosemount, Champlin Park at Shakopee and Coon Rapids at Lakeville North. Good luck teams. The Anoka-Hennepin School board will have three seats on the ballot in the upcoming election on Tuesday, Nov. 7. The mnvotes.org website is a helpful resource to answer questions about voter registration, absentee voting, polling locations, candidate information and more. Thanks to all who take the time to get informed and vote.

Becky Brodeur, associate superintendent for middle schools, and Paige Dopp, special education program supervisor identified the need to rename the Franklin Elementary School facility with the relocation of the Bridges and Pathways program to that facility starting next school year. A committee was formed to provide options for board consideration and presented the name Two Rivers Transition Program at Franklin as the preferred option. The board will review and consider approval at a future meeting.

Becky Brodeur, associate superintendent of middle schools; Joel Young, principal, Jackson Middle School; and Tom Shaw, principal, Roosevelt Middle School presented middle school transition for sixth-grade students on the first day of school. Through the proposal, sixth-grade students would attend the first day to follow a program to ease the transition to their new school leading to academic and social success. The board will consider approval at an upcoming meeting.

Dr. Joel VerDuin, chief technology and information officer, shared information with the School Board about Oct. 1 enrollment numbers in the Anoka-Hennepin School District. VerDuin said K-12 enrollment continues to grow, up by 171 students over last year. Enrollment at the five traditional high schools increased by 231 students, with Blaine High School registering 3,139 students as the largest high school in the district. Enrollment at the Secondary Technical Education Program (STEP) totaled 1,134 students, about 8-10 percent of the enrollment of their home high school. The data in the report is important for district budgeting and planning purposes.

Chair Anderson suspended the meeting at 8:20 p.m. requesting a recess to research the cause of a gas-like odor in the board chambers. The Anoka-Champlin Fire Department responded to Sandburg Education Center and determined the building was safe to re-enter. Agenda items that were not able to be covered Oct. 23 will be resumed and added to the agenda for the next regularly scheduled School Board meeting Monday, Nov. 13.

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Jeff Simon, Clerk  
Anoka-Hennepin Independent School District No. 11

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Marci Anderson, Chair

Prepared by: Debbie Koffski, CPS  
Recorder

Approved: \_\_\_\_\_

## APPENDIX B

20231113

1

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

**RETIREMENTS**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Cynthia Davis	Roosevelt Middle, ParaEducator Spec Ed Cntr Base	06/06/2024
Eric Huebner	Oak View Middle, B/G Building Supervisor	12/22/2023
Randall Sveningson	ESC, B/G Maintenance Spec Woodshop	07/31/2024
Kim P Thole	ESC, Teacher SA-QComp Peer Eval	06/07/2024
Colleen Wawers	ESC, Educ Office Prof	01/31/2024

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Madeline Benson	Anoka Middle - FM, Teacher ABS (AcadBehav)	11/01/2023
Cheryl Chandler-Smith	Champlin Park High, Teacher Counselor	11/10/2023
Ramona Tran	ESC, Recruit Retention Specialist	11/03/2023

## APPENDIX B

20231113

1

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

## LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Kristin M Baden	Verndale, Teacher EC/SE Stretch Calendar	07/01/2023	06/29/2029
Katharine Borg	Oxbow Creek, Teacher SLD	11/03/2023	02/23/2024
Caitlin Burns	Sand Creek, Teacher SA-Coach Literacy Spec	11/07/2023	01/29/2024
Norma Cederstrand	ESC - Transportation, ParaEducator Bus	09/29/2023	10/17/2023
Patricia Engren	Brookside, A+ Site Leader full year	10/10/2023	11/13/2023
Mackenna Fredericksen	Morris Bye, Teacher Grade 4	10/17/2023	12/22/2023
Ashlea Garrison	ESC-Special Ed, Teacher Psychologist	10/23/2023	11/27/2023
Wade Grabow	Anoka High, Teacher ABS (AcadBehav)	11/29/2023	12/22/2023
Julie D Griffin	Coon Rapids High, ParaEducator Secondary	10/23/2023	01/12/2024
Lisa Iverson	Compass - Bell Building, Child Nutrition Site Supv	10/02/2023	10/27/2023
Jacqueline Johnson	Anoka Middle - FM, Teacher Art Secondary	11/17/2023	12/22/2023
Marla Kohl	Anoka High, Teacher American Sign Language	07/01/2024	06/29/2029
Kathryn Merriam	Coon Rapids Family Center - Eval Team, Teacher SLD	10/30/2023	11/10/2023
Chris Mertesdorf	ESC, B/G Maintenance Spec Maint	10/13/2023	04/17/2024
Taralyn Patterson	Wilson, Teacher Grade 3	10/16/2023	12/22/2023
Jaline Root	Sorteberg ECC, Para Sped ECSE center base	10/12/2023	11/13/2023
Cheryl Skluzacek	Monroe, ParaEducator Elementary	10/26/2023	12/13/2023
Regina Watson	ESC, Administrative Assistant	11/03/2023	12/11/2023

## MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
John Borene	Champlin Park High, ParaEducator Technology	09/04/2023	11/10/2023
Jamie Costello	Oxbow Creek, Teacher E/BD	09/15/2023	10/18/2023
Lynda Edelman-Hoecherl	Jackson Middle, Educ Office Prof School Year	09/26/2023	01/22/2024
Susan Elliott	Eisenhower, Teacher Grade 4	10/09/2023	11/06/2023
Abigail J Fonken	Blaine High, Teacher SLD	06/21/2023	11/10/2023
John Gerding	Roosevelt Middle, Teacher ASD (AutismSpectrum)	07/08/2023	06/30/2024
Susan Hawley	Mississippi, ParaEducator Special Education	09/07/2023	10/27/2023
Brianna Mueller	Jefferson, A+ Site Leader full year	09/21/2023	11/07/2023
Debra Nelson	Coon Rapids High, ParaEducator Spec Ed Cntr Base	09/25/2023	12/06/2023
Mary Stradal	Ramsey, ParaEducator Special Education	09/19/2023	11/29/2023
Joanne Taylor	McKinley, ParaEducator Special Education	09/13/2023	12/15/2023
Kelly Tokay	Jefferson, Teacher SA-Tal Devl	12/13/2022	12/13/2024

## APPOINTMENTS

20231113

1

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

This section returned no records

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

Devon Johnson	Northdale Middle, Teacher Media Specialist LTS	10/17/2023	Masters+60/24	0.4492	\$41,646
Jessica McDonald	Anoka Middle - FM, Teacher Social Studies LTS	10/12/2023	Bachelors/2	0.2513	\$11,476
Ethan Scheibe	Blaine High, Teacher English	11/08/2023	Bachelors/1	0.7433	\$33,522

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
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**Special Education**

Michelle Aldinger	ESC-Special Ed, Teacher Nurse	08/28/2023	Masters/15	1.0000	\$78,926
Justin Johnson	Anoka Middle - FM, Teacher ABS (AcadBehav)	08/28/2023	Bachelors+15/10	1.0000	\$61,280
Debra Settambri	Hoover, Teacher SLD	11/01/2023	Masters/13	0.7594	\$57,727
Caitlin Smith	Sorteberg ECC, Teacher EC/SE	10/09/2023	Bachelors/1	0.8503	\$38,345

Name	Current or Most Recent Position	Effective Date	Days	Salary
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**Administrative**

William Hill	Champlin Park High, Asst Principal High School Based on an annual salary of \$112,726 for 260 days	10/20/2023	181	\$78,474
Amy Warren	ESC, Administrative Assistant Based on an annual salary of \$63,234 for 260 days	11/27/2023	155	\$37,697



# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 11/13/2023

**CLASSIFICATION:** Input/Action

**AUTHOR:** Becky Brodeur, Associate Superintendent of Middle Schools, Student Services and Special Education.

**SUBJECT:** Recommendation to name Transition Program located in Anoka, MN

**PURPOSE:**

School board policy 809.0 requires the district to convene a team to propose a name for the transition program facility, formerly Franklin Elementary School, located in Anoka, MN

**BACKGROUND:**

The site currently named Franklin Elementary School was closed as an elementary school site beginning in the 2023 - 2024 school year. Renovations and additions to the school have allowed the district to combine special education transition programming for students age 18-22 from both sites, Bridges and Pathways, into the Franklin school facility.

Due to the change in function of this site, a new building name needs to be established.

**CONSIDERATIONS:**

A team of vested stakeholders, including parents, students, and staff, convened to recommend a name for the facility as is established in Anoka-Hennepin School Board policy 809.0. Three names were moved forward for consideration during this process:

- Two Rivers Transition Program at Franklin
- Franklin Transition Program
- L.I.F.E Transition Program at Franklin; Learning Independence for Future Empowerment

The transition program naming committee sought additional feedback from the community on the final three names before making the final recommendation.

**NEXT STEPS:**

The committee's recommendation is to name the transition program Two Rivers Transition Program at Franklin and to ask the board for action at the November 13, 2023 board meeting.



# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** October 23, 2023

**CLASSIFICATION:** Input/Decision

**AUTHORS:** Becky Brodeur, Associate Superintendent

**SUBJECT:** Middle School Transition Day; 6th grade only first day of school

**PURPOSE:**

To provide increased support to students as they transition from elementary school to middle school through the expansion of the secondary transition first day of school for freshman only in Anoka-Hennepin high schools to include a sixth grade only first day of school at middle schools. A 6th grade only first day of school will help ensure successful transition to middle school for students with the goal of lowering stress and anxiety and increasing access to transition activities to all students.

**BACKGROUND:**

Anoka-Hennepin provides transition days for kindergarten and 9th grade students on the first day of school. There are currently many events and programs to help support successful transition to middle school in Anoka-Hennepin middle schools. One such program is WEB (Where Everybody Belongs) transition programs prior to the start of the school year each August. A 6th grade only first day of school would allow the middle school to build on that programming and expand transition activities to provide an even better experience. By making a change, our middle schools could also provide a similar transition opportunity for centerbased special education programs and other students requiring additional transition time at the beginning of the year.

**RECOMMENDATION**

Consider a different structure by hosting a 6th grade only first day of school.

**NEXT STEPS:**

If approved for consideration the middle school principals would begin planning the structure for the first day of school for 6th graders and how our current transition activities could be modified. In addition, special planning would be required for AMSA as they have a 6th grade only campus at Washington and students transition to the Fred Moore campus for 7th and 8th grade.

## ICE RINK CONTRACT

This ice facility use agreement is made and entered into this 13 day of October, 2023, between the **Fogerty Ice Arena**, herein after referred to as (PROVIDER) and the **Anoka-Hennepin School District**, a tax-exempt entity, herein after referred to as (USER). PROVIDER and USER agree to the following use of an ice skating facility located at 9250 Lincoln St. NE, Blaine, MN 55434, for the **2023-2022<sup>4</sup> Hockey Season**.

1. SCHEDULE OF TIME: PROVIDER agrees to make ice time available to the USER at the time and dates shown on the attached ice use schedule for one of USER'S high schools. Such schedule may be amended from time to time upon the written agreement of both parties' representatives.
  
2. RATES: USER agrees to pay the following rates for ice and arena usage:
  - a. \$ 240 Prime Ice Hourly Rate
  - b. \$ 240 Non Prime Hourly Rate
  - c. \$ See Attached sheet Arena Rental Fee for Games.  
 (Note: do not include hourly ice charge in the arena rental fee for games. Include the charge for game ice time along with other ice time hourly rate charges)
  - d. 50 % PROVIDER Share of the proceeds of the Net Gate Receipts.
  
3. PRIME HOURS: Prime and Non-Prime Hours are described in the attached ice use schedule.
  
4. SERVICES: PROVIDER agrees to provide a useable ice surface, secure and clean locker facilities, parking facilities and, on the day of games, arena seating for spectators. In addition, on game dates, PROVIDER shall provide appropriate management, ticket seller(s), time/score keeper(s), Zamboni driver(s) and security personnel as needed and any cleanup/maintenance staff required by PROVIDER. Appropriate staffing will be determined by agreement between the PROVIDER and the high school activity director.
  
5. PAYMENTS AND REMISSION OF GATE RECEIPTS: PROVIDER shall bill USER by submitting an itemized list of hourly practice and game ice usage to the high school which utilized the ice time. In addition, PROVIDER shall submit a full and complete accounting of the total gate receipts received by PROVIDER and pay to the school district an amount equal to the total gate receipts minus the arena rental fee and minus their percentage share of net gate receipts set forth in Section 2.d above or, if the gate receipts are less than the arena rental fee, bill USER the amount necessary to cover the arena rental fee.

AHC1557

Documentation of the gate receipts will be provided on the attached Gate Receipt Worksheet and will be calculated to include the value of the punch tickets presented at the gate.

Upon proper billing and documentation, USER will promptly pay PROVIDER, any required deposits and an amount equal to the number of hours of practice and game ice usage at the rate agreed to. The billing will include Gate Receipt Worksheets for any game(s) conducted during the billing period. If the School's share on the Gate Receipt Worksheet(s) is a positive amount, the PROVIDER shall remit that amount as a payment to the school. If the School's share on the Gate Receipt Worksheet is a negative amount, the PROVIDER shall submit that amount as a bill.

6. CANCELLATIONS: PROVIDER may cancel this agreement for any material default by the USER in the terms of this agreement. PROVIDER may also reschedule the dates or times of the scheduled ice usage upon five days written notice to the USER. PROVIDER shall not be held responsible for the cancellation of ice time for reasons beyond the reasonable control of PROVIDER, its agents or employees, such as but not limited to equipment failure, loss of power, severe weather or acts of God. In the event of such an occurrence, PROVIDER will attempt to reschedule USER'S ice times or USER may cancel and promptly receive a return of any fees paid.
7. ASSIGNMENT: If scheduled ice-time cannot be used by the USER, they shall promptly notify the PROVIDER in writing and the PROVIDER will attempt to reassign that time to another group. If the time cannot be assigned to another group, the USER will pay the charged for their scheduled time.
8. RULES AND REGULATIONS: USER agrees to use the facilities according to the Rules and Regulations of PROVIDER which will be adopted and posted from time to time within the facility
9. SIGNAGE: USER recognizes that it does not have rights to post any signs without the express written consent of PROVIDER and any signs so consented shall conform to and be consistent with the sign usage policy of PROVIDER.
10. LIABILITY: USER acknowledges that PROVIDER has not asserted or accepted any responsibilities for supervision, security or control of USER'S property or activities. USER shall be solely responsible to provide security for its equipment kept on the premises and shall be solely responsible to provide supervision of its students, staff and spectators, on and off the ice. PROVIDER shall be solely responsible for the actions of its employees and agents as provided in Article 4.

USER assumes all risks of personal injury arising from its usage of the facilities or any part connected or contiguous thereto which result from an act or failure to act on the part of the USER or others over whom it has supervisory responsibility. USER assumes responsibility for damages to the property of PROVIDER arising out of the negligence of USER under its performance of this agreement. PROVIDER will notify the USER of any damages and allow the USER a reasonable opportunity to review the damage before repairs are made. PROVIDER is responsible for the repair or replacement of PROVIDER'S property and will invoice the USER for the damages. USER'S obligation shall be to reimburse to PROVIDER the cost of labor and replacement of like-kind and quality equipment.

PROVIDER agrees to indemnify and hold harmless USER from and against all claims, costs, expenses (including attorney fees) and liabilities of whatever nature arising from (i) any negligent or wrongful act or omission of PROVIDER, its licensees, agents, or employees; or (ii) arising from any accident, injury, including death, or damage to any person or property occurring on the premises and caused by the negligence or other wrongful conduct of PROVIDER, excluding claims arising from USER'S performance under this agreement.

USER agrees to indemnify and hold harmless PROVIDER from and against all claims, costs, expenses (including attorney fees) and liabilities of whatever nature arising from (i) any negligent or wrongful act or omission of USER, its licensees, agents, or employees; or (ii) arising from any accident, injury, including death, or damage to any person or property occurring on the premises and caused by the negligence or other wrongful conduct of USER, excluding claims arising from PROVIDER'S performance under this agreement.

INSURANCE: Both USER and PROVIDER shall maintain liability insurance against claims for bodily injury, death or property damage occurring on or about the ice arena. Such insurance shall be written on an occurrence basis with a combined single limit of not less than \$1,000,000 per occurrence. If the insurance policy is written on a "claims-made basis", the party will maintain coverage for a minimum of three years past the expiration of this agreement. The retroactive date of the policy shall be indicated on the certificate of insurance outlining coverage.

In addition, both parties shall name the other party as an additional insured with respect to its own operations on said policies of insurance. Both parties will maintain all workers compensation insurance required by law.

THIS CONTRACT AND ANY ATTACHED SCHEDULES OR SIGNED ADDENDUMS CONSTITUTES THE ENTIRE AGREEMENT BETWEEN PROVIDER AND USER. THE UNDERSIGNED USER AGREES TO PURCHASE ALL HOURS OUTLINED IN THE ATTACHMENT. NO PROVISION OF THIS

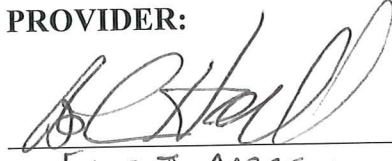
AGREEMENT MAY BE CHANGED, WAIVED OR TERMINATED UNLESS  
DONE IN WRITING AND EXECUTED BY BOTH PROVIDER AND USER.

**USER:**

\_\_\_\_\_   
Anoka-Hennepin School District #11

Date: \_\_\_\_\_

**PROVIDER:**

  
\_\_\_\_\_   
Fidelity Aiena

Date: 10/13/2023

# Fogerty Arena High School Game Gate Report

Game #: B1

Date:	Scheduled Start Time:	JV:
Team BHS vs		Varsity:
	Gender:	

Summary of Ticket Sales

**Adult**

Total	<u>0</u>	Sold @ \$6.00	<u>\$0.00</u>
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**Students/Seniors**

Total	<u>0</u>	Sold @ \$4.00	<u>\$0.00</u>
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**Promotional tickets**

Total	<u>          </u>	Sold @ \$4.00	<u>\$0.00</u>
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Total Gate Receipts	<u>\$0.00</u>
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To Arena, Minimum Game Gaurantee*	<u>          </u>
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Subtotal (or Balance Due Arena)	<u>\$0.00</u>
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To Arena- Gate after Guarantee	50%	<u>\$0.00</u>
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To BHS- Gate after Guarantee	50%	<u>\$0.00</u>
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Less presale punchcard Total	\$ <u>-</u>
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BHS Share	<u>\$0.00</u>
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Rob Hall	
Arena Manager	

\*Minimum game charges for the 2022-23 season;  
 Double Header JV/Varsity (with 2 guards & 2 cops) -\$1650  
 Double Header JV/Varsity (with 2 guards & 1 cop) - \$1365  
 Double Header JV/Varsity (with 2 guards) - \$1080  
 Double Header JV/Varsity (with 1 guard) - \$880  
 Double Header JV/Varsity (no guard) - \$680  
 Varsity (Only tickets) - \$340.00  
 Varsity (Only no tickets) - \$286.00

\*\*Complete season summaries for BHS will be sent out immediately following the last game of the each month along with a check for your share of the receipts, or an invoice for the amount due , if your gate totals did not cover the minimum game chargers.

## Blaine High School Gate Report Addendum

### Summary Senior Activity

# of Seniors \_\_\_\_\_ @ \$4.00                      50% \$ \_\_\_\_\_ -

Total value of Senior activity: \$ \_\_\_\_\_ - Deduction

**The total value of the card, passes and Senior activity shall be subtracted from the BHS share due to the fact the monies generated by the advanced sale of the cards goes directly to BHS.**

### Deposit Information

Total value of thicketts sold	\$0.00
Less Seniors total	\$0.00
CC Deposit	_____
Net bank deposit	\$0.00

**BHS Boys Game**  
 12555 University Ave NE  
 Minneapolis, MN 55434-2108



**Fogerty Arena**  
 9250 Lincoln St NE  
 Blaine, MN 55434  
 (763) 780-3328

**Account Schedule**

**10/17/2023 - 3/30/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
12/2/2023	Sat	Fogerty	Fogerty South	Hockey-Game	12:50 PM	5:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Lakeville South											
12/12/2023	Tue	Fogerty	Fogerty South	Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Holy Angels											
12/14/2023	Thu	Fogerty	Fogerty South	Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Rogers											
12/19/2023	Tue	Fogerty	Fogerty South	Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boy vs Forest Lake (Youth Night)											
12/21/2023	Thu	Fogerty	Fogerty South	Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Lakeville North											
12/30/2023	Sat	Fogerty	Fogerty South	Hockey-Game	10:50 AM	3:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Duluth East											
1/6/2024	Sat	Fogerty	Fogerty South	Hockey-Game	12:50 PM	5:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Maple Grove											
1/13/2024	Sat	Fogerty	Fogerty South	Hockey-Game	12:50 PM	5:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Centennial											
1/25/2024	Thu	Fogerty	Fogerty South	Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Anoka (Parents Night)											
2/1/2024	Thu	Fogerty	Fogerty North	Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Coon Rapids (Teacher Night)											
2/8/2024	Thu	Fogerty	Fogerty South	Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Andover											
2/10/2024	Sat	Fogerty	Fogerty South	Hockey-Game	12:50 PM	5:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Boys vs Elk River											



**BHS Boys Practice**  
 12555 University Ave NE  
 Minneapolis, MN 55434-2108

**Fogerty Arena**

9250 Lincoln St NE  
 Blaine, MN 55434  
 (763) 780-3328

**10/17/2023 - 3/30/2024**

**Account Schedule**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
11/13/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
11/13/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
11/14/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:40 PM	1.67	\$240.00	\$0.00	\$0.00	\$400.01
Schedule Notes: BHS Boys Varsity											
11/15/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
11/15/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
11/16/2023	Thu	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
11/16/2023	Thu	Fogerty	Fogerty South	Hockey-BHS Boys	4:10 PM	5:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
11/20/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
11/21/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
11/21/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
11/22/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	11:40 AM	12:40 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys JV											
11/22/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	12:50 PM	1:50 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
11/22/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	2:00 PM	3:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
11/24/2023	Fri	Fogerty	Fogerty South	Hockey-BHS Boys	8:00 AM	9:00 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/27/2023	Mon	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											

**BHS Boys Practice**  
 12555 University Ave NE  
 Minneapolis, MN 55434-2108



**Fogerty Arena**  
 9250 Lincoln St NE  
 Blaine, MN 55434  
 (763) 780-3328

**10/17/2023 - 3/30/2024**

**Account Schedule**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
12/18/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
12/20/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
12/20/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys JV											
12/22/2023	Fri	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
12/22/2023	Fri	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
12/27/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	11:40 AM	12:40 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys JV											
12/27/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	12:50 PM	1:50 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
12/27/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	2:00 PM	3:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
12/28/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Boys	12:50 PM	1:50 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
12/28/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Boys	2:00 PM	3:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
12/28/2023	Thu	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys JV											
12/29/2023	Fri	Fogerty	Fogerty South	Hockey-BHS Boys	12:40 PM	1:40 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
12/29/2023	Fri	Fogerty	Fogerty South	Hockey-BHS Boys	1:50 PM	2:50 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
12/29/2023	Fri	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys JV											

**BHS Boys Practice**  
 12555 University Ave NE  
 Minneapolis, MN 55434-2108



**Fogerty Arena**  
 9250 Lincoln St NE  
 Blaine, MN 55434  
 (763) 780-3328

**10/17/2023 - 3/30/2024**

**Account Schedule**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
1/13/2024	Sat	Fogerty	Fogerty South	Hockey-BHS Boys	9:10 AM	10:10 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
1/15/2024	Mon	Fogerty	Fogerty South	Hockey-BHS Boys	1:50 PM	2:50 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
1/15/2024	Mon	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
1/16/2024	Tue	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:40 PM	1.67	\$240.00	\$0.00	\$0.00	\$400.01
Schedule Notes: BHS Boys Varsity											
1/17/2024	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
1/19/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
1/20/2024	Sat	Fogerty	Fogerty North	Hockey-BHS Boys	12:10 PM	1:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
1/20/2024	Sat	Fogerty	Fogerty North	Hockey-BHS Boys	1:20 PM	2:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys JV											
1/22/2024	Mon	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
1/24/2024	Wed	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
1/26/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
1/29/2024	Mon	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
1/30/2024	Tue	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
1/30/2024	Tue	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											

**BHS Boys Practice**  
 12555 University Ave NE  
 Minneapolis, MN 55434-2108



**Fogerty Arena**  
 9250 Lincoln St NE  
 Blaine, MN 55434  
 (763) 780-3328

**10/17/2023 - 3/30/2024**

**Account Schedule**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
2/17/2024	Sat	Fogerty	Fogerty North	Hockey-BHS Boys	7:30 AM	8:30 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/19/2024	Mon	Fogerty	Fogerty North	Hockey-BHS Boys	2:40 PM	4:10 PM	1.50	\$240.00	\$0.00	\$0.00	\$360.00
Schedule Notes: BHS Boys Varsity											
2/20/2024	Tue	Fogerty	Fogerty North	Hockey-BHS Boys	2:00 PM	3:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/21/2024	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
2/21/2024	Wed	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/22/2024	Thu	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
2/22/2024	Thu	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/23/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Boys	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
Schedule Notes: BHS Boys Varsity											
2/23/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Boys	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/26/2024	Mon	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/26/2024	Mon	Fogerty	Fogerty South	Hockey-BHS Boys	4:10 PM	5:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/27/2024	Tue	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/27/2024	Tue	Fogerty	Fogerty South	Hockey-BHS Boys	4:10 PM	5:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											
2/28/2024	Wed	Fogerty	Fogerty South	Hockey-BHS Boys	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Boys Varsity											



**BHS Girls Game**  
12555 University Ave NE  
Minneapolis, MN 55434-2108

## Fogerty Arena

9250 Lincoln St NE  
Blaine, MN 55434  
(763) 780-3328

## Account Schedule

**10/17/2023 - 3/30/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
11/14/2023	Tue	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Elk River (Youth Night)											
11/16/2023	Thu	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Woodbury											
12/5/2023	Tue	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Rogers											
12/14/2023	Thu	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Holy Angels											
12/16/2023	Sat	Fogerty	Fogerty	North Hockey-Game	11:50 AM	4:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Andover											
12/19/2023	Tue	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Lakeville South											
12/23/2023	Sat	Fogerty	Fogerty	North Hockey-Game	10:50 AM	3:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Forest Lake (Parent Night)											
1/4/2024	Thu	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Champlin Park/Coon Rapids											
1/11/2024	Thu	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Wayzata											
1/16/2024	Tue	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Armstrong/Cooper (Teacher Appreciation & Sponsor Night)											
1/23/2024	Tue	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Maple Grove											
1/27/2024	Sat	Fogerty	Fogerty	North Hockey-Game	4:50 PM	9:10 PM	4.33	\$240.00	\$0.00	\$0.00	\$1,039.99
Schedule Notes: BHS Girls vs Visitation (Senior Night)											
2/6/2024	Tue	Fogerty	Fogerty	North Hockey-Game	6:40 PM	9:10 PM	2.50	\$240.00	\$0.00	\$0.00	\$600.00
Schedule Notes: Possible Play In Game											
2/8/2024	Thu	Fogerty	Fogerty	North Hockey-Game	6:40 PM	9:40 PM	3.00	\$240.00	\$0.00	\$0.00	\$720.00
Schedule Notes: Possible quarterfinal Game											
2/10/2024	Sat	Fogerty	Fogerty South	Hockey-Game	6:30 PM	9:30 PM	3.00	\$240.00	\$0.00	\$0.00	\$720.00
Schedule Notes: Possible semi final Game											



**BHS Girls Practice**  
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 Minneapolis, MN 55434-2108

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**Account Schedule**

**10/17/2023 - 3/30/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
10/30/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
10/30/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
10/31/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
10/31/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/1/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
11/1/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/2/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
11/2/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/3/2023	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
11/3/2023	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty South	Hockey-BHS Girls	11:30 AM	12:30 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty North	Hockey-BHS Girls	12:10 PM	1:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty South	Hockey-BHS Girls	12:40 PM	1:40 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty North	Hockey-BHS Girls	1:20 PM	2:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty South	Hockey-BHS Girls	1:50 PM	2:50 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty North	Hockey-BHS Girls	2:30 PM	3:30 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty North	Hockey-BHS Girls	3:40 PM	4:40 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty South	Hockey-BHS Girls	4:10 PM	5:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty North	Hockey-BHS Girls	4:50 PM	5:50 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty South	Hockey-BHS Girls	5:20 PM	6:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/4/2023	Sat	Fogerty	Fogerty North	Hockey-BHS Girls	6:00 PM	7:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/6/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
11/6/2023	Mon	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/7/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
11/7/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/8/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
11/8/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
11/9/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01



**BHS Girls Practice**  
12555 University Ave NE  
Minneapolis, MN 55434-2108

## Fogerty Arena

9250 Lincoln St NE  
Blaine, MN 55434  
(763) 780-3328

## Account Schedule

**10/17/2023 - 3/30/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
12/15/2023	Fri	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:35 PM	1.58	\$240.00	\$0.00	\$0.00	\$379.99
12/18/2023	Mon	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: BHS Girls											
12/18/2023	Mon	Fogerty	Fogerty South	Hockey-BHS Girls	4:10 PM	5:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/20/2023	Wed	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:35 PM	1.58	\$240.00	\$0.00	\$0.00	\$379.99
12/21/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
12/22/2023	Fri	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:35 PM	1.58	\$240.00	\$0.00	\$0.00	\$379.99
12/26/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Girls	8:10 AM	9:10 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/26/2023	Tue	Fogerty	Fogerty North	Hockey-BHS Girls	9:20 AM	10:20 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/27/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	8:10 AM	9:10 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/27/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	9:20 AM	10:20 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/27/2023	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	10:30 AM	11:30 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/28/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Girls	8:10 AM	9:10 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/28/2023	Thu	Fogerty	Fogerty North	Hockey-BHS Girls	9:20 AM	10:20 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/29/2023	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	8:10 AM	9:10 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
12/29/2023	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	9:20 AM	10:20 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
1/1/2024	Mon	Fogerty	Fogerty South	Hockey-BHS Girls	12:40 PM	1:40 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
Schedule Notes: Skate with the Bengals											
1/2/2024	Tue	Fogerty	Fogerty South	Hockey-BHS Girls	8:00 AM	9:00 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
1/2/2024	Tue	Fogerty	Fogerty South	Hockey-BHS Girls	9:10 AM	10:10 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
1/2/2024	Tue	Fogerty	Fogerty South	Hockey-BHS Girls	10:20 AM	11:20 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
1/3/2024	Wed	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
1/5/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
1/8/2024	Mon	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01
1/10/2024	Wed	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
1/12/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	3:00 PM	4:10 PM	1.17	\$240.00	\$0.00	\$0.00	\$280.01



**BHS Girls Practice**  
 12555 University Ave NE  
 Minneapolis, MN 55434-2108

**Fogerty Arena**

9250 Lincoln St NE  
 Blaine, MN 55434  
 (763) 780-3328

**Account Schedule**

**10/17/2023 - 3/30/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
2/14/2024	Wed	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
2/15/2024	Thu	Fogerty	Fogerty South	Hockey-BHS Girls	3:00 PM	4:00 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
2/15/2024	Thu	Fogerty	Fogerty South	Hockey-BHS Girls	4:10 PM	5:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
2/16/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	3:10 PM	4:10 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
2/16/2024	Fri	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
2/19/2024	Mon	Fogerty	Fogerty North	Hockey-BHS Girls	4:20 PM	5:20 PM	1.00	\$240.00	\$0.00	\$0.00	\$240.00
2/20/2024	Tue	Fogerty	Fogerty North	Hockey-BHS Girls	9:20 AM	10:20 AM	1.00	\$240.00	\$0.00	\$0.00	\$240.00

Total Hours: 119.33      Sub Total: \$28,640.16  
 Tax: \$0.00  
 Total: \$28,640.16

## ICE RINK CONTRACT

This ice facility use agreement is made and entered into this 18 day of Oct., 2023 between the **Andover Community Center** herein after referred to as (PROVIDER) and the **Anoka-Hennepin School District**, a tax-exempt entity, herein after referred to as (USER). PROVIDER and USER agree to the following use of an ice skating facility located at 15200 Hanson Blvd. NW, Andover, MN 55304 for the 2023-2024 hockey season.

