



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

**School Board Meeting**  
**Monday, May 5, 2025**  
**AGENDA**

1. **Call to Order (1 minute)**  
05-05-25 Important Dates 4
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Recognitions (19 minutes)**
  - 4.A. Emily Payán, Presidential Award for Excellence in Mathematics & Science Teaching (PAEMST) Recipient (3 minutes)  
Dr. Mary Wolverton, Associate Superintendent for Elementary Schools, Denise Schnabel, Principal, Ramsey Elementary, Emily Payán, Grade 2 Teacher, Ramsey Elementary
  - 4.B. Anoka Middle School for the Arts - Magnet School of Excellence Award (3 minutes)  
Becky Brodeur, Associate Superintendent for Middle Schools, Tom Hagerty, Principal, Anoka Middle School for the Arts
  - 4.C. Middle School Student Math & Choir Awards (10 minutes)  
Becky Brodeur, Associate Superintendent for Middle Schools, Middle School Principals & Staff
  - 4.D. Volunteer Recognition Week, April 20-26, 2025 (3 minutes)  
Kacy Deschene, Co-Chair
5. **Consent Agenda (5 minutes)**
  - 5.A. Minutes from the April 14 School Board Work Session - A  
Jeff Simon, Board Clerk  
Appendix A 5
  - 5.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - A  
Brian Duffy, Director of Employee Services  
Appendix B 10
  - 5.C. Cash Disbursements Report - A  
Jennifer Beck, Director of Finance  
Appendix C 14
  - 5.D. Cash Balance Report - A  
Jennifer Beck, Director of Finance

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5.E. Donations & Scholarship Report - A Jennifer Beck, Director of Finance	
Appendix E	16
5.F. Monthly Revenue & Expenditures - A Jennifer Beck, Director of Finance	
Appendix F	21
5.G. 2025 Property, Liability, & Cyber Insurance Renewal - A Greg Cole, Chief Operations Officer	
Appendix G	23
5.H. #25040B-Furnish & Delivery of Fresh Bakery Products - A Tiffany Audette, Director of Purchasing	
Appendix H	34
5.I. <b>Purchase of Textbooks:</b> Cory McIntyre, Superintendent, Becky Brodeur, Associate Superintendent	
Appendix I	35
5.I.1. Textbooks for U.S. Studies 7 - A	
5.I.2. Textbooks for World History 11 - A	
5.I.3. Textbooks for AP Psychology - A	
5.J. Immunization Exclusions as required by Statute 121a.15 - A Kathy Schulz, Health Services Coordinator	
<b>6. Communications, Delegations &amp; Petitions (15 minutes)</b>	
<b>7. Board Calendar &amp; District Update (10 minutes)</b> Cory McIntyre, Superintendent	
<b>8. Employee Services (9 minutes)</b>	
8.A. Resolution Relating to the Non-Renewal of Teaching Contracts of Probationary Teachers (3 minutes) - A Dr. Jennifer Cherry, Executive Director of Human Resources	
Appendix J	39
8.B. Resolution to Rescind the Inclusion of Certain Teachers' Names in Resolution Terminating Probationary Teachers (3 minutes) - A Dr. Jennifer Cherry, Executive Director of Human Resources	
Appendix K	40
8.C. Resolution Proposing Immediate Discharge of Continuing Contract Teachers (3 minutes) - A Dr. Jennifer Cherry, Executive Director of Human Resources	
Appendix L	41
<b>9. Elementary &amp; Secondary Education (40 minutes)</b>	
9.A. Elementary ELA Initial Curriculum Adoption/Recommendation (20 minutes) - A	

Dr. Mary Wolverton, Associate Superintendent for Elementary Schools, Ann Sangster, Director of Elementary Curriculum, Instruction & Assessment, Michele Isaacson and Candice Riley, Elem ELA TaLS

Appendix M 45

Appendix N 56

9.B. SEL Review & Recommendation (20 minutes) - A

Dr. Mary Wolverton, Associate Superintendent for Elementary Schools, Becky Brodeur, Associate Superintendent for Middle Schools, Dr. Johnna Rohmer-Hirt, Executive Director of RET

Appendix O 59

Appendix P 67

10. **Labor Relations & Benefits (25 minutes)**

10.A. 2026-27 Calendar Committee Proposal (10 minutes) - A

Dr. Jennifer Cherry, Executive Director of Human Resources

Appendix Q 73

10.B. 2025-26 Health Insurance Rates, First Read (15 minutes) - A

Dr. Jennifer Cherry, Executive Director of Human Resources, Todd Mensink, Director of Labor Relations & Benefits

Appendix R 76

11. **Finance (20 minutes)**

11.A. Preliminary FY26 and FY27 General Fund Budget (20 minutes) - C

Michelle Vargas, Chief Financial Officer

Appendix S 88

12. **Board Correspondence & Communication**

13. **Executive Session (30 minutes)**

13.A. Labor Negotiations (30 minutes)

Dr. Jennifer Cherry, Executive Director of Human Resources

14. **Adjourn**

# ANOKA-HENNEPIN SCHOOLS

A FUTURE WITHOUT LIMIT

May 5, 2025

## Dates to Remember

1. **May 5** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
2. May 15 Metro North Adult Basic Ed. Graduation, Educational Service Center, 7:00 p.m.
3. **May 19** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**
4. May 26 Holiday, District Closed
5. May 28 Pathways Graduation, Two Rivers Transition Program at Franklin, 6:00 p.m.
6. May 29 Bridges Graduation, Educational Service Center, 5:00 p.m.
7. May 30 River Trail Learning Center Program Completion, RTLTC, 12:30 p.m.
8. June 1 Blaine High School Graduation, Mariucci Arena, 10:00 a.m.
9. June 1 Andover High School Graduation, Mariucci Arena, 1:00 p.m.
10. June 1 Champlin Park High School Graduation, Mariucci Arena, 4:00 p.m.
11. June 1 Coon Rapids High School Graduation, Mariucci Arena, 7:00 p.m.
12. June 2 Anoka High School Graduation, Goodrich Field, 7:00 p.m.
13. June 6 End of Trimester Three, Last Day of School
14. June 9 Staff Planning, No Students
15. **June 9** **School Board Work Session, Educational Service Center, 5:30 p.m.**
16. June 19 District Closed, Holiday, No Students
17. **June 23** **Regular School Board Meeting, Sandburg Education Center, 6:30 p.m.**



Zach Arco  
**CO-CHAIR**



Kacy Deschene  
**CO-CHAIR**



Jeff Simon  
**CLERK**



Matt Audette  
**DIRECTOR**



Linda Hoekman  
**TREASURER**



Michelle Langerfeld  
**DIRECTOR**

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a work session on **Monday, April 14, 2025**, at the Educational Service Center, Anoka, Minnesota.

Co-Chair Zach Arco called the meeting to order at 5:31 p.m.

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

Dr. Michelle Langenfeld motioned to approve the Board Agenda. Matt Audette seconded. Motion passed on a 6-0 vote.

**CONSENT AGENDA**

Co-Chair Kacy Deschene moved and Dr. Langenfeld seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the March 24, 2025 School Board Meeting.
- b. **Personnel items** as follows:

**RETIREMENTS**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Janet Emon	Anoka Middle - Fred Moore Campus, Child Nutrition Assistant FT	06/06/2025
Becky Jenson	Champlin Park High, Educ Office Prof	06/13/2025
Mary J Milless	Hoover Elementary, Child Nutrition Assistant PT	06/06/2025
James Murphy	Educational Svc Ctr, B/G Whse Driver	07/31/2025

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
William Britt	Andover High, Asst Principal High School	06/30/2025
Dylan Brovick	Coon Rapids Middle, Teacher Social Studies	06/09/2025
Kari Chevalier	Northdale Middle, Teacher Special Educ Lead	06/30/2025
Jennifer Crippen	Dayton Elementary, Teacher ASD (AutismSpectrum)	06/27/2025
Sophear Ek	Compass - Bell Building, Teacher Art Secondary	05/16/2025
Anna George	Anoka High, Teacher ESL	06/09/2025
Christian Klein	Coon Rapids High, Teacher Science	06/09/2025
Caitlin Lanenga	Hoover Elementary, Teacher Grade 4	06/09/2025
Emily McAlpine	Blaine High, Teacher Math	06/09/2025
Aaron Vanjoske	Blaine High, Teacher Phys Ed Secondar	06/09/2025
Abby Walker	Coon Rapids High, Teacher English	04/16/2025

## LEAVES OF ABSENCE

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Cassandra Anclam	Evergreen Park Elementary, ParaEducator Elem BehavRm	03/17/2025	05/30/2025
Ashley Arntson	Anoka Middle - Fred Moore Campus, ParaEducator Secondary	02/10/2025	04/03/2025
Kendra Bailey	Sorteberg Early Childhood Ctr, ECFE Asst Instructor PT	05/01/2025	05/29/2025
Shayla Baumgarten	Rum River Elementary, Child Nutrition Assistant PT	03/04/2025	04/23/2025
Paul Brown	Educational Svc Ctr, Teacher SA-QComp Peer Coach	07/01/2025	06/29/2029
Mindy Cich	Verndale, Teacher EC/SE Stretch Calendar	03/24/2025	04/29/2025
Kara Ekman	Oxbow Creek Elementary, Teacher Grade 2	03/20/2025	06/09/2025
Marissa Ellertson	Verndale, Teacher D/HH	04/07/2025	06/09/2025
Sarah Gade	Hoover Elementary, Teacher Grade 1	03/19/2025	04/15/2025
Rebecca Ghedir	Coon Rapids High, ParaEducator Special Education	04/08/2025	04/21/2025
Michelle Gindele	Andover Elementary, Teacher Grade 1	03/17/2025	04/25/2025
Carol Goers	Two Rivers Transition Program, Teacher MSH	03/28/2025	04/16/2025
Molly Gruber	Andover Elementary, ParaEducator Special Education	03/31/2025	04/11/2025
Ann Herlofsky	Adams Elementary, Principal Elementary School	04/04/2025	04/18/2025
Jade Hibbard	Mississippi Elementary, Teacher Media Specialist Elem	03/17/2025	04/25/2025
Bailey Johnson	Johnsville Elementary, Teacher Grade 5	03/19/2025	06/09/2025
Clorinda Johnson	Champlin Brooklyn Park Academy, ParaEducator Special Education	03/21/2025	04/04/2025
Lori Jorgensen	Hoover Elementary, Child Nutrition Assistant PT	04/28/2025	06/09/2025
Erin Kelley	Verndale, ParaEducator Spec Ed Cntr Base	01/02/2025	03/03/2025
Erin Kelley	Verndale, ParaEducator Spec Ed Cntr Base	03/19/2025	06/06/2025
Kimberley Koch	Hamilton Elementary, ParaEducator Spec Ed Cntr Base	03/12/2025	04/23/2025
Alyssa Kucksdorf	Coon Rapids High, Teacher ABS (AcadBehav)	03/24/2025	06/09/2025
Maribeth Ladouceur	Anoka High, ParaEducator Spec Ed Cntr Base	04/07/2025	05/19/2025
Emily Ladwig	Andover High, ParaEducator Spec Ed Cntr Base	03/31/2025	04/28/2025
Maria Leitschuh	Jackson Middle, ParaEducator Special Education	03/24/2025	03/31/2025
Bruce Leonhardt	Champlin Park High, Teacher Career-Technical	04/16/2025	06/09/2025
Lauren Lulloff	Riverview Early Childhood Ctr, Teacher EC/SE	04/01/2025	05/23/2025
Tamara Lyons	Jackson Middle, Teacher Music Secd Band	04/03/2025	05/01/2025
Elise Mehan	Lincoln Elementary, Teacher Grade 1	03/18/2025	06/09/2025
Ashley Monroe	Monroe Elementary, Teacher Grade 5	01/02/2025	03/21/2025
Krystyn Ness	S.T.E.P., Job Coach	03/18/2025	06/06/2025
Chelsea Nordhausen	Anoka Middle - Fred Moore Campus, B/G Custodian 3rd shift	04/14/2025	05/09/2025
Chelsea Nordhausen	Anoka Middle - Fred Moore Campus, B/G Custodian 3rd shift	03/31/2025	03/31/2025
Chelsea Nordhausen	Anoka Middle - Fred Moore Campus, B/G Custodian 3rd shift	04/11/2025	04/11/2025
Shelly Parsons	Northdale Middle, ParaEducator Spec Ed Cntr Base	03/21/2025	06/06/2025
Tanna Pearson	Blaine High, ParaEducator Spec Ed Cntr Base	03/17/2025	04/11/2025
Nicole Phillips	Champlin Park High, ParaEducator Spec Ed Cntr Base	09/09/2024	03/24/2025
Danielle Ratajczyk	Jackson Middle, Teacher Grade 6	04/02/2025	05/02/2025
Bobbi Richard	Educational Svc Ctr, Teacher Social Worker	03/27/2025	06/09/2025

**LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Danielle Rust	Johnsville Elementary, ParaEducator Spec Ed Cntr Base	03/19/2025	04/07/2025
Ethan Scheibe	Blaine High, Teacher English	04/01/2025	04/01/2025
Tammy Sloth	Sand Creek Elementary, Teacher Media Specialist Elem	04/29/2025	05/27/2025
Jon Spencer	Morris Bye Elementary, B/G Building Supervisor	04/02/2025	06/06/2025
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	09/03/2024	10/11/2024
Barbara Tuttle	Wilson Elementary, A+ PT CCA - Ln 1	02/20/2025	04/11/2025
Kaylin Walters	ESC-Special Ed, ParaEducator Spec Ed Cntr Base	01/24/2025	04/21/2025

**MODIFIED LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Jill Arendt	Lincoln Elementary, Teacher Grade 3	03/27/2025	04/09/2025
Kale Asada	Johnsville Elementary, A+ PT CCA - Ln 1	01/22/2025	06/06/2025
Kathlene Cannon	Educational Svc Ctr, ParaEducator Bus	01/16/2025	03/21/2025
Matthew Collins	Anoka Middle - Fred Moore Campus, Teacher Science	07/01/2024	06/30/2025
Aaron Dixon	Educational Svc Ctr, B/G Maint Spec Electrician	03/05/2025	03/21/2025
Deborah Hedrington	Coon Rapids High, Teacher MMH	01/27/2025	04/14/2025
Robin Lapcinski	Champlin Park High, Child Nutrition Assistant PT	01/27/2025	05/07/2025
Eric Naess	Anoka Middle - Fred Moore Campus, Teacher English	09/11/2024	04/23/2025
Robert Orrick	S.T.E.P., Teacher Career-Technical	02/11/2025	03/28/2025
Jessie Peterson	Eisenhower Elementary, ParaEducator Health	03/31/2025	05/13/2025
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	01/29/2025	03/28/2025

**SABBATICALS**

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

## APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Elementary</b>					
Jennifer Binstock	Ramsey Elementary, Teacher Literacy Intervention	04/07/2025	Bachelors+15/16	0.2460	\$18,299
Karen Gfroerer	Mississippi Elementary, Teacher Grade 2 LTS	03/26/2025	Masters/22	0.2781	\$25,307
Diane Polzin	Oxbow Creek Elementary, Teacher Grade 2 LTS	04/03/2025	Masters+60/24	0.2460	\$21,503
Sara Sahlberg	Lincoln Elementary, Teacher Grade 1 LTS	03/18/2025	Masters/5	0.3102	\$19,534
Patricia Stay	Crooked Lake Elementary, Teacher Grade 1	03/18/2025	Bachelors/2	0.3209	\$16,323

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

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Special Education</b>					
Morgan Paaverud	Compass - Bell Building, Teacher E/BD	03/17/2025	Bachelors/1	0.3262	\$16,319
Brandon Richardson	Monroe Elementary, Teacher E/BD	01/02/2025	Bachelors/3	0.5722	\$29,109
Chase Vasquez	Coon Rapids High, Teacher ASD (AutismSpectr) LTS	03/25/2025	Bachelors+45/6	0.2888	\$17,045

Name	Current or Most Recent Position	Effective Date	Days	Salary
<b>Administrative</b>				
Tonya Constantine	Educational Svc Ctr, Deputy Superintendent Based on an annual salary of \$215,000 for 261 days	07/01/2025	261	\$215,000
Melissa Hayes	ESC-Special Ed, Director Special Education Based on a salary of \$171,617 for 261 days	07/01/2025	261	\$171,617
Michelle Leciejewski	Educational Svc Ctr, Director Employee Services Based on an annual salary of \$141,750 for 261 days	07/01/2025	261	\$141,750

- c. Approved #25039B-Hoover ES-Stage Renovations.
  - d. Approved #25036B- MSFBG Bid II.
  - e. Approved #25031B-District Wide Security Upgrades-Bid Pack 5.
  - f. Immunization Exclusions—names and specifics are not included because of data privacy.
- Motion passed on a 6-0 vote.

The work session then continued with the following agenda items: Curriculum, Instruction & Assessment: Elementary ELA Initial Curriculum Adoption/Recommendation; Secondary Social Studies Recommendation; Biology Recommendation; Physics & Honors Physics Recommendation; SEL Review & Recommendation; Special Education Program Overview Series – Part 2; 2026-27 Calendar Committee Proposal, First Read; Non-Transported Walk Boundary Review; 2025 Property, Liability & Cyber Insurance Renewal Proposal; First Read; and Board Calendar Review.

Co-Chair Zach Arco proposed to move into Executive Closed Session under Minnesota Statute 13D.05 Subd. 3(b) for discussion of attorney client privileged information regarding matters related to the Grievance Arbitration with School Service Employees SEIU, Local 284. The closed session was held in Room 111. Matt Audette motioned and Jeff Simon seconded the motion to go into closed sessions. Motion carried.

Co-Chair Arco recessed the meeting at 10:52 p.m. The meeting reconvened in closed session at 10:58 p.m. to discuss matters of attorney client privileged information related to the Grievance Arbitration with School Service Employees SEIU, Local 284.

The meeting reconvened in open session at 11:12 p.m. Jeff Simon moved and Co-Chair Kacy Deschene seconded the motion to adjourn the meeting. Motion passed.

