



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

School Board Meeting/Truth in Taxation
Monday, December 8, 2025
AGENDA

1. **Call to Order (1 minute)**
2. **Pledge of Allegiance (1 minute)**
3. **Approve Board Agenda (1 minute)**
4. **Recognitions (15 minutes)**
 - 4.A. Innovative Project Award for Adventures Plus - (5 minutes)
Michelle Trelstad, Executive Director of Community Education, Tiffany Weeks, Community Education Program Supervisor, and Julie Morris, Adventure Plus Site Coordinator
 - 4.B. Youth in Music Class A State Champions, Outstanding Color Guard and Outstanding Visual Awards Winner - (10 minutes)
Dr. Annette Ziegler, Assistant Superintendent for Secondary Schools, John Peña, Coon Rapids High School Principal, Jeff Thompson, Coon Rapids High School Activities Director and Ryan Palmer, Coon Rapids High School Music Teacher
5. **Communication and Public Relations (10 minutes)**
 - 5.A. Canvas Election Results Resolution - Election District 6 (10 minutes) - **A**
Jim Skelly, Executive Director of Communication and Public Relations ; Thomas Hunt, Anoka County Elections Manager

Appendix A 4
6. **Finance (35 minutes)**
 - 6.A. Truth in Taxation Public Hearing (15 minutes) - **B**
Michelle Vargas, Chief Financial Officer

Appendix B 7

 - 6.B. Truth in Taxation Public Testimony (15 minutes) - **C**
Michelle Vargas, Chief Financial Officer
 - 6.C. Final Tax Certification for Taxes Payable in 2026 (5 minutes) - **A**
Michelle Vargas, Chief Financial Officer

Appendix C 26
7. **Consent Agenda (5 minutes)**
 - 7.A. Minutes from the November 10 School Board Meeting and the November 13 Special School Board Meeting - **A**

Jeff Simon, Board Clerk

Appendix D 27

7.B. Retirements, Resignations, Terminations, Layoffs and Recalls, Leaves and Modified Leaves of Absence, Appointments - A
Shelly Leciejewski, Director of Employee Services

Appendix E 32

7.C. Cash Disbursements Report - A
Jennifer Beck, Director of Finance

Appendix F 36

7.D. Cash Balance Report - A
Jennifer Beck, Director of Finance

Appendix G 37

7.E. Donations & Scholarship Report - A
Jennifer Beck, Director of Finance

Appendix H 38

7.F. Monthly Revenue & Expenditures - A
Jennifer Beck, Director of Finance

Appendix I 40

7.G. 532.0 Use of Peace Officers and Crisis Teams to Remove Students with IEPs from School Grounds Policy, Second Read - A
Tim Palmatier, General Counsel

Appendix J 42

7.H. #26021B Dayton ES Remodel & Deferred Maintenance Phase 4 - A
Tiffany Audette, Director of Purchasing

Appendix K 46

7.I. #26022B Eisenhower ES HVAC Replacement Phase 3 - A
Tiffany Audette, Director of Purchasing

Appendix L 47

7.J. #26023B Madison ES HVAC Replacement & Deferred Maintenance Phase 4 - A
Tiffany Audette, Director of Purchasing

Appendix M 48

7.K. Amendment to 2026-2027 School Calendar - A
Dr. Jennifer Cherry, Chief Human Resources Officer

Appendix N 49

7.L. Artificial Intelligence Course Proposal - A
Sarah Hunter, Executive Director Learning & Achievement

Appendix O 51

7.M. Immunization Exclusions as required by Statute 121a.15 - A
Kathy Schulz, Health Services Coordinator

8. **Communications, Delegations & Petitions (15 minutes)**

9. Board Calendar & District Update (10 minutes) Cory McIntyre, Superintendent	
10. Elementary & Secondary Education (60 minutes)	
10.A. Resolution to Close Specific School Sites for Non-Resident Enrollments (15 minutes) - A Michelle VanDenTop, Director of Technology and Information Services	
Appendix P	54
Appendix Q	55
10.B. Phase 3 Budget Reduction and Reallocations Process (45 minutes) - A Cory McIntyre, Superintendent, Michelle Vargas, Chief Financial Officer	
Appendix R	56
Appendix S	63
Appendix T	64
Appendix U	65
11. Labor Relations (20 minutes)	
11.A. Authorize 2025-2027 Child Nutrition Assistants Master Agreement (5 minutes) - A Dr. Jennifer Cherry, Chief Human Resources Officer	
Appendix V	72
11.B. Authorize 2025-2027 Principal/Assistant Principal Master Agreement (5 minutes) - A Dr. Jennifer Cherry, Chief Human Resources Officer	
Appendix W	94
11.C. Labor Relations Update (10 minutes) - B Dr. Jennifer Cherry, Chief Human Resources Officer	
Appendix X	115
12. Board Correspondence & Communication	
13. Executive Session (30 minutes)	
13.A. Labor Negotiations (30 minutes) Dr. Jennifer Cherry, Chief Human Resources Officer	
14. Adjourn	



Anoka-Hennepin School Board

Briefing Notes

DATE: 12/8/2025

CLASSIFICATION: Action

AUTHOR: Jim Skelly, executive director, communication and public relations
Tom Hunt, elections manager, Anoka County Elections

SUBJECT: Canvas results from the 2025 School Board Election

PURPOSE:

Pursuant to Minnesota state law, the School Board is responsible to canvass the returns and declare the results of the November 4, 2025 election. A resolution is attached for board consideration to complete this process.

BACKGROUND:

The School Board approved a resolution canvassing the results from the Nov. 4, 2025 School Board Election. The results in Election District 6 were challenged by the non-prevailing candidate. A recount of results was held in the atrium of the Anoka County Government Center on Thursday, November 13 which confirmed the accuracy of the original results. Jeff Simon received 3232 votes, Tiffany Strabala received 3145 votes and there were 15 write-in votes. The recount, under the direction of Tom Hunt, Anoka County Elections Manager, resulted in no change in the results from those originally reported on Nov. 4, 2025.

Anoka County Elections coordinates election activities in alignment with agreements and joint powers agreements with the School District. Oath of Office and Certificate of Election documents will be sent by Anoka County Elections to the winner. The Oath must be signed, notarized and returned to Anoka County Elections within 30 days.

RECOMMENDATIONS/NEXT STEPS:

Consider approval of the resolution canvassing the 2025 School Board election - District 6 results.

**RESOLUTION CERTIFYING THE RESULTS OF THE RECOUNT OF THE
ANOKA-HENNEPIN INDEPENDENT SCHOOL DISTRICT NO. 11, DISTRICT 6
GENERAL ELECTION HELD NOVEMBER 4, 2025**

WHEREAS, the Anoka-Hennepin Independent School District No. 11 conducted a general election on November 4, 2025;

WHEREAS, on November 11, 2025, Candidate Tiffany Strabala requested a recount of the results for school board member representing District No. 6 pursuant to Minn. Stat. § 204C.36 Subd 2.(a);

WHEREAS, the Anoka-Hennepin Independent School District No. 11 conducted a recount on November 13, 2025; and

WHEREAS, that recount confirmed the results of the November 4 election.

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

1. The recount results attached as 2025 ISD 11 SB6 Recount Worksheet are certified as the final results of the November 4, 2025, Anoka-Hennepin Independent School District No. 11, Election District No. 6 contest.

2. The final results of the recount of the ballots and the vote for each candidate are as follows:

Candidate	Votes	Elected
Jeff Simon	3,232	X
Tiffany Strabala	3,145	
Write-In	7	

3. As a result of the November 4, 2025, General Election, and the recount held on November 13, 2025, Candidate Jeff Simon is certified as the elected candidate of the November 4, 2025 General Election for Anoka-Hennepin Independent School District No. 11, Election District No. 6.

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

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

Independent School District No. 11 (Anoka-Hennepin Public Schools), Minnesota || Subdistrict 6 - Recount Worksheet

General Election
Tuesday, November 4, 2025

County - Anoka, Recount - ISD 11 SB6

Precinct	Nov. 4th Votes for Simon	Nov. 4th Votes for Strabala	"Other" Ballots	Write-In Total	Recount Votes for Simon	Recount Votes for Strabala	Recount All Other Ballots	Ballots Challenged by Simon	Ballots Challenged by Strabala	Ballots Challenged by Both
ISD 11 SB6 P1	871 871	1,099 1098	7 7	9 9	871	1099	7	0	0	0
ISD 11 SB6 P2	822 822	718 714	0	4 4	822	718	0	0	0	0
ISD 11 SB6 P3	870	782	0	0	870	782	0	0	0	0
ISD 11 SB6 P4	669 448	546 547	0	2 2	669	546	0	0	0	0
TOTALS	3,232	3,145	7	15	3,232	3,145	7	0	0	0

We certify that the numbers entered on this recount summary statement correctly show the recounted number of votes for each candidate in this recount.

ISD 11 SB6 P1: Dohmer
Aeresa Roll

ISD 11 SB6 P2: Supper Roll
Cher Hill

ISD 11 SB6 P3: Kirk Engeman
Al Hill

ISD 11 SB6 P4: _____

Signatures of recount official(s): [Signature]
Wanne Scheunemann

[Signature]

Date: _____



PUBLIC HEARING FOR TAXES PAYABLE IN 2026

Anoka-Hennepin Schools

*Michelle Vargas, chief financial officer
December 8, 2025*



MINNESOTA STATE LAW REQUIREMENTS

A public meeting...

- Between November 25 and December 29.
- At 6 p.m. or later.
- May be part of regularly scheduled meeting.
- Must allow for public comments.
- May adopt final levy at same meeting.

...and presentation of:

- Current year budget.
- Proposed property tax levy.



HEARING AGENDA



Background information on School Funding



District budget



District's proposed Tax Levy for Taxes Payable in 2026



Public comments



MN LEGISLATURE MUST SET FUNDING FOR MINNESOTA PUBLIC SCHOOLS

Minnesota Constitution ARTICLE XIII

MISCELLANEOUS SUBJECTS

Section 1


“UNIFORM SYSTEM OF PUBLIC SCHOOLS. The stability of a republican form of government depending mainly upon the intelligence of the people, it is the duty of the legislature to establish a general and uniform system of public schools. The **legislature shall make such provisions by taxation or otherwise** as will secure a thorough and efficient system of public schools throughout the state.”

AS A RESULT, FUNDING IS HIGHLY REGULATED



State sets:

- Formulas which determine revenue; most revenue based on specified amounts per pupil.
- Tax policy for local schools.
- Maximum authorized property tax levy.
 - Districts can levy less, but not more than amount authorized by state, unless approved by voters in November.
 - State also authorizes School Board to submit referendums for operating and capital needs to voters for approval.



GENERAL EDUCATION FORMULA ALLOWANCE, 2003-26

Year	Formula Allowance Adjusted for Pupil Weight Change	Adjusted for Pupil Weight Change and Inflation (CPI)
2003	\$4,966	\$4,966
2005	\$5,228	\$5,228
2007	\$5,569	\$5,569
2009	\$5,855	\$5,855
2011	\$6,030	\$6,030
2013	\$6,311	\$6,311
2015	\$6,455	\$6,455
2017	\$6,619	\$6,619
2019	\$6,907	\$6,907
2021	\$7,176	\$7,176
2023	\$7,691	\$7,691
2025	\$8,172	\$8,172
2026	\$7,481	\$8,901

- Since 2002-03, state General Education Revenue formula has not kept pace with inflation.
- For Fiscal Year 2024-25, an increase of 2.00% or \$143 over previous year was approved.
- For Fiscal Year 2025-26, an increase of 2.75% or \$200 over previous year was approved.

Per-pupil allowance for Fiscal Year 2025-26 of \$7,481 would need to increase by another \$1,420 (19.0%) to have kept pace with inflation since 2002-03, resulting in an allowance of \$8,901.



UNDERFUNDING OF SPECIAL EDUCATION

According to MN Department of Education (MDE):

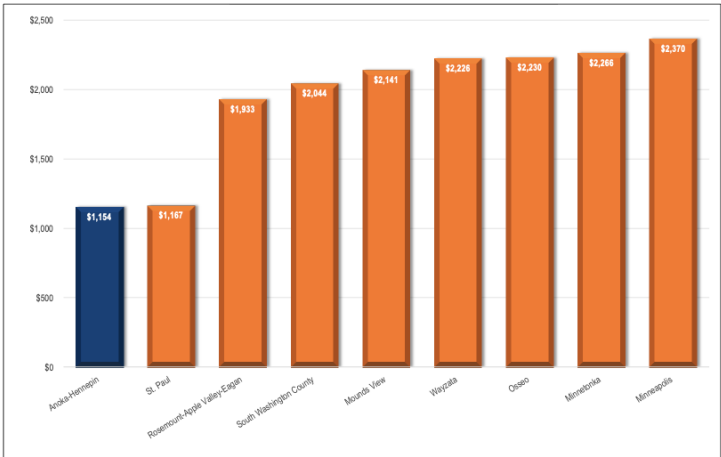
FY 2023 costs of providing programs were underfunded statewide by \$726 million

Even with recent funding, costs will be underfunded by \$455 million statewide by FY 2027



Primary options to bridge funding gap are to cut regular program budgets or increase referendum revenue, most districts have done both

VOTER APPROVED REFERENDUM AUTHORITY PER PUPIL UNIT FY 2025-26



Source: MDE Pay 25 Levy Certification Report, MDE Phaseout Report 7/31/2025.

BUDGET INFORMATION



Because approval of school district budget lags certification of tax levy by six months, state requires **only current year budget information be presented at this hearing.** **Fiscal Year 2026-27 budget will be adopted by School Board in June 2026.** School district budgets are divided into separate funds, based on purposes of revenue, as required by law.

Our district's funds:

- General
- Food Service
- Community Service
- Building Construction
- Debt Service
- Internal Service
- OPEB* Irrevocable Trust
- OPEB* Debt Service

**Other Post-Employment Benefits*

ACTUAL FOR FY 2025, BUDGET FOR FY 2026



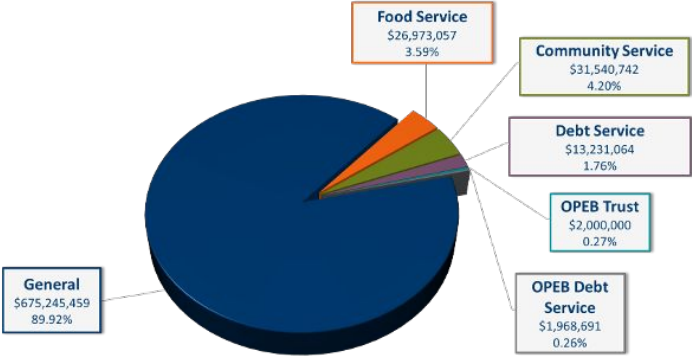
FUND	FISCAL 2024 BEGINNING	2024-25 ACTUAL		JUNE 30, 2025 ACTUAL	2025-26 BUDGET		JUNE 30, 2026 PROJECTED
	FUND BALANCES	REVENUES & TRANSFERS IN	EXPENDITURES & TRANSERS OUT	FUND BALANCES	REVENUES & TRANSERS IN	EXPENDITURES & TRANSERS OUT	FUND BALANCES
General/Restricted	41,286,264	132,336,331	129,735,100	43,887,495	126,407,011	126,407,011	43,887,495
General/Other	121,252,717	548,041,107	536,543,416	132,750,408	548,838,448	573,892,668	107,696,188
Food Service	12,468,855	30,332,329	30,269,763	12,531,421	26,973,057	30,773,496	8,730,982
Community Service	9,789,509	30,490,324	29,872,890	10,406,943	31,540,742	31,640,576	10,307,109
Building Construction	3,788,288	108,151	3,896,440	0	0	0	0
Debt Service	3,369,209	13,738,265	13,461,100	3,646,374	13,231,064	13,441,100	3,436,338
Internal Service	10,050,846			-3,174,904			-1,337,744
OPEB* Irrevocable Trust	36,910,559	3,319,969	2,320,625	37,909,903	2,000,000	2,000,000	37,909,903
OPEB* Debt Service	495,114	2,035,600	1,980,903	549,811	1,968,691	2,001,603	516,899
Total All Funds	239,411,361	760,402,076	748,080,237	238,507,451	750,959,013	780,156,454	211,147,170

**Other Post Employment Benefits*



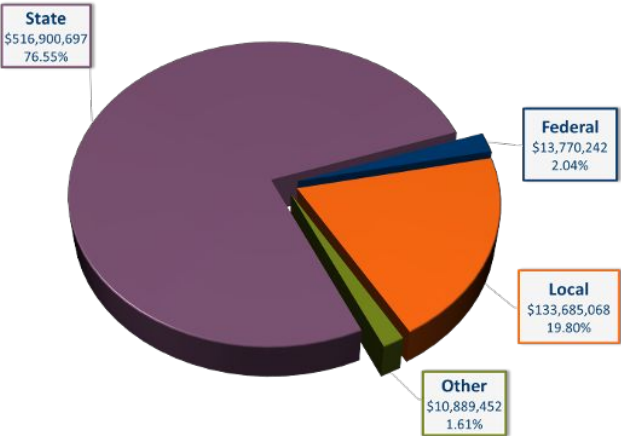
REVENUE -ALL FUNDS-

2025-26 Budget \$750,959,013



GENERAL FUND REVENUE

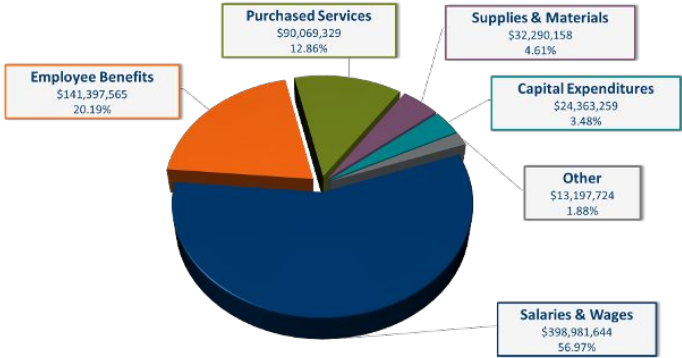
2025-26 Budget \$675,245,459





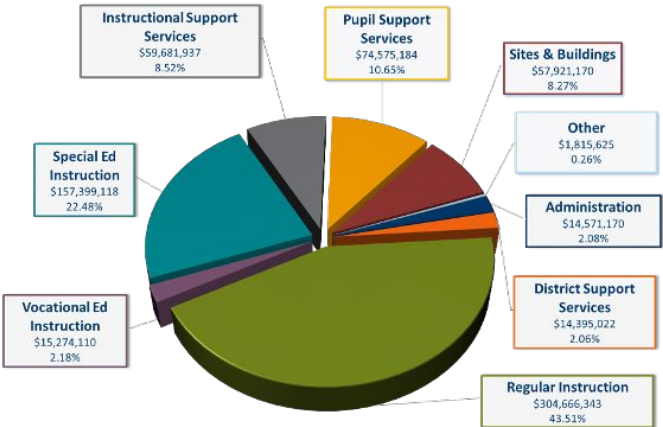
GENERAL FUND EXPENDITURES -BY OBJECT-

2025-26 Budget \$700,299,679







GENERAL FUND EXPENDITURES -BY PROGRAM-

2025-26 Budget \$700,299,679



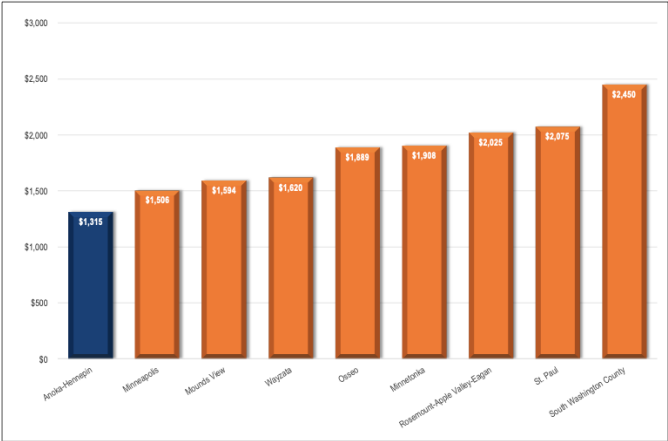


CHANGE IN TAX LEVY DOES NOT DETERMINE CHANGE IN BUDGET

-  Tax levy is based on many state-determined allowances plus voter approved referendums
-  Some increases in tax levies are revenue neutral, offset by reductions in state aid
-  *Expenditure budget is limited* by state-set revenue formulas, voter-approved levies & fund balance
-  An increase in school taxes does not always correlate to an equal increase in budget



TOTAL SCHOOL PROPERTY TAXES, PAYABLE 2025, ON A HOME WITH AN ESTIMATED MARKET VALUE OF \$400,000



Source: Pay 2025 School Tax Report, Pay 2025 MDE Levy Certification.