1. **SCHEDULE OF TIME:** PROVIDER agrees to make ice time available to the USER at the time and dates shown on the attached ice use schedule for one of USER'S high schools. Such schedule may be amended from time to time upon the written agreement of both parties' representatives.
  
2. **RATES:** USER agrees to pay the following rates for ice and arena usage:
  - a. \$ 255.<sup>00</sup> Prime Ice Hourly Rate
  - b. \$ 190.<sup>00</sup> Non Prime Hourly Rate
  - c. \$ 750/1250 Arena Rental Fee for Games.  
 (Note: do not include hourly ice charge in the arena rental fee for games. Include the charge for game ice time along with other ice time hourly rate charges)
  - d. 50 % PROVIDER Share of the proceeds of the Net Gate Receipts.
  
3. **PRIME HOURS:** Prime and Non-Prime Hours are described in the attached ice use schedule.
  
4. **SERVICES:** PROVIDER agrees to provide a useable ice surface, secure and clean locker facilities, parking facilities and, on the day of games, arena seating for spectators. In addition, on game dates, PROVIDER shall provide appropriate management, ticket seller(s), time/score keeper(s), Zamboni driver(s) and security personnel as needed and any cleanup/maintenance staff required by PROVIDER. Appropriate staffing will be determined by agreement between the PROVIDER and the high school activity director.
  
5. **PAYMENTS AND REMISSION OF GATE RECEIPTS:** PROVIDER shall bill USER by submitting an itemized list of hourly practice and game ice usage to the high school which utilized the ice time. In addition, PROVIDER shall submit a full and complete accounting of the total gate receipts received by PROVIDER and pay to the school district an amount equal to the total gate receipts minus the arena rental fee and minus their percentage share of net gate receipts set forth in Section 2.d above or, if the gate receipts are less than the arena rental fee, bill USER the amount necessary to cover the arena rental fee.

GIRLS  
\$750

BOYS  
\$1250

BOYS GET  
SHERIFF'S  
DEPUTIES

AHC1558

Documentation of the gate receipts will be provided on the attached Gate Receipt Worksheet and will be calculated to include the value of the punch tickets presented at the gate.

Upon proper billing and documentation, USER will promptly pay PROVIDER, any required deposits and an amount equal to the number of hours of practice and game ice usage at the rate agreed to. The billing will include Gate Receipt Worksheets for any game(s) conducted during the billing period. If the School's share on the Gate Receipt Worksheet(s) is a positive amount, the PROVIDER shall remit that amount as a payment to the school. If the School's share on the Gate Receipt Worksheet is a negative amount, the PROVIDER shall submit that amount as a bill.

6. CANCELLATIONS: PROVIDER may cancel this agreement for any material default by the USER in the terms of this agreement. PROVIDER may also reschedule the dates or times of the scheduled ice usage upon five days written notice to the USER. PROVIDER shall not be held responsible for the cancellation of ice time for reasons beyond the reasonable control of PROVIDER, its agents or employees, such as but not limited to equipment failure, loss of power, severe weather or acts of God. In the event of such an occurrence, PROVIDER will attempt to reschedule USER'S ice times or USER may cancel and promptly receive a return of any fees paid.
7. ASSIGNMENT: If scheduled ice-time cannot be used by the USER, they shall promptly notify the PROVIDER in writing and the PROVIDER will attempt to reassign that time to another group. If the time cannot be assigned to another group, the USER will pay the charged for their scheduled time.
8. RULES AND REGULATIONS: USER agrees to use the facilities according to the Rules and Regulations of PROVIDER which will be adopted and posted from time to time within the facility
9. SIGNAGE: USER recognizes that it does not have rights to post any signs without the express written consent of PROVIDER and any signs so consented shall conform to and be consistent with the sign usage policy of PROVIDER.
10. LIABILITY: USER acknowledges that PROVIDER has not asserted or accepted any responsibilities for supervision, security or control of USER'S property or activities. USER shall be solely responsible to provide security for its equipment kept on the premises and shall be solely responsible to provide supervision of its students, staff and spectators, on and off the ice. PROVIDER shall be solely responsible for the actions of its employees and agents as provided in Article 4.

USER assumes all risks of personal injury arising from its usage of the facilities or any part connected or contiguous thereto which result from an act or failure to act on the part of the USER or others over whom it has supervisory responsibility. USER assumes responsibility for damages to the property of PROVIDER arising out of the negligence of USER under its performance of this agreement. PROVIDER will notify the USER of any damages and allow the USER a reasonable opportunity to review the damage before repairs are made. PROVIDER is responsible for the repair or replacement of PROVIDER'S property and will invoice the USER for the damages. USER'S obligation shall be to reimburse to PROVIDER the cost of labor and replacement of like-kind and quality equipment.

PROVIDER agrees to indemnify and hold harmless USER from and against all claims, costs, expenses (including attorney fees) and liabilities of whatever nature arising from (i) any negligent or wrongful act or omission of PROVIDER, its licensees, agents, or employees; or (ii) arising from any accident, injury, including death, or damage to any person or property occurring on the premises and caused by the negligence or other wrongful conduct of PROVIDER, excluding claims arising from USER'S performance under this agreement.

USER agrees to indemnify and hold harmless PROVIDER from and against all claims, costs, expenses (including attorney fees) and liabilities of whatever nature arising from (i) any negligent or wrongful act or omission of USER, its licensees, agents, or employees; or (ii) arising from any accident, injury, including death, or damage to any person or property occurring on the premises and caused by the negligence or other wrongful conduct of USER, excluding claims arising from PROVIDER'S performance under this agreement.

INSURANCE: Both USER and PROVIDER shall maintain liability insurance against claims for bodily injury, death or property damage occurring on or about the ice arena. Such insurance shall be written on an occurrence basis with a combined single limit of not less than \$1,000,000 per occurrence. If the insurance policy is written on a "claims-made basis", the party will maintain coverage for a minimum of three years past the expiration of this agreement. The retroactive date of the policy shall be indicated on the certificate of insurance outlining coverage.

In addition, both parties shall name the other party as an additional insured with respect to its own operations on said policies of insurance. Both parties will maintain all workers compensation insurance required by law.

THIS CONTRACT AND ANY ATTACHED SCHEDULES OR SIGNED ADDENDUMS CONSTITUTES THE ENTIRE AGREEMENT BETWEEN PROVIDER AND USER. THE UNDERSIGNED USER AGREES TO PURCHASE ALL HOURS OUTLINED IN THE ATTACHMENT. NO PROVISION OF THIS

AGREEMENT MAY BE CHANGED, WAIVED OR TERMINATED UNLESS  
DONE IN WRITING AND EXECUTED BY BOTH PROVIDER AND USER.

**USER:**

\_\_\_\_\_  
Anoka-Hennepin School District #11

Date: \_\_\_\_\_

**PROVIDER:**

  
\_\_\_\_\_  
Andover Comm. Center/City of Andover

Date: 10.28.23



**AHS Girls Hockey**

2115 Andover Blvd NW  
Andover, MN 55304-3407

**Andover Community Center**

THS IS NOT A BILL.  
15200 Hanson Blvd NW  
Andover, MN 55304  
(763) 755-3238

**Account Schedule**

**10/30/2023 - 3/15/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
10/30/2023	Mon	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
10/30/2023	Mon	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
10/31/2023	Tue	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/1/2023	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/1/2023	Wed	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/2/2023	Thu	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/2/2023	Thu	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/3/2023	Fri	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/3/2023	Fri	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/6/2023	Mon	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/6/2023	Mon	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/7/2023	Tue	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/7/2023	Tue	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/8/2023	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/8/2023	Wed	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/9/2023	Thu	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/9/2023	Thu	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/10/2023	Fri	Andover	Ice Arena	AHS	3:00 PM	4:00 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/10/2023	Fri	Andover	Ice Arena	AHS	4:10 PM	5:10 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/11/2023	Sat	Andover	Ice Arena	AHS	8:10 AM	9:10 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/11/2023	Sat	Andover	Ice Arena	AHS	9:20 AM	10:20 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/13/2023	Mon	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/13/2023	Mon	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/14/2023	Tue	Andover	Ice Arena	AHS	4:50 PM	9:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs Benilde/SM											
11/15/2023	Wed	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/15/2023	Wed	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/16/2023	Thu	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50



**AHS Girls Hockey**  
 2115 Andover Blvd NW  
 Andover, MN 55304-3407

**Andover Community Center**

THS IS NOT A BILL.  
 15200 Hanson Blvd NW  
 Andover, MN 55304  
 (763) 755-3238

**Account Schedule**

**10/30/2023 - 3/15/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
11/16/2023	Thu	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/17/2023	Fri	Andover	Ice Arena	AHS	4:50 PM	9:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs Moorhead											
11/18/2023	Sat	Andover	Ice Arena	AHS	11:50 AM	4:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs Minnetonka											
11/20/2023	Mon	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/20/2023	Mon	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/21/2023	Tue	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/21/2023	Tue	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/22/2023	Wed	Andover	Sports Complex	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/22/2023	Wed	Andover	Sports Complex	AHS	9:45 AM	10:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/24/2023	Fri	Andover	Ice Arena	AHS	9:00 AM	10:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/24/2023	Fri	Andover	Ice Arena	AHS	10:45 AM	11:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/27/2023	Mon	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/27/2023	Mon	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/28/2023	Tue	Andover	Ice Arena	AHS	4:50 PM	9:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs Holy Family											
11/29/2023	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/29/2023	Wed	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
11/30/2023	Thu	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
11/30/2023	Thu	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/1/2023	Fri	Andover	Ice Arena	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/1/2023	Fri	Andover	Ice Arena	AHS	9:45 AM	10:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/2/2023	Sat	Andover	Ice Arena	AHS	11:50 AM	4:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs Armstrong											
12/4/2023	Mon	Andover	Ice Arena	AHS	9:00 AM	10:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50



**AHS Girls Hockey**  
2115 Andover Blvd NW  
Andover, MN 55304-3407

## Andover Community Center

THIS IS NOT A BILL.  
15200 Hanson Blvd NW  
Andover, MN 55304  
(763) 755-3238

## Account Schedule

**10/30/2023 - 3/15/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
12/4/2023	Mon	Andover	Ice Arena	AHS	10:45 AM	11:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/6/2023	Wed	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/6/2023	Wed	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/7/2023	Thu	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/7/2023	Thu	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/11/2023	Mon	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/11/2023	Mon	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/12/2023	Tue	Andover	Ice Arena	AHS	4:50 PM	9:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs Rogers											
12/13/2023	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/13/2023	Wed	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/15/2023	Fri	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/15/2023	Fri	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/18/2023	Mon	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/18/2023	Mon	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/19/2023	Tue	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/19/2023	Tue	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/20/2023	Wed	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/20/2023	Wed	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/21/2023	Thu	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/21/2023	Thu	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/21/2023	Thu	Andover	Ice Arena	AHS	6:00 PM	8:00 PM	2.00	\$255.00	\$0.00	\$0.00	\$510.00
12/22/2023	Fri	Andover	Ice Arena	AHS	4:50 PM	9:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: AHSG v Hill-Murray											
12/29/2023	Fri	Andover	Ice Arena	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
12/29/2023	Fri	Andover	Ice Arena	AHS	9:45 AM	10:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
12/30/2023	Sat	Andover	Ice Arena	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50



**AHS Girls Hockey**  
 2115 Andover Blvd NW  
 Andover, MN 55304-3407

**Andover Community Center**

THIS IS NOT A BILL.  
 15200 Hanson Blvd NW  
 Andover, MN 55304  
 (763) 755-3238

**Account Schedule**

**10/30/2023 - 3/15/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
1/1/2024	Mon	Andover	Sports Complex	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/1/2024	Mon	Andover	Sports Complex	AHS	9:45 AM	10:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/2/2024	Tue	Andover	Sports Complex	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/2/2024	Tue	Andover	Sports Complex	AHS	9:45 AM	10:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/3/2024	Wed	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/3/2024	Wed	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/4/2024	Thu	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/4/2024	Thu	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/5/2024	Fri	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/5/2024	Fri	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/6/2024	Sat	Andover	Sports Complex	AHS	11:50 AM	1:50 PM	2.00	\$255.00	\$0.00	\$0.00	\$510.00
Schedule Notes: Girls JV vs Anoka - 12P											
1/6/2024	Sat	Andover	Ice Arena	AHS	2:20 PM	4:20 PM	2.00	\$255.00	\$0.00	\$0.00	\$510.00
Schedule Notes: Girls V vs Anoka - 2:30p											
1/8/2024	Mon	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/8/2024	Mon	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/10/2024	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/10/2024	Wed	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/12/2024	Fri	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/12/2024	Fri	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/15/2024	Mon	Andover	Ice Arena	AHS	9:00 AM	10:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/15/2024	Mon	Andover	Ice Arena	AHS	10:45 AM	11:45 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/16/2024	Tue	Andover	Ice Arena	AHS	4:50 PM	9:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs O/PC/TG											
1/17/2024	Wed	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50



**AHS Girls Hockey**  
2115 Andover Blvd NW  
Andover, MN 55304-3407

## Andover Community Center

THIS IS NOT A BILL.  
15200 Hanson Blvd NW  
Andover, MN 55304  
(763) 755-3238

## Account Schedule

**10/30/2023 - 3/15/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
1/17/2024	Wed	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/18/2024	Thu	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/18/2024	Thu	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/19/2024	Fri	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/19/2024	Fri	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/22/2024	Mon	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/22/2024	Mon	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/24/2024	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/24/2024	Wed	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/26/2024	Fri	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/26/2024	Fri	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/27/2024	Sat	Andover	Ice Arena	AHS	9:20 AM	10:20 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/27/2024	Sat	Andover	Ice Arena	AHS	10:30 AM	11:30 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/29/2024	Mon	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/29/2024	Mon	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
1/30/2024	Tue	Andover	Ice Arena	AHS	4:50 PM	9:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
Schedule Notes: Girls vs CP/CR											
1/31/2024	Wed	Andover	Sports Complex	AHS	2:50 PM	4:20 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
1/31/2024	Wed	Andover	Sports Complex	AHS	4:30 PM	5:30 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
2/2/2024	Fri	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/2/2024	Fri	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
2/3/2024	Sat	Andover	Ice Arena	AHS	11:50 AM	4:20 PM	4.50	\$255.00	\$0.00	\$0.00	\$1,147.50
2/5/2024	Mon	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/5/2024	Mon	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
2/6/2024	Tue	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/6/2024	Tue	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00



**AHS Girls Hockey**  
 2115 Andover Blvd NW  
 Andover, MN 55304-3407

### Andover Community Center

THIS IS NOT A BILL.  
 15200 Hanson Blvd NW  
 Andover, MN 55304  
 (763) 755-3238

### Account Schedule

**10/30/2023 - 3/15/2024**

Date	Day	Center	Facility	Event Type	Start	End	Billable Hours	Rate	Other Chg	Tax	Total
2/7/2024	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/7/2024	Wed	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
2/8/2024	Thu	Andover	Ice Arena	AHS	6:30 PM	9:00 PM	2.50	\$255.00	\$0.00	\$0.00	\$637.50
2/9/2024	Fri	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/9/2024	Fri	Andover	Ice Arena	AHS	4:45 PM	5:45 PM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
2/10/2024	Sat	Andover	Ice Arena	AHS	11:30 AM	2:00 PM	2.50	\$255.00	\$0.00	\$0.00	\$637.50
2/12/2024	Mon	Andover	Sports Complex	AHS	3:15 PM	4:45 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/13/2024	Tue	Andover	Sports Complex	AHS	3:15 PM	4:45 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/14/2024	Wed	Andover	Sports Complex	AHS	3:15 PM	4:45 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/16/2024	Fri	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/17/2024	Sat	Andover	Ice Arena	AHS	9:15 AM	10:15 AM	1.00	\$255.00	\$0.00	\$0.00	\$255.00
2/19/2024	Mon	Andover	Sports Complex	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/20/2024	Tue	Andover	Sports Complex	AHS	8:00 AM	9:30 AM	1.50	\$255.00	\$0.00	\$0.00	\$382.50
2/21/2024	Wed	Andover	Ice Arena	AHS	3:00 PM	4:30 PM	1.50	\$255.00	\$0.00	\$0.00	\$382.50

Total Hours: 206.50      Sub Total: \$52,657.50  
 Tax: \$0.00  
 Total: \$52,657.50

**AGREEMENT FOR EDUCATION  
SERVICES AND FOSTERING A SAFE AND  
WELCOMING SCHOOL ENVIRONMENT**

This Agreement is made by and between Anoka-Hennepin School District No. 11 (“District”) and the City of Coon Rapids (“City”).

**WHEREAS**, the District desires to create safe and welcoming schools and believes that having licensed peace officers present at its buildings and grounds during the school day helps to create safe and welcoming schools where students can learn and grow; and

**WHEREAS**, the City desires to reduce the number of youth referred to the juvenile justice system by fostering positive relationships between its law enforcement officers and youth; and

**WHEREAS**, the District desires to have licensed peace officers provide DARE education and education on other safety topics to its students; and

**WHEREAS**, the District has only those statutory powers granted to it by the legislature and those powers do not include the authority to raise a police force or confer law enforcement powers; and

**WHEREAS**, the District, lacking statutory powers to raise a police force or confer law enforcement powers, has no power to authorize sworn peace officers to conduct law enforcement activities as the District’s agent; and

**WHEREAS**, the City is authorized by law to maintain a law enforcement agency; and

**WHEREAS**, the Parties recognize that when sworn peace officers are present in school buildings to provide education and foster a safe and welcoming environment, the sworn peace officer remains employed by the City and will, from time to time, be summoned to conduct law enforcement activities both in the community and in the school; and

**WHEREAS**, the Parties further recognize that when conducting such law enforcement activities, the sworn peace officer is subject to the sole authority and control of the City and the District has no authority to direct, control, oversee, or in any way interfere with the sworn peace officer when carrying out law enforcement duties; and

**WHEREAS**, the Parties recognize that when conducting law enforcement activities the sworn peace officer is not an agent of the District and that this agreement does not control or otherwise direct the duties of a sworn peace officer;

**NOW, THEREFORE**, in consideration of the mutual promises and obligations contained herein, the parties agree as follows:

1. **Education Services and Presence in the School:** The City will provide through sworn peace officers DARE education and education on other safety topics to the District's students. In addition to providing education services, the sworn peace officer will be present in District schools to help foster a safe and welcoming school environment.

**Education Services:** Law-Related Educator – The sworn peace officer will participate in the school community by supporting the educational team where appropriate, and by representing the law enforcement community to build positive relationships with youth, their families, and school staff.

**Fostering a Safe and Welcoming School Environment:** The sworn peace officer will foster a positive school climate through relationship building with students and striving to build a school culture of open communication and trust between and among students and adults. Officers will focus on getting to know students, serving as a role model, and working with teachers and administrators to support students who may be facing challenges and need additional resources or attention to be successful at school.

2. **Schools:** The City will provide the services in Paragraph 1 in the following schools:

Coon Rapids High School  
 Coon Rapids Middle School  
 Northdale Middle School  
 River Trail Learning Center

The officer's primary location of support will be at the secondary schools.

3. **School Calendar:** The District shall provide the City with a school calendar. The sworn peace officer will be present at school during regular school hours on all student contact days.

The sworn peace officer will respond to emergency calls within the boundaries of the City and attend police training and special duties as assigned by the City while fulfilling the requirements of this Agreement.

4. **Officer Employed by City:** City shall employ (or assign), in accordance with applicable state statutes, a police officer(s) to serve as a sworn peace officer in District schools. The selection or assignment of such officers shall be done by the City in consultation with school administration. The City shall assume all obligations and payments with regard to the sworn peace officer's salary and benefits.
5. **No Role in Student Discipline:** School administrators and teachers are responsible for school discipline. The sworn peace officer shall not be involved with the enforcement of school rules or disciplinary infractions.

6. **Effectuating Arrest, Responding to Health and Safety Threat:** When law enforcement situations arise at school, in their capacity as a sworn peace officer, the officer will effectuate arrests, enforce the laws of the State of Minnesota, keep the peace, conduct searches, and respond to threats to the health or safety of a student or others. In effectuating these law enforcement duties, the officer is under the sole direction and control of the Coon Rapids Police Department and the District has no authority to direct, control, oversee, or in any way interfere with the sworn peace officer when carrying out law enforcement duties. These duties are expressly outside of the parameters of this Agreement.
7. **Data Privacy:** Pursuant to the District's Protection and Privacy of Pupil Records Policy and consistent with the requirements of the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act, the District will obtain written consent from parents and guardians to allow the sharing of educational data necessary for the officer to conduct DARE classes and provide other educational services. Private educational data on a student may be shared in a health or safety emergency or to the extent permitted under Minn. Stat. 13.32 if the data concerns the juvenile justice system and the ability of the system to effectively serve a student, prior to adjudication. Law enforcement may share information with school officials to the extent permitted or required by Minn. Stat. 260B.171
8. **Law Enforcement Equipment and Supplies:** The Coon Rapids Police Department shall provide any required clothing, uniforms, vehicle, necessary equipment and supplies for the officer to perform law enforcement duties.
9. **Educator Equipment and Supplies:** District shall lease to the City a private, lockable office, telephone, and supplies necessary for the officer to effectively support the school environment.
10. **Training:** The sworn peace officer shall receive such training as is necessary to permit the sworn peace officer to effectively advance the school's educational mission in the context of their role as educator and in fostering a safe and welcoming school environment.
11. **District Meetings:** Upon appointment, the District will provide newly assigned sworn peace officers with training related to District policies and District crisis management planning. The District will also provide annual orientation training in the fall, prior to school beginning, and bi- monthly meetings to discuss school specific issues and sworn peace officer concerns and/or recommendations.
12. **District Contact:** The District Manager of Security and Emergency Operations will be the primary contact at the District for the assigned sworn peace officer.

13. **No Agency:** The District has only those statutory powers granted to it by the legislature and those powers do not include the authority to raise a police force or confer law enforcement powers. Because the District lacks statutory powers to raise a police force or confer law enforcement powers, it has no power to authorize sworn peace officers to conduct law enforcement activities as the District's agent. When effectuating arrests, enforcing the law, keeping the peace, and responding to health and safety emergencies, the sworn peace officer is subject to the sole authority and control of the City and the District has no authority to direct, control, oversee, or in any way interfere with the sworn peace officer when carrying out these law enforcement duties; and the officer is not an agent of the District when carrying out such law enforcement duties.
14. **Term of Agreement:** The term of this Agreement shall be from November 14, 2023 to June 30, 2024, renewable each year unless terminated by either party as defined in paragraph 15.
15. **Termination:** Any party may terminate this Agreement upon 10 days prior written notice of such termination. All payment due hereunder shall be prorated in the event of such termination.
16. **Payment:** District shall pay City the sum of \$228,269. Request for payment should be submitted by June 1, 2024. The District shall pay within 30 days of receipt of the request.
17. **Indemnification:** The City and District agree to defend, indemnify, and hold harmless the other party and their agents, officials, employees and representatives from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from their respective duties.
18. **Complete Agreement:** This Agreement constitutes the entire agreement between the parties.
19. **Savings Clause:** In case any one or more of the provisions of this Agreement shall be invalid, illegal, or unenforceable in any respect, the validity, legality, and enforceability of the remaining provisions contained in this Agreement will not in any way be affected or impaired.

**Anoka-Hennepin School District No. 11:**

**City of Coon Rapids:**

Signed By \_\_\_\_\_

Signed By Jerry Koch

Title: Mayor

Title: \_\_\_\_\_

Date: 11/8/2023

Date: \_\_\_\_\_

Signed By Mark Stenwall

Title: City Manager

Date: 11/8/2023

## ADMINISTRATION INFORMATION FORM

### CONTACTS AT THE SCHOOL DISTRICT

#### District Administration

Greg Cole  
 Chief Operations Officer  
 Anoka-Hennepin School District  
 Educational Service Center  
 2727 N Ferry Street  
 Anoka, MN 55303  
 763-506-1175

#### School Administration

John Pena, Principal	Coon Rapids High School	763-506-7101
DeMann Seals, Principal	Coon Rapids Middle School	763-506-4801
Jeff Leach, Principal	Northdale Middle School	763-506-5401
Anne Wegscheider, Sp. Ed. Sup.	River Trail Learning Center	763-506-1901
Ann Herlofsky, Principal	Adams Elementary	763-506-1601
Lillian DeRung, Principal	Eisenhower Elementary	763-506-2301
Julie Bowman, Principal	Hamilton Elementary	763-506-2701
Minh Strusz, Principal	Hoover Elementary	763-506-2801
Rachel Grillo, Principal	Mississippi Elementary	763-506-3501
Janel Wahlin, Principal	Morris Bye Elementary	763-506-3701
Paul Anderson, Principal	Sand Creek Elementary	763-506-4301

#### Payment Procedures

Pursuant to paragraph 16 of the agreement, the City should submit a bill to:  
 Anoka-Hennepin School District  
 Educational Service Center  
 ATTN: Greg Cole, Chief Operations Officer  
 2727 N Ferry St  
 Anoka, MN 55303

[greg.cole@ahschools.us](mailto:greg.cole@ahschools.us)

CERTIFICATE OF CLERK

The undersigned, being the duly qualified and acting Clerk of Elections for Anoka-Hennepin Independent School District No. 11, Minnesota (the District), attests and certifies that:

1. I have legal custody of the original Official Returns and Summary Statements of the Judges of Election from which the attached copies were transcribed.

2. I have carefully compared the attached copies with the original Official Returns and Summary Statements of Judges.

3. I find the attached copies to be true, correct and complete copies of the Official Returns and Summary Statements of Judges of Election appointed for each polling place indicated and acting at the General Election held in the District on November 7, 2023.

WITNESS my hand officially as Clerk of Elections this 9th day of November, 2023.



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Thomas S. Hunt  
Clerk of Election

**RESOLUTION CANVASSING RETURNS OF VOTES OF  
ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11  
GENERAL ELECTION HELD NOVEMBER 7, 2023**

**BE IT RESOLVED** by the School Board of Anoka-Hennepin Independent School District No. 11, State of Minnesota, as follows:

1. It is hereby found, determined and declared that the General Election of the voters of this school district held on November 7, 2023, was in all respects duly and legally held.

2. As specified in the attached Abstract and Return of Votes Cast, a total of 4,470 voters of the district voted at said General Election on the election of one (1) school board member from Election District No. 1 for a four (4) year vacancy on the board caused by expiration of term on the first Monday in January following the general election. Votes cast for the office are as follows:

<b>Candidate</b>	<b>Votes</b>	<b>Elected</b>
Linda Hoekman	2,490	X
Erin Heers-McArdle	1,971	
Write-In	6	

3. Linda Hoekman, having received the highest number of votes, is elected to a four (4) year term in Election District No. 1 beginning on the first Monday in January, 2024.

4. As specified in the attached Abstract and Return of Votes Cast, a total of 4,394 voters of the district voted at said General Election on the election of one (1) school board member from Election District No. 2 for a four (4) year vacancy on the board caused by expiration of term on the first Monday in January following the general election. Votes cast for the office are as follows:

<b>Candidate</b>	<b>Votes</b>	<b>Elected</b>
Zach Arco	2,201	X
Susan Witt	2,189	
Write-In	2	

5. Zach Arco, having received the highest number of votes, is elected to a four (4) year term in Election District No. 2 beginning on the first Monday in January, 2024.

6. As specified in the attached Abstract and Return of Votes Cast, a total of 3,257 voters of the district voted at said General Election on the election of one (1) school board member from Election District No. 5 for a four (4) year vacancy on the board caused by expiration of term on the first Monday in January following the general election. Votes cast for the office are as follows:

<b>Candidate</b>	<b>Votes</b>	<b>Elected</b>
Michelle Langenfeld	1,775	X
Scott Simmons	1,405	
Cyrus Wilson	67	
Write-In	8	

7. Michelle Langenfeld, having received the highest number of votes, is elected to a four (4) year term in Election District No. 5 beginning on the first Monday in January, 2024.

8. The clerk is hereby directed to certify results of the General & Special Election to the county auditors of each county in which the school district is located in whole or in part.

9. After the time for contesting the election has passed and the candidate has filed all campaign financial reports required by Minnesota Statutes, Chapter 211A, the clerk is hereby directed to deliver a certificate of election to each person entitled thereto. The clerk is also hereby directed to enclose with the certificate a form of acceptance of office and oath of office.

Abstract of Votes Cast  
Independent School District No. 11 (ANOKA-HENNEPIN)  
State of Minnesota  
at the Municipal and School District General  
Held Tuesday, November 7, 2023

Compiled from the Official Returns.

