



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

School Board Work Session
Monday, November 4, 2024
AGENDA

1. **Call to Order (1 minute)**
2. **Approve Board Agenda (1 minute)**
3. **Consent Agenda (5 minutes)**
 - 3.A. Minutes from 10-28-24 School Board Meeting - **A**
Jeff Simon, Board Clerk

Appendix A 3
 - 3.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - **A**
Brian Duffy, Director of Employee Services

Appendix B 14
 - 3.C. #C000601-School Resource & Prevention Program Officer Services Between the Anoka-Hennepin School District and the City of Coon Rapids - **A**
Greg Cole, Chief Operations Officer

Appendix C 17
 - 3.D. #C000621-School Resource & Prevention Program Officer Services Between the Anoka-Hennepin School District and the City of Anoka - **A**
Greg Cole, Chief Operations Officer

Appendix D 25
 - 3.E. #C000620-School Resource & Prevention Program Officer Services Between the Anoka-Hennepin School District and the City of Champlin - **A**
Greg Cole, Chief Operations Officer

Appendix E 31
 - 3.F. Immunization Exclusions as required by Statute 121a.15 - **A**
Kathy Schulz, Health Services Coordinator
4. **Work Session (120 minutes)**
 - 4.A. Legislative Platform Draft (30 minutes) - **B**
Michelle Trelstad, Executive Director of Community Education & Government Relations, Lori Grivna, Amundson Strategies

Appendix F 38
Appendix G 40
 - 4.B. Phase 2 Budget Reductions & Reallocations Update (90 minutes) - **B**

Cory McIntyre, Superintendent

Appendix H

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Appendix I

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Appendix J

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Appendix K

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5. **Board Correspondence & Communication**

6. **Adjourn**

**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 28, 2024**, at Sandburg Education Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order at 6:30 p.m. and led the pledge of allegiance.

The following members were present: Zach Arco, Matt Audette, Kacy Deschene, Linda Hoekman, Dr. Michelle Langenfeld and Jeff Simon.

Jeff Simon motioned to approve the Board Agenda as presented. Co-Chair Kacy Deschene seconded. Motion passed with a 6-0 vote.

CONSENT AGENDA

Dr. Langenfeld moved and Co-Chair Deschene seconded the motion to approve the following **consent agenda** items. Co-Chair Zach Arco proposed approving the Consent Agenda after removing Appendix H for further discussion. Jeff Simon motioned and Dr. Langenfeld seconded approving the Consent Agenda after removing Appendix H, New Middle School Courses, for separate discussion.

a. Minutes from the October 7, 2024, School Board work session.

b. Personnel items as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Marc Doud	Blaine High, B/G Building Supervisor	12/27/2024
Debra Losie	Dayton, ParaEducator Special Education	11/22/2024

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Rosanna Chavez	Monroe, Teacher E/BD	10/07/2024
Catherine Gordy	Northdale Middle, Teacher ABS (AcadBehav)	11/01/2024
Alicia Walters	Dayton, Teacher Student Support LTS	10/16/2024

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Olivia Abernathy	Sorteberg ECC, Teacher EC/SE	10/03/2024	11/26/2024
Cassandra Alexis	Evergreen Park, Teacher Grade 3	10/04/2024	12/20/2024
Susan Brown	Hoover, Teacher Grade K	07/01/2025	06/29/2030
Benton Cady	RiverTrail Learning Ctr, Teacher E/BD	01/02/2025	01/29/2025
Brandi Czyson	Ramsey, Teacher Grade K	10/16/2024	04/04/2025
Christine Dahl	Northdale Middle, Teacher Grade 6	09/27/2024	10/28/2024
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/18/2024	02/11/2025
Nancy Furch	Mississippi, ParaEducator Elementary	10/07/2024	10/16/2024
Lisa Hall	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	10/01/2024	11/01/2024
Pamela Hein	Anoka Middle - FM, Teacher Math	10/22/2024	11/26/2024
Joan Heinsohn	Andover, Teacher K-3 Exploration	11/19/2024	12/20/2024
Regina Imker	ESC, Preschool Inst-Pro Rated Bene	10/03/2024	12/17/2024
Ellen Junko Sandoval	CED - ABE - Col Hgts Fridley, ABE Teacher-Full Time Benefits	10/02/2024	12/20/2024
Heather Kobus	Crooked Lake, Teacher Grade 5	10/14/2024	12/06/2024
Maribeth Ladouceur	Anoka High, ParaEducator Special Education	09/25/2024	10/21/2024
Logan Lindgren	Jackson Middle, Teacher Academic Support	10/21/2024	11/08/2024
Zachary Mans	Anoka High, Teacher Social Studies	11/04/2024	11/22/2024
Louann Mattson	Morris Bye, Child Nutrition Site Supv	10/10/2024	11/11/2024
Kelsea Mila	ESC, Preschool Inst-Pro Rated Bene	10/03/2024	12/17/2024
Chelsea Nordhausen	Anoka Middle - FM, B/G Custodian 3rd shift	11/04/2024	11/04/2024
Chelsea Nordhausen	Anoka Middle - FM, B/G Custodian 3rd shift	06/02/2025	06/13/2025
Connor Ostrander	ESC-Unassigned, B/G Custodian 2nd shift	10/18/2024	10/18/2024
Connor Ostrander	ESC-Unassigned, B/G Custodian 2nd shift	11/08/2024	11/08/2024
Connor Ostrander	ESC-Unassigned, B/G Custodian 2nd shift	04/25/2025	04/25/2025
Bethany Ozuturk	Andover High, ParaEducator Spec Ed Cntr Base	09/30/2024	11/04/2024
Kaija S Packer	Hoover, Teacher Grade K	09/30/2024	03/07/2025
Vicki Piper	Coon Rapids Family Center - Eval Team, Teacher SLD	07/01/2025	06/29/2030
Christina Shepherd	Johnsville, Child Nutrition Assistant PT	10/11/2024	01/02/2025
Katelyn Sjoquist	Eisenhower, ParaEducator Special Education	09/27/2024	11/13/2024
Tori Vlasjuk	Coon Rapids High, Teacher Counselor	10/21/2024	03/07/2025
Angela Walters	Adams, Teacher DD	12/17/2024	01/14/2025
Sara White	Adams, Teacher ABS (AcadBehav)	10/08/2024	11/05/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jean Hanson	Coon Rapids High, Teacher Math	09/03/2024	02/03/2025
Kelsea Mila	ESC, Preschool Inst-Pro Rated Bene	09/05/2024	10/02/2024
Andrew Miller	Oxbow Creek, A+ Site Leader full year	05/13/2024	10/04/2024
Karan Murphy	Champlin Park High, ParaEducator Spec Ed Cntr Base	02/29/2024	10/16/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Megan Elizabeth Peterson	Anoka Middle - FM, ParaEducator Secondary	09/09/2024	10/16/2024
Jocelyn Rowe	Coon Rapids Family Center - Pathways, Teacher SLD	06/12/2024	12/01/2024
Talana Rudzitis	RiverTrail Learning Ctr, Teacher ASD (AutismSpectrum)	09/09/2024	10/28/2024
Debora Santillo	ESC-Special Ed, Para Health	08/29/2024	12/20/2024
Elizabeth Shaffer	Oxbow Creek, ParaEducator Special Education	09/03/2024	10/28/2024
Kathleen Winters	Anoka High, Teacher MSH	09/16/2024	10/16/2024

SABBATICALS

Full Name	Current or Most Recent Position	LOA Start	LOA End Date
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This section returned no records

APPOINTMENTS**20241028****1**

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Madilyn Atkinson	Evergreen Park, Teacher Grade 3 LTS	10/07/2024	Masters/3	0.2674	\$16,118
Cheryl Bates	Ramsey, Teacher Grade K LTS	10/16/2024	Bachelors/7	0.5615	\$31,839
Hannah Boettger	Mississippi, Teacher Academic Support	10/21/2024	Bachelors/5	0.7968	\$41,545
Christina Cagle	Wilson, Teacher 4-5 Exploration	09/30/2024	Bachelors+15/1	0.4560	\$23,480
Teresa Cubas	Crooked Lake, Teacher SA-Tal Devl	10/08/2024	Bachelors+15/8	0.3295	\$20,501
Scott Hanson	ChamplinBrklynPk Academy, Teacher K5 Core Inst	11/18/2024	Masters/1	0.3395	\$19,781
Mary Ann Johnson	Lincoln, Teacher ESL LTS	10/16/2024	Masters+30/24	0.1979	\$17,469
Amanda Robinson	ChamplinBrklynPk Academy, Teacher Art Elementary	09/30/2024	Bachelors/1	0.3048	\$15,249

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Caitlin Carlson	Coon Rapids Middle, Teacher Counselor	11/01/2024	Masters/3	0.7861	\$47,386

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Hannah Casavant	Sunrise, Teacher ABS (AcadBehav)	09/03/2024	Bachelors/1	0.9786	\$48,959
Charles Dively	Sand Creek, Teacher MSH	10/30/2024	Masters/4	0.7594	\$47,824
Heather Faris	Oak View Middle, Teacher DD	09/30/2024	Bachelors/1	0.8770	\$43,876
Diane Hughes	Oxbow Creek, Teacher ASD (AutismSpectrum)	10/07/2024	Masters+60/23	0.8503	\$86,060
Kristian Richardson	Anoka High, Teacher SLD	08/26/2024	Bachelors/1	1.0000	\$50,029
Janet Squires	Champlin Park High, Teacher ABS (AcadBehav)	08/26/2024	Bachelors/2	1.0000	\$50,872

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Sara Terry	ESC-Special Ed, Special Educ Prg Supervisor Based on an annual salary of \$112,893 for 261 days.	09/20/2024	202	\$87,373

c. Cash Disbursements Report

Fund No.	Description	Amount
	Checks	\$ 4,818,808.07
01	General	3,518,199.26
02	Food Service	511,917.86
04	Community Service	114,809.58
06	Building Construction	439,837.04
07	Bond & Interest K-12	-
20	Health-Self Insurance	233,831.83
21	Dental-Self Insurance	212.50
22	Work. Comp.-Self Insurance	-
47	OPEB Debt Service	-
	Electronic Payments	\$ 21,417,636.26
01	General	14,167,238.09
02	Food Service	228,681.39
04	Community Service	693,998.05
06	Building Construction	
07	Bond & Interest K-12	
20	Health-Self Insurance	5,837,253.31
21	Dental-Self Insurance	355,081.22
22	Work. Comp.-Self Insurance	135,384.20
47	OPEB Debt Service	-
	ACH Payments	\$ 8,179,924.46
01	General	5,734,767.47
02	Food Service	1,086,110.41
04	Community Service	112,057.08
06	Building Construction	1,114,882.92
20	Health-Self Insurance	125,759.58
22	Work. Comp.-Self Insurance	6,347.00
	P-Card	\$ 359,140.65
01	General	272,740.20
02	Food Service	5,845.37
04	Community Service	80,555.08
06	Building Construction	-
20	Health-Self Insurance	-
	TOTAL DISTRICT	\$ 34,775,509.44

d. Cash Balance Report.

ANOKA HENNEPIN DISTRICT NO. 11
MONTHLY CASH BALANCES - FY25

	GENERAL	FOOD SERVICE	COMMUNITY SERVICE	BUILDING CONSTRUCTION	DEBT SERVICE	EMP BENE HEALTH	EMP BENE DENTAL	EMP BENE WORK COMP	OPEB DEBT SERVICE	TOTAL CASH	CASH INVESTMENTS	BUILDING CONSTRUCTION INVESTMENT	SCHOLARSHIP INVESTMENT	TOTAL ALL BALANCES	FY23 Total All Balances (1 year ago comparison)
	01-101	02-101	04-101	06-101 ¹	07-101	20-101	21-101	22-101	47-101	CASH				BALANCES	
07/01/24	190,624,894	13,518,064	12,500,581	66,525	9,401,856	23,753,393	3,065,400	3,248,802	1,374,528	257,554,043		5,080,617	689,177	263,323,836	254,198,381
07/31/24	160,938,177	13,293,288	12,488,898	(567,918)	7,301,176	16,404,440	2,603,472	3,151,689	1,507,703	217,120,924		5,102,240	665,446	222,888,610	212,533,404
08/31/24	188,946,954	11,829,596	12,086,106	(1,028,013)	6,579,277	8,021,505	1,948,410	3,115,927	1,412,428	232,912,188		4,578,098	510,057	238,000,342	236,515,897
09/30/24	200,465,660	10,083,422	13,640,793	(2,604,073)	6,731,316	9,020,599	2,195,293	3,119,931	1,412,490	244,065,431		4,599,115	467,237	249,131,783	253,824,355
10/31/24										0				0	
11/30/24										0				0	
12/31/24										0				0	
01/31/25										0				0	
02/28/25										0				0	
03/31/25										0				0	
04/30/25										0				0	
05/31/25										0				0	
06/30/25										0				0	

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

e. Donations & Scholarship Reports.