DIFFERENCE IN LEVY CYCLES




School District:

- Budget year begins July 1.
- 2026 taxes provide revenue for 2026-27 fiscal year.
- Budget adopted in June 2026.

City/County:

- Budget year begins January 1.
- 2026 taxes provide revenue for 2026 calendar year budget.



Spruce County
Jane Smith, Auditor-Treasurer
345 12th Street East, Box 78
Spruceville, MN 55555-5555
(555) 345-6789
www.co.spruce.mn.us

TAXPAYER(S):
John and Mary Johnson
123 Pine Rd S
Spruceville, MN 55555-5555

Property Information
PIN Number: 01.234.56.789.R1
Property Address: 789 Pine Rd S
Spruceville, MN 55555

Property Description:
Lot 1, Block 1, Spruce Acres Subdivision

PROPOSED TAXES 2026

THIS IS NOT A BILL. DO NOT PAY.

VALUES AND CLASSIFICATION

Step	Taxes Payable Year	2025	2026
1	Estimated Market Value	\$125,000	\$150,000
	Homestead Exclusion	\$	\$33,050
	Taxable Market Value	\$125,000	\$116,950
	Class	Res. Unimproved	Res. Unimproved

PROPOSED TAX

Step 1	Property taxes before credits	\$1,562.46
2	School building bond credit	\$ 12.00
	Agricultural market value credit	
	Other credits	
Step 3	Property taxes after credits	\$1,550.46

PROPERTY TAX STATEMENT
Commencing in 2026

The time to provide feedback on PROPOSED LEVIES IS NOW
It is too late to appeal your value without going to Tax Court.

Proposed Property Taxes and Meetings by Jurisdiction for Your Property

Contact Information	Meeting Information	Actual 2025	Proposed 2026
State General Property Tax	No public meeting	\$0	\$0
County of Spruce Spruce County Courthouse 123 Spruce St Spruceville, MN 55555 www.co.spruce.mn.us (555) 123-4567	December 4, 7:00 PM	\$458.06	\$484.18
City of Spruceville Mayor's Office 456 Spruce St Spruceville, MN 55555 www.ci.spruceville.mn.us (555) 123-7654	December 2, 6:30 PM Spruceville City Hall	\$273.79	\$312.06
Spruceville School District 999 150 1st St N Spruceville, MN 55555 www.spruceville.k12.mn.us (555) 123-6789	December 9, 7:00 PM Spruceville High School Cafeteria		
Voter Approved Levies Other Levies		\$139.95 \$340.11	\$108.88 \$174.60
Metro Special Taxing Districts		\$57.76	\$58.70
Spruceville Metropolitan Council www.spruce.metrocouncil.org (555) 555-5555 Spruceville, MN 55055	December 11, 7:30 PM Spruce Park Centre 000 Pine St		
Other Special Taxing Districts The Increased Tax	No public meeting No public meeting	\$12.80 \$10.15	\$13.02 \$11.22
Total excluding any special assessments		\$1,422.82	\$1,659.46 9.8%

Your school district was scheduled to hold a referendum at the November general election. If the referendum was approved by the voters, the school district's voter approved property tax for 2026 may be higher than the proposed amount shown on this notice.

Sample of parcel specific notice mailed to every property owner between November 10 – 25.

Property tax background:

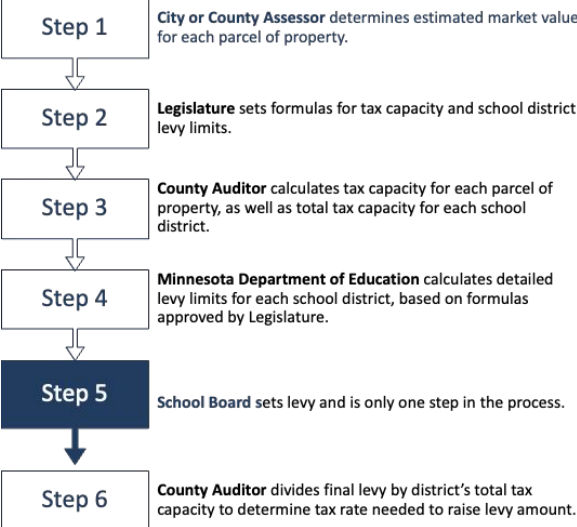
- Every owner of taxable property pays property taxes to various "taxing jurisdictions" (county, city/township, school district, special districts) in which property is located.
- Each taxing jurisdiction sets own tax levy, often based on limits in state law.
- County sends bills, collects taxes from property owners and distributes funds back to other taxing jurisdictions.

SCHOOL DISTRICT PROPERTY TAXES



- Each school district has limited authority to levy taxes.
- MDE calculates levy amounts for various categories, set by:
 - State law.
 - Voter approval.

SCHOOL DISTRICT PROPERTY TAX PROCESS



Note: For certain levy categories, tax rates & levy amounts are based on referendum market value, rather than tax capacity.

APPROVAL OF DISTRICT'S TAX LEVY IN 2025 (PAYABLE 2026)



OVERVIEW OF DISTRICT'S PROPOSED TAX LEVY



- Proposed payable 2026 tax levy is a decrease from 2025 of \$2,730,353 or -1.97%.
- Changes by levy category and reasons for major increases and decreases in levy are included on following slides.



Comparison of Actual Tax Levy Payable in 2025 to Proposed Levy Payable in 2026

Fund Levy Category	Actual Levy Payable in 2025	Proposed Levy Payable in 2026	\$ Change	% Change
General				
Voter Approved Operating Referendum	\$48,019,440	\$48,351,341	\$331,901	
Local Optional Revenue (LOR)	28,515,323	28,102,281	(413,042)	
Equity	4,832,828	4,737,225	(95,603)	
Voter Approved Capital Project Levy	6,392,831	6,450,841	58,009	
Operating Capital	4,420,722	4,395,107	(25,615)	
Alternate Teacher Compensation	3,549,020	3,469,490	(79,530)	
Achievement and Integration	2,433,313	2,403,345	(29,969)	
Long Term Facilities Maintenance (LTFM)	10,080,308	9,567,020	(513,288)	
Lease Levy	4,474,504	4,399,469	(75,035)	
Other	5,841,803	5,967,199	125,396	
Prior Year Adjustments	(612,474)	(2,461,675)	(1,849,201)	
Total, General Fund	\$117,947,620	\$115,381,642	(\$2,565,978)	-2.18%
Community Service				
Basic Community Education	\$1,458,072	\$1,372,163	(\$85,909)	
Early Childhood Family Education	883,805	776,877	(106,927)	
School-Age Child Care	2,000,000	2,400,000	400,000	
Other	60,956	61,051	95	
Prior Year Adjustments	739,255	429,402	(309,853)	
Total, Community Service Fund	\$5,142,088	\$5,039,494	(\$102,594)	-2.00%
Debt Service				
Voter Approved	\$14,106,855	\$14,097,143	(\$9,712)	
Other Post Employment Benefits	2,100,948	2,108,949	8,001	
Reduction for Debt Excess	(1,083,840)	(1,167,216)	(83,376)	
Prior Year Adjustments	73,292	96,598	23,306	
Total, Debt Service Fund	\$15,197,255	\$15,135,474	(\$61,781)	-0.41%
Total Levy, All Funds	\$138,286,962	\$135,556,609	(\$2,730,353)	-1.97%
Subtotal by Truth in Taxation Categories:				
Voter Approved	66,805,555	66,505,241	(300,314)	
Other	71,481,407	69,051,368	(2,430,039)	
Total	\$138,286,962	\$135,556,609	(\$2,730,353)	-1.97%

EXPLANATION OF LEVY CHANGES



Category: General Fund - Voter Approved Operating Referendum

Change: +\$331,901

Use of Funds: General Operating Expenses

Reason for Change: Voter approved operating referendum authority includes an annual inflationary increase. The increase is being partially offset by an estimated enrollment decrease of 2% compared to estimates used for taxes payable 2025

EXPLANATION OF LEVY CHANGES



Category:	General Fund – Long Term Facilities Maintenance
Change:	-\$513,288
Use of Funds:	Facilities Maintenance
Reason for Change:	Revenue is made up of both the local levy and state aid. Enrollment is projected to be lower, and the district is expected to receive more state aid than what was estimated for taxes payable in 2025.

EXPLANATION OF LEVY CHANGES



Category:	General Fund – Prior Year Adjustments
Change:	-\$1,849,201
Use of Funds:	Various
Reason for Change:	Initial levies are based on estimates. In later years, amounts are updated and levies are retroactively adjusted.

FACTORS IMPACTING INDIVIDUAL TAXPAYERS' SCHOOL TAXES



Many factors can cause a tax bill for an individual property to increase or decrease from year to year

- Changes in value of individual property
- Changes in total value of all property within District
- Increases or decreases in levy amounts caused by changes in state funding formulas, local needs & costs, voter-approved referendums & other factors

IMPACT OF PROPERTY VALUATIONS



- Two properties in the district
 - Both houses are valued at \$100,000
- Total levy of \$500
 - Each property will pay \$250 of levy



IMPACT OF PROPERTY VALUATIONS



- Two properties in the district
 - Orange house value increases by 10%
 - Blue house value increases by 25%

- Total levy of \$500
 - School District will still generate the same amount of levy even though values increased
 - Orange house pays less
 - Blue house pays more



FOUR YEAR SCHOOL LEVY COMPARISON



- Examples include school district taxes only and are shown based on no change and a 10.8% increase in property value for residential homes over the past four years.
 - Actual changes in value may be more or less than this for any parcel of property.
 - Intended to provide a fair representation of what happened to school district property taxes over this period for typical properties.
- Examples are for property in the city of Coon Rapids.
- Amounts for 2026 are preliminary estimates; final amounts could change slightly.
- Estimates prepared by Ehlers (District's municipal advisors).



Estimated Changes in School Property Taxes, 2023 to 2026
Based on No Changes in Property Values

Type of Property	Estimated Market Value	Actual Taxes Payable in 2023	Actual Taxes Payable in 2024	Actual Taxes Payable in 2025	Estimated Taxes Payable in 2026	Change in Taxes 2023 to 2026	Change in Taxes 2025 to 2026
Residential Homestead	\$200,000	\$671	\$660	\$626	\$592	-\$79	-\$34
	250,000	852	837	798	755	-97	-43
	300,000	1,032	1,015	970	918	-114	-52
	350,000	1,213	1,193	1,143	1,081	-132	-62
	375,000	1,303	1,281	1,229	1,162	-141	-67
	400,000	1,394	1,370	1,315	1,244	-150	-71
	450,000	1,570	1,543	1,487	1,407	-163	-80
	500,000	1,744	1,715	1,660	1,570	-174	-90
	550,000	1,936	1,903	1,845	1,746	-190	-99
750,000	2,702	2,657	2,577	2,440	-262	-137	
Commercial/Industrial #	\$250,000	\$906	\$900	\$861	\$799	-\$107	-\$62
	500,000	1,877	1,867	1,787	1,657	-220	-130
	750,000	2,849	2,835	2,713	2,516	-333	-197
	1,000,000	3,821	3,802	3,639	3,374	-447	-265
Agricultural Homestead <small>(average value per acre of land & buildings)</small>	\$3,000	\$1.69	\$1.70	\$1.71	\$1.63	-\$0.06	-\$0.08
	4,000	\$2.25	\$2.26	\$2.27	2.17	-0.08	-0.10
	5,000	\$2.83	\$2.83	\$2.84	2.71	-0.11	-0.13
Apartments and Res. Non-Homestead <small>(2 or more units)</small>	\$250,000	\$957	\$942	\$916	\$867	-\$90	-\$49
	500,000	1,915	1,885	1,832	1,735	-180	-97
	1,000,000	3,830	3,770	3,663	3,470	-360	-193
Seasonal Recreational Residential	\$150,000	\$205	\$204	\$204	\$195	-\$10	-\$9
	350,000	478	476	476	456	-22	-20
	550,000	769	765	765	732	-37	-33
	750,000	1,111	1,104	1,105	1,058	-53	-47

For commercial-industrial property, amounts above are for property in Coon Rapids. Taxes for commercial-industrial property in other municipalities may be slightly different, due to the impact of the Fiscal Disparities Program.

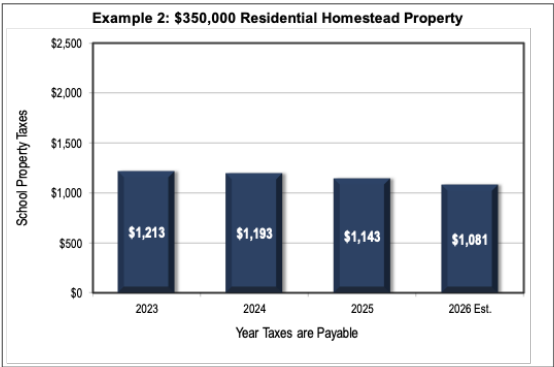
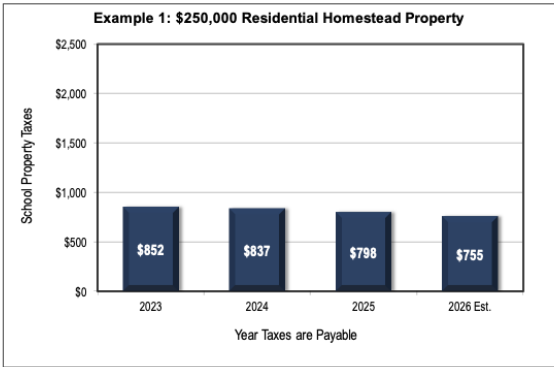
General Notes

1. Amounts are based on school district taxes only, and do not include taxes for city or township, county, state, or other taxing jurisdictions.
2. Estimates of taxes payable in 2026 are preliminary, based on the best data available.
3. For all examples of properties, taxes are calculated based on no changes in estimated market value from 2023 to 2026.
4. For agricultural property, estimates of taxes include impact of School Building Bond Agricultural Credit. Average value per acre is total estimated market value of all land and buildings, divided by total acres. Homestead examples do not include value of house, garage, and one acre, for which tax impact will be same as on a residential homestead property. This calculation does not include impact of Agricultural Homestead Credit, which reduces taxes on each parcel of agricultural homestead property by varying amounts.

ESTIMATED CHANGES IN SCHOOL PROPERTY TAXES, 2023-26



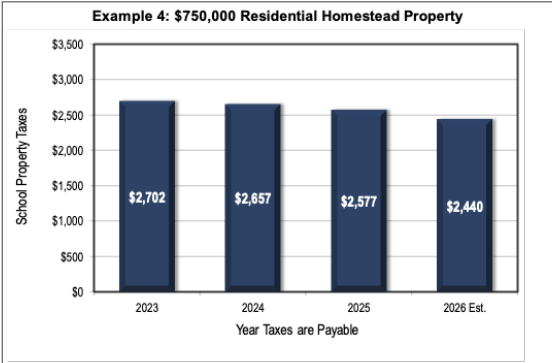
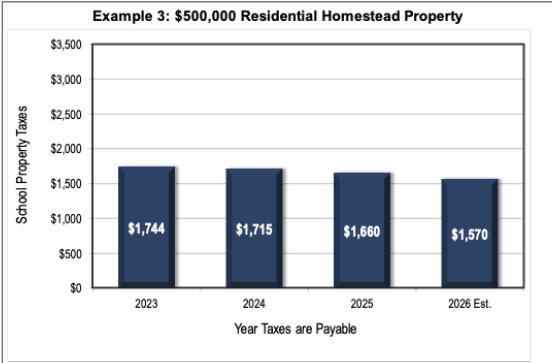
Based on **no changes** in property value:



ESTIMATED CHANGES IN SCHOOL PROPERTY TAXES, 2023-26



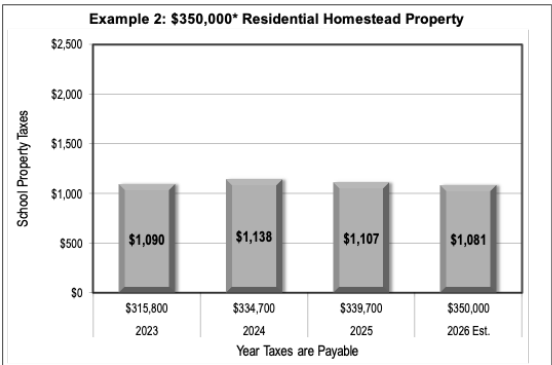
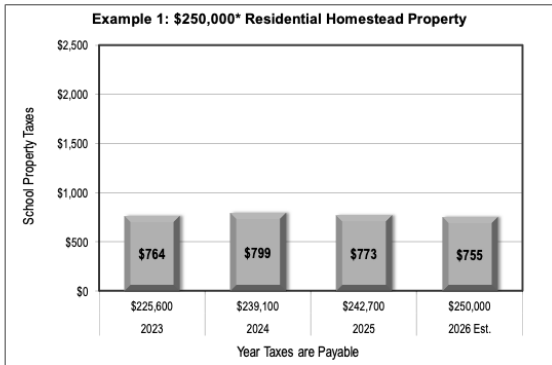
Based on **no changes** in property value:



ESTIMATED CHANGES IN SCHOOL PROPERTY TAXES, 2023-26



Based on **10.8% cumulative changes** in property value:

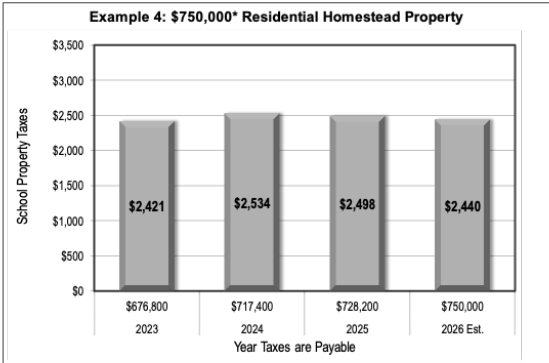
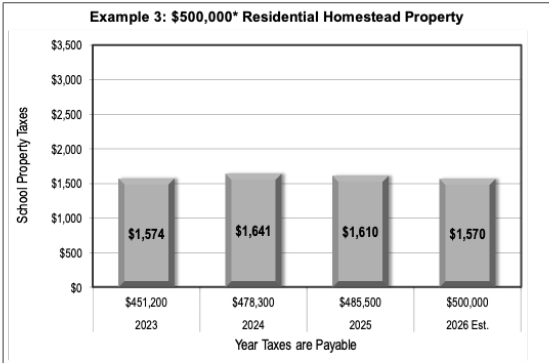


* Estimated market value for taxes payable in 2026. Taxes are calculated based on changes in market value of 6.0% from 2023 to 2024, 1.5% from 2024 to 2025 and 3.0% from 2025 to 2026.