Summary of Totals  
 Independent School District No. 11 (ANOKA-HENNEPIN)  
 Tuesday, November 7, 2023 Municipal and School District General

Number of persons registered as of 7 a.m.	77922
Number of persons registered on Election Day	242
Number of accepted regular, military, and overseas absentee ballots and mail ballots	921
Number of federal office only absentee ballots	0
Number of presidential absentee ballots	0
Total number of persons voting	12121

Summary of Totals  
 Independent School District No. 11 (ANOKA-HENNEPIN)  
 Tuesday, November 7, 2023 Municipal and School District General

**KEY TO PARTY ABBREVIATIONS**

NP - Nonpartisan

School Board Member District 1 (ISD #11)

NP Linda Hoekman 2490	NP Erin Heers-McArdle 1971	WI WRITE-IN 6
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School Board Member District 2 (ISD #11)

NP Susan Witt 2189	NP Zach Arco 2201	WI WRITE-IN 2
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School Board Member District 5 (ISD #11)

NP Scott Simmons 1405	NP Cyrus Wilson 67	NP Michelle Langenfeld 1775	WI WRITE-IN 8
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Detail of Election Results  
 Independent School District No. 11 (ANOKA-HENNEPIN)  
 Tuesday, November 7, 2023 Municipal and School District General

Precinct	Persons Registered as of 7 A.M.	Persons Registered on Election Day	Total Number of Persons Voting
02 9359 : ISD 11 SB1 P1 - RAMSEY MUNICIPAL CENTER	6640	19	934
02 9361 : ISD 11 SB1 P3 - ANOKA COVENANT CHURCH	4677	14	856
02 9362 : ISD 11 SB1 P4 - ZION LUTHERAN CHURCH	6111	24	1112
02 9363 : ISD 11 SB1 P5 - GREENHAVEN COUNTRY CLUB	4020	15	696
02 9364 : ISD 11 SB2 P1 - BRIDGEWOOD COMMUNITY CHURCH	6279	31	1235
02 9365 : ISD 11 SB2 P2 - OAK PARK COMMUNITY CHURCH	5573	12	993
02 9366 : ISD 11 SB2 P3 - BLAINE UNITED METHODIST CHURCH	5509	13	756
02 9367 : ISD 11 SB2 P4 - KING OF GLORY CHURCH	4538	10	632
02 9368 : ISD 11 SB2 P5 - BUNKER HILLS GOLF CLUB	4805	27	778
02 9376 : ISD 11 SB5 P5 - SPRINGBROOK NATURE CENTER	4414	14	654
02 9377 : ISD 11 SB5 P6 - EMMA B HOWE YMCA - COMMUNITY ROOM	1999	4	180
02 9378 : ISD 11 SB5 P7 - SPIRIT OF GRACE CHURCH	5183	8	564
02 9658 : ISD 11 SB1 P2 - PUBLIC WORKS BUILDING	5277	23	872
27 8178 : ISD 11 SB5 P1 - EVERGREEN PARK ELEMENTARY	2252	3	230
27 8179 : ISD 11 SB5 P2 - WAYCROSS EVANGELICAL CHURCH	3700	9	434
27 8180 : ISD 11 SB5 P3 - EDINBROOK CHURCH	5271	11	846
27 9383 : ISD 11 SB5 P4 - OXBOW CREEK ELEMENTARY SCHOOL	1674	5	349
Independent School District No. 11 (ANOKA-HENNEPIN) Total:	77922	242	12121

Detail of Election Results  
Independent School District No. 11 (ANOKA-HENNEPIN)  
Tuesday, November 7, 2023 Municipal and School District General

Office Title: School Board Member District 1 (ISD #11)

Precinct	NP Linda Hoekman	NP Erin Heers-McArdle	WI WRITE-IN
02 9359 : ISD 11 SB1 P1 - RAMSEY MUNICIPAL CENTER	576	355	3
02 9361 : ISD 11 SB1 P3 - ANOKA COVENANT CHURCH	493	362	1
02 9362 : ISD 11 SB1 P4 - ZION LUTHERAN CHURCH	574	536	0
02 9363 : ISD 11 SB1 P5 - GREENHAVEN COUNTRY CLUB	322	372	1
02 9658 : ISD 11 SB1 P2 - PUBLIC WORKS BUILDING	525	346	1
Total:	<b>2490</b>	<b>1971</b>	<b>6</b>

Office Title: School Board Member District 2 (ISD #11)

Precinct	NP Susan Witt	NP Zach Arco	WI WRITE-IN
02 9364 : ISD 11 SB2 P1 - BRIDGEWOOD COMMUNITY CHURCH	638	596	1
02 9365 : ISD 11 SB2 P2 - OAK PARK COMMUNITY CHURCH	448	544	1
02 9366 : ISD 11 SB2 P3 - BLAINE UNITED METHODIST CHURCH	403	352	0
02 9367 : ISD 11 SB2 P4 - KING OF GLORY CHURCH	326	306	0
02 9368 : ISD 11 SB2 P5 - BUNKER HILLS GOLF CLUB	374	403	0
Total:	<b>2189</b>	<b>2201</b>	<b>2</b>

Detail of Election Results  
 Independent School District No. 11 (ANOKA-HENNEPIN)  
 Tuesday, November 7, 2023 Municipal and School District General

Office Title: School Board Member District 5 (ISD #11)

Precinct	NP	NP	NP	WI
	Scott Simmons	Cyrus Wilson	Michelle Langenfeld	WRITE-IN
02 9376 : ISD 11 SB5 P5 - SPRINGBROOK NATURE CENTER	288	11	354	1
02 9377 : ISD 11 SB5 P6 - EMMA B HOWE YMCA - COMMUNITY ROOM	91	4	85	0
02 9378 : ISD 11 SB5 P7 - SPIRIT OF GRACE CHURCH	309	16	235	4
27 8178 : ISD 11 SB5 P1 - EVERGREEN PARK ELEMENTARY	74	8	148	0
27 8179 : ISD 11 SB5 P2 - WAYCROSS EVANGELICAL CHURCH	173	10	249	1
27 8180 : ISD 11 SB5 P3 - EDINBROOK CHURCH	331	16	496	2
27 9383 : ISD 11 SB5 P4 - OXBOW CREEK ELEMENTARY SCHOOL	139	2	208	0
<b>Total:</b>	<b>1405</b>	<b>67</b>	<b>1775</b>	<b>8</b>

We, the school board members of Independent School District No. 11 (ANOKA-HENNEPIN), certify that we have canvassed the returns of the Municipal and School District General held on Tuesday, November 7, 2023 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

As appears by the returns of the election precincts voting in this election, duly returned to, filed, opened, and canvassed, and now remaining on file in the office of the clerk of Independent School District No. 11 (ANOKA-HENNEPIN).

Witness our official signature at \_\_\_\_\_ in \_\_\_\_\_ County this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_  
School Board Member

\_\_\_\_\_  
School Board Member

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School Board Member

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School Board Member

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School Board Member

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School Board Member

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School Board Member

State of Minnesota  
Independent School District No. 11 (ANOKA-HENNEPIN)

I, \_\_\_\_\_, Clerk of the Independent School District No. 11 (ANOKA-HENNEPIN) do hereby certify the within and foregoing \_\_\_\_\_ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 11 (ANOKA-HENNEPIN) Municipal and School District General held on Tuesday, November 7, 2023.

Witness my hand and official seal of office this \_\_\_\_\_ day of \_\_\_\_\_, 2023.

\_\_\_\_\_

	Precinct	Precinct	Precinct	Precinct	Precinct	Precinct	Precinct	Precinct	Absentee	Absentee	Absentee	Absentee	Absentee	Absentee	Absentee	Absentee	COUNTY	COUNTY
	Election Judges	Voting Booths	Regis @ 7 am	Election Day Registrants	Spoiled	Duplicate	Signatures on Roster	# Ballots Counted	Election Day Regis AB Voters	Spoiled	Duplicate	Rejected	Regular/Military/Overseas	Federal	Presidenti al	Total Accepted Absentee Ballots	Total Persons Voting	Turnout
<b>District Totals</b>	<b>124</b>	<b>121</b>	<b>77,922</b>	<b>228</b>	<b>20</b>	<b>0</b>	<b>11,200</b>	<b>11,200</b>	<b>14</b>	<b>1</b>	<b>2</b>	<b>15</b>	<b>921</b>	<b>0</b>	<b>0</b>	<b>921</b>	<b>12,121</b>	<b>15.56%</b>
ISD 11 SB1 P1	6	7	6640	19	0	0	870	870	0	0	0	2	64	0	0	64	934	14.07%
ISD 11 SB1 P2	6	8	5277	19	2	0	818	818	4	0	0	0	54	0	0	54	872	16.52%
ISD 11 SB1 P3	8	8	4677	14	1	0	772	772	0	0	0	1	84	0	0	84	856	18.30%
ISD 11 SB1 P4	8	5	6111	20	2	0	949	949	4	0	0	2	163	0	0	163	1,112	18.20%
ISD 11 SB1 P5	8	8	4020	15	0	0	597	597	0	0	0	3	99	0	0	99	696	17.31%
ISD 11 SB2 P1	6	9	6279	29	1	0	1174	1174	2	0	0	0	61	0	0	61	1,235	19.67%
ISD 11 SB2 P2	8	5	5573	12	4	0	939	939	0	0	0	0	54	0	0	54	993	17.82%
ISD 11 SB2 P3	8	5	5509	13	0	0	716	716	0	0	1	0	40	0	0	40	756	13.72%
ISD 11 SB2 P4	8	5	4538	9	0	0	602	602	1	1	0	0	30	0	0	30	632	13.93%
ISD 11 SB2 P5	7	6	4805	27	2	0	708	708	0	0	0	4	70	0	0	70	778	16.19%
ISD 11 SB5 P1	8	8	2252	3	1	0	212	212	0	0	0	1	18	0	0	18	230	10.21%
ISD 11 SB5 P2	7	7	3700	9	0	0	404	404	0	0	0	0	30	0	0	30	434	11.73%
ISD 11 SB5 P3	7	8	5271	10	1	0	809	809	1	0	0	1	37	0	0	37	846	16.05%
ISD 11 SB5 P4	6	4	1674	5	2	0	326	326	0	0	1	0	23	0	0	23	349	20.85%
ISD 11 SB5 P5	8	8	4414	12	2	0	607	607	2	0	0	0	47	0	0	47	654	14.82%
ISD 11 SB5 P6	8	8	1999	4	0	0	166	166	0	0	0	0	14	0	0	14	180	9.00%
ISD 11 SB5 P7	7	12	5183	8	2	0	531	531	0	0	0	1	33	0	0	33	564	10.88%

**ISD 11 SB1 P1**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	934	64	870
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB1**

Vote For 1

	TOTAL	Absentee	Election Day
Linda Hoekman	576	36	540
Erin Heers-McArdle	355	28	327
Write-In Totals	3	0	3
Total Votes Cast	934	64	870
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	934	64	870

**ISD 11 SB1 P2**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	872	54	818
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB1**

Vote For 1

	TOTAL	Absentee	Election Day
Linda Hoekman	525	32	493
Erin Heers-McArdle	346	22	324
Write-In Totals	1	0	1
Total Votes Cast	872	54	818
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	872	54	818

**ISD 11 SB1 P3**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	856	84	772
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB1**

Vote For 1

	TOTAL	Absentee	Election Day
Linda Hoekman	493	34	459
Erin Heers-McArdle	362	50	312
Write-In Totals	1	0	1
Total Votes Cast	856	84	772
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	856	84	772

**ISD 11 SB1 P4**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,112	163	949
Ballots Cast - Blank	2	2	0

**School Board Member ISD 11 SB1**

Vote For 1

	TOTAL	Absentee	Election Day
Linda Hoekman	574	73	501
Erin Heers-McArdle	536	88	448
Write-In Totals	0	0	0
Total Votes Cast	1,110	161	949
Overvotes	0	0	0
Undervotes	2	2	0
Contest Totals	1,112	163	949

### ISD 11 SB1 P5

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<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	696	99	597
Ballots Cast - Blank	0	0	0

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### School Board Member ISD 11 SB1

Vote For 1

	TOTAL	Absentee	Election Day
Linda Hoekman	322	33	289
Erin Heers-McArdle	372	65	307
Write-In Totals	1	0	1
Total Votes Cast	695	98	597
Overvotes	1	1	0
Undervotes	0	0	0
Contest Totals	696	99	597

**ISD 11 SB2 P1**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	1,235	61	1,174
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB2**

Vote For 1

	TOTAL	Absentee	Election Day
Susan Witt	638	42	596
Zach Arco	596	19	577
Write-In Totals	1	0	1
Total Votes Cast	1,235	61	1,174
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	1,235	61	1,174

**ISD 11 SB2 P2**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	994	54	940
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB2**

Vote For 1

	TOTAL	Absentee	Election Day
Susan Witt	448	39	409
Zach Arco	545	15	530
Write-In Totals	1	0	1
Total Votes Cast	994	54	940
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	994	54	940

**ISD 11 SB2 P3**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	756	40	716
Ballots Cast - Blank	1	0	1

**School Board Member ISD 11 SB2**

Vote For 1

	TOTAL	Absentee	Election Day
Susan Witt	403	28	375
Zach Arco	352	12	340
Write-In Totals	0	0	0
Total Votes Cast	755	40	715
Overvotes	0	0	0
Undervotes	1	0	1
Contest Totals	756	40	716

### ISD 11 SB2 P4

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<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	632	30	602
Ballots Cast - Blank	0	0	0

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### School Board Member ISD 11 SB2

Vote For 1

	TOTAL	Absentee	Election Day
Susan Witt	326	18	308
Zach Arco	306	12	294
Write-In Totals	0	0	0
Total Votes Cast	632	30	602
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	632	30	602

### ISD 11 SB2 P5

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<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	778	70	708
Ballots Cast - Blank	0	0	0

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### School Board Member ISD 11 SB2

Vote For 1

	TOTAL	Absentee	Election Day
Susan Witt	374	33	341
Zach Arco	403	37	366
Write-In Totals	0	0	0
Total Votes Cast	777	70	707
Overvotes	1	0	1
Undervotes	0	0	0
Contest Totals	778	70	708

**ISD 11 SB5 P1**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	230	18	212
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB5**

Vote For 1

	TOTAL	Absentee	Election Day
Scott Simmons	74	0	74
Cyrus Wilson	8	0	8
Michelle Langenfeld	148	18	130
Write-In Totals	0	0	0
Total Votes Cast	230	18	212
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	230	18	212

**ISD 11 SB5 P2**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	434	30	404
Ballots Cast - Blank	1	0	1

**School Board Member ISD 11 SB5**

Vote For 1

	TOTAL	Absentee	Election Day
Scott Simmons	173	10	163
Cyrus Wilson	10	0	10
Michelle Langenfeld	249	20	229
Write-In Totals	1	0	1
Total Votes Cast	433	30	403
Overvotes	0	0	0
Undervotes	1	0	1
Contest Totals	434	30	404

**ISD 11 SB5 P3**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	846	37	809
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB5**

Vote For 1	TOTAL	Absentee	Election Day
Scott Simmons	331	22	309
Cyrus Wilson	16	0	16
Michelle Langenfeld	496	15	481
Write-In Totals	2	0	2
Total Votes Cast	845	37	808
Overvotes	1	0	1
Undervotes	0	0	0
Contest Totals	846	37	809

**ISD 11 SB5 P4**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	349	23	326
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB5**

Vote For 1

	TOTAL	Absentee	Election Day
Scott Simmons	139	9	130
Cyrus Wilson	2	0	2
Michelle Langenfeld	208	14	194
Write-In Totals	0	0	0
Total Votes Cast	349	23	326
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	349	23	326

**ISD 11 SB5 P5**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	654	47	607
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB5**

Vote For 1

	TOTAL	Absentee	Election Day
Scott Simmons	288	16	272
Cyrus Wilson	11	0	11
Michelle Langenfeld	354	31	323
Write-In Totals	1	0	1
Total Votes Cast	654	47	607
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	654	47	607

**ISD 11 SB5 P6**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	180	14	166
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB5**

Vote For 1

	TOTAL	Absentee	Election Day
Scott Simmons	91	4	87
Cyrus Wilson	4	0	4
Michelle Langenfeld	85	10	75
Write-In Totals	0	0	0
Total Votes Cast	180	14	166
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	180	14	166

**ISD 11 SB5 P7**

<b>Statistics</b>	TOTAL	Absentee	Election Day
Ballots Cast - Total	564	33	531
Ballots Cast - Blank	0	0	0

**School Board Member ISD 11 SB5**

Vote For 1

	TOTAL	Absentee	Election Day
Scott Simmons	309	10	299
Cyrus Wilson	16	3	13
Michelle Langenfeld	235	20	215
Write-In Totals	4	0	4
Total Votes Cast	564	33	531
Overvotes	0	0	0
Undervotes	0	0	0
Contest Totals	564	33	531





















## FORM A

### RESOLUTION OF GOVERNING BOARD SUPPORTING **FORM A** APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of [Name of School/District] Anoka-Hennepin ISD 11 recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of [Name of School/District] Anoka-Hennepin ISD 11 supports the school's application to the Minnesota State High School League Foundation for a **FORM A** grant to offset student activity fees.

Click or tap here to enter text.

Date

\_\_\_\_\_

Board Chair/Head of School

Click or tap here to enter text.

Date

\_\_\_\_\_

Board Clerk – Treasurer/ Finance Director

## FORM B

### RESOLUTION OF SCHOOL BOARD/GOVERNING BOARD SUPPORTING FORM B APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of [Name of School] Anoka-Hennepin ISD 11 recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools to provide seminars/training opportunities or support for specific school functions for students/faculty members/officials and others who are involved in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of [Name of School] Anoka-Hennepin ISD 11 supports the school's application to the Minnesota State High School League Foundation for a **FORM B** grant.

Click or tap here to enter text.

Date

\_\_\_\_\_

Board Chair/Head of School

Click or tap here to enter text.

Date

\_\_\_\_\_

Board Clerk - Treasurer

**A RESOLUTION submitted by an Activity Conference or Region Committee must adhere to the same form and context of the School Board Resolution above.**

# Achieving Academic Excellence

Including World's Best Workforce, Achievement and Integration

Dr. Johnna Rohmer-Hirt, executive director of research, evaluation and testing  
Dr. Mary Wolverton, associate superintendent for elementary schools  
Becky Brodeur, associate superintendent for middle schools and student services  
Dr. Josh Delich, associate superintendent for high schools  
Michelle Trelstad, executive director of community education and government relations  
Nate Manaen, director of student services



## Presentation overview

- Anoka-Hennepin continuous improvement process.
- World's Best Workforce legislative components.
- Achievement and integration legislative components.
- Student perception.
- Student achievement.



# Continuous improvement

## Systems alignment



ANOKA-HENNERPIN SCHOOLS STRATEGIC PRIORITIES		
2023-24 STRATEGIC PRIORITIES		
<b>MISSION:</b> To provide a safe and secure environment for all students and staff, and to ensure that all students achieve their full potential.		
<b>VISION:</b> To be a leading educational organization that provides a high quality, equitable, and future-ready education for all students.		
<b>STRATEGIC PRIORITIES:</b>		
<b>SAFE AND WELL-BEING</b>	<b>INCREASED STUDENT ENGAGEMENT</b>	<b>EFFECTIVE OPERATIONAL SUPPORT</b>
1.1. Create a safe and secure environment for all students and staff. 1.2. Ensure that all students and staff are protected from harm. 1.3. Provide a high quality, equitable, and future-ready education for all students.	2.1. Increase student engagement in learning. 2.2. Increase student participation in school activities. 2.3. Increase student leadership opportunities. 2.4. Increase student self-efficacy.	3.1. Increase operational efficiency. 3.2. Increase operational effectiveness. 3.3. Increase operational transparency. 3.4. Increase operational accountability.

Superintendent's goals

Cabinets' goals

Principal and central administrator's goals

School improvement and departmental goals

Quality compensation teacher goals / Classroom and student goals

Annual performance goals flow from the district scorecard and strategic priorities to the superintendent and cascade throughout the system.

# World's Best Workforce

## Legislative components

- Clearly defined goals.
- A process for assessing student progress.
- A system to review staff effectiveness.
- Quality instruction and curriculum.
- Effective educational practices.
- Budget aligned to learning.

# WBWF legislative components

## Overview of Anoka-Hennepin's approach to WBWF components

WBWF components	Anoka-Hennepin strategies
Clearly defined goals	Goals based on data that cascade through the system.
A process for assessing student progress	Use of a comprehensive assessment system throughout all levels and departments, analyzed and disaggregated in multiple ways.
A system to review staff effectiveness	All staff are regularly scheduled for performance appraisal and teachers participate in QComp.
Quality instruction and curriculum	QComp observations focus on instruction, curriculum are aligned to standards and materials undergo a rigorous review.
Effective educational practices	The district employs a variety of evidence-based practices such as PLC structures, MTSS, and standards-based practices.
Budget aligned to learning	Over 75% of the district budget is directly aligned to classrooms.

# Achievement and integration

## Legislative components

Achievement and integration is established to:

- Reduce disparities in academic achievement based on students' diverse racial, ethnic and economic backgrounds.
- Reduce disparities in equitable access to effective and more diverse teachers among racially, ethnically and economically diverse students.
- Increase racial and economic diversity and integration.

*Minnesota statute 124D.861-862*

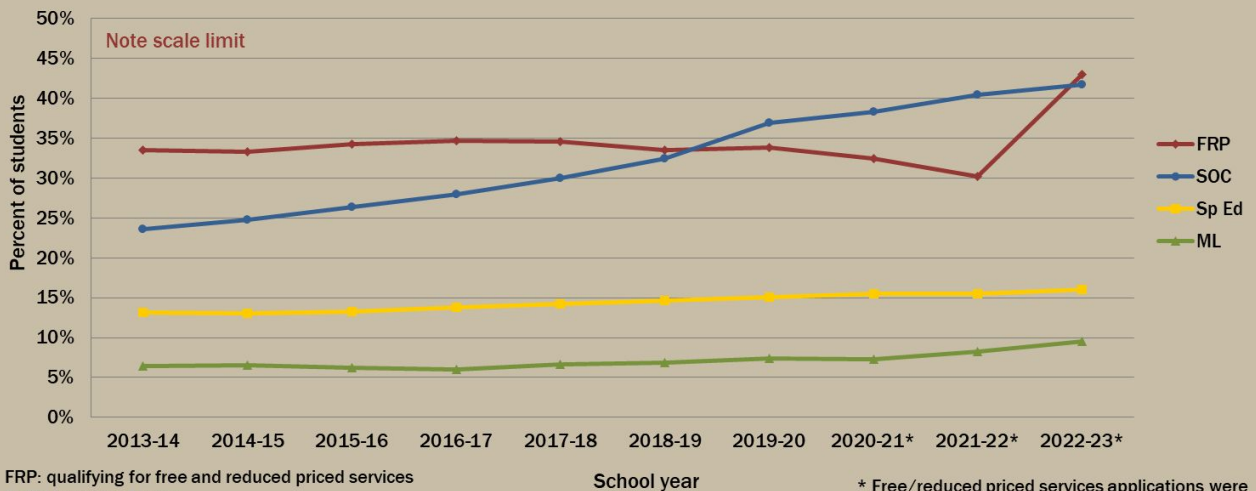
# Three-year plan (2024-2026)

## Overview of Anoka-Hennepin's approach to A&I components

A&I components	Anoka-Hennepin strategies
Career and college readiness for underserved students	Advancement via Individual Determination (AVID), International Baccalaureate (IB), Magnet/specialty school programming.
Professional development; cultural competency	Professional development on effective teaching practices, cultural competency.
Targeted interventions to improve achievement	Middle school and high school intervention teachers.
Student leadership, college visits, family engagement, intra and inter-district partnerships	Student achievement advisors, NWSISD, Step Up, Essence, Educators Rising.
Integrated learning environments, in-district transfer and cross-district choices	Magnet/specialty school programming.

# Demographic trend

## Who are we?



FRP: qualifying for free and reduced priced services  
 SoC: students of color  
 Sp Ed: qualifying for special education services  
 ML: Multilingual student receiving English language acquisition services

School year

\* Free/reduced priced services applications were not required in 2020-21 or 2021-22. In 2022-23, students were directly qualified through MDE based on set criteria in addition to family applications.

# Student perception data

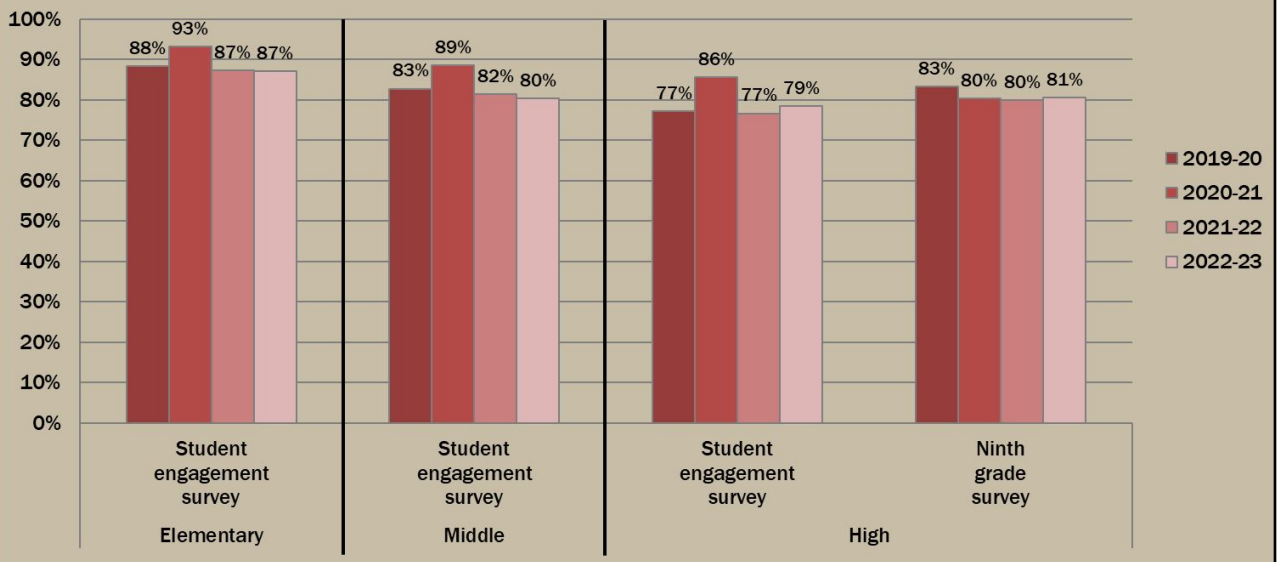


ANOKA-HENNEPIN  
SCHOOLS  
*A future without limit*



## Safety and connectedness

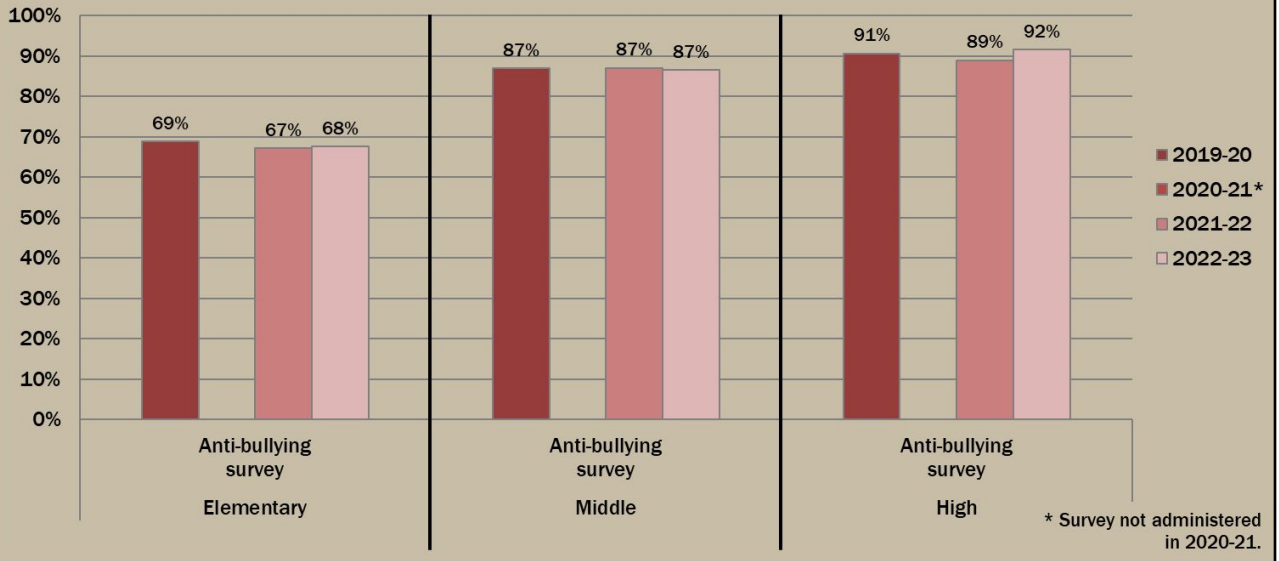
Students who report feeling safe at school





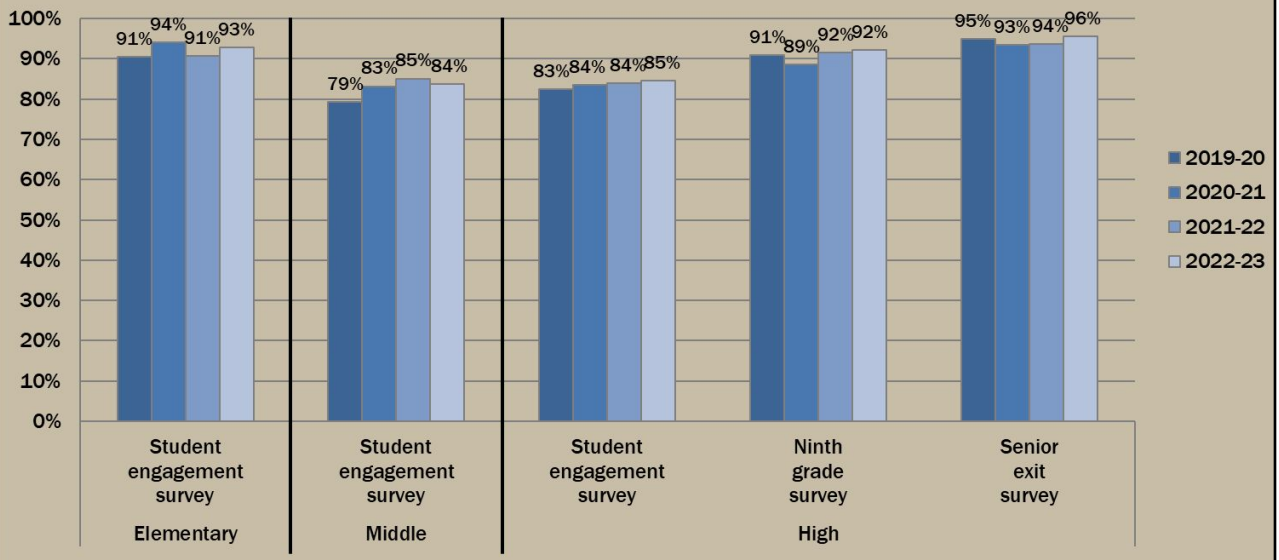
# Safety and connectedness

Students who report they have **never** been bullied in the last 30 days



# Safety and connectedness

Students who report having a good relationship with teachers





# Safety and connectedness

District response to the data – create an improvement plan

Anoka-Hennepin is focusing on:

- Deepening our work related to increasing positive culture and climate.
  - Emphasizing relationship building among students, teachers, staff, and families.
  - Continuing to find ways to incorporate student voice into what we do.
- Providing well-rounded, relevant academic programming at every level with increased mental health and social-emotional support.