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

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Zach Arco, Co-Chair

Prepared by: Debbie Koffski, CPS  
Recorder

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

## APPENDIX B

20250505

1

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

**RETIREMENTS**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Carol Gornik	ESC-Student Conduct, Educ Office Prof Lead Program	08/01/2025
Diane Kilmer	Educational Svc Ctr, HRIS Manager	09/15/2025
Alan Koffski	Eisenhower Elementary, B/G Custodian 2nd shift	07/07/2025
Julie Kudzia	Morris Bye Elementary, ParaEducator Spec Ed Cntr Base	06/06/2025
Mark Manney	Andover High, ParaEducator Secondary	06/06/2025
Mary J Milless	Hoover Elementary, Child Nutrition Assistant PT	09/26/2025
Lori Osterberg	Anoka High, ParaEducator Secondary	06/06/2025
Kimberlee Shostak	Coon Rapids High, Teacher Social Studies	06/09/2025
Tamara Zawislak	Evergreen Park Elementary, Child Nutrition Assistant FT	06/06/2025

**RESIGNATIONS, TERMINATIONS**

<b>Full Name (FL)</b>	<b>Current or Most Recent Position</b>	<b>Last Date Employed</b>
Megan Bloomquist	Roosevelt Middle, Teacher Health	06/09/2025
Joshua Delich	Educational Svc Ctr, Assoc Supt High Schools	05/01/2025
Jenna Harvieux	Monroe Elementary, Teacher Music Elementary	06/09/2025
Seth Hinrichs	Anoka Middle - Fred Moore Campus, Teacher English	06/09/2025
Sidney McClain	Monroe Elementary, Teacher Grade 2	06/09/2025
Carey Raph	ESC-Special Ed, Special Educ Prg Administrator	06/30/2025
Talana Rudzitis	River Trail Learning Center, Teacher ASD (AutismSpectrum)	04/08/2025
Leroy Scheinoha	ESC-Special Ed, Teacher Adapt Phy Ed	06/09/2025
Jessica Swanson	Anoka Middle - Fred Moore Campus, Teacher Science	06/09/2025
Meagan Varughese	Jackson Middle, Teacher Science	06/09/2025

## APPENDIX B

20250505

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
Madeline Bakke	Hamilton Elementary, ParaEducator Spec Ed Cntr Base	02/05/2025	04/09/2025
Madeline Bakke	Hamilton Elementary, ParaEducator Spec Ed Cntr Base	04/21/2025	06/06/2025
Trista Bartko	Sunrise Elementary, ParaEducator Special Education	04/15/2025	05/02/2025
Rachel Borresen	Roosevelt Middle, Teacher Science	04/10/2025	06/09/2025
Emily Christensen	Blaine High, Teacher Math	04/09/2025	06/09/2025
Charles Dively	Sand Creek Elementary, Teacher MSH	04/23/2025	06/09/2025
Richard Donais	Champlin Park High, B/G Custodian 3rd shift	04/15/2025	05/27/2025
Lorna Donner	Sorteberg Early Childhood Ctr, Teacher Speech Clinician	04/09/2025	04/23/2025
Inas Elansary	Anoka Middle - Fred Moore Campus, Teacher Family Consumer Sci	04/10/2025	06/09/2025
Andrea Fredrickson	Sorteberg Early Childhood Ctr, Para Sped ECSE center base	04/10/2025	05/16/2025
Anna Goetzman	Madison Elementary, Teacher Grade 3	03/31/2025	06/09/2025
Molly Gruber	Andover Elementary, ParaEducator Special Education	04/21/2025	05/05/2025
Pamela Hein	Anoka Middle - Fred Moore Campus, Teacher Math	04/25/2025	06/06/2025
Kara Hurley	Eisenhower Elementary, Child Nutrition Assistant PT	04/04/2025	05/02/2025
Cecily Jorgensen	Oak View Middle, Teacher Family Consumer Sci	04/22/2025	06/09/2025
Katherine Kaiser	Ramsey Elementary, Teacher Speech Clinician	04/08/2025	06/09/2025
Sarah Knilans	ESC-Special Ed, Teacher Physical Therapist	04/21/2025	04/22/2025
Nancy Lupardus-Twitchell	Jackson Middle, Teacher Speech Clinician	05/29/2025	06/09/2025
Allison Lynch	Champlin Brooklyn Park Academy, Teacher Grade 5	04/10/2025	06/09/2025
Victoria Martin	Anoka Middle - Fred Moore Campus, Asst Principal Middle 10 Month	04/01/2025	06/20/2025
Patrick Mengelkoch	Champlin Park High, Teacher Business	04/10/2025	04/30/2025
Shelly Sontag-Johnson	Sorteberg Early Childhood Ctr, Teacher Physical Therapist	04/07/2025	06/09/2025
Shelly Sontag-Johnson	Sorteberg Early Childhood Ctr, Teacher Physical Therapist	03/19/2025	04/02/2025
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	03/31/2025	04/25/2025
Tamara Strandberg	Dayton Elementary, Teacher Special Educ Lead	04/24/2025	06/09/2025
Ashley Strehler	ECFE/Preschl-Andover Family Place, Preschool Inst-Pro Rated Bene	04/14/2025	06/04/2025
Amy Theis	ESC-Special Ed, Teacher Nurse	05/01/2025	05/23/2025
Karen Trudeau	Johnsville Elementary, Teacher E/BD	04/14/2025	06/09/2025
Melissa Watson	Anoka High, Teacher English	04/21/2025	06/09/2025

## MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Lori Angelo	S.T.E.P., Job Coach Part Time	02/21/2025	04/18/2025
Shayla Baumgarten	Rum River Elementary, Child Nutrition Assistant PT	03/04/2025	05/20/2025
Kristin Ceronisky	Champlin Park High, Teacher Math	07/01/2024	06/30/2025
Mindy Cich	Verndale, Teacher EC/SE Stretch Calendar	03/24/2025	07/31/2025
Jaelyn Ewing	Sandburg Regional High, Child Nutrition Site Supv	02/25/2025	05/02/2025
Rebecca Ghedir	Coon Rapids High, ParaEducator Special Education	04/08/2025	05/23/2025
Michelle Gindele	Andover Elementary, Teacher Grade 1	03/17/2025	04/11/2025

## APPENDIX B

20250505

2

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.

**MODIFIED LEAVES OF ABSENCE**

<b>Name</b>	<b>Current or Most Recent Position</b>	<b>Leave Begins</b>	<b>Leave Ends</b>
Carol Goers	Two Rivers Transition Program, Teacher MSH	03/28/2025	05/16/2025
Deborah Hedrington	Coon Rapids High, Teacher MMH	01/27/2025	06/06/2025
Pamela Hein	Anoka Middle - Fred Moore Campus, Teacher Math	10/22/2024	04/24/2025
Becky Jaeger	Ramsey Elementary, Teacher Grade 2	03/21/2025	05/02/2025
David Jensen	Sorteberg Early Childhood Ctr, B/G Building Supervisor	02/18/2025	04/18/2025
Angela Jurmu	Roosevelt Middle, School Office Supervisor	04/09/2025	04/25/2025
Erin Kelley	Verndale, ParaEducator Spec Ed Cntr Base	03/19/2025	04/24/2025
Emily Ladwig	Andover High, ParaEducator Spec Ed Cntr Base	03/31/2025	06/06/2025
Emily Levercom	Educational Svc Ctr, Technical Spec Bindery	02/24/2025	05/01/2025
Tamara Lyons	Jackson Middle, Teacher Music Secd Band	04/03/2025	05/16/2025
Edward Orejel	Brookside Elementary, B/G Custodian 2nd shift	03/20/2025	04/21/2025
Robert Orrick	S.T.E.P., Teacher Career-Technical	02/11/2025	04/09/2025
Danielle Ratajczyk	Jackson Middle, Teacher Grade 6	04/02/2025	05/12/2025
Danielle Rust	Johnsville Elementary, ParaEducator Spec Ed Cntr Base	03/19/2025	05/12/2025
Kaylin Walters	ESC-Special Ed, ParaEducator Spec Ed Cntr Base	01/24/2025	05/27/2025

**SABBATICALS**

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

## APPOINTMENTS

20250505

1

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Elementary</b>					
Safa Ben Zarrouk Bibas	Jefferson Elementary, Teacher ESL	04/14/2025	Bachelors/1	0.2193	\$10,969
Maggie Cooper	Champlin Brooklyn Park Academy, Teacher Grade 5	04/10/2025	Masters/7	0.2193	\$14,950
Kate Lundquist	Eisenhower Elementary, Teacher Literacy Intervention	05/13/2025	Bachelors/5	0.1016	\$5,297
Margaret Raverty	Evergreen Park Elementary, Teacher Grade 4	04/14/2025	Masters/1	0.2193	\$12,775
Josie Swenson	Madison Elementary, Teacher Grade 3 LTS	04/24/2025	Bachelors/1	0.1711	\$8,561

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Secondary</b>					
Josi Brickman	Coon Rapids High, Teacher English	04/21/2025	Bachelors+45/1	0.1872	\$10,116
Kimberly Corbey	Anoka High, Teacher English LTS	04/21/2025	Masters+60/24	0.1872	\$17,765

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
<b>Special Education</b>					
Rachael Caughey	ESC-Special Ed, Teacher Physical Therapist LTS	04/28/2025	Masters+60/6	0.1604	\$11,891
Sabrina Chorba	Sand Creek Elementary, Teacher DD	02/10/2025	Bachelors/1	0.4332	\$21,671
Manal Sarhan	ESC-Special Ed, Teacher Adapt Phy Ed	04/07/2025	Bachelors/1	0.2460	\$12,307
Linda Schuck	River Trail Learning Center, Teacher E/BD	03/24/2025	Bachelors/1	0.2995	\$14,982

Name	Current or Most Recent Position	Effective Date	Days	Salary
<b>Administrative</b>				
Brian Duffy	Madison Elementary, Asst Principal Elem 10 Month Based on an annual salary of \$133,027 for 261 days	07/01/2025	225	\$115,120
Beth Engman	Educational Svc Ctr, Coordinator State Federal Prgs Based on an annual salary of \$125,364 for 261 days	07/01/2025	261	\$125,364
Jinger Gustafson	Educational Svc Ctr, Assistant Supt Elementary Based on an annual salary of \$203,500 for 261 days	07/01/2025	261	\$203,500
Amber Schultz	Oak View Middle, Asst Principal Middle School Based on a salary of \$141,318 for 261 days	07/01/2025	261	\$141,318
Sarah Valley	Oak View Middle, Asst Principal Middle 10 Month Based on an annual salary of \$122,728 for 261 days	08/01/2025	225	\$106,207
Annette Ziegler	Educational Svc Ctr, Assistant Supt Secondary Based on an annual salary of \$203,500 for 261 days	05/01/2025	43	\$33,527

**MOTION**

Date:

April 28, 2025

That these disbursements as presented, excluding net payroll, be allowed and charged to funds as follows:

<b>Fund No.</b>	<b>Description</b>	<b>Amount</b>
	<b>Checks</b>	<b>\$ 2,820,641.71</b>
01	General	2,498,605.98
02	Food Service	53,288.07
04	Community Service	118,446.47
06	Building Construction	149,362.24
07	Bond & Interest K-12	500.00
20	Health-Self Insurance	438.95
21	Dental-Self Insurance	
22	Work. Comp.-Self Insurance	
47	OPEB Debt Service	-
	<b>Electronic Payments</b>	<b>\$ 24,067,668.29</b>
01	General	15,451,142.33
02	Food Service	332,174.31
04	Community Service	607,896.56
06	Building Construction	-
07	Bond & Interest K-12	-
20	Health-Self Insurance	7,103,537.86
21	Dental-Self Insurance	470,825.00
22	Work. Comp.-Self Insurance	102,092.23
47	OPEB Debt Service	-
	<b>ACH Payments</b>	<b>\$ 7,217,252.93</b>
01	General	5,897,484.26
02	Food Service	874,864.40
04	Community Service	91,452.29
06	Building Construction	52,365.11
20	Health-Self Insurance	284,196.87
22	Work. Comp.-Self Insurance	16,890.00
	<b>P-Card</b>	<b>\$ 726,967.07</b>
01	General	710,733.41
02	Food Service	1,541.60
04	Community Service	12,257.34
06	Building Construction	-
20	Health-Self Insurance	2,434.72
	<b>TOTAL DISTRICT</b>	<b>\$ 34,832,530.00</b>

**ANOKA HENNEPIN DISTRICT NO. 11  
MONTHLY CASH BALANCES - FY25**

	<b>GENERAL 01-101</b>	<b>FOOD SERVICE 02-101</b>	<b>COMMUNITY SERVICE 04-101</b>	<b>BUILDING CONSTRUCTION 06-101<sup>1</sup></b>	<b>DEBT SERVICE 07-101</b>	<b>EMP BENE HEALTH 20-101</b>	<b>EMP BENE DENTAL 21-101</b>	<b>EMP BENE WORK COMP 22-101</b>	<b>OPEB DEBT SERVICE 47-101</b>	<b>TOTAL CASH</b>	<b>CASH INVESTMENTS</b>	<b>BUILDING CONSTRUCTION INVESTMENT</b>	<b>SCHOLARSHIP INVESTMENT</b>	<b>TOTAL ALL BALANCES</b>	<b>FY23 Total All Balances (1 year ago comparison)</b>
<b>07/01/24</b>	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	<b>257,554,043</b>	-	5,080,617	689,177	<b>263,323,836</b>	254,198,381
<b>07/31/24</b>	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	<b>217,120,924</b>	-	5,102,240	665,446	<b>222,888,610</b>	212,533,404
<b>08/31/24</b>	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	<b>232,912,188</b>		4,578,098	510,057	<b>238,000,342</b>	236,515,897
<b>09/30/24</b>	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	<b>244,065,431</b>		4,599,115	467,237	<b>249,131,783</b>	253,824,355
<b>10/31/24</b>	199,164,100	10,215,724	13,139,301	120,020	8,339,738	10,205,183	2,156,865	3,184,673	1,649,861	<b>248,175,465</b>		1,427,221	463,381	<b>250,066,066</b>	254,016,449
<b>11/30/24</b>	170,990,536	10,560,722	13,178,936	6,227	12,029,304	14,853,578	2,488,456	3,219,614	2,194,989	<b>229,522,361</b>		718,257	439,735	<b>230,680,353</b>	243,172,357
<b>12/31/24</b>	166,461,705	10,814,760	14,615,582	163,128	13,072,899	15,344,705	2,682,950	3,254,037	2,348,334	<b>228,758,099</b>		213,073	444,394	<b>229,415,566</b>	235,796,957
<b>01/31/25</b>	168,724,339	10,450,262	14,129,342	206,547	3,478,290	16,734,570	2,611,700	3,232,089	516,604	<b>220,083,745</b>		99,542	482,802	<b>220,666,088</b>	225,675,381
<b>02/28/25</b>	180,110,377	10,716,156	13,162,740	(76,525)	3,478,290	18,203,589	2,569,266	3,264,998	516,604	<b>231,945,495</b>		100,318	555,775	<b>232,601,588</b>	242,066,458
<b>03/31/25</b>	191,665,569	11,317,090	14,952,261	(257,286)	3,477,790	18,211,515	2,676,926	3,298,662	516,603	<b>245,859,131</b>		100,647	601,586	<b>246,561,364</b>	209,465,399
<b>04/30/25</b>										0				0	
<b>05/31/25</b>										0				0	
<b>06/30/25</b>															

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

**ANOKA-HENNEPIN DISTRICT NO. 11  
MONTHLY DONATION REPORT**

<b>DATE</b>	<b>DONOR</b>	<b>DONEE</b>	<b>PURPOSE</b>	<b>TYPE</b>	<b>AMOUNT</b>
03/31/25	Alpine Ski Boosters	Champlin Park HS	Alpin Ski Transportation Inv#13333	General	5,132.05
03/31/25	Alpine Ski Team Boosters	Coon Rapids HS	Alpin Ski Transportation Inv#13187	General	2,475.00
03/31/25	Alpine Ski Team Boosters	Coon Rapids HS	Alpin Ski Transportation Inv#13334	General	2,280.91
04/14/25	American Online Giving Foundation	McKinley Elem	Misc Supplies	General	73.48
04/14/25	Andover Football Association	Andover HS	Girls Golf Uniforms & Equipment	General	3,200.00
03/31/25	Andover Huskies Baseball Booster Club	Andover HS	New baseballs for 2025 season	General	1,374.25
04/14/25	Anoka Boys Basketball Club	Anoka HS	Charter bus for state	General	450.00
03/31/25	Anoka Girls Lacrosse	Anoka HS	2 ESAs for Add'l Coaches	General	4,000.00
03/31/25	Anoka Hennepin Foundation	ADAMS ELEMENTARY	Donation - closing out account	General	8.34
03/24/25	Anoka-Hennepin Education Foundation, INC	Sandburg Reginal HS	AHEF Our Students	General	500.00
03/31/25	Anoka-Hennepin Education Foundation, INC	Sandburg Regional HS	AHEF-White Boards	General	500.00
04/14/25	BHS Gymnastics Boosters	Blaine HS	Gymnastics	General	2,476.05
04/14/25	Blaine Lacrosse Booster Club	Blaine HS	Boys Locrosse Uniforms	General	4,950.00
04/14/25	Blane Noridc Booster Club	Blaine HS	Girls nordic ski bringing account current	General	3.25
03/31/25	Cardinal Baseball Boosters	Coon Rapids HS	Redo Dugout covers at baseball fields	General	17,450.00
03/24/25	Cargo Protectors Inc.	Step	Classroom Instruction for Autos	General	459.32
03/31/25	Charities Aid Foundation America	Andover Elem	Students	General	30.00
04/14/25	Charities Aid Foundation America	Andover Elem	Classroom Supplies	General	30.00
03/24/25	Charities Aid Foundation America	Andover HS	Classroom Supplies	General	1,000.00
04/14/25	Charities Aid Foundation America	Andover HS	General Program Use	General	92.00
03/31/25	Charities Aid Foundation America	Anoka MS	General Supply Usage	General	20.00
03/31/25	Charities Aid Foundation America	Champlin Park HS	Non Instructional Supplies	General	283.85
03/31/25	Charities Aid Foundation America	Dayton Elem	Student Recognition	General	10.00
03/31/25	Charities Aid Foundation America	Dayton Elem	School/student Supplies	General	10.00
03/31/25	Charities Aid Foundation America	Dayton Elem	Supplies as needed	General	10.00
03/31/25	Charities Aid Foundation America	Dayton Elem	Supplies as needed	General	10.00
03/31/25	Charities Aid Foundation America	Eisenhower Elem	Student Incentives	General	10.00
04/14/25	Coon Rapids Rotary Foundation	Coon Rapids HS	Respect Retreat for freshmen	General	14,345.35
03/24/25	Coon rapids Swim&Dive Boosters	Coon Rapids HS	Bus for Boys Swim&Dive Trip to Fargo	General	2,250.00

03/24/25	CRHS Boys Basketball Boosters	Coon Rapids HS	Bus for Boys Basketball to Duluth	General	1,269.20
04/14/25	Crooked Lake Elem PTO	Crooked Lake Elem	2nd Grade Field Trip Busing	General	500.00
04/14/25	Dayton Elem PTO	Dayton Elem	5th Grade Field Trip to Sundace	General	1,801.00
03/31/25	Dayton Elem PTO	Dayton Elem	Kindergarten Field Trip	General	500.00
03/24/25	Eric & Tanya Olson	Step	Automotive Classroom Instruction	General	205.00
03/31/25	Gene Haas Foundation	Andover HS	General Robotics Supplies	General	2,750.00
04/14/25	Hospitality Minnesota Education Foundation	Anoka HS	for Prostart	General	350.00
04/14/25	John & Caroyln Collins	Monroe Elem	Books for Students	General	2,500.00
03/31/25	Johnsville PTO	Johnsville Elem	1st Grade Field Trip	General	1,737.60
03/24/25	Johnsville PTO	Johnsville Elem	Grade 2 Field Trips	General	1,737.60
03/24/25	Johnsville PTO	Johnsville Elem	Grade 3 Field Trips	General	1,163.21
03/24/25	Johnsville PTO	Johnsville Elem	Grade 4 Field Trips	General	315.36
03/24/25	Johnsville PTO	Johnsville Elem	Grade 5 Field Trips	General	2,721.82
03/31/25	Johnsville PTO	Johnsville Elem	VSC Sponsor Payment	General	5,742.00
03/31/25	Lincoln Elem PTO	Lincoln Elem	New Stage Curtain	General	3,270.00
04/14/25	Mathew Coon	STEP	Automotive Classroom Instruction	General	100.00
03/24/25	Matthew coon	Step	Automotive Classroom Instruction	General	220.00
03/24/25	Michel & Gretchen Wahl	Step	Automotive Classroom Instruction	General	82.00
04/14/25	Oxbow Creek Home and school assoc.	Oxbow Creek Elem	Cover Install of communication board	General	500.00
03/24/25	Pete Groebner	Step	Automotive Classroom Instruction	General	490.00
03/31/25	Purchase of Phy Ed Equipment(Scooters)-		Purchase of Phy Ed		
03/31/25	Oxbow Creek PTO	Oxbow Creek Elem	Equipment(Scooters)	General	478.00
03/31/25	River Trail Buffalo Boosters	River Trail	Bus for Snow Tubing Field Trip	General	178.61
03/31/25	Rum River Assoc.	Rum River Elem	VSC Sponsor Payment	General	5,508.00
03/24/25	Tanya Olson/Eric Olson	Step	Classroom Instruction	General	217.00
03/31/25	The Blackbaud Giving Fund	Andover HS	General Supply Usage	General	60.00
03/24/25	The Blackbaud Giving Fund	CBPA	Student School Supplies	General	44.00
03/31/25	The Blackbaud Giving Fund	CBPA	Student School Supplies	General	45.00
03/31/25	The Blackbaud Giving Fund	Champlin Park HS	Student Recognition	General	66.00
03/31/25	The Blackbaud Giving Fund	Champlin Park HS	Student Recognition	General	44.00
04/14/25	The Blackbaud Giving Fund	Coon Rapids HS	General Supplies	General	100.00
03/24/25	The Blackbaud Giving Fund	Jefferson Elem	Student Supplies	General	8.44
03/31/25	The Blackbaud Giving Fund	Sand Creek Elem	Classroom/Student Supplies	General	150.00