ESTIMATED CHANGES IN SCHOOL PROPERTY TAXES, 2023-26



Based on **10.8% cumulative changes** in property value:



* Estimated market value for taxes payable in 2026. Taxes are calculated based on changes in market value of 6.0% from 2023 to 2024, 1.5% from 2024 to 2025 and 3.0% from 2025 to 2026.

STATE PROPERTY TAX PREFERENCES



Homestead Credit Refund

- Available for all homestead property, both residential and agricultural (house, garage and one acre (HGA) only)
- Refund is sliding scale, based on total property taxes and income

Special Property Tax Refund

- Available for all homestead property, both residential & agricultural (HGA only) with a gross tax increase of at least 12% and \$100 over prior year
- Refund is 60% of tax increase that exceeds greater of 12% or \$100 (max \$1,000)

Senior Citizen Property Tax Deferral

- Allows people 65 years of age or older with household income of \$96,000 or less to defer a portion of property taxes on their home
- Deferred property taxes plus accrued interest must be paid when home is sold or homeowner(s) dies

Income Taxes

- If you itemize deductions for federal income taxes, you may deduct a portion of your taxes paid. Starting with your 2024 taxes, renters can claim the Renter's refundable credit on a Minnesota income tax return.

NEXT STEPS



- Board accepts public comments on levy.
- Board certifies 2026 property tax levy.



THANK YOU

Comments or questions

Michelle Vargas

Chief financial officer

michelle.vargas@ahschools.us

LVYSUP00110126 M I N N E S O T A D E P A R T M E N T O F E D U C A T I O N
 DISTRICT NO. 0011 TYPE 01 L E V Y S U P P L E M E N T A L R E P O R T
 DISTRICT NAME Anoka-Hennepin School Dis 2 0 2 5 P A Y A B L E 2 0 2 6
 ECSU REGION 11 Anoka County

ED-00111-47

PAGE 30 OF 39
 DATE OF RUN: 11/25/25

I. COMPUTATION OF 2025 PAYABLE 2026 LEVY LIMITATION BY FUND (BEFORE COUNTY AUDITOR ADJUSTMENTS):

FUND	INITIAL LEVY LIMITATION	LIMITATION ADJUSTMENTS	ABATEMENT ADJUSTMENTS	OFFSET ADJUSTMENTS	TAC/MAX EFF ADJUSTMENT	MAXIMUM LEVY LIMITATION
GEN-RMV VOTER-EXEMP	48,351,340.69	1,464,517.29-	N/A			46,886,823.40
GEN-RMV OTHER-EXEMP	34,102,901.63	1,452,727.39-	N/A			32,650,174.24
GEN-NTC VOTER-EXEMP	6,450,840.51		N/A			6,450,840.51
GEN-NTC OTHER-GENED	N/A	N/A	N/A	N/A	N/A	N/A
GEN-NTC OTHER-EXEMP	28,938,233.87	246,622.18-	702,192.28			29,393,803.97
TOTAL GENERAL	117,843,316.70	3,163,866.86-	702,192.28			115,381,642.12
COM SERV-EXEMP	4,610,091.66	401,272.89	28,129.15			5,039,493.70
DEBT-VOTER-NONEXEMP	14,097,143.00	1,013,826.07-	84,260.40			13,167,577.33
DEBT-OTHER-NONEXEMP						
TOTAL DEBT SERV	14,097,143.00	1,013,826.07-	84,260.40			13,167,577.33
OPEB-VOTER-NONEXEMP						
OPEB-OTHER-NONEXEMP	2,108,949.00	153,390.04-	12,337.25			1,967,896.21
TOTAL OPEB/PENSION	2,108,949.00	153,390.04-	12,337.25			1,967,896.21
TOTAL	138,659,500.36	3,929,810.08-	826,919.08			135,556,609.36

II. COMPARISON OF 2024 PAYABLE 2025 LEVY LIMITATION WITH 2025 PAYABLE 2026 LEVY LIMITATION (BEFORE COUNTY AUDITOR ADJUSTMENTS):

FUND	2024 PAY 2025 LIMITATION	2025 PAY 2026 LIMITATION	INCREASE (DECREASE)	PERCENT CHANGE
GENERAL	117,947,619.78	115,381,642.12	2,565,977.66-	2.18-
COMMUNITY SERVICE	5,142,087.50	5,039,493.70	102,593.80-	2.00-
GENERAL DEBT SERVICE	13,228,563.77	13,167,577.33	60,986.44-	.46-
OPEB DEBT SERVICE	1,968,690.95	1,967,896.21	794.74-	.04-
TOTAL	138,286,962.00	135,556,609.36	2,730,352.64-	1.97-

Certify
\$135,556,609.36

III. COMPARISON OF 2024 PAYABLE 2025 CERTIFIED LEVY PLUS COUNTY AUDITOR ADJUSTMENTS WITH 2025 PAYABLE 2026 CERTIFIED LEVY PLUS COUNTY AUDITOR ADJUSTMENTS:

FUND	2024 PAY 2025 CERTIFIED LEVY + ADJUSTMENTS	2025 PAY 2026 CERTIFIED LEVY + ADJUSTMENTS	INCREASE (DECREASE)	PERCENT CHANGE
GENERAL	117,947,619.78			
COMMUNITY SERVICE	5,142,087.50			
GENERAL DEBT SERVICE	13,228,563.77			
OPEB DEBT SERVICE	1,968,690.95			
TOTAL AFTER ADJUSTMENTS	138,286,962.00			

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

The School Board of Anoka-Hennepin Independent School District No. 11 held a meeting on **Monday, November 10, 2025**, at Sandburg Education Center, Anoka, Minnesota.

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

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

Michelle Langenfeld motioned to approve the Board Agenda as presented. Jeff Simon seconded. Motion passed with a 6-0 vote.

CONSENT AGENDA

Matt Audette moved and Jeff Simon seconded the motion to approve the following **consent agenda** items:

- a. **Minutes** from the October 27, 2025, School Board Meeting.
- b. **Personnel items** as follows:

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Lisa Boelter	Oak View Middle, Teacher Grade 6	06/08/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Tristan Carter	ESC-Special Ed, Teacher Social Worker	11/04/2025
Amna Kiran	Andover High, Teacher ESL	11/25/2025
Kristine Svedberg	Northdale Middle, Teacher ABS (AcadBehav)	10/31/2025

LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Nicholas Blackowiak	Educational Svc Ctr, B/G Grounds Crew	10/31/2025	12/19/2025
Teresa Boe	Champlin Park High, Teacher MSH	10/20/2025	10/28/2025
Edward Breheny	Oak View Middle, B/G Custodian Day Lead	11/03/2025	01/23/2026
Debra Brunner	Crooked Lake Elementary, ParaEducator Special Education	10/20/2025	10/31/2025
Heather Bushard	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	10/06/2025	12/23/2025
Kimberly Christianson	Adams Elementary, ParaEducator Elementary	10/27/2025	12/08/2025
Blair Curtis	River Trail Learning Center, Teacher ASD (AutismSpectrum)	10/27/2025	11/10/2025
Jeffrey Den Otter	ABE-Anoka Technical College, ABE Teacher-Full Time Benefits	01/20/2026	05/15/2026
Antonio Gonzalez	Jackson Middle, B/G Custodian 2nd shift nolead	10/21/2025	12/10/2025
Linda Koehler	Mississippi Elementary, Child Nutrition Assistant PT	10/28/2025	12/23/2025
Cassandra Lee-Nadeau	Morris Bye Elementary, ParaEducator Special Education	11/25/2025	12/23/2025
Greta McElvain	ABE-Columbia Heights/Fridley, ABE Teacher - sick leave only	11/04/2025	12/18/2025
Michelle Meyer	Monroe Elementary, Child Nutrition Site Supv	11/03/2025	01/13/2026
Susan Reck	Anoka High, Child Nutrition Assistant PT	10/13/2025	12/23/2025
Sara Roberts	Morris Bye Elementary, Teacher Grade K	12/15/2025	01/26/2026
Ann Roehl	University Ave Elementary, Teacher ESL	10/28/2025	11/03/2025
Shannon Vanjoske	Riverview Early Childhood Ctr, Para Sped ECSE center base	11/03/2025	12/23/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Jacob Andersen	University Ave Elementary, A+ Site Leader full year	10/21/2025	11/06/2025
Jill Beck	Madison Elementary, Teacher Art Elementary	09/26/2025	06/08/2026
Rita Beckman	Jackson Middle, Teacher Social Studies	09/19/2024	02/13/2026
Halle Blum	Andover Elementary, Teacher Grade 4	10/23/2025	11/10/2025
Julie Erickson	Coon Rapids Middle, ParaEducator Spec Ed Cntr Base	09/23/2025	11/04/2025
Lisa Finn	Two Rivers Transition Program, Teacher Work Exp Handicapped	10/17/2025	10/31/2025
Julie Griffin	Coon Rapids High, ParaEducator Secondary	09/18/2025	12/23/2025
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	11/10/2025
Melissa Knotz	Educational Svc Ctr - Transportation, ParaEducator Bus	09/19/2025	10/31/2025
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	10/09/2025	12/03/2025
Lisa Medved	Educational Svc Ctr, Educ Office Prof Lead Dept	09/29/2025	12/22/2025
Hallie Michealson	Sunrise Elementary, Teacher K5 Core Inst Support	10/29/2025	01/20/2026
Gina Pfeifer	Two Rivers Transition Program, Teacher Psychologist	08/28/2025	12/17/2025
John Taylor	Educational Svc Ctr, B/G Maint Spec Low Volt Lead	04/22/2025	04/22/2026
Kimberly Thiel	Jackson Middle, Teacher Reading Secondary	08/06/2025	10/31/2025

SABBATICALS

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

APPOINTMENTS

20251110 1

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

This section returned no records

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

This section returned no records

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

Amy Bergsbaken	ESC-Special Ed, Teacher Speech Clinician	11/17/2025	Masters/13	0.6898	\$56,717
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Name	Current or Most Recent Position	Effective Date	Days	Salary
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Administrative

This section returned no records

c. Approved MSHSL Foundation Resolution – Form A and B

d. Approved Immunization Exclusions as required by Statute - names and specifics are not included because of data privacy.

Motion passed with a 6-0 vote.

The School Board received no public testimony.

Superintendent McIntyre gave a report to the Board and reviewed the Board calendar: With registration for next school year approaching this is a reminder that Anoka-Hennepin offers choices to students for specialty schools and magnet programming and through in-district transfer options. Specialty programming includes STEM, STEAM, biomedical engineering, engineering, aerospace and children's engineering, international baccalaureate, career and technical, environmental education and the arts. Priority enrollment deadline for the district's six magnet schools is December 17, with the deadline for the district's six specialty schools set for January 15. Visit [ahschools.us/specialty magnet](https://ahschools.us/specialty-magnet) for upcoming open house dates and additional information. Career and college specialists from Anoka-Hennepin's comprehensive high schools are joining forces to host an event for college bound students and their families. "Financing Your Future" is set for Wednesday, Nov. 19 from 6 p.m. to 8 p.m. at Coon Rapids High School in the auditorium and atrium area. Information sessions focused on scholarships, financial aid, lowering college costs, and earning college credit in high school will all be covered. The event is free and open to the public. Anoka-Hennepin's student-focused Alley & Ave retail boutique will have extended hours on Thursday, Nov. 20, until 6 p.m. Everything in the store is 25% off. The store is located at the Sandburg Education Center, with the entrance from the alley side of the building on Second Avenue. Alley & Ave is open to the public weekdays from 8 a.m. to 2 p.m. to shop for home decor, gifts, and furniture refurbished by students. The store offers hands-on experience for special education students participating in the district's work-based learning program, TEAM (Teaching Employability through Assessment and Manufacturing). This program is designed to help high school and transition-aged students develop additional skills before seeking paid employment. Anoka-Hennepin's 22nd annual kindness poster contest attracted over 150 entries with this year's theme: My Vision of Kindness. The winning posters were selected through a special "Election Day" vote at the Educational Services Center. The poster on the screen is the creation of one of the winning students: Oxbow Creek Elementary third-grader Maggie Purves. Winning posters will be displayed on the district website and printed for use in school buildings across the district. The annual kindness poster contest supports a safe and welcoming environment for students by promoting kindness and anti-bullying. Tomorrow is Veterans' Day, and school will be in session. Throughout the district, students will be either attending school assemblies or learning about the importance of Veterans' Day in class. Our schools are set to celebrate local veterans in a number of different ways, and we appreciate all the work by students and staff to help make this a day to remember for our local veterans. We have reached the period of time where severe weather can impact our ability to ensure students and staff can safely get to and from school. Fortunately, with the media coverage of weather, it is rare that anyone is uninformed about potential weather challenges. As a reminder, the district makes decisions to not hold school in person based on our ability to safely get students to school between 6:30 and 9:30 am and home from school between 2 and 5 p.m. If snowfall prevents safe travel during these periods or extreme cold makes walking unsafe for 20 minutes or less, we consider a weather-related closure. Our goal is always to keep school open safely and to give our parents, students and staff as much lead time as possible should the district need to close. As a reminder, the district will not have asynchronous learning or distance learning should the district close for weather. Also, the district has implemented an early release system for high school and middle school on days where afternoon travel could become an issue. The goal with the early release is to give buses time so that elementary students are home at their expected time. The goal for the district is to make a decision about an early release by 10 a.m. on the days when that is being considered.

Jim Skelly, executive director of communications and public relations; and Tom Hunt, Anoka County elections manager; presented the School Board election results for canvassing. The action to approve or canvas the election results is necessary to confirm the School Board election on Nov. 4, 2025. The resolution was approved in a unanimous vote.

Sarah Hunter, executive director of learning and achievement, presented a series of three new course offerings for the 2026-27 school year. School Board approval is necessary to add these offerings to the registration materials. Artificial Intelligence at STEP was discussed. Ojibwe Language I offered at STEP and Introduction to CNC Machining at Andover High School were approved on a unanimous vote.

Dr. Jennifer Cherry, chief human resources officer, presented an updated master agreement with the building service employees bargaining group. The agreement was within the financial parameters provided by the School Board, and it was approved with a unanimous vote.

Dr. Jennifer Cherry, chief human resources officer, presented an updated master agreement with the technical specialist bargaining group. The agreement was within the financial parameters provided by the School Board, and it was approved with a unanimous vote.

Dr. Jennifer Cherry, chief human resources officer, provided the School Board with an update on the status of negotiations for employee groups consistent with Board Policy 209, Negotiations Code of Ethics. The presentation included an overview of the status of negotiations with the district's bargaining groups and policy groups.

Director Simon noted that he attended the opening night of "The Wizard of Oz" at CRHS and encouraged the community to attend upcoming events at our schools, including choir, band, and theater productions. He recommended consulting the schools' activity calendars online and visiting the Facebook pages of the band, choir, and drama clubs for schedule details and additional information. Co-Chair Deschene highlighted the Veterans' Day celebration scheduled for tomorrow and expressed gratitude to all veterans for their service. Director Langenfeld joined Co-Chair Deschene in thanking veterans and supported Director Simon's remarks about the high school theater productions, having recently attended "A Year with Frog and Toad" at CPHS. Additionally, she emphasized the focus on literacy initiatives and ongoing efforts at Bethel University to enhance teacher prep programs aligned with the READ Act.

Co-Chair Kacy Deschene proposed under Minnesota Statute 13D.05 subd. 1 that they move into a closed session to deal with matters of labor negotiations. The closed session was held in the Michael Sullivan Room. Jeff Simon motioned, and Matt Audette seconded the motion to go into closed sessions. Motion carried.

Co-Chair Kacy Deschene recessed the meeting at 7:38 p.m. The meeting reconvened in closed session at 7:46 p.m. to discuss matters of labor negotiations.

The meeting reconvened in open session at 9:05 p.m. Jeff Simon moved and Zach Arco seconded the motion to adjourn the meeting. Motion passed.

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 special board meeting on **Thursday, November 13, 2025**, at the Anoka-Hennepin Educational Service Center, Anoka, Minnesota.

Co-Chair Kacy Deschene called the meeting to order at 7:30 a.m.

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

Co-Chair Kacy Deschene proposed under Minnesota Statute 13D.05 subd 2(a)(3) that they move into a closed session to discuss private student educational data. Motion carried 5-0.

The meeting moved into closed session at 7:34 a.m. to discuss private student educational data.

The meeting reconvened in open session at 7:50 a.m.

A resolution to expel student A was presented consistent with the findings, conclusions and decision attached hereto (as Addendum A) and that Addendum A not be included in the minutes of the Board due to the data privacy rights of the subject. Clerk Simon called the roll. The following voted in favor of the motion: Kacy Deschene, Michelle Langenfeld, Jeff Simon, Matt Audette and Zach Arco. There being five votes for and zero against the motion, the motion passed.

Meeting adjourned.