## Student achievement data



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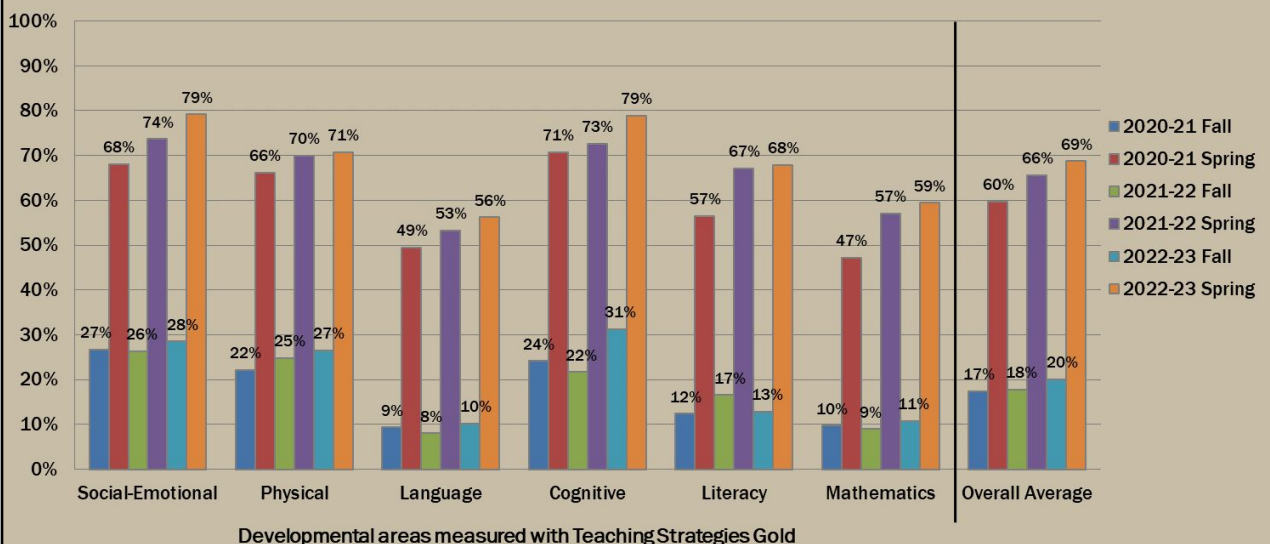
# Performance measures overview

Aligned to World's Best Workforce:

- School readiness.
- Third-grade literacy.
- Career and college readiness.
- Closing achievement gaps.
- All students graduate.

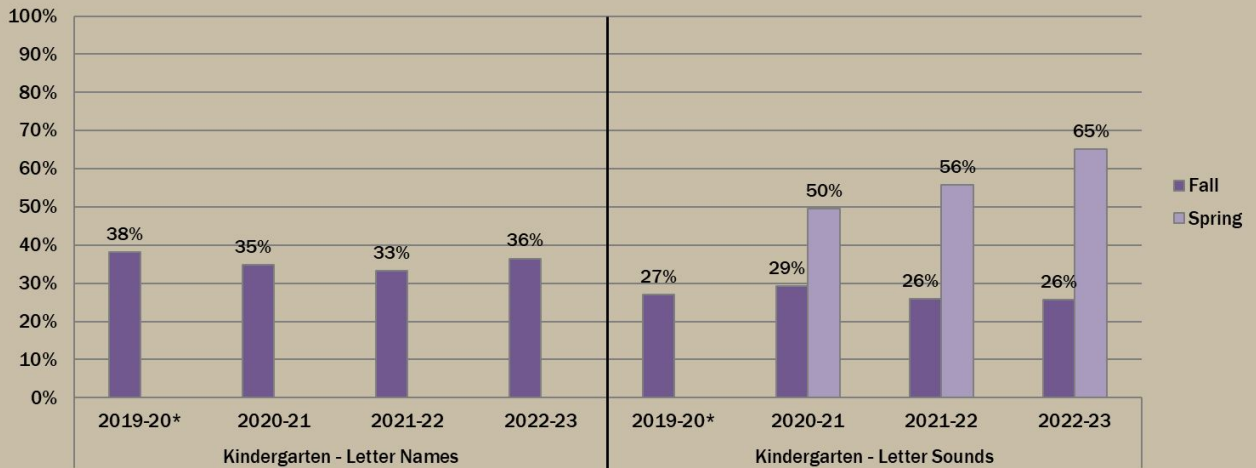
## School readiness

Percent of early learners meeting end-of-year kindergarten readiness benchmarks



# School readiness

Percent of students meeting benchmarks on kindergarten assessment



\*Note: The letter names task of the earlyReading assessment was not given to kindergarten students in the spring beginning in 2019-20. The letter names and letter sounds tasks were not assessed in spring of 2019-20 due to the COVID-19 pandemic.

# School readiness achievement

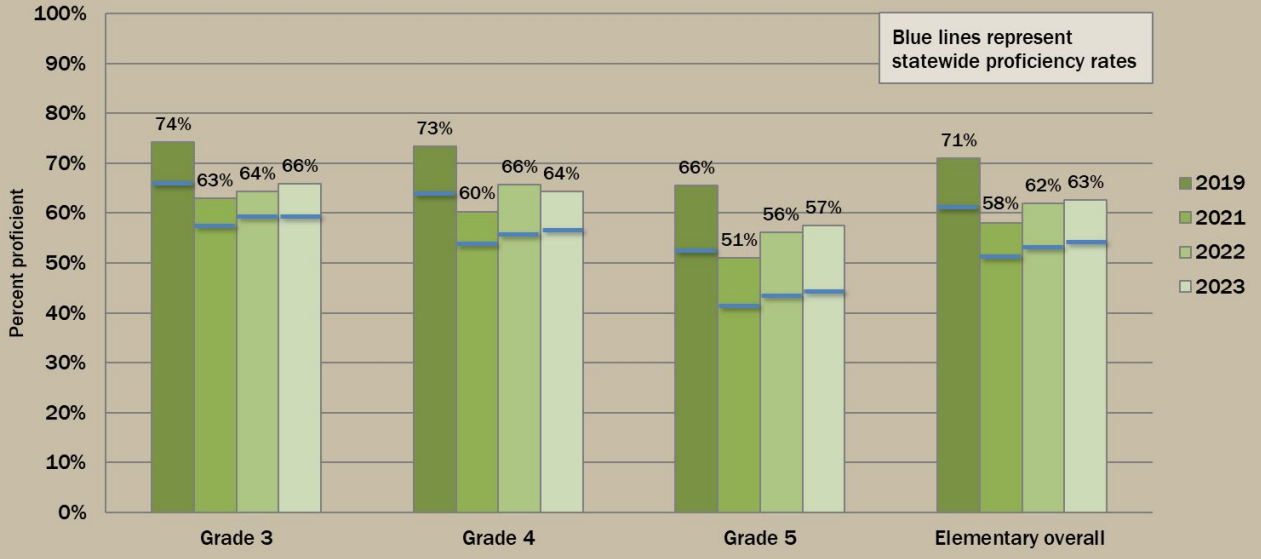
District response to the data – create an improvement plan

Anoka-Hennepin is focusing on:

- Utilizing Heggerty to supplement existing literacy curriculum by bringing explicit phonemic awareness instruction to the classroom and aligning with K-3 literacy instruction.
- Continued social-emotional learning through implementation of the Pyramid Model, teacher development, curricular focus and parent/guardian resources.
- Continuing to analyze our community needs assessment data to determine the most effective ways to support families, especially those who have barriers to participation.

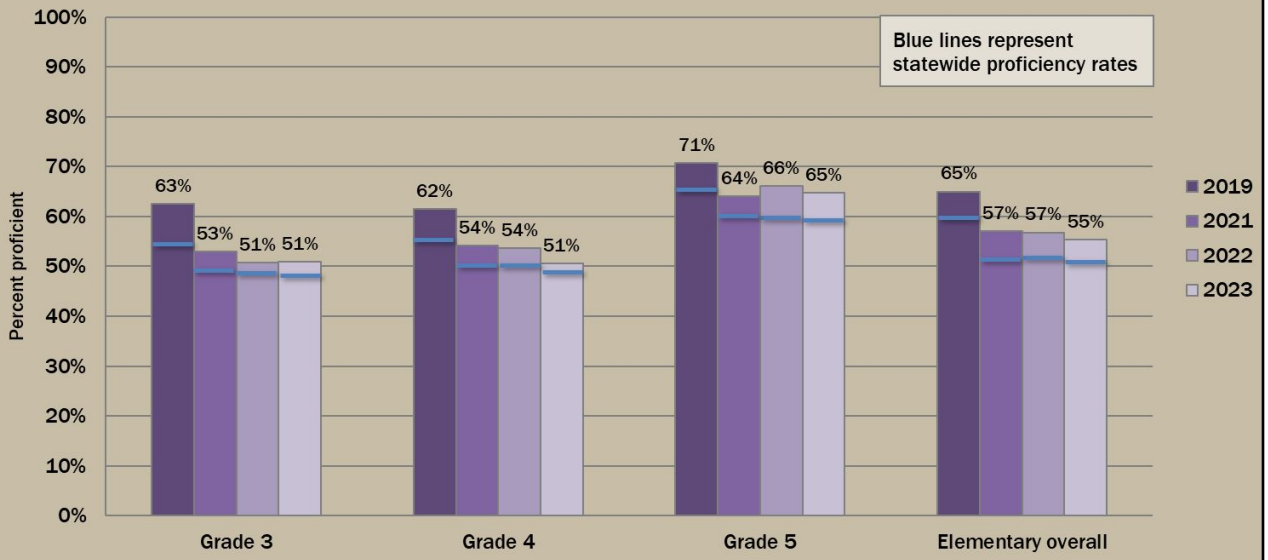
# Elementary achievement

Minnesota Comprehensive Assessment (MCA) in math



# Elementary achievement

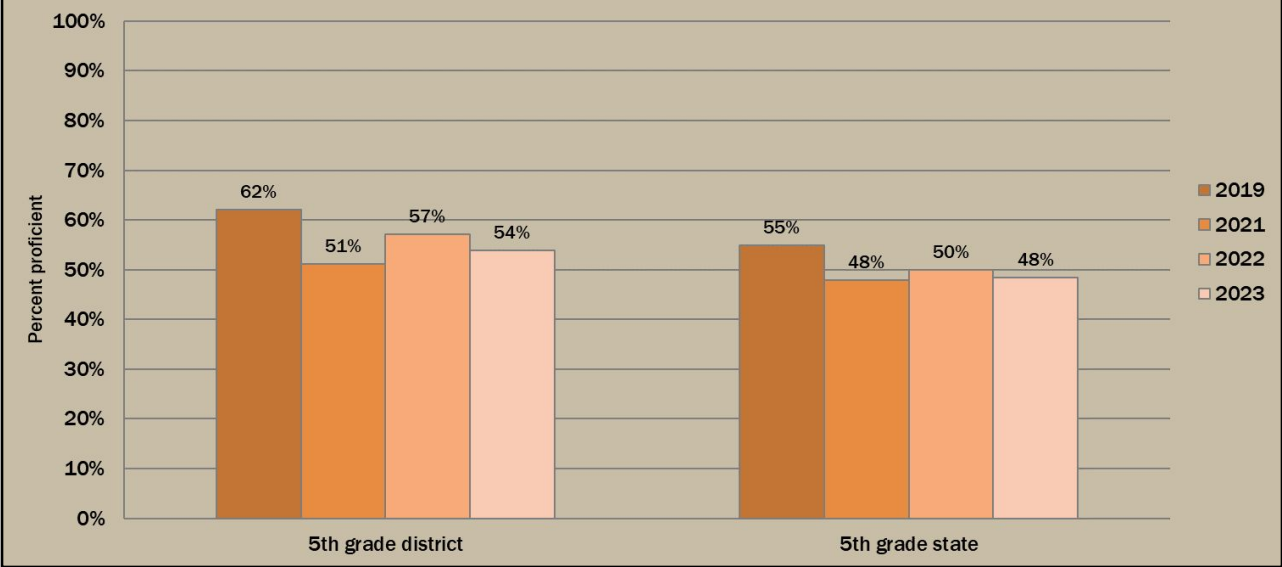
MCA in reading





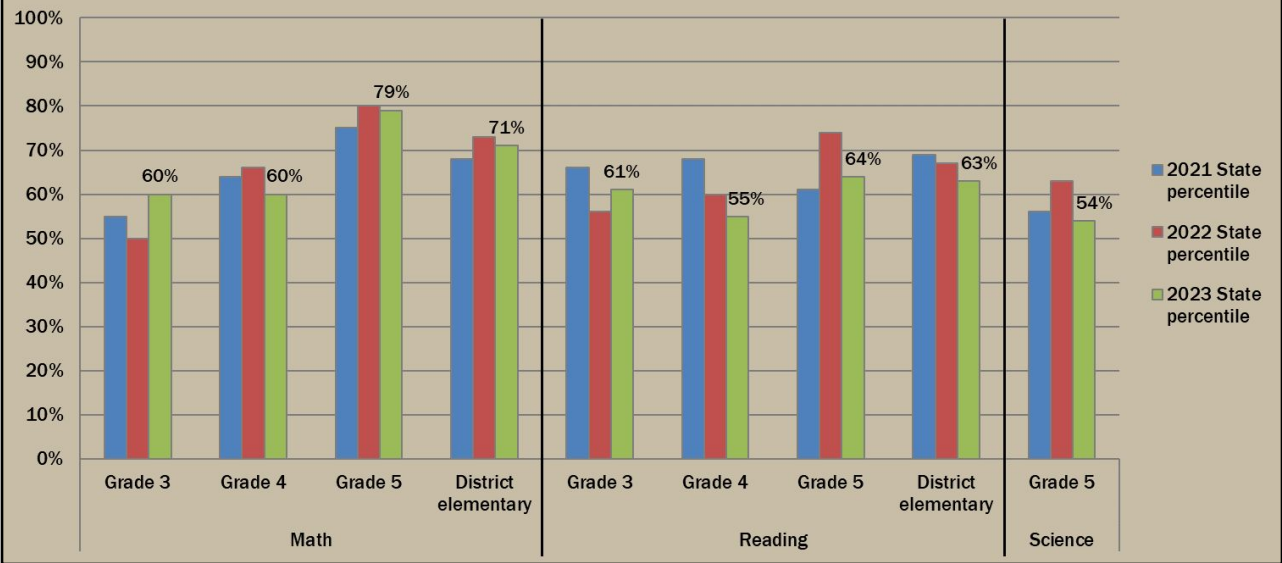
# Elementary achievement

MCA in science



# Elementary achievement

Statewide district-to-district percentile comparison based on MCA proficiency



# Elementary achievement

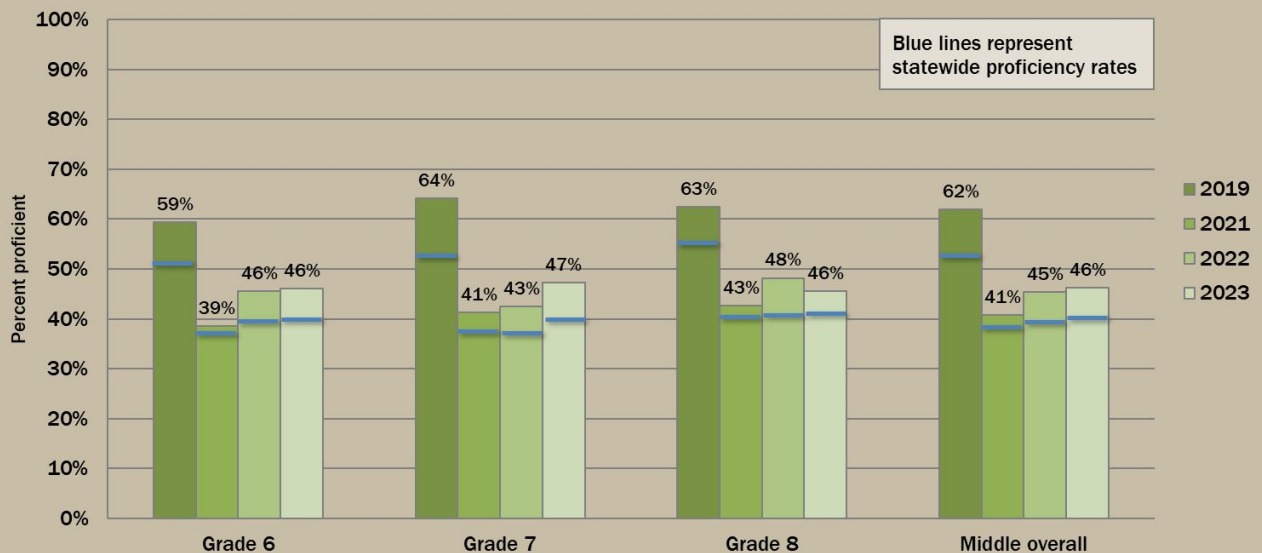
District response to the data – create an improvement plan

Anoka-Hennepin is focusing on:

- Reading well by third grade.
  - Third year of LETRS training with teachers in grades K-3.
  - Increased literacy and English learner support.
  - Bridge2Read pilot.
- Fifth year implementation of elementary math program.
- Fifth year of new talent development/school within a school (Nebula) programming.
- Academic and behavioral interventions to meet the individual needs of all learners through a multi-tiered system of support (MTSS) approach.
  - Continued implementation of elementary behavior plans across all schools.

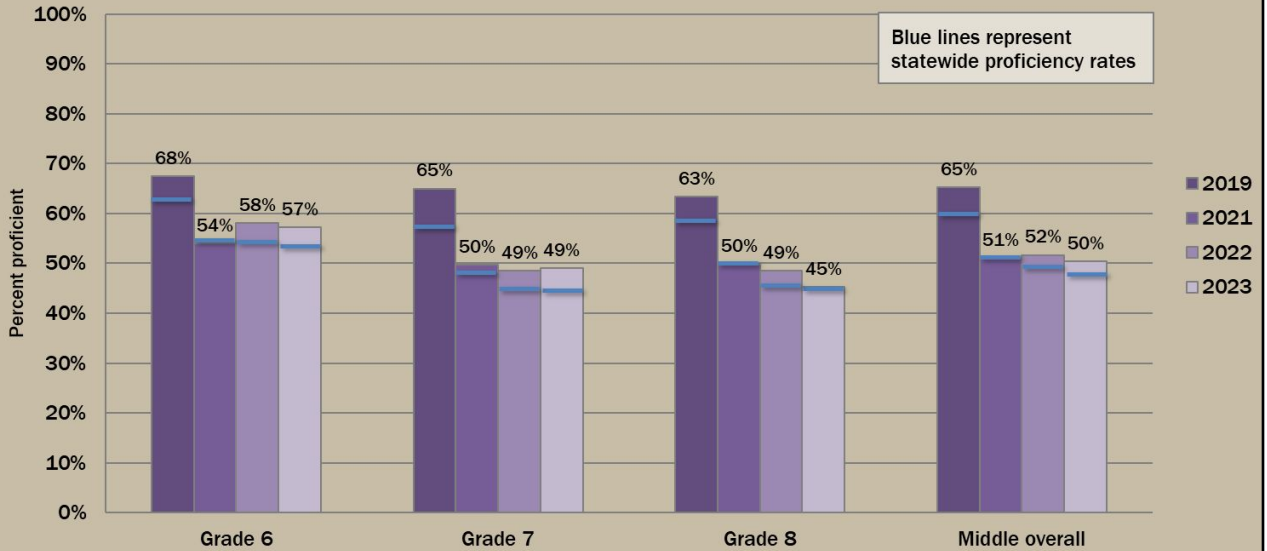
# Middle school achievement

MCA in math



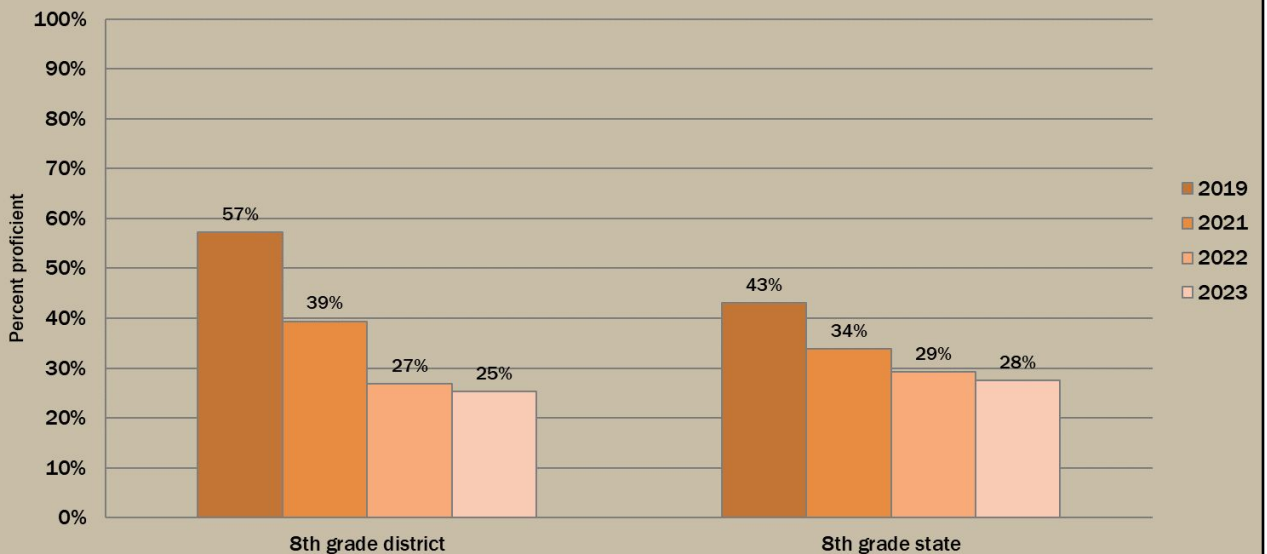
# Middle school achievement

## MCA in reading



# Middle school achievement

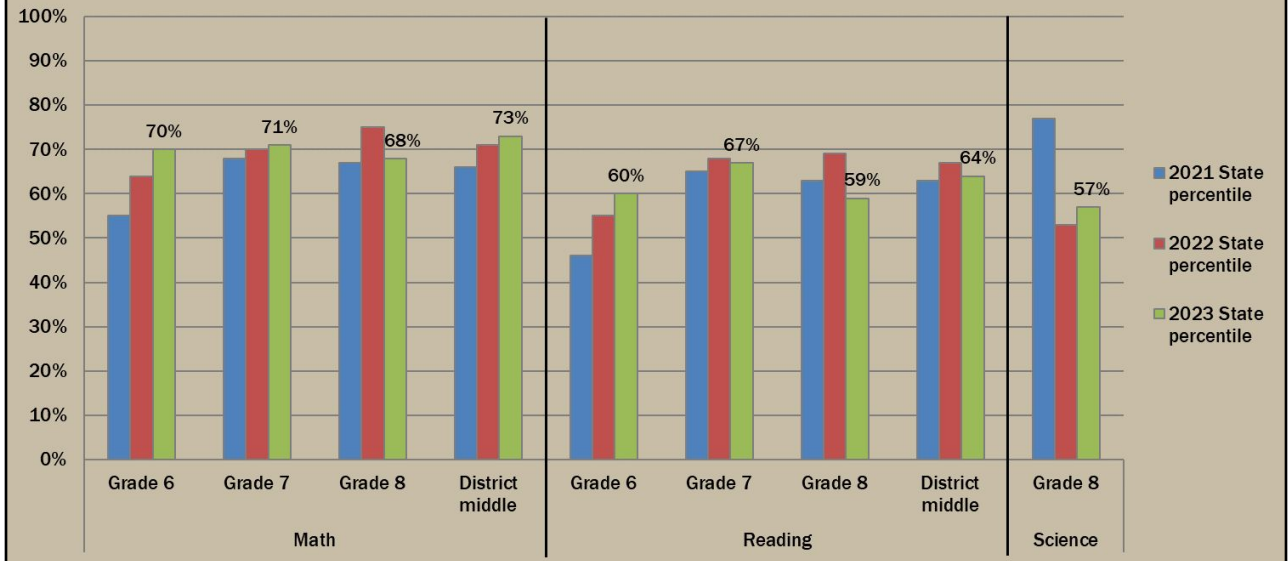
## MCA in science





# Middle school achievement

Statewide district-to-district percentile comparison based on MCA proficiency



# Middle school achievement

District response to the data – create an improvement plan

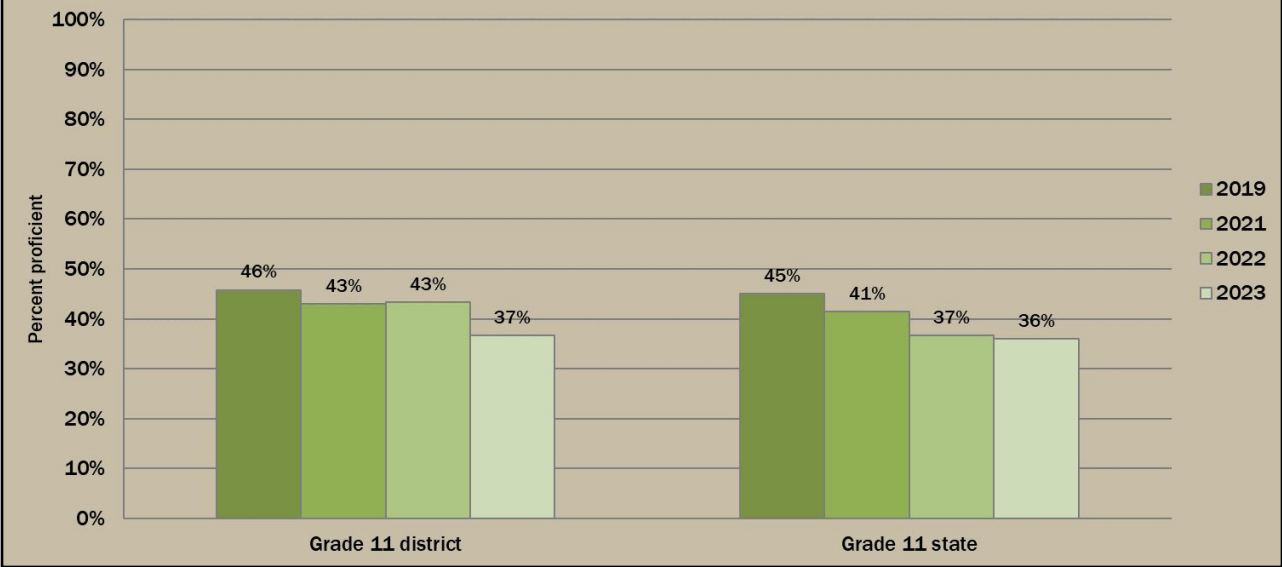
Anoka-Hennepin is focusing on:

- Strengthening academic, social and behavioral structures to meet the individual needs of all learners through a multi-tiered system of support (MTSS).
- Improving student literacy by supporting the implementation of ELA materials and providing literacy coaching for ELA, Science, and Social Studies teachers.
- Improving math competency by supporting the implementation of math materials and evidenced-based instructional practices with math coaches.
- Improving science competency by aligning course sequencing and materials to new science standards.