\*MATERIAL, EQUIPMENT, OR LABOR  
DONATION

TOTAL

\$ 98,277.69

## SCHOLARSHIP DONATIONS

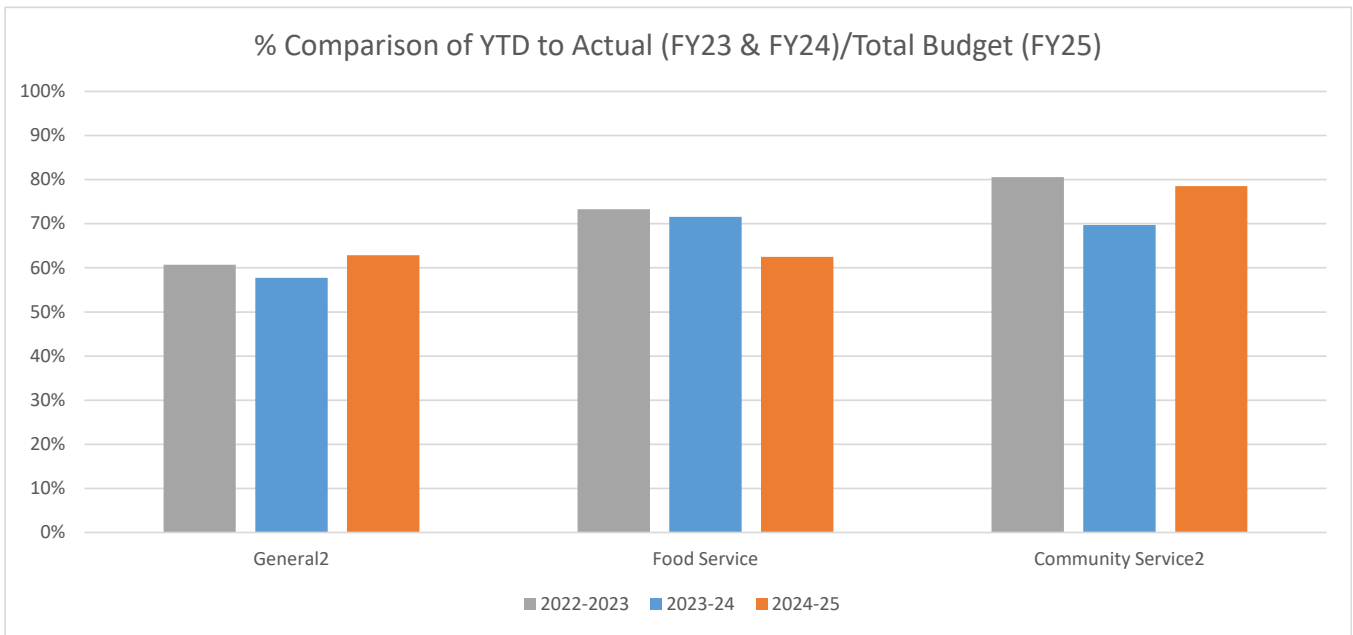
DATE	DONOR	DONEE	PURPOSE	TYPE	AMOUNT
03/25/25	Anoka-Henepin Educational Foundation, INC.	Andover High	Harlan R Thurston Foundation Scholarship	Scholarship	2,000.00
03/25/25	Andover Boys Soccer Boosters	Andover High	Andover Boys Soccer Boosters Scholarship	Scholarship	500.00
03/25/25	Andover Cross Country	Andover High	Andover High School Cross Country Running Scholarship	Scholarship	500.00
03/25/25	Andover Cross Country Chapter FS, Andover MN of the PEO	Andover High	Andover High School Cross Country Running Scholarship Chapter FS, Andover MN of the PEO	Scholarship	500.00
03/25/25	Sisterhood	Andover High	Sisterhood	Scholarship	300.00
03/25/25	Minnco Scholarship	Andover High	Minnco Scholarship	Scholarship	1,000.00
03/25/25	Katie Burkey Scholarship	Anoka High	Katie Burkey Scholarship Fund	Scholarship	1,000.00
03/25/25	Anoka Band Parents Scholarship	Anoka High	Anoka Band Parents Association	Scholarship	2,000.00
03/25/25	Susan Carolan	Anoka High	Class of '63 Scholarship	Scholarship	500.00
03/25/25	Steve Merrick	Anoka High	Steve Merrick Military Spirit Scholarship	Scholarship	2,000.00
03/25/25	Steve Merrick	Anoka High	Outstanding Deca Member of the Year Scholarship	Scholarship	1,000.00
03/25/25	Steve Merrick	Anoka High	Business Plan of the Year Scholarship	Scholarship	1,000.00
03/25/25	Anoka Lions Club	Anoka High	Anoka Lions Technical Scholarship	Scholarship	6,000.00
03/25/25	Anoka-Henepin Educational Foundation, INC.	Anoka High	Harlan R. Thurston Foundation Scholarship	Scholarship	2,000.00
04/02/25	AHEOP	Coon Rapids High	CRHS (General) - Anoka-Hennepin Education Office Professionals	Scholarship	250.00
04/02/25	Anoka-Hennepin Education Foundation	Champlin Park High	Harlan R. Thurston Foundation Scholarship	Scholarship	2,000.00
04/02/25	Kopp Family Foundation	STEP	Kopp Family Foundation Scholarship	Scholarship	2,500.00
04/02/25	Joan Olson	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	50.00
04/02/25	Rum River Assoc. of Families & Teachers	Anoka High	Rum River Elementary School Scholarship	Scholarship	1,200.00
04/02/25	Anoka Ramsey Athletic Association Wrestling	Anoka High	Anoka Ramsey Youth Wrestling Scholarship	Scholarship	1,000.00

04/02/25	Kopp Famiy Foundation	Anoka High	Kopp Family Foundation Scholarship	Scholarship	2,500.00
04/02/25	Anoka Ramsey Athleic Association Football	Anoka High	Anoka Ramsey Youth Football Scholarship	Scholarship	1,000.00
04/02/25	Dylan Witschen Foundation	Anoka High	Dylan Witschen Foundation Scholarship	Scholarship	7,000.00
04/02/25	Kopp Family Foundation	Andover High	Kopp Family Foundation Scholarship	Scholarship	3,000.00
04/02/25	Rum River Assoc of Families & Teachers Scholarship	Andover High	Rum River Assoc. of Families & Teachers Crooked Lake Creamery Scoop Scholarship	Scholarship	1,200.00
04/02/25	Crooked Lake Creamery LLC	Andover High	Andover Fire Relief Association Scholarship	Scholarship	250.00
04/02/25	Andover Fire Relief Association	Andover High	Strand Family Scholarship	Scholarship	2,250.00
04/02/25	AHEF	Anoka High	Sannerud, Savarese & Associates, P.A.	Scholarship	1,000.00
04/02/25	Sannerud, Savarese & Associates, P.A	Andover High	Monroe PTO Mary Eide Memorial Scholarship	Scholarship	500.00
04/09/25	Monroe Elementary PTO	Champlin Park High	Ann Talle - Anoka Area Chamber of Commerce Scholarship	Scholarship	750.00
04/09/25	Anoka Area Chamber of Commerce	Champlin Park High	Anoka Hennepin Para Association Scholarship	Scholarship	1,000.00
04/09/25	Anoka Hennepin Para Association	Andover High	Ann Talle/Anoka Area Chamber of Commerce Scholarship	Scholarship	500.00
04/09/25	Anoka Area Chamber of Commerce	Andover High	Oak View Middle School Staff Scholarship	Scholarship	1,000.00
04/09/25	Marc Angell, Joan M. Angell	Andover High	Anoka Hennepin Para Association Scholarship	Scholarship	1,140.00
04/09/25	Anoka Hennepin Para Association	Anoka High	Anoka Men's Golf Club Joe Sharp Memorial	Scholarship	500.00
04/09/25	Anoka Golf Club	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	1,000.00
04/09/25	Thomas Fischer	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	50.00
04/09/25	Melba Ongstad	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	50.00
04/09/25	Larry Gronewold	Anoka High	Ann Talle - Anoka Area Chamber of Commerce Scholarship	Scholarship	1,200.00
04/09/25	Anoka Area Chamber of Commerce	Anoka High	Anoka High School Girls Basketball Booster Club Scholarship	Scholarship	1,000.00
04/09/25	AHS Girls Basketball Booster Club INC	Anoka High			1,500.00

04/22/25	Anoka Chamber of Commerce	Coon Rapids High	CRHS (General) - Ann Talle Anoka Area Chamber of Commerce	Scholarship	1,000.00
04/22/25	Anoka Hennepin Para Association	Champlin Park High	Anoka Hennepin Para Assoc	Scholarship	500.00
04/22/25	Rum River Assoc. of Families & Teachers	Andover High	Rum River Assoc of Families & Teachers Scholarship	Scholarship	300.00
04/22/25	Tina Tamura Kentaro Tamura	Andover High	Mike Lynch Memorial Scholarship	Scholarship	750.00
04/22/25	Anoka Area Chamber of Commerce	STEP	Ann Talle - Anoka Area Chamber of Commerce Scholarship	Scholarship	1,000.00
04/22/25	Michael or Jeanne Hubbard	Anoka High	Jeanne Balzum Hubbard Memorial Scholarships	Scholarship	2,000.00
04/22/25	Melissa Christie and Craig Tanner	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	250.00
04/22/25	New Creations Child Care	Anoka High	New Creations Child Care and Learning Center Scholarship	Scholarship	500.00
04/22/25	CPHS Volleyball Booster Club	Champlin Park High	CPHS Volleyball Booster Club Scholarship	Scholarship	500.00
04/22/25	Champlin Park High School Girls Soccer Booster Club	Champlin Park High	Champlin Park High School Girls Soccer Booster Club Scholarship	Scholarship	1,000.00
04/22/25	RBC - Kelly Cronan	Champlin Park High	Community Scholarship-Dayton Lion's Community Scholarship	Scholarship	3,500.00
04/22/25	Joann Bennett	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	500.00
04/22/25	Marna D Mc Comb	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	100.00
04/22/25	Anoka Tornadoes Baseball Booster Club	Anoka High	Anoka Tornadoes Baseball Scholarship	Scholarship	500.00
04/22/25	Diane Gronewold Memorial Art Scholarship	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	100.00
04/22/25	Diane Gronewold Memorial Art Scholarship	Anoka High	Diane Gronewold Memorial Art Scholarship	Scholarship	60.00
<b>SCHOLARSHIP TOTALS</b>					<b>\$ 68,250.00</b>
<b>TOTAL DONATIONS</b>					<b>\$ 166,527.69</b>

**Anoka-Hennepin ISD #11  
Statement of Revenues  
For the month ended March 31, 2025**

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 <sup>2</sup>	62,014,459	403,293,424	641,410,751	63%	58%	61%
Food Service	2,938,151	18,516,690	29,629,662	62%	72%	73%
Community Service <sup>2</sup>	3,914,012	23,570,508	30,002,421	79%	70%	81%
Building Construction <sup>1</sup>	330	107,865	20,000	539%	1780%	44511%
Debt Service	-	9,476,309	15,452,017	61%	62%	64%
Trust	-	-	750,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 68,866,952</b>	<b>\$ 454,964,796</b>	<b>\$ 717,264,851</b>	<b>63%</b>	<b>59%</b>	<b>62%</b>

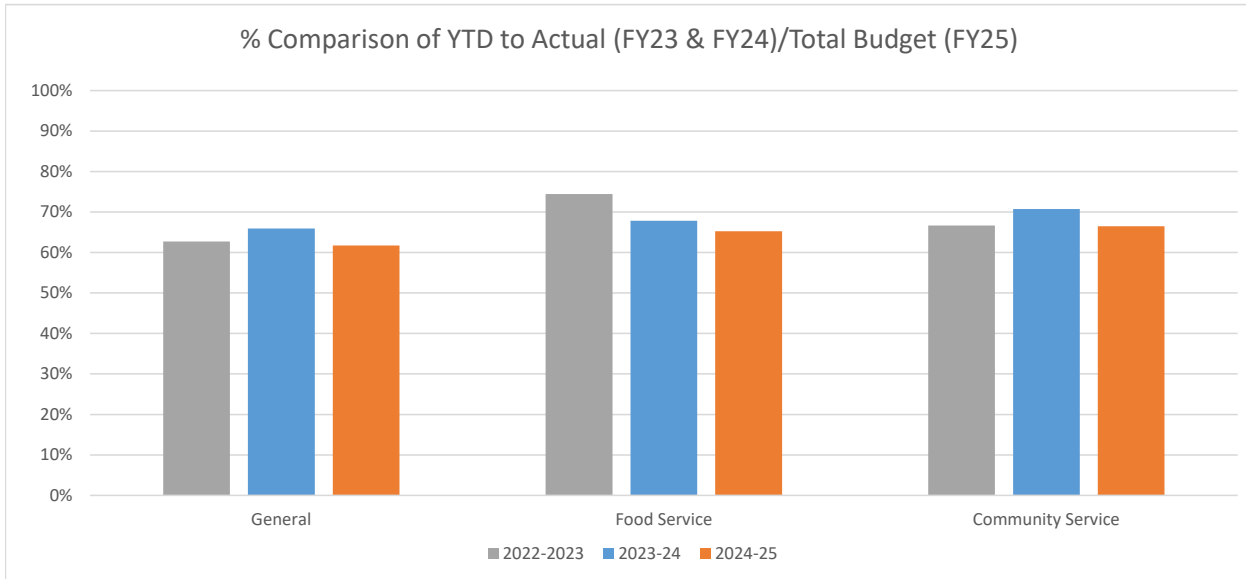


<sup>1</sup>Conservative budgeting

<sup>2</sup>Timing of IDEAS deposit

**Anoka-Hennepin ISD #11  
Statement of Expenditures  
For the month ended March 31, 2025**

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	41,709,797	324,811,431	539,851,293	60%	63%	61%
Purchased Services	7,030,928	40,798,491	67,495,098	60%	76%	68%
Supplies	1,219,525	18,136,406	26,212,772	69%	60%	73%
Capital Expenditures	1,373,920	23,458,165	24,765,410	95%	111%	67%
Other Exp & Transfers	171,547	1,572,338	4,058,066	39%	31%	41%
<b>Total General Fund</b>	<b>\$ 51,505,718</b>	<b>\$ 408,776,831</b>	<b>\$ 662,382,639</b>	<b>62%</b>	<b>66%</b>	<b>63%</b>
Food Service	2,341,427	19,261,923	29,522,260	65%	68%	74%
Community Service	2,240,584	20,155,926	30,326,421	66%	71%	67%
Building Construction	180,762	3,893,723	4,175,430	93%	86%	53%
Debt Service	500	15,437,503	15,442,703	100%	100%	100%
Trust	-	-	750,000	0%	0%	0%
<b>Total All Funds</b>	<b>\$ 56,268,990</b>	<b>\$ 467,525,906</b>	<b>\$ 742,599,453</b>	<b>63%</b>	<b>67%</b>	<b>64%</b>





# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 5/5/2025

**CLASSIFICATION:** Consent Agenda Proposal

**AUTHOR:** Greg Cole, Chief Operations Officer

**SUBJECT:** District Property, Casualty, Liability, and Cyber Insurance Renewal

### **PURPOSE:**

Anoka-Hennepin Schools has aligned a series of insurance contracts into an annual process with a renewal date of May 1, 2025. This is a request for approval of the recommended providers and policy coverage for the areas listed in the subject line.

### **BACKGROUND:**

The Anoka-Hennepin School Board agreed to shift the annual renewal date for property and liability insurance to May 1 each year from January 1 starting in 2021. The district's cyber policy renewal date was also shifted from January 1 to May 1 starting last year. As a result, the district's property, liability, and cyber policies are aligned for renewal on May 1. This timeline for decision making was recommended by the district's brokerage firm Willis Towers Watson (WTW) as a strategy to optimize favorable pricing and provide additional time for vendors to respond to proposals.

### **Property insurance:**

Affiliated FM, the district's current provider, remains the most competitive among other carriers who chose to submit proposals to the WTW brokers. It also offers the best deductible packaging compared to other carriers, who are increasingly using percentage wind/hail deductible per building, a less favorable pricing and coverage option for the district.

- Because of reasonable pricing compared to the market average among Anoka-Hennepin-like peer groups, the recommendation is to remain with Affiliated FM for another year.
- The proposal includes a 3% total premium increase, down from a 9% increase last year, leading to a \$905,357 premium for next year, up from \$879,412.
- Part of the reason for this increase lies in a slight uptick in valuation of properties. The proposed district increase is less than the average 5-10% broader market increase, which was attributed to insurance marketplace conditions and catastrophic events nationwide.
- Affiliated FM Insurance company received an "A+" rating from A.M. Best, the most widely recognized authority on the evaluation and rating of insurance companies.
- Staff reported favorable response and services provided by Affiliated FM in 2024-2025.

### **Liability and Casualty**

Liberty Mutual, the district's current provider, submitted a proposed 3.8% increase over last year, which is down from a 20% increase a year ago.

- The proposal results in a \$608,000 premium up from \$585,822 this year.
- The reason for the increase is based on a slightly higher number of large liability and casualty losses nationwide, which unfortunately are spread out across the system as part of loss calculations.

- Liberty Mutual Insurance company received an “A” rating from A.M. Best, and Anoka-Hennepin staff reported favorable response and services provided.

### **Cyber insurance**

Despite continued security upgrades by the Anoka-Hennepin Technology Department, the proposal from the current carrier AIG resulted in a 23% premium increase for \$2 million in coverage from the 2024-2025 timeframe for a variety of reasons.

- If the district continues to carry \$2 million in coverage the cost would change from \$65,058 to \$79,746, an increase of \$14,688 or 23%.
- Despite this increase the district is recommending bumping up coverage to \$3 million for 2025-26, which would result in an extra \$17,840 to purchase an additional \$1 million in coverage.
- Because of the potential impact of a cyber event versus the cost of coverage, this premium is reasonably priced and more in alignment with recommended coverage for an organization Anoka-Hennepin’s size, according to Willis Towers Watson.
- AIG received an “A” rating from A.M. Best, and Anoka-Hennepin staff reported favorable response and services provided.

### **CONSIDERATIONS:**

Based on recommendations from insurance brokerage team at Willis Towers Watson as well as from feedback from Anoka-Hennepin’s General Counsel Tim Palmatier, Administrative Services Business Tim Koltes and evaluation by Chief Operations Officer Greg Cole, the following is a recommendation to the school board regarding property and liability insurance renewals for the period beginning May 1, 2025 and ending April 30, 2026.

### **RECOMMENDATIONS/NEXT STEPS:**

The recommendation is to accept the offer to continue our current carriers’ coverage for property, casualty, liability, and cyber (with an increased coverage from \$2 to \$3 million) insurance for the term beginning May 1, 2025 and ending April 30, 2026, which will result in a total insurance premium of \$1,610,943 up from \$1,540,292, an increase of \$70,651 or 4.6%.

While this is an increase, similar coverage for similar public entities as Anoka-Hennepin nationwide has been closer to 10% during the same period. For these reasons, it is the recommendation that these coverages and carriers be considered for approval by the school board on consent agenda at the May 5, 2025 school board meeting.



Anoka-Hennepin Independent School District 11

## EXECUTIVE SUMMARY

Thank you for the opportunity to present our Property and Casualty Insurance Proposal to the Anoka-Hennepin School District for the 2025-26 policy year. We appreciate the opportunity to serve you and look forward to our continued partnership.

### Casualty (Auto, General Liability and School Leaders Liability)

Last year, we aimed to minimize increases and found Liberty to be the most competitive option. Other quotes from Berkley and United Educators had larger deductibles and higher premiums, making them impractical. Liberty initially proposed a 15% rate increase but understood our budget concerns. After negotiations, Liberty's overall premium increase was reduced to 4%, which is below market levels. However, they are adding a new Firearms exclusion this year.

### Property

At the pre-renewal strategy meeting, we decided not to market and to use FM Affiliated's wind/hail dollar deductible. FM Affiliated provided two quotes: a \$50K wind/hail deductible per location with an overall rate increase of 2% and a \$500K per occurrence deductible alternative, for an additional \$10,000 in premium (4% increase).

We explored a deductible buydown option in the London markets, receiving an indication for a \$50K per location deductible with a \$100K occurrence deductible and a max recoverable amount of \$2.55M for a premium of \$382,500.

We also considered Parametric Insurance for wind/hail, which pays out based on predetermined criteria without requiring actual physical loss. Pricing ranged from \$112,500 to \$250,000.

Liberty, our second-best option previously, required a percentage wind/hail deductible per location and couldn't match FM Affiliated's pricing.

### Cyber

Last year, WTW marketed and negotiated an 11% premium decrease with Travelers and AIG for the \$1M renewal, reducing retention from \$100K to \$25K. Enhancements included \$100K crime coverage and full ransomware limits. Anoka Hennepin chose the \$2M limit option with AIG.

This year, WTW tested the cyber market and found AIG's offerings competitive, especially their services. Due to a 43% revenue increase, WTW has recommended considering \$3M higher limits with AIG.