APPENDIX B

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

RETIREMENTS

Name	Current or Most Recent Position	Last Date Employed
Robert Bambery	Andover High, Teacher SA-Tech Coordinator	06/08/2026
Lynnette Bauers	Wilson Elementary, ParaEducator Special Education	01/09/2026
Cherry Frechette	ABE-Blaine Learning Lab, ABE Asst Data Support	01/08/2026
Bradley Johnson	Anoka High, B/G Custodian 3rd shift	01/23/2026
Lisa Moat	Jackson Middle, Teacher Art Secondary	06/08/2026

RESIGNATIONS, TERMINATIONS

Full Name (FL)	Current or Most Recent Position	Last Date Employed
Alex Contreras	River Trail Learning Center, Teacher ABS (AcadBehav)	12/05/2025
Rose Morris	Jefferson Elementary, Teacher Nurse	01/30/2026
Alecia Pankratz	Educational Svc Ctr, Teacher SA-Coach	11/25/2025
Theresa Soucy	River Trail Learning Center, Teacher ASD (AutismSpectrum)	11/03/2025

APPENDIX B

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
Heather Berge	Champlin Park High, Teacher Social Studies	12/12/2025	01/23/2026
Paul Brown	Educational Svc Ctr, Teacher SA-QComp Peer Coach	07/01/2026	06/30/2027
Alex Contreras	River Trail Learning Center, Teacher ABS (AcadBehav)	10/21/2025	11/03/2025
Bethaney Costello	Anoka High, Teacher Social Studies	11/14/2025	03/05/2026
Destiny Cummings	Andover High, Student Achievement Advisor	01/05/2026	03/27/2026
Lynne Davis	Blaine High, ParaEducator Special Education	12/12/2025	01/23/2026
Rebekka Downing	River Trail Learning Center, ParaEducator Spec Ed Cntr Base	10/10/2025	11/13/2025
LuAnn Fraser	Johnsville Elementary, A+ Casual CCA - Ln 1	09/25/2025	12/19/2025
Joan Goodhart	Blaine High, ParaEducator Spec Ed Cntr Base	11/06/2025	11/21/2025
Gloria Guiza	ABE-Blaine Learning Lab, ABE Teacher-Full Time Benefits	01/12/2026	01/23/2026
Mariah Isola	ESC-Special Ed, Teacher Occupational Therapist	10/21/2025	01/19/2026
Trevor Klein	Coon Rapids High, Teacher Science	12/04/2025	12/05/2025
Trevor Klein	Coon Rapids High, Teacher Science	01/09/2026	01/09/2026
Trevor Klein	Coon Rapids High, Teacher Science	02/06/2026	02/06/2026
Trevor Klein	Coon Rapids High, Teacher Science	04/10/2026	04/10/2026
Andrea Lo	Jefferson Elementary, Teacher ESL	11/20/2025	02/18/2026
Logan Mclean	Anoka Middle - Washington Campus, Teacher Grade 6	07/01/2026	06/30/2031
Shannon Merten	Anoka High, ParaEducator Special Education	12/04/2025	12/23/2025
Quyen Phan	Coon Rapids High, Asst Principal High School	11/05/2025	11/18/2025
Jacqueline Pierson	Anoka Middle - Fred Moore Campus, Teacher Art Secondary	12/08/2025	01/23/2026
Dora Porter	Mississippi Elementary, A+ CCA Ln2 full fiscal year	10/06/2025	11/14/2025
Dustine Shoberg-Turbeville	Wilson Elementary, Teacher Grade K	11/26/2025	01/06/2026
Benjamin Sutton	University Ave Elementary, Teacher E/BD	12/01/2025	12/23/2025
Brett Theisen	Blaine High, Teacher Science	01/05/2026	02/20/2026
Karlynn Tyler	Hoover Elementary, Teacher Grade 1	10/20/2025	06/08/2026
Shannon Vanjoske	Riverview Early Childhood Ctr, Para Sped ECSE center base	11/03/2025	11/11/2025
Kate Watson	Hoover Elementary, Teacher SA-Curr Integrator	11/20/2025	12/17/2025
Katie Whitney	Sorteberg Early Childhood Ctr, ECFE Child Educator Pro Rated	12/17/2025	01/28/2026
Thomas Zinselmeier	Coon Rapids High, Teacher SA-Admn Intern	11/14/2025	12/01/2025
Daniel Zurbey	Coon Rapids High, Asst Principal HS 10 Month	12/08/2025	12/19/2025

MODIFIED LEAVES OF ABSENCE

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Heather Bushard	ESC-Special Ed, Teacher BIS (Behavior Int Sp)	10/06/2025	11/21/2025
Patricia Cunningham	Wilson Elementary, Teacher Academic Support	09/30/2025	11/11/2025
Blair Curtis	River Trail Learning Center, Teacher ASD (AutismSpectrum)	10/27/2025	12/23/2025
Barbara Dixon	Mississippi Elementary, Teacher SA-Tal Devl	10/23/2025	12/01/2025
Amy Ferguson	Two Rivers Transition Program, ParaEducator Spec Ed Cntr Base	11/18/2024	03/05/2026
Antonio Gonzalez	Jackson Middle, B/G Custodian 2nd shift nolead	10/14/2025	12/10/2025

HR School Board Appendix Report: Leave of Absence

APPENDIX B

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

Name	Current or Most Recent Position	Leave Begins	Leave Ends
Deborah Hedrington	Coon Rapids High, Teacher MMH	08/25/2025	01/19/2026
Julianne Herrera	Brookside Elementary, Teacher Grade 4	08/25/2025	01/05/2026
Paige Hlivka	Sunrise Elementary, A+ Casual CCA - Ln 2	09/24/2025	11/10/2025
Cassandra Lee-Nadeau	Morris Bye Elementary, ParaEducator Special Education	11/25/2025	12/08/2025
Christine Lone	Educational Svc Ctr - Transportation, ParaEducator Bus	11/03/2025	12/23/2025
Kelly Maruri	ESC-Unassigned, Child Nutrition Assistant FT	10/09/2025	12/23/2025
Lisa Medved	Educational Svc Ctr, Educ Office Prof Lead Dept	09/29/2025	11/14/2025
Dawn Pettit	Roosevelt Middle, Teacher E/BD	09/04/2025	12/23/2025
Rebecca Sheils	Anoka High, Teacher ABS (AcadBehav)	07/01/2024	06/30/2027
Rebecca Stein	Riverview Early Childhood Ctr, Para Sped ECSE center base	06/23/2025	01/16/2026

SABBATICALS

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

APPOINTMENTS

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Elementary					
Sarah Goar	Madison Elementary, Teacher Art Elementary LTS	11/17/2025	Masters/2	0.6898	\$41,584

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

Name	Current or Most Recent Position	Effective Date	Lane/Step	FTE	Salary
Special Education					
Nathan Douvier	River Trail Learning Center, Teacher E/BD	11/12/2025	Bachelors/1	0.7059	\$35,314
Aaron Hoiland	Champlin Park High, Teacher ABS (AcadBehav)	11/19/2025	Masters/22	0.0644	\$61,809
Brenna McDowell	Oxbow Creek Elementary, Teacher ABS (AcadBehav)	11/11/2025	Masters/16	0.7112	\$61,314

Name	Current or Most Recent Position	Effective Date	Days	Salary
Administrative				
Brian Duffy	Educational Svc Ctr, Director Employee Devl & Eval Based on annual salary \$147,013 for 261 days	11/11/2025	166	\$93,503
Courtney Kielb	Educational Svc Ctr, Accounting Manager Based on annual salary of \$104,000 for 261 days	12/02/2025	151	\$60,168

MOTION**Date:****December 8, 2025**

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

Fund No.	Description	Amount
	Checks	\$ 4,737,587.57
01	General	4,470,240.62
02	Food Service	176,863.56
04	Community Service	84,864.76
06	Building Construction	
07	Bond & Interest K-12	
20	Health-Self Insurance	181.25
21	Dental-Self Insurance	2,558.00
22	Work. Comp.-Self Insurance	
47	OPEB Debt Service	-
	Electronic Payments	\$ 25,564,955.64
01	General	16,930,960.01
02	Food Service	333,962.79
04	Community Service	623,945.28
06	Building Construction	-
07	Bond & Interest K-12	
20	Health-Self Insurance	7,161,422.64
21	Dental-Self Insurance	470,991.93
22	Work. Comp.-Self Insurance	43,672.99
47	OPEB Debt Service	
	ACH Payments	\$ 8,601,581.86
01	General	6,522,591.32
02	Food Service	1,537,769.44
04	Community Service	103,748.69
07	Bond & Interest K-12	2,975.00
20	Health-Self Insurance	422,435.41
21	Dental-Self Insurance	
22	Work. Comp.-Self Insurance	12,062.00
	P-Card	\$ 165,230.56
01	General	142,634.16
02	Food Service	2,586.13
04	Community Service	19,861.02
06	Building Construction	-
20	Health-Self Insurance	149.25
	TOTAL DISTRICT	\$ 39,069,355.63

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

DATE	DONOR	DONEE	PURPOSE	AMOUNT
10/20/25	AHEF	Blaine High School	Educators Rising / FACS Club	\$500.00
10/31/25	Allina Health System American Online Giving Foundation	Roosevelt Middle School	Chill Space	\$250.00
10/20/25	Andover Football Association, Inc	University Elementary Andover High School	Supplies, T-shirts, paper LPE A-4, HOSA Travel Exp & Reg Fees	\$176.76 \$5,000.00
10/27/25			Gr. 5 Long Lake Field Trip in December 2025	
10/31/25	Andover Huskie Youth Hockey	Andover Elementary	Wrestling Singlets	\$2,500.00
10/31/25	Andover Wrestling Club	Andover High School	Classroom Instruction/Car Maintenance	\$3,500.00
10/20/25	Angela Busse/Terrence Busse Anoka Band Parents Association	STEP Anoka High School	Jackets for Band	\$416.99
10/31/25	Anoka High School Softball Booster Club	Anoka High School	Numbers for Softball Jerseys	\$1,088.00
10/27/25	Bengal Touchdown Club	Anoka High School		\$550.00
10/20/25	Blaine Juniors Volleyball Juniors	Blaine High School	BHS Summer Weight Room	\$22,974.00
10/20/25	Blaine Volleyball Association	Blaine High School	Volleyball Pole Contribution	\$2,000.00
10/31/25	CBPA PTO	CBPA	Volleyball Pole Contribution	\$2,000.00
10/31/25	Charities Aid Foundation	Andover Elementary	Donation for Fence	\$15,375.00
10/31/25	Charities Aid Foundation	Andover High School	Classroom Supplies	\$30.00
10/20/25	Charities Aid Foundation	Blaine High School	General Building Usage	\$92.00
10/27/25	Charities Aid Foundation	Dayton Elementary	General Support	\$40.00
10/31/25	Charities Aid Foundation	Eisenhower Elementary	Student/school supplies as needed	\$10.00
10/20/25	Coon Rapids Gridiron Club CPHS Girls Soccer Booster Club	Coon Rapid High School	Student incentives	\$10.00
10/20/25		Champlin Park High School	Football Game Fan Bus	\$400.00
10/20/25	CPHS Volleyball Booster Club	Champlin Park High School	Transportation to Duluth	\$2,700.00
10/20/25	Danielle Pedersen	STEP	Transportation to Marshall, MN	\$1,690.50
10/27/25	Dayton Elementary PTO	Dayton Elementary	Classroom Instruction/Car Maintenance	\$48.00
10/20/25	E. Dale & A. Dale Impacts Inc	Andover Elementary Oxbow Creek Elementary	Student/staff t-shirts	\$4,550.00
10/27/25	Johnsville PTO	Johnsville Elementary	Sped Department Equipment, Books, Games	\$5,000.00
10/20/25	Kopp Family Foundation	STEP	Student School Supplies	\$75.00
10/31/25	Madison PTO	Madison Elementary	Grade 1 Fieldtrip to Oliver Kelly Farm	\$1,562.68
10/20/25	Madison PTO	Madison Elementary	Students in need: School supplies, testing fees, Ect	\$500.00
10/20/25	Madison PTO	Madison Elementary	Title events/food	\$950.00
10/20/25	Madison PTO	Madison Elementary	transportation for gr. 3-5 trip to Mermaid Entertainment Center	\$639.00
10/20/25	Madison PTO	Madison Elementary	transportation for gr. 1-3 trip to BHS musical	\$480.00
10/20/25	Madison PTO Network for Good/Grants Department	Madison Elementary Dayton Elementary	transportation for K trip to Pinehaven	\$375.00
10/31/25			Student/school supplies as needed	\$18.16
10/27/25	Oxbow Creek PTO	Oxbow Creek Elementary	Student Lyceums and Field Trip Subsidies	\$15,950.00
10/27/25	Oxbow Creek PTO	Oxbow Creek Elementary	Sub cost	\$200.00
10/20/25	Peter Groebner	STEP	Classroom Instruction/Car Maintenance	\$300.00

10/20/25	Sand Creek PTO	Sand Creek Elementary	Student/classroom materials and supplies	\$5,300.00
10/31/25	The Blackbaud Giving Fund	Andover High School	General Building Usage	\$60.00
10/27/25	The Blackbaud Giving Fund	CBPA	school supplies	\$44.00
10/27/25	The Blackbaud Giving Fund	CBPA	school supplies	\$45.00
10/27/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$44.00
10/27/25	The Blackbaud Giving Fund	Champlin Park High School	Student Recognition	\$66.00
10/20/25	The Blackbaud Giving Fund	Coon Rapid High School	General Needs/Supplies	\$500.00
10/20/25	The Blackbaud Giving Fund	Sand Creek Elementary	School student/staff needs	\$150.00
10/20/25	Wilson PTCO	Wilson Elementary	Safety Patrol Sashes	\$108.70

*MATERIAL, EQUIPMENT, OR
LABOR DONATION

TOTAL

\$98,268.79

SCHOLARSHIP DONATIONS

DATE	DONOR	DONEE	PURPOSE	AMOUNT
11/03/25	Claudia Bomier	Anoka High School	BBC Scholars Scholarship	\$500.00
11/03/25	Claudia Bomier	Anoka High School	BBC Scholars Scholarship	\$12,000.00
11/03/25	Armin Clobes/SC Johnson	Anoka High School	Class of '63 Scholarship	\$500.00
11/03/25	Armin Clobes/SC Johnson	Anoka High School	Class of '63 Scholarship	\$500.00

SCHOLARSHIP TOTALS

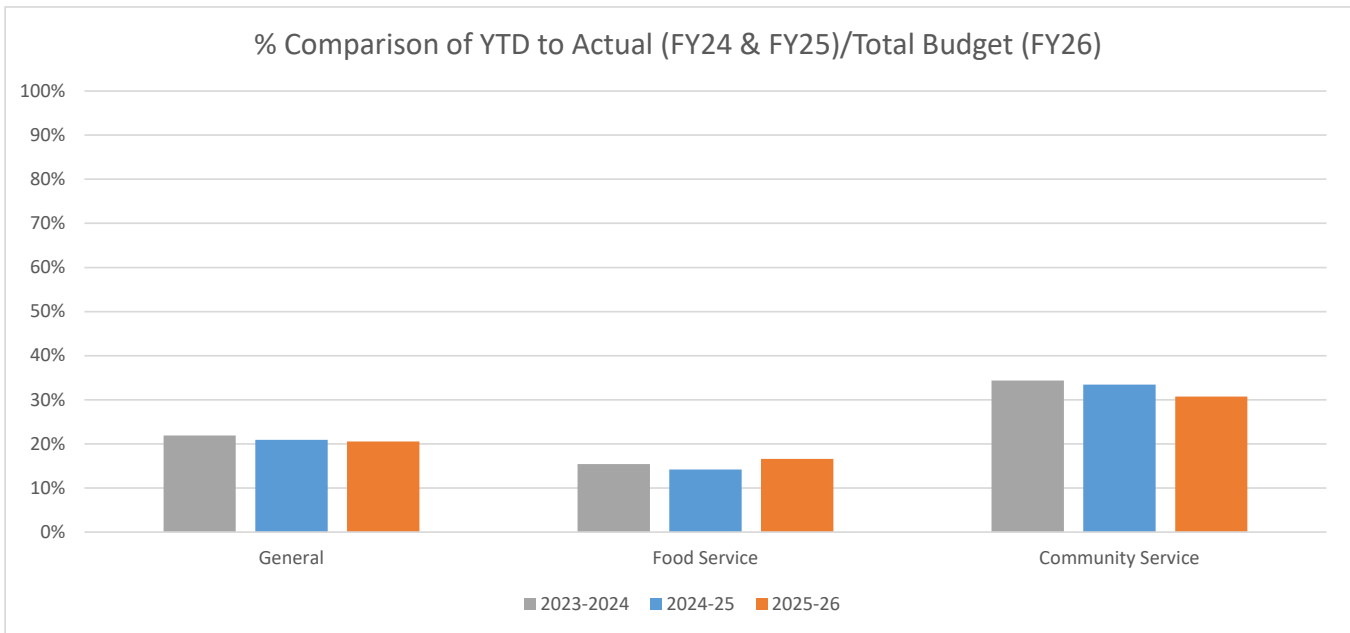
\$ 13,500.00

TOTAL DONATIONS

\$ 111,768.79

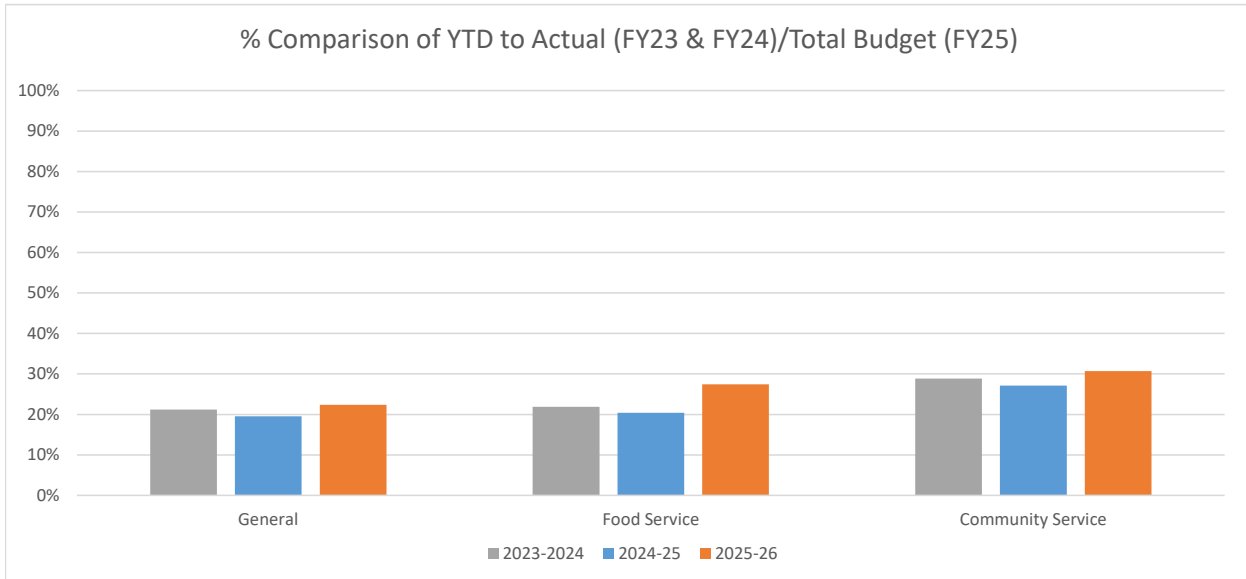
**Anoka-Hennepin ISD #11
Statement of Revenues
For the month ended October 31, 2025**

Fund	Month to Date	Year to Date	Budget	FY26 YTD is % of Budget FY25 & FY24 YTD is % of Actual		
				2025-26	2024-25	2023-2024
General	36,227,809	138,589,591	675,245,459	21%	21%	22%
Food Service	3,432,574	4,479,895	26,973,057	17%	14%	15%
Community Service	2,210,848	9,681,950	31,540,742	31%	33%	34%
Building Construction	-	-	-	0%	421%	488%
Debt Service	2,898,736	4,421,731	15,199,755	29%	26%	31%
Trust	-	-	2,000,000	0%	0%	0%
Total All Funds	\$ 44,769,967	\$ 157,173,166	\$ 750,959,013	21%	21%	22%



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

Fund	Month to Date	Year to Date	Budget	FY26 YTD is % of Budget FY25 & FY24 YTD is % of Actual		
				2025-26	2024-25	2023-2024
				General		
Salaries & Benefits	62,941,874	112,132,780	539,851,293	21%	17%	18%
Purchased Services	5,847,626	10,263,424	67,495,098	15%	12%	19%
Supplies	1,812,370	12,597,835	26,212,772	48%	49%	50%
Capital Expenditures	1,877,739	11,990,309	24,765,410	48%	56%	67%
Other Exp & Transfers	252,390	1,206,486	4,058,066	30%	22%	19%
Total General Fund	\$ 72,731,998	\$ 148,190,835	\$ 662,382,639	22%	20%	21%
Food Service						
Food Service	3,712,766	8,101,606	29,522,260	27%	20%	22%
Community Service	3,168,259	9,310,270	30,326,421	31%	27%	29%
Building Construction	-	-	4,175,430	0%	56%	81%
Debt Service	2,975	3,838,476	15,442,703	25%	26%	27%
Trust	-	-	750,000	0%	0%	0%
Total All Funds	\$ 79,615,999	\$ 169,441,186	\$ 742,599,453	23%	20%	22%



USE OF PEACE OFFICERS, SCHOOL RESOURCE OFFICERS AND CRISIS TEAMS TO REMOVE STUDENTS WITH IEPs FROM SCHOOL GROUNDS

I. PURPOSE

The purpose of this policy is to describe the appropriate use of peace officers, school resource officers (SROs) and crisis teams to remove, if necessary, a student with an individualized education program (IEP) from school grounds.