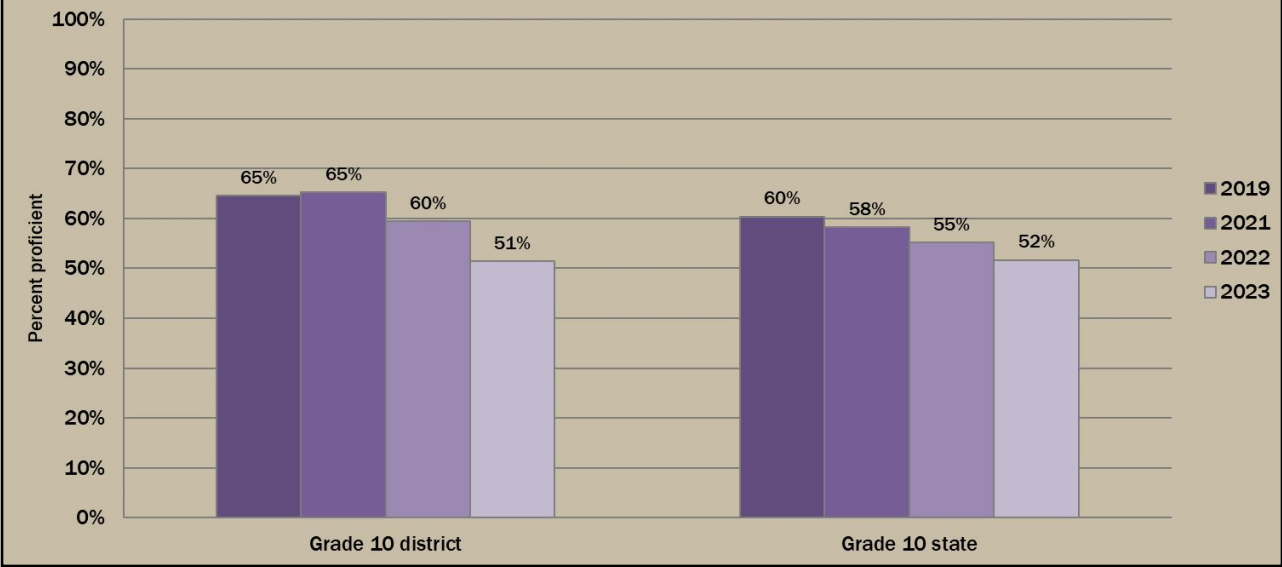
# High school achievement

MCA in math



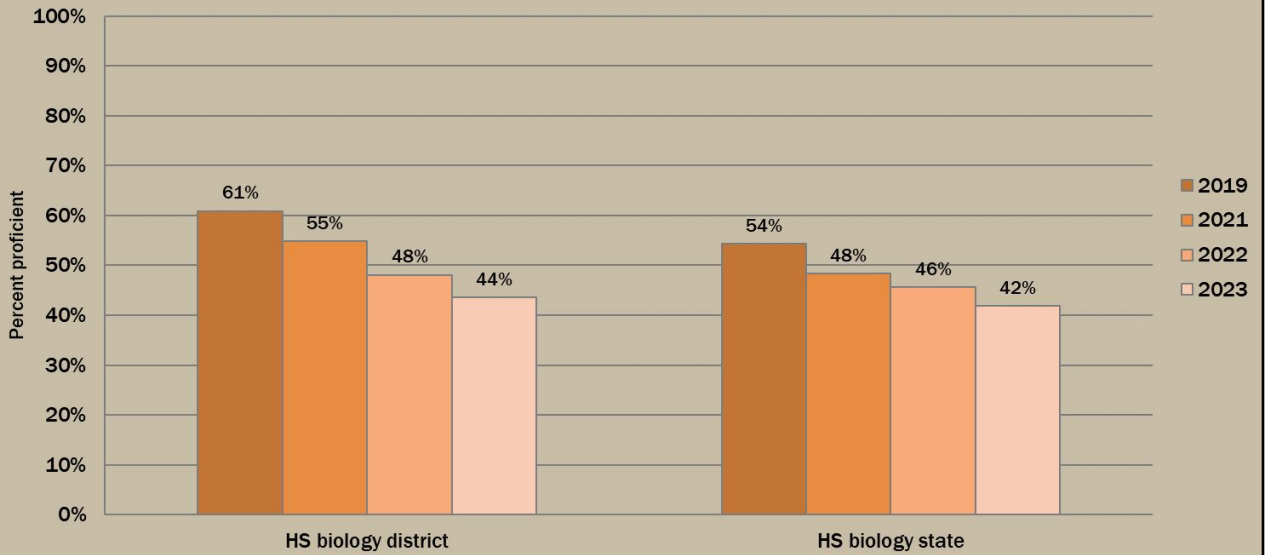
# High school achievement

MCA in reading



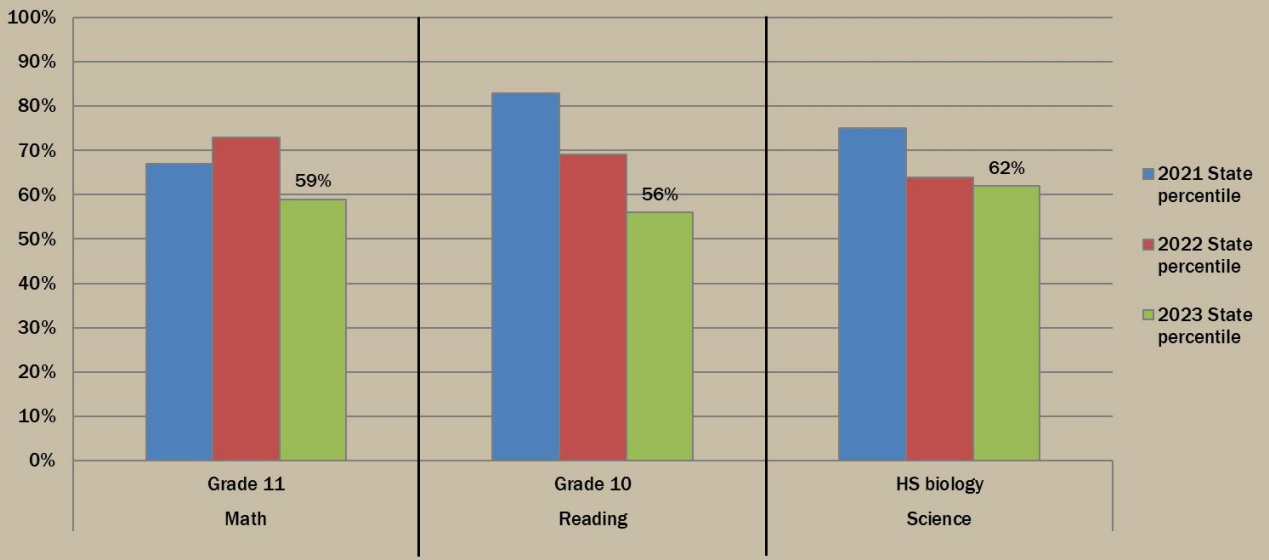
# High school achievement

## MCA in science



# High school achievement

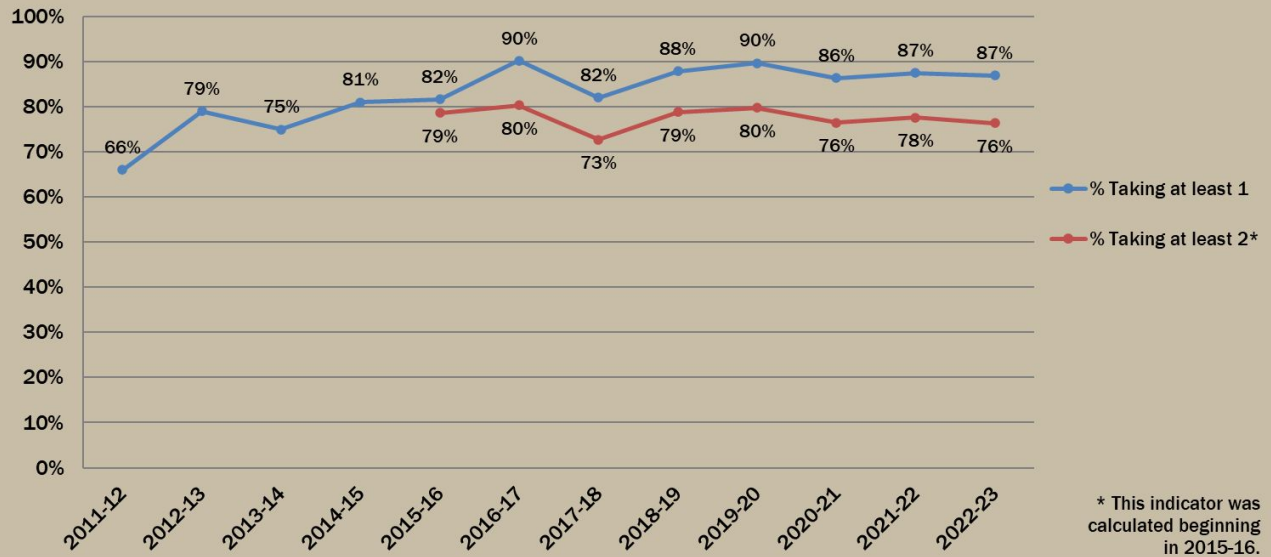
## Statewide district-to-district percentile comparison based on MCA proficiency





# High school achievement

Senior students taking career/college-level courses in high school



# High school achievement

District response to the data – create an improvement plan

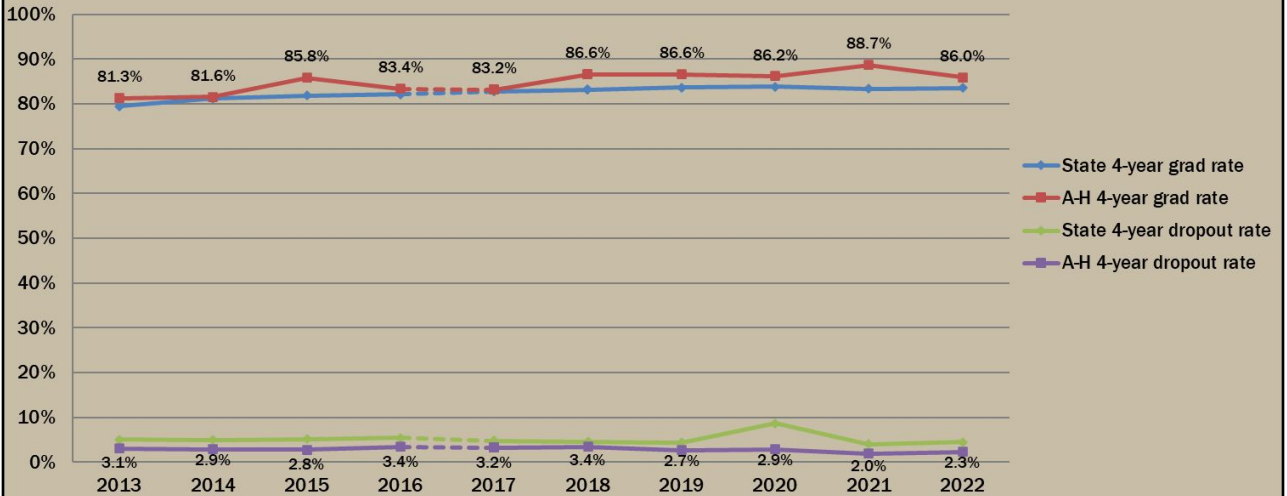
Anoka-Hennepin is focusing on:

- Strengthening multi-tiered systems of support through site-specific MTSS monitoring plans.
- Expanding our math and literacy coach model to support schools with instructional pedagogy and job-embedded professional development.
- Connecting students to pathways toward college and career readiness.
- Continuing to strengthen data use to measure student achievement and program effectiveness.
- Building community, developing a sense of belonging, and connecting students in their learning experience.



# Graduation indicators

Percent of students graduating and dropping out in four years

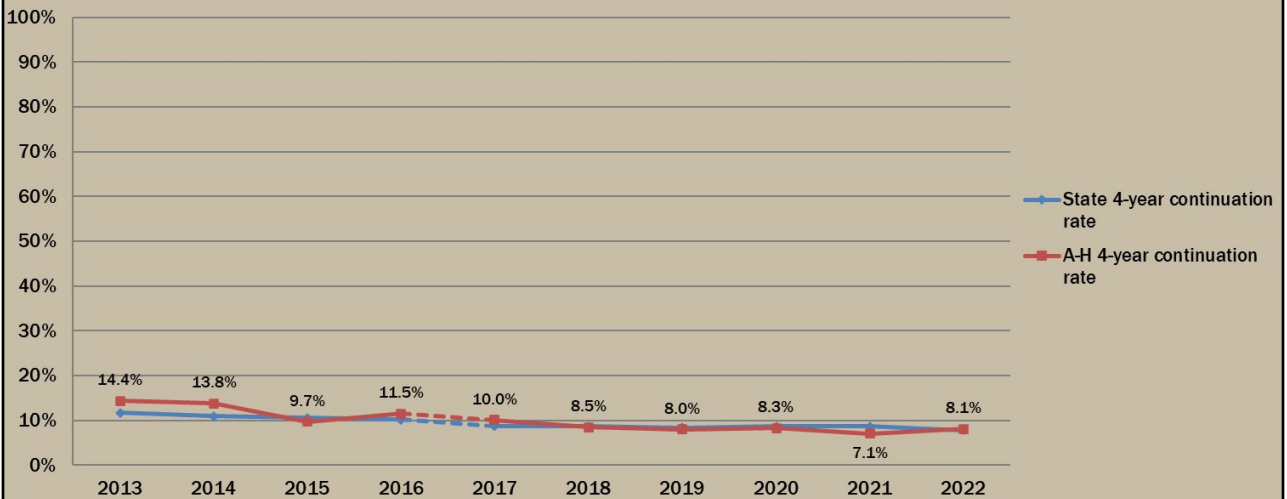


Note: dotted line indicates a change in how graduation indicators were calculated from one year to the next



# Graduation indicators

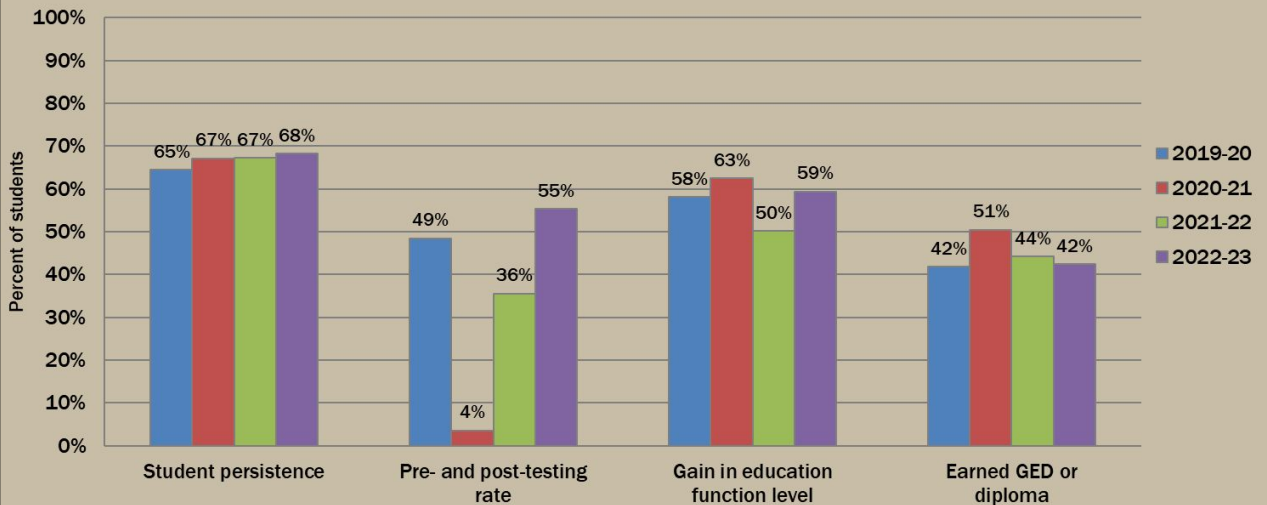
Percent of students continuing in our system after four years



Note: dotted line indicates a change in how graduation indicators were calculated from one year to the next

# Graduation indicators

## Adult Basic Education (ABE) performance indicators



Note: Values reported beginning in 2019-20 were impacted by numerous circumstances brought on by the COVID-19 pandemic.

# Graduation indicators

## District response to the data - create an improvement plan

Anoka-Hennepin is focusing on:

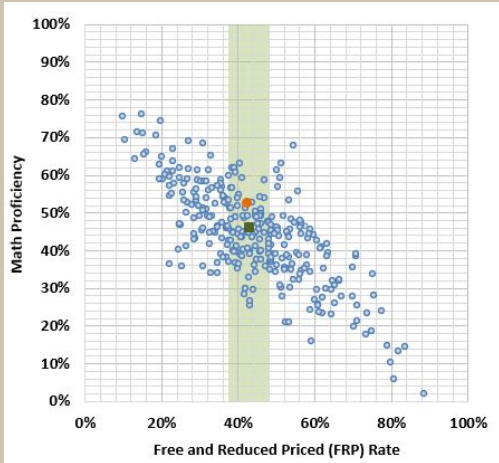
- Supporting students in meeting the requirements for four-year graduation through individualizing students' high school experience.
- Developing proactive intervention support systems and plans to keep students on-track for graduation.
- Remediating learning by expanding credit recovery efforts, along with a systematic process to monitor student progress.
- Intervention identification and maximization of student support by leveraging student relationships with intervention staff, SAAs, counselors, SSWs, Indian Ed advisors, etc.



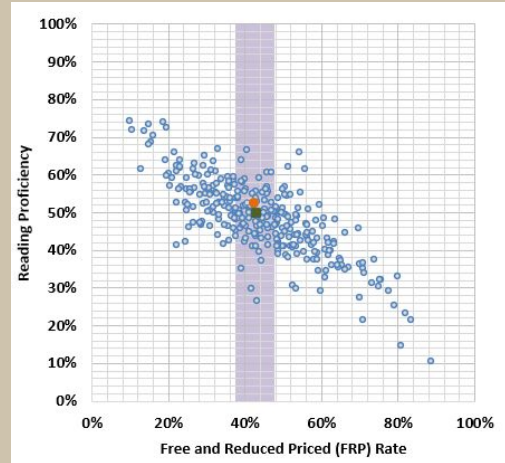
# District-to-district comparison

2023 MCA proficiency by district free/reduced priced service percentage

## Math

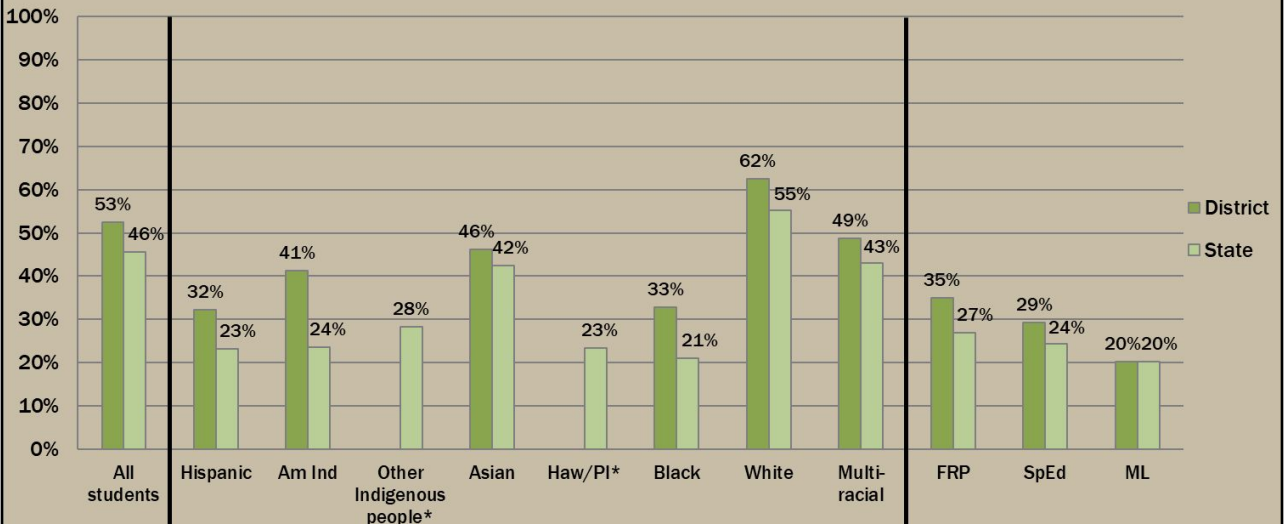


## Reading



# Achievement gap closure

2023 MCA in math proficiency rate by student group: A-H and state

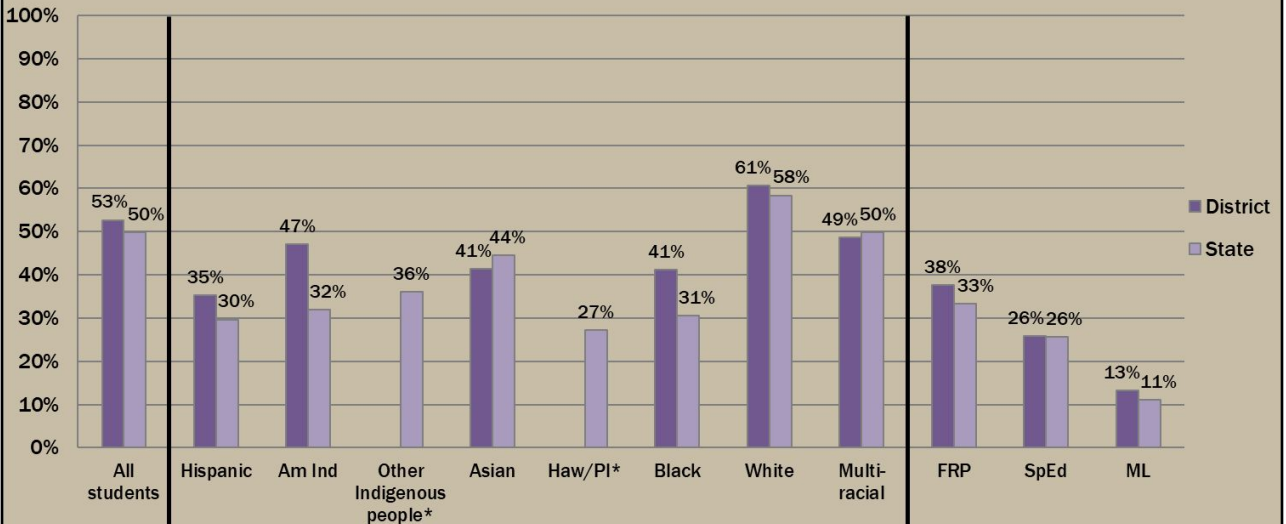


\*District 'Other Indigenous people' and 'Haw/PI' data suppressed due to low cell size.



# Achievement gap closure

2023 MCA in reading proficiency rate by student group: A-H and state

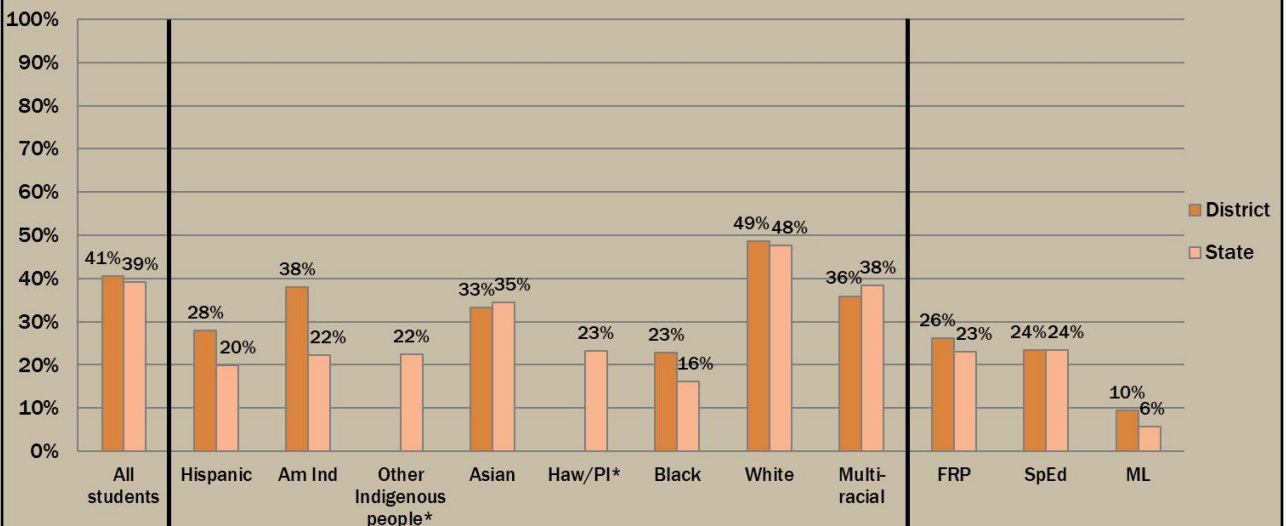


\*District 'Other Indigenous people' and 'Haw/PI' data suppressed due to low cell size.



# Achievement gap closure

2023 MCA in science proficiency rate by student group: A-H and state

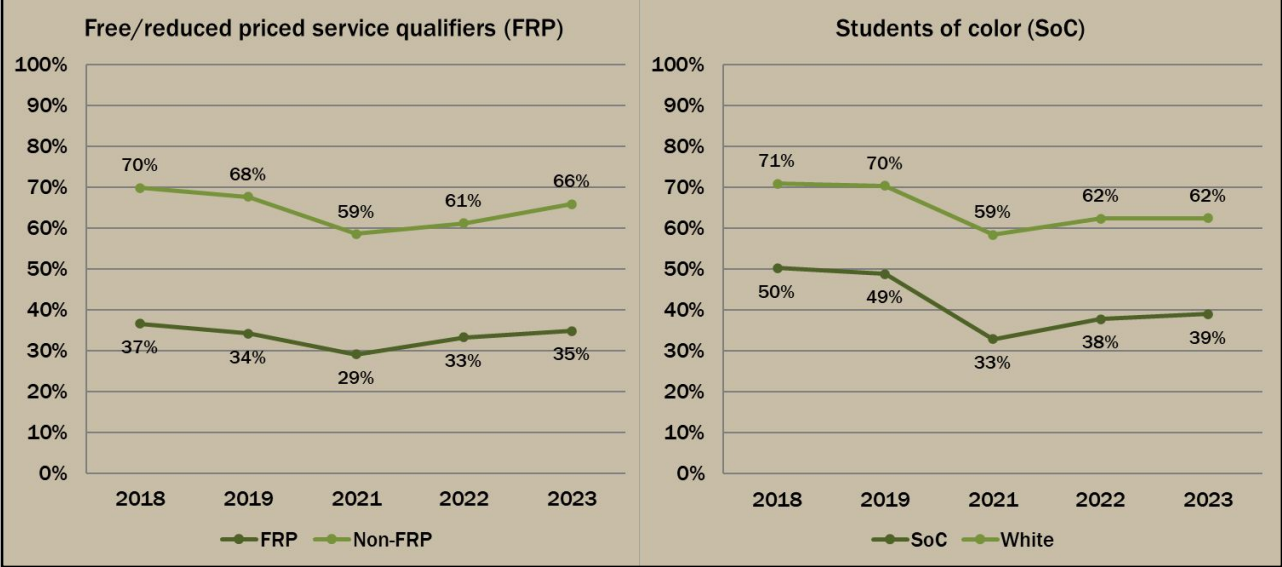


\*District 'Other Indigenous people' and 'Haw/PI' data suppressed due to low cell size.