Date	Donor	Donee	Purpose	Type	Amount
09/23/24	AHEF, Inc.	Roosevelt MS	Innovative Makers Space/Susan Oelke		500.00
09/23/24	American Online Giving Foundation	University Ave Elem	Water Rental System		122.12
09/30/24	Andover Cross Country	Andover HS	Additional coaches		2,370.00
09/23/24	Andover Football Assoc, Inc.	Andover Elementary	For Gr. 5 Trip to Long Lake Conservation Center		5,000.00
09/23/24	Andover Girls Soccer Booster Club	Andover HS	Additional coach- Sebambulidde		3,500.00
09/23/24	Andover Girls Soccer Booster Club	Andover HS	Girls Soccer hotel rooms		2,713.00
09/30/24	Andover Volleyball Booster Club	Andover HS	Additional VB coaches- Trade well, Rak, Landry		10,370.86
09/30/24	Anoka Band Parents Association	Anoka HS	Coach Buses to Marshall MN		4,100.00
09/30/24	Anoka Employees Club	Lincoln Elementary	Student supplies		200.00
10/14/24	Anoka Employees Club	Anoka MS-Fred Moore Campus	Student supplies & registrations		500.00
09/23/24	Bengal Touchdown Club	Blaine HS	Summer Weights Program - Staff Salaries		22,935.00
09/30/24	Blaine Youth Hockey Assoc	Blaine HS	HOSA Club		2,500.00
09/30/24	BookTixNow LLC	Blaine HS	Blaine Theatre Program		102.14
10/14/24	Champlin Park Band Association	Champlin Park High	Fall Marching Band Additional Staff		5,701.00
09/30/24	Champlin Park Baseball Assoc	Champlin Park High	Softball Field Press Box		75,000.00
09/30/24	Champlin Park Touchdown Club	Champlin Park High	Football Booster Paid Coaches		49,869.38
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Anoka MS-Fred Moore Campus	Non-instructional supplies		20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover High School	General Instruct Supplies usage		82.00
09/30/24	Charities Aid Foundation America C/O CyberGrants LLC	Dayton Elementary	School/Student Supplies as Needed		15.00
09/30/24	Charities Aid Foundation America C/O CyberGrants LLC	Dayton Elementary	School/Student Supplies as Needed		10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover High School	General Instruct Supplies		123.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Eisenhower Elementary	Student Incentives		10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover High School	General		82.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover Elementary	Classroom Supplies		30.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover Elementary	Classroom Supplies		20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover High School	General Instruct Supplies Usage		93.75
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover Elementary	Classroom Supplies		20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Rum River Elementary	Student/General Supplies		10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Eisenhower Elementary	Student Incentives		10.00

09/30/24	Charities Aid Foundation America C/O CyberGrants LLC	Blaine High School	ASL Club	70.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Coon Rapids High School	CRHS general supplies	60.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Coon Rapids High School	general supplies for CRHS	40.00
09/23/24	Charities Aid Foundation America C/O CyberGrants LLC	Coon Rapids High School	CRHS General Supplies	40.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Blaine High School	General School Supplies	40.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Blaine High School	ASL Club	105.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Coon Rapids High School	CRHS general supplies	40.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Anoka MS-Fred Moore Campus	Non-Instructional Supplies	20.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Rum River Elementary	Student/General Supplies	10.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Blaine High School	ASL Club	70.00
10/14/24	Charities Aid Foundation America C/O CyberGrants LLC	Andover Elementary	Classroom Supplies	20.00
10/14/24	Commlink Solutions, LLC	Roosevelt Middle School	Student support for general supplies (from the Social Workers)	500.00
09/23/24	Coon Rapids Mat Bandits	University Ave Elementary	Supplies or T-shirts	5,000.00
09/23/24	Coon Rapids Mat Bandits	Mississippi Elementary	To support students at Mississippi	5,000.00
09/23/24	Coon Rapids Mat Bandits	Morris Bye Elementary	To Support Students	5,000.00
09/23/24	Coon Rapids Mat Bandits	Coon Rapids High School	CRHS boys lacrosse program for equipment/supplies	5,000.00
09/23/24	Coon Rapids Mat Bandits	Coon Rapids High School	For girls track at CRHS...supplies/equipment	5,000.00
09/23/24	Coon Rapids Mat Bandits	Coon Rapids High School	CRHS Boys Track supplies	5,000.00
09/23/24	Coon Rapids Mat Bandits	Coon Rapids High School	CRHS Girls Golf equipment/supplies/program	5,000.00
09/23/24	Coon Rapids Mat Bandits	Coon Rapids High School	CRHS Boys Golf supplies/equipment etc.	5,000.00
09/23/24	Coon Rapids Mat Bandits	Coon Rapids High School	Boys tennis supplies/equipment	5,000.00
10/14/24	Coon Rapids Mat Bandits	Coon Rapids High School	CRHS Winter Dance Team for competitions, uniforms, registrations	5,000.00
10/14/24	Coon Rapids Mat Bandits	Adams Elementary	Donation 291	5,000.00
09/23/24	Coon Rapids Mat Bandits	Hoover Elementary	General Building Supplies	5,000.00
09/30/24	Coon Rapids Senior Club Inc.	Sand Creek Elementary	Student/Classroom Supplies	350.00
09/30/24	Coon Rapids Volleyball	Coon Rapids High School	Volleyball Assistant Coach	4,796.00
09/30/24	Champlin Park HS Cross Country Booster Club	Champlin Park High	Uniforms	1,577.00
09/30/24	Champlin Park HS Girls Soccer Booster Club	Champlin Park High	Transportation	3,050.00
10/14/24	Champlin Park High School Girls Soccer Booster Club	Champlin Park High	Soccer Coach, M.Witchger	5,605.08
10/14/24	Dayton Elementary PTO	Dayton Elementary	3rd grade Field Trip & grade level funds	800.00

09/23/24	Fraisa USA Inc	Community Education	Support Community Ed Youth Service Projects	4,735.00
10/14/24	Kopp Family Foundation	Coon Rapids High School	Support for students in need at CRHS i.e. fines/fees/yearbooks/etc.	2,500.00
10/14/24	Madison PTO	Madison Elementary	Kindergarten field trip bus and admission	375.00
10/14/24	Michelle Remick/DBA Brain Freeze Ice Cream	Wilson Elementary	Staff recognition	110.00
09/30/24	R. Sutter & M. Lofgren	Blaine High School	Dulcimer Kits for CEMS Program	202.80
09/23/24	RAFT - Rum River Association of Families and Teachers	Rum River Elementary	Technology Purchase of Chromebooks	8,625.00
10/14/24	Rebels LaCrosse Booster Club	Champlin Park High	Box's LAX Uniforms	304.00
10/14/24	The Blackburn Giving Fund by its agent, Your Cause	Oxbow Creek Elementary	Specific Donations to two teachers & our social workers	1,975.00
09/23/24	The Blackburn Giving Fund by its agent, Your Cause	Anoka High School	Course/Track Equipment	30.00
09/23/24	The Blackburn Giving Fund by its agent, Your Cause	Anoka High School	Course/Track Equipment	60.00
09/30/24	The Blackburn Giving Fund by its agent, Your Cause	Andover High School	General Supply Usage	70.00
09/30/24	The Blackburn Giving Fund by its agent, Your Cause	Champlin Park High	Student Recognition	48.00
10/14/24	The Blackburn Giving Fund by its agent, Your Cause	Champlin Park High	Student Recognition	44.00
10/14/24	The Blackburn Giving Fund by its agent, Your Cause	CHAMPLIN/BROOKLYN PARK ACADEMY(CBPA)	Student Supplies	30.00
10/14/24	The Blackburn Giving Fund by its agent, Your Cause	Andover High School	General Instruct Supplies Usage	50.00
10/14/24	The Blackburn Giving Fund by its agent, Your Cause	CHAMPLIN/BROOKLYN PARK ACADEMY(CBPA)	Student Supplies	44.00
09/30/24	Varsity Spirit	Coon Rapids High School	CRHS Competition Cheer Team for expenses/costumes/registrations	1,600.00
	*MATERIAL, EQUIPMENT, OR LABOR DONATION			
			TOTAL	<u>\$284,005.13</u>

SCHOLARSHIP DONATIONS

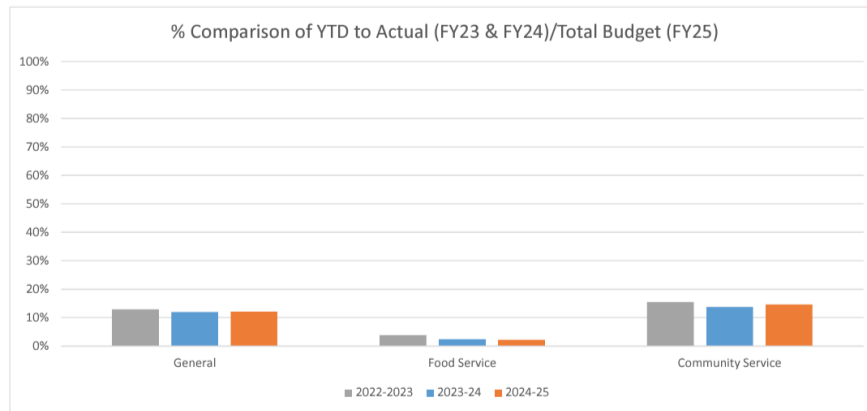
DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
10/03/24	Boreal Football Club	STEP	Boreal Football Club Scholarship	Scholarship	1,500.00
10/03/24	National Philanthropic Trust-2025 AVID SOAR	CPHS	CPHS AVID	Scholarship	4,000.00
10/03/24	Julie Yager Staff Scholarship	CPHS	Julie Yager Staff Scholarship	Scholarship	5,050.00
10/03/24	Tom Pearson Scholarship	AHS	Tom Pearson Scholarship	Scholarship	100.00
10/03/24	Ruth and Robert Bloch	AHS	Tom Pearson Scholarship	Scholarship	20.00
10/03/24	Betty Jean ONis Erickson	AHS	Tom Pearson Scholarship	Scholarship	15.00
10/03/24	Bruce & Catherine Dalchow	AHS	Tom Pearson Scholarship	Scholarship	20.00
10/03/24	Irene and James Roback	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	John and Jodi Baker	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	Norah Wyman	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	Jody and James Pauly	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	David and Janice Rykken	AHS	Tom Pearson Scholarship	Scholarship	25.00
10/03/24	Gregory Zutz & Elizabeth Rock-Zutz	AHS	Tom Pearson Scholarship	Scholarship	30.00
10/03/24	Brenda & William Siems	AHS	Tom Pearson Scholarship	Scholarship	40.00
10/03/24	Robert & Bonnie Johnson	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Cynthia and Charles Boo	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Susan Mensen	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Yvonne & Brian Mann	AHS	Tom Pearson Scholarship	Scholarship	50.00

10/03/24	Diane Hewitt	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Bradley and Nancy Frank	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Kimberly & Kevin Erickson	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Randall and Lauri Haller	AHS	Tom Pearson Scholarship	Scholarship	50.00
10/03/24	Colm Griffin	AHS	Tom Pearson Scholarship	Scholarship	100.00
10/03/24	Richard Rydberg	AHS	Tom Pearson Scholarship	Scholarship	100.00
10/03/24	Richard and Robin Perket	AHS	Tom Pearson Scholarship	Scholarship	100.00
10/03/24	Jay & Jody Myers	AHS	Tom Pearson Scholarship	Scholarship	200.00
10/03/24	Hawkins Agency/John Hawkins	AHS	Tom Pearson Scholarship	Scholarship	500.00
10/03/24	Carol Dahl	AHS	Tom Pearson Scholarship	Scholarship	915.00
10/03/24	Julie Gould	AHS	Tom Pearson Scholarship	Scholarship	50.00
				SCHOLARSHIP TOTALS	\$ 13,265.00
				TOTAL DONATIONS	\$297,270.13

f. Monthly Revenue & Expenditures.

Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended August 31, 2024

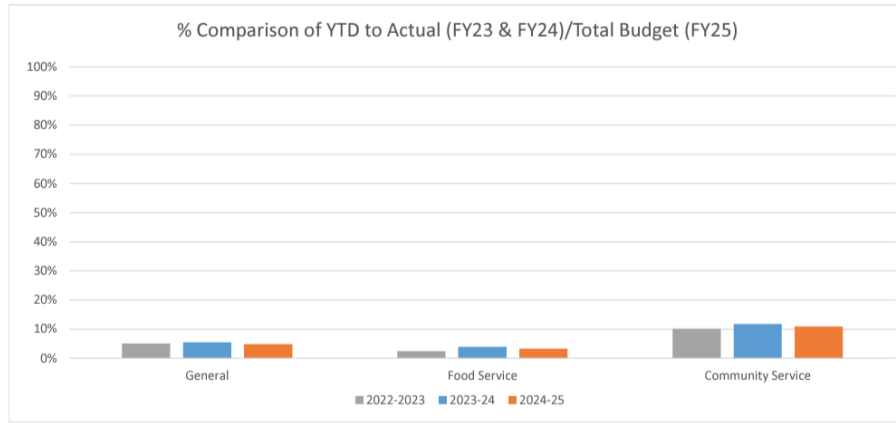
Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget		
				FY21 & FY22 YTD is % of Actual		
				2024-25	2023-24	2022-2023
General	7,617,838	77,479,256	641,410,751	12%	12%	13%
Food Service	614,301	639,412	29,629,662	2%	2%	4%
Community Service	2,304,479	4,378,140	30,002,421	15%	14%	15%
Building Construction ¹	22,568	44,191	20,000	221%	455%	3098%
Debt Service	3,621	2,031,867	15,452,017	13%	11%	16%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 10,562,807	\$ 84,572,867	\$ 717,264,851	12%	12%	13%



¹Conservative budgeting

Anoka-Hennepin ISD #11
Statement of Expenditures
For the month ended August 31, 2024

Fund	Month to Date	Year to Date	Budget	FY23 YTD is % of Budget FY21 & FY22 YTD is % of Actual		
				2024-25	2023-24	2022-2023
General						
Salaries & Benefits	7,617,838	12,979,030	539,851,293	2%	3%	3%
Purchased Services ¹	1,270,803	1,630,442	67,495,098	2%	7%	5%
Supplies	6,116,331	8,493,438	26,212,772	32%	29%	24%
Capital Expenditures	6,639,531	8,163,054	24,765,410	33%	34%	25%
Other Exp & Transfers	265,684	526,392	4,058,066	13%	12%	11%
Total General Fund	\$ 21,910,188	\$ 31,792,356	\$ 662,382,639	5%	5%	5%
Food Service						
Food Service	468,504	974,582	29,522,260	3%	4%	2%
Community Service						
Community Service	2,337,844	3,320,850	30,326,421	11%	12%	10%
Building Construction	642,784	696,287	4,175,430	17%	14%	6%
Debt Service	-	3,995,751	15,442,703	26%	27%	28%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 25,359,319	\$ 40,779,826	\$ 742,599,453	5%	6%	6%



1 Timing of Insurance Payment

- g.** Approved 502.0 Attendance and Absences Policy, New Policy.
 - h.** Approved New Middle School Courses.
 - i.** Approved Bid #25015B-Snow Plowing & Removal, Regions 7, 9.
 - j.** Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed with a 6-0 vote. Discussion followed regarding Appendix H. Jeff Simon motioned to approve Appendix H as presented. Co-Chair Deschene seconded. Motion passed with a 4-2 vote with Co-Chair Arco and Director Hoekman voting no.