II. GENERAL STATEMENT OF POLICY

- A. The school district is committed to promoting learning environments that are safe for all members of the school community. It further believes that students are the first priority and that they should be reasonably protected from physical or emotional harm at all school locations and during all school activities.
- B. All students are subject to the terms of the school district's discipline policy. Building level administrators have the leadership responsibility to maintain a safe, secure, and orderly educational environment within which learning can occur. Corrective action to discipline a student and/or modify a student's behavior will be taken by staff when a student's behavior violates the school district's discipline policy.
- C. If a student with an IEP engages in conduct which, in the judgment of school personnel, endangers or may endanger the health, safety, or property of the student, other students, staff members, or school property, that student may be removed from school grounds in accordance with this policy.
- D. SROs are expected to be familiar with the District code of student conduct, the rules of individual schools, and their application in day-to-day practice. However, SROs should not be involved with the enforcement of school rules or disciplinary infractions that are not violations of law. SROs should not intervene unless the situation involves an individual engaged in unlawful conduct, may result in damage to property or presents an imminent threat to the health, safety, and security of the student or another person.

III. ESTABLISHMENT OF PROCEDURES

The School Board authorizes administration to establish procedures for compliance with this policy.

Legal References: *Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)*
Minn. Stat. §§ 121A.40-121A.56 (Minnesota Pupil Fair Dismissal Act)
Minn. Stat. § 121A.582 (Student Discipline; Reasonable Force)
Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)
Minn. Stat. § 121A.67 (Removal by Police Officer)
Minn. Stat. §§ 125A.094-125A.0942 (Restrictive Procedures for Children with Disabilities)
Minn. Stat. § 609.06 (Authorized Use of Force)
Minn. Stat. § 609.379 (Permitted Actions)
Minn. Stat. § 626.8482 (School Resource Officers; Duties; Training;

Model Policy)

20 U.S.C. § 1232g et seq. (Family Educational Rights and Privacy (FERPA))

20 U.S.C. § 1415(k)(6) (Individuals with Disabilities Education Act)

34 C.F.R. § 300.535 (Referral to and Action by Law Enforcement and Judicial Authorities)

Anoka-Hennepin District No. 11

Anoka, Mn 55303

Adopted June 28, 2004

Amended February 13, 2017

Amended December 8, 2025

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34 C.F.R. § 300.535 (Referral to and Action by Law Enforcement and Judicial Authorities)

Anoka-Hennepin District No. 11

Anoka, Mn 55303

Adopted June 28, 2004

Amended February 13, 2017

Amended [Date], 2025



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

December 8, 2025

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**

**Bid # 26021B – Dayton Elementary Remodel & Deferred Maintenance Phase 4
Opened on Thursday, November 6, 2025, at 2:00 p.m. LT.**

The recap below is a record of the ten (10) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Kue Contractors, Inc. of Watkins, Minnesota with the base bid of \$799,592.00.

Response Tab for Solicitation					
Bid #26021B Dayton ES Remodel & Deferred Maint. Ph 4 Bid Opening 11/06/2025 @ 2:00pm L.T.					
Bidder	Base bid	Alternate 1	Addendum 1 acknowledged	Bid Bond received	Responsible Contractor acknowledged
Kue Contractors, Inc.	\$799,592.00	\$434,412.00	X	X	X
MIC Services, LLC	\$858,400.00	\$421,700.00	X	X	X
Jorgenson Construction Inc.	\$819,900.00	\$389,000.00	X	X	X
Ebert Companies	\$833,300.00	\$410,350.00	X	X	X
Brennan Construction	\$877,000.00	\$468,000.00	X	X	X
Yamry Construction Inc	\$1,095,500.00	\$527,000.00	X	X	X
Dering Pierson Group LLC	\$856,000.00	\$449,000.00	X	X	X
Rechon Corporation **	\$751,000.00	\$381,000.00	X	X	X
Morcon Construction	\$1,019,000.00	\$455,000.00	X	X	X
Parkos Construction	\$922,800.00	\$498,200.00	X	X	X

**Bid withdrawn due to mathematical error in cost calculations



ANOKA-HENNEPIN SCHOOLS

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763-506-1000 • Fax: 763-506-1013

ahschools.us

December 8, 2025

To: School Board Members and Superintendent Cory McIntyre

From: Tiffany Audette, CPPB, Director of Purchasing

Re: **Award Recommendation**
Bid # 26023B – Madison Elementary HVAC Replacement & Deferred Maintenance
Phase 4
Opened on Thursday, November 20, 2025, at 2:00 p.m. LT.

The recap below is a record of the six (6) bids received for this project. The recommendation is made to award a contract to the lowest responsive and responsible bidder, Jorgenson Construction Inc. of Minneapolis, Minnesota with the base bid of \$875,900.00, Alternate 1 of \$13,900.00, and Alternate 2 of \$16,900.00 for a total contract award of \$906,700.00.

Response Tab for Solicitation						
Bid #26023B Madison ES HVAC Replacement & Deferred Maint. Ph 4 Bid Opening 11/20/2025 @ 2:00pm L.T.						
Bidder	Brennan Company	CM Construction Company	Ebert Inc dba Ebert Construction	Jorgenson Construction Inc	Morcon Construction CO, Inc.	Parkos Construction Company
Base bid	\$968,000.00	\$889,745.00	\$923,300.00	\$875,900.00	\$1,027,000.00	\$925,400.00
Alternate 1 Add Insulation to Corner Rooms	\$11,600.00	\$10,620.00	\$20,300.00	\$13,900.00	\$20,400.00	\$14,500.00
Alternate 2 Remove Steam Pipe From Tunnels	\$21,400.00	\$19,000.00	\$15,800.00	\$16,900.00	\$20,000.00	\$20,000.00
Addendum 1 acknowledged	x	X	X	X	X	X
Addendum 2 acknowledged	x	X	X	X	X	X
Addendum 3 acknowledged	x	X	X	X	X	X
Bid Bond received	x	X	X	X	X	X
Responsible Contractor acknowledged	x	X	X	X	X	X



Anoka-Hennepin School Board

Briefing Notes

DATE: 12/8/25

AUTHOR: Dr. Jennifer Cherry, Chief Human Resources Officer

SUBJECT: District Calendar, 2026-2027 School Year

PURPOSE:

Propose adjustment to the 2026-2027 School Calendar to hold school on all AP testing dates.

BACKGROUND:

The [2026-2027 School Calendar](#) was approved by the School Board on May 5, 2025.

Friday, May 7, 2027 is a non-student contact / teacher professional development day on the approved 2026-2027 calendar.

The Anoka-Hennepin School District offers a comprehensive Advanced Placement (AP) program with college-level courses at its high schools. Students can take AP courses to prepare for college-level work and may earn college credit based on their AP exam scores. The district recognizes students as AP Scholars for their performance on AP exams.

The final AP testing calendar was not available at the time the 2026-2027 calendar was being developed. AP exams are required to be held on the dates set by the College Board. The AP testing window for 2026-2027, established by the College Board, is **May 3-7, 2027** and **May 10-14, 2027**.

CONSIDERATIONS:

School must be in session for Anoka-Hennepin high school students to have the opportunity to take AP exams. In order for students to have access to the AP exams on May 7, this date must be a student contact day.

The Calendar Committee recommends moving the spring staff development day one week earlier from May 7 to April 30, 2027. This conversion would create the least disruption for learning and teaching.

RECOMMENDATIONS/NEXT STEPS:

Recommend approval to make **April 30, 2027 a non-student contact** / teacher professional development day and make **May 7, 2027 a regular school day**.



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 approved 5/5/25

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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
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JANUARY				
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11	12	13	14	15
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FEBRUARY				
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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				
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12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

MAY				
M	T	W	TH	F
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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		



Anoka-Hennepin Briefing Notes

DATE: 12/1/25

CLASSIFICATION: Decision

AUTHOR:

Sarah Hunter, Executive Director of Learning & Achievement

Jessica Lipa, Direction of Career and Tech Ed

Chad Libby, Learning & Achievement Coordinator

SUBJECT: Artificial Intelligence Course Proposal

PURPOSE:

The purpose of the report is to share a proposal for a new Artificial Intelligence Course that would be offered at STEP starting in the 2026-2027 school year.

BACKGROUND:

The course proposal has been reviewed and approved by the Curriculum Advisory Council (CAC).

COURSE OBJECTIVES & DESCRIPTION

Proposed Course Description

This course provides a comprehensive introduction to Artificial Intelligence (AI), focusing on the skills, tools, and conceptual foundations used by modern AI developers. Students will explore the history and evolution of AI, then move into current applications such as machine learning, natural language processing, computer vision, robotics, and emerging fields.

The course blends theoretical foundations with hands-on implementation, guiding students through the complete AI development pipeline—data preparation, model training, evaluation techniques, and deployment strategies. Students will complete programming assignments and projects using real-world data.

Topics include:

- Classic algorithms
- Machine learning
- Natural language processing
- Computer vision
- Neural networks
- Ethical considerations in AI development and deployment

Prerequisites:

No prior AI experience required. A basic understanding of programming and introductory-level mathematics is recommended.

Major Course Outcomes

Students will be able to:

- Understand core principles, terminology, and applications of AI

- Design and implement basic AI algorithms
- Train and evaluate machine learning models using real-world datasets
- Analyze ethical, societal, and workforce implications of AI systems
- Gain foundational knowledge for advanced AI coursework or entry-level AI roles

WORK-BASED LEARNING OPPORTUNITIES

Students in Anoka-Hennepin currently participating in Genesys Works and interning at Medtronic, Target, and Land O’Lakes are earning Work-Based Learning credit in IT departments using AI within roles in data analytics, integrated engineering, and related fields.

The new AI course will strengthen alignment between classroom learning and these industry-based experiences.

FUNDING STREAMS AND NATIONAL GUIDANCE

Federal and State Workforce Funding

State and local Workforce Development Boards are being encouraged to utilize WIOA Youth Formula Funding—in partnership with the Department of Education, Department of Employment and Economic Development (DEED), National Science Foundation (NSF), and private industry—to:

- Develop AI skills training for youth
- Expand high-quality AI coursework and industry certifications
- Establish youth apprenticeships and AI-centered work-based learning
- Offer dual-enrollment opportunities that lead to postsecondary and industry-recognized AI credentials

Perkins V federal funding is expected to be braided with WIOA funding, particularly as CTE oversight transitions federally from OCTAE to the U.S. Department of Labor’s Employment and Training Administration.

Federal Workforce Strategy Alignment

In August, the federal government released America’s Talent Strategy: Building the Workforce for the Golden Age, which recommends:

- Partnerships between K–12 systems and employers
- Alignment of curricula with local workforce demands
- Explicit integration of AI skills into CTE pathways, apprenticeships, and workforce development funding streams

This proposed course aligns directly with these priorities.

PRECEDENT IN OTHER INSTITUTIONS

There is strong momentum across K–12 and higher education for AI-focused coursework:

- Hennepin Technical College – AI Pathway (A.S. degree)
- St. Mary’s University – AI Certificate Program
- St. Cloud State University – AI Graduate Certificate
- University of St. Thomas – M.A. in AI Leadership; M.S. in AI
- University of Minnesota Carlson School – AI Leadership Series
- Wayzata Public Schools – *AI for All* course for high school students

These programs demonstrate both feasibility and regional demand for AI education pathways.

The ICT in Motion: The Next Wave of AI Integration (2025) report recommends that:

“Educational institutions should consider updating their curricula to integrate AI technologies and offer targeted certificate programs, ensuring graduates gain practical, industry-relevant skills for a seamless transition into the workforce.” (pp. 8–10)

This course directly supports that future-focused vision and positions Anoka-Hennepin students for college and career readiness in emerging technology sectors.

CONSIDERATIONS

- Developing this course supports district efforts to cultivate an AI-ready workforce.
- Curriculum writing will be funded by CTE funds, and professional development and development-phase expenses will be supported by Carl Perkins federal funding.

OPTIONS/CONCLUSIONS

The proposed course aligns with both national workforce priorities and district goals. It strengthens CTE pathways and expands opportunities for students to explore emerging high-demand fields.

RECOMMENDATIONS / NEXT STEPS

Upon board approval, the team will:

- Write and finalize curriculum before being implemented in the 2026-27 school year. In addition to writing the core curriculum, the team will also need time to research the best possible industry certifications for students, as schools are encouraged to implement AI certifications into Cybersecurity pathways as recommended by advisory board members and using occupational outlook data.
- Work to advance it through the registration process. This step ensures that the course is properly entered and accessible to students for enrollment. Following registration, student interest and enrollment data will be reviewed to determine whether sufficient demand exists to justify offering one or more sections. Final staffing decisions will be made only after this analysis confirms student participation.



Anoka-Hennepin School Board

Briefing Notes

DATE: 12-8-25

CLASSIFICATION: Action

AUTHOR: Michelle VanDenTop, Director of Technology and information Services

SUBJECT: Closing School Sites to Open Enrollment

PURPOSE:

The purpose of this briefing is to provide additional detail and context related to the resolution to close school sites to new open enrollment applications.

BACKGROUND:

In 1988, Minnesota was the first state to pass legislation establishing a statewide program allowing students to apply to enroll in a school district in which they do not reside. The state's open enrollment process was initially only required of school districts over 1,000, today all school districts are required to participate in the open enrollment process. These statutes also define how a school district may limit open enrollment and which conditions may not be considered when considering an application.

CONSIDERATIONS:

As our student enrollment fluctuates at particular schools, we tend to limit the number of out of area students that may apply either through an in-district transfer or through the open enrollment process. This action helps manage growth and overall student population at the school site.

The process for determining sites to recommend for closure to open enrollment includes associate superintendents, principals and central departments to determine which sites may need to be considered. Discussions include site capacity, current and future enrollment trends and space needs that may change the capacity of a site such as special education programming needs.

Once we have determined to close a site, there are implications:

- Non-resident students who already attend our schools are not impacted by a decision to close a site. The students continue to move up through our schools with their cohort.
- When a new request is made from a non-resident student's family, they may ask for certain sites. If their first choice is a closed site, we will not place them at the closed site and we will offer either their second choice or a geographically close placement if the second choice is also closed.
 - For Northwest Suburban Integration School District (NWSISD) sites such as Blaine High School, a limited number of students will be accepted through the NWSISD lottery process.
 - If an applicant is a sibling of an already accepted open enrollment student, we may place the student at a closed site as an exception.

RECOMMENDATIONS/NEXT STEPS:

I am recommending the approval of the request to close certain school sites to open enrollment. Those school sites are:

- Oxbow Creek Elementary School
- Blaine High School
- Champlin Park High School



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ANOKA – HENNEPIN SCHOOL BOARD RESOLUTION

WHEREAS, the Anoka-Hennepin School District, ISD #11 (the "District") participates in the State’s Enrollment Options program while also needing to insure adequate space in certain buildings with high enrollments; and

WHEREAS, according to Minn. Stat. § 124D.03 Subdivision 6, the board must adopt, by resolution, specific standards for acceptance and rejection of applications for non-resident enrollment options. The standards may include the capacity of a program, excluding special education services; class; or school building;

NOW, THEREFORE, BE IT RESOLVED, by the School Board of Anoka-Hennepin Independent School District No. 11 that the following school buildings will be closed to non-resident enrollment applications: Oxbow Creek Elementary School, Blaine High School, and Champlin Park High School.

Date

Board Chair

Date

Board Clerk

SCHOOL BOARD



PHASE 3 BUDGET REDUCTION CONSIDERATIONS

December 8, 2025

Cory McIntyre, superintendent
Michelle Vargas, chief financial officer

AGENDA

Defining goals and objectives



1. Review of Phase 1 and 2 Reductions/Realignments.
2. Overview of FY26 Budget and Phase 3 Reduction target.
3. Phase 3 Budget Reduction Recommendation.

BUDGET REDUCTION AND REALIGNMENT



Convergence of factors

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

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

BUDGET REDUCTION AND REALIGNMENT



Phase 1 and 2: Draft recommendations planning parameters

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

BUDGET REDUCTION AND REALIGNMENT



Phase 1 reductions

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

BUDGET REDUCTION AND REALIGNMENT



Phase 2 reductions

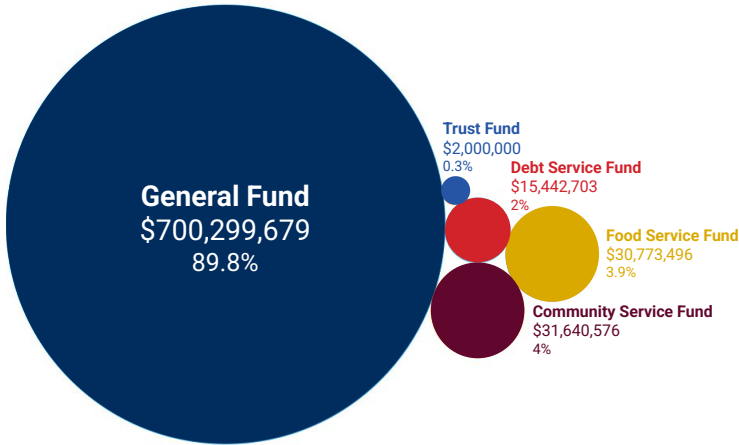
- An additional \$9 million central office and district administration reduction and realignment for 2025-26 budget resulting in the elimination of 202 positions in the areas of:
 - Senior leadership
 - Buildings and Grounds
 - Finance
 - Technology and Information Services
 - Transportation
 - Human Resources
 - Communications and Public Relations
 - Research, Evaluation, and Testing
 - Special Education
 - Student Services
 - Community Education

FY26 BUDGET OVERVIEW



All funds

Total expenditures: \$780,156,454

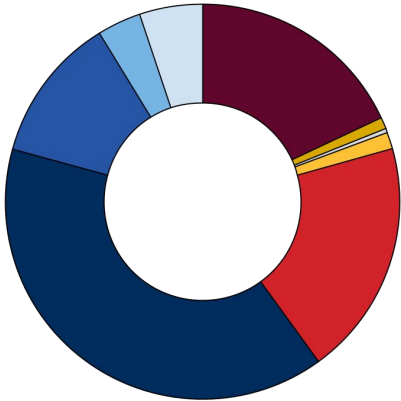


FY26 GENERAL FUND BUDGET



Overview by funding source

Funding source	Budget	% of total
Restricted	\$126,407,011	18.1%
Federal Grants	\$6,320,242	0.9%
Misc Grants & Fundraisers	\$2,529,228	0.4%
Assigned: Strategic Initiatives	\$9,425,000	1.3%
Special Education	\$135,464,417	19.3%
Unassigned: PK12 Programs	\$275,080,013	39.3%
Unassigned: Operations	\$83,925,887	12.0%
Unassigned: Central Services	\$25,139,278	3.6%
Unassigned: Other	\$36,008,603	5.1%
Total	\$700,299,679	100%



FY27 PROJECTED BUDGET



Phase 3 reduction target

Reduction Target: \$8,000,000

	FY27 Projection
Revenues	\$692,292,246
Expenditures	\$704,607,073
Operating deficit	-\$12,314,827
Strategic investment net spend	\$4,275,000
Adjusted deficit	-\$8,039,827

Unassigned Fund Balance (% of Op Ex)

10.1%

STRATEGIC PRIORITIES



BUDGET REDUCTION AND REALIGNMENT



Phase 3: Budget target and timeline

School Board support timeline by staff

Phase 3: Reduction reallocation *internal process* begins.