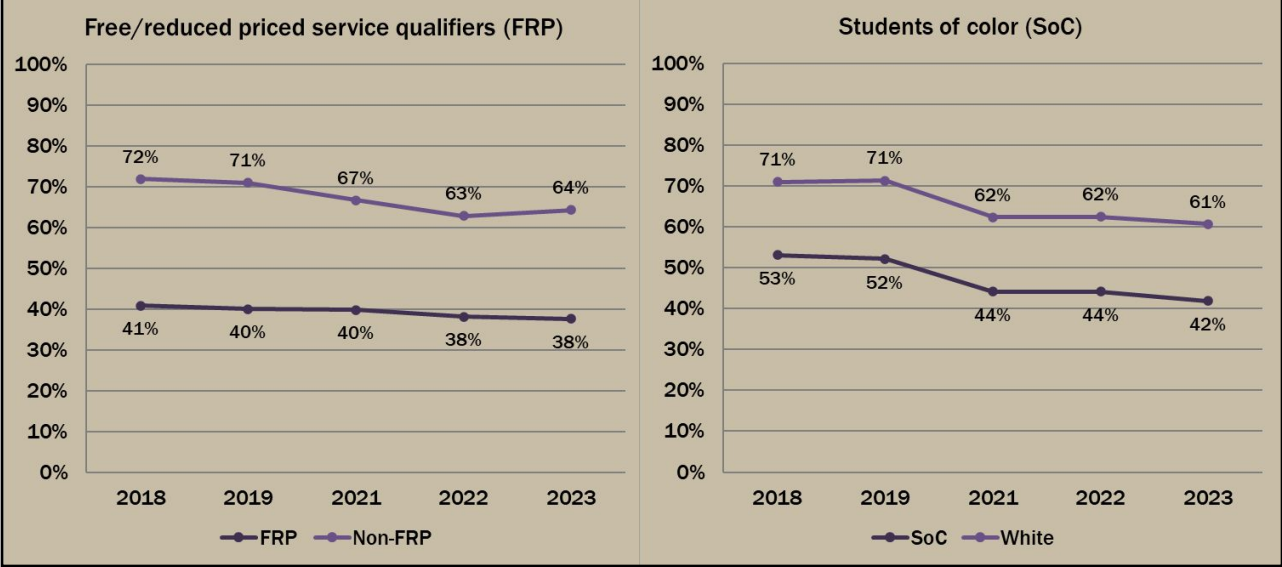
# Achievement gap closure

## MCA in math proficiency rate by student group



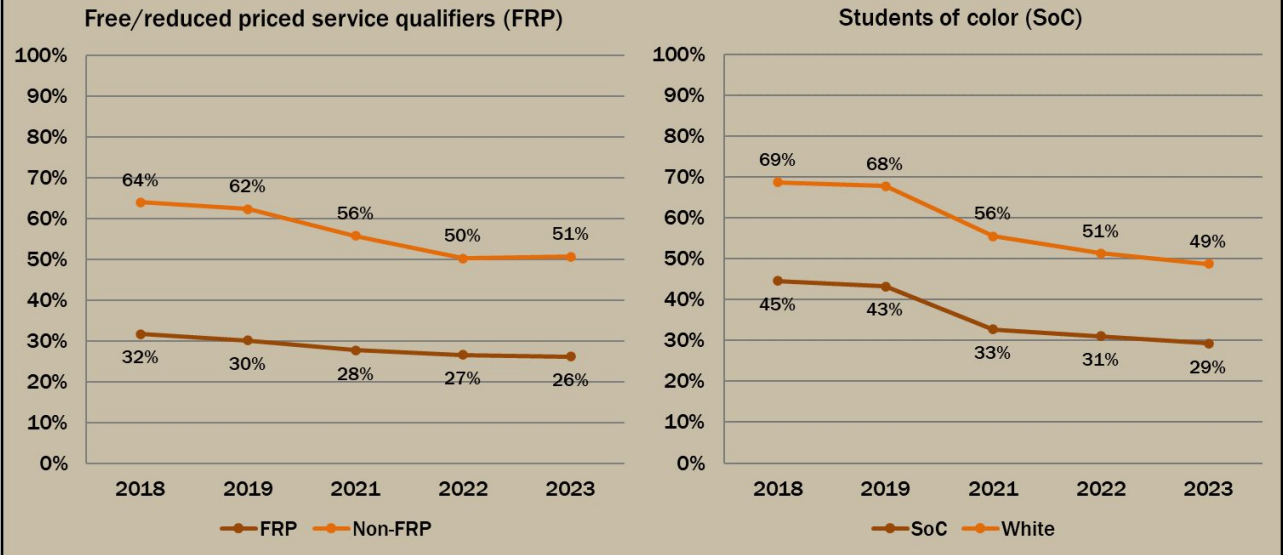
# Achievement gap closure

## MCA in reading proficiency rate by student group



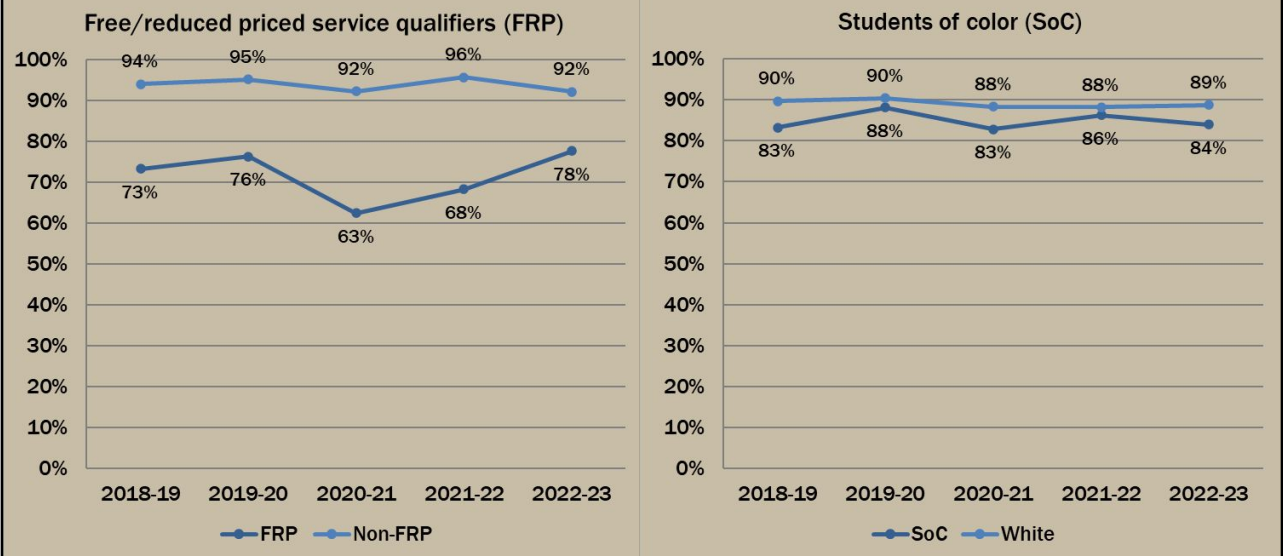
# Achievement gap closure

## MCA in science proficiency rate by student group



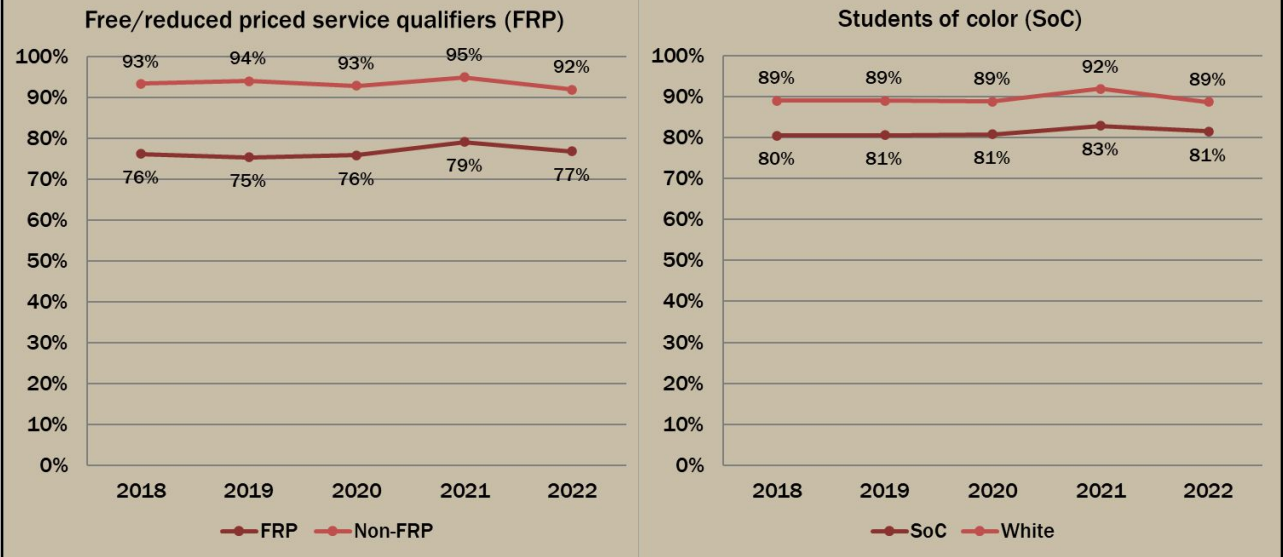
# Achievement gap closure

## Career/college-level course taking by student group



# Achievement gap closure

## 4-year graduation rates by student group



# Achievement gap closure

## District response to the data - create an improvement plan

Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation, and highly positive outcomes for each student.



# Achievement gap closure

District response to the data – create an improvement plan

Anoka-Hennepin is focused on:

- Student data to drive improvement process.
- Success for every student through strengthening multi-tiered systems of support (MTSS) in:
  - Instruction and assessment.
  - Student engagement.
  - School climate.
  - Student behavior and mental health supports.

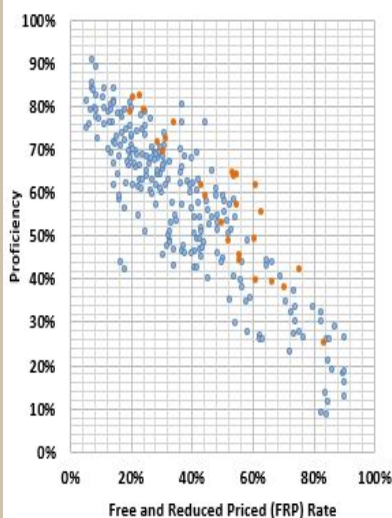


# School-to-school comparison

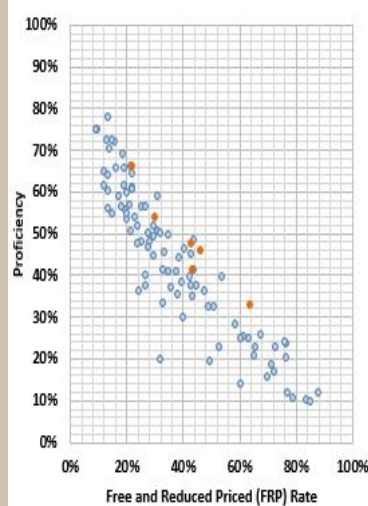
2023 MCA proficiency by school free/reduced priced service percentage

Math

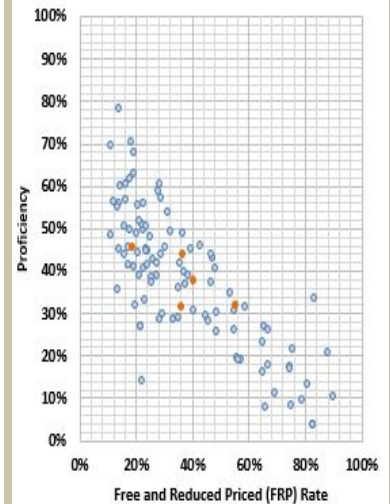
Elementary



Middle



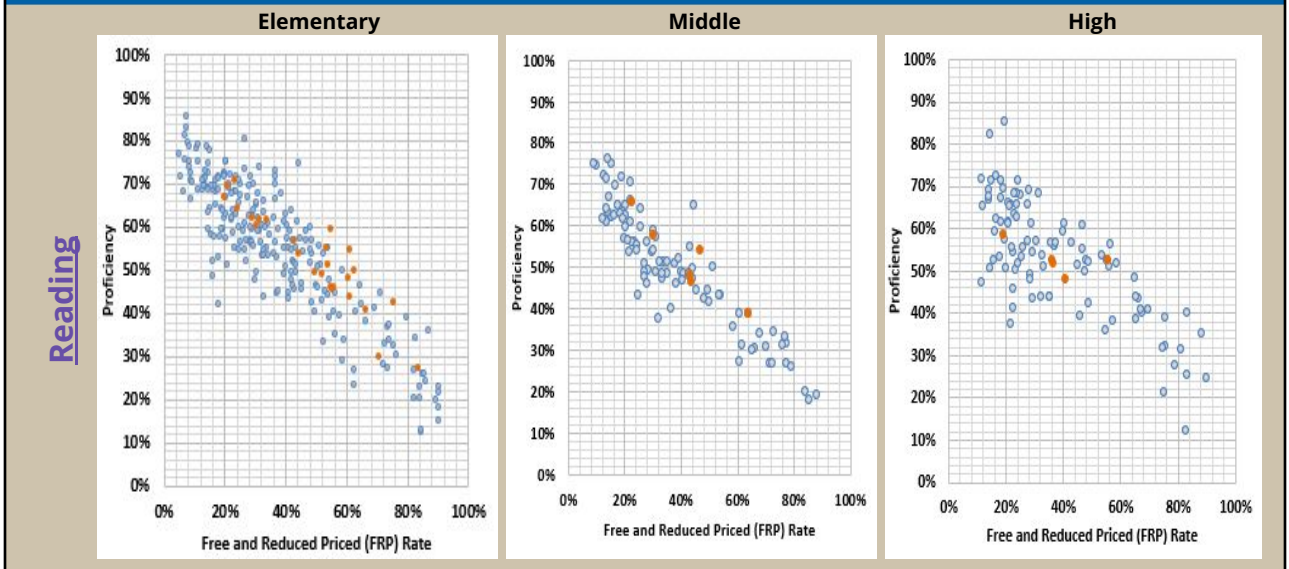
High





# School-to-school comparison

2023 MCA proficiency by school free/reduced priced service percentage



# School-to-school comparison

2023 MCA proficiency by school free/reduced priced service percentage

## Proficiency expectations:

- Predicting proficiency based on the relationship between MCA proficiency rates and percentages of students qualifying for free or reduced priced services.
- Rated by performance within  $\pm 10\%$  of predicted proficiency.

Math	Fell Short (>10% lower)	Met Expectations (within $\pm 10\%$ )	Beat the Odds (>10% higher)	Reading	Fell Short (>10% lower)	Met Expectations (within $\pm 10\%$ )	Beat the Odds (>10% higher)
Elementary	0	2	24	Elementary	0	18	8
Middle	0	5	1	Middle	0	6	0
High	2	3	0	High	0	4	1

Source: Star Tribune "Some high-poverty Minnesota schools beat the odds, while others struggle in wake of pandemic" Sept. 29, 2023



# School-to-school comparison

2023 MCA proficiency by school free/reduced priced service percentage

## Leading economic peers:

- Comparing **overall** performance of similar schools based on percentages of students qualifying for free or reduced priced services.
- Identifying schools in the top quarter of their economic peer group.

Math	Top Quarter of Peer Group	Led Peer Group (Top Spot)	Reading	Top Quarter of Peer Group	Led Peer Group (Top Spot)	Top Quarter in Both Math & Reading
Elementary	16	4	Elementary	9	2	8
Middle	5	2	Middle	4	1	4
High	1	0	High	0	0	0

Source: 2023 Minnesota Department of Education All-Accountability Assessment file and Public Enrollment file



# School-to-school comparison

2023 MCA proficiency by school free/reduced priced service percentage

- Anoka-Hennepin schools outperform their peer schools across the economic spectrum when considering like-students. Although there are no Anoka-Hennepin schools in the lowest economic comparison group, schools in the Anoka-Hennepin District are above their economic peers in ranges where we do have schools.
- Over two-thirds of schools in Anoka-Hennepin School District are beating the odds compared to similar schools across the state in at least one subject area, with almost 90% of those schools also performing at this level in the previous year.
- Nearly all of Anoka-Hennepin schools have outperformed their comparable economic peers in at least one subject across the time these comparisons have been made.



# School-to-school comparison

2023 MCA proficiency by school free/reduced priced service percentage

## Leading economic peers:

- Comparing **student group** performance of similar schools based on percentages of students qualifying for free or reduced priced services.
- Identifying schools in the top quarter of their economic peer group.

Math	Top Quarter of Peer Group in at least one student group	Led Peer Group at least one student group	Reading	Top Quarter of Peer Group in at least one student group	Led Peer Group in at least one student group	Top Quarter in Both Math & Reading in student group(s)
Elementary	23	7	Elementary	18	4	17
Middle	6	4	Middle	5	2	5
High	3	3	High	2	1	2

Source: 2023 Minnesota Department of Education All-Accountability Assessment file and Public Enrollment file



# School-to-school comparison

2023 MCA proficiency by school free/reduced priced service percentage

- Almost 90% of Anoka-Hennepin schools beat the odds by outperforming their economic peers with at least one student group, considering a broad spectrum of demographic characteristics (performance across the full continuum of learners).
- Over 80% of schools performed at the top of their economic peer group across multiple student groups and over 80% of schools performed at the top of their economic peer group across multiple subjects.
- Over 50% of Anoka-Hennepin schools led their economic peer group in at least one student group related to proficiency rates.

# Questions and comments

[ahschools.us/ret](https://ahschools.us/ret)



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## HARASSMENT, VIOLENCE and DISCRIMINATION POLICY

- I. **PURPOSE:** The purpose of this policy is to maintain a learning and working environment that is free from discrimination, harassment and violence on the basis of race, color, creed, religion, national origin, sex, gender identity, age, marital status, familial or family care leave status, status with regard to public assistance, sexual orientation, including gender identity or expression, disability, veteran status, or other protected classes as defined by the Minnesota Human Rights Act or other applicable state or federal laws.
  
- II. **GENERAL STATEMENT OF POLICY**
  - A. It is the policy of the Anoka-Hennepin School District No. 11 to maintain a learning and working environment that is free from harassment, violence or discrimination based on actual or perceived race, color, creed, religion, national origin, sex, gender **identity**, marital status, familial status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status. The district prohibits any form of harassment, violence or discrimination based on actual or perceived protected class status.
  - B. It will be a violation of this policy for any student or district employee to (1) harass a student or district employee through conduct or communication (e.g., physical, verbal, graphic or written) or to (2) inflict, threaten to inflict or attempt to inflict violence; or to (3) discriminate against a student or District employee based on that student's or employee's actual or perceived protected class status.
  - C. **It is a violation of this policy for any district employee or student to engage in malicious and sadistic conduct involving race, color, creed, national origin, sex, age, marital status, status with regard to public assistance, disability, religion, sexual harassment, and sexual orientation and gender identity, as defined by the Minnesota Human Rights Act. It is also a violation of this policy to engage in sexual exploitation**
  - D. This policy applies to all of the academic and nonacademic (for example, athletic and extracurricular) programs of the district and will be enforced before, during, or after school hours on all school property, including the school bus, school functions, or events held at other locations. The policy also applies to any off-campus conduct that causes or threatens to cause a substantial and material disruption at school, or interferes with the rights of students or employees to be free from a hostile school environment taking into consideration the totality of the circumstances on and off campus.
  - E. The district will investigate all complaints of harassment, violence or discrimination—whether formal or informal, verbal or written—based on a student's or district employee's actual or perceived protected class status, and will discipline or take appropriate action against any student or District employee who is found to have violated this policy. Appropriate administrative and staff follow-up will be provided for targets and offenders of harassment, violence and discrimination.
  - ~~B.~~F. While this policy addresses the reporting and responses to harassment, violence or discrimination, the district recognizes the importance of preventing harassment,

violence and discrimination before it occurs through ongoing practices, programs and training. The district shall implement violence prevention and character development education programs to prevent and reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.

### **III. DEFINITIONS**

A. District employee. For purposes of this policy, district employee includes school board members, district employees, agents, volunteers, contractors/vendors, or persons subject to the supervision and control of the district.

B. Discriminate. The term "discriminate" includes segregate or separate and, for purposes of discrimination based on sex, it includes sexual harassment.

Formatting to be fixed once approved

C. Harassment. Harassment is unwelcome conduct that is based on race, color, creed, religion, national origin, sex, gender **identity**, marital status, familial status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status. A single incident of harassment may implicate more than one protected class. For example, a student may be targeted because of **their~~his~~** race and sexual orientation.

1. Harassing conduct may take many forms, including but not limited to verbal acts and name-calling, as well as nonverbal behavior that is physically threatening, harmful, or humiliating. Harassment includes the use of derogatory language, intimidation, and threats; unwanted physical contact or physical violence; and the use of derogatory language and images in graffiti, pictures or drawings, notes, e-mails, electronic postings and/or phone or text messages related to a person's membership in a protected class. Harassment includes behavior that may not be directed at a particular person, but may instead consist of harassing conduct (e.g. physical, verbal, graphic, or written) that creates a hostile environment for students or employees.

2. Conduct is unwelcome if the student or employee did not request or invite it and considered the conduct to be undesirable or offensive. Submission or failure to complain does not mean that the conduct was welcome; the circumstances must be examined.

3. With respect to students, a "hostile environment" exists when harassment is sufficiently severe, persistent, or pervasive to interfere with or limit one or more students' abilities to participate in or benefit from the education program.

4. With respect to district employees, a "hostile environment" exists when harassment is sufficiently severe or pervasive so as to alter the conditions of the victim's employment and create an abusive working environment.

D. Sex-Based Harassment (Reference 413.1 Title IX Harassment Grievance Process)

1. "Sex-based harassment" includes both sexual harassment and gender-based harassment.

2. Sexual harassment is harassment of a sexual nature. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:

a. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining or retaining employment, or of obtaining an education; or

b. submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment or education; or

c. the conduct or communication has the purpose or effect of creating a hostile environment.

3. "Gender-based harassment" means non-sexual harassment of a person because of the person's sex, including harassment based on gender identity and expression. Gender-based harassment includes, but is not limited to, harassment based on the person's nonconformity with gender stereotypes, regardless of the actual or perceived sex, gender identity, or sexual orientation of the harasser or target of the harassment.

4. "Gender stereotypes" refers to stereotypical notions of masculinity and femininity or expectations of how boys or girls should act.

**4.5. "Gender identity" means a person's inherent sense of being a man, woman, both, or neither. A person's gender identity may or may not correspond to their assigned sex at birth or to their primary or secondary sex characteristics. A person's gender identity is not necessarily visible to others.**

E. Sexual Orientation Based Harassment (Reference 413.1 Title IX Harassment Grievance Process)

1. "Sexual orientation-based harassment" means non-sexual harassment of a person because of the person's actual or perceived sexual orientation or association with or advocacy for a person or group. ~~(e.g., family members or friends) who are lesbian, gay, bisexual or transgender ("LGBTQIA+").~~

2. "Sexual orientation" means ~~having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person or having or being perceived as having an orientation for such attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness~~ to whom someone is, or is perceived of as being, emotionally, physically, or sexually attracted to based on sex or gender identity. A person may be attracted to men, women, both, neither, or to people who are genderqueer, androgynous, or have other gender identities.

F. Racial, Color, Creed or National Origin Harassment.

1. Racial, color, creed or national origin harassment consists of physical or verbal conduct based on an individual's perceived or actual race, color, creed or national origin.

2. "National origin" means the place of birth of an individual or of any of the individual's lineal ancestors. This includes harassment of students born in the United States who have relatives that are from other countries.

G. Race.

Race is inclusive of traits associated with race, including but not limited to hair texture and hair styles such as braids, locs, and twists.

H. Religious Harassment.

Religious harassment consists of physical or verbal conduct based on an individual's perceived or actual religious beliefs.

I. Disability Harassment.

1. Disability harassment consists of physical or verbal conduct based on an individual's perceived or actual disability.

2. A person with a disability is any person who (1) has a physical or mental impairment which substantially limits one or more major life activities; (2) has a record of such an impairment; or (3) is regarded as having such an impairment. This includes students who are protected by Title II of the Americans with Disabilities Act and/or Section 504 of the Rehabilitation Act.

Formatting to be fixed once approved

3. Disability harassment also may deny a student with a disability a free and appropriate public education (FAPE). Harassment of a student based on disability may decrease the student's ability to benefit from ~~their~~~~his or her~~ education and amount to a denial of FAPE.

I. Other Protected Class Harassment.

Harassment of other protected classes consists of physical or verbal conduct based on an individual's perceived or actual protected class status.

J. Sexual Violence.

Sexual violence is a physical act of aggression or force or the threat thereof that involves the touching of another person's intimate parts, or forcing a person to touch any person's intimate parts. Intimate parts, as defined in Minn. Stat. § 609.341, includes the primary genital area, groin, inner thigh, buttocks or breast, as well as the clothing covering these areas. Sexual violence may include, but is not limited to:

1. touching, patting, grabbing, or pinching another person's intimate parts, whether that person is of the same sex or the opposite sex;
2. coercing, forcing or attempting to coerce or force the touching of anyone's intimate parts;
3. coercing, forcing or attempting to coerce or force sexual intercourse or a sexual act on another; or
4. threatening to force or coerce sexual acts, including the touching of intimate parts or intercourse, on another.

K. Racial, Color, Creed or National Origin Violence.

Racial violence is a physical act of aggression or force, an assault, or the threat thereof, that is directed toward a student or employee based on their perceived or actual race, color, creed, or national origin.

L. Religious Violence.

Religious violence is a physical act of aggression or force, an assault, or the threat thereof, that is directed toward a student or employee based on their perceived or actual religion.

M. Disability Violence.

Disability violence is a physical act of aggression or force, an assault, or the threat thereof, that is directed toward a student or employee based on a perceived or actual disability.

N. Other Protected Class Violence.

Other Protected Class violence is a physical act of aggression or assault on another based on their actual or perceived protected class status.

O. Assault is:

1. an act done with intent to cause fear in another of immediate bodily harm or death;
2. the intentional infliction of or attempt to inflict bodily harm on another; or
3. the threat to do bodily harm to another with present ability to carry out the threat.

**3.P. Malicious and sadistic conduct means creating a hostile learning environment by acting with the intent to cause harm by intentionally injuring another without just cause or reason or engaging in extreme or excessive cruelty or delighting in cruelty.**

## **~~I. GENERAL REPORTING PROCEDURES~~**

~~A.—The adoption and implementation of a proper reporting system will help the district comply with the Minnesota Human Rights Act and federal law by ensuring that the district promptly addresses allegations of harassment and violence.~~

~~B. Pursuant to Title IX, each district must designate at least one employee (Title IX Coordinator) to coordinate its efforts to comply with and carry out its responsibilities under the regulations, including Title IX complaint investigations. 34 C.F.R. § 106.8(a).~~

~~C. Each district must also publish grievance procedures providing for prompt and equitable resolution of sex discrimination complaints, including complaints of sexual harassment. In addition, under Section 504 and Title II, districts are required to have grievance procedures to address disability harassment.~~

~~D. Minnesota Statutes section 121A.03 requires that districts have reporting procedures for sexual, religious, and racial harassment and/or violence complaints.~~

~~1. For purposes of meeting the state reporting requirements, the following reporting procedures will be made available for district employees and students who wish to report an incident or incidents that may involve harassment, violence or discrimination based on actual or perceived race, color, creed, religion, national origin, sex/gender, marital status, familial status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status.~~

~~The district personnel designated in this policy are to receive oral or written complaints and reports of harassment, violence or discrimination based on race, color, creed, religion, national origin, sex/gender, marital status, familial status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status.~~

## **IV. REPORTING PROCEDURES FOR INCIDENTS OF HARASSMENT AND/OR DISCRIMINATION AGAINST DISTRICT EMPLOYEES**

### **A. Reporting Complaints**

1. Any District employee who believes **they have**~~he or she has~~ experienced harassment, violence or discrimination on the basis of **their**~~his or her~~ actual or perceived race, color, creed, religion, national origin, sex/gender, marital status, familial status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status, or any person with knowledge or belief of conduct which may constitute harassment, violence or discrimination, should report the alleged acts immediately, or as soon as possible, to an appropriate district official designated by this policy.

2. Although the district encourages the alleged target or other reporting party to use the report form set forth in this policy, use of the formal reporting form is not required. Oral reports shall be considered complaints as well. The form is available from the principal of each building, the district office, and on the district's website. Upon request for qualified persons with a disability, alternative means of filing a complaint, such as through a personal interview or by tape recording, will be made available.

3. In the District. The school board designates the Executive Director of Human Resources as the district human rights officer to receive employee reports or complaints of harassment, violence, and discrimination at:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [humanrightsofficer@ahschools.us](mailto:humanrightsofficer@ahschools.us)

If the complaint involves the human rights officer, the complaint shall be filed directly with the superintendent at:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [superintendent@ahschools.us](mailto:superintendent@ahschools.us)

If the complaint involves the superintendent, the complaint shall be filed directly with the school board chair:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [schoolboardchair@ahschools.us](mailto:schoolboardchair@ahschools.us)

If the complaint involves a school board member, the complaint shall be filed directly with the school board chair:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [schoolboardchair@ahschools.us](mailto:schoolboardchair@ahschools.us)

If the complaint involves the school board chair, the complaint shall be filed directly with the district general counsel:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [generalcounsel@ahschools.us](mailto:generalcounsel@ahschools.us)

4. In Each School Building. The school principal is the person responsible for receiving oral or written reports of harassment, violence or discrimination at the school level. Any district employee who receives a report shall inform the principal immediately. If the principal is not available on the date of the report, then the employee must forward the oral or written report/complaint directly to the human rights officer. If the complaint involves the principal, the employee will provide ~~their~~ ~~his or her~~ report directly to the superintendent or the district's human rights officer. Upon receipt of a report, the principal must notify the district human rights officer immediately, without screening or investigating the credibility of the report. The principal may request, but may not insist on, a written complaint. If the report is verbal, the principal shall prepare and provide to the human rights officer a written statement of the facts alleged within 24 hours of receiving the report. Failure to forward any harassment or violence report or complaint may result in disciplinary action against the principal.

5. Nothing in this policy shall prevent a district employee from reporting harassment, violence, or discrimination directly to the district human rights officer or to the superintendent.

6. The complaint (verbal or written) should be reported immediately, or as soon after the incident as possible; delays between the date of the alleged incident and the reporting date may make investigations more difficult.

7. The willful filing of a false report will be considered to be a violation of district policy.

8. Although confidentiality cannot be assured, the district will respect the privacy of the alleged target, the reporter (if someone other than the alleged target), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the district's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations.

#### B. Investigation – District Employees

1. The human rights officer, upon receipt of a report or complaint, will promptly undertake or authorize an investigation. The investigation may be conducted by district officials or by a neutral third party designated by the district.

2. The investigation will be completed within 30 calendar days from receipt of the complaint, unless impracticable.

3. The investigation may, as appropriate, consist of personal interviews with the alleged target, the reporter (if someone other than the alleged target), the individual(s) against whom the complaint is filed, and others who may have

knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.

4. In determining whether alleged conduct constitutes a violation of this policy, the district will consider the facts and surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.

5. The district, at its discretion, may take immediate steps, based on the severity of the allegations, to protect the parties involved in the complaint process pending completion of an investigation.

#### C. School District Action – District Employee

1. Upon completion of the investigation, the district or neutral third party designated investigator will make a written report to the human rights officer. If the complaint involves the human rights officer, the report must be filed directly with the superintendent. If the complaint involves the superintendent, the report must be filed directly with the school board. The report will include the facts, a determination of whether the allegations have been substantiated and whether a violation of this policy has occurred.

2. Upon completion of the investigation, the human rights officer will inform the alleged target of ~~their~~~~his or her~~ right to review the written report at the school building where the target is employed or enrolled, in accordance with state and federal law regarding data or records privacy.

3. In the event a complaint is substantiated, the district will take appropriate and effective action depending on the circumstances. Such action may include, but is not limited to, training, counseling, warning, suspension, transfer, remediation, or termination. District action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and district policies.

### **III. V. REPORTING PROCEDURES FOR INCIDENTS OF HARASSMENT AND/OR DISCRIMINATION AGAINST STUDENTS**

#### A. Reporting a Complaint

1. Any student who believes **they have**~~she/he has~~ experienced harassment, violence or discrimination on the basis of their actual or perceived race, color, creed, religion, national origin, sex/gender, marital status, familial status, disability, status with regard to public assistance, sexual orientation, age, family care leave status or veteran status should report the alleged acts immediately, or as soon as possible, to an administrator, counselor, or student services advocate in that school.

2. Any District employee who observes an act of harassment, violence or discrimination toward a student shall intervene to attempt to stop the act and shall report it to the appropriate person immediately, or as soon as possible.
3. Any District employee or student who witnesses or has knowledge or belief of conduct that may be harassment, violence or discrimination toward a student shall inform an administrator, counselor, or student services advocate immediately, or as soon after the incident as possible. A counselor or student services advocate must promptly report the information to an administrator.
4. The complaint (verbal or written) should be reported immediately, or as soon after the incident as possible; delays between the date of the alleged incident and the reporting date may make investigations more difficult.
5. The school board designates the Title IX Coordinator/Equity Coordinator to monitor and receive student reports or complaints of harassment, violence and discrimination against students:

Title IX Coordinator/Equity Coordinator  
Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone: (763)  
506-1000  
Email: [titleIXcoordinator@ahschools.us](mailto:titleIXcoordinator@ahschools.us)

6. The school board designates the 504 Coordinator to monitor and receive student reports or complaints of disability harassment, violence and discrimination:

504 Coordinator  
Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone: (763)  
506-1000  
Email: [504coordinator@ahschools.us](mailto:504coordinator@ahschools.us)

7. If the complaint involves an administrator, the complaint should be filed directly with the Title IX/Equity Coordinator, who will advise the Superintendent. If a complaint involves the Title IX/Equity Coordinator, the complaint shall be filed directly with the superintendent. If the complaint involves the superintendent, the complaint shall be filed directly with the school board chair:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [suprintendent@ahschools.us](mailto:suprintendent@ahschools.us) or [schoolboardchair@ahschools.us](mailto:schoolboardchair@ahschools.us)

8. If the complaint involves a school board member, the complaint shall be filed directly with the school board chair:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [schoolboardchair@ahschools.us](mailto:schoolboardchair@ahschools.us)

9. If the complaint involves the school board chair, the complaint shall be filed directly with the district general counsel:

Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [generalcounsel@ahschools.us](mailto:generalcounsel@ahschools.us)

10. Nothing in this policy shall prevent any person from reporting harassment, violence, or discrimination directly to the Title IX Coordinator/Equity Coordinator or to the superintendent:

Superintendent, Anoka-Hennepin School District  
Mailing address: 2727 North Ferry Street, Anoka, MN 55303 Telephone:  
(763) 506-1000  
Email: [superintendent@ahschools.us](mailto:superintendent@ahschools.us)

11. Although the district encourages the reporting student to use the report form set forth in this policy, use of formal reporting forms is not required. Oral reports shall be considered complaints as well. The form is available in the counseling and administrative office of each school, the district office, and on the district's website at:

<http://www.ahschools.us/complaintform>

Alternative, accessible means of filing a complaint, such as through a personal interview or by tape recording, will be made available for individuals with disabilities.