## Anoka-Hennepin Independent School District 11

## FINANCIAL SUMMARY

### Premium and Exposure Summary

COVERAGE	5/1/24-25	5/1/25-26	\$ Change	% Change
<b>Property</b>	<b>Affiliated FM</b>	<b>Affiliated FM</b>		
Values Insured	\$1,464,265,786	\$1,477,907,154	\$13,641,368	1%
Loss Limit	\$300,000,000	\$300,000,000	\$0	0%
Rate	\$0.0601	\$0.0613	\$0.001	2%
Annual Premium	\$879,412	\$905,357	\$25,945	3%
<b>General Liability</b>	<b>Liberty</b>	<b>Liberty</b>		
Limits	\$1M/\$3M	\$1M/\$3M	\$0	0.00%
Deductible	\$25,000 SAM only	\$25,000 SAM only	\$0	\$0
Revenue	\$912,576	\$971,761	\$59,185	6%
Students	40,251	36,064	(\$4,187)	-10%
Annual Premium	\$370,554	\$382,063	\$11,509	3%
<b>School Leaders Legal Liability</b>	<b>Liberty</b>	<b>Liberty</b>	<b>\$ Change</b>	<b>% Change</b>
Limits	\$1M/\$3M	\$1M/\$3M	\$0	0%
Deductible	\$50,000	\$50,000	0	0%
Teachers	3,757	3,288	(469)	-12%
Students	40,251	36,064	(4,187)	-10%
Rate per educator	\$33.19	\$38.22	\$5.03	15%
Rate per students	\$3.10	\$3.48	\$0.39	12%
Annual Premium	\$124,707	\$125,672	\$965	1%
<b>Business Automobile</b>	<b>Liberty</b>	<b>Liberty</b>	<b>\$ Change</b>	<b>% Change</b>
Limits	\$1M	\$1M	\$0	0%
Number of Vehicles	56	54	(2)	-4%
Rate per unit	\$1,234	\$1,410	\$176	14%
Annual Premium	\$69,101	\$76,146	\$7,045	10%
<b>Umbrella</b>	<b>Liberty</b>	<b>Liberty</b>	<b>\$ Change</b>	<b>% Change</b>
Limit	\$1M	\$1M	N/A	N/A
Annual Premium	\$21,460	\$24,119	\$2,659	12.4%
<b>Cyber</b>	<b>AIG</b>	<b>AIG</b>	<b>\$ Change</b>	<b>% Change</b>
Limits	\$2,000,000	\$3,000,000	\$0	0%
Annual Premium	\$65,058	\$97,586	\$32,528	50%
<b>Total all Premiums</b>	<b>\$1,530,292</b>	<b>\$1,610,943</b>	<b>\$80,651</b>	<b>5.3%</b>

Please note that these are only summaries of the quotes from the insurers. Please review the attached quotes to understand the entirety of the coverage being offered. © 2025 WTW. Proprietary and confidential. For WTW and WTW client use only. . [wtwco.com](http://wtwco.com)



Anoka-Hennepin Independent School District 11

## COVERAGE SUMMARY

### General Liability

<b>Effective Date:</b>	05/01/2025 at 12:01 a.m. standard time, at location of insured
<b>Expiration Date:</b>	05/01/2026 at 12:01 a.m., standard time, at location of insured
<b>Insurer:</b>	Liberty Mutual Insurance Company
<b>Coverage Trigger:</b>	Occurrence
<b>Coverage:</b>	Commercial General Liability, including Bodily Injury and Property Damage Liability, subject to terms, conditions, and limitations of the policy
<b>Structure:</b>	Guaranteed Cost

General Liability	
General Aggregate	\$3,000,000
Products-Completed Operations Aggregate	\$1,000,000
Each Occurrence Limit	\$1,000,000
Personal and Advertising Injury Limit	\$1,000,000
Damage to Premises Rented to You	\$1,000,000
Medical Expense Limit – any one person	\$5,000
Deductible	N/A
School Leaders Errors Omissions (includes Education Institution EPL)	
Aggregate Limit	\$3,000,000
Each Loss Limit	\$1,000,000
Deductible – Loss and Defense Expenses	\$50,000
Retro Date	12/31/1989
Employee Benefits Liability	
Aggregate Limit	\$3,000,000
Each Loss Limit	\$1,000,000
Deductible – Loss and Defense Expenses	\$1,000
Retro Date	12/31/1989
Sexual Abuse and Molestation	
Aggregate Limit	\$3,000,000
Each Loss Limit	\$1,000,000
Deductible – Loss and Defense Expenses	\$25,000



## Anoka-Hennepin Independent School District 11

**Business Auto**

<b>Effective Date:</b>	05/01/2025 at 12:01 a.m. standard time, at location of insured
<b>Expiration Date:</b>	05/01/2026 at 12:01 a.m., standard time, at location of insured
<b>Coverage:</b>	Liberty Mutual Insurance Company
<b>Coverage:</b>	Bodily Injury, Property Damage Liability and Physical Damage, subject to terms, conditions, and limitations of the policy
<b>Structure:</b>	Guaranteed Cost

<b>Auto Liability</b>	
Liability (Symbol 1)	\$1,000,000
Personal Injury Protection (Symbol 5)	Statutory Limits
Uninsured / Underinsured Motorist (Symbol 6)	\$1,000,000
Comprehensive & Collision	ACV
Hired Physical Damage	\$50,000
Physical Damage Deductible	\$2,500

<b>Endorsements</b>	
Broadening Named Insured	Yes
Employees as Insureds	Yes
Glass Deductible Waived for Repair	Yes
Transportation Expense	\$50/\$1,500 max
90 day Notice of Cancellation	Yes



## Anoka-Hennepin Independent School District 11

### Umbrella Liability

<b>Effective Date:</b>	05/01/2025 at 12:01 a.m. standard time, at location of insured
<b>Expiration Date:</b>	05/01/2026 at 12:01 a.m., standard time, at location of insured
<b>Insurer:</b>	Liberty Mutual Insurance Company
<b>Coverage:</b>	Commercial Umbrella
<b>Structure:</b>	Guaranteed Cost

Limits of Liability	
Limit	\$1,000,000
Crisis Management	\$250,000
<b>Underlying</b>	
General Liability	\$1M/\$3M
Employee Benefits Liability	\$1M/\$3M
Auto Liability	\$1,000,000
Sexual Misconduct Liability	\$1M/\$3M
School Leaders E & O Liability	\$1M/\$3M



## Anoka-Hennepin Independent School District 11

### Property

<b>Effective Date:</b>	05/01/2025 at 12:01 a.m. standard time, at location of insured
<b>Expiration Date:</b>	05/01/2026 at 12:01 a.m., standard time, at location of insured
<b>Insurer:</b>	Affiliated FM Insurance Company
<b>Coverage:</b>	All Risks of physical loss or damage, subject to terms, conditions, and limitations set forth in the policy

Terms and Conditions	Limits/Coverage Provided
Territory:	The United States of America.
Location:	This Policy covers property, as described in this Policy, against ALL RISKS OF PHYSICAL LOSS OR DAMAGE, except as hereinafter excluded, while located as per submitted schedule of locations.
Program Loss Limit:	\$300,000,000
Accounts Receivable	\$1,000,000
Arson or Theft Reward	\$100,000
Attraction Property	\$100,000
Boiler & Machinery	Policy Limit
Brand Protection	Policy Limit
Business Interruption	\$3,500,000 not to exceed the following: <ol style="list-style-type: none"> <li>1. \$1,000,000 for Gross Earnings, not to exceed 30 days for ordinary payroll</li> <li>2. \$1,000,000 for Gross Profits not to exceed the following:               <ol style="list-style-type: none"> <li>a. 12 Months</li> <li>b. 30 days ordinary payroll</li> </ol> </li> <li>3. \$2,500,000 for Extra Expense</li> </ol>
Change of Temperature	\$100,000 Note: Refers to a situation where property is damaged in the event a required temperature is not properly maintained.
Civil or Military Authority	30 consecutive days
Communicable Disease, Physical Damage and Business Interruption	\$1,000 (Annual Aggregate) not to exceed 12 months Note: Coverage is triggered by the actual presence of a communicable disease on the insured's premises; coverage provided for cleanup and related expenses.
Contractual Penalties	\$250,000
Crisis Management	\$100,000 not to exceed 30 consecutive days



## Anoka-Hennepin Independent School District 11

## Cyber

MARKET INFORMATION	AIG	AIG
ISSUING COMPANY	AIG Specialty Insurance Company	AIG Specialty Insurance Company
ADMITTED/NONADMITTED	Non-Admitted	Non-Admitted
FORM NAME	Specialty Risk Protector	Specialty Risk Protector

COVERAGE SUMMARY	EXPIRING	RENEWAL OPTION
POLICY PERIOD	05/01/2024-05/01/2025	05/01/2025-05/01/2026
RETROACTIVE DATE	Cyber \$1M: Full Prior Acts Cyber \$1M xs \$1M: 5/1/2024 Media: 12/31/2017 Media \$1M xs \$1M: 5/1/2024	Cyber \$1M: Full Prior Acts Cyber \$1M xs \$1M: 5/1/2024 Media: 12/31/2017 Media \$1M xs \$1M: 5/1/2024
POLICY AGGREGATE	\$2,000,000	\$3,000,000

3RD PARTY COVERAGE		
SECURITY & PRIVACY	\$2,000,000	\$3,000,000
REGULATORY FINES	\$2,000,000	\$3,000,000
PCI FINES	\$2,000,000	\$3,000,000
INTERNET MEDIA LIABILITY	\$2,000,000	\$3,000,000
RETENTION	\$25,000	\$75,000

BREACH RESPONSE COVERAGE		
NOTIFICATION/CREDIT MONITORING	\$2,000,000	\$3,000,000
FORENSIC/INVESTIGATION		
PUBLIC RELATIONS/CRISIS MANAGEMENT		
LEGAL EXPENSE		
RETENTION	\$25,000	\$75,000

1ST PARTY COVERAGE		
NETWORK BUSINESS INTERRUPTION	\$2,000,000	\$3,000,000
NBI due to SYSTEM FAILURE	\$2,000,000	\$3,000,000
DEPENDENT BUSINESS INTERRUPTION	\$2,000,000 IT Vendor \$2,000,000 Non-IT Vendor	\$3,000,000 IT Vendor \$3,000,000 Non-IT Vendor
DBI due to SYSTEM FAILURE	\$2,000,000 IT Vendor \$2,000,000 Non-IT Vendor	\$3,000,000 IT Vendor \$3,000,000 Non-IT Vendor
REPUTATIONAL HARM	\$2,000,000	\$3,000,000
BI RETENTION/WAITING PERIOD	\$25,000 with a 12 Hour Waiting Period	\$75,000 with a 12 Hour Waiting Period
DATA RESTORATION	\$2,000,000	\$3,000,000
RANSOMWARE	\$2,000,000	\$3,000,000
TELEPHONE FRAUD (CRIME)	\$100,000	\$250,000

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Anoka-Hennepin Independent School District 11

CRYPTO-JACKING (CRIME)	\$100,000	\$250,000
SOCIAL ENGINEERING (CRIME)	\$100,000	\$250,000
FUNDS TRANSFER FRAUD (CRIME)	\$100,000	\$250,000
INVOICE MANIPULATION (CRIME)	\$100,000	\$250,000
VOLUNTARY SHUTDOWN	Covered	Covered
BRICKING	\$2,000,000	\$3,000,000
RETENTION	\$25,000	\$75,000
CRIME RETENTION	\$25,000	\$100,000
<b>PREMIUM</b>	<b>\$65,058</b>	<b>\$97,586</b>
<b>PREMIUM After 3% Surplus Lines Taxes/Fees</b>	<b>\$67,036</b>	<b>\$100,553</b>
<b>CHANGE IN PREMIUM %</b>	<b>N/A</b>	<b>N/A</b>
<b>COMMISSION</b>	<b>20%</b>	<b>20%</b>
<b>NOTES</b>	<b>N/A</b>	<ul style="list-style-type: none"> <li>- <b>Wrongful Collection Endorsement added</b> (Enhancement – any Pixel tracking wrongful collection is excluded)                             <ul style="list-style-type: none"> <li>o Can amend endorsement to cover Pixel Tracking Wrongful Collection subject to favorable answers to additional questions – Subject to 10%-15% AP if added</li> </ul> </li> <li>- Data Regulatory Enhancement added (Full Limits)</li> </ul>

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## Anoka-Hennepin Independent School District 11

### A.M. BEST COMPANY RATING INFORMATION

A.M. Best is the most widely recognized authority on the evaluation and rating of insurance companies based in part upon their financial strength and policyholders surplus. The Best's rating for the company(s) we are including in this proposal are:

Company name	Rating	Financial size	Date of rating
Liberty Mutual Insurance Company	A	XV	08/02/2024
Affiliated FM Insurance Company	A+	XV	02/05/2025
Travelers Casualty and Surety Company of America	A++	XV	08/02/2024
AIG Specialty Insurance Company	A	XV	12/06/2024

As professional agents/brokers it has long been our established policy to make every effort to deal only with companies having a Best's Rating of A++, A+, A or A-, which are the four highest ratings available, and a minimum of \$50 million in Policyholders' Surplus. It must be noted that neither legal entity nor any affiliated company guarantees the financial solvency of any insurance carrier. The following list outlines the A.M. Best Company rating scale and associated descriptions.

#### Financial Strength Ratings and Size Categories

An A.M. Best's Financial Strength Rating is an opinion of an insurer's ability to meet its obligations to policyholders. A.M. Best assigns each letter rated insurance company a Financial Size Category. This is designed to provide a convenient indicator of the size of a company in terms of its statutory surplus and related accounts.

A.M Best Ratings			
A++, A+	Superior	C++, C+	Marginal
A, A-	Excellent	C, C-	Weak
B++, B+	Very Good	D	Poor
B, B-	Good	E	Under Regulatory Supervision
		F	In Liquidation

Financial Size Categories (in millions of us dollars)			
Class I	Up to 1	Class IX	250 to 500
Class II	1 to 2	Class X	500 to 750
Class III	2 to 5	Class XI	750 to 1,000
Class IV	5 to 10	Class XII	1,000 to 1,250
Class V	10 to 25	Class XIII	1,250 to 1,500
Class VI	25 to 50	Class XIV	1,500 to 2,000
Class VII	50 to 100	Class XV	Greater than 2,000
Class VIII	100 to 250		



# ANOKA-HENNEPIN SCHOOLS

## EDUCATIONAL SERVICE CENTER

Cory McIntyre, *Superintendent*

2727 N Ferry St. • Anoka, MN 55303

763-506-1000 • Fax: 763-506-1013

ahschools.us

April 22, 2025

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation****Bid # 25040B – Fresh Bakery Breads****Opened on Thursday, April 10, 2025, at 11:00 a.m. LT.**

The recap below is a record of the two (2) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Pan- O-Gold Baking Company, of St. Cloud, MN, for a total contract award of \$7, 823.28.

Vendors/Bidders			Bimbo Bakeries USA				Pan O Gold Baking Company			
Line#	Product Description	School year 2024-25 Estimated Usage	Vendor Item Code	Pkg Count	Price Per Package	Grand Total	Vendor Item Code	Pkg Count	Price Per Package	Grand Total
1	Hamburger buns, fresh, round, sliced, at least 51% whole wheat or whole grain, 2-ounce equivalent grains for USDA School Meals program.	19,385	7870080198	30	\$6.42	\$4,148.39	538	60	\$11.07	\$3,566.84
2	Hoagie or steak bun, fresh, sliced, at least 51% whole wheat or whole grain, to provide 2-ounce equivalent grains for USDA School Meals program.(New Item)	7466	7870080031	6	\$1.75	\$2,177.83	5150	24	\$5.50	\$1,709.71
3	Hot dog buns, fresh, sliced, at least 51% whole wheat or whole grain, to provide 2-ounce equivalent grains for USDA School Meals program.	7,269	7870080070	16	\$3.39	\$1,540.30	5154	12	\$3.15	\$1,904.48
4	Bread loaf, sliced, round top, at least 51% whole wheat or whole grain to provide 1-ounce grain equivalent grains for USDA School Meals program.	637	7167301212	22 slices	\$2.39	\$69.18	325	22 slices	\$2.90	\$83.45
5	Dinner rolls, fresh, at least 51% whole wheat or whole grain, to provide 1-ounce grains for USDA School Meals program. (New Item)	2200	7870080096	12	\$1.75	\$320.76	5152	12	\$3.05	\$558.80
						\$8,256.46				\$7,823.28



# Anoka-Hennepin School Board Work Session

## Briefing Notes

**DATE:** April 28, 2025

**CLASSIFICATION:** Updating ✓

### Decision

**AUTHORS:** Cory McIntyre, Superintendent  
 Dr. Nichole Rens, Director of Secondary Curriculum  
 Becky Brodeur, Associate Superintendent, Middle Schools and Student Services  
 Dr. Annette Ziegler, Assistant Superintendent, Secondary Schools

### SUBJECT:

Purchase of textbooks for US Studies 7, World History 11, and AP® Psychology

### PURPOSE:

The purpose of this brief is to present recommendations to the School Board regarding textbook purchases for US Studies 7, World History 11, and AP® Psychology. The brief also outlines the option of aligning the new textbooks to the 2011 MN Academic Standards in Social Studies as well as the timelines for presenting updated UbDs to the School Board.

### BACKGROUND:

Minnesota's revised social studies standards are to be implemented by the 2026-27 school year. Anoka-Hennepin began its Four-Phase Adoption Process during the 2021-22 school year with the formation of the Secondary Social Studies Study Committee (SSSSC) made up of Board members, community representatives, and building and district representatives. This group made recommendations about the high school scope and sequence and, in consultation with social studies department leaders, designed which required courses would be piloted during the 2023-24, 2024-25, and 2025-26 school years. Presentations to the School Board regarding US Studies 7 and World History 11 occurred at a work session on June 11, 2024 and school board meeting on July 15, 2024 and the April 14, 2025 work session. AP® Psychology was presented to the School Board at the April 14, 2025 work session.

### REVIEW OF KEY CONSIDERATIONS:

Following the updated two-phase curriculum adoption process, the secondary curriculum department presents the following textbooks recommendations for US Studies 7, World History 11 and AP® Psychology. In July 2025 the updated UbDs will be presented to the School Board for approval.

- Phase 1: Textbook/Materials Approval (April 28th School Board Meeting)
- Phase 2: Understanding by Design (UbD) Approval (Subsequent School Board Meetings)
  - Proposed timeline is provided in table below

US Studies 7

- Board Direction from the 4-14-25 School Board Work Session is to purchase US Studies 7 recommended materials (National Geographic US History) and revise UbD documents to align with 2011 MN Social Studies Standards. Implementation of 2021 MN Social Studies Standards delayed until 2026-2027. UBDS are to come to the board for approval at the July 14th board meeting. Also, bring forward UbD's written to the new 2021 standards with minimum compliance/balance as a "pilot process".

<b>Title Vendor</b>	<b>Student Textbooks + Online Access</b>	<b>Teacher Bundle</b>	<b>Professional Development</b>	<b>Total Cost</b>
<i>National Geographic US History</i> Cengage	\$381,083	Gratis with the purchase of the student materials	Gratis with the purchase of the student materials	\$381,083

## Phase 2:

<b>Course</b>	<b>Recommended Text Purchase</b>	<b>Estimated Purchase Date for delivery by 7/2025</b>	<b>UbD Anticipated Completion Date</b>	<b>Proposed SB meeting for UbD approval</b>
US Studies 7	<i>National Geographic US History</i>	-FY26 purchase on 5/12, arrive 7/1	June 30, 2025	July 14, 2025

World History 11

- Board direction from 4-14-25 School Board Work Session is to purchase World History 11 recommended materials (National Geographic High School World History) and revise UbD documents to align with 2011 MN Social Studies Standards. Implementation of 2021 MN Social Studies Standards delayed until 2026-2027. The book purchase is to be on the consent agenda for approval in the April 29th (now May 5th) board meeting. UbD's are to come to the board for the July 14th board meeting.

<b>Title Vendor</b>	<b>Student Textbooks + Online Access</b>	<b>Teacher Bundle</b>	<b>Professional Development</b>	<b>Total Cost</b>
National Geographic <i>High School World History</i> Cengage	\$340,914	Gratis with the purchase of the student materials	Gratis with the purchase of the student materials	\$340,914

## Phase 2:

<b>Course</b>	<b>Recommended Text Purchase</b>	<b>Estimated Purchase Date for delivery by 7/2025</b>	<b>UbD Anticipated Completion Date</b>	<b>Proposed SB meeting for UbD approval</b>
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World History	<i>National Geographic High School World History</i>	-FY26 purchase on 5/12, arrive 7/1	June 30, 2025	July 14, 2025
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### AP Psychology

In March 2024, College Board released a new Course Exam and Description (CED) for AP® Psychology.