Form options and recommendations for Phase 3 reductions. *Internal process.*

Implement changes for 2026-27 school year:

Programming and staffing actions.



Set target and timeline.

Phase 3 recommendation Sept. 22, 2025 School Board meeting.

Public review and feedback: Community meetings and surveys in Sept./Oct.

Phase 3 approval - First read: Oct. 27 Approval: Dec. 8

Public comment at board meetings/email and other communication.

School Board decision-making timeline.

PHASE 3: PLANNING PARAMETERS



School Board direction following presentations at September meetings

- Focus on literacy.
- Class size.
- Student behavior and safety.
- Provide flexibility at the school level.
- Restructure K-12 Coaching/Intervention Model.

PHASE 3 FINAL RECOMMENDATION



Based on Board Direction

Description	Impact	Reduction
Elementary school: Technology support [A]	Reduction of 4 FTE across all 25 elementary schools Current staffing allocation 5.0 FTE.	\$260,000
Staff high schools to match enrollment accounting for PSEO [G]	Reduce 28 FTE - Reallocation of staffing based on student choice of course selections. Reduce the number of staff in relation to the number of students who leave campus for PSEO and other opportunities.	\$2,240,000
ESSER Positions: Non-Literacy Intervention and academic support and Student support [I]	Reduce 42.5 FTE: HS Academic Support Teachers: 14 employees (13.25 FTE); MS Instructional Coach: 2 employees (1.5 FTE); MS Paraeducators: 5 employees (5.75 FTE); K-12 Social Worker/Student Support: 26 employees (14.2 FTE); Secondary School Counselors: 6 employees (5.8 FTE); Asst. Principals: Additional days for 12 employees (2 FTE)	\$4,600,000
Professional Development, supplies/materials reduction [L]	Reduction of allocation to sites of professional development of \$25 per FTE and 5% of supplies and 5% of materials.	\$300,000
Central services: Restructuring, including staffing and service reductions [R]	Sunsetting the lease agreement at the Coon Rapids Family Mall and creating a centralized enrollment center at the Education Services Center in Anoka. This results in an annual savings of \$350,000 in maintenance, custodial costs, and mechanical systems repairs; restructure of Research Evaluation Testing (RET) for an annual savings of \$350,000.	\$700,000
		Total \$8,100,000

BUDGET REDUCTION AND REALIGNMENT



Key points

Total reduction/realignment amount: \$22.2 million

Phase 1: \$5.1M

Phase 2: \$9M

Phase 3: \$8.1M

- Maintain current staffing ratio/minimizes impact on class size
- Focuses on literacy and core academics
- Maintain current school schedules, options and choice
- Avoids fee increases and transportation cuts
- Responsive to community feedback and school board direction



THANK YOU

Open discussion. Questions, comments?

Cory McIntyre
Superintendent

Michelle Vargas
Chief financial Officer

Anoka-Hennepin Schools
Phase 3 Budget Reduction and Reallocation Considerations

Phase 3 Budget Considerations Master List

December 8, 2025

This worksheet includes all items presented in Phase 3 in Options 1, 2, and 3 in a summary format. Items are categorized by level or function in dollar amounts, and they have not been prioritized.

Item	Detail	FTE	Reduction amount
Elementary impacts			
A	Elementary school: Technology support redesign	4 FTE	\$ 260,000.00
B	Elementary Multilingual staffing. (Teacher: Student)	13 FTE	\$ 750,000.00
C	Elementary school staffing. (Teacher: Student)	10 FTE	\$ 800,000.00
D	Reduce Engagement Coaches	2 FTE	\$ 160,000.00
Middle school impacts			
E	Middle school model schedule change	48 FTE	\$ 3,840,000.00
F	Middle school (MS) staffing. (Teacher: student)	13.46 FTE	\$1,076,800
High school impacts			
G	Staff high schools to match enrollment, accounting for PSEO (23+5)	28 FTE	\$ 2,240,000.00
H	High school (HS) staffing. (Teacher: student)	14.2 FTE	\$ 1,136,000.00
K-12 Districtwide impacts			
I #	ESSER Positions: Non-Literacy Intervention and academic support and Student support	42.5 FTE	\$ 4,600,000.00
J**	K-12 Administrative Interns	6.4 FTE	\$ 632,000.00
K	Special Education workload model (net of revenue loss)	8 FTE	\$ 160,000.00
L	Professional development, supplies/materials reduction	0 FTE	\$ 300,000.00
M†	ESSER positions, Student support (social workers/counselors)	20.05 FTE	\$ 1,800,000.00
N*	Restructure K-12 instructional coaching model	20 FTE	\$ 1,600,000.00
O*	Restructure K-12 instructional coaching model	25 FTE	\$ 2,000,000.00
P	K-12 Admin Interns, Social Workers, Counselors	12.5 FTE	\$ 1,000,000.00
Q+	Central Services: Restructuring, including staffing and service reductions and realignments; Professional Development, Supplies/materials	TBD	\$ 400,000.00
R+	Central services: Restructuring, including staffing and service reductions	TBD	\$ 700,000.00

- # If Item I is chosen, there is no option to select J, M, N, O or P due to staffing overlap
- * Choose either N or O; they cannot both be selected due to staffing overlap
- ** Item I positions are also included in item P, choose one or the other option but not both
- † If item M is selected, there is no option to select P due to staffing overlap
- + Either choose item Q or R, but not both



Anoka-Hennepin School Board

Briefing Notes

DATE: 12/8/2025

CLASSIFICATION: Report

AUTHOR: Cory McIntyre, superintendent

SUBJECT: Summary feedback for Phase 3 Budget Reduction and Realignment

PURPOSE: The Anoka-Hennepin School Board directed an open process that requested feedback from staff and community members on the budget reduction and reallocation process prior to decision-making. This document provides summary information collected. School board members will have access to the complete listing of feedback provided.

BACKGROUND:

A series of five open public house meetings was held at District middle schools during September and October as a way to share information, dialogue with community members, and collect feedback and consideration for School Board review. Families and staff members received multiple email correspondences communicating about the meetings and also sharing the availability on an online form to solicit feedback. A total of 156 community members and staff provided feedback, and the results were presented to the public and school board at the Oct. 27 School Board Meeting. Of note, feedback was provided from all areas of the District, and comments from parents with children in school and community members without children attending were nearly an even split.

Most of the feedback came from community members who were most directly impacted by the proposed solutions, with common themes including:

- Support for a future referendum election, a need to reduce the size of the cuts and pursue additional funding from the public.
- Concerns about academic interventions and safety nets
- Concerns about student behavior increase with fewer social workers in schools
- Concerns about learning materials already being outdated, insufficient/broken
- Concerns about future data-driven decision-making
- Staffing concerns, existing benefits/resources for staff are insufficient
- Access to and information regarding specific details of reductions
- Suggestions for budget reduction strategies and efficiencies
- Concerns about fewer elective options or options for advanced programming

The School District reactivated for form following the October 27 meeting to continue collecting feedback, which generated an additional 38 responses. Of interest, 79.8% of respondents agreed that all three phases of the District's budget reduction and reallocation process reduced administration and central services in order to minimize impact to the classroom.

RECOMMENDATIONS/NEXT STEPS:

This is a report only, and no action is necessary.

Anoka-Hennepin Schools

Phase 1 and 2 Budget reduction, realignment, and adjustments Summary

September 8, 2025

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

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

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

Phase 2: In Phase 2, after board review of administrative recommendations and options for either making all of the reductions at once, or a partial reduction, the School Board made a decision last November that focused the phase 2 reductions on central office reductions and reallocations, with a total budget impact of \$9.041 million.

Total budget reduction, realignment and adjustments

Area	Budget impact/Target
Central Services (Phase 1)	\$5,100,000
Central Services (Phase 2)	\$9,045,000
Total	\$14,145,000

Anoka-Hennepin Schools

Phase 1 Budget reduction, realignment, and adjustments

April 4, 2024

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

Phase 1: Total reduction, realignment and adjustments

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

Personnel reductions

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

Personnel realignment to other budgets

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

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

Budget adjustments (non-personnel related)

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

Phase 2 Reductions

Budget area	Position Type	Positions Reduced	Description	Reduction Amount
Central services and district-wide reductions		176		\$6,125,000
District Leadership	Administration Clerical Teachers	45	Reorganization of senior leadership: Eliminate associate superintendents, chief technology and information officer, director of elementary schools, directors of special education, directors of curriculum; realign executive director of community education and government relations, executive director of communications and public relations, executive director of research evaluation and testing, and director of enterprise technology; add a deputy superintendent, 2 assistant superintendents, executive director of learning and achievement, executive director of student support, director of special education. Reduce ESC clerical staff. Replace Elementary and Secondary CIA Departments and State and Federal Programs with a new Learning and Assessment Department, replace 20 TaLS with 10 coordinators and realign clerical staff.	\$1,237,000
Buildings and Grounds	Building Service Employees Education Office Professional	4	Reduction of 3 custodians and 1 secretary; implement cross-subsidy for woodshop and low voltage services; adjust HVAC filter replacement cycle to 2 annually; close OMS Pool; reduce district-wide capital expenditures; reduce LTFM project allocation to accommodate 2 B&G manager salaries.	\$990,000
Business Services/ Finance	Confidential	1	Reduction of 1 payroll generalist.	\$70,000
Communication and Public Relations	Technical Specialist	1	Reduction of 1 Print and Design Services position; reduce general fund operating subsidy for Print and Design Services; transition printed handbook to digital translation system using website; eliminate school refrigerator magnets subsidy.	\$258,000
Community Education	Director	1	Eliminate the CE director position (fund 04) to allow for facilities realignment - CE will absorb the staffing cost associated with scheduling community use of elementary and middle school buildings.	See realignment
Community Education - Parent Involvement	Volunteer Services Coordinators Secretary	12	Reorganization of Volunteer Services Coordinators (VSCs) Change to a model that centralizes the coordination of the secondary school volunteer services and keeps the Volunteer Services Coordinators (VSCs) at each elementary school.	\$216,000
Human Resources	Substitutes		Reduction of substitute teachers for meetings	\$265,000

Budget area	Position Type	Positions Reduced	Description	Reduction Amount
District Supplies and Professional Development	Non-personnel		\$140K will be made up with additional reductions to non-personnel district/school supply and professional development budgets	\$140,000
Research, Evaluation and Testing			Change MAP in grades 3-5 to FAST; eliminate assessors for Kindergarten ACCESS; eliminate district-paid ACT testing for Juniors; eliminate the phone version of the PASS	\$220,000
Special Education	Paraeducators Teachers	50	Reduce itinerant staff and para allocations. Review/consideration of maintenance of effort; \$2,152,000 reduction, net savings is 25%	\$538,000
Student Services	Education Office Professional Paraeducators Teachers	45	Reduce curriculum integrators; reduce 1 secretary; eliminate district-licensed school nurse program coordinator; eliminate AVID paras and shift work to SAAs Reduction in specialty school budget allocations	\$850,000
Technology and Information Services	Education Office Professionals Teachers	12	Realign technology and information systems departments under operations and finance; reduction of 4 clerical staff; replace 7 technology facilitators with 2 coordinators; replace 1 Media TaLS with a coordinator	\$554,000
Transportation	Crossing Guards	5	Reduction of 35 units of crossing guard support; adjust non-transported walk boundaries to be consistent across the district; reduction in bussing related to HS 10-minute earlier start; reduction of one position in office reorganization; eliminate WEB bus	\$787,000
Total Phase 2 Reductions		176		\$6,125,000

Realignment to other budgets

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

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

Phase 2 Realignments

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

For an explanation or interpretation of the contract call your Association or the Labor Relations and Benefits Department.

MASTER AGREEMENT

Between

the

Anoka-Hennepin Independent School District No. 11
Anoka, Minnesota

and

Child Nutrition Assistants of District No. 11
Minnesota School Employees Association

Regarding Terms and Conditions of Employment for
Anoka-Hennepin Independent School District No. 11

July 1, 202~~5~~³ through June 30, 202~~7~~⁵

ARTICLE I

PURPOSE

The purpose of this Agreement is to encourage and increase orderly, constructive and harmonious relationships between the employer and the Cafeteria Personnel; to establish procedures for the resolution of differences over terms and conditions of employment; to preserve the paramount right of the citizens of this community to the operation of their schools without disruption; and to establish an environment in which the children of this community may receive education of the highest quality. Accordingly, the parties have set forth herein all terms and conditions of employment which have been agreed upon by the employer and the Union pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended (hereinafter referred to as the "PELRA").

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

SECTION 1. RECOGNITION: In accordance with the PELRA the School Board recognizes the Minnesota School Employees Association (hereinafter referred to as the "Union") as the exclusive representative for the Cafeteria Personnel employed by the School Board of Independent School District No. 11, which exclusive representative shall have those rights and duties as prescribed by the PELRA and as described in the provisions of this Agreement.

SECTION 2. APPROPRIATE UNIT: The Union shall represent all such employees of the District contained in the appropriate unit as defined in Article III, Section 1, of this Agreement and the PELRA and in certification by the Bureau of Mediation Services.

ARTICLE III

DEFINITIONS

SECTION 1. DESCRIPTION OF APPROPRIATE UNIT: For the purpose of this Agreement, the term Cafeteria Personnel shall mean all Child Nutrition employees of Independent School District No. 11 - Anoka-Hennepin, Coon Rapids, Minnesota, whose employment service exceeds the lesser of 14 hours per week or 35 percent of the normal work week and more than 67 work days per year, excluding supervisory and confidential employees.

SECTION 2. BOARD AND THE UNION: The terms Board and Union shall include authorized officers, representatives and agents, and each reserves the right to act hereunder by designated representatives.

SECTION 3. TERMS AND CONDITIONS OF EMPLOYMENT: Terms and conditions of employment shall mean the hours of employment, the compensation therefore including fringe benefits and the employer's personnel policies affecting the working conditions of the employees.

SECTION 4. OTHER TERMS: Terms not defined in the Agreement shall have those meanings as defined by the PELRA.

ARTICLE IV

SCHOOL BOARD RIGHTS

SECTION 1. INHERENT MANAGERIAL RIGHTS: The exclusive representative recognizes that the Board is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structures and selection and direction and number of personnel.

SECTION 2. MANAGEMENT RESPONSIBILITIES: The exclusive representative recognizes the right and obligation of the Board to efficiently manage and conduct the operation of the school district within its legal limitations and with its primary obligations to provide educational opportunity for the students of the school district.

SECTION 3. EFFECT OF LAWS, RULES AND REGULATIONS: The exclusive representative recognizes that all employees covered by this Agreement shall perform the services and duties prescribed by the Board and shall be governed by State Law, and by the Board rules, regulations, directives and orders, issued by properly designated officials of the School District. The exclusive representative also recognizes the right, obligation and duty of the Board and its duly designated officials to promulgate rules, regulations, directives and orders from time to time as deemed necessary by the Board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement and recognizes that the Board, all employees covered by this Agreement, and all provisions of this Agreement are subject to State Law. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be without force or effect.

SECTION 4. RESERVATION OF MANAGERIAL RIGHTS: The foregoing enumeration of Board rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management functions not expressly delegated in this Agreement are reserved to the Board.

ARTICLE V

EMPLOYEE RIGHTS

SECTION 1. RIGHT TO VIEWS: Nothing contained in this Agreement shall be construed to limit, impair or affect the right of any employee or his representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

SECTION 2. RIGHT TO JOIN: Employees shall have the right to form and join labor or employee organizations, and shall have the right not to form and join such organizations. Employees in an appropriate unit shall have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of the employment for employees of such unit with the Board.

SECTION 3. DUES CHECK OFF: The Union shall have the right to request and be allowed dues check-off for employees who are members pursuant to applicable state and federal law. The employer, upon notification by the exclusive representative of such employees, is obligated to check off the fee from the earnings of the employee and transmit the same to the exclusive representative.

Any dispute as to the validity of a specific deduction shall be solely between the Union and the individual employee. The Union warrants that it will indemnify and hold harmless the employer and any of its agents from any and all actions which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction or lack thereof.

SECTION 4. INFORMATION: The Union shall be entitled to use the district mail distribution service for distribution of Union material free of charge. This privilege shall not be used for any political activities. A mailbox will be made available at each worksite for Union materials. The Union shall be provided such information and records as are necessary for the proper enforcement of this Agreement.

SECTION 5. USE OF FACILITIES: Upon District approval, and subject to its facility use guidelines, the Union may use school facilities during non-work hours for Union meetings with appropriate bargaining unit employees.

SECTION 6. PRIVILEGES UNDER PELRA: All Cafeteria Personnel in the school district shall enjoy all of the privileges and responsibilities granted to them under the provisions of the PELRA.

SECTION 7. OUTSIDE ACTIVITY: No exercise of any right of citizenship or any religious or political activity of any Union member shall be grounds for disciplinary or discriminatory action with respect of the employment of such member. It is expressly recognized that the private and personal life of any member is not within the concern of the Board, providing that it does not interfere with the education program of the Board, or the performance of duties.

SECTION 8. DISPLACEMENT: The District shall determine the number of positions and hours within each building. In the event there is a reduction of full-time positions within a building for the following school year, Child Nutrition personnel will be displaced in the following manner:

Subd. 1. Full-time Employees; or Part-time Employees with five (5) consecutive years of employment in the Child Nutrition Department.

- a. Child Nutrition employees who are declared displaced from their building shall be placed in a vacant position in another building or, if a vacant position does not exist, shall have bumping rights of the least senior employee. In the event a vacant position does not exist, Child Nutrition employees will also have the right to accept lay off in lieu of exercising their bumping rights to another position.
- b. To the extent possible, employees to be displaced shall be given two weeks notice.

Subd. 2: Part-time employees

- a. Part-time employees may have hours reduced or be subject to terminations at the District's discretion.
- b. To the extent possible, in the event of a reduction of part-time positions, part-time employees shall be terminated in seniority order.
- c. Part-time employees shall not have bumping rights.

SECTION 9. LAYOFF: The District shall determine the number of positions and hours within each building. In the event there is a reduction of full-time positions within the District for the following school year, Child Nutrition personnel will be laid off in the following manner:

Subd. 1. Full-time Employees

- a. Full-time Child Nutrition Assistants shall be laid off in seniority order. Child Nutrition employees will also have the right to accept lay off in lieu of exercising their bumping rights to another position.
- b. To the extent possible, employees to be laid off shall be given two weeks notice.
- c. Part-time employees shall be laid off before Full-time employees are laid off.

Subd. 2: Part-time employees

- a. Part-time employees may be subject to terminations at the District's discretion.
- b. In the event of a reduction of part-time positions, part-time employees shall be terminated in seniority order.
- c. Part-time employees shall not have bumping or recall rights.

Subd. 3. Probation Employees

- a. Probation employees will be terminated before any regular employees will be terminated.
- b. Probation employees will not have recall rights.

Subd. 4. Building Responsibility

If temporary layoffs occur because of another unit's strike, the Child Nutrition Site Supervisor of the building shall be in charge of closing/continuing the operation of the facility at the direction of the Child Nutrition Director.