#### B. Investigation– Students

1. Upon receipt of a report or complaint, the district shall promptly undertake or authorize an investigation. The investigation will be completed within thirty days from receipt of the complaint, unless impracticable.

2. The investigation may, as appropriate, consist of personal interviews with the alleged target, the reporter (if someone other than the alleged target), the individual(s) against whom the complaint is filed, and others who may have knowledge of the alleged incident(s) or circumstances giving rise to the complaint. The investigation may also consist of any other methods and documents deemed pertinent by the investigator.

3. In determining whether alleged conduct constitutes a violation of this policy, the district will consider the age and level of understanding of the student(s) involved, the facts and surrounding circumstances, the nature of the behavior, past incidents or past or continuing patterns of behavior, the relationships between the parties involved and the context in which the alleged incidents occurred. Whether a particular action or incident constitutes a violation of this policy requires a determination based on all the facts and surrounding circumstances.

4. The district may, at its discretion, take immediate steps, based on the severity of the allegations, to protect the parties involved in the complaint process pending completion of an investigation.

5. The intentional filing of a false report will be considered to be a violation of the student discipline policy.

C. School District Action – Students

1. The investigator shall document ~~their~~~~his or her~~ findings within five school days of concluding the investigation.

2. Upon conclusion of the investigation and receipt of the findings, and if harassment is found to have occurred, the district will take appropriate and effective action with respect to the target and the offender, and document the action taken. If the investigator determined that a violation of this policy has occurred, such appropriate action may include, but is not limited to, an education component, alternative dispute resolution, training, counseling, warning, class transfer, suspension, expulsion, or transfer. If both the target and the alleged offender agree to attempt to mediate the complaint using the school's formal mediation process, this will be encouraged.

D. Timelines and Notification to Parents/Guardians

1. The parent(s)/guardian(s) of the target and/or the alleged offenders of bullying, harassment, violence or discrimination should be notified of the report before the close of the current school day, but not later than two school days of the report being filed, unless otherwise directed by law enforcement or required by law, or if in the professional judgment of the District notification is not warranted. The parents/guardians of both the target and the alleged offender(s) shall be notified if there is a physical assault, unless otherwise directed by law enforcement or required by law.

2. Following the investigation, the person handling the complaint or a representative of the District will communicate with the target regarding the outcome of the investigation.

a. This communication will include the parent(s)/guardian(s) of the student at the parent's/guardian's request if the student is under age 18, or at the student's request if over 18.

b. If the investigation has not been completed within three school days, a verbal summary of the progress of the investigation will be given to the target at that time.

3. The target and/or the parent(s)/guardian(s) of the target may review any relevant data in the office of the employee completing the report if requested.

- a. Copies of the data will not be released to a student but may be released to the parent(s)/guardian(s) of the target upon request of the parent(s)/guardian(s).
  - b. The alleged offender(s) or **their~~his/her~~** parent(s)/guardian(s) may not examine or have access to the data unless a court order is received by the District. The alleged offender(s) or **their~~his/her~~** parent(s)/guardian(s) may not be informed of the individual identity of the reporter by any staff person investigating the complaint.
4. The privacy and data privacy rights of all persons involved must be respected in accordance with current state and federal laws.

#### E. Who is Responsible for Carrying Out This Reporting Procedure

1. When a report is made or referred to an administrator, that person or **their~~his or her~~** designee is responsible for carrying out and documenting this reporting procedure.
2. When a report is made or referred to the Title IX Coordinator/Equity Coordinator, that person or **their~~his or her~~** designee, is responsible for carrying out and documenting this reporting procedure.
3. When a report is made to the superintendent, that person or **their~~his or her~~** designee is responsible for carrying out and documenting this reporting procedure.
4. The district's 504 Coordinator or **their~~his or her~~** designee, is responsible for carrying out and documenting this procedure in connection with complaints of disability harassment, violence, or discrimination.
5. Incidents that include violence as defined in this procedure should also be referred to the **school resource~~police liaison~~** officer serving the building for a possible separate criminal investigation.
6. When the report involves alleged harassment, violence or discrimination by a district employee or employee of an agency contracted by the District against a student, the investigation will be performed by the Title IX/Equity Coordinator.

#### F. Harassment or Violence as Abuse

1. Under certain circumstances, alleged harassment or violence may also be possible abuse under Minnesota law. If so, the duties of mandatory reporting under Minnesota Statutes section 626.556 may be applicable.
2. Nothing in this policy will prevent or prohibit the district from taking immediate action to protect victims of alleged harassment, violence or abuse.

## **V. NO REPRISAL**

There will be no retaliation against any target or reporter of harassment, violence or discrimination under this policy, nor against any person who participates in an investigation. The district will take appropriate action against any student, teacher, administrator or other district employee who retaliates against any person who makes a good faith report, who testifies, assists or participates in an investigation, or who testifies, assists or participates in a proceeding or hearing relating to the report. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

## **VI. APPEAL**

If the report or grievance has not been resolved to the satisfaction of the target of harassment, violence or discrimination, s/he may appeal to the human rights officer if a district employee, or the Title IX/Equity Coordinator if a student, within ten (10) school days of receipt of the findings of the district investigation. The district investigator will conduct a review of the appeal and, within ten (10) school days of receipt of the appeal, will affirm, reverse, or modify the findings of the report. The decision of the district investigator is final.

## **VII. CONFLICT OF INTEREST**

If there is a conflict of interest with respect to any party affected by this policy, appropriate accommodations will be made, such as, but not limited to, appointing or contracting with a neutral third-party investigator to conduct the investigation, or recusing from the process the person for whom a conflict or potential conflict of interest exists.

## **VIII. RIGHT TO ALTERNATIVE COMPLAINT PROCEDURES**

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the agencies identified below, or initiating an action in state or federal court.

Minnesota Department of Human Rights Freeman  
Building  
625 Robert Street North St. Paul,  
MN 55155  
toll free: 800.657.3704  
tty: 651.296.1283  
fax: 651.296.9042  
[www.humanrights.state.mn.us](http://www.humanrights.state.mn.us)

U.S. Department of Education Office for  
Civil Rights, Region V 500  
W. Madison Street - Suite 1475 Chicago  
IL 60661  
Tel: 312.730.1560  
TDD: 312.730.1609

## IX. MONITORING OF INCIDENTS

The Title IX/Equity Coordinator will monitor the frequency, nature, and severity of harassment, and the district's response to harassment incidents over time, in order to address the effectiveness of the district's prevention efforts and compliance with this policy.

## X. DISSEMINATION OF THE POLICY

1. Each school will ensure that this policy is discussed at the start of each school year with all staff and with each student in a manner appropriate to **their**~~his/her~~ age and level of understanding and the principal or a designee will document the date it was discussed in each classroom.
2. This policy, including possible consequences for a violation, will be in the student handbook of every school.
3. This policy will be conspicuously posted throughout each school and other District buildings in areas accessible to students and staff. Posters will be made available to each school for duplication.
4. This policy will be **provided**~~sent~~ to every home by mail at the start of each school year. ~~as part of the district publication, Back to School News.~~ If a newsletter is sent to the homes of students, a summary of this policy/procedure will be included in that newsletter at least once each year.
5. This policy shall be given to each district employee and independent contractor at the time of entering into the person's employment contract.

## XI. REVIEW OF THE POLICY

This policy will be reviewed by the Board or its designee on an annual basis for effectiveness and appropriateness and, if necessary, will be revised to conform with applicable state and federal law.

**Legal References:** *Minn. Stat. § 120B.232 (Character Development Education)*  
*Minn. Stat. § 120B.234 (Child Sexual Abuse Prevention Education)*  
*Minn. Stat. § 121A.03, Subd. 2 (Sexual, Religious, and Racial Harassment and Violence Policy)*  
*Minn. Stat. § 121A.031 (School Student Bullying Policy)*  
*Minn. Stat. §§ 121A.0312 (Malicious and Sadistic Conduct)*  
*Minn. Stat. Ch. 363A (Minnesota Human Rights Act)*  
*Minn. Stat. § 609.341 (Definitions)*  
*Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)*  
*20 U.S.C. §§ 1681-1688 (Title IX of the Education Amendments of 1972)*  
*29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)*  
*29 U.S.C. § 794 (Section 504 of the Rehabilitation Act of 1973)*  
*42 U.S.C. § 1983 (Civil Action for Deprivation of Rights)*

**42 U.S.C. § 2000d et seq. (Title VI of the Civil Rights Act of 1964)**

**42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)**

**42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)**

Anoka-Hennepin District No. 11

Anoka, MN 55303

Adopted: March 26, 1985

Revised: August 1985, July 1991, December 1993, November 1998, September 2003, April 28, 2008, October 25, 2010, January 9, 2012, October 22, 2012

Revised: November 12, 2014

Revised: December 12, 2016

Revised: September 27, 2021

**Revised: October 23, 2023**

## DISTRICT STUDENT DISCIPLINE POLICY

### I. PURPOSE

The purpose of this policy is to ensure that students are aware of and comply with the school district's expectations for student conduct. Such compliance will enhance the school district's ability to maintain fair and consistent discipline and ensure that there is no interference with the educational process. The school district will take appropriate disciplinary action when students fail to adhere to the Code of Student Conduct established by this policy.

### II. STATEMENT OF PHILOSOPHY ON CONDUCT AND DISCIPLINE

~~I.~~

- A. ~~Statement of Philosophy on Conduct and Discipline:~~ The care, management, and control of the school district is vested in the School Board **pursuant to the Minnesota Education Code. by Minnesota Public School Law (MS 120.A.20).**
- B. Schools have a responsibility to parents and students which goes beyond the educational program. They must provide students with a suitable environment while on the school premises and at other school activities away from the school grounds. An environment conducive to learning must be maintained to ensure an equal educational opportunity for all students. Because an environment is partially determined by the conduct of the students, student self-discipline relative to rules and regulations is a desired goal. These rules and regulations are designed to promote a desired environment for learning. It shall, therefore, be a policy of Anoka-Hennepin Independent School District No. 11 that every student abides by all rules and regulations of the district.
- C. Before effective learning can take place, reasonable order or discipline must be present. ~~Basically,~~ The responsibility of classroom discipline rests **first** with teachers; however, **school** administration ~~the principal~~ is responsible to provide supervision, guidance, training and assistance to teachers in handling discipline problems. Experience indicates that a positive approach to discipline is effective. Early intervention in attempting to improve a student's behavior is strongly encouraged. This may include but should not be limited to early involvement of parents or guardians and utilizing available resources, including referral to the child study team and the use of support services.
- D. The Anoka-Hennepin School District recognizes its obligations to comply with the provisions of the Pupil Fair Dismissal Act and MS 121A.61 (~~and r~~removal of students from class statute). In local, state, and Federal proceedings, the fundamental question has been and is one of fairness for students. The elements of due process are designed to ensure that this goal is reached. Due process is the implementation of procedure which, when adhered to, guarantees the protection of individual rights.
- E. **The Anoka-Hennepin School District recognizes its obligations to comply with the provisions of the Pupil Fair Dismissal Act and MS 121A.55, the School Board values efforts to prevent dismissals through early detection of problems. It is also**

important to provide services and supports designed to help prevent a student's inappropriate behavior from reoccurring.

**D.F. "Nonexclusionary disciplinary policies and practices" are policies and practices that are alternatives to dismissing a student ~~pupil~~ from school, including but not limited to evidence-based positive behavior interventions and supports, social and emotional services, school-linked mental health services, counseling services, social work services, academic screening for Title 1 services or reading interventions, alternative education services, and other policies and practices identified in Minnesota's Education Code. Under the direction of the superintendent, school administrators will employ nonexclusionary disciplinary policies ~~policies~~ and practices.**

### **III. STUDENT DISCIPLINE: STUDENT RIGHTS AND RESPONSIBILITIES**

A. This statement of rights is not expected to cover every situation that may arise. The rights of an individual are preserved only by the protection and preservation of the rights of others. All students attending Anoka-Hennepin District No. 11 schools have the right to:

1. A free and appropriate education as defined by state and Federal statutes
2. Equal educational opportunity and freedom from discrimination
3. Due process as defined by state and Federal statutes and rules
4. Freedom of inquiry and expression
5. Data privacy
6. Be informed of school rules

B. Rights bring responsibilities and a student is responsible for the manner in which **their his/her** individual rights are exercised. This statement of responsibilities is not expected to cover every situation that may arise. All students attending Anoka-Hennepin District No. 11 schools have the responsibility to:

1. Attend school daily, except when excused, and to be on time to all classes and other school day functions,
2. Pursue and attempt to complete the course of study prescribed by the state and local school authorities,
3. Make necessary arrangements to make up school work when absent,
4. Assist school staff in maintaining a safe school for all students enrolled therein,
5. Be aware of all school rules and regulations and conduct themselves in accordance with them,
6. Assume that until a rule is waived, altered, or repealed, it is in full effect,
7. Be aware of and comply with state and local law,
8. Be aware of and comply with State High School League and regulations and School Board policy when participating in extracurricular activities,
9. Be willing to volunteer information in disciplinary cases and cooperate with school staff should they have important knowledge relating to such cases,
10. Protect and take care of school property and the property of others,
11. Dress and groom to meet fair standards of safety, health, and standards of decency,
12. Avoid inaccuracies in student newspapers or publications and indecent or obscene language, both written and verbal,

13. Express ideas in a manner that will not demean, **harass**, or ~~slander~~**defame** others.

#### ~~III~~.IV. CODE OF STUDENT CONDUCT

- A. Disciplinary action may be taken for any behavior, which is disruptive of good order or violates the rights of others. The school has the authority and obligation to establish and enforce reasonable standards of conduct. In accordance with the Pupil Fair Dismissal Act and **Minn. Stat. MS121A.61** ~~Discipline and removal of students from class~~, a student may be removed from class, suspended, excluded, or expelled (definitions set forth in sections V. G and V. H) from school for:
1. Willful violation of any reasonable School Board regulation. Such regulation must be clear and definite to provide notice to **students**~~pupils~~ that they must conform their conduct to its requirements.
  2. Willful conduct that significantly disrupts the rights of other students to an education, or the ability of school personnel to perform their duties, or school sponsored extracurricular activities, or
  3. Willful conduct which endangers the **student**~~pupil~~ or other **students**~~pupils~~, or surrounding persons, including school district employees, or the property of the school
- B. The following list identifies unacceptable acts subject to disciplinary action in this school district. Violation of any of these offenses before, during or after school hours while on school property, the school bus, or any other approved vehicle used to transport students; or at school functions or events held at other locations or off school grounds if the action interferes with or obstructs the mission or operations of the school or the safety of the student, other students and staff or the aiding and abetting of such acts may lead to the implementation of a disciplinary action or consequence listed in part C, including expulsion.
1. Truancy and unauthorized absence.
    - a. As required by current statutes, regulations of the Department of Education and the School Board of this district, students shall be in attendance each day that school is in session. Students returning to school following an absence will be expected to complete all the missed assignment within a reasonable period of time.
    - b. Truancy, for purposes of this policy, is the absenting of one's self from school or class without approval **of school administration**. ~~The authority to decide whether an absence is excused or unexcused rests with the building principal.~~
    - c. If a student develops a pattern of tardiness to school or class, disciplinary action will be taken.
  2. Possession, use (including being under the influence and look alike substances) and/or transmission of controlled substances including but not limited to any narcotic drug, hallucinogenic drug, inhalant, toxic or mood altering substances, intoxicating beverage, any paraphernalia associated with such controlled substances, or any controlled substance or the unauthorized use of prescription drugs.
    - a. ~~Administrative Discretion: While the Anoka-Hennepin School District forbids the possession, use or distribution of chemicals by students, the~~

~~superintendent's designee may use discretion in determining whether, under specific circumstances outlined by district administration and the school board, a course of action other than a referral to the school board for expulsion is warranted. If so, other appropriate action may be taken, including consideration of a recommendation for lesser discipline.~~

3. Possession, use, and/or transmission of tobacco, nicotine products, Electronic Cigarettes, or look-a-likes in any form. **(See policy 419.0 Tobacco-Free Environment regarding potential exceptions.)**
4. Possession, use, and/or transmission of a weapon(s) or any object that can reasonably be considered a weapon(s): weapon means a knife; firearm or an item which looks like a firearm, whether loaded or unloaded, in working or nonworking condition; destructive explosives, any incendiary device or look alike and/or the threatened intent or intent to cause an explosion; or any other device or instrument which is utilized in such a manner so as to threaten, intimidate or produce bodily harm or the fear of such.
  - ~~a. A student who commits a weapons infraction will be immediately suspended from school~~
  - ~~b. Administrative Discretion: While the Anoka-Hennepin School District forbids the possession, use or distribution of weapons by students, the superintendent's designee may use discretion in determining whether, under specific circumstances outlined by district administration and the school board, a course of action other than a referral to the school board for expulsion is warranted. If so, other appropriate action may be taken, including consideration of a recommendation for lesser discipline.~~
5. Possession and/or use of any electronic device, including a computer, in a manner, which threatens or intimidates others and/or disrupts the educational process;
6. Violations against persons communicated or attempted to be communicated by any means. Such violations include but are not limited to: verbal and/or nonverbal intimidation/ threats; stalking; obstruction; assault; fighting; extortion; bullying, racial harassment; harassment on the basis of disability sexual harassment/violence; indecent exposure; hazing;
7. Violations against property including tampering with, unauthorized use of, damage to, or destruction of school property or the property of school personnel and/or others (even though such an act was accidental or a result of poor judgment); vandalism; trespassing; arson; theft or robbery; possession of stolen property;
8. Violations of school procedures or acts disruptive to the educational process, including disobedience, disruptive and disrespectful behavior, defiance of authority, cheating, insolence, insubordination, failure to identify oneself, use of profanity, improper activation of fire alarms, activation of stink bombs and unauthorized access to school data;
9. Violation of school bus or transportation rules;

10. Violation of parking or school traffic rules and regulations;
  11. Possession, distribution, or display of slanderous, libelous, pornographic, racist, or gang related materials or symbolism;
  12. Student attire and/or personal grooming which creates a danger to health or safety; creates a disruption to the educational process, or violates common standards of decency as they apply to a community school setting, and/or any apparel, jewelry, accessories, or matter of grooming which by virtue of its color arrangement, trademark, or any other attribute (as a primary purpose) denotes membership in an organized gang;
  13. Criminal activity;
  14. Violation of other school rules, policies, or procedures.
- C. Disciplinary action or consequences for these offenses may include but are not limited to the following
1. Student conference
  2. Parent/**guardian** contact
  3. Parent/**guardian** conference
  4. In-school monitoring
  5. Referral to in-school support services
  6. Detention
  7. Removal from class
  8. Suspension from extracurricular activities
  9. Physical restraint
  10. Suspension from school (**except students Pre-K – grade 3**)
  11. Referral to Child Study Team (see Due Process/Total Special Education Systems manual)
  12. Referral to community, county or outside agencies
  13. Transfer to another school building
  14. Expulsion or exclusion from school
  15. Referral to police or other law enforcement agency
- D. When determining an appropriate action, the administrator will **utilize their discretion and will** consider the extent of the disruption to the safety of an individual or a group or to the disruption of the learning environment in the schools, **and other relevant factors**.
- E. ~~Students with Disabilities:~~
- ~~1. If the alleged violator is a student with a disability under IDEA or Section 504 of the Rehabilitation Act, the specific placement and services for the student will be consistent with state and federal requirements. **and are to be determined by the student's IEP Team.**~~
  - ~~2. Use of Conditional Procedures: Students with disabilities who demonstrate behaviors which interfere with the student's or others' safety and or learning, which has not been ameliorated through the use of positive behavioral interventions, may result in~~

~~an IEP Team determination to use a conditional procedure in conjunction with continued use of positive behavioral interventions. The school district maintains procedures for use of conditional procedures, which are consistent with state and federal law.~~

#### ~~IV.V.~~ STUDENT DISCIPLINE: POLICIES

##### A. Disruptive Student Policy

1. As stated in the philosophy of our District Student Discipline Policy, an environment conducive to learning must be maintained to ensure equal educational opportunity for all students. Because an environment is partially determined by the conduct of the students, student self-discipline relative to district, building and classroom rules and regulations is a desired goal.
2. It shall; therefore, be a policy of the Anoka-Hennepin School District that:
  - a. Every student abides by the rules and regulations of this district.
  - b. Disciplinary action including expulsion may be taken for behaviors, which are disruptive or violate the rights of others to an environment conducive to teaching and learning.
3. Early intervention in attempting to improve a student's pattern of disruptive behavior is strongly encouraged. This should include involvement of parents/guardians and the utilization of available school district resources provided for students, including screening by the child study team.
4. A student will be referred to the school board for expulsion, if various appropriate interventions have been implemented and documented and the student persists in behavior which:
  - a. Violates any reasonable School Board regulation. Such regulation must be clear and definite to provide notice to **students**~~pupils~~ that they must conform their conduct to its requirements, or
  - b. Significantly disrupts the rights of others to an education, or the ability of school personnel to perform their duties, or school sponsored extracurricular activities, or
  - c. Endangers the **student**~~pupil~~ or other **students**~~pupils~~, or surrounding persons, including school district employees, or the property of the school.

##### B. Policy on Weapons

1. It is the policy of the Anoka-Hennepin School District to maintain a positive, safe and secure learning and working environment. Therefore, the District will not tolerate weapons as defined in this policy at any time on school property or in the school zone ( including district owned buildings and grounds; leased or rented facilities; school sponsored activities; field trips; school buses and other school vehicles; and school bus loading and unloading areas). Students and visitors may not possess, store, handle, transmit, or use any weapons in any of the school environments listed above. Any student found to possess, store, handle, transmit, or use any weapon

before, during, or after school hours ~~will~~ be subject to administrative and/or legal action.

\* School zone: The area surrounding school property to a distance of 300 feet or one city block, whichever distance is greater, beyond school property.

2. Students who become aware of a weapon (that is not subject to an exception listed in this policy) being brought to school or on school property must immediately notify an adult staff member. A student, who becomes aware that **they are** ~~he/she is~~ in possession of a weapon and immediately notifies an adult staff member, may avoid, depending on circumstances, being considered to be in possession of a weapon. Students should not, however, pick up or transport the weapon.
- C. Definition of Weapon: weapon is defined as a knife, firearm, or an item which looks like a firearm, whether loaded or unloaded, in working or non-working condition; destructive explosives, any incendiary device or look-alike and/or the threatened intent or intent to cause an explosion; or any other device or instrument which is utilized in such manner so as to threaten, intimidate or produce bodily harm or the fear of such. Weapons include, but are not limited to the following:
1. All firearms, loaded, unloaded, working or not working
  2. Other firearms of all types including pellet, BB, stun, splat, starter pistols, and/or look-a-likes, or replica firearms which include facsimile or toy versions of firearms and reasonably appear to be a pistol, revolver, shotgun, sawed-off shotgun, rifle, machine gun, rocket launcher, or any other firearm
  3. Knives including switchblade or automatically opening blades, butterfly knives, Swiss army knives, pocket knives, box-cutters/utility knives hunting knives, daggers, swords, razors
  4. Artificial knuckles or similar objects designed to be worn over or inside the fist or knuckles
  5. Blackjacks, clubs, throwing stars, martial arts devices
  6. Explosives and/or similar devices and/or the threatened intent to cause an explosion
  7. Poisons, chemicals, combustible or flammable liquids, or substances capable of causing bodily harm
  8. Slingshots, bows and arrows
  9. Chemical irritant \*\* i.e. pepper spray, mace
  10. Any other device or instrument used to intimidate, threaten, or inflict bodily harm or fear
- D. Exceptions: This policy, in accordance with Minnesota law, provides for the following exceptions:
1. Licensed police officers, military personnel, licensed security personnel
  2. Instructors of school district approved firearm safety courses or activities conducted on school property
  3. School district approved possession and use of weapons by ceremonial color guards
  4. School district approved possession and use of starter guns for athletic contests
  5. School district approved equipment and tools used and stored appropriately on school property for instructional or work-related purposes by workers and students
  6. Other exceptions as granted by the superintendent

## E. Implementation of the Policy on Weapons

1. Weapons violation, Federal law: Pursuant to the Federal "Gun Free Schools Act of 1994" any student who brings a weapon (firearm and/or destructive device as defined under Federal law) **to school** shall be expelled from school for not less than one year. **Consistent with state and federal law, the school board or Superintendent may modify this requirement on a case-by-case basis and any recommendation for expulsion must be consistent with the limitations imposed by state and federal special education and disability laws.**
2. Middle school students: Possession of a weapon, as defined in this policy, by students in middle school, grades six through eight, will lead to the immediate initiation of the expulsion process and may lead to referral to the police. The School Board will expel middle school students for a period of not less than the equivalent of one trimester of student contact days, and not more than 12 months. Alternative educational services will be provided to the student during the expulsion. A student in middle school will reenter school on the day the expulsion is completed.
3. High school students: Possession of a weapon, as defined in this policy, by students in high school, grades nine through graduation, will lead to immediate initiation of the expulsion process and referral to the police. The School Board will expel high school students for a period of not less than the equivalent of one trimester of student contact days, and not more than 12 months. Alternative educational services will be provided to the student during the expulsion. A student in high school will reenter school on the first day of the new term closest the completion of the expulsion.
4. Administrative Discretion: While the Anoka-Hennepin School District forbids the possession, use or distribution of weapons by students, the superintendent **or their's** designee may use discretion in determining whether, under specific circumstances outlined by district administration and the school board, a course of action other than a referral to the school board for expulsion is warranted. If so, other appropriate action may be taken, including consideration of a recommendation for lesser discipline.
5. Elementary school students: Principals in the elementary schools, when disciplining students in grades K-5 for possession of a weapon, as defined in this policy, will **take disciplinary action consistent with state statute, as we suspend the student** ~~and~~ determine the intended and actual danger to other students and staff. (Note: Expulsion may be recommended.) The principal will inform the student's parents/**guardians** of the disciplinary action. In all cases the student will receive information regarding the danger of weapons.
6. Students with Disabilities:
  - a. Students with disabilities may be suspended for violation of school rules in accordance with state and federal law.
  - b. If the student is in violation of the district drug, alcohol policy or has a weapon as defined by federal law is a student with a disability under IDEA or Section 504 of the Rehabilitation Act, the student may be placed in a 45 school day interim

alternative placement, the specific placement and services for the student will be consistent with state and federal requirements and are to be determined by the student's IEP Team.

- c. The use of seclusionary time out or restraint of a student with a disability **may be used in an emergency and must otherwise comply with Minnesota law on the use of restrictive procedures.** ~~requires development of a behavior plan which meets specific criteria of state and federal law and rule.~~

#### F. Search and Seizure

1. School Facilities/School Lockers: While the student has exclusive control over ~~his/her~~**their** locker, desk, workstation, and other similar assigned areas of school property as against other students, such possession is not exclusive as against the school and its officials. The lockers, desks, work stations, and other similar assigned areas remain the property of the school and, at any time it is deemed necessary, the principal or ~~his/her~~**their** designee has the authority to conduct a search and confiscate items considered illegal illicit, or disruptive to the educational process or evidence tending to prove a violation of law or a rule of the School District.
2. Students and their Personal Possessions: While the student has exclusive control over ~~his/her~~**their** property in ~~his/her~~**their** immediate possession as against other students it is not exclusive as against the school and its officials. When a reasonable suspicion arises that use or possession of a student's property **or its contents** is illegal, illicit, disruptive, or a danger to that student or others, a search may be made of the student's person and/or personal property; including vehicles.
3. Conducting a search
  - a. Before conducting a search, the principal or designee will determine that there is a reasonable suspicion that the search of a student or of a student's personal property will produce evidence that the student has violated or is violating either the law or the rules of the School District.
  - b. The search shall be conducted in a manner, which is reasonably related to the objective of the search and is not excessively intrusive into the student's privacy in light of the age and sex of the student and the nature of the violation. Items considered illegal, illicit, disruptive to the educational process, or evidence tending to prove a violation of law or of a rule of the School District may be confiscated.
4. Procedures to Implement the Policies on Search and Seizure
  - a. Only the building principal or specific designee shall be responsible for determining if a search will be conducted.
  - b. A written record of each search will be kept by the principal or designee on a form provided for this purpose; including the facts upon which a reasonable suspicion rests, location, time, reason for the search and/or seizure, persons present, and disposition of items.

- c. A search of a student's person or personal property shall be done as discreetly and privately as possible without compromising safety.
- d. Those items considered to be illegal, illicit, disruptive, a general nuisance to the educational process, or evidence tending to prove a violation of a law, or a rule of the District may be **held by school administration**.~~seized~~. The storage, return, or disposition of ~~withheld~~~~seized~~ items shall be at the discretion of the principal, subject only to legal impoundment.
- e. Repossession of school property shall not be considered seizure.
- f. The School District retains the authority to patrol school parking lots and inspect the exteriors of automobiles or other motor vehicles on school property. The interiors of vehicles on school property may be inspected and searched when the principal or specific designee has a reasonable suspicion to believe that materials which are illicit, illegal, or disruptive to the education process are contained inside that vehicle.

#### ~~V~~.VI. Removal of Students from Class

- A. Teachers have the responsibility of attempting to modify disruptive student behavior by such means as conferring with the student, using positive reinforcement, assigning detention or other consequences, or contacting the student's parent/~~guardians~~. When such measures fail, or when the teacher determines it is otherwise appropriate based upon the student's conduct, the teacher shall have the authority to remove the student from class.
- B. Grounds for removal from class shall include any of the following:
  - 1. Willful conduct that significantly disrupts the rights of others to an education, including conduct that interferes with a teacher's ability to teach or communicate effectively with students in a class or with the ability of other students to learn;
  - 2. Willful conduct that endangers surrounding persons, including school district employees, the student or other students, or the property of the school;
  - 3. Willful violation of any school rules, regulations, policies or procedures, including the Code of Student Conduct in this policy; or
  - 4. Other conduct, which in the discretion of the teacher or administration, requires removal of the student from class.
- C. Removal from class is the short-term exclusion of a student from class during which the school retains custody of the student. Students violating the code of student conduct may be removed from class at the discretion of the classroom teacher for the duration of the class or activity period. If the student is to be removed for additional time, this and the conditions for return to class will be determined at a conference between the principal and the teacher. Students removed from class shall be the responsibility of the principal or designee. The principal or designee shall inform the student and the student's parent/guardian of the conditions for returning to class.
- D. If a student's total days of removal from class exceeds ten (10) cumulative days in a school year, the principal or designee shall make reasonable attempts to convene a meeting with the student and the student's parent/~~or~~ guardian prior to removing the student from class. The purpose of this meeting is to attempt to determine the ~~student~~~~pupil~~'s need for assessment or other services.