College Board requires that “students should have access to a college-level introductory psychology textbook that has been published in the last 10 years.” The current textbook, *Myers' Psychology for the AP® Course*, Second Edition has a copyright of 2014.

In consultation with the Research, Evaluation, and Testing department, the curriculum department used a rubric developed by the Orange County Public Schools (FL) for Anoka-Hennepin’s five AP® Psychology teachers to review *Myers' Psychology for the AP® Course* Fourth Edition and Pearson’s *Psychology*.

### **Next Steps:**

1. Board Direction from 4-14-25 School Board Work Session is to purchase Myers’ Psychology for the AP Course Fourth Edition; provide teachers with professional development for implementation in fall 2025. UbD's will be aligned with College Board requirements by teachers in August and shared with the board as soon as completed.

<b>Vendor, Textbook</b>	<b>Cost</b>
Bedford, Freeman, Worth (BFW) <i>Myers' Psychology for the AP® Course</i> Fourth Edition	\$40,973

<b>Course</b>	<b>Recommended Text Purchase</b>	<b>Estimated Purchase Date for delivery by 7/2025</b>	<b>UbD Anticipated Completion Date</b>	<b>Proposed SB meeting for UbD approval</b>
AP® Psychology	<i>Myers' Psychology for the AP® Course</i> Fourth Edition	-FY25 budget purchase by 5/9, arrive by 6/30	June 30, 2025	July 14, 2025

### **Summary of Next Steps:**

- US Studies 7: Board Direction from the 4-14-25 School Board Work Session is to purchase US Studies 7 recommended materials (National Geographic US History) and revise UbD documents to align with 2011 MN Social Studies Standards. Implementation of 2021 MN Social Studies Standards delayed until 2026-2027. UBDS are to come to the board for approval at the July 14th board meeting. Also, bring forward UbD's written to the new 2021 standards with minimum

compliance/balance as a "pilot process".

- World History 11: Board direction from 4-14-25 School Board Work Session is to purchase World History 11 recommended materials (National Geographic High School World History) and revise UbD documents to align with 2011 MN Social Studies Standards. Implementation of 2021 MN Social Studies Standards delayed until 2026-2027. The book purchase is to be on the consent agenda for approval in the April 28th (now May 5th) board meeting. UbD's are to come to the board for the July 14th board meeting.
- AP Psychology: Board Direction from 4-14-25 School Board Work Session is to purchase Myers' Psychology for the AP Course Fourth Edition; provide teachers with professional development for implementation in fall 2025. UbD's will be aligned with College Board requirements by teachers in August and shared with the board as soon as completed.

**RESOLUTION RELATING TO THE NONRENEWAL OF TEACHING CONTRACTS OF PROBATIONARY TEACHERS**

Member \_\_\_\_\_ introduced the resolution and moved its adoption.

WHEREAS, the following persons are probationary teachers in Anoka-Hennepin Independent Schools,

WHEREAS, there has been a reduction in student enrollment and,

WHEREAS, the financial condition of the school district dictates that the school board must reduce expenditures immediately, and

WHEREAS there are other appropriate reasons and,

WHEREAS, said recommendations have been received and considered by the School Board,

- |                      |                          |
|----------------------|--------------------------|
| Banken, Dawn M       | Blaine ECC               |
| Binstock, Jennifer W | Ramsey                   |
| Brickman, Josi A     | Coon Rapids High         |
| Lundquist, Kate L    | Eisenhower               |
| McElyea, Isabelle M  | Jackson Middle           |
| Paaverud, Morgan     | Compass Programs         |
| Raverty, Margaret M  | Evergreen Park           |
| Sarhan, Manal R      | ESC-Special Ed           |
| Schuck, Linda S      | River Trail Learning Ctr |
| Stay, Patricia A     | Crooked Lake             |

BE IT RESOLVED by the School Board of Anoka-Hennepin Independent School District No. 11 that pursuant to Minnesota Statute §122A.40, Subd. 5 and the District Master Agreement, the teaching contracts of the probationary Teachers listed above in Anoka-Hennepin Independent School District No. 11 are hereby nonrenewed at the close of the 2024-25 school year.

BE IT FURTHER RESOLVED that written notice be sent to said Teachers regarding nonrenewal of their contracts, as provided by law.

BE IT FURTHER RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on May 5, 2025.

Whereupon said resolution was declared duly passed and adopted.

\_\_\_\_\_  
Clerk of the Board

**RESOLUTION TO RESCIND THE INCLUSION OF CERTAIN TEACHERS'  
NAMES IN RESOLUTION TERMINATING PROBATIONARY TEACHERS**

WHEREAS the School Board of Anoka-Hennepin Independent School District No. 11 adopted a resolution to terminate the teaching contract(s) of the following probationary teacher(s) at the close of the 2024-25 school year pursuant to Minnesota Statute §122A.40, Subdivision 5,

BE IT RESOLVED that the following name(s) be rescinded from the resolution to terminate probationary teacher(s) effective at the close of the 2024-2025 school year.

Bloomquist, Megan N	Roosevelt Middle	Leyden, Erin L	Blaine High
Bubalo, Samantha R	Brookside	Lokken, Joel T	Sand Creek
Conroy, Anna R	Evergreen Park	Lund, Carlista S	University Avenue
Dalbec, Ashley R	Coon Rapids High	Mandyck, Timothy J	Coon Rapids High
Dalbec, Ashley R	Champlin Park High	Meyer, Dawn M	Champlin Bklyn Pk
Dostal, Connor T	Ramsey	Nelson, Haley M	Wilson
Erickson, Laurie J	RTLC	Petersen, Kelsey N	Blaine High
Erlandson, Ryan John	Two Rivers Transition Prog	Sacks, Anna C	Anoka Middle - FM
Gaustad, Laura J	Ramsey	Scholl, Hali Nicole	Coon Rapids High
Langner, Nathaniel W	Anoka High	Silver, Leila H	Compass Programs

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on May 5, 2025. Whereupon said resolution was declared duly passed and adopted.

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Clerk of the Board

**RESOLUTION PROPOSING IMMEDIATE DISCHARGE OF CONTINUING CONTRACT TEACHERS**

Pursuant to due call and notice, a meeting of the School Board of Anoka-Hennepin Independent School No. 11 was held on the 5th day of May, 2025.

**WHEREAS**, the following persons are continuing contract teachers in Anoka-Hennepin School District No. 11,  
and

**WHEREAS**, for the reasons set forth in Exhibits A,

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

1. That the following continuing contract teachers in Anoka-Hennepin Independent School District No. 11 are immediately terminated pursuant to Minnesota Statute § 122A.40(13)(6).
2. Written notice be sent to the following continuing contract teachers regarding the proposed immediate termination in a form identified and attached as Exhibit A.
3. That each and all the grounds set forth in the notice are within the grounds for the immediate discharge of a continuing contract teacher.
4. Minnesota Government Data Practices Act, Minnesota Statutes Chapter 13 and, therefore, the Superintendent is specifically directed to maintain the private data classification of Exhibit A in accordance with applicable State Law, including the provisions of Minnesota Statutes Chapter 13.
5. That the written notices attached as Exhibits A shall be signed by the Clerk of the School Board and be served upon the following continuing contract teachers as determined by the Administration of Independent School District No. 11.

<u>Name</u>	<u>Location</u>	<u>Commencement of Leave</u>
MA	ESC-Sp Ed	5/16/2023
KH	CPHS	12/18/2023
BT	OVMS	8/28/2023

BE IT RESOLVED by the School Board of Anoka Hennepin Schools that pursuant to Minnesota Statute the resolution was approved by roll call on May 5, 2025.

Whereupon said resolution was declared duly passed and adopted.

\_\_\_\_\_  
Clerk of the Board

## Exhibit A

MA  
XXXXXX  
XXXXXX, MN XXXXX

**RE: Notice of Immediate Discharge**

Dear MA,

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 11 held on 5/5/2025, consideration was given to your proposed immediate discharge as a teacher with Independent School District No. 11. During that meeting a resolution was adopted by majority vote of the School Board, proposing:

To immediately discharge you as a continuing contract teacher pursuant to Minn. Stat. § 122A.40(13)(6), upon the following grounds: continuing physical or mental disability subsequent to a 12 month leave of absence and inability to qualify for reinstatement in accordance with Subd. 12.

The basis for the proposed immediate discharge consists of the following:

1. For being on a medical disability Leave of Absence since 5/16/2023; and
2. Failure to submit evidence that you qualify for reinstatement; and
3. That you have continuing physical or mental disability and have been unable to qualify for reinstatement.

Under the provisions of Minn. Stat. § 122A.40(13)(6), you are entitled to a hearing, either public or private at your discretion, to be conducted in accordance with Minn. Stat. § 122A.40 provided you make a written request for such hearing within ten (10) days after receipt of this notice. If no hearing is requested in writing within such period, it shall be deemed acquiescence by you to the School Board's proposed action. Pending the conclusion of a hearing, if requested, and determination of the charges, you will remain on a leave of absence.

You are also notified that you may elect a hearing before an arbitrator instead of the School Board pursuant to Minn. Stat. § 122A.40(15). In the event that you elect a hearing before an arbitrator instead of the School Board, you may do so only by making a written request within ten (10) days after receipt of this notice for a hearing before an arbitrator. If you fail to make such a written request within such period, any hearing shall be before the School Board. In addition, if your request for a hearing does not specify that the hearing be before an arbitrator, it shall be considered to be request for a hearing before the School Board.

Sincerely,

ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11

By \_\_\_\_\_  
Clerk of the School Board

## Exhibit A

KH  
XXXXXX  
XXXXXX, MN XXXXX

**RE: Notice of Immediate Discharge**

Dear KH,

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 11 held on 5/5/2025, consideration was given to your proposed immediate discharge as a teacher with Independent School District No. 11. During that meeting a resolution was adopted by majority vote of the School Board, proposing:

To immediately discharge you as a continuing contract teacher pursuant to Minn. Stat. § 122A.40(13)(6), upon the following grounds: continuing physical or mental disability subsequent to a 12 month leave of absence and inability to qualify for reinstatement in accordance with Subd. 12.

The basis for the proposed immediate discharge consists of the following:

1. For being on a medical disability Leave of Absence since 12/18/2023; and
2. Failure to submit evidence that you qualify for reinstatement; and
3. That you have continuing physical or mental disability and have been unable to qualify for reinstatement.

Under the provisions of Minn. Stat. § 122A.40(13)(6), you are entitled to a hearing, either public or private at your discretion, to be conducted in accordance with Minn. Stat. § 122A.40 provided you make a written request for such hearing within ten (10) days after receipt of this notice. If no hearing is requested in writing within such period, it shall be deemed acquiescence by you to the School Board's proposed action. Pending the conclusion of a hearing, if requested, and determination of the charges, you will remain on a leave of absence.

You are also notified that you may elect a hearing before an arbitrator instead of the School Board pursuant to Minn. Stat. § 122A.40(15). In the event that you elect a hearing before an arbitrator instead of the School Board, you may do so only by making a written request within ten (10) days after receipt of this notice for a hearing before an arbitrator. If you fail to make such a written request within such period, any hearing shall be before the School Board. In addition, if your request for a hearing does not specify that the hearing be before an arbitrator, it shall be considered to be request for a hearing before the School Board.

Sincerely,

ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11

By \_\_\_\_\_  
Clerk of the School Board

## Exhibit A

BT  
xxxxxx  
xxxxxx, MN xxxxx

**RE: Notice of Immediate Discharge**

Dear BT,

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 11 held on 5/5/2025, consideration was given to your proposed immediate discharge as a teacher with Independent School District No. 11. During that meeting a resolution was adopted by majority vote of the School Board, proposing:

To immediately discharge you as a continuing contract teacher pursuant to Minn. Stat. § 122A.40(13)(6), upon the following grounds: continuing physical or mental disability subsequent to a 12 month leave of absence and inability to qualify for reinstatement in accordance with Subd. 12.

The basis for the proposed immediate discharge consists of the following:

1. For being on a medical disability Leave of Absence since 8/28/2023; and
2. Failure to submit evidence that you qualify for reinstatement; and
3. That you have continuing physical or mental disability and have been unable to qualify for reinstatement.

Under the provisions of Minn. Stat. § 122A.40(13)(6), you are entitled to a hearing, either public or private at your discretion, to be conducted in accordance with Minn. Stat. § 122A.40 provided you make a written request for such hearing within ten (10) days after receipt of this notice. If no hearing is requested in writing within such period, it shall be deemed acquiescence by you to the School Board's proposed action. Pending the conclusion of a hearing, if requested, and determination of the charges, you will remain on a leave of absence.

You are also notified that you may elect a hearing before an arbitrator instead of the School Board pursuant to Minn. Stat. § 122A.40(15). In the event that you elect a hearing before an arbitrator instead of the School Board, you may do so only by making a written request within ten (10) days after receipt of this notice for a hearing before an arbitrator. If you fail to make such a written request within such period, any hearing shall be before the School Board. In addition, if your request for a hearing does not specify that the hearing be before an arbitrator, it shall be considered to be request for a hearing before the School Board.

Sincerely,

ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11

By \_\_\_\_\_  
Clerk of the School Board



# ELEMENTARY ELA ADOPTION

May 5, 2025

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## PURPOSE



To share results of the elementary ELA pilot and study committee feedback and present the recommendation for the elementary ELA curricular resource for the 2025-2026 school year.



# 2023-2024 ELA STUDY COMMITTEE

## ELA STUDY COMMITTEE TIMELINE



### Nov 2023: Study Committee Introductions

Goals, READ Act,  
Science of Reading

### Jan 2024: Materials Review Process

Review of current  
resources and MN  
2020 Standards

### Mar 2024: Materials Review

Reviewed ALL call  
materials, curricular  
types and resource  
review

### Jun 2024: Publisher Presentations

Presentations and  
evaluations of EL Education  
Open-Up, Wit & Wisdom and  
Amplify CKLA

### Dec 2023: Committee Goals & Outcomes

Anoka-Hennepin  
Reading Data, MTSS

### Feb 2024: Recommendation & Rationale

Developed a  
recommendation to move to  
pilot and rationale why pilot  
was needed

### Apr 2024: Anoka-Hennepin Rubric

Reviewed resource types,  
reviewed AH Rubric and  
analyzed resources

# PILOT RESOURCES



## Kindergarten-Third Grade

<b>CKLA Skills</b>	<b>CKLA Knowledge</b>
<b>B2R</b>	<b>CKLA Knowledge</b>
<b>B2R</b>	<b>Wit &amp; Wisdom Knowledge</b>
<b>B2R</b>	<b>Wonders</b>

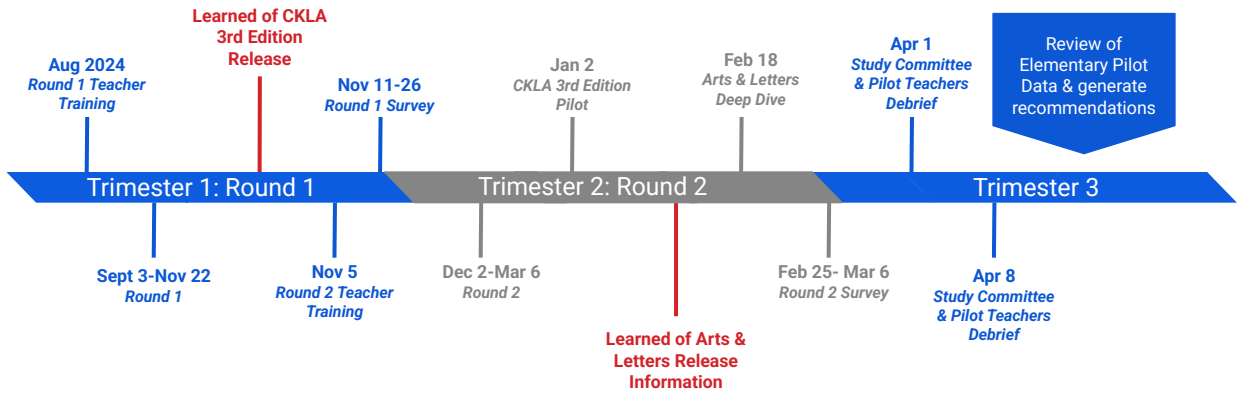
## Fourth & Fifth Grade

<b>CKLA Comprehensive (Skills &amp; Knowledge)</b>	
<b>Functional Morphology</b>	<b>Wit &amp; Wisdom Knowledge</b>



**2024-2025  
ELA PILOT**

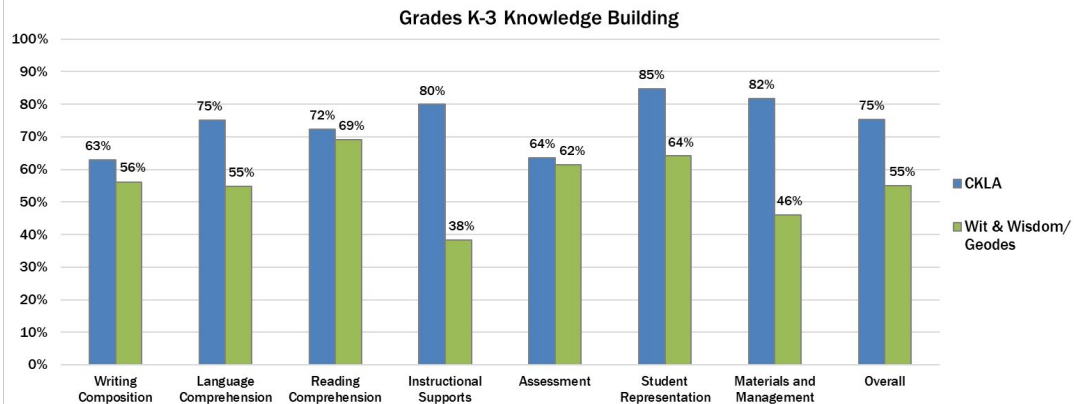
# ELA PILOT TIMELINE



# GRADES K-3 KNOWLEDGE BUILDING



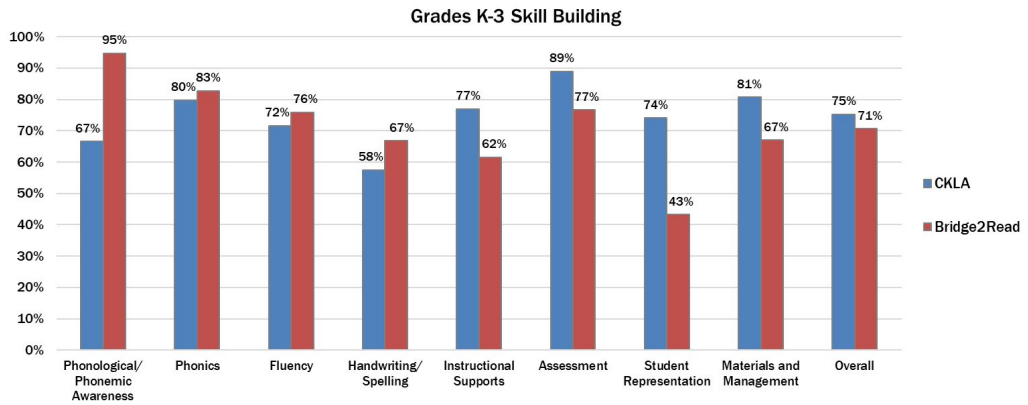
Percent agreement across items within each dimension



# GRADE K-3 SKILL BUILDING



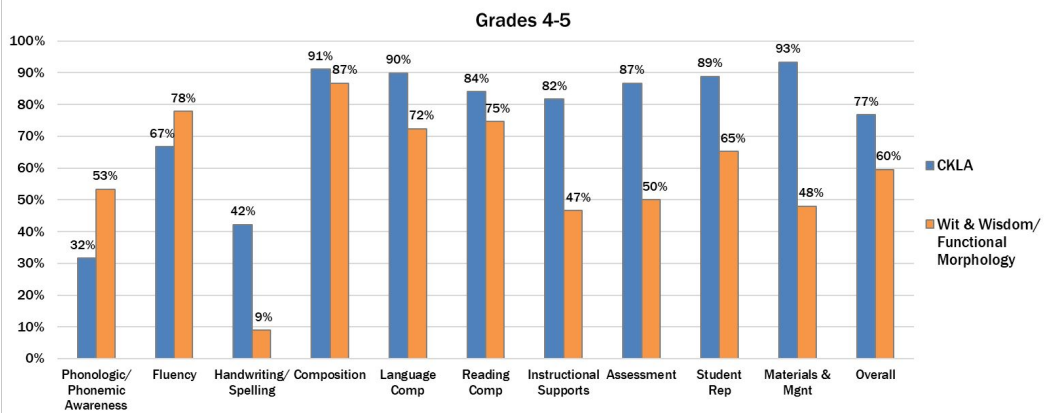
Percent agreement across items within each dimension



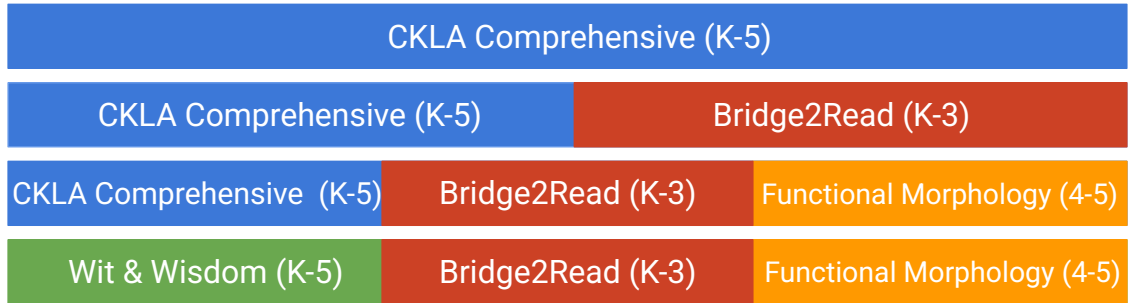
# GRADES 4-5



Percent agreement across items within each dimension



# RECOMMENDATION OPTIONS



# SURVEY RESULTS



## C. Overall Survey Summary

2. Please select the program(s) that you feel is the best choice based on alignment to the ELA criteria and the reviewed evidence.