SECTION 10. RECALL:

Subd. 1. Reemployment of all full-time Child Nutrition Assistants shall be subject to the following conditions:

- a. Rights of recall to full-time vacancies shall continue only for a period of two (2) school years from the date of layoff.
- b. All full-time employees shall be reemployed in the inverse order in which they were laid off. In the event of more than one opening, the District may implement a process for selection based on seniority. Employees have the right to reject one job offer. Rejection of a second job offer will result in removal of name from layoff list and a relinquishing of rights of reemployment.
- c. An employee who is reinstated as provided above shall have all rights and benefits previously earned restored. Seniority shall be retained but will not accumulate during this absence.
- d. The employer shall notify the employee of an opening by registered letter mailed to the last known address of the employee.
 1. Employees notified during the school year shall have seven (7) calendar days to inform the District of acceptance or rejection of the offer. If the Employee accepts the offer, the employee must be available within fourteen (14) calendar days of the date of notification.
 2. Employees notified during the summer months shall normally notify the District of acceptance or rejection of the offer within two weeks of notification.

Subd. 2.

- a. A part-time employee who is reinstated as provided above shall have all rights and benefits previously earned restored. Seniority shall be retained but will not accumulate during this absence.
- b. The employer shall notify the part-time employee of an opening by registered letter mailed to the last known address of the employee.

SECTION 11. EMPLOYEE DISCIPLINE:

Subd. 1. Shall not be disciplined, reprimanded, or reduced in rank or compensation without just cause.

Subd. 2. Normal discipline will be prescribed in the following manner:

- a. Verbal warning
- b. Written warning
- c. Temporary suspension without pay
- d. Termination

Subd. 3. Extreme instances may require immediate termination.

Subd. 4. Employees shall be shown and have the right to respond to any evaluation and/or negative information placed in the district personnel file. This process shall take place within ten working days of the document's placement in the file.

ARTICLE VI

WORKING HOURS

SECTION 1. WORK YEAR: The normal work year shall be in accordance with the school calendar as adopted by the School Board, subject to modifications by the Child Nutrition Director to meet the needs of the District.

SECTION 2. WORKING HOURS: Work day shall be specified by the Child Nutrition Director consistent with the needs of the District.

SECTION 3. BREAKS. Breaks shall be specified by the Site Supervisor and taken as time and service allow. Breaks are not duty free and must be taken in the building.

Typically,

- **3-5 hour staff may receive a 10 minute break.**
- **5.25-6.75 hour staff may receive a 20 minute break.**
- **7-8 hour staff receive both a 10 minute and a 20 minute break.**

SECTION 43. EMERGENCY CLOSING:

Subd. 1. All schools closed for the entire day due to inclement weather or other emergencies:

- a. Those employees who are needed shall report to work. The work performed shall be paid an additional straight time rate or compensatory time off at a later date.
- b. Those employees who are not required to work shall not be reduced in compensation.

Subd. 2. Delayed start - Lunch to be served. Employees shall report to work for their normal duty day. Employees shall be paid for hours worked only.

Subd. 3. School closings during the day due to unforeseen emergencies:

- a. In these instances the principal/supervisor shall have the authority to retain or dismiss as he/she sees fit. There shall be no loss in pay.

ARTICLE VII

COMPENSATION

SECTION 1. SALARY: The salaries and rules in Appendix A, attached hereto, shall be a part of this Agreement.

SECTION 2. PAYCHECKS: Paychecks will be issued electronically by direct deposit on pay dates as determined by the District Payroll Department, but no less than twice a month. If the normally scheduled payday occurs on a holiday, reasonable effort will be made to issue paychecks on the last working day before the holiday.

SECTION 3. MILEAGE: Any employee who is directed by a supervisor to use a private vehicle for any assigned task shall be reimbursed at the prevailing rate of the district, upon submitting the proper forms. This shall not apply to workshops used for certification or renewal, as well as the district wide fall workshop. The Director of Child Nutrition may authorize mileage payment in certain instances.

SECTION 4. OVERTIME: When employees work beyond forty (40) hours per week, employees shall be paid at the rate of time and one-half the employee's regular hourly rate of pay for each hour worked over forty (40) hours per week. For purposes of this section, paid holidays shall be considered compensable hours of work. School Child Nutrition employees shall be paid time and one-half to prepare and serve meals on weekends. Effective July 1, 2004, school Child Nutrition personnel that volunteer to prepare, and/or serve additional meals outside of regular scheduled hours such as evening catering or non-student days during the week will be paid an additional stipend of three dollars (\$3.00) per hour and a minimum of two (2) hours.

SECTION 5. CLOTHING ALLOWANCE: Uniforms - The School Board will provide a ~~\$110~~ 125 maximum uniform/shoe allowance per regular employee. If employees are unable to obtain shoes from the District's vendor, employees may purchase shoes, for reimbursement, from other sources.

SECTION 6. MSNA ANNUAL CONFERENCE: The District shall pay the member registration rate for each CNP employee attending the annual conference. Applications will be submitted to the CNP Office during the early registration period.

- a. Employees must attend the entire conference from opening session through the end of closing session.
- b. Employees must sign out with a CNP administrator or designee at the end of closing session.
- c. If a CNP employee does not attend the entire conference, without prior approval, the registration fee must be reimbursed to the CNP Office.

SECTION 7. OVERPAYMENT/UNDERPAYMENT: Overpayment or compensation which exceeds earned compensation by the Child Nutrition Assistant for whatever reason shall be recoverable by the school district by payroll deduction. Underpayment of compensation shall be recoverable by the Child Nutrition Assistant.

ARTICLE VIII

INSURANCE

ELIGIBILITY: Child Nutrition Assistants who are employed as permanent full-time (6 hours a day or more) during the school year shall receive the following individual benefits paid by the district:

SECTION 1. HOSPITALIZATION-MEDICAL-MAJOR MEDICAL INSURANCE--The School District provides hospitalization insurance through a policy carried by the School Board for all full-time staff members.

Subd. 1. Single Contribution: The School Board shall contribute up to ~~seven hundred seventy-eight hundred fifty~~ dollars (~~\$770850.00~~) per month of the premium for single coverage for full-time employees who qualify for and are enrolled in the School District group health and hospitalization plan. Effective September 1, 202~~6~~⁴, the School Board shall contribute up to ~~eight hundred tennine hundred forty-five~~ dollars (~~\$945810.00~~) per month of the premium for single coverage for full-time employees who qualify for and are enrolled in the School District group health and hospitalization plan.

Subd. 2. Family Contribution: The School Board shall contribute up to ~~one thousand five hundred ninetyone thousand three hundred seventy five~~ dollars (~~1375\$1,590.00~~) per month for full-time benefit eligible and enrolled employees towards the premium for family coverage. Effective September 1, 202~~6~~⁴, the School Board shall contribute up to ~~one thousand eight hundred forty-five one thousand four hundred forty five~~ dollars (~~\$14451,845.00~~) per month for full-time benefit eligible and enrolled employees towards the premium for family coverage.

Subd. 3. Dual Spouse Contribution: If both married spouses work full time for the District and both are benefit eligible, then the District shall contribute up to ~~two thousand four hundred forty two thousand one hundred forty five~~ dollars (~~\$2,1452,440.00~~) per month toward the premium for family coverage. Effective September 1, 202~~6~~⁴, if both married spouses work full time for the District and both are benefit eligible, then the District

shall contribute up to ~~two thousand seven hundred ninety two thousand two hundred fifty five~~ dollars (\$~~2,7902,255~~.00) per month toward the premium for family coverage.

Subd. 4. Any additional cost of the premiums shall be paid by the employee via payroll deductions.

SECTION 2. INCOME PROTECTION INSURANCE: The District will pay the full cost for Income Protection for all eligible employees.

SECTION 3. TERM LIFE INSURANCE: A \$30,000 term life insurance policy will be paid by the District for all eligible employees. Effective September 1, 2026, a \$50,000-term life insurance policy will be paid by the District for all eligible employees.

SECTION 4. DENTAL INSURANCE: The District shall contribute up to eighty dollars (\$80.00) per month towards the premium of dental insurance for eligible and enrolled employees. Any additional cost of the premium shall be paid by the employee via payroll deductions. Effective September 1, 2026, the District shall contribute no more than \$90.00/month of the premium for all eligible and enrolled employees in accordance with the School District dental plan.

SECTION 5. FLEXIBLE SPENDING ACCOUNT: The District shall set up a flexible benefit account in accordance with the Anoka-Hennepin Flexible Benefit Plan for each eligible and enrolled employee in the bargaining unit subject to IRS rules and regulations. Each employee who participates may choose to participate in the uninsured unreimbursed medical and/or dependent care spending accounts.

SECTION 6. WORKERS' COMPENSATION

Subd. 1. Upon the request of an employee who is absent from work as a result of a compensable injury under the provisions of the Workers' Compensation Act, the school district will pay the difference between the compensation received pursuant to Workers' Compensation Act by the employee and the employee's regular rate of pay to the extent of the employee's earned accrual of sick leave.

Subd. 2. A deduction shall be made from the employee's accumulated vacation or sick leave time according to the pro rata portions of days of sick leave or vacation time which is used to supplement Workers' Compensation.

Subd. 3. Such payment shall be paid by the school district to the employee only during the period of disability.

Subd. 4. In no event shall additional compensation paid to the-employee by virtue of sick leave result in the payment of total daily, weekly, or monthly compensation that exceeds the normal compensation of the employee.

ARTICLE IX

HOLIDAYS

SECTION 1. All employees shall have ~~ten~~-eleven (11) paid holidays on a pro-rata basis and at assigned hours per day. These holidays shall coincide with the school year calendar and will normally be Labor Day, two (2) days at Thanksgiving, two (2) days at Winter Break, Martin Luther King Day, New Year's Day, President's Day, two (2) days designated to represent spring break, and Memorial Day.

SECTION 2. To be eligible for holiday pay, an employee must work the duty day prior to and following the paid holiday; pre-approved paid absences for emergency/personal leave or sick leave will be considered as excused absences and applicable as a duty day worked.

ARTICLE X

LEAVES OF ABSENCE

SECTION 1. SICK LEAVE: Sick leave will be earned at the rate of twelve (12) prorated days per school year based on assigned hours per day accrued on a per pay day basis based on the student contact year of employment and they will be allowed to accumulate to an unlimited number of days. Sick leave may be used for personal illness or injury; serious illness or injury of the employee's immediate family or on account of death of a member of the immediate family. The immediate family shall include spouse, children, parents, siblings, grandparents, grandchildren, and in-laws of similar degree of relationship. Circumstances of unusual nature may receive special consideration and in accordance with District guidelines.

SECTION 2. EMERGENCY LEAVE/PERSONAL LEAVE: Three (3) non-cumulative personal leave days deducted from sick leave shall be granted each year at the child nutrition assistant's discretion; child nutrition assistants with ten (10) years or more seniority shall be granted one (1) additional personal leave day. Child nutrition assistants may request personal leave days on a first requested, first granted basis at least five (5) days in advance, except in emergency situations. A request is a filed, signed personal leave request form. Principals/Supervisors have discretion to approve or deny requests based on established limits on the number of child nutrition assistants who may take personal leave on any given day. Guidelines for building/program limitations include the following:

Subd. 1: Personal leave requests during the first five (5) days of the school calendar year or the last five (5) days of the student calendar year.

Subd. 2: No more than 7% of child nutrition assistants may use personal leave on the same day.

Subd. 3: Personal leave requests on Mondays (Tuesday of Memorial weekend) or Fridays, commencing on May 1st and continuing until the end of the school year.

Subd. 4: Personal leave requests adjacent to a scheduled break or to requests for unpaid days off.

Subd. 5: In cases where two or more child nutrition assistants submit their request at the same time and the building/program limitations would be exceeded, District wide seniority

would be used to break the tie (the most senior child nutrition assistants shall be granted leave).

Circumstances of unusual nature may receive special consideration upon application to the Labor Relations and Benefits Department using the official form.

SECTION 3. MATERNITY/CHILD CARE LEAVE OF ABSENCE: Maternity/Child Care leave of absence will be granted in accordance with State and Federal Law and the following regulations:

Subd. 1: A leave of absence request shall be submitted to the Employee Services Department at least ninety (90) days before the anticipated delivery or adoption date if possible.

Subd. 2: The Superintendent of Schools or designee shall consider the employee's ability to perform the job assignment, and the wishes of the employee, in determining the starting date for the leave of absence. Notice of the leave will be forwarded to the employee and her supervisor.

Subd. 3: A maternity/ child care leave is defined as the period of time an employee intends for the convenience and comfort of the employee as well as the care of the child following the birth or adoption of a child. Maternity/child care leave shall normally be no longer than a maximum of twelve (12) weeks per year. Child care leave must commence within the first twelve months of birth or adoption. The return date shall be aligned with the beginning of school/fiscal/program calendar needs.

Subd. 4: Employees on leave shall have the district contribution of health insurance continued by the District in accordance with District FMLA policies and guidelines.

District seniority shall accumulate during the leave of absence.

An employee may choose to use earned sick leave for the regular duty days included in a Maternity/Child Care leave.

Subd. 5: Circumstances of unusual nature may receive special consideration.

Subd. 6: Employees returning from maternity/child care leave shall return to the same position; in the event the position no longer exists, the provision of Article V, Section 8 shall apply.

SECTION 4. FAMILY/MEDICAL LEAVE:

An employee will be eligible for family medical leave in accordance with state and federal statute.

SECTION 5. ADOPTION LEAVE:

A father, following the birth of his child, or a mother and/or father following the adoption of a child may use up to seven (7) days sick leave. The leave must commence within the first twelve months of the birth or adoption.

SECTION 6. JURY DUTY:

Employees called for jury service shall serve without loss of pay. Full salary will be paid by the school district but compensation received for the jury service shall be returned to the school district.

ARTICLE XI**RETIREMENT**

To be eligible for the District retirement/severance benefits listed in sections 1 and 3 of this Article, employees must be immediately eligible for a Minnesota State retirement pension, have ten (10) years seniority in the district, be eligible for the District health insurance plan, and provide the District with no less than two (2) months advance notice of intended retirement. Benefits are payable only upon becoming an annuitant to a state retirement system.

SECTION 1. HEALTH AND DENTAL INSURANCE. An employee eligible for retirement as established by this Article and enrolled in the District Health and Dental insurance program may elect to continue to participate in the District's Health and Dental insurance program. Half the value of the first 160 unused sick leave days and 100% of the value of all unused sick leave over 160 days shall be allocated to the Health Care Savings Plan for the individual employee in accordance with the Plan provisions

SECTION 2. 403(B). The School District will contribute up to \$2000 per year on a per paycheck basis (up to \$100 per paycheck over 20 paychecks) toward a matching 403(b) tax-sheltered annuity for all benefit eligible full-time employees. Employees who begin contributions after the start of the school year will receive a prorated amount of the full district match.

SECTION 3. RETIREMENT SEVERANCE. Employees hired prior to July 1, 2014 and eligible for retirement as defined in this Article shall receive the value of half of the first 160 days of unused sick leave in retirement severance compensation. Each dollar contributed by the School District toward the matching 403(b) shall reduce the retirement severance payment based on unused sick leave by the same dollar amount.

A severance payment shall be made in one lump sum upon retirement to the District's Special Pay Plan in accordance with the Anoka-Hennepin plan and federal rules and regulations. Deductions, such as state and federal income tax, social security or PERA shall be made only as required by law. If the retiree dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking same, to the estate of the deceased.

For Employees hired on or after July 1, 2014, the sick leave severance in Section ~~31~~ of this Article is not available.

~~SECTION 1. RETIREMENT SEVERANCE: Employees who are immediately eligible to receive a state retirement pension upon retirement, have ten (10) years seniority in the district, and notify the District of intended retirement and provide the District with no less than two (2) months advance notice shall qualify for up to 80 unused sick leave days times their daily rate of pay (including seniority stipend but not certificate and other stipends) in retirement severance compensation.~~

~~Subd. 1. A severance payment shall be made in one lump sum upon retirement to the District's Special Pay Plan in accordance with the Anoka-Hennepin plan and federal rules and regulations. Deductions, such as state and federal income tax, social security or PERA shall be made only as required by law. If the retiree dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking same, to the estate of the deceased.~~

~~Subd. 2. An employee eligible for retirement as established by this Article and enrolled in the District Health and Dental insurance program may elect to continue to participate in the District's Health and Dental insurance program. The value of unused sick leave days less the value of 80 days for insurance benefit eligible and enrolled employees shall be allocated to the Health Care Savings Plan for the individual employee in accordance with the Plan provisions.~~

~~Subd. 3. This section shall not apply to any employee who is discharged for cause by the School District.~~

~~SECTION 2. 403(b): The School District will contribute up to \$2000 per year on a per paycheck basis (up to \$100 per paycheck over 20 paychecks) toward a matching 403(b) tax-sheltered annuity for all benefit eligible full-time Employees. Employees who begin contributions after the start of the year will receive a prorated amount of the full district match.~~

~~For Employees hired prior to July 1, 2014, each dollar contributed by the School District toward the matching 403(b) shall reduce the retirement severance payment, as set forth in Section 1 of this Article, based on unused sick leave by the same dollar amount.~~

ARTICLE XII

GRIEVANCE PROCEDURE

SECTION 1. DEFINITIONS:

- Subd. 1. A grievance is any controversy between the Board and the Union or between the Board and an employee or group of employees as to:
- a. Interpretation of this Agreement.
 - b. A charge of violation of this Agreement.
 - c. An alleged violation involving wages, hours or working conditions.
- Subd. 2. Employee is an employee or employee organization that is certified as appropriate unit.
- Subd. 3. First Level Supervisor shall mean the Child Nutrition Site Supervisor, Building Principal, or the designee.
- Subd. 4. Second Level Supervisor shall mean the person to whom the first level supervisor reports.
- Subd. 5. Days shall be considered "working" days as defined for the employee except at the end of the school year. The days in this instance shall be week days.

SECTION 2. PROCEDURE: Grievances as defined in Section 1 shall be settled in the following manner and the steps set forth must be followed in the order listed within the time limits prescribed:

Step 1. The grievance shall be orally presented to the employee's first level supervisor within ten (10) days after employee knew or should have known of violation. No settlement in this Step 1 shall be made in violation of the "written contract." If a settlement is not reached within two (2) days after oral presentation to the first level supervisor the grievance shall be reduced to writing on a form No. G-1 with a clear statement of the issues involved. This shall be presented to the First Level Supervisor who shall promptly transmit the written grievance to the Executive Director of Human Resources for handling in accordance with Step 2.

Step 2. The Executive Director of Human Resources shall establish a Step 2 with the aggrieved and the appropriate Second Level Supervisor. The Step 2 meeting shall be held within ten (10) days after employee has filed the grievance. The time and place for meetings under Step 2 shall be at the discretion of the Executive Director of Human Resources. The employee shall be allowed a maximum of three representatives at the meeting. The Executive Director of Human Resources shall prepare a report of the meeting, together with a written disposition of the matter and forward copies thereof to the employee and to the employee's exclusive representative organization within ten (10) days after the Step 2 hearing. If settlement is not reached in this Step 2 within five (5) days of the date of the disposition, the grievance is referred to Step 3.

Step 3. Grievances referred to Step 3 shall be discussed between the employee's exclusive representative and the General Counsel. This discussion shall take place within ten (10) days after the grievance has been referred to Step 3. If agreement is reached as a result of this meeting the General Counsel shall issue a disposition of the matter which shall be final and binding. If agreement is not reached, the aggrieved shall,

within five (5) days after the Step 3 meeting, notify, in writing, the General Counsel that arbitration is required.