The School Board received testimony from Amanda Tjaden, James Tjaden and Natalie Hanson.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar. Marching bands from Anoka-Hennepin’s five traditional high schools collected high honors at the “Youth in Music” Minnesota State Championships and Class Championships at U.S. Bank Stadium on Saturday, Oct. 12. Anoka High School took first place title in the Class A division. Three other Anoka-Hennepin marching bands secured top 10 finishes in Class A: Andover High School placed second and earned the “Percussion Champion” award. Coon Rapids High School placed seventh; while also earning the "Color Guard Champion" award. Blaine High School placed eighth. In Class AA, Champlin Park High School took second place. In addition, Coon Rapids High School activities director Jeff Thompson was honored as administrator of the year for his support of the band programs at Coon Rapids High School. The most historic school site in Anoka-Hennepin is also our newest site as the district formally dedicated Two Rivers Transition Program at Franklin in October. Co-Chair Kacy Deschene had the honors of cutting the ribbon and opening a new chapter for a location that has served as a school site since 1871. This is just 13 years after Minnesota became a state and 7 years prior to the formation of the City of Anoka. Two Rivers Transition Program at Franklin is a program that brings together two programs in one facility: the former Bridges program, which relocated from a shopping center in Andover; and the Pathways program which migrated to Anoka from the Coon Rapids Family Center Mall. The program serves over 225 students ages 18-25 to learn workforce skills and life skills to manage independent living. This move provides a much improved educational setting for students

and also saves taxpayers over \$593,000 annually from the canceling of the leases for that space. Section and state tournament competition continues over the next several weeks as student athletes conclude the fall season. Andover High School boys soccer advanced on to the semifinal round of the MSHSL tournament with a win over Minnetonka. They play in the semifinals on Wednesday, Oct. 30 against Maple Grove. This makes the third straight and six overall appearance at state for the Huskies. Advent Lutheran Church, located across the street from Lincoln Elementary School for the Arts in Anoka, recently closed its doors but its legacy of community support will live on through a generous donation of \$124,195 to Lincoln Elementary School for the Arts. Members of Advent Lutheran Church have been involved with Lincoln for well over 50 years as well, donating countless hours of volunteer service, food drives, school supplies, clothing, and other items for students in need. Schools benefit through partnerships and strong community support. This donation will be facilitated through the Anoka-Hennepin Educational Foundation. Election Day is set for Tuesday, Nov. 5 and students will not be in school as 15 elementary schools, 3 middle schools and two early childhood facilities will be serving as polling locations. There are no school district elections on the ballot. Thanks to all who take the time to get informed and vote.

Anoka-Hennepin Schools has conducted an annual community survey with Morris Leatherman for over 20 years. This level of commitment for feedback allows the School Board to track data over time, monitor trends in the community, and adjust district operations to meet community expectations. Peter Leatherman presented findings and analysis from the 2024 community survey in which 500 randomly selected residents from all areas of the district were contacted via phone during the month of August 2024. This was a report only and no action was required.

Dr. Josh Delich, associate superintendent for high schools, informed the School Board of the Minnesota State High School League (MSHSL) Foundation Form A grant process and presented the application and resolution to the board for approval. The grant provides resources for extracurricular activities and encourages participation in high school fine arts and athletics. The MSHSL Foundation Resolution Form for Grant A was approved on a 6-0 vote.

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 was down by 358 students over last year. Enrollment at the middle school level increased by 78 students and high school enrollments are down by 212 students. District enrollment as of Oct. 1, 2024 is 36,722. The data in the report is important for district budgeting and planning purposes.

Cory McIntyre, superintendent of Anoka-Hennepin Schools, presented a recommendation on the budget reduction and realignment process and timelines. A convergence of factors including limited and stable enrollment growth, elimination of federal pandemic relief funds, higher than budgeted employee contract settlements, inflation and increasing costs for operations along with other factors. The district is considering Phase 2 reductions of \$21 million for a total reduction of \$26 million prior to the 2025-26 school year. The School Board is also considering a second option to limit reductions to central services and hold a referendum election with the goal of limiting any reductions directly at school sites. Superintendent McIntyre presented the feedback collected through community meetings and an online form. Approval of Phase 2 recommendations is expected at the Nov. 25, 2024 school board meeting.

Dr. Johnna Rohmer-Hirt, director of research, evaluation and testing, led a team of administrators including Associate Superintendents Dr. Mary Wolverton, Becky Brodeur and Dr. Josh Delich along with Executive Director of Community Education & Public Relations, Michelle Trelstad in presenting a comprehensive overview of the district's efforts to meet the goals of Minnesota's academic accountability measures. The presentation included key data points from achievement and integration programming and how they support the overall achievement goals for all district students. Anoka-Hennepin remains diligent in striving for continuous improvement in racial and economic integration, student academic achievement, equitable educational opportunities and the reduction of academic disparities based on student demographics.

Dr. Jennifer Cherry, executive director of human resources, presented to the School Board the Anoka-Hennepin Schools 2024-25 Paraeducators Master Agreement for approval. Terms of the agreement aim at keeping Anoka-Hennepin Schools competitive in the market for attracting and retaining quality staff and include a minimum 5% increase for every employee and increases in health insurance and other benefits. The agreement was within the budget authority provided by the school board. Jeff Simon motioned to approve the Anoka-Hennepin 2024-25 Paraeducators Master Agreement as presented. Dr. Michelle Langenfeld seconded. Motion passed on a 6-0 vote.

Dr. Jennifer Cherry, executive director of human resources, presented to the School Board the Anoka-Hennepin Schools 2024-26 Education Office Professionals Master Agreement for approval. Terms of the agreement aim at keeping Anoka-Hennepin Schools competitive in the market for attracting and retaining quality staff and include a minimum 5% increase for every employee and increases in health insurance and other benefits. The agreement was within the budget authority provided by the school board. Co-Chair Kacy Deschene motioned to approve the Anoka-Hennepin 2024-26 Education Office Professionals Master Agreement as presented. Jeff Simon seconded. Motion passed on a 6-0 vote.

Co-Chair Kacy Deschene highlighted her Champlin Brooklyn Park Academy site visit along with Dr. Langenfeld as they were able to view the partnership with the Three Rivers Park program providing opportunities for students to have science hands-on learning activities among other cool activities happening at the school. Co-Chair Deschene visited Dayton's Fall Festival over the weekend and gave a huge shoutout to our PTOs for the great work in providing opportunities for students and families. Co-Chair Deschene chaperoned the fall dance at Jackson MS for the last several years and enjoyed a delightful experience with our students and amazing staff volunteers. She thanked all who make those opportunities possible. Dr. Langenfeld highlighted the Anoka Community Anti-Crime Breakfast, an incredible collaboration for the safety and well-being of our community. Director Langenfeld along with Co-Chair Arco attended the Community Curriculum Advisory Committee looking at the Social Emotional Learning Curriculum on behalf of the board. It was very well attended with representation from all of our schools along with parents and community reps to review questions and surveys with feedback results reported out in mid-November. Co-Chair Arco reported he attended as well and looks forward to seeing the feedback and seeing how the process unfolds. Dr. Langenfeld attended the Curriculum night with updates from the U.S. History curriculum vendors and the ELA curriculum pilots. She received a lot of good feedback from the results that night as well as from her Oxbow Creek site visit this week. Director Langenfeld along with Co-Chair Deschene had a Champlin Park HS site visit to check out the safety secure office space in the front area of the high school. She encouraged others to explore the hard work going on at our sites to be able to ensure that every child has what they need for success.

Co-Chair Zach Arco proposed, for the first closed executive session, under Minnesota Statute 13D.03 to discuss negotiation strategies for the following bargaining groups: Building Supervisors, Building Service Employees, Child Nutrition Site Supervisors, Community School Coordinators, Education Office Professionals, Education Support Professionals, Paraeducators, Principals, School Office Supervisors, Special Education Program Supervisors, & Technical Specialists. The second closed session will be closed pursuant to Minnesota Statute 13D.05 Subd. 2 (b) for preliminary consideration of allegations or charges against an individual subject to its authority. The closed sessions will be held in the Michael Sullivan Room. Jeff Simon moved and Matt Audette seconded the motion to go into closed sessions. Motion carried.

Co-Chair Arco recessed the meeting at 9:55 p.m. The meeting reconvened in the first closed executive session at 10:05 p.m. to discuss negotiation strategies.

Co-Chair Arco recessed the meeting at 10:42 p.m. The meeting reconvened in the second closed executive session at 10:42 p.m. to discuss preliminary consideration of allegations or charges against an individual subject to its authority.

Co-Chair Zach Arco recessed the meeting at 11:12 p.m. Jeff Simon moved and Linda Hoekman seconded the motion to adjourn the meeting. Motion passed.

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

Co-Chair Zach Arco

Prepared by: Debbie Koffski, CPS
Recorder

Approved: _____

APPENDIX B

20241104

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

Name	Current or Most Recent Position	Last Date Employed
Linda Aarhus	Anoka High, Educ Office Prof	01/29/2025
Douglas Jones	Oak View Middle, Teacher Grade 6	06/09/2025

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Natalee Bisanz	Evergreen Park, Teacher Grade 1	11/22/2024

APPENDIX B

20241104

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
Sindu Abebe	Brookside, A+ PT CCA - Ln 1	10/08/2024	12/09/2024
Shannon Battaglia	Adams, Teacher ESL	10/28/2024	03/07/2025
Katie Bishop	Sunrise, Teacher Grade 4	10/21/2024	01/03/2025
Hannah Chastain	Blaine High, Teacher English	10/23/2024	01/01/2025
Robert Ellis	Andover High, Teacher Science	10/28/2024	11/08/2024
Hillary Fabian	Evergreen Park, Teacher Grade 3	10/21/2024	12/20/2024
Cadenn Happke	S.T.E.P., B/G Custodian 2nd shift	11/12/2024	01/20/2025
Pamela Happke	ESC, Payroll Data Specialist	11/12/2024	11/29/2024
Deborah Hedrington	Coon Rapids High, Teacher MMH	10/14/2024	11/12/2024
Tiarra Jackson	Jefferson, Teacher DD	10/23/2024	11/12/2024
David Jensen	Sorteberg ECC, B/G Building Supervisor	10/23/2024	11/12/2024
Anne Perrin	Andover, Teacher Grade K	11/06/2024	12/18/2024
Julie Smedstad	Wilson, Child Nutrition Assistant FT	10/21/2024	11/15/2024
James Wick	Blaine High, Teacher Science	10/21/2024	11/01/2024
Alyssa Williamson	ChamplinBrklynPk Academy, ParaEducator Spec Ed Cntr Base	10/04/2024	11/01/2024
Amber Wise	Eisenhower, ParaEducator Spec Ed Cntr Base	10/11/2024	10/29/2024

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Olivia Abernathy	Sorteberg ECC, Teacher EC/SE	10/03/2024	12/20/2024
Christine Dahl	Northdale Middle, Teacher Grade 6	09/27/2024	10/25/2024
Lisa Hall	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	10/01/2024	11/26/2024
Zachary Mans	Anoka High, Teacher Social Studies	11/04/2024	11/22/2024
Karan Murphy	Champlin Park High, ParaEducator Spec Ed Cntr Base	02/29/2024	10/28/2024
Talana Rudzitis	RiverTrail Learning Ctr, Teacher ASD (AutismSpectrum)	09/09/2024	11/25/2024
Elizabeth Shaffer	Oxbow Creek, ParaEducator Special Education	09/03/2024	11/12/2024

SABBATICALS

Full Name	Current or Most Recent Position	LOA Start	LOA End Date
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This section returned no records

APPOINTMENTS

20241104

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Elizabeth Fuller	Crooked Lake, Teacher Grade 5 LTS	10/14/2024	Bachelors/10	0.1872	\$11,947
Megan Hoeke	Sunrise, Teacher Grade 4 LTS	10/21/2024	Bachelors/1	0.2353	\$11,771

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Secondary					
Lisa Sjogren	Jackson Middle, Teacher SA-Tech Coord LTS	10/21/2024	Masters+60/12	0.1979	\$18,086

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Brandy Johnson	Hamilton, Teacher ABS (AcadBehav)	10/03/2024	Masters/1	0.7490	\$43,646
Ricardo Layne	RiverTrail Learning Ctr, Teacher ABS (AcadBehav)	11/04/2024	Masters/7	0.7540	\$51,413

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
This section returned no records				

MEMORANDUM OF UNDERSTANDING
For School Resource and Prevention Program Officer Services
Between the Anoka-Hennepin School District No. 11
and the City of Coon Rapids
2024-2025

PURPOSE. The purpose of this Memorandum of Understanding is to address the need for the presence of licensed peace officers to provide specific services/roles to the Anoka Hennepin School district No. 11 (hereafter referred to as “District”) schools and establish a mutually beneficial framework that both schools and law enforcement can work within to achieve shared goals. The intent is to establish and delineate the mission of a School Resource Officer/Prevention Program, herein referred to as the School Resource Officer (SRO) Program, as a joint cooperative effort between the District and the City of Coon Rapids (hereafter referred to as “City”), representing the designated law enforcement agency. The partnership is intended to facilitate effective, timely communication and coordination of efforts for both the District and the law enforcement agencies to promote a safe and positive learning environment and decrease the number of youth formally referred to the juvenile justice system. Additionally, it clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build a positive relationship between officers, school administrators/staff and students.

GOALS. The primary goals of the SRO Program are 1) to promote positive and supportive school climates and 2) to create and maintain safe and secure school environments. To promote positive and supportive school climates, the partnership will collaborate to increase law-related education, expand school safety and crime prevention efforts, reduce conflict, and support effective interventions for students. To create and maintain safe and secure school environments, the partnership will collaborate to reduce and prevent crime, violence, victimization, and fear in and around schools, and minimize student involvement with the juvenile and criminal justice systems. It is the responsibility of school administrators to facilitate effective communication to all school staff and students regarding SRO program goals and responsibilities.

ROLES. The SRO program is unique to the community, based on input from the district, school administration, teachers, students, and community members. The program is designed to fulfill three overall roles:

1. Law Enforcement
2. Fostering Positive School Climate / Crime Prevention
3. Law-Related Educator

Law Enforcement Role – SROs are responsible for law enforcement incidents occurring at the school. Parents, students, teachers, and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, rather than the SRO. A determination of whether an activity raises to the level of a law enforcement activity, when reasonable, should be made in consultation with a school administrator. While law enforcement is the role of SROs, officers responding to an incident or consulting with school officials are encouraged to use their discretion in determining the best course of action, especially when using alternatives to arrest.

Fostering Positive School Climate / Crime Prevention – One of the primary roles SROs fulfill is fostering a positive school climate through relationship building and crime prevention. Officers will focus on getting to know students, serve as a role model, engage in various activities in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and general patrol efforts. SROs are critical members of the school Building Crisis Teams for emergency preparation and planning.