Response	Frequency	Percent	0	20	40	60	80	100
CKLA (K-5)	5	6.6%						
CKLA (K-5)/Bridge2Read for skills (K-3)	4	5.3%						
CKLA (K-5)/Bridge2Read for skills (K-3)/Functional Morphology for skills (4-5)	54	71.1%						
Wit and Wisdom (K-5)/Bridge2Read for skills (K-3)/Functional Morphology for skills (4-5)	11	14.5%						
No Response	2	2.6%						

Note:

1) The "Frequency" is the number of respondents who chose each response option.



# BUDGETARY EXPENDITURES

Program	Materials	Professional Development	Total
Bridge2Read	\$15,000	\$15,000	\$30,000
CKLA	\$4,561,575.40	\$228,300	\$4,789,875.40
Functional Morphology	\$194,400	\$27,850	\$222,250

# PROFESSIONAL DEVELOPMENT



Program	Professional Development Year One
Bridge2Read	Initial 3 hour training Ongoing coaching support
CKLA	CKLA initial training for teachers- full day CKLA program overview for leaders- 3 hours CKLA coaching- 6 hours per building during the 25-26 school year
Functional Morphology	Initial 6 hour training Implementation support and consulting



# IMPLEMENTATION SUPPORT

## IMPLEMENTATION: YEAR ONE



### **Spring 2025**

- Work with the Communication's Department to develop a communication plan for principals, teachers, families and community members.
- Host an Open House for staff to preview materials.
- Align the MN 2020 ELA Academic Standards, Bridge2Read and Functional Morphology with CKLA.
- Provide a CKLA program overview for leaders.

# IMPLEMENTATION: YEAR ONE



## June 2025

- Curriculum writing teams adjust the report cards to reflect the MN 2020 ELA Academic Standards.
- Review and finalize the alignment of the standards, Bridge2Read and Functional Morphology with CKLA.

## August 2025

- Launch CKLA initial training for teachers.
- Bridge2Read initial training for staff.

## October 2025

- Functional Morphology initial training for grades 4-5 teachers.

# IMPLEMENTATION: YEAR ONE



Sustained Implementation Support	Teachers	Literacy Specialists	Administrators	District Leadership
Program Overview		X	X	X
Initial Training	X	X		
Unit Preview Summaries	X	X	X	X
Coaching Cycles	X	X	X	
Check-Ins				X

## Monitor and Adjust

- Determine additional supports needed to refine and sustain the implementation of the resources throughout the life of the adoption.
  - Stakeholder feedback
  - Ongoing review of student achievement data

# IMPLEMENTATION: YEAR TWO +

- Training for new teachers and teachers who are switching grade levels
- Align deep dives into instructional components: *Connecting to LETRS & OL&LA professional development*
  - Assessments
  - Writing
  - Vocabulary
  - Oral Language Development
- Cross District Communities of Practice
  - All educators are assigned to a community of practice by role along with principals and literacy specialists
- Integration of the intervention resources aligned to Tier 1 practices

# IMPLEMENTATION: YEAR TWO+

Sustained Implementation Support	Teachers	Literacy Specialists	Administrators	District Leadership
Coaching Cycles	X	X	X	
Walkthrough Cycles	X	X	X	
Check-Ins				X

## Monitor and Adjust

- Determine additional supports needed to refine and sustain the implementation of the resources throughout the life of the adoption.
  - Stakeholder feedback
  - Ongoing review of student achievement data

# RECOMMENDATION



- CKLA Comprehensive (K-5), Bridge2Read (K-3) and Functional Morphology (4-5) best meet the needs of Anoka-Hennepin elementary students.
- Implement in all grade levels, K-5.
- Recommendation to adopt and purchase CKLA Comprehensive (K-5), Bridge2Read (K-3) and Functional Morphology (4-5) for the 2025-2026 school year.



# THANK YOU

Comments and questions?



# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 5/5/25

**CLASSIFICATION:** School Board Decision

**AUTHORS:**

Dr. Mary Wolverton, Associate Superintendent for Elementary Schools  
 Ann Sangster, Director of Elementary Curriculum, Instruction and Assessment  
 Michele Isaacson, Elementary ELA Teaching and Learning Specialist  
 Candice Riley, Elementary ELA Teaching and Learning Specialist

**SUBJECT:** Elementary ELA

**PURPOSE:**

To share results of the elementary ELA pilot and study committee feedback and present the recommendation for the elementary ELA curricular resource for the 2025-2026 school year.

**BACKGROUND:**

An elementary ELA pilot launched on September 3, 2024, involving 57 teachers in 13 schools. The initial phase piloted CKLA (with and without Bridge2Read in K-3) and Wit and Wisdom (with Bridge2Read in K-3, and with Functional Morphology in 4-5).

An expanded pilot, focusing on Wonders with Bridge2Read in grades K-3, then engaged 547 teachers across all 25 elementary schools. Throughout the pilot, feedback was gathered from various district stakeholders, including Special Education, ML Leads, Secondary TaLS, students, and Literacy Specialists.

Following two pilot rounds (September-November 2024 and December 2024-March 2025), ELA pilot teachers and the ELA study committee met on April 1 and April 8, 2025, to debrief. They reviewed data and feedback to make a recommendation based on established criteria.

**CONSIDERATIONS:**

**2025-26 Implementation Recommendation**

- Follow the recommendation of the ELA pilot teachers and the ELA Study Committee
  - CKLA Comprehensive (K-5), Bridge2Read (K-3) and Functional Morphology (4-5)

**Budgetary Expenditures**

Program	Materials	Professional Development	Total
CKLA Comprehensive	\$4,561,575.40	\$228,300	\$4,789,875.40
Bridge2Read (K-3)	\$15,000	\$15,000	\$30,000
Functional Morphology (4-5)	\$194,400	\$27,850	\$222,250

**Year One Professional Development Plan**

Program	Year One Professional Development from the Publisher
CKLA Comprehensive	Launch: CKLA initial training for teachers- full day Launch: CKLA program overview for leaders- 3 hours CKLA coaching- 6 hours per building during the 25-26 school year
Bridge2Read (K-3)	Initial 3 hour training Ongoing coaching support from building literacy specialist
Functional Morphology (4-5)	Initial 6 hour training Implementation support and consulting

**Implementation Support Year One:**

Spring 2025

- Communication plan for principals, teachers, families and community members
- Host an Open House for staff to preview materials
- Literacy specialist team support aligning the MN 2020 ELA Academic Standards, Bridge2Read and Functional Morphology with CKLA.
- CKLA program overview for leaders

June 2025

- Curriculum writing teams adjust the report cards to reflect the MN 2020 ELA Academic Standards.
- Review and finalize the alignment of the standards, Bridge2Read and Functional Morphology with CKLA

August 2025

- Launch CKLA initial training for teachers
- Bridge2Read initial training for all staff who haven't been trained yet

October 2025

- Functional Morphology initial training for grades 4-5 teachers

Ongoing supports and structures

- Unit preview summary
- Unit unpacking protocol for building teams
- Literacy specialist coaching with CKLA, Bridge2Read and Functional Morphology

**Implementation Support Year Two+**

- Training for new teachers and teachers who are switching grade levels
- Align deep dives into instructional components
  - Connecting to LETRS & OL&LA professional development
- Cross district communities of practice
  - All educators are assigned to a community of practice by role along with principals and literacy specialists
- Integration of new intervention resources aligned to Tier 1 practices

Ongoing support and structures

- Unit preview summary
- Unit unpacking protocol for building teams
- Literacy specialist coaching with CKLA, Bridge2Read and Functional Morphology

Feedback and analysis to determine additional supports needed to refine and sustain the implementation of the resources throughout the life of the adoption.

**OPTIONS/CONCLUSIONS:**

CKLA Comprehensive (K-5), Bridge2Read (K-3) and Functional Morphology (4-5) are evidence-based curricular resources rooted in the science of reading. The recommendation closely adheres to the criteria previously defined by the ELA study committee, facilitating the practical application of the science of reading principles and strategies that teachers have engaged within their professional learning.

**RECOMMENDATIONS/NEXT STEPS:**

- CKLA Comprehensive (K-5), Bridge2Read (K-3) and Functional Morphology (4-5) best meet the needs of Anoka-Hennepin elementary students.
- Implement in all grade levels, K-5.
- Recommendation to adopt and purchase CKLA Comprehensive (K-5), Bridge2Read (K-3) and Functional Morphology (4-5) for the 2025-2026 school year.



# SOCIAL EMOTIONAL LEARNING (SEL) CURRICULUM REVIEW

May 5, 2025

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## SOCIAL EMOTIONAL LEARNING CURRICULUM



The goal and purpose of the presentation is to provide a:

- Summary of the SEL committee's work.
- Recommendation to the School Board on K-8 SEL curriculum based on community input and committee feedback.

# SOCIAL EMOTIONAL LEARNING CURRICULUM



## **Social Emotional Learning curriculum**

- Elementary
  - Character Strong.
  - Leader in Me.
- Middle School
  - Character Strong.

# SOCIAL EMOTIONAL LEARNING CURRICULUM



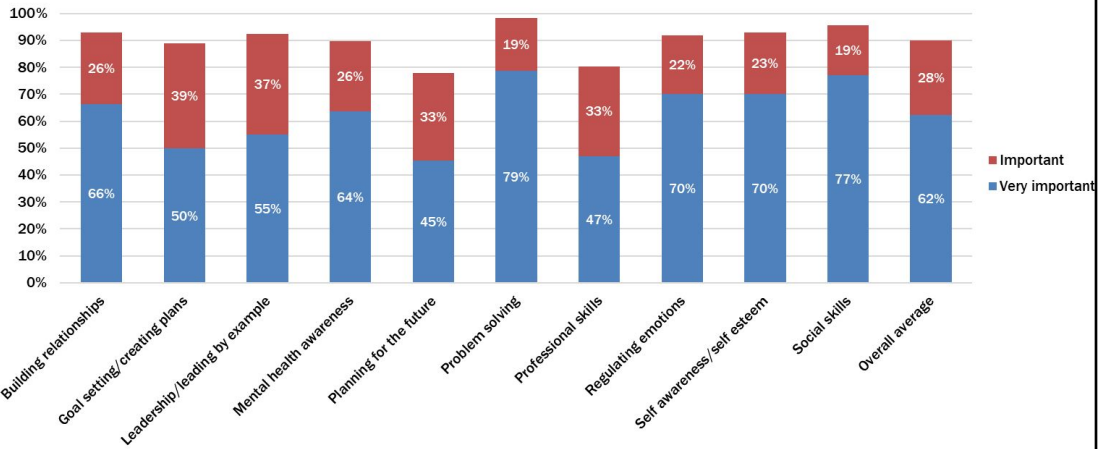
## **Curriculum review process:**

- Social Emotional Learning Curriculum committee.
- Meetings in October and November.
- Community Curriculum Advisory Committee.
- Parent/guardian and teacher survey.



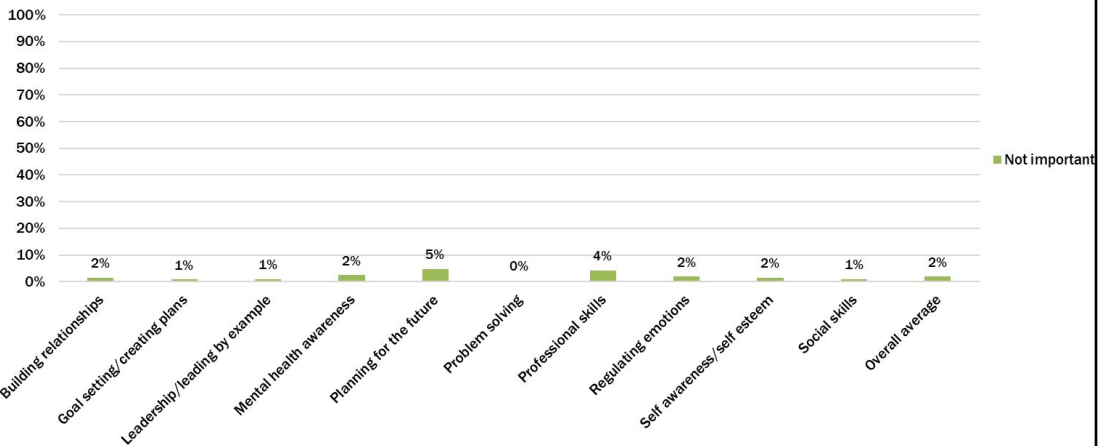
# SEL PARENT SURVEY RESULTS

Importance of instruction in each area as rated by parents



# SEL PARENT SURVEY RESULTS

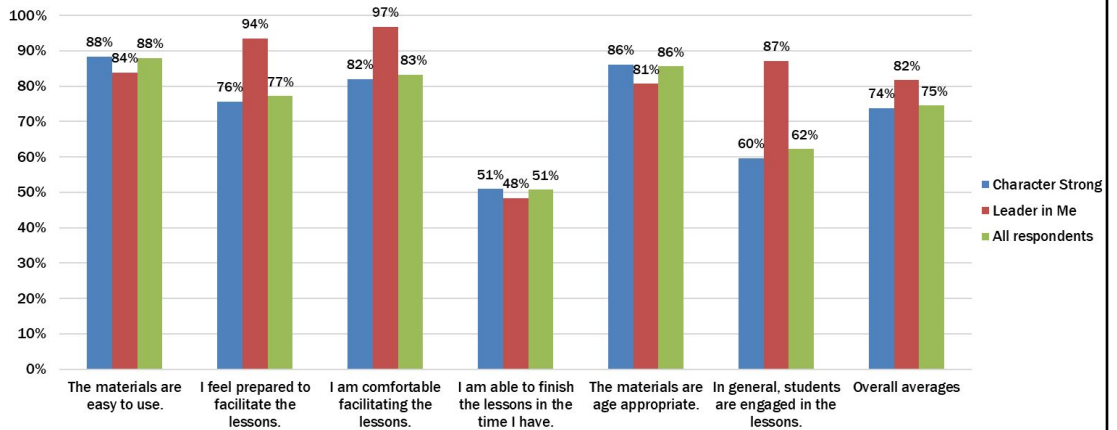
Percentage of parents indicating instruction "not important" in each area





# SEL TEACHER SURVEY RESULTS

Percent agreement across items by SEL materials



## SOCIAL EMOTIONAL LEARNING CURRICULUM



Committee feedback, elementary SEL

### Elementary benefits:

- Teaching of social skills.
- Community building.
- Schoolwide monthly themes with common vocabulary, which helps students apply skills.

# SOCIAL EMOTIONAL LEARNING CURRICULUM



Committee feedback

## **Elementary adjustments and considerations:**

- Revisit the instructional time allocated.
- Increase family communication.
- Determine ways to lessen preparation time.

# SOCIAL EMOTIONAL LEARNING CURRICULUM



Committee feedback

## **Middle school benefits:**

- Teaching of problem solving and social skills.
- Community building and making connections.
- Opportunities for discussion leading to skill application.

# SOCIAL EMOTIONAL LEARNING CURRICULUM



## Committee feedback

### **Middle school adjustments and considerations:**

- Increase family communication regarding Character Strong lessons.
- Seek ways to increase student engagement.
- Provide training to improve teacher understanding of curriculum tools.

# SOCIAL EMOTIONAL LEARNING CURRICULUM



- **Option 1:** Administrative recommendation: Continuing to utilize the current School Board approved SEL curriculum and implement modifications with the curriculum and delivery model as noted.
  - Note: An additional component of option 1 can include a change to instructional time by reducing the frequency from weekly to monthly

# SOCIAL EMOTIONAL LEARNING CURRICULUM



- **Option 2:** Continue to utilize current materials with modifications as noted and enter into a curriculum materials adoption process during the 2025-26 school year for new SEL curriculum materials to be implemented in 2026-27.
- **Option 3:** Eliminate purchased SEL curriculum materials for the 2025-26 school year and have a district team create lessons based on the Anoka-Hennepin core values/portrait of a graduate to focus on School Ready Character Development.

# SOCIAL EMOTIONAL LEARNING CURRICULUM



Seeking Board action on the recommendation for SEL materials for 2025 - 2026 and beyond.



# THANK YOU

Comments and questions?



# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 5/5/25

**CLASSIFICATION:** Action

**AUTHORS:**

Cory McIntyre, Superintendent

Dr. Mary Wolverton, Associate Superintendent, elementary schools

Becky Brodeur, Associate Superintendent, middle school schools

Dr. Johnna Rohmer-Hirt, Executive Director of Research, Evaluation, and Testing

**SUBJECT:** Social Emotional Learning (SEL) curriculum, curriculum review process

**PURPOSE:** Provide an update on the Phase 4 process for Social Emotional Learning curriculum.

**BACKGROUND:** Research overwhelmingly indicates a positive and significant link between social-emotional learning (SEL) and academic achievement. A summary of the key findings are noted below:

- Improved Academic Outcomes: Studies, including meta-analyses involving millions of students, consistently show that students participating in effective SEL programs demonstrate higher grades, improved test scores, better attendance, and increased homework completion.
- Enhanced Learning Capacity: SEL skills like self-awareness, self-management, and responsible decision-making help students focus better, manage stress, and persevere through challenges, all of which are crucial for academic success.
- Stronger Foundational Skills: SEL develops essential skills such as critical thinking, problem-solving, communication, and collaboration, which directly support academic learning across all subject areas.
- Increased Motivation and Engagement: Students with strong social and emotional skills tend to be more motivated to learn and more engaged in school, leading to better academic performance.
- Reduced Negative Behaviors: SEL can lead to a decrease in disruptive behaviors and an increase in positive classroom climates, creating a more conducive environment for learning.

In essence, SEL provides students with the foundational social and emotional competencies necessary to thrive academically by fostering a more positive and effective approach to learning and school engagement.

Social Emotional Learning (SEL) curriculum has been implemented at the elementary level for four years. "Character Strong" is implemented at twenty-two elementary schools. "Leader in Me" is implemented at three elementary schools. The district completed the curriculum adoption process for social-emotional learning materials for middle schools in the spring of 2023. The school board approved the Character Strong materials for the 2023-24 school year.

Following the school board's direction, a review of SEL programming was conducted in the fall of 2024. This review included the formation of a SEL committee and parent and staff surveys to support this process. All elementary and middle school families were invited to apply to participate in the community and one hundred ten community members expressed an interest. Ten community members were selected, ensuring that a middle school and an elementary representative were selected from each cluster. In addition, two school board members, elementary and middle school principals, and board-approved CCAC members served on the SEL committee.

Surveys were sent to all elementary and middle school (K-8) families and teaching staff to provide feedback to the committee on the potential adjustments and revisions to the school board-approved curriculum. The committee meetings in October and November were integrated into the Community Curriculum Advisory Committee (CCAC).

At the November CCAC meeting, committee members reviewed the survey data and brought forward common themes.

**CONSIDERATIONS:** The survey results' common themes are noted below:

Survey results at the elementary school level highlighted the benefits of teaching social skills, community building, and common vocabulary skills.

Elementary adjustments and considerations:

- Revisit the instructional time allocated.
- Increase family communication.
- Determine ways to lessen preparation time.