- E. Parent/**guardian** notification: Parents/**guardians** shall be notified of a violation of the rules and of the resulting disciplinary action. Under unusual circumstances, principals may determine that it is not necessary to notify the parent/guardian.
- F. Modified Learning Program: The short-term modification of a student's program, not to exceed five days per infraction, during which the school district retains custody of the student.

#### ~~G.~~ VII. Out of School Suspension

- A. Suspension is the short-term exclusion, not to exceed five days (unless the student presents a danger to themselves or others) per infraction of the student from school during which the school is relieved of the custody of the child.
- B. If the suspension is longer than five days, the suspending administrator must provide the superintendent or designee with a reason for the longer suspension. A suspension may not extend beyond fifteen days.
- ~~1.~~C. Upon the sixth **consecutive** day of a suspension an alternative form of education must be presented to the child, i.e. supervise homework.
- D. Suspensions shall be utilized in accord with the Pupil Fair Dismissal Act and with **this Anoka-Hennepin School District** policy.
- E. **School administration must allow a suspended student the opportunity to complete all school work assigned during the period of the student's suspension and to receive full credit for satisfactorily completing the assignments. The school principal or other person having administrative control of the school building or program is encouraged to designate an employee as a liaison to work with the student's teachers to allow the suspended student to (1) receive timely course materials and other information, and (2) complete daily and weekly assignments and receive teachers' feedback.**

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#### ~~H.~~ VIII. Exclusion and Expulsion

1. Exclusion is an action taken by the School Board to prevent enrollment or reenrollment of a student for a period that shall not extend beyond a school year.
2. Expulsion is an action taken by the School Board to prohibit an enrolled student from further attendance for a period of time that shall not extend beyond one calendar year from the date the child is suspended for the expellable offense.
3. Exclusion and expulsion shall be utilized in accordance with the Pupil Fair Dismissal Act and **this Anoka-Hennepin School District** policy.

#### IX. RECESS AND OTHER BREAKS

- A. **"Recess detention" means excluding or excessively delaying a student from participating in a scheduled recess period as a consequence for student behavior.**

Recess detention does not include, among other things, providing alternative recess at the student's choice.

**B. A school administrator must not use recess detention unless:**

1. a student causes or is likely to cause serious physical harm to other students or staff;
2. the student's parent or guardian specifically consents to the use of recess detention; or
3. for students receiving special education services, the student's individualized education program team has determined that withholding recess is appropriate based on the individualized needs of the student.

**C. Recess must not be withheld from a student based on incomplete schoolwork.**

**D. School administrators are encouraged to ensure student access to structured breaks from the demands of school and to support teachers and other school staff in their efforts to use evidence-based approaches to reduce exclusionary forms of discipline.**

#### ~~VI.~~ X. SUMMER SCHOOL

- A. Summer school is not a state or federally mandated program, and students are not required to attend. Anoka-Hennepin Independent School District No. 11 has rules and regulations regarding the granting of credit for courses taken during the summer school; essentially these regulations state that participants must make up every day of absence from summer school in order to complete the necessary minimum number of hours for course credit. Excessive absence could result in a student being dismissed from a summer school credit course.
- B. Parents/**guardians** and students should be aware that summer school also differs from the regular school year in that alternative programs **may not be available** ~~are not provided~~ for students who exhibit attendance and/or behavior problems. Students ~~may~~**will** be dropped from summer school for violations of the student code of conduct.
- C. Anoka-Hennepin School District No. 11 recognizes its obligations to provide students the elements of due process. Due process is the implementation of procedures which when adhered to guarantees the protection of equal rights. Before a student is dropped from summer school, the appropriate due process components will be followed.
- D. The Anoka-Hennepin School District's discipline policy applies to summer school.

#### XI. DISCIPLINE COMPLAINT PROCEDURE

Students, parents and other guardians, and school staff may file a complaint and seek corrective action when the requirements of the Minnesota Pupil Fair Dismissal Act or this policy are not being implemented appropriately or are being discriminately applied.

- A. Time for filing complaint, to whom: The complainant should attempt to informally resolve the complaint by notifying the principal or their designee of the complaint as soon as practicable, but in no event longer than five (5) school days after the event which is the subject of the complaint.
- B. If the complaint is not resolved informally, the complaining party shall reduce the complaint to writing and the school principal shall transmit the written complaint to the Principal Elementary Student Conduct or Principal Secondary Student Conduct, as appropriate. The Principal of Student Conduct shall begin to investigate the complaint within three (3) school days after receipt of the written complaint. The Principal of Student Conduct shall provide an opportunity for involved parties to submit additional relevant information, and shall meet (in-person, virtually, or by phone) with the complaining party. The Principal of Student Conduct will make a written disposition of the matter within twenty (20) school days of receipt of the written complaint and shall forward copies to the complaining party and the school principal.
- C. The decision of the Principal of Student Conduct shall be final.
- D. If it is determined that the requirements of the Pupil Fair Dismissal Act were not implemented appropriately or were discriminatorily applied, the Principal Elementary Student Conduct or Principal Secondary Student Conduct ~~elementary or secondary principal of Compass programs~~ shall oversee a corrective action plan to correct the student's record and provide relevant staff with training, coaching, or other accountability practices, and take other appropriate measures designed to ensure appropriate compliance with policies in the future.
- E. The District prohibits reprisals or retaliation against any person who asserts, alleges, or reports a complaint under this provision. Complaints of retaliation or reprisal will be investigated and handled by the General Counsel or designee.

#### ~~VII~~. XII. COMMUNICATION/DISTRIBUTION OF POLICY

- A. Publication: This policy shall be published and distributed annually for all students utilizing one or more of the following methods: publication in a student handbook; publication in a principal's newsletter to parents/**guardians** with the request that the parent/**guardian** discuss the policy with the student; publication in pamphlet form to be distributed; and/or publication in a district wide mailing to parents/**guardians**.
- B. Building-level Supplement: The building principal may supplement this policy with rules and regulations for a particular building. However, no such rule or regulation shall be inconsistent with School Board policy.

- C. Dissemination to Students: This policy and supplemental building rules and regulations shall be reviewed with students in classrooms at the beginning of each school year.
- D. Annual Review: The principal and representative staff and students in each school building shall confer at least annually to review the discipline policy and to assess whether the policy is appropriate and has been enforced. Any recommended changes shall be forwarded to the Superintendent for review.

**Legal References:** Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)  
 Minn. Stat. § 121A.61 (Removal of Students from Class)  
 Minn. Stat. § 121A.575 (Alternatives to Pupil Suspension)  
 Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)  
 Minn. Stat. §§ 121A.60 (Definitions)  
 Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)  
 Minn. Stat. § 122A.42 (General Control of Schools)  
 Minn. Stat. Ch. 125A (Special Education and Special Programs)  
 Minn. Stat. § 152.22, Subd. 6 (Definitions)  
 Minn. Stat. § 152.23 (Limitations)  
 Minn. Stat. Ch. 260A (Truancy)

~~Anoka-Hennepin District No. 11~~

~~Coon Rapids, MN 55433~~ Anoka-Hennepin District No. 11

Anoka, MN 55303

Adopted June 11, 1984

Revised March 11, 1991

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Revised July 28, 2003

Revised June 27, 2005

Revised July 10, 2006

Revised July 09, 2012

Revised September 28, 2020

**Revised: October 23, 2023**

## TOBACCO AND SMOKE -FREE ENVIRONMENT

### I. Purpose

**The purpose of this policy is to maintain a learning and working environment that is tobacco and smoke free**

### II. General Statement of Policy

- A. All Anoka-Hennepin School District facilities, grounds, and vehicles will be free of tobacco, tobacco-related devices and electronic delivery devices intended to deliver similar products.
- B. ~~The~~**is requirement of a** tobacco-free environment extends to all facilities, whether owned, rented or leased, and all vehicles leased, contracted for or owned by the District.

### III. Exceptions

- A. A violation of this policy does not occur when an adult lights tobacco on school district property as a part of a traditional Indian, Indigenous or American Indian ~~spiritual or cultural practices~~**ceremony**.
- B. A violation of this policy does not occur when an American Indian adult or student carries a medicine pouch containing loose tobacco intended as observance of traditional cultural practices.
- C. A violation of this policy does not occur when an adult or student uses tobacco/kinnikinnick, sage, sweetgrass, or cedar to conduct individual or group smudging. The District recognizes tobacco, sage, sweetgrass, and cedar as traditional American Indian medicines and essential elements of American Indian ceremony.
  - 1. The process under which smudging is conducted will be determined at the building level by the building or site administrator in collaboration with American Indian Education Program Staff.
  - 2. Smudging by students must be conducted under the supervision of an appropriate school district staff member, as determined by the building or site administrator and otherwise comply with the District's Equal Access to School Facilities Policy 801.0.
  - 3. Smudging shall be conducted in a manner consistent with the Minnesota Clean Indoor Air Act, Minnesota Statutes section 144.411 to 144.417.

#### IV. Signs and Other Notices

This policy will be printed in student handbooks. It should be posted in highly visible places in all schools of the district, such as, but not limited to all entrances of school buildings, school playgrounds and athletic fields.

**Legal References:** Minn. Stat. §§ 144.4165 (Tobacco Products Prohibited in Public Schools)

Anoka-Hennepin District No. 11

Anoka, MN 55303

Revised: February 8, 1988

Amended: February 26, 1990

Revised: November 27, 2006

Revised: June 27, 2011

Revised: November 22, 2021

**Revised: 2023**

## PHYSICAL WELLNESS POLICY

### I. Purpose

The Anoka-Hennepin School District is committed to promoting and protecting students' health, physical well-being and ability to learn. Thus, Anoka-Hennepin School District supports healthy eating, healthy physical activity, and strives to provide a healthy environment which is conducive to good learning.

### II. General Statement of Policy

By working toward the following goals, Anoka-Hennepin School District supports the evidence based link between health wellness and improved educational outcomes of Anoka-Hennepin School District students.

- A. Food and beverages sold or served at school, as part of the National School Lunch Program and School Breakfast Program, will meet the nutrition guidelines as defined by the United States Department of Agriculture.
- B. Students will have access to a variety of affordable, nutritious, and appealing foods that meet their health and nutrition needs. The Anoka-Hennepin School District will provide clean, safe and pleasant settings and provide students adequate time to eat. School stores and snack vending machines that provide service during the school day, will offer snacks that follow the same state and federal regulations as the Child Nutrition Program for nutrient content.
- C. To the maximum extent practicable, all schools will participate in available federal school meal programs (including the School Breakfast Program, National School Lunch Program [including after school snacks], Summer Food Service Program, Fruit and Vegetable Snack Program, and Child and Adult Care Food Program [including suppers]).
- D. Schools will provide nutrition promotion, nutrition education and physical education to foster lifelong habits of healthy eating and physical activity. Schools will establish connections between health education, school meal programs and related community services.
- E. All students will have opportunities, support and encouragement to be physically active on a regular basis.
- F. Each school will have a School Health, Wellness and Safety Committee. The committee will assist the district Health, Wellness and Safety Committee with the implementation, monitoring and reporting requirements of this policy. School/Site administrators will meet with their building committee at least two times per year to discuss wellness issues at their school.
- ~~G. Staff will support legislation that funds issues that address the nutritional needs of the student during the school day.~~
- H. A Student Wellness page will be established on the district/school website to publicize opportunities in the area of nutrition and physical activity throughout the district.

~~The Wellness Policy is designed by the Wellness Task Force which is a subcommittee of the Health, Wellness and Safety Committee. The Wellness Task Force strives to include persons from our schools and community including parents, students, representatives from Child Nutrition, Health Service, Community Education, curriculum directors, members of the School Board, school administration, teachers, health professionals and~~

~~members of the public. The Health, Wellness and Safety Committee shall continue to develop, implement, monitor, review, and recommend revisions regarding the Wellness Policy. The Health, Wellness and Safety Committee will also serve as a resource to school sites for implementation of the policy.<sup>1</sup>~~

### III. Nutrition and Environmental Guidelines During the School Day<sup>2</sup>

#### A. Food Environment

1. Students will be encouraged to start each day with a healthy breakfast. Studies continue to show that children who eat breakfast learn better and score higher on standardized tests. If a full breakfast program is not feasible, schools will have healthy breakfast items available that students can purchase on campus in school stores or vending machines.
2. It is a goal that bus schedules and morning breaks should be coordinated to allow students ample time before class to participate in the breakfast program.
3. Lunch periods will be scheduled as near the middle of the school day as possible.
4. It is a goal to provide students sufficient time to eat during meal periods with at least 10 minutes for breakfast and 20 minutes for lunch from the time the student is seated.
5. It is a goal to provide dining areas that are attractive and include enough seating areas to accommodate all students who would like to sit and eat lunch, as well as, enough serving areas so that students do not have to spend too much time waiting in line.
6. Hand-washing facilities will be available for students and they will be reminded to wash their hands before meals (to prevent the spread of germs and reduce the risk of illness).
7. Drinking water will be available for students throughout the building, and in the cafeteria upon request.

#### B. Food Service Operations

1. Anoka-Hennepin School District will develop a coordinated and comprehensive outreach, promotion and pricing plan to ensure maximum participation in its school meal programs. Anoka-Hennepin School District will make available free and reduced price meals to all children that qualify.
2. Schools will ensure that students eligible to receive free or reduced price meals and milk are not treated differently from other students nor are they easily identified by their peers.
3. Anoka-Hennepin School District will employ a food service director who is properly qualified, certified and/or credentialed according to professional standards to administer the school food service program and satisfy reporting requirements.
4. All child nutrition personnel will have adequate pre-service training, participate in ongoing professional development and strive to hold a state issued or equivalent training certificate.
5. The Child Nutrition Program will adopt methods of cooking that maintain the quality of our food as well as meet the nutritional requirements of the National School Breakfast and Lunch Programs.
6. Anoka-Hennepin School District will plan menus that will meet the nutrition standards set forth under U.S.D.A. 7 CFR Part 210 and Part 220.

#### C. Food and Beverages Sold and/or Served

1. Food and beverages offered will be nutrient<sup>3</sup> dense including whole grain products, fiber-rich fruits and vegetables.
2. Food and beverages offered will include a variety of healthy choices that are of excellent quality, appealing to students and are served at the proper temperature.
3. Food and beverages offered will follow the nutritional guidelines set forth by the National School Lunch Act and School Breakfast Program.

<sup>1</sup>~~In the Child Nutrition and WIC Reauthorization Act of 2004, the U.S. Congress per Public Law 108-265 instructed schools to establish a school wellness policy. Anoka-Hennepin has established a policy for public schools in our district.~~

<sup>2</sup> School day is defined by USDA regulations as 12:01 AM to 30 minutes after final school bell.

<sup>3</sup> School day is defined by USDA regulations as 12:01 AM to 30 minutes after final school bell.

4. Portion sizes will be age-appropriate<sup>4</sup> for elementary, middle and high school students respectively.
5. Other foods sold during the school day, also known as A la carte, sold from the cafeteria, snack bars, vending machines and school stores will follow the nutritional guidelines set forth by the USDA in the Smart Snack guidelines. The Smart Snack guidelines define the “school day” as the midnight before to 30 minutes after the end of the school day.
6. Nutrition information for products offered in snack bars, a la carte, vending and school stores should be available upon request.
7. All beverages sold to students on school premises during the school day must meet the nutrition guidelines set forth by the National School Lunch Act Smart Snack Regulation. Beverages traditionally referred to as “Soft Drinks,” “Soda,” or “Pop” will not be made available to students during the school day. Foods or beverages with high concentrations of caffeine such as, “energy drinks,” “energy shots,” or “caffeinated gums or candies,” will not be made available to students during the school day.
8. If food is provided for classroom celebration, it must be commercially prepared.
9. Classroom snacks and celebrations should reinforce the importance of healthy choices. Families will receive information at least annually from the school on foods that are appropriate for such celebrations.
10. Schools may identify up to four special celebration days when food is given away where exceptions are made to the food requirements under this policy.
11. All food sold during the school day, including fundraisers and concessions, must meet the same state and federal regulations as the Child Nutrition Program for nutrient content.

#### IV. Community Collaboration

##### A. Communications with Parents

1. Anoka-Hennepin School District will support parents’ efforts to provide a healthy diet and daily physical activity for their children. Anoka-Hennepin School District will share information about healthy food options available in school and suggestions for home.
2. Anoka-Hennepin School District will provide information about physical education and other school based physical activity opportunities before, during and after the school day and will support parents’ efforts to provide their children with opportunities to be physically active outside of school.

##### B. Product Marketing in Schools

1. School based marketing will be consistent with nutrition education and health promotion. The promotion of healthy foods including fruits, vegetables, whole grains, lean meats, and low-fat dairy products is encouraged.
2. Schools are encouraged to consider nutritious products, competitive pricing, and product placement and promotion strategies for the consumption of healthy foods.

##### C. Opportunities Before and After School

1. Anoka-Hennepin School District encourages the participation of all students in activities such as co curricular activities, extra-curricular activities, Community Education programs, and community and family activities that promote physical activity.
2. Anoka-Hennepin School District and individual schools will offer a range of activities that meet the needs, interests and abilities of all students including students with disabilities and special health needs.

<sup>4</sup> An age-appropriate diet is one that provides adequate nutrition and is appropriate for a child's state of development.

3. Anoka-Hennepin School District encourages community use of its facilities for physical activity outside of the normal school day consistent with the district's facility use policy.
4. All schools will offer physical activity programs such as co-curricular, extra-curricular, intramural or Community Ed programs.
5. After school childcare and enrichment programs will provide and encourage – verbally and through the provision of space, equipment and activities – daily periods of moderate to vigorous physical activity for all participants.

#### D. Food and Beverages Served and/or Sold Outside of the School Day

1. Anoka-Hennepin School District encourages non-food fundraisers when possible. Fundraisers involving the sale of food, outside of the normal school day, are encouraged to promote positive health habits. Information will be provided on fundraising opportunities that promote health and wellness. Schools will collaborate with parent groups and booster clubs to select healthy foods and snacks as part of their programs. Fundraisers that involve the sale of food, held by any student group or organization during the school day, must meet the National School Lunch Act regulations.
2. Anoka-Hennepin School district encourages concession stands to promote and provide nutrient rich food and beverage choices.

#### V. Curriculum

- A. Schools will provide education to foster lifelong habits of healthy eating and physical activity. Schools will establish linkages between health education, physical education, school meal programs and related community services.

#### B. Integrating Nutrition Education into the Classroom Setting

1. Schools will provide nutrition education and engage in nutrition promotion that:
  - a. is offered as part of a comprehensive, standards-based program designed to provide students with the knowledge and skills necessary to promote and protect their health;
  - b. is part of not only health education and Family and Consumer Science classes but could also be referenced in other subjects as appropriate;
  - c. promotes fruits, vegetables, whole grain products, lean meats, low-fat and fat-free dairy products, healthy food preparation methods and health enhancing nutrition practices;
  - d. emphasizes caloric balance between food intake and energy expenditure (physical activity/exercise);
  - e. links with school meal programs, other school food and nutrition related community services;
  - f. teaches media literacy with an emphasis on food marketing; and
  - g. includes training for teachers and other staff
  - h. may include school gardens as a proper study for students in experiential learning to understanding the science of growth of plants for food and the place of plant matter in the ecological system.
2. Staff is encouraged to model good nutrition.

#### C. Physical Education

1. All students will be provided opportunities for physical education as defined by Anoka-Hennepin School District curriculum guidelines.
2. Students will spend at least 50 percent of physical education class time participating in moderate to vigorous physical activity.
- 3. If a student's conduct during physical education class endangers the health or safety of the**

**student or others, a teacher may remove the student from class.**

#### D. Integrating Physical Activity into the Classroom Setting

1. Classroom teachers are encouraged to develop opportunities for physical activity that can be incorporated into subject lessons and are encouraged to provide short physical activity breaks during class.
2. Staff is encouraged to model physical activity.
3. Staff is encouraged to find creative ways to promote physical activity before, during and after the school day.

#### E. Promoting a Healthy Lifestyle

1. Classroom health education will complement physical education by reinforcing the knowledge and self-management skills needed to maintain a physically active lifestyle and to reduce time spent on sedentary activities such as watching television.
2. The district's Transportation Department, with the help of Safe Routes to School, will work with the schools to promote safe, active trips on foot and bicycle for children not eligible for bus transportation.

#### F. Rewards and **Consequences** ~~Punishment~~

- ~~1. Staff are strongly encouraged not to exclude students in kindergarten through grade 5 from recess due to punishment or disciplinary action. For students of all ages and grade levels, if a student's conduct during physical education class or recess endangers the health or safety of the student or others, a teacher may remove the student from class or recess.~~

**A school administrator must not use recess detention unless:**

1. a student causes or is likely to cause serious physical harm to other students or staff;
2. the student's parent or guardian specifically consents to the use of recess detention; or
3. for students receiving special education services, the student's individualized education program team has determined that withholding recess is appropriate based on the individualized needs of the student.

**Additionally, recess must not be withheld from a student based on incomplete schoolwork.**

**"Recess detention" means excluding or excessively delaying a student from participating in a scheduled recess period as a consequence for student behavior. Recess detention does not include, among other things, providing alternative recess at the student's choice.**

2. Food will not be used as a reward or punishment. Teachers are encouraged to offer non-food items as classroom rewards. Staff will not be reimbursed for purchased food rewards. Site administrators may allow purchases of foods or snacks for testing days based on research and recommended best practices. For learners with disabilities, the use of food as an incentive or accommodation may be included in the IEP or Section 504 Plan if appropriate as determined by the IEP or 504 team.

#### VI. Monitoring and Policy Review

- A. The superintendent or designee will ensure compliance with this Wellness Policy through the Health, Wellness and Safety Committee. At the school level, the principal or designee will ensure compliance with the Wellness Policy and report on the school's compliance to the Health, Wellness and Safety Committee. It is the responsibility of each school's Health, Wellness and Safety Committee to assist in the implementation of the reporting and monitoring requirements of this policy.

- B. The Health, Wellness and Safety Committee will be responsible for coordinating information from schools and departments, compiling data and reporting to the superintendent regarding compliance of this policy. The Health, Wellness and Safety Committee will establish methods to monitor results of the policy and measure compliance throughout the district. The Health, Wellness and Safety Committee will review the plan and make recommendations to the superintendent as necessary.
- C. Policy review and assessment of items monitored shall be repeated every three years to help maintain compliance, assess progress and determine areas in need of improvement. The Health, Wellness and Safety Committee will **recommend revisions for** ~~revise~~ **the Wellness Policy to the school board** and **will** develop work plans to facilitate their implementation as necessary.
- D. The superintendent or designee will develop a summary report every three years on district-wide compliance with the district's established Wellness Policy based on input from the Health, Wellness and Safety Committee. The report will assess the implementation of the policy, including the extent to which schools are in compliance, and will describe the progress made in attaining the goals of the policy. The report will be provided to the School Board and distributed to groups as directed by the School Board. The report will be made available to the public once approved by the board.

Anoka-Hennepin School District #11

Anoka MN 55303

Adopted: August 28, 2006

Revised: September 14, 2009

Revised: June 27, 2011

Revised: November 13, 2012

Revised: June 22, 2015

Revised: August 26, 2019

Revised: May 23, 2022

**Revised: \_\_\_\_\_ 2023**

Legal References:

Minn. Stat. § 121A.215 (Local School District Wellness Policy)

Minn. Stat. § 120B.026 (Physical Education; Exclusion from Class; Recess)

42 U.S.C. § 1751 et seq. (Healthy and Hunger-Free Kids Act)

42 U.S.C. § 1758b (Local School Wellness Policy)

42 U.S.C. § 1771 et seq. (Child Nutrition Act of 1966)

7 U.S.C. § 5341 (Establishment of Dietary Guidelines)

7 C.F.R. § 210.10 (School Lunch Program Regulations)

7 C.F.R. § 220.8 (School Breakfast Program Regulations)

# Labor Relations update

November 13, 2023



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## Labor Relations update

### Purpose

#### **Policy 209 Negotiations Code of Ethics:**

Administration will review the status of negotiations at public School Board meetings

**Note:** Consistent with the Open Meeting Law and PELRA - detailed negotiation discussions are addressed in closed sessions of the School Board

# Employee groups

## Background information

- 19 employee groups
  - 5 Policy groups (non-bargaining units)
    - Administrators/Supervisors, Cabinet, Misc Community Education, Confidentials, Misc E-12.
  - 14 bargaining groups
    - 2022-2024 Master Agreements
      - Building Supervisors, Education Office Professionals, Paraeducators, School/Kindergarten Readiness teachers.
    - 2023-2025 Master Agreements
      - Child Nutrition Assistants, Community School Coordinators.
    - Open
      - Child Nutrition Site Supervisors, Custodians, Education Support Specialists, Principals, School Office Supervisors, Special Education Program Supervisors, Teachers, Technical Specialists.

# Budget facts

General Fund salaries and benefits total \$498 million

- Salaries and benefits are approximately 82% of the general fund budget.
- 1% increase on salaries and benefits is equal to \$4.98 million.
- 1% increase on the basic general ed formula is equal to \$2.87 million.

FY24: 4% increase on the Basic General Ed Formula is equal to \$11.5 million.

FY24: budget includes a 2.5% increase in salaries and 5% increase in benefits.



# Child Nutrition site supervisors

2022-2024

Exclusive Representative:	Anoka-Hennepin Child Nutrition Site Supervisors' Association
Employees:	48
Base Cost:	\$3.4 million
Status:	Negotiations delayed due to BMS Status Quo Order
Most Recent Union Proposal:	27.13% increase; \$980,000 in new money 20% YR 1 and 15% YR 2 increase to salary schedule
Most Recent District Proposal:	4.95% increase; \$170,000 in new money 4.5% increase to schedule plus \$1000 one time payment
Next Meeting:	Mediation scheduled November 27, 2023



# Custodians

2023-2025

Exclusive Representative:	SEIU, Local 284
Employees:	171
Base Cost:	\$11.7 million
Meetings to Date:	4
Most Recent Union Proposal:	26.52% increase; \$3.2 million in new money Starting rates \$22.75 to \$35.15/hr
Most Recent District Proposal:	9.93% increase; \$1.2 million in new money Starting rates \$19.90 to \$33.20/hr
Next Meeting:	November 14



# Education support specialists

2023-2025

Exclusive Representative:	Education Minnesota Anoka-Hennepin (Community School Programmers and Early Childhood Screeners)
Employees:	9
Base Cost:	\$570,000
Meetings to Date:	0
Next Meeting:	Not scheduled



# Principals/Assistant principals

2023-2025

Exclusive Representative:	Anoka-Hennepin Elementary and Secondary Principals' Association (AHESPA)
Employees:	132
Base Cost:	\$21.4 million
Meetings to Date:	3
Most Recent Union Proposal:	9.98% increase; \$2.2 million in new money 3% on salary schedule each year
Next Meeting:	November 29, 2023



# School office supervisors

2023-2025

Exclusive Representative:	Anoka-Hennepin Office Professional Supervisors Association
Employees:	42
Base Cost:	\$3.4 million
Meetings to Date:	0
Next Meeting:	November 15, 2023



# Special Education program supervisors

2023-2025

Exclusive Representative:	Special Education Program Supervisors Association
Employees:	16
Base Cost:	\$2.3 million
Meetings to Date:	2
Most Recent Union Proposal:	22.57% increase; \$550,000 in new money \$10,000 increase to salary schedule each year
Most Recent District Proposal:	Language items only
Next Meeting:	December



# Technical specialists

2023-2025

Exclusive Representative:	Minnesota Association of School Employees
Employees:	13
Base Cost:	\$950,000
Meetings to Date:	3
Most Recent Union Proposal:	15.38% increase; \$150,000 in new money 6% on salary schedule each year
Most Recent District Proposal:	6.01% increase; \$60,000 in new money 1% on salary schedule each year
Next Meeting:	December 13



# Teachers (K-12 and ABE/ECFE)

2023-2025

Exclusive Representative:	Anoka-Hennepin Education Minnesota
Employees:	3271
Base Cost:	\$339 million
Meetings to Date:	7
Most Recent Union Proposal:	18.61% increase (K12); 20.86% (ABE/ECFE); \$66 million in new money; Increase on salary ranges 8.34% to 31.61%
Most Recent District Proposal:	8.17% increase (K12); 8.9% (ABE/ECFE); \$29.6 million in new money; Increase on salary ranges 4.81% to 17.2%
Next Meeting:	December 13

## Next steps

- Board Meeting Updates
- Policy 209

## Questions and comments



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## NEGOTIATIONS CODE OF ETHICS

The Anoka-Hennepin School Board and administration:

1. Will make every reasonable effort to provide to employees and the general public timely, accurate, and complete information.
2. Will provide information to employees and the general public through district publications, the news media, and other appropriate means.
3. Will not engage in activities which demean or destroy the credibility and integrity of individual members of an employee organization or its representatives.
4. Will not knowingly misrepresent positions of employee organizations and/or the school district.
5. Will make every effort to preserve the concept that the governance of public schools shall remain with the public's duly elected representative, i.e., the School Board.
6. Will make every reasonable effort to arrive at a settlement which is economically practicable and which will not compromise the general well-being of students.
7. Will review the status of negotiations at public School Board meetings.
8. Will make negotiation decisions based upon what the District believes to be responsible government.
9. Will not engage in harassment of individual employees or members of the employee bargaining team.
10. Will not circumvent the established negotiation process by negotiating with individual members of the employee unit, members of the general public, or other persons not designated as members of the School Board and/or employee unit bargaining team.
11. Will not elicit support of students enrolled in the district's schools, or use student activities as a forum to solicit support of the district's position relating to employee negotiations.
12. Will make every reasonable effort to maintain public support by promoting the positive image of employees.

Anoka-Hennepin District No. 11  
Coon Rapids, MN 55433  
Adopted August 25, 1980

Reaffirmed January 28, 1985

Revised: February 22, 2021