Law-Related Educator – SRO / Prevention Program Officers should participate in the school community by becoming a member of the educational team where appropriate, and by representing the law enforcement community to build positive relationships with youth, their families, and school staff. Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the education fabric within the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

1. **OFFICER EMPLOYED BY CITY.** City shall employ (or assign), in accordance with applicable state statutes, a police officer(s) to serve as School Resource or Prevention Program Officer(s) in District schools. The selection or assignment of such officers shall be done by the City in consultation with the principals in the area or City covered by this contract. City shall assume all obligations and payments with regard to officers' salaries and benefits including worker's compensation, PERA, withholding taxes, etc. District will reimburse City as defined in paragraph 15 of this document. The SRO shall, at all times, remain employed by the Coon Rapids Police Department. This agreement explicitly disclaims any employee or agent relationship between the SRO and the City and/or District. This agreement does not create a contract of any type between the District and any individual officer, investigator, sworn peace officer, community service officer, or other officer in the Coon Rapids Police Department or any other law enforcement agency working with the Coon Rapids Police Department, nor does this Agreement create any employer-employee relationship, independent contractor relationship, or services agreement with any individual.
2. **TERM OF CONTRACT.** The initial term of this contract shall be from September 3, 2024, to June 6, 2025 unless terminated by either party as defined in paragraph 14.
3. **ADMINISTRATION RESPONSIBILITIES.** Law enforcement services rendered to District shall be at the sole direction of City. Standards of performance, discipline of the officer assigned, and other internal matters shall be under the authority of City. Upon request, the District shall provide the City with an appraisal of the services received. The City shall provide the District with a list of services provided at the elementary level, Prevention Program schedules, and the name of the officer(s) providing the service.

4. **LEVEL OF SERVICE.** The SRO will respond to emergency calls within the boundaries of City and attend police training and special duties as assigned by City while fulfilling the requirements of this contract. Time spent on emergency calls, police training, etc., shall not be considered time spent as a School Resource or Prevention Program officer.
5. **SCHOOL CALENDAR.** The District shall provide the City with a school calendar. SRO services will be provided during regular school hours in the school district on all student contact days. Each day the SRO works in excess of eight hours shall be paid according to the officer's contract, providing such additional time has been approved in advance by City and District. Blanket approvals will not be accepted.
6. **DUTIES OF OFFICER.** The basic duties of the SRO are to help provide a safe and secure learning environment, foster a positive school climate, reduce/prevent crime, serve as an educational resource, and serve as a liaison between the school and the law enforcement agency. Specific daily assignments to accomplish this will vary by school. The SRO, school principal, and District Coordinator will meet periodically to discuss plans and strategies to address specific issues or needs that may arise. Officers may respond to calls to all schools in the city of Coon Rapids, although may be based primarily at one school in the city.

Basic duties of the SRO will include but are not limited to:

1. To enforce criminal law, prevent damage to property, and protect students, staff, and public at large against criminal activity.
2. Foster mutually respectful relationships with students and staff to support a positive school climate.
3. Provide information concerning questions about law enforcement topics to students and staff.
4. Provide classroom instruction on a variety of topics including but not limited to, law enforcement practices, conflict resolution, personal and school safety strategies, crime trends, and crisis response.
5. Handle initial police reports of violent crimes committed on campus.
6. Take enforcement action on criminal matters when appropriate.
7. Coordinate investigative procedures between police and school administrators.
8. Prepare lesson plans as necessary for the instruction provided.
9. In conjunction with school administrators, building crisis teams, and the district Emergency Management Coordinator, SROs should be an active participant in planning emergency drills and assisting with the facility assessment process utilizing the District Threat and Hazard Identification Risk Assessment (THIRA) to help analyze the physical safety of school facilities.
10. Prevention Program Officers serving elementary schools will present an approved prevention program, which may be a part of the fifth grade health curriculum.
11. Collect data on SRO activities (arrests, citations, etc.)

7. **SRO ROLE IN SCHOOL POLICY VIOLATIONS.** School administrators and teachers are responsible for school discipline. Although SROs are expected to be familiar with the District code of student conduct, the rules of individual schools, and their application in day-to-day practice, SROs should not be involved with the enforcement solely of school rules, school policies, or disciplinary infractions that are not violations of law. SROs should not intervene unless the situation involves an individual engaged in unlawful conduct, may result in damage to property or to prevent bodily harm or death to the student or another.
8. **PRIVACY OF PUPIL RECORDS.** The SRO shall follow the District's Protection and Privacy of Pupil Records Policy and the requirements of the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act. The SRO will not access, and the School District will not provide private data on a student unless disclosure is allowed under MSS 13.32 Subd. 3. The District and SRO may share records and information, as allowed by law, in the performance of the duties described in Section 6 of this Agreement. The SRO and City certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act.
9. **CLOTHING, EQUIPMENT, AND SUPPLIES.** City shall provide any required clothing, uniforms, vehicle, necessary equipment and supplies for officer to perform law enforcement duties. District shall provide SRO with a private, lockable office, telephone, and supplies necessary for the officer to perform required duties as specified in paragraph 6 of this contract.
10. **TRAINING.** The SRO shall receive such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his/her duties as SRO and ensure a smooth transition into the educational setting. Prior to appointment to an SRO position the SRO will complete either the Minnesota Homeland Security & Emergency Management; School Safety Center standardized Basic SRO Training, or the NASRO Basic SRO course. Both courses are designed to prepare officers to work in an educational environment and maximize effectiveness in the delivery of law enforcement services in schools. If courses are not available prior to appointment, training should be completed within 6 months of appointment. The SRO shall also receive any training as required by law for SROs, including trainings required by Minnesota Statute and the POST Board.
11. **DISTRICT SRO MEETINGS.** Upon appointment, the district will provide new SROs with District Orientation to deliver training related to district policies and procedures, technology access, security cameras, keys/fobs, 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 SRO concerns and/or recommendations.
12. **SCHOOL RESOURCE OFFICER DISTRICT COORDINATION.** The district Manager of Security and Emergency Operations will be the primary contact for SROs at the district.
13. **SCHOOL BASED LAW ENFORCEMENT DATA COLLECTION.** Upon written request from the District, the Coon Rapids Police Department shall provide the District with an SRO activity report during the specified period of time not to exceed one school year. The report should include descriptions of the following activities engaged in by the SRO: classroom presentations, scheduled meetings (with staff, parents, committees), calls for service, arrests, and citations.
14. **TERMINATION.** Either party may terminate this agreement upon 30 days written notice of such termination. All payment due hereunder shall be prorated in the event of such termination.

15. DURATION AND COST. For and in consideration of the provision of SRO and the Prevention Program Officer services in accordance with the terms of this MOU, District shall pay City the sum of \$324,238.72. Request for payment should be submitted by July 1, 2025, which the District shall pay within 30 days of receipt of said request.

16. INDEMNIFICATION. City agrees to defend, indemnify, and hold harmless the District, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the District or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

The District agrees to defend, indemnify, and hold harmless the City, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the District pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the City or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

17. SERVICE TO SCHOOLS. The following secondary school(s) shall receive SRO services as a result of this contract:

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

Compass Programs

The following elementary school(s) shall receive Prevention Program services as a result of this contract:

Adams	Hoover	Sand Creek	Morris Bye
Eisenhower	Mississippi	Hamilton	

18. SCOPE. It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.

19. EXECUTION IN COUNTERPARTS. This Agreement, and any supplement, amendment, or modification, may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed to be an original and all of which executed counterparts taken together shall constitute one and the same Agreement as if an original, fully executed Agreement. Delivery of an executed counterpart by facsimile or email or PDF file containing an electronic signature shall be equally as effective as delivery of an original signed counterpart of this Agreement.

IN WITNESS WHEREOF, the parties have hereunder to set their hands.

City of Coon Rapids:
Signed By *Jonny Koch*
E2E995038DB9453...

Title: Its Mayor

Date: 9/25/2024

City of Coon Rapids:
Signed By *Matt Stemwedel*
EA1CD94079AA4B8...

Title: City Manager

Date: 9/26/2024

City of Coon Rapids:
Signed By *David Brodie*
9D9C97C4599247B...

Title: City Attorney

Date: 10/6/2024

Anoka-Hennepin School District No. 11
Signed By _____

Title: _____

Date: _____

ADMINISTRATION INFORMATION FORM

CONTACTS AT THE SCHOOL DISTRICT

Contracted Administration

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

Program 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
Melanie Wohlers, Principal	Sand Creek Elementary	763-506-4301
Stephanie Diaz-Celon, Principal	Compass Programs	763-506-3201

Payment Procedures

Pursuant to paragraph 15 of the agreement, the City should submit a bill to:

Educational Service Center
ATTN: Greg Cole, Chief Operations Officer
2727 N Ferry St
Anoka, MN 55303

greg.cole@ahschools.us

MEMORANDUM OF UNDERSTANDING
For School Resource and Prevention Program Officer Services
Between the Anoka-Hennepin School District No. 11
and the City of Anoka
2024-2025

PURPOSE. The purpose of this Memorandum of Understanding is to address the need for the presence of licensed peace officers to provide specific services/roles to the Anoka Hennepin School district No. 11 (hereafter referred to as “District”) schools and establish a mutually beneficial framework that both schools and law enforcement can work within to achieve shared goals. The intent is to establish and delineate the mission of a School Resource Officer/Prevention Program, herein referred to as the School Resource Officer (SRO) Program, as a joint cooperative effort between the District and the City of Anoka (hereafter referred to as “City”), representing the designated law enforcement agency. The partnership is intended to facilitate effective, timely communication and coordination of efforts for both the District and the law enforcement agencies to promote a safe and positive learning environment and decrease the number of youth formally referred to the juvenile justice system. Additionally, it clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build a positive relationship between officers, school administrators/staff and students.

GOALS. The primary goals of the SRO Program are 1) to promote positive and supportive school climates and 2) to create and maintain safe and secure school environments. To promote positive and supportive school climates, the partnership will collaborate to increase law-related education, expand school safety and crime prevention efforts, reduce conflict, and support effective interventions for students. To create and maintain safe and secure school environments, the partnership will collaborate to reduce and prevent crime, violence, victimization, and fear in and around schools, and minimize student involvement with the juvenile and criminal justice systems. It is the responsibility of school administrators to facilitate effective communication to all school staff and students regarding SRO program goals and responsibilities.

ROLES. The SRO program is unique to the community, based on input from the district, school administration, teachers, students, and community members. The program is designed to fulfill three overall roles:

1. Law Enforcement
2. Fostering Positive School Climate / Crime Prevention
3. Law-Related Educator

Law Enforcement Role – SROs are responsible for law enforcement incidents occurring at the school. Parents, students, teachers, and other school personnel should bring complaints about student misbehavior to the school principal and/or designee, rather than the SRO. A determination of whether an activity raises to the level of a law enforcement activity, when reasonable, should be made in consultation with a school administrator. While law enforcement is the role of SROs, officers responding to an incident or consulting with school officials are encouraged to use their discretion in determining the best course of action, especially when using alternatives to arrest.

Fostering Positive School Climate / Crime Prevention – One of the primary roles SROs fulfill is fostering a positive school climate through relationship building and crime prevention. Officers will focus on getting to know students, serve as a role model, engage in various activities in consultation with school administration, teachers, and students, and should strive to build a school culture of open communication and trust between and among students and adults. Crime prevention activities include foot patrols, monitoring previous crime locations, speaking to teachers about reducing the opportunity for crimes to occur, analyzing possible crime patterns, investigating crimes, and general patrol efforts. SROs are critical members of the school Building Crisis Teams for emergency preparation and planning.

Law-Related Educator – SRO / Prevention Program Officers should participate in the school community by becoming a member of the educational team where appropriate, and by representing the law enforcement community to build positive relationships with youth, their families, and school staff. Whether talking to students in the hallway or delivering a presentation in the classroom, SROs are embedded in the education fabric within the school. SROs are expected to be proactive in creating and taking advantage of educational situations, and school administrators are encouraged to leverage this resource.

1. OFFICER EMPLOYED BY CITY. City shall employ (or assign), in accordance with applicable state statutes, a police officer(s) to serve as School Resource or Prevention Program Officer(s) in District schools. The selection or assignment of such officers shall be done by the City in consultation with the principals in the area or City covered by this contract. City shall assume all obligations and payments with regard to officers' salaries and benefits including worker's compensation, PERA, withholding taxes, etc. District will reimburse City as defined in paragraph 15 of this document. The SRO shall, at all times, remain employed by the Anoka Police Department. This agreement explicitly disclaims any employee or agent relationship between the SRO and the City and/or District. This agreement does not create a contract of any type between the District and any individual officer, investigator, sworn peace officer, community service officer, or other officer in the Anoka Police Department or any other law enforcement agency working with the Anoka Police Department, nor does this Agreement create any employer-employee relationship, independent contractor relationship, or services agreement with any individual.
2. TERM OF CONTRACT. The initial term of this contract shall be from September 3, 2024, to June 6, 2025 unless terminated by either party as defined in paragraph 14.
3. ADMINISTRATION RESPONSIBILITIES. Law enforcement services rendered to District shall be at the sole direction of City. Standards of performance, discipline of the officer assigned, and other internal matters shall be under the authority of City. Upon request, the District shall provide the City with an appraisal of the services received. The City shall provide the District with a list of services provided at the elementary level, Prevention Program schedules, and the name of the officer(s) providing the service.

4. **LEVEL OF SERVICE.** The SRO will respond to emergency calls within the boundaries of City and attend police training and special duties as assigned by City while fulfilling the requirements of this contract. Time spent on emergency calls, police training, etc., shall not be considered time spent as a School Resource or Prevention Program officer.
5. **SCHOOL CALENDAR.** The District shall provide the City with a school calendar. SRO services will be provided during regular school hours in the school district on all student contact days. Each day the SRO works in excess of eight hours shall be paid according to the officer's contract, providing such additional time has been approved in advance by City and District. Blanket approvals will not be accepted.
6. **DUTIES OF OFFICER.** The basic duties of the SRO are to help provide a safe and secure learning environment, foster a positive school climate, reduce/prevent crime, serve as an educational resource, and serve as a liaison between the school and the law enforcement agency. Specific daily assignments to accomplish this will vary by school. The SRO, school principal, and District Coordinator will meet periodically to discuss plans and strategies to address specific issues or needs that may arise. Officers may respond to calls to all schools in the city of Anoka, although may be based primarily at one school in the city.

Basic duties of the SRO will include but are not limited to:

1. To enforce criminal law, prevent damage to property, and protect students, staff, and public at large against criminal activity.
2. Foster mutually respectful relationships with students and staff to support a positive school climate.
3. Provide information concerning questions about law enforcement topics to students and staff.
4. Provide classroom instruction on a variety of topics including but not limited to, law enforcement practices, conflict resolution, personal and school safety strategies, crime trends, and crisis response.
5. Handle initial police reports of violent crimes committed on campus.
6. Take enforcement action on criminal matters when appropriate.
7. Coordinate investigative procedures between police and school administrators.
8. Prepare lesson plans as necessary for the instruction provided.
9. In conjunction with school administrators, building crisis teams, and the district Emergency Management Coordinator, SROs should be an active participant in planning emergency drills and assisting with the facility assessment process utilizing the District Threat and Hazard Identification Risk Assessment (THIRA) to help analyze the physical safety of school facilities.
10. Prevention Program Officers serving elementary schools will present an approved prevention program, which may be a part of the fifth grade health curriculum.
11. Collect data on SRO activities (arrests, citations, etc.)