Based on survey results, the committee identified the benefits of middle school SEL programming as the teaching of problem-solving and social skills, community building and making connections, and opportunities for discussion leading to skill application.

Middle school adjustments and considerations:

- Increase family communication regarding Character Strong lessons
- Seek ways to increase student engagement
- Provide training to improve teacher understanding of curriculum tools

In summary, the committee noted that the survey data was generally positive and in support of the materials the district is using. However, some responses indicate a belief that social-emotional learning should not be taught in schools.

### **RECOMMENDATION/OPTIONS:**

**OPTION 1:** Administrative Recommendation: Based on feedback gathered in this process, the SEL committee supports: Continuing to utilize the current School Board-approved SEL curriculum and implement modifications with the curriculum and delivery model as noted above. An additional component of option 1 can include a change to instructional time by adjusting the frequency from once per week to one lesson per month using the current materials we have. The majority of the board can provide direction and select lesson topics and move from an average of three times per week for 15mn to once per week or once per month at the elementary level and from once per week to once per month at the middle school level.

**OPTION 2:** Continue to utilize current materials with modifications as noted and enter into a curriculum materials adoption process during the 2025-26 school year for new SEL curriculum materials to be implemented in 2026-27.

**OPTION 3:** Eliminate purchased SEL curriculum materials for the 2025-26 school year and have a district team create lessons based on the Anoka-Hennepin core values to focus on School Ready Character Development.

- Writing teams from both elementary and middle school would be created to write lessons that align to the Core Values as detailed in Anoka Hennepin's Portrait of a Graduate: Resilient, Curious, Thinker, Adaptable, Innovative, Leader, Learner, Collaborator, Problem Solver, Critical Thinker (created through a process of AH community and private employment (businesses) engagement based on what the world after graduation needs in AH graduates).
- At the elementary level, curriculum writers will balance time for School Ready Character Development AND academic support. Specifically, the time allotted to the prescribed School Ready Character Development curriculum will be reduced, and the remaining time will be kept flexible for classroom teachers to focus on helping students with academic achievement support as is required for their unique classrooms/students.
- At the middle school level, curriculum writing will focus on creating a 'tool kit' for teachers. This will include specific lessons based on the School Ready Character Development listed about (Portrait of a Graduate), as well as open ended ideas for implementation by teachers if needed. Schools and teachers will have the flexibility to decide what is needed for their schools and classrooms. In all cases, as with the

elementary level, the direction is to balance School Ready Character Development with Academic Achievement Support.

- Two step school board approval process, including approval of the option/direction and approval of the new curriculum when finalized and before implementation into schools.

## Analysis of the 2024-25 Social Emotional Learning Parent/Guardian and Teacher Surveys

### Parent/Guardian Survey

#### ***Open-Ended Question Analysis***

This is a summary of the responses to the open-ended item on the 2024-25 Social Emotional Learning (SEL) Parent Survey administered to parents between November 8 and November 15, 2024, incorporating the analysis done by the SEL study committee.

#### Is there anything you would like the committee to consider when reviewing the implementation of social emotional learning materials?

##### Support for SEL:

- Many parents expressed strong support for SEL and its positive impact on their children's lives, encouragement of developing well-rounded individuals, impact on future success as employees and responsible adults, and for building essential life skills such as communication, emotional regulation, problem-solving, and social skills.
- Some parents highlight the importance of SEL curriculum because many students do not receive adequate social and emotional support at home, or that the curriculum echoes or reinforces what is taught at home.
- Several parents state that social and emotional skills are equally or more important than academic skills, or that social and emotional skills are foundational and required for academic learning and getting along with others.

##### Concerns or opposition to SEL:

- Some parents are concerned that focus on SEL takes away from academics.
- Some parents raised concerns about the content and implementation, with a few reporting that their older students were disengaged and thought it was designed for younger students, while others fear indoctrination and have made an association between SEL and diversity, equity, and inclusion (DEI) topics.
- Some parents feel that these topics should be only taught in the home.

##### Suggestions for improvement or areas of focus:

- Some believe that there should be additional instructional minutes aligned to SEL and that the fostering of these skills should be embedded throughout the curriculum.
- Some think that SEL should be a mandatory part of the regular curriculum.
- Some parents requested that DEI topics be excluded from SEL curriculum, while other parents expressed that SEL topics are not in themselves political and should not be made political.
- Areas that parents requested be focused on are bullying prevention, conflict resolution, self-awareness, self-esteem, mental health awareness, emotion management, and social media safety. Other parents wanted a focus on life skills and preparation for adulthood, being a good employee, developing leadership and problem-solving skills.
- Parents would like to receive resources around SEL concepts and lessons being used, both for increased awareness, as well as the ability to reinforce the lessons and work on these skills at home.
- Parents would like more communication and clarity around what SEL is, what topics are being taught, and which programs are considered SEL. Parents feel that there is a lack of awareness and transparency which may lead to suspicion that controversial topics are included.
- There were a few parents who would like to see more counselors, social workers, and mental health professionals working in the schools.
- There were requests for acknowledgment of disabilities, as well as social and support groups for students of varying ability levels.
- Parents mentioned a need for age-appropriate materials, and a specific need for SEL programming as early intervention in both preschool and early elementary years.

## Teacher Survey

### ***Open-Ended Question Analysis***

This is a summary of the responses to the open-ended items on the 2024-25 Social Emotional Learning (SEL) Teacher Survey administered to teachers between November 8 and November 15, 2024, incorporating the analysis done by the SEL study committee.

#### What benefits, if any, have you seen related to the lessons?

- Common language and vocabulary: Shared language and understanding across classrooms and grade levels regarding social-emotional and character traits provides a building-wide benefit, helping students understand and discuss these topics. There was also mention that the lessons provide a framework for shared behavioral and conflict resolution expectations, and the benefit of a consistent school-wide focus.
- Learning and understanding character traits: Lessons help students learn and apply habits and character traits.
- Developing skills and strategies: Students are gaining skills such as problem-solving, handling emotions, conflict resolution, self-regulation, communication, and identifying feelings. Students are applying what they learn to help manage everyday interactions and problems that arise.
- Increased awareness and application: Lessons prompt students to reflect on the topics, their choices and how their actions impact others. Teachers have witnessed students explicitly citing the lessons when managing peer conflicts, and teachers can reference the lessons when they help students through challenges, as well as provide discussion of important topics.
- Promoting engagement: Activities and materials increase engagement with material and build a sense of community and connection to school, particularly for elementary students.
- Relationship building: SEL lessons provide time for teachers and students to get to know one, as well as students to get to know their peers, which also increases student engagement and builds a sense of community and mutual respect and understanding.
- Leadership and ownership: Teachers using Leader in Me mentioned benefits of empowering students to be leaders such as taking ownership of their learning.

#### What challenges, if any, have you encountered in facilitating the lessons?

- Lack of time: The most frequently mentioned challenge was that teachers did not have enough time to complete lessons.
- Age-appropriateness of materials: At the elementary level, teachers said that materials used language that was too advanced or that concepts were too abstract for younger students. Teachers at the middle school level struggled with lack of student interest and participation, and that getting students to share personal thoughts was difficult. Some teachers stated that the lessons were not relevant to student needs or described the curriculum as immature for the age group.
- Curriculum-related issues: Issues mentioned that were specific to the materials ranged from difficulty navigating the vendor website, finding materials, and sifting through an overwhelming amount of ever-changing resources. Some said the lessons lacked depth or did not connect to the students' needs or the character trait of the month.
- Logistical difficulties: Teachers at the middle school level struggled with fitting the lesson into homeroom or advisory. Implementing lessons with large classes was difficult. Monday mornings were a challenge due to tardiness, low engagement, and difficulty getting students up and moving for activities.
- Lack of training and preparation: Some teachers reported receiving no training in the curriculum. Others said the materials required significant additional preparation to implement.
- External factors and philosophical differences: A few teachers expressed the belief that teaching values is the responsibility of the parent, while others thought the curriculum would work best if reinforced by parents. Some felt that the curriculum's impact is limited by external factors like parenting, culture, social media, and the state of the schooling system.

#### If you could change something about our current SEL curriculum, what would it be?

- Changing or eliminating the current curriculum: Teachers suggested that programming may be appropriate for K-3 grade levels and not as relevant or appropriate for older grades, and some elementary teachers thought that it

would be an improvement to switch from Leader in Me to Character Strong. At the middle school level, some teachers expressed the desire to eliminate the current SEL curriculum and viewed it costly for only using a small portion of the materials with their given time and engagement constraints. They also suggested that writing district curriculum or returning to previous programs may be a solution.

- Modifying instructional minutes and lesson length: Elementary teachers highlighted the need for more time allocated to SEL lessons, while middle school teachers more commonly suggested modifying/shortening lessons to accommodate current instructional minutes.
- Improving curriculum relevance, engagement, and age-appropriateness: Some teachers, particularly at the middle school level, felt the curriculum was not sufficiently engaging or relevant to their students. They requested that lessons are more age-appropriate, particularly for middle school students who found the lessons “cheesy” or “silly”. Teachers desire content with more real-life scenarios, practical problem solving skills, and less abstract concepts that integrate topics that are more engaging for middle school students, like hobbies, social media, and teen news. Increasing student engagement could occur through more interactive activities, games, and videos (ideally featuring real students). Some noted students disliked writing, suggesting alternatives to paper-pencil activities. It was also suggested that middle school curriculum focus more on internal reflection and less on outward or mandatory sharing.
- Enhancing material accessibility and user-friendliness: Practical issues with the curriculum materials, such as difficult website navigation, and a desire for pre-made or district-created slides, links to suggested books, and advance notification for materials requiring preparation was also requested.
- Increasing teacher flexibility and autonomy: Several teachers expressed desire for a less "canned" or "scripted" approach, and would like the ability to teach the lessons more organically, modify activities, or integrate SEL concepts into existing subjects like reading or social studies. Some felt they could build classroom community and identify the needs of their specific students using their own methods.
- Addressing specific content/structural issues: Other suggested changes included adding explicit instruction on self-regulation and handling emotions (e.g., Zones of Regulation), conflict resolution and problem-solving strategies, more focus on internal reflection rather than mandatory sharing, incorporating skills like goal setting or organization, and making advisory classes smaller. Some felt teaching values was the parents' primary role, but others noted that students aren't coming with these skills and require school-based teaching.

What additional support, if any, do you need to implement these materials?

- More time: The most highly requested support was more time built into the daily schedule for SEL, as well as more time to plan and prepare lessons.
- Training and professional development: Teachers expressed a need for more training and that some have not received any training in this area. Specific training areas requested are Zones of Regulation, tools for handling emotions, teaching problem-solving skills, or strategies for dealing with challenging behaviors.
- Improved materials and accessibility: Teachers would like better organization of the materials. Their requests focused on website navigation, pre-made districtwide slides, tangible materials like student workbooks, links to suggested books and videos, and low-prep materials.
- Addressing logistical and environmental challenges: Teachers would like support with managing large class sizes and the difficulty delivering SEL in specific settings like homeroom or advisory where students may not know each other well or be ready to engage.
- Reduced teacher burden and increased flexibility: Beyond time, teachers want to reduce the overall workload and increase flexibility in how they implement the curriculum. Some even suggested having dedicated SEL staff or counselors deliver the lessons.
- Parent follow-up: Teachers would like to see reinforcement by parents of topics focused on in SEL.



# Anoka-Hennepin School Board

## Briefing Notes

**DATE:** 5/5/2025

**AUTHOR:** Dr. Jennifer Cherry, Executive Director of Human Resources

**SUBJECT:** District Calendar, 2026-27 School Year

**PURPOSE:**

Provide a first reading of the proposed 2026-27 school calendar, as recommended by the district Calendar Committee.

**BACKGROUND:**

The school calendar is developed two years in advance. The district Calendar Committee meets several times each fall/winter to review calendar implications and make recommendations for the School Board to consider prior to adopting the school calendar. Through this committee, the District fulfills our statutory and contractual obligation to Meet & Confer with AHEM regarding the annual school calendar.

**CONSIDERATIONS:**

The Calendar Committee, made up of Building and District administration and members of the Teachers' and Paraeducators' Bargaining Units, reviewed the following parameters for development of the 2026-27 District Calendar:

1. Legal guidelines
  - a. State testing dates
  - b. State holidays when school is not allowed (MN Statutes 645.44, Subd. 5)
  - c. School commences after Labor Day (MN Statutes 120A.40)
  - d. Student contact days include 170 days for elementary and 171 days for secondary students (Kindergarten is variable) to meet required minutes of instruction (MN Statutes 120A.41)
  - e. Para training requirements (MN Statutes 121A.642, Subd. 1)
2. Collective bargaining agreements
  - a. 187 teacher duty days
  - b. No teachers on MEA (Minnesota Educator Academy conference is October 17, 2026)
  - c. Between November 1 and April 30 there shall be 15 days or more during which school shall not be in session per teacher contract
  - d. Two days off during Spring Break per non-teaching bargaining group agreements
3. District practice
  - a. Four teacher work days are used for conferences
  - b. Teacher professional development and staff planning
  - c. Grading/planning day (no students) follows the conclusion of each trimester term
  - d. Instructional days balanced across the trimesters
  - e. Election Day (even numbered years) closed for student safety/security
4. Additional items considered:
  - a. Timing of Spring Break, length of Winter Break, placement of non-students contact days. Current calendar avoids 1 day school weeks and limits 2 day school weeks, balances non-school days throughout the school year

- b. Attendance trends on religious, cultural, and other significant non-religious activity dates that are not currently state or federal holidays (Good Friday/Easter Monday, Ramadan/Eid, Rosh Hashanah/Yom Kippur, fishing opener, deer opener, etc)
- c. End of year activities and graduation dates
- d. Previous calendars and expectations/feedback received from various stakeholders

**OPTIONS/CONCLUSIONS:**

The calendar committee considered three different calendar options and recommended the Proposed 2026-2027 School Calendar (attached). Significant school dates include:

September 8, 2026	First day of school, grades 1-5, 6, 9
September 9, 2026	First day of school, all grades
October 15 - 16, 2026	No school
October 26, 2026	Elementary conferences / school day for secondary
November 3, 2026	No school
November 25- 27, 2026	No school
December 3, 2026	Last day of trimester 1
December 4 - 7, 2026	No school
December 24, 2026 - January 1, 2027	No school
January 18, 2027	No school
February 15 - 16, 2027	No school
March 10, 2027	No school
March 12, 2027	Last day of trimester 2
March 15, 2027	No school
March 29 - April 2, 2027	No school
May 7, 2027	No school
May 31, 2027	No school
June 10, 2027	Last day of trimester 3/ End of school year

**RECOMMENDATIONS/NEXT STEPS:**

Provide a second reading of the proposed calendar on May 5, 2025.



# 2026-27 CALENDAR

## GRADES K THROUGH 12

### 2026-27 Calendar Key Dates - GRADES K-12

- Jul 3..... District closed, holiday
- △ Aug 25-27..... New teacher orientation
- Aug 31-Sep 2..... No students, workshops
- Sep 3..... No students, workshops, Para staff dev
- Sep 7..... District closed, holiday
- Sep 8..... First day of School for grades 1-5, 6, 9
- Sep 9..... All grades report to school\*
- Oct 15-16..... No school, MEA
- Oct 26..... No elem students  
elem PLC/conf/staff dev, K-5 para staff dev
- Nov 3..... No students, staff dev
- Nov 25..... No school, conf conversion day
- Nov 26-27..... District closed, holiday
- Dec 3..... End of trimester one
- Dec 4..... No students, staff planning, grades
- Dec 7..... No students, PLC/Staff dev, Para staff dev
- Dec 24-25..... District closed, holiday
- Dec 28-31..... No school, winter break
- Jan 1..... District closed, holiday
- Jan 18..... District closed, holiday
- Feb 15..... District closed, holiday
- Feb 16..... No students  
elem PLC/conf/staff dev, secondary staff dev
- Mar 10..... No students, PLC/staff dev, Para staff dev
- Mar 12..... End of trimester two
- Mar 15..... No students, staff planning, grades
- Mar 29-31..... No School, spring break
- Apr 1-2..... District closed, holiday
- May 7..... No students, staff dev
- May 31..... District closed, holiday
- Jun 10..... End of trimester three
- Jun 10..... Last day of school
- Jun 11..... No students, staff planning, grades
- June 18..... District closed, holiday

NOTE: If instructional days are lost due to emergency closings, the district may convert non-school days or extend the school year.

School Board DRAFT 4/14/2025

[ahschools.us](http://ahschools.us)

### JULY

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### AUGUST

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

### SEPTEMBER

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		

### OCTOBER

M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

### NOVEMBER

M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

### DECEMBER

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

### JANUARY

M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

### FEBRUARY

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26

### MARCH

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

### APRIL

M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

### MAY

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

### JUNE

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30		



# INSURANCE PLANS AND RATES FOR 2025-26 FIRST READING

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*Dr. Jennifer Cherry, Executive Director of Human Resources  
Todd Mensink, Director of Labor Relations & Benefits  
Josh Johnson, Senior Vice President / Health Solutions - AON*

*May 5, 2025*

## RATE SETTING OVERVIEW



- As a self-insured district - The district pays own insurance claims, and sets own premium rates.
- Premiums are established to:
  - Cover expenses (claims, stop-loss insurance, admin fees).
  - Maintain an acceptable reserve to cover variance in claims and runout expenses.
- Consultants at Aon provide analysis to establish rate recommendations.
- Claims projections, administrative fees, stop-loss insurance, rebates, discounts, and other costs associated with administering the plan are included in the analysis.



# ANOKA-HENNEPIN DENTAL INSURANCE RATES



## 25-26 Dental Underwriting

Claims thru Feb 2025

	Mar 2023 - Feb 2024	Mar 2024 - Feb 2025
<b>Claims &amp; Enrollment</b>		
Gross Aggregate Paid Claims	\$5,327,653	\$5,343,941
Plan Change(s)	1,000	1,000
Adjusted Paid Claims	\$5,327,653	\$5,343,941
Enrollment	62,175	61,353
PEPM Claim Cost (prior to trend & plan adjustments)	<b>\$85.69</b>	<b>\$87.10</b>
<b>Adjustments</b>		
Annual Trend	4.0%	4.0%
Months of Trend Applied (midpoint to midpoint)	30.0	18.0
Applied Trend Factor (multiplicative)	1.103	1.061
PEPM Claim Cost (post trend & adjustments)	<b>\$94.52</b>	<b>\$92.38</b>
Experience Period Weighting	50%	50%
<b>Plan Year 25-26 (Per Employee Per Month)</b>		
Total Projected Dental Claims	\$93.45	
Administrative Fee	\$4.85	
<b>Total Premium Requirement</b>	<b>\$98.30 (+15.6%)</b>	

Current Plan Year	
Total Premium	\$85
District Contribution	\$80
EE Contribution	\$5

Budget Rates vs Reserve Spend	
'25 - '26 Plan Year	
Premium Requirement	\$98.30
Required Increase	\$13.30
Reserve deficit w/ no increase *	<b>\$801,000</b>

\* At current enrollment of 5,091 employees

# DENTAL INSURANCE RECOMMENDATION, 2025-26



- Due to a very high fund balance, We have not increased dental rates in several years.
- Dental reserves remain higher than the suggested target level, but are projected to fall below the target level in 2026 if not increased.
- District Administration recommends increasing Dental Rates by \$5 per month, to \$90.