7. **SRO ROLE IN SCHOOL POLICY VIOLATIONS.** School administrators and teachers are responsible for school discipline. Although SROs are expected to be familiar with the District code of student conduct, the rules of individual schools, and their application in day-to-day practice, SROs should not be involved with the enforcement of school rules or disciplinary infractions that are not violations of law. SROs should not intervene unless the situation involves an individual engaged in unlawful conduct, may result in damage to property or presents an imminent threat to the health, safety, and security of the student or another person.
8. **PRIVACY OF PUPIL RECORDS.** The SRO shall follow the District's Protection and Privacy of Pupil Records Policy and the requirements of the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act. The SRO will not access, and the School District will not provide private data on a student unless disclosure is allowed under MSS 13.32 Subd. 3. The District and SRO may share records and information, as allowed by law, in the performance of the duties described in Section 6 of this Agreement. The SRO and City certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act.
9. **CLOTHING, EQUIPMENT, AND SUPPLIES.** City shall provide any required clothing, uniforms, vehicle, necessary equipment and supplies for officer to perform law enforcement duties. District shall provide SRO with a private, lockable office, telephone, and supplies necessary for the officer to perform required duties as specified in paragraph 6 of this contract.
10. **TRAINING.** The SRO shall receive such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his/her duties as SRO and ensure a smooth transition into the educational setting. Prior to appointment to an SRO position the SRO will complete either the Minnesota Homeland Security & Emergency Management; School Safety Center standardized Basic SRO Training, or the NASRO Basic SRO course. Both courses are designed to prepare officers to work in an educational environment and maximize effectiveness in the delivery of law enforcement services in schools. If courses are not available prior to appointment, training should be completed within 6 months of appointment. The SRO shall also receive any training as required by law for SROs, including trainings required by Minnesota Statute and the POST Board.
11. **DISTRICT SRO MEETINGS.** Upon appointment, the district will provide new SROs with District Orientation to deliver training related to district policies and procedures, technology access, security cameras, keys/fobs, 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 SRO concerns and/or recommendations.
12. **SCHOOL RESOURCE OFFICER DISTRICT COORDINATION.** The district Manager of Security and Emergency Operations will be the primary contact for SROs at the district.
13. **SCHOOL BASED LAW ENFORCEMENT DATA COLLECTION.** Upon written request from the District, the Anoka Police Department shall provide the District with an SRO activity report during the specified period of time not to exceed one school year. The report should include descriptions of the following activities engaged in by the SRO: classroom presentations, scheduled meetings (with staff, parents, committees), calls for service, arrests, and citations.
14. **TERMINATION.** Either party may terminate this agreement upon 30 days written notice of such termination. All payment due hereunder shall be prorated in the event of such termination.

15. **DURATION AND COST.** For and in consideration of the provision of SRO and the Prevention Program Officer services in accordance with the terms of this MOU, District shall pay City the sum of \$164,165.09. Request for payment should be submitted by July 1, 2025, which the District shall pay within 30 days of receipt of said request.
16. **INDEMNIFICATION.** City agrees to defend, indemnify, and hold harmless the District, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the District or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

The District agrees to defend, indemnify, and hold harmless the City, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the District pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the City or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

17. **SERVICE TO SCHOOLS.** The following secondary school(s) shall receive SRO services as a result of this contract:

Anoka High School
 Anoka Middle School for the Arts
 Regional High School

The following elementary school(s) shall receive Prevention Program services as a result of this contract:

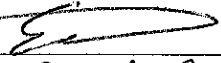
Franklin Elementary School
 Lincoln Elementary School
 Wilson Elementary School

18. **SCOPE.** It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.
19. **EXECUTION IN COUNTERPARTS.** This Agreement, and any supplement, amendment, or modification, may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed to be an original and all of which executed counterparts taken together shall constitute one and the same Agreement as if an original, fully executed Agreement. Delivery of an executed counterpart by facsimile or email or PDF file containing an electronic signature shall be equally as effective as delivery of an original signed counterpart of this Agreement.

IN WITNESS WHEREOF, the parties have hereunder to set their hands.

City of Anoka

City of Anoka

Signed By 
Eric R. Peterson

Signed By _____

Title: Chief of Police

Title: _____

Date: 10-29-2024

Date: _____

City of Anoka

Anoka-Hennepin School District No. 11

Signed By _____

Signed By _____

Title: _____

Title: _____

Date: _____

Date: _____

MEMORANDUM OF UNDERSTANDING
For School Resource and Prevention Program Officer Services
Between the Anoka-Hennepin School District No. 11
and the City of Champlin
2024-2025

PURPOSE. The purpose of this Memorandum of Understanding is to address the need for the presence of licensed peace officers to provide specific services/roles to the Anoka Hennepin School district No. 11 (hereafter referred to as “District”) schools and establish a mutually beneficial framework that both schools and law enforcement can work within to achieve shared goals. The intent is to establish and delineate the mission of a School Resource Officer/Prevention Program, herein referred to as the School Resource Officer (SRO) Program, as a joint cooperative effort between the District and the City of Champlin (hereafter referred to as “City”), representing the designated law enforcement agency. The partnership is intended to facilitate effective, timely communication and coordination of efforts for both the District and the law enforcement agencies to promote a safe and positive learning environment and decrease the number of youth formally referred to the juvenile justice system. Additionally, it clarifies roles and expectations and formalizes relationships between the participating entities to foster an efficient and cohesive program that will build a positive relationship between officers, school administrators/staff and students.

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2. **TERM OF CONTRACT.** The initial term of this contract shall be from September 3, 2024, to June 6, 2025 unless terminated by either party as defined in paragraph 14.
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Basic duties of the SRO will include but are not limited to:

1. To enforce criminal law, prevent damage to property, and protect students, staff, and public at large against criminal activity.
2. Foster mutually respectful relationships with students and staff to support a positive school climate.
3. Provide information concerning questions about law enforcement topics to students and staff.
4. Provide classroom instruction on a variety of topics including but not limited to, law enforcement practices, conflict resolution, personal and school safety strategies, crime trends, and crisis response.
5. Handle initial police reports of violent crimes committed on campus.
6. Take enforcement action on criminal matters when appropriate.
7. Coordinate investigative procedures between police and school administrators.
8. Prepare lesson plans as necessary for the instruction provided.
9. In conjunction with school administrators, building crisis teams, and the district Emergency Management Coordinator, SROs should be an active participant in planning emergency drills and assisting with the facility assessment process utilizing the District Threat and Hazard Identification Risk Assessment (THIRA) to help analyze the physical safety of school facilities.
10. Prevention Program Officers serving elementary schools will present an approved prevention program, which may be a part of the fifth grade health curriculum.
11. Collect data on SRO activities (arrests, citations, etc.)

7. **SRO ROLE IN SCHOOL POLICY VIOLATIONS.** School administrators and teachers are responsible for school discipline. Although SROs are expected to be familiar with the District code of student conduct, the rules of individual schools, and their application in day-to-day practice, SROs should not be involved with the enforcement of school rules or disciplinary infractions that are not violations of law. SROs should not intervene unless the situation involves an individual engaged in unlawful conduct, may result in damage to property or presents an imminent threat to the health, safety, and security of the student or another person.
8. **PRIVACY OF PUPIL RECORDS.** The SRO shall follow the District's Protection and Privacy of Pupil Records Policy and the requirements of the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act. The SRO will not access, and the School District will not provide private data on a student unless disclosure is allowed under MSS 13.32 Subd. 3. The District and SRO may share records and information, as allowed by law, in the performance of the duties described in Section 6 of this Agreement. The SRO and City certify and agree that all data created, collected, received, stored, used, maintained, or disseminated by the SRO must comply with the Family Educational Rights and Privacy Act and the Minnesota Government Data Practices Act.
9. **CLOTHING, EQUIPMENT, AND SUPPLIES.** City shall provide any required clothing, uniforms, vehicle, necessary equipment and supplies for officer to perform law enforcement duties. District shall provide SRO with a private, lockable office, telephone, and supplies necessary for the officer to perform required duties as specified in paragraph 6 of this contract.
10. **TRAINING.** The SRO shall receive such training as is necessary to permit the SRO to effectively advance the school's educational mission in the context of his/her duties as SRO and ensure a smooth transition into the educational setting. Prior to appointment to an SRO position the SRO will complete either the Minnesota Homeland Security & Emergency Management; School Safety Center standardized Basic SRO Training, or the NASRO Basic SRO course. Both courses are designed to prepare officers to work in an educational environment and maximize effectiveness in the delivery of law enforcement services in schools. If courses are not available prior to appointment, training should be completed within 6 months of appointment. The SRO shall also receive any training as required by law for SROs, including trainings required by Minnesota Statute and the POST Board.
11. **DISTRICT SRO MEETINGS.** Upon appointment, the district will provide new SROs with District Orientation to deliver training related to district policies and procedures, technology access, security cameras, keys/fobs, 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 SRO concerns and/or recommendations.
12. **SCHOOL RESOURCE OFFICER DISTRICT COORDINATION.** The district Manager of Security and Emergency Operations will be the primary contact for SROs at the district.
13. **SCHOOL BASED LAW ENFORCEMENT DATA COLLECTION.** Upon written request from the District, the Champlin Police Department shall provide the District with an SRO activity report during the specified period of time not to exceed one school year. The report should include descriptions of the following activities engaged in by the SRO: classroom presentations, scheduled meetings (with staff, parents, committees), calls for service, arrests, and citations.
14. **TERMINATION.** Either party may terminate this agreement upon 30 days written notice of such termination. All payment due hereunder shall be prorated in the event of such termination.

15. DURATION AND COST. For and in consideration of the provision of SRO and the Prevention Program Officer services in accordance with the terms of this MOU, District shall pay City the sum of \$74,307.81. Request for payment should be submitted by July 1, 2025, which the District shall pay within 30 days of receipt of said request.

16. INDEMNIFICATION. City agrees to defend, indemnify, and hold harmless the District, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the SRO pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the District or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

The District agrees to defend, indemnify, and hold harmless the City, its agents, officials, employees, and representatives free from any and all claims, causes of action, lawsuits, damages, losses or expenses, including attorney fees, arising out of or resulting from the duties of the District pursuant to the terms of this Agreement except in the event such claims, causes of action, lawsuits, damages, losses or expenses are related to the negligent or willful actions of the City or its agents, officials, employees, invitees or representatives. Nothing herein shall be deemed a waiver by either party of the limitations on liability set forth in Minnesota Statutes, Chapter 466.

17. SERVICE TO SCHOOLS. The following secondary school(s) shall receive SRO services as a result of this contract:

Jackson Middle School
Champlin Brooklyn Park Academy

18. SCOPE. It is agreed that the entire agreement of the parties is contained herein, and that this agreement supersedes all oral and written agreements and negotiations between the parties relating to the subject matter hereof.

19. EXECUTION IN COUNTERPARTS. This Agreement, and any supplement, amendment, or modification, may be executed in any number of counterparts, each of which when so executed and delivered shall be deemed to be an original and all of which executed counterparts taken together shall constitute one and the same Agreement as if an original, fully executed Agreement. Delivery of an executed counterpart by facsimile or email or PDF file containing an electronic signature shall be equally as effective as delivery of an original signed counterpart of this Agreement.

IN WITNESS WHEREOF, the parties have hereunder to set their hands.

City of Champlin

City of Champlin

Signed By *Ryan C. Larson*

Signed By Glen Schneider

Title: Mayor

Title: Chief of Police

Date: 10/15/24

Date: 10/15/2024

City of Champlin

Anoka-Hennepin School District No. 11

Signed By *[Signature]*

Signed By _____

Title: CITY ADMINISTRATOR

Title: _____

Date: 10-15-24

Date: _____

ADMINISTRATION INFORMATION FORM

CONTACTS AT THE SCHOOL DISTRICT

Contracted Administration

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

Program Administration

Joel Young, Principal
Heidi Kouba, Principal

Jackson Middle School
Champlin Brooklyn Park Academy

763-506-5201
763-506-6001

Payment Procedures

Pursuant to paragraph 15 of the agreement, the City should submit a bill to:

Educational Service Center
ATTN: Greg Cole, Chief Operations Officer
2727 N Ferry St
Anoka, MN 55303

greg.cole@ahschools.us



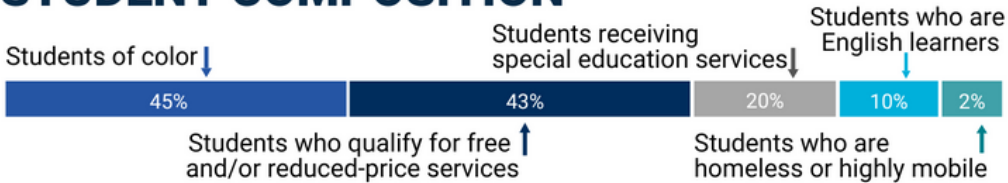
2025 ANOKA-HENNEPIN SCHOOLS Legislative Platform

The mission of Anoka-Hennepin Schools is to effectively educate each student for success.

The district serves approximately 38,000 PreK-12 students and 248,000 residents living in 13 communities across 172 square miles. Anoka-Hennepin Schools operates 25 elementary schools, six middle schools, and five high schools, plus alternative schools, special education, and early learning sites.



STUDENT COMPOSITION



School Board members:

- Zach Arco, Co-Chair
- Kacy Deschene, Co-Chair
- Matt Audette, Treasurer
- Jeff Simon, Clerk
- Linda Hoekman, Director
- Michelle Langenfeld, Director

Cory McIntyre
Superintendent of Schools
 cory.mcintyre@ahschools.us

Michelle Trelstad
*Executive Director of
 Community Education and
 Government Relations*
 michelle.trelstad@ahschools.us



Anoka-Hennepin Schools is facing a budget shortfall of \$26 million and identifies the following education funding priorities:

- **Increase the basic general education formula.**
A 2% increase would offset our budget reductions by \$6 million.
A 3% increase would offset our budget reductions by \$9 million.
- **Increase Local Optional Revenue from \$724-\$957 per pupil to match inflation since first implemented in 2014 and link to the formula.**
This would offset our budget reductions by \$9 million.
- **Reduce the special education and English learner cross-subsidies.**

Improve literacy at all grades

01

Provide additional funding and time to implement the READ Act. *\$3-5 million needed in curriculum and continued need to train additional staff.*

Anoka-Hennepin Schools is focused on **three strategic priorities** and asks the Governor and Legislature to support the following:

Improve student engagement, connection and behavior

02

Modify the K-3 Discipline statute to provide additional time for staff and parent planning for student success and provide funding to address the need for additional staff and space needs.

Increase employee recruitment and retention

03

Provide funding to cover the cost of the mandated MN Unemployment Insurance and Paid Leave programs and refrain from passing any additional unfunded mandates.

Maintain flexibility in the tiered licensure process to help meet staffing shortages in hard to fill positions.



The 2025 Legislature will set the state's biennial budget for fiscal years 26-27.

Anoka-Hennepin Schools has identified the following priorities for education funding and asks the Governor and Legislature to:

FUNDING PRIORITIES

- Increase the basic general education formula.
 - A 2% increase would offset our budget reductions by \$6 million.
 - A 3% increase would offset our budget reductions by \$9 million.
- Increase Local Optional Revenue from \$724-\$957 per pupil to match inflation since first implemented in 2014 and link to the formula.
 - This would offset our budget reductions by \$9 million.
- Reduce the Special Education and English Learner cross-subsidies.

Anoka-Hennepin Schools is focused on three strategic priorities and asks the Governor and Legislature to support the following:

IMPROVE LITERACY AT ALL GRADES

- Provide additional funding and time to implement the READ Act
 - \$3-5 million needed in curriculum and continued need to train additional staff
- *Maybe also add? - Allow districts flexibility to use an assessment tool that better measures student growth.*

IMPROVE STUDENT ENGAGEMENT, CONNECTION, AND BEHAVIOR

- Modify the K-3 Discipline statute to provide additional time for staff and parent planning for student success and provide funding to address the need for additional staff and space needs.
- Additional ask beyond K-3 ?

INCREASE EMPLOYEE RECRUITMENT AND RETENTION

- Provide funding to cover the cost of the mandated Unemployment Insurance and MN Paid Leave programs and refrain from passing additional unfunded mandates.
- Maintain flexibility in the tiered licensure process to help meet staffing shortages in hard to fill positions.

Anoka-Hennepin Schools

Phase 2 Budget reduction, realignment, and adjustments

November 4, 2024

Anoka-Hennepin schools announced a two-phase reduction and realignment plan in February 2024 with a preliminary goal of reducing \$30 million from district expenditures in the 2025-26 budget.

Phase 1: District administration identified a convergence of factors that led to a budget imbalance that needed to be addressed prior to the 2025-26 school year. Between February and April, a plan to adjust \$5.1 million from central office functions and district administration was activated with the goal of reducing the impact of Phase 2 reductions for the following year. The budget target was also reduced to \$26 million during this process. A complete table of these adjustments is included following the Phase 2 draft recommendation in this document. In summary, these adjustments include:

- Elimination of 40 positions,
- Realignment of nearly 8 full-time positions to other funding sources away to create capacity in the General Fund, and,
- Operations reductions of \$1.1 million in areas such as transportation and district technology.

Phase 2: The School Board endorsed a process for reviewing community feedback into draft Phase 2 considerations prior to approval. Phase 2 considerations include an additional \$8.75 million adjustment in central services following School Board direction to limit direct impacts to classrooms to the extent possible. In pursuit of that goal, the reduction total in the initial draft is nearly balanced between central services and district-level adjustments in relation to school site impacts. The Phase 2 budget target was set at \$21 million following these planning parameters:

Total budget reduction, realignment and adjustments

Area	Budget impact
Elementary	\$4,250,000
Middle schools	\$3,500,000
High schools	\$4,500,000
Central Services (Phase 1)	\$5,100,000
Central Services (Phase 2)	\$8,750,000
Total	\$26,100,000

Phase 2 Reductions

Budget area	Position Type	Positions Reduced	Description	Reduction Amount
K-12 class size impacts		109		\$8,720,000
	Teachers	16	Districtwide current average class sizes will increase by 1 student.	\$1,280,000
	Teachers	36.75	Districtwide current average class size is 29.; projected change to 33 students	\$2,940,000
	Teachers	56.25	Districtwide current average class size is 29; projected change to 34 students	\$4,500,000
Other K-12 site reductions		49.5		\$3,530,000
	Teachers	37.5	Elementary Instructional coaching, math and literacy interventions and enrichment programming.	\$2,970,000
	Teachers Paraprofessionals	12	Middle school Instructional coaching and academic interventions.	\$560,000
Central services and district-wide reductions		154.15		\$5,830,000
Administrative staffing and services district-wide	Administration	**Reductions and organizational restructuring to be announced on November 25		\$1,000,000
Buildings and Grounds	Building Service Employees Education Office Professional	*4	Reduction of 3 custodians and restructure secretarial model to reduce by 1 secretary; implement cross-subsidy for woodshop and low voltage services; adjust HVAC filter replacement cycle to 2 annually; close OMS Pool; reduce district-wide capital expenditures; reduce LTFM project allocation to accommodate 2 B&G manager salaries.	\$990,000
Business Services/Finance/Warehouse	Confidential	1	Reduction of 1 payroll generalist	\$70,000
Communication and Public Relations	Technical Specialist	1	Reduction of 1 Print and Design Services position: \$75,000; reduce general fund operating subsidy for Print and Design Services: \$150,000; transition printed handbook to digital translation system using website: \$29,000; eliminate school refrigerator magnets subsidy: \$4,000	\$258,000
Community Education	Director	1	Eliminate the CE director position (fund 04) to allow for facilities realignment - CE will absorb the staffing cost associated with scheduling community use of elementary and middle school buildings.	See realignment

Budget area	Position Type	Positions Reduced	Description	Reduction Amount
Community Education - Parent Involvement	Volunteer Services Coordinators Secretary	38	Reorganization: Eliminate program secretary and 37 part-time Volunteer Services Coordinators (VSCs) at each school. Replace with 5 FT Centralized Parent Involvement Specialists to recruit volunteers, promote volunteerism, maintain risk management protocols, and support PTO and Booster resources.	\$352,000
Curriculum, Instruction, and Assessment	** Included/Considered in Districtwide administration reductions			**
Human Resources	Substitutes		Reduction of substitute teachers for meetings	\$265,000
Research, Evaluation and Testing			Change MAP in grades 3-5 to FAST Eliminate assessors for Kindergarten ACCESS Eliminate district-paid ACT testing for Juniors Eliminate the phone version of the PASS	\$220,000
Special Education	Paraeducators Teachers	50	Reduce itinerant staff and para allocations. Review/consideration of maintenance of effort; \$2,152,000 reduction, net savings is 25%	\$538,000
State and Federal Programs	** Included/Considered in Districtwide administration reductions			**
Student Services	Education Office Professional Paraeducators Teachers	45.15	Reduction in curriculum integrators Reduction of 1 secretary Eliminate district-licensed school nurse program coordinator Eliminate AVID paras; shift work to SAAs	\$780,000
	Budget Reduction		Reduction in specialty school budget allocations	\$70,000
Technology and Information Services	Education Office Professionals Teachers	7	Staff across various technology departments Reduction of 4 clerical staff Reduction of 3 teachers on special assignment	\$500,000
Transportation	Crossing Guards	5	Reduction of 35 units of crossing guard support; Readjustment of non-transported walk boundaries to be consistent across the district; reduction in bussing related to HS 10-minute earlier start; reduction of one position in office reorganization; eliminate WEB bus	\$787,000
Total Phase 2 Reductions		312.65		\$18,080,000

Realignment to other budgets

The positions remain in place, they are coded to accounts other than the General Fund Unassigned, or to reimbursable codes to generate additional special education revenue.

NOTE: Realignments included in this draft proposal are all included in the Central Services budget total.

Phase 2 Realignments

Budget area	Impact	Description	Realignment Amount
Child Nutrition	Puts the responsibility on schools to track all paraprofessional cafeteria supervision hours for CNP fund reimbursements.	Realignment of Child Nutrition Program funding following MDE guidelines.	\$400,000
Community Education	Community Education is absorbing the staffing cost associated with scheduling community use of elementary and middle school buildings. Paid for by eliminating the CE Director position.	Reduce impact to the General Fund.	\$120,000
Student Support Aid	Changes in legislation allow for the carryover of FY24 funds which allows the shift of 10 FTE of formerly ESSER-funded social workers or counselors. FY26 allocation increases \$1M more allowing the shift of 10 additional FTE.	The Minnesota Department of Education has provided direction that allows the district to use Student Support Aid to fund positions currently in the General Fund, including counselors and social workers.	\$2,000,000
Technology	Creates need to modify funding sources and replacement cycles for student technology.	Realignment of staff positions from the General Fund to the Capital Projects Levy: \$400,000	\$400,000
Total Phase 2 Realignments			\$2,920,000

Anoka-Hennepin Schools

Phase 1 Budget reduction, realignment, and adjustments

April 4, 2024

Anoka-Hennepin schools announced a two-phase reduction and realignment plan in February 2024 with a preliminary goal of reducing \$30 million from district expenditures in the 2025-26 budget. The strategy regarding the two-phase budget reduction process is to take immediate action to reduce central office staff in Phase 1 to minimize the impact of school and districtwide Phase 2 reductions. Phase 1 personnel actions were enacted by March 1, 2024 and are incorporated into the 2024-25 budget approved by the board in June.

Phase 1: Total reduction, realignment and adjustments

Area	Budget impact
Reductions	\$3,115,000.00
Realignment	\$930,000.00
Adjustments	\$1,111,000.00
Total	\$5,156,000.00

Personnel reductions

Department	Position Type	Positions Reduced	Restructure / Positions Added	Estimated Reduction
Business Services/Finance/Warehouse	Administrator	2		\$200,000.00
	Custodian	1		\$47,000.00
Communication and Public Relations	Administrator	1		\$127,000.00
General Counsel	Administrator	1		\$130,000.00
Human Resources	Confidential	2		\$150,000.00
Superintendent	Secretary	1		\$60,000.00
Technology and Information Services	Administrator	1		\$84,000.00
	Secretary	1		\$60,000.00
Research, Evaluation and Testing	Administrator	1		\$120,000.00
Community Education - Parent Involvement	Administrator	1		\$60,000.00
Elementary State and Federal Programs	Teacher	1		\$110,000.00
Elementary Curriculum	Secretary	.5		\$30,000.00
	Teacher	2		\$220,000.00
Secondary Curriculum	Secretary	0.5		\$30,000.00
	Teacher	2		\$220,000.00
Student Conduct	Teacher	2		\$220,000.00
Special Education	Teacher	4		\$440,000.00
	Para	1		\$30,000.00
Student Services	Administrator	3	2	\$200,000.00
	Teacher	0.5		\$55,000.00
	Para	3		\$90,000.00
Transportation	Crossing Guards	5		\$150,000.00
Buildings and Grounds	Custodians	6		\$282,000.00
Total Staff Reductions		42.5	2	\$3,115,000.00

Personnel realignment to other budgets

The positions remain in place, they are coded to accounts other than the General Fund Unassigned, or to reimbursable codes to generate additional special education revenue.

Department	Position Type	Number of Positions	Budget Adjustment
Technology and Information Services	Teacher	4.2	\$500,000.00
Media Services	Teacher	1	\$110,000.00
Buildings and Grounds	Administrator	1	\$150,000.00
Transportation	Administrator	1.2	\$113,000.00
Community Education	Administrator	0.43	\$57,000.00
Total Realignments		7.83	\$930,000.00

Budget adjustments (non-personnel related)

Department	Description	Budget Adjustment
Technology and Information Services	Move district-level media subscriptions and supplies to Library Aid funding	\$561,000.00
Transportation	Reduce routes	\$550,000.00
Total		\$1,111,000.00

Anoka-Hennepin Schools

Phase 2 Budget reduction, realignment, and adjustments

October 2024

Anoka-Hennepin schools announced a two-phase reduction and realignment plan in February 2024 with a preliminary goal of reducing \$30 million from district expenditures in the 2025-26 budget.

Phase 1: District administration identified a convergence of factors that led to a budget imbalance that needed to be addressed prior to the 2025-26 school year. Between February and April, a plan to adjust \$5.1 million from central office functions and district administration was activated with the goal of reducing the impact of Phase 2 reductions for the following year. The budget target was also reduced to \$26 million during this process. A complete table of these adjustments is included following the Phase 2 draft recommendation in this document. In summary, these adjustments include:

- Elimination of 40 positions,
- Realignment of nearly 8 full-time positions to other funding sources away to create capacity in the General Fund, and,
- Operations reductions of \$1.1 million in areas such as transportation and district technology.

Phase 2: The School Board endorsed a process for reviewing community feedback into draft Phase 2 considerations prior to approval. Phase 2 considerations include an additional adjustment in central services following School Board direction to limit direct impacts to classrooms to the extent possible. In pursuit of that goal, the reduction total in the initial draft is nearly balanced between central services and district level adjustments in relation to school site impacts.

The Phase 2 budget target was set at \$21 million following these planning parameters.

Total budget reduction, realignment and adjustments

Area	Budget impact
Elementary	\$4,250,000
Middle schools	\$3,500,000
High schools	\$4,500,000
Central Services (Phase 1)	\$5,100,000
Central Services (Phase 2)	\$8,750,000
Total	\$26,100,000

Phase 2 Reductions: K-12 School Sites

Budget area	Impact	Description	Reduction Amount
K-12 class size impacts			\$8,720,000.00
	Elementary school: Increase average class size by 1 student	Districtwide current average class sizes will increase by 1 student.	\$1,280,000
	Middle school: Increase average class size by 4 students	Districtwide current average class size is 29.; projected change to 33 students	\$2,940,000
	High school: Increase average class size by 5 students	Districtwide current average class size is 29; projected change to 34 students	\$4,500,000
Other K-12 site reductions			\$3,530,000
	Other elementary school impacts	Instructional coaching, math and literacy interventions and enrichment programming.	\$2,970,000
	Other middle school impacts	Instructional coaching and academic interventions.	\$560,000
Total reductions			\$12,250,000

Phase 2 Reductions: Central services

Budget area	Department impact	Description/Department level amount	Reduction Amount
Districtwide staff and non-staff reductions			\$4,830,000
	Buildings and Grounds	\$990,000	
	Business Services/Finance/Warehouse	\$70,000	
	Communication and Public Relations	\$258,000	
	Community Education	\$352,000	
	Human Resources	\$265,000	
	Research, Evaluation and Testing	\$220,000	
	Special Education	\$538,000	
	Student Services	\$850,000	
	Technology and Information Services	\$500,000	
	Transportation	\$787,000	
Districtwide administration reductions		District will reduce staffing and services in a plan under development.	\$1,000,000
Total reductions			\$5,830,000

Realignment to other budgets

The positions remain in place, they are coded to accounts other than the General Fund Unassigned, or to reimbursable codes to generate additional special education revenue.