## ANOKA-HENNEPIN HEALTH INSURANCE RATES



# ANOKA-HENNEPIN INSURANCE PLANS, 2025-26

Third party administrator: Medica

Plan	Projected enrollment	Plan design	Network
<b>Choice Copay</b>	Single: 721 Family: 222	<b>Deductible:</b> None <b>Copay:</b> \$25 - \$100	Open
<b>Choice 80/20</b>	Single: 1293 Family: 773	<b>Deductible:</b> \$1,500 single/ \$3,000 family <b>Coinsurance:</b> 20%	Open
<b>Elect 80/20</b>	Single: 340 Family: 201		Mid-sized - Allina, Riverway, Park-Nicollet, others
<b>VantagePlus 80/20</b>	Single: 603 Family: 183		Narrow - M-Health Fairview



## Executive Summary

Medical Pricing – Status Quo

### 25-26 Forecasted Increase

**22.0%** Overall

**\$295** Per Employee Per Month

**\$15.3M** Annual

### Market Trends

**8.0%** Medical Claims

**13.0%** Rx Claims

**9.3%** Overall Trend

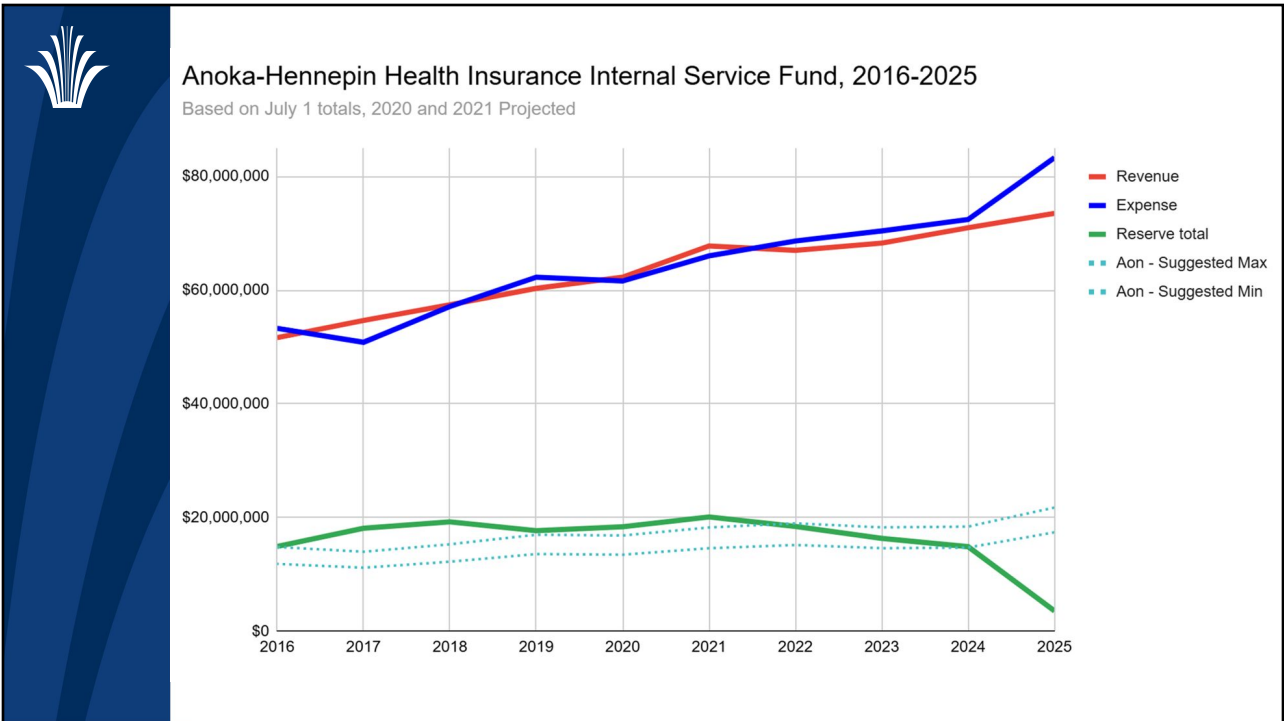
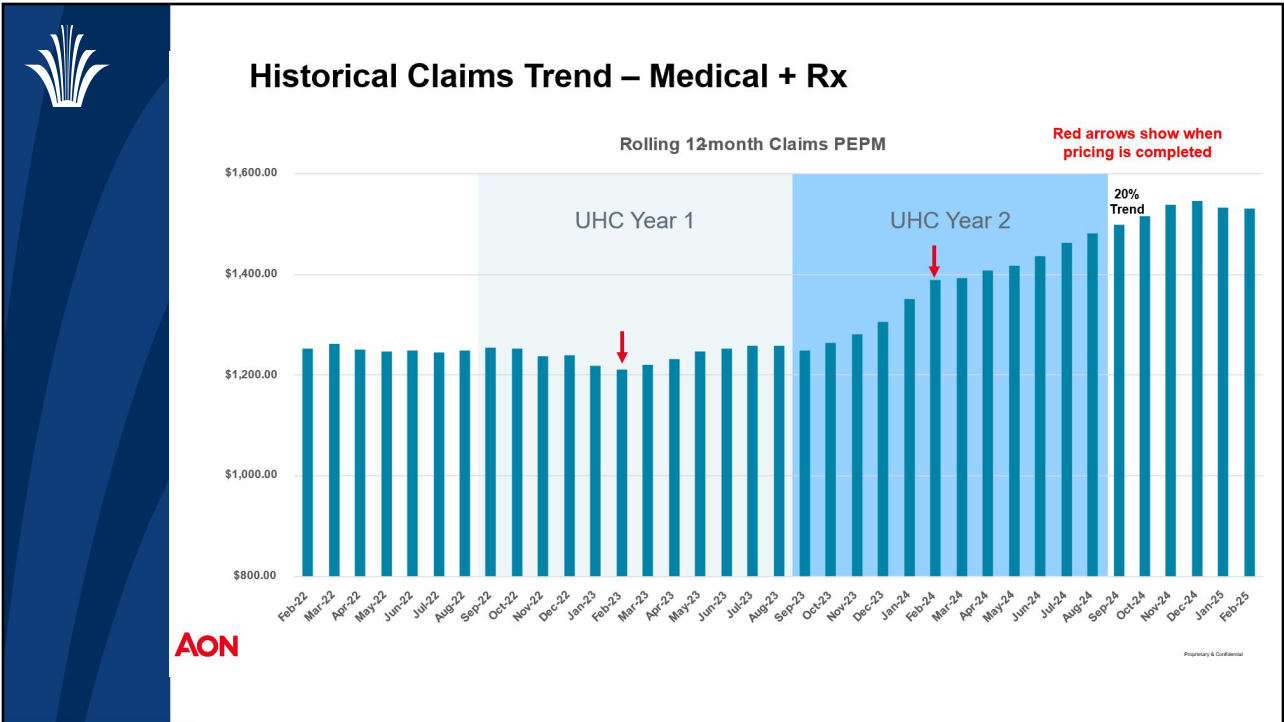
### Key Observations

- 1 Drug trends continue to increase due to specialty medications and GLP-1s
- 2 Experience in the second half of last plan year deteriorated badly
- 3 The prior plan year was an outlier in terms of high-cost claimant severity, particularly among children.

### Methodology

Projection utilizes historical data to forecast '25-'26 expected costs.

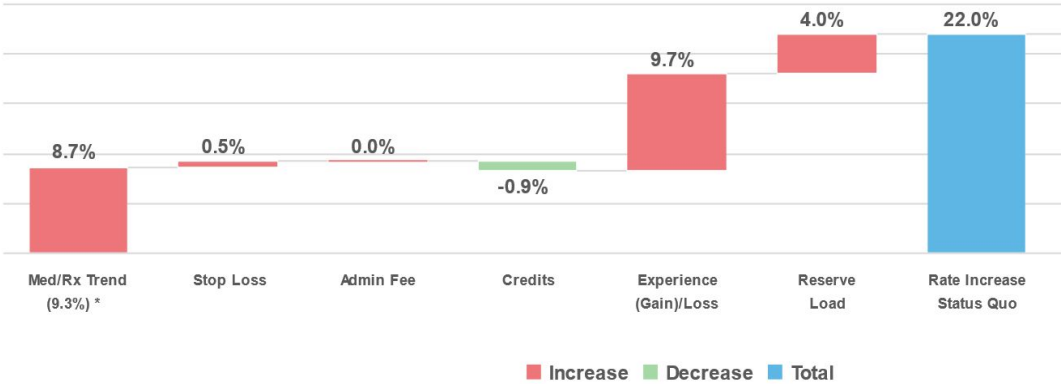
This point in time estimate has been developed to help directionally understand projected cost and is subject to change based on changes to enrollment population risk, etc.





# 25-26 Medical/Rx Underwriting Results

## Increase Components



\* 9.3% aggregate claims trend produces 8.7% increase to premiums



# COST CONTAINMENT

Considerations



## 25-26 Plan Design Changes & Pricing Impacts

Plan	Version	Description	Rate Action	Cost Savings
80/20	Status Quo	Deductibles \$1500/\$3000, OOPM \$3000/\$6000 20% coinsurance, Rx Copays \$10/\$25/\$50/\$200	-	-
80/20	Scenario #1	Rx copays are subject to deductible	0.3%	\$200,000
80/20	Scenario #2	Rx copays increased to \$20/\$40/\$80/\$250	0.3%	\$230,000
80/20	Scenario #3	Deductible increased to \$1600/\$3200, OOPM to \$3200/\$6400	0.5%	\$320,000
80/20	Scenario #4	Deductible increased to \$1800/\$3600, OOPM to \$3600/\$6400	1.3%	\$910,000
80/20	Scenario #5	Deductible increased to \$2000/\$4000, OOPM to \$4000/\$8000	2.1%	\$1,480,000
80/20	Scenario #6	Coinsurance increased to 30%	0.3%	\$220,000
80/20	Scenario #7	Scenarios 1, 2, 5, 6 combined	3.1%	\$2,200,000
All Plans	Scenario #8	Remove GLP-1 coverage for weight loss	<b>3.6%</b>	<b>\$2,500,000</b>

\* Based on modeling from Medica (assumes 25% rebates on weight loss GLP-1s)

**AON**

Proprietary & Confidential

## RATE SETTING-KEY POINTS



- Overall premiums need to increase by 22% (\$15.4 million) to cover expenses and stabilize the reserve
- Plan design changes, including the elimination of GLP-1 Coverage and increases to out of pocket costs were shared with the Insurance Committee on April 23 as options to offset some of the premium increase
- Committee members sought input from their respective employee groups before providing additional feedback with administration via a google form.
- There was not consensus with regard to implementing plan design changes which may impact the aggregate value of benefits.



# HEALTH INSURANCE RATE RECOMMENDATION



## 2024-25 HEALTH INSURANCE PREMIUMS

Single	Monthly premium	District share	Employee share	Employee per check	% paid By District
ChoicePlus Copay	\$1,020	\$810	\$210	\$126	79%
ChoicePlus 80/20	\$855	\$810	\$45	\$27	95%
Elect 80/20	\$835	\$810	\$25	\$15	97%
VantagePlus 80/20	\$810	\$810	\$0	\$0	100%
<b>Family</b>					
ChoicePlus Copay	\$2,780	\$1,515	\$1265	\$756	54%
ChoicePlus 80/20	\$2,270	\$1,515	\$755	\$453	67%
Elect 80/20	\$2,200	\$1,515	\$685	\$411	69%
VantagePlus 80/20	\$2,105	\$1,515	\$590	\$354	72%

# DISTRICT CONTRIBUTIONS, 2025-26



- The district negotiated a 5% increase to health insurance premiums with bargaining groups whose contracts were settled last year:
  - Single: \$850 / month
  - Family: \$1,590 / month
  - Dual spouse: \$2,440 / month
- 8 bargaining groups currently have open contracts, and may or may not end up agreeing to the standard contributions shown above.
- For demonstrative purposes, these contributions will be used as they reflect the current budgeted increase.

## OPTIONS TO CONSIDER



**Option 1:** 22% increase to all plans

**Option 2:** 23% increase to Choice Plans  
20% increase to Elect and VantagePlus Plans



## OPTION 1 - 22% increase on total premium, all plans

Single	Monthly premium	District share	Employee share	Employee per check	Change per check	% paid By District
Choice Copay	\$1245	\$850	\$395	\$237	\$111	68%
Choice 80/20	\$1045	\$850	\$195	\$117	\$90	81%
Elect 80/20	\$1020	\$850	\$170	\$102	\$87	83%
VantagePlus 80/20	\$990	\$850	\$140	\$84	\$84	86%
<b>Family</b>						
Choice Copay	\$3,390	\$1,590	\$1,800	\$1080	\$321	47%
Choice 80/20	\$2,770	\$1,590	\$1,180	\$708	\$255	57%
Elect 80/20	\$2,685	\$1,590	\$1,095	\$657	\$246	59%
VantagePlus 80/20	\$2,570	\$1,590	\$980	\$588	\$234	62%



## OPTION 2 - 23% Choice, 20% Elect AND Vantage+

Single	Monthly premium	District share	Employee share	Employee per check	Change per check	% paid By District
Choice Copay	\$1255	\$850	\$405	\$243	\$117	68%
Choice 80/20	\$1050	\$850	\$200	\$120	\$93	81%
Elect 80/20	\$1000	\$850	\$150	\$90	\$75	85%
VantagePlus 80/20	\$970	\$850	\$120	\$72	\$72	88%
<b>Family</b>						
Choice Copay	\$3,420	\$1,590	\$1,830	\$1098	\$339	46%
Choice 80/20	\$2,790	\$1,590	\$1,200	\$720	\$267	57%
Elect 80/20	\$2,635	\$1,590	\$1,045	\$627	\$216	60%
VantagePlus 80/20	\$2,520	\$1,590	\$930	\$558	\$204	63%



## RECOMMENDATION - OPTION 2:

Plan	Monthly Premium Single	Monthly Premium Family
Choice Copay	\$1,255	\$3,420
Choice 80/20	\$1050	\$2,790
Elect 80/20	\$1000	\$2,635
VantagePlus 80/20	\$970	\$2,520

## RATE PROPOSAL-KEY POINTS



- Increasing the Vantage Plus and Elect Plans less than the Choice Plans provides a lower priced option while bringing our plans closer to the suggested cost decrement
- Introducing plan design changes that may result in a reduction in the aggregate value of benefits is not recommended without the consensus of all bargaining groups.

# NEXT STEPS



- **May 12** - last date that rates can be approved in order to get open enrollment materials ready
- **May 27 - June 11** - open enrollment.
- **September 1** - new plan year begins.



# THANK YOU

Comments and questions?



# GENERAL FUND BUDGET

Preliminary, fiscal year (FY) 2026 and (FY) 2027

*Michelle Vargas, chief financial officer*  
May 5, 2025

## BUDGET TIMELINE

FY 2025-26



- **Dec. 2024:** Certified pay 2025 levy.
- **Jan. 14 through May 19:** Legislative session (projected surplus \$456M)
  - February 2025 budget forecast.
    - \$456 million surplus 26-27 biennium. (\$160 million less than November)
    - \$6 billion deficit 28-29 biennium.
- **Jan./Feb. 2025:** Finalize enrollment projections.
- **Feb. through May 2025:** Staffing.
- **Feb. through April 2025:** Department and site budgets.
- **April/May 2025:** Preliminary review of FY26 general fund assumptions with legislative assumptions.
- **May 19, 2025:** Proposed FY26 budget all funds.
- **June 23, 2025:** Approve FY26 budget all funds.

# PRELIMINARY FY26 GENERAL FUND

## Revenue assumptions

- **Revenue – \$8.9 million increase in net revenue.**

- FY26 levy amount certified in December 2024.
  - -\$2.8 million primarily due to pupil unit decline.
- State general education revenue increase of \$5.2 million.
  - Basic formula increase with 2.74% or \$200/adjusted pupil units.(APU).
  - -1.1% pupil unit decrease of 450 adjusted pupil units.
- \$6.9 million increase for special education revenue reimbursement.
- \$1.3 million increase for student support personnel revenue.
- -\$2.1 million in between terms unemployment revenue.(expired one-time funds)
- \$212 thousand increase in transfer amount for english learner cross-subsidy entry.
- Maintain other local, state categorical and federal revenue.
- Investment income stable at \$4.6 million.

# PRELIMINARY FY26 GENERAL FUND

## Expenditure assumptions

- **Expenditures - \$18.6 million increase in net expenditures.**

- Salaries 2.5% and benefits 5% for compensation increases(+\$14 million).
  - Net reduction of 10 FTE(-\$900 thousand)
    - 16 FTE addition for special education based on enrollment needs.
    - 26 FTE reduction for loss in enrollment.
- \$2.2 million increase for second year of paraeducator and office professionals contract settlement.
- \$10.3M for charter transportation and utilities increases.
- \$903 thousand increase for the MN Paid Leave law effective 1/1/26.
- \$325 thousand increase for athletic trainer contract.
- \$212 thousand increase in transfer amount for english learner cross-subsidy entry.
- \$8.5 million in phase II budget reductions.
  - \$700 thousand realized in realignment in FY25.
  - \$5.1 million fund balance transfer from strategic investments.

# PRELIMINARY FY27 GENERAL FUND



## Assumptions

- **Revenue - \$17 million increase in revenue.**
  - 2.61% or \$195/APU basic formula increase with stable APU at 40,686.(\$7.2 million)
  - FY26 certified levy amounts adjusted for:
    - FY27 projected inflation on referendum of 2.61% or \$30/APU.(\$1.2 million)
  - Maintain local, state categorical and federal with the exception of:
    - \$6.2 million growth factor for special education.
    - \$2.3 million increase in english learner aid.
  - \$1.9 million decrease in transfer amount for english learner cross-subsidy entry.
- **Expenditures - \$16.7 million increase.**
  - Salaries 2.5% and benefits 5% for compensation increases.(\$16.2 million)
  - \$2.4 million in inflationary increases for services and utilities.
  - \$1.9 million thousand decrease in transfer amount for english learner cross-subsidy entry.



	FY25 Amended budget	FY26 Projected budget	FY27 Projected budget
State revenue	\$500,757,882	\$512,149,245	\$529,831,111
Federal, local, other revenue	\$160,838,864	\$158,344,762	\$157,680,981
<b>Total revenue</b>	<b>\$661,596,747</b>	<b>\$670,494,006</b>	<b>\$687,512,092</b>
<b>Expenditures</b>	<b>\$678,050,632</b>	<b>\$696,682,785</b>	<b>\$708,262,843</b>
Operating surplus/(deficit)	(\$16,453,885)	(\$26,188,779)	(\$20,750,751)
Less: strategic investments	(\$9,425,000)	(\$9,425,000)	(\$4,275,000)
<b>Adjusted operating surplus/(deficit)</b>	<b>(\$7,028,885)</b>	<b>(\$16,763,779)</b>	<b>(\$16,475,751)</b>
Unassigned fund balance	\$57,573,945	\$45,952,916	\$29,469,915
FB % of operating expenditures	10.8%	8.3%	5.2%
Operating expenditures	\$533,914,668	\$552,570,469	\$568,763,346
Budget reduction target			\$16,475,000

## FY26 AND FY27 BUDGET PARAMETERS

- **FY26 Revenue assumptions:**
  - 2.74% CPI increase on basic formula (\$200/APU).
  - \$6.9 million special ed aid growth.
  - \$1.3 million student support personnel aid.
  - -\$2.1 between term unemployment aid.
  - FY26 actual tax levy.
  - -1.1% adjusted pupil unit decrease (-450 APU).
- **FY26 Expenditure assumptions:**
  - 2.7% net increase on existing expenditures.
  - \$8.5M Phase II budget reductions and realignment.
    - \$5.15 million strategic investment transfer.
  - 2.5% increase on salaries, TRA, PERA and FICA.
  - 5% increase on health, dental, life and long-term disability insurance.
  - 16 FTE add for special education.
  - 26 FTE reduction for loss of enrollment.
  - \$10.3M increase for chartered transportation and utilities.
  - \$2.2M increase for para and office prof contract.
- **FY27 Revenue assumptions:**
  - 2.61% CPI increase on basic formula (\$194/APU).
  - \$2.3 million english learner aid increase.
  - \$6.2 million special ed aid growth.
  - FY26 tax levy adjusted for inflation.
  - \$2.3 million increase for english learner cross-subsidy.
  - Adjusted pupil units hold stable.
- **FY27 Expenditure assumptions:**
  - 1.7% increase on existing expenditures.
  - 2.5% increase on salaries, TRA, PERA and FICA.
  - 5% increase on health, dental, life and long-term disability insurance.
  - \$2.4 million increase on services that include utilities and transportation.
  - \$5.15 million reduction of year 4 strategic investment.

# PRELIMINARY FY27 GENERAL FUND



## Budget considerations

- **Every 1% increase on the basic formula generates approximately \$3 million.**
- Every 1% increase on salaries is equal to \$4.2 million.
- Every 1% increase on health benefits is equal to \$600 thousand.
- Unfunded mandates included in FY27 expenditures:
  - MN Paid Leave \$1.8 million.
    - Large impact on district support staff due to heavy local administration requirements of state program.
    - Impact on staffing and substitute shortage.
  - Between terms unemployment \$2.1 million.

# PRELIMINARY FY27 GENERAL FUND



## Budget considerations due to proposed legislation

- FY26 compensatory current law loss of \$3.8 million
- FY26 governor's proposal increase of \$838 thousand
  - FY27 workgroup for new formula model
- FY27 governor's proposal eliminating Quality Teacher Compensation(Q Comp) funding loss of \$10 million
- FY27 governor's proposal eliminating Compensatory Education Pilot loss of \$4.73 million



# COMMENTS AND QUESTIONS

**Michelle Vargas**

*Chief financial officer*

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