NOTE: Realignments included in this draft proposal are all included in the Central Services budget total.

Budget area	Impact	Description	Reduction Amount
Child Nutrition	Puts the responsibility on schools to track all paraprofessional cafeteria supervision hours for CNP fund reimbursements.	Realignment of Child Nutrition Program funding following MDE guidelines.	\$400,000
Community Education	Community Education is absorbing the staffing cost associated with scheduling community use of elementary and middle school buildings. Paid for by eliminating the CE Director position.	Reduce impact to the General Fund.	\$120,000
Student Support Aid	Changes in legislation allow for the carryover of FY24 funds which allows the shift of 10 FTE of formerly ESSER-funded social workers or counselors FY26 allocation increases \$1M more allowing the shift of 10 additional FTE.	The Minnesota Department of Education has provided direction that allows the district to use Student Support Aid to fund positions currently in the General Fund, including counselors and social workers.	\$2,000,000
Technology	Creates need to modify funding sources and replacement cycles for student technology.	Realignment of staff positions from the General Fund to the Capital Projects Levy: \$400,000	\$400,000
Total realignments			\$2,920,000

Phase 1 Budget reduction, realignment, and adjustments

April 4, 2024

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Area	Budget impact
Reductions	\$3,115,000.00
Realignment	\$930,000.00
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Total	\$5,156,000.00

Personnel reductions

Department	Position Type	Positions Reduced	Restructure / Positions Added	Estimated Reduction
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	Teacher	2		\$220,000.00
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	Teacher	2		\$220,000.00
Student Conduct	Teacher	2		\$220,000.00
Special Education	Teacher	4		\$440,000.00
	Para	1		\$30,000.00
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Buildings and Grounds	Administrator	1	\$150,000.00
Transportation	Administrator	1.2	\$113,000.00
Community Education	Administrator	0.43	\$57,000.00
Total Realignments		7.83	\$930,000.00

Budget adjustments (non-personnel related)

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Total		\$1,111,000.00



BUDGET REDUCTION AND REALIGNMENT

October 28, 2024

Cory McIntyre, superintendent
Oct. 28, 2024

BUDGET REDUCTION AND REALIGNMENT



Discussion topics:

- Factors impacting the district budget
- Phase 1 reduction and realignment
- Phase 2 recommendations
- Summary of community feedback
- Budget Reduction/Realignment Timeline and Communication

BUDGET REDUCTION AND REALIGNMENT



Convergence of factors

A convergence of factors lead to the need to match the district's expenditures with the funding reality, including:

- limited or stable enrollment growth,
- elimination of federal pandemic relief funds,
- higher than available budgeted employee contract settlements,
- inflation and increasing costs for transportation and operations support,
- no additional revenue from state or federal sources anticipated,
- and new requirements without funding support.



PHASE ONE REDUCTIONS

Completed in spring 2024.

BUDGET REDUCTION AND REALIGNMENT



Phase 1

- \$5.1 million central office and district administration reduction and realignment for 2024-25 budget.
 - 40 positions reduced for \$3.1 million.
 - 7.83 positions realigned for \$930 thousand.
 - Non-personnel related reductions \$1.1 million (transportation and technology related).
- Original \$30 million target: Phase 1 reductions are a strategy to reduce impact on school sites in Phase 2.
- Information shared widely in district staff and community communications outlets.



PHASE TWO REDUCTIONS

Next steps for moving forward.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Key dates in the decision making process

- \$21 million budget target established.
- Recommendations refined and presented at Sept. 23 School Board meeting.
- Public meetings and online surveys to collect community feedback will be held from Sept. 25 to Oct. 9.
- Draft recommendation presented at Oct. 28 School Board meeting.
- Approval expected at Nov. 25 school board meeting.
 - Five board meetings with public comment prior to decision.
 - Five community meetings and online survey to collect feedback.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft recommendations planning parameters

- A priority-based approach considering the district's strategic priorities
- Enrollment considerations by level
- Review of programs and services
- Staggered or phased reductions
- Administrative and central office reductions
- History of past reductions by level and variable long-lasting impacts
- Consideration of restricted vs. unrestricted funding areas
- Fund balance
- Class size by level
- Operation efficiencies
- Instructional and supervision time within existing schedules by level
- Teacher collaboration time within existing schedules
- Legal and financial compliance

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft Options

- Options developed by level leadership teams and vetted by district leadership from June to August.
- Options/recommendation discussed at Sept. 9 work session.
 - Option 1: Enrollment Model
 - Option 2: Instructional Time/Supervision/Collaboration Balance Model
 - Option 3: Imbalanced Model
 - Option 4: Balanced Model
 - Option 5: Operating Referendum Model
- Superintendent Recommendations (2).

BUDGET REDUCTION AND REALIGNMENT



Sept. 23, 2024: Superintendent recommendations

Recommendation #1: \$26 million total reduction and reallocation.

Elementary	\$4,250,000	16.34%
Middle school	\$3,500,000	13.46%
High school	\$4,500,000	17.30%
Phase 2 Central services	\$8,750,000	33.65%
Phase 1 Central services	\$5,000,000	19.23%

- 53% recommended reductions at district/central services level.
- 47% recommended reductions at school level.
- Staffing reduction but maintain current schedules.

BUDGET REDUCTION AND REALIGNMENT



Sept. 23, 2024: Superintendent recommendations

Recommendation #2: Referendum option with district reduction.

Delay some reductions and utilize fund balance.

- Maintain a minimum 6% unassigned fund balance.

Eliminate strategic investments.

- \$10 million one-time use of funds used for instructional coaches and student intervention/support positions.

Reduce additional \$5 million in district and central office/services.

- \$10 million total reduction in Phase 1 and Phase 2.

Pursue operating referendum election in November 2025.

- Contingent on school board approval.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft reduction: K-12 school sites

Impact	Description	Reduction amount
Elementary school: Increase average class size by 1 student	Class size increase by 1 student, grades K - 5	\$1,280,000
Middle school: Increase average class size by 4 students	Average class size increases from 29 to 33	\$2,940,000
High school: Increase average class size by 5 students	Average class size increases from 29 to 34	\$4,500,000
Other elementary school impacts	Instructional coaching, math and literacy interventions and enrichment programming.	\$2,970,000
Other middle school impacts	Instructional coaching and academic interventions.	\$560,000
		\$12,250,000

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft reduction: Central Services

Impact	Description	Reduction Amount
Districtwide staff and non-staff reductions	Buildings and Grounds	\$990,000
	Business Services/Finance/Warehouse	\$70,000
	Communication and Public Relations	\$258,000
	Community Education	\$352,000
	Human Resources	\$265,000
	Research, Evaluation and Testing	\$220,000
	Special Education	\$538,000
	Student Services	\$850,000
	Technology and Information Services	\$500,000
	Transportation	\$787,000
Districtwide administration reduction		\$1,000,000
		\$5,830,000

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Draft realignment: Central Services

Department	Description	Reduction
Child Nutrition	Puts the responsibility on schools to track all paraprofessional cafeteria supervision hours for CNP fund reimbursements.	\$400,000
Technology	Creates need to modify funding sources and replacement cycles for student technology.	\$400,000
Community Education	Community Education is absorbing the staffing cost associated with scheduling community use of elementary and middle school buildings.	\$120,000
Student Support Aid	Changes in legislation allow for the carryover of FY24 funds which allows the shift of 10 FTE of formerly ESSER-funded social workers or counselors FY26 allocation increases \$1M more allowing the shift of 10 additional FTE.	\$2,000,000
		\$2,920,000



FEEDBACK SUMMARY

Community meetings and engagement.

FEEDBACK SUMMARY



Community meetings

- Five community meetings held, with approximately *61 community members attending in-person*:
 - Sept. 24, Coon Rapids High School
 - Oct. 1, Andover High School
 - Oct. 2, Champlin Park High School
 - Oct. 8, Blaine High School
 - Oct. 9, Anoka High School
- First presentation live streamed and archived on district website and YouTube channel; sent to all families. *334 views at this time.*
- Conversations had, *feedback submitted by 274 people.*

FEEDBACK SUMMARY



Who shared thoughts, ideas

- 65% parent or guardian
 - 72% families with students in elementary
 - 33% families with students in middle school
 - 35% families with students in high school
- 52% staff members
- 31% community members, no students in household
- 1.5% students

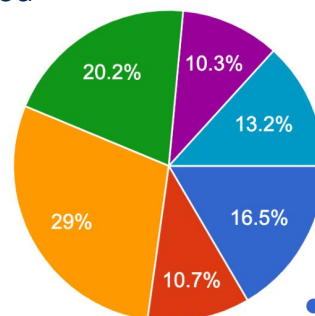
Note: Participants allowed to select all fields that applied.

FEEDBACK SUMMARY



Who shared thoughts, ideas

- Nearly half of the feedback received from the Blaine or Champlin Park attendance area.
- 16.5% of feedback received from Andover attendance area.
- Anoka and Coon Rapids areas comprised just over 21% of total feedback.



- Andover High School
- Anoka High School
- Blaine High School
- Champlin Park High School
- Coon Rapids High School
- I reside outside of the Anoka-Hennepin School District



FEEDBACK SUMMARY

Common themes shared

- Support of a referendum option by 89.4% of respondents.
- Concerns about class size.
- Concerns about fewer elective options for advanced programs.
- More questions regarding specific detail of reduction proposals.
- Staffing concerns.
- Suggestions for reduction strategies and finding efficiencies.

BUDGET REDUCTION AND REALIGNMENT



Phase 2: Budget target and timeline

School Board support timeline by staff.

Phase 2: reduction and reallocation begins.

Form options and recommendations for Phase 2 reductions. *Internal process.*

Implement changes for 2025-26 school year: Programming and staffing actions.

June '24

Summer '24

September '24

October '24

November '24

Winter/Spring 24/25

Public comment at School Board meetings/email and other communication.

School Board review.

Set target and timeline.

Phase 2 recommendation
Sept. 23 School Board meeting.

Public review and feedback:
Community meetings/surveys in October.

Phase 2 approval - School Board Meetings:
First read: Oct. 28
Approval: Nov. 25

School Board decision making timeline.

BUDGET REDUCTION AND REALIGNMENT



Communication to staff, departments and schools

Updates on the process will be available for community members to follow on the district website: ahschools.us/budget

- Shared with community members via monthly district e-newsletter, the Focus.
- Subscribe online at ahschools.us/focusenews

Questions, comments



Cory McIntyre
Superintendent
ahschools.us/budget

Anoka-Hennepin Schools Budget Reduction and Realignment Report

Community feedback and input

Oct. 28, 2024

A number of factors converged in early 2024 that led to the need to reduce district expenditures by \$26 million - including stable or slightly growing enrollment, the elimination of federal pandemic relief funds, higher than budgeted employee contract settlements, the impact of inflation on transportation and other operations, limited new revenue from state and federal sources and new requirements without funding support.

Anoka-Hennepin acted quickly in the spring in a two-phased budget reduction and realignment process by implementing **Phase 1 from February - June 2024**: \$5.1 million in central administration and services were reduced for the 2024-25 budget in an effort to mitigate the impact of additional cuts for the 2025-26 budget.

The district coordinated a process for public review and input into two recommendations in Sept. and Oct. 2024 for **Phase 2, addressing a \$21 million budget reduction gap for the 2025-26 school year**. Community meetings were held Sept. 25 - Oct. 9 with a goal of engaging with community members and gathering feedback on two recommendations.

The draft budget solution recommendations impact central services before schools with 53 percent of the reductions taking place at the district office/central services area, and 47 percent impact at the school level. The School Board is also studying a plan that would make additional central services and administrative cuts but spare reductions in schools allowing community members to weigh in with a levy referendum election in the fall of 2025. The School Board will review feedback once the online survey closes, Oct. 14 - Oct. 28, when a final recommendation is brought to the School Board at its regularly scheduled meeting.

Process

Anoka-Hennepin School Board directs that community members are able to provide feedback into the Budget Reduction and Realignment process as part of decision making.

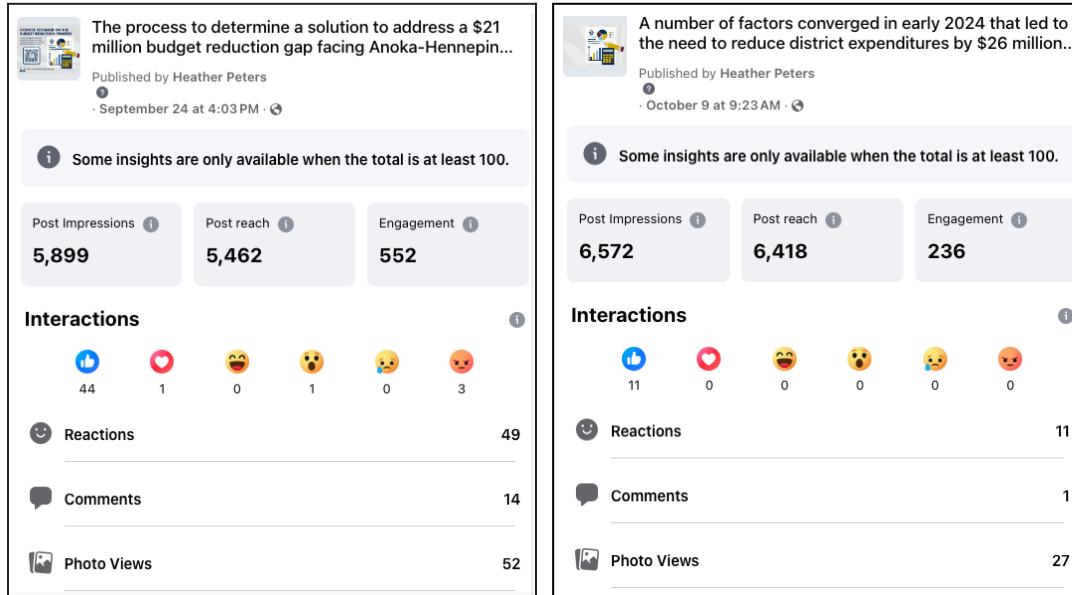
The overall communication goals for the process are:

- Provide clear, comprehensive communication, especially at key decision points.
- Present accurate information regarding the budget.
- Hear from stakeholders in a variety of feedback forums.
- Ensure widespread community understanding of decisions made.

Communication efforts have included:

- [Notice sent by email to parents/guardians on Sept. 24.](#)
 - To date, the email sent to families has been viewed nearly 46,500 times.
 - 77% of families viewed the notice on a mobile device, while 23% viewed on a desktop.
 - 1,226 recipients clicked on the link to view the video presentation given at the School Board meeting on Sept. 23.
 - 260 recipients clicked on the link to view/complete the feedback form.
 - Recipients spent approximately 4 minutes reading the email notice.

- This information is language translation capable.
- [Notice sent by email to district staff on Sept. 24 in staff e-newsletter, *In the Know*.](#)
 - To date, the email sent to staff has been viewed 10,400 times.
 - 52% of staff viewed the email on a mobile device, while 48% viewed on a desktop.
 - [849 recipients clicked on the link to read the full article](#) on the district website.
 - Recipients spent approximately 10 minutes reading the e-newsletter.
- A [top story in the FOCUS e-newsletter](#) sent by email to all families Oct. 2.
 - To date, the e-newsletter has been viewed over 40,840 times.
 - Over 380 recipients clicked links to read more detail on this topic.
 - A [link to the presentation given at community meetings](#) has been viewed 207 times.
- An [updated budget notice was included in the staff e-newsletter, *In the Know*, sent Oct. 7.](#)
 - To date, the email has been viewed 9,305 times.
 - 39% of staff viewed the email on a mobile device, while 61% viewed it on a desktop.
 - 142 recipients clicked on links to check out the new webpage, [ahschools.us/budget](#).
 - 96 recipients clicked on link to view/complete the feedback form.
 - Recipients spent approximately 7 minutes reading the e-newsletter.
- [ahschools.us/budget](#) webpage activated, including a FAQ section.
- Social media posts on district accounts Sept. 24; and school and district accounts Oct. 9.
 - The Oct. 9 post was shared 8 times and received 11 “likes” or “reactions.”
 - The post was on facebook viewers screens 6,572 times. (Impressions.)
 - The post reached 6,418 facebook viewers. (Seen at least once; estimated metric.)
 - The post received clicks from 236 facebook viewers. (Engagement.)
 - The Sept. 24 post was shared 19 times and received 49 “likes” or “reactions.”
 - The post was on facebook viewers screens 5,899 times. (Impressions.)
 - The post reached 5,462 facebook viewers. (Seen at least once; estimated metric.)
 - The post received clicks from 552 facebook viewers. (Engagement.)



Planning parameters

Recommendations for the proposed budget reductions are based on planning parameters that ensure effective operations of the district. They include:

- A priority-based approach considering the district's strategic priorities
- Enrollment considerations by level
- Review of programs and services
- Staggered or phased reductions
- Administrative and central office reductions
- History of past reductions by level and variable long-lasting impacts
- Consideration of restricted vs. unrestricted funding areas
- Fund balance
- Class size by level
- Operation efficiencies
- Instructional and supervision time within existing schedules by level
- Teacher collaboration time within existing schedules
- Legal and financial compliance

Community engagement and feedback

School board expectations require review and comment from members of the public prior to final decision making. Anoka-Hennepin provided five open house style meetings and an online form to present information and collect feedback.

A series of five school/community meetings were hosted at each high school in the district. The format included a presentation from Superintendent McIntyre followed by an open house style format where attendees could discuss questions with staff and school board members.

A total of 61 residents attended these sessions, with the number at each meeting noted in brackets.

- Wednesday, Sept. 25 at Coon Rapids High School (5)

- Tuesday, Oct. 1 at Andover High School (18)
 - Wednesday, Oct. 2 at Champlin Park High School - (14)
 - Tuesday, Oct. 8 at Blaine High School - (10)
 - Wednesday, Oct. 9 at Anoka High School - (14)
- The first [presentation was livestreamed and archived on the district website/YouTube channel](#). This presentation has been viewed 326 times as of Monday, Oct. 21, 2024.
 - Feedback gathered from families, staff and community members via [GoogleForm](#). A total of 274 community members and staff provided feedback in this format.

Feedback themes

Most of the feedback came from community members that were most directly impacted by the proposed solutions.

- **Support for a future referendum election**
 - Spend money to lobby for a larger budget. Explain to your community why our schools deserve a referendum and go door to door with an explanation of how you will ensure that the tax payer money raised will go to increasing teacher salaries, reducing class sizes, and securing the opportunity for all kids to have access to classes that ready them for the world, not simply the bare minimum that we can afford.
 - Referendum. Don't cut staff or programs.
 - Let the community vote on this. The community should have a say.
 - If a referendum doesn't pass, what's the backup plan?
 - Consider revisiting schedule changes as an option in the event the referendum fails at the ballot box. Consider providing a flow chart of the potential decisions and results of how those decisions will affect a variety of consequences. For example, what happens if the referendum option achieves the most support but then the referendum fails?
 - Request state/federal funds; push a 2025 referendum, which likely would pass; FIND THE MONEY, not the cuts.
- **Concern about class size**
 - Please do not increase school class rooms. The kids are already at a disadvantage with how large the class sizes are.
 - Increasing class sizes doesn't help with behaviors nor help with improving academics.
 - Keep class sizes small and continue offering elective options to students.
 - My concern is also that talk of +1 kid per class is not actual +1, as schools have different section numbers. Get the actual maxes per grade.
 - Class size and early literacy & math interventions (for elementary & middle school students) should remain intact - these are too important to students' learning to mess up.
 - I wish the class schedule change was still on the table.
- **Access to and information regarding specific details of reductions**
 - [There are] no details about Option 1...You're not telling your families, teachers, students, what you will cut. They aren't aware that you will be cutting foreign language, music and art classes. They aren't aware that you intend to go to a 6 period day in middle school subsequently cutting teachers, eliminating most elective offerings, and increasing class sizes significantly.
 - What [would] the reduction do to the learning environment for the kids?

- Live within your means, no levy.
 - This needs to be sustainable and I worry that more cuts will be needed in the future.
 - I don't feel like I know enough about all the different areas of the budget to comment meaningfully on areas to cut from.
 - I really don't know what or where to cut. To me, the solution isn't cutting - it's finding the funds to fill the gap.
- **Staffing concerns**
 - As a staff member and alumni of the Anoka Hennepin district, I really appreciate the effort to solve the budget deficit by first looking at administrative expenses, and trying to avoid effects on schools and programs as much as possible.
 - Teachers are already having a difficult time managing student behavior, teaching, and being able to ensure individual understanding of content.
 - If staff cuts must be made, then it should start with those who have the least direct contact with students. Classroom teachers are already overworked and have too large of class sizes. Don't take away from the area that has the most direct impact on kids.
 - We can't afford any cuts to staffing. Our students deserve the best we can offer.
- **Suggestions for budget reduction strategies and efficiencies**
 - Being more fiscally responsible. Cut...middle and upper management; pay good teachers to keep them.
 - Why do we not have all school activities pay for entry. We need to keep those activities in the schools and have better community engagement.
 - Freezing salaries at the top/administration level.
 - Bring in more money through taxes or referendums.
 - Reduce or charge for bus services for families that live in neighborhoods close to schools.
 - The board should be lobbying the legislature to restore COVID funding...lobby for the FULL FUNDING of education! We are no longer in the stage of doing more with less.
 - Anoka Hennepin's policies of purchasing from approved vendors almost always results in spending more. Shop around for better prices...I would imagine that a lot of money could be saved by allowing purchases outside of approved vendors.
 - Reduce the number of electives offered, stop offering magnet programs.
 - Put outdoor lights on timers so they are not on all hours of the day.
 - Do not water grass during the day.
 - The school board should do what they can to help teachers who are at max on the pay scale and help them retire without penalties on their pensions...would [there] be savings in offering early retirements for those on the top tier?
 - The reduction in periods seemed like a sensible option. It seems like the new options just lead to higher class size which does not seem ideal.
 - Head to the state legislature and press for increased state funding. I have emailed my representative twice.
- **Concerns about fewer elective options or options for advanced programming**
 - Keep the advanced class options...it's critical that we get students up to grade level, but it's also important to ensure all students can meet their potential.
 - Reduction in middle/high school electives would not serve those students well.
 - Increased average class sizes will negatively impact student learning and achievement; it will also create additional issues for elective courses - raising the floor for registrations needed to run a class, and in turn likely reducing or eliminating many elective courses.

- Do whatever you can to have the least impact on the actual school buildings - teachers and programs. The students need electives.
- We need to keep core subjects in mind. - some specialty offerings may need to be looked at in terms of feasibility and added cost. Students need a well rounded education that applies to most- focusing on needed services to those who need support.
- I worry about [Academic Interventions] taken away. The data the last few years has shown that students receiving this support are benefiting. When we are looking at all children and graduation rates, a support such as this, which aims to help those that are outside the typical bell curve, are finding the path to graduation more of a reality... additionally, on the opposite end of the bell curve, please consider continuing to allow advanced programming/opportunities for students that are performing above grade level.

Direct feedback on survey questions:

Question 1

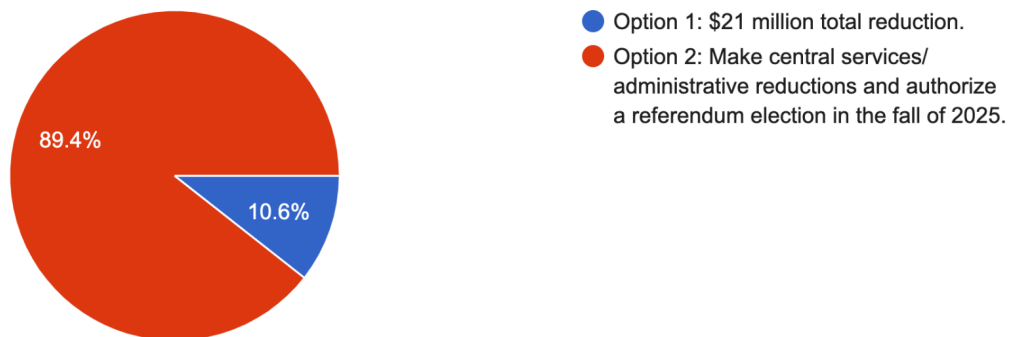
The majority of people (89.4%) who submitted feedback to the district preferred Option 2: Make central services/administrative reductions and authorize a referendum election in the fall of 2025.

The school board is considering two options to address a \$21 budget gap for the 2025-26 school year. Which option do you believe the school board should pursue?

- Option 1: \$21 million total reduction.
- Option 2: Make central services/administrative reductions and authorize a referendum election in the fall of 2025.

The school board is considering two options to address a \$21 budget gap for the 2025-26 school year. Which option do you believe the school board should pursue?

274 responses

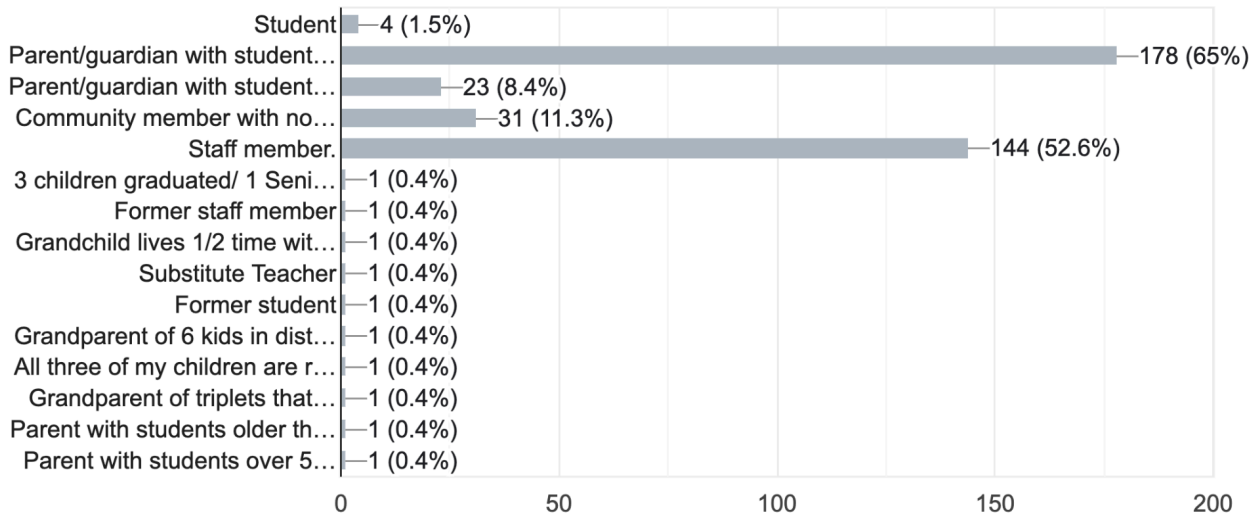


Question 2

The majority of people who submitted feedback to the district were either parents of students in the district or Anoka-Hennepin Schools staff members.

What is your relationship with the Anoka-Hennepin School District? (Select all that apply.)

274 responses



Question 3

Families with students in grades Pre-K to grade five -represented 72% of the feedback received. Approximately 33% of the feedback received was from families with middle school students, and 35% of the feedback represented families with high school students.

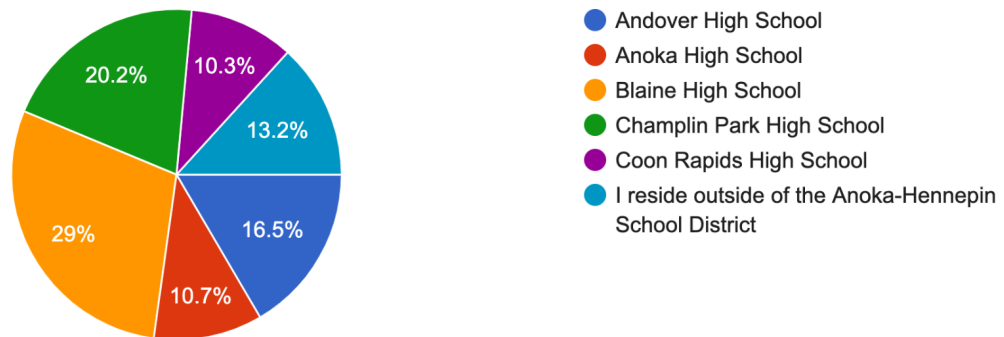
Note: Feedback form participants were able to select multiple fields/all fields that applied.

Question 4

Nearly half of the people who submitted feedback resided in the Blaine or Champlin Park attendance areas. Feedback gathered from the Andover attendance area was at 16.5% while feedback gathered from Anoka and Coon Rapids attendance areas comprised just over 21% of the total feedback.

Which high school attendance area do you live in?

272 responses



Next steps

The School Board can provide direction to help guide this process through answering some key questions:

- Are there any of the options that should be removed from further consideration?
- Are there any new solutions that should be advanced for further review?

Key times and dates to collect feedback and refine proposals include three key dates:

School Board meeting: Presentation of final draft proposal at the Monday, Oct. 28 School Board meeting with consideration of final approval at the Nov. 25 School Board meeting.