Step 4. ARBITRATION: In cases referred to Step 4 the parties shall attempt to agree on an arbitrator, if agreement is not reached within five (5) days the parties shall petition the Bureau of Mediation Services for assistance under the rules of the PELRA. The arbitrator shall set the time and place for the Step 4 hearing, the method of procedure and make all necessary rulings. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of the written agreement or to any agreement made supplementary hereto, and shall only be allowed to rule on those cases that apply to the definition of a grievance as described in this article. The decision of the arbitrator, if within the scope of his power, shall be binding on both parties within the limitations of the PELRA. The expense and fees of the arbitrator shall be borne jointly by the school district and the employee organization.

SECTION 3. RULES: Any loss of time by the employee and his representatives to attend Step 4 in the grievance procedure shall not be compensated. The number of days indicated at each step of the grievance procedure should be considered as maximum and every effort should be made to expedite the grievance process. Any time limit may be extended by mutual written consent. The failure of an aggrieved person to proceed from one step of the grievance procedure to the next step within the time limits set forth shall be deemed to accept the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of an administrator to communicate his decision or hold a meeting within the specific time limits shall permit the aggrieved to proceed to the next step in the grievance procedure. Grievance cases shall be as confidential as possible. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

ARTICLE XIII

SEVERABILITY

Provisions of this agreement are severable, and if any provisions thereof or the application of any such provision under any such circumstances is held to be invalid or void, it shall not affect any other provision of this agreement or the application of any provision thereof. The parties agree to negotiate the effect of any invalidated provision as soon as practical.

ARTICLE XIV

DURATION

SECTION 1. This agreement shall become effective on July 1, 202~~5~~³ and shall continue in full force and effect to and including June 30, 202~~7~~⁵, and thereafter until modified in accordance with PELRA.

SECTION 2. Any and all prior agreements, resolutions, practices, policies, rules, and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions of this agreement, are hereby superseded.

SECTION 3. Any matter relating to the terms and conditions of employment, whether or not referred to in this agreement, shall not be open for negotiation during the term of this agreement except by mutual consent.

SECTION 4. This agreement may be modified by written notice to the other party submitted between April 1 and April 30, 202~~7~~⁵; otherwise, the agreement shall remain in effect for another twelve (12) month period. If either party desires to modify or amend this agreement commencing on July 1, 202~~7~~⁵, it shall give written notice of such intent pursuant to PELRA. Unless otherwise mutually agreed, the party shall not commence negotiations more than 90 days prior to the expiration of this agreement.

IN WITNESS WHEREOF, the parties have executed the ~~20253~~-20275 Agreement as follows:

Child Nutrition Assistants
Anoka-Hennepin District No. 11

Anoka-Hennepin Independent
School District No. 11

(Chief Human Resources Officer)

Dated

APPENDIX "A" RATES OF PAY
AND
GUIDELINES FOR EMPLOYMENT

SECTION 1. PROBATION PERIOD:

The probationary period shall be the equivalent of one school year worked. No new employee shall be considered a regular employee until he/she has served this probationary period and has been accepted by the Child Nutrition Director and the Administration.

SECTION 2. STEP MOVEMENT AND OTHER GUIDELINES:

Subd. 1. The annual step movement shall be contingent upon rendering satisfactory service and pursuant to subdivision 5 of this section.

Subd. 2. All Child Nutrition personnel attending the fall workshop at the request of the District shall be reimbursed at their regular hourly rate for time spent in these meetings.

Subd. 3. Child Nutrition Assistants attending monthly meetings scheduled by District Office shall be reimbursed at their regular hourly rate for time spent in these meetings.

Subd. 4. In the absence of the Child Nutrition Site Supervisor, the District may designate an employee to fill in as a lead worker. If the District determines that a Child Nutrition Site Supervisor's absence on a student contact day prevents him/her from performing his/her duties and responsibilities for four (4) hours or more, the District will designate an employee to fill in as a lead worker. The designated lead worker shall receive \$1.00 per hour stipend for each hour of absence; if the supervisor's absence is five (5) continuous days or more, then the designated lead worker shall receive \$5.00 per hour retroactive to the first day of the absence. Exceptions may be granted by the District for unusual circumstances.

Subd. 5. If the District assigns a "short hours" employee to fill in for a "long hours" employee for five (5) consecutive days or longer, the designated employee shall receive an additional fifty (\$.50) cents per hour, retroactive to the first day of absence.

Subd. 6. Subject to change in negotiations, step movement will be effective the beginning of each year (July 1) until the maximum step is reached. There shall be no step movement July 1, 2025. Step movement shall be provided July 1, 2026. To be eligible for a step increment, an employee must have been hired prior to April 1 of the relevant year. Child Nutrition Assistants hired between April 1 and June 30 of the relevant year shall remain on the initial step with no step movement until the following July 1, if applicable.

SECTION 3. JOB POSTINGS: It shall be the practice of the Administration to notify all employees of new jobs or vacancies created. Reasonable effort shall be used to describe the classification, number, location, special training required and general information about the opening. Employees shall have five (5) days to notify the Child Nutrition Director of their desire to be considered for the job opening. Seniority shall be one of the factors to be considered, but the applicant with the best qualifications for the position shall be selected. Qualifications criteria shall include, but not be limited to, interview results, recommendations of supervisors, needs of the building, work record, seniority in grade and classification, experience, and level of certification. If qualifications are equal, seniority shall prevail among internal candidates and internal candidates shall be given preference over external candidates. Staff members moved to a higher classification through this posting procedure shall enter that classification on the same step as the one he/she occupied before the promotion.

The Association will be notified of all disciplinary or administrative transfers.

SECTION 4. SALARY SCHEDULE: July 1, 202~~53~~ through June 30, 202~~75~~

Subd. 1

Hourly Rate - July 1, 202~~53~~ - June 30, 202~~64~~

Step	8	9	10	11	12	13	14	15	16	17
6 hours or more	\$17.80	\$18.25	\$18.70	\$19.15	\$19.60	\$20.05	\$20.50	\$20.95	\$21.40	\$21.85
Less than 6 hours	\$17.00	\$17.45	\$17.90	\$18.35	\$18.80	\$19.25	\$19.70	\$20.15	\$20.60	\$21.05

Step	8	9	10	11	12	13	14	15	16	17
6 hours or more	<u>\$19.05</u>	<u>\$19.50</u>	<u>\$19.95</u>	<u>\$20.40</u>	<u>\$20.85</u>	<u>\$21.30</u>	<u>\$21.75</u>	<u>\$22.20</u>	<u>\$22.65</u>	<u>\$23.15</u>
Less than 6 hours	<u>\$18.25</u>	<u>\$18.70</u>	<u>\$19.15</u>	<u>\$19.60</u>	<u>\$20.05</u>	<u>\$20.50</u>	<u>\$20.95</u>	<u>\$21.40</u>	<u>\$21.85</u>	<u>\$22.35</u>

Hourly Rate - July 1, 202~~64~~ - June 30, 202~~75~~

Step	8	9	10	11	12	13	14	15	16	17
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6 hours or more	\$18.25	\$18.70	\$19.15	\$19.60	\$20.05	\$20.50	\$20.95	\$21.40	\$21.85	\$22.30
Less than 6 hours	\$17.45	\$17.90	\$18.35	\$18.80	\$19.25	\$19.70	\$20.15	\$20.60	\$21.05	\$21.50

Step	8	9	10	11	12	13	14	15	16	17
6 hours or more	<u>\$19.25</u>	<u>\$19.70</u>	<u>\$20.15</u>	<u>\$20.60</u>	<u>\$21.05</u>	<u>\$21.50</u>	<u>\$21.95</u>	<u>\$22.40</u>	<u>\$22.85</u>	<u>\$23.40</u>
Less than 6 hours	<u>\$18.50</u>	<u>\$18.90</u>	<u>\$19.35</u>	<u>\$19.80</u>	<u>\$20.25</u>	<u>\$20.70</u>	<u>\$21.15</u>	<u>\$21.60</u>	<u>\$22.05</u>	<u>\$22.60</u>

Subd. 2 State Certification -- Regular Employees

Employees shall receive an additional ~~thirty five~~forty-five cents (\$.435) per hour for obtaining and maintaining Minnesota Certified Food Protection Manager Certification certificate, as well as the School Nutrition Association Level 1 Certification. The stipend for a Level 2 certification with the MN CFPM ~~certificate~~ shall be ~~forty fifty~~ (\$.540) cents; Level 3 and MN CFPM certificate shall be ~~forty five~~fifty-five (\$.545) cents; and Level 4 and MN CFPM certificate shall be ~~fifty sixty~~ (\$.650) cents.

The District shall pay for the initial MN CFPM Anoka-Hennepin proctored exam~~MFMC test~~ up to a total of three (3) times for an individual employee. Employees must continue to maintain the Certification(s) to receive this additional increment. Changes in continuing education increments will be made on the first available paycheck after submitting the certificate for verification.

The District shall reimburse the employee the application fee for obtaining their initial MN CFPM certificate upon receipt of proof of purchase. The District shall reimburse the employee for the renewal fee for the MN CFPM certificate upon receipt of proof of purchase.

~~Subd. 3 Effective July 1, 2023, any employee who has a seniority date prior to June 30, 2004 shall receive an additional sixty five (\$.65) per hour. Effective July 1, 2024, any employee who has a seniority date prior to June 30, 2005 shall receive an additional sixty five (\$.65) per hour.~~

~~Subd. 4 Effective July 1, 2024. Any employee who has a seniority date prior to June 30, 2000 shall receive an additional ninety (\$.90) per hour.~~

Subd. 3 LONGEVITY PAY: Eligible employees shall receive the following additional hourly rates of pay.

	<u>2025-2026</u>	<u>2026-2027</u>
<u>Seniority 1: \$.65 per hour</u>	<u>07/01/01 - 06/30/06</u>	<u>07/01/02-06/30/07</u>
<u>Seniority 2: \$1.00 per hour</u>	<u>Prior to 06/30/01</u>	<u>Prior to 06/30/02</u>

Only the highest amount for which an employee is eligible shall apply; these supplements are not cumulative or stacked.

Subd. 4. Summer Employment

Employees required to perform summer assignments will receive the applicable rate of pay for the fiscal contract year.

For an explanation or interpretation of the contract call your Association or the Labor Relations and Benefits Department.

CONTRACT
ESTABLISHING THE
TERMS AND CONDITIONS OF EMPLOYMENT

by and between

ANOKA-HENNEPIN
INDEPENDENT SCHOOL DISTRICT NO. 11

and

ANOKA-HENNEPIN
ELEMENTARY AND SECONDARY PRINCIPALS' ASSOCIATION

July 1, 202~~5~~³ through June 30, 202~~7~~⁵

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ARTICLE 1

PURPOSE

This Agreement entered into by and between the School Board of Anoka-Hennepin Independent School District No. 11, hereinafter called the District, and the Anoka-Hennepin Elementary and Secondary Principals' Association, hereinafter called the Association, has as its objective the establishment of the terms and conditions of employment for certain management personnel for the period herein established.

ARTICLE 2

DEFINITIONS

- 2.1 P.E.L.R.A. of 1971 shall mean the Public Employment Labor Relations Act of 1971, as amended.
- 2.2 Superintendent shall mean the Superintendent of Schools of Independent School District No. 11 or a designated representative.
- 2.3 School Board shall mean the School Board of Independent School District No. 11 or its designated representative.
- 2.4 Principal shall mean management personnel covered by this Agreement.
- 2.5 Association shall mean the Anoka-Hennepin Elementary and Secondary Principals' Association or its designated representative.
- 2.6 Parties shall mean the District and Association.
- 2.7 Other Terms not defined in this Agreement shall have those meanings as defined by the P.E.L.R.A.

ARTICLE 3

RECOGNITION

- 3.1 Appropriate Unit. In accordance with the P.E.L.R.A. The District recognizes the Association as the exclusive representative of all management personnel included within the bargaining unit certified by the Bureau of Mediation Services (Case No. 75-PR-417-A):

"All employees of Anoka-Hennepin Independent School District No. 11, Anoka, Minnesota, who are certificated by the State Department of Education as Principals or Assistant Principals who are employed for more than 14 hours per week and more than 100 work days per year, and who devote more than 50% of their time to administrative or supervisory duties in the capacity of a Principal or Assistant Principal."

- 3.2 **Job Classifications.** Job classifications agreed by the District and the Association to be included within the bargaining unit and covered by this Agreement are:

High School Principal
 Middle School Principal
 Elementary Principal
 Assistant High School Principal
 Assistant Middle School Principal
 Assistant Elementary School Principal
 Anoka-Hennepin Regional/Technical High School Principal
 Anoka-Hennepin Regional/Technical High School Assistant Principal
 Compass Programs Principal
 Compass Programs Assistant Principal
 Principal/Assistant Principal-Special Assignment

- 3.3 **Bargaining Unit Dispute.** In the event of a dispute between the District and the Association as to the inclusion or exclusion within the bargaining unit of a newly created or modified job classification, either party may petition the Bureau of Mediation Services in accordance with the P.E.L.R.A.

ARTICLE 4

ASSOCIATION RIGHTS

- 4.1 **Use of Facilities:** The Association shall have the right to use District buildings before or after hours for meetings, scheduling such use with the Superintendent, provided that this shall not interfere with or interrupt school operations. Expenses incident to the meeting shall be borne by the Association in accordance with District policy.
- 4.2 **Association Representatives:** Duly authorized representatives of the Association shall be permitted to discuss matters pertaining to Association business with District personnel on campus at all reasonable times, at the discretion of the Superintendent, provided that this shall not interfere with or interrupt normal operations.
- 4.3 **Deduction of Dues:** Principals who are full members shall have the right to request and shall be allowed dues check off for the Exclusive Representative Organization. The Employer, upon notification by the Exclusive Representative of such Principals, shall be obligated to check off said fee from the earnings of the Principal and transmit the same to the Exclusive Representative each regular pay period. Any dispute as to the validity of a specific deduction shall be solely between the Association and the individual employee. The Association warrants that it will indemnify and hold harmless the Employer and any of its agents from any and all actions which any organization or employee may have, or claim to have, now or in the future, arising out of or by reason of the deduction or lack thereof.
- 4.4 **Personnel Files:** Principals shall have the right to review their individual personnel file in

accordance with applicable Minnesota statutes.

- 4.5 Meet and Confer: The Association has the right on an annual basis to request two meet and confer meetings with the School Board.
- 4.6 Notification of Vacant Position: The District shall notify, in writing, the President of the Association, of a position covered by this agreement that becomes vacant. Said notification shall be made no later than 15 days prior to the time of the position being permanently filled.

ARTICLE 5

DISTRICT RIGHTS

- 5.1 Inherent Managerial Rights: The Association recognizes that the District is not required to meet and negotiate on matters of inherent managerial policy, which include but are not limited to, such areas of discretion or policy as the functions and programs of the District, its overall budget, the utilization of technology, the organizational structure, and the selection, direction, or number of personnel.
- 5.2 Reservation of Managerial Rights: The foregoing enumeration of District rights shall not be deemed to exclude other inherent management rights. Any and all management rights and functions not expressly delegated by this Agreement are reserved to the District.
- 5.3 Laws, Rules, and Regulations: The parties agree to abide by applicable State and Federal Laws, rules established by the State Department of Education, and rules and regulations established by the School Board, provided such rules and regulations are not in conflict with this Agreement.

ARTICLE 6

DUTY YEAR

- 6.1 The normal duty year for all 12-month principals and assistant principals shall be considered as 260 days subject to the other provisions of this article. The normal duty year for all 10-month assistant principals shall be considered 225 duty days.
- 6.2 Specific Duty Year: The specific duty days during the calendar period July 1 through June 30 shall be established by individual principals and the appropriate Associate Superintendent, subject to the approval of the Superintendent. The Superintendent reserves the right to designate specific calendar days during the period July 1 through June 30 as mandatory duty days. When establishing the ten-month duty day calendar, the Assistant Principal, in collaboration and at the discretion of the building Principal, may designate student contact days as non-duty days.
- 6.3 Holiday Observance: Twelve (12) days during the period July 1 through June 30 shall be

designated as holidays. A holiday shall be defined as a paid day on which a Principal shall not be scheduled to perform job duties and responsibilities. The calendar days on which the twelve (12) holidays are observed shall be established by the School Board. Ten-month assistant principals shall be eligible to receive eleven (11) paid holidays. If Juneteenth is observed as School District holiday for employees, it will become a paid holiday for 12 month employees.

6.4 Vacations:

6.41 All full-year principals employed by the District shall earn twenty-five (25) days of annual paid vacation during the contract year prorated on a per pay day basis. This provision is not retroactive.

6.42 Ten-month assistant principals shall be eligible to receive five (5) paid vacation days.

6.43 Vacation Flexibility: Vacation days not used during the contract year will be accumulated to an unlimited amount. The maximum vacation taken during any contract year shall not exceed thirty-five (35) days for full year employees or ten (10) days for 10 month employees.

6.5 Terminal Vacation: Principals/Assistant Principals who retire their position will receive pay at their daily rate for unused vacation to a maximum of seventy-five (75) days payable to the Anoka-Hennepin Special Pay Plan. Principals/Assistant Principals who resign their position will receive pay at their daily rate for unused vacation to a maximum of fifty-five (55) days.

For purposes of unrequested leaves of absence, Principals/Assistant Principals who are no longer included in the bargaining unit will be treated the same as Principals/Assistant Principals who resign their position; Principals/Assistant Principals who remain included in the bargaining unit (twelve-month to ten-month positions) shall retain unused vacation for use when he/she returns to a twelve month position.

Principals/Assistant Principals who are terminated during his/her probationary period shall be treated the same as Principals/Assistant Principals who resign their positions. Principals/Assistant Principals terminated for cause shall not be eligible for unused vacation.

6.6 Management Commitment: The District and the Association concur that the management nature of the duties and responsibilities of Principals covered by this Agreement requires a commitment to whatever time is necessary to accomplish such managerial duties and responsibilities.

ARTICLE 7

DUTY DAYS

7.1 Normal Duty Day:

7.11 Principals shall normally be on duty during the period established as the teacher's basic duty day at their building of responsibility.

- 7.12 Principals, because of their managerial duties and responsibilities, agree to commit whatever time is necessary to accomplish such managerial duties and responsibilities.

ARTICLE 8

COMPENSATION

- 8.1 Salary Schedule: The annual salary of Principals employed by individual continuing contract for the 202~~53~~-202~~75~~ duty years is established by Appendix A, attached hereto, and shall be considered part of this Agreement.
- 8.11 Stipend: High School Principals and Middle School Principals of buildings with over 2000 students as of October 1 of the relevant school year shall receive an additional \$2500 stipend. Elementary Principals of buildings with over 900 students as of October 1 of the relevant school year shall receive an additional \$2000 stipend.
- 8.12 Approval of additional duty days for 10-month Assistant Principals may be granted in advance at the discretion of the Associate Superintendent. The Assistant Principal shall be paid his/her daily rate of pay for each additional day of service.
- 8.13 Professional Development: Upon proof of payment, the District shall reimburse each principal for annual dues in one state and one national principal's association. Upon proof of payment, the District shall reimburse each principal the full amount of the Board of ~~School Administrators Administration~~ renewal fee.
- ~~8.2 Relationship to Continuing Contract: The Salary Schedules contained in Appendix A shall not be considered part of a principal's individual continuing contract.~~
- ~~8.38.2~~ Granting of Annual Experience Increment: Principals completing a normal duty year, as defined by Article 6, Sections 6.1 and 6.2, shall be advanced 1 step on the Salary Schedule, subject to the following conditions:
- 8.31 Step advancement on the Salary Schedule shall be effective as of July 1.
- 8.32 Step advancement on the Salary Schedule shall be contingent upon a professional level of performance by a Principal. The School District reserves the right to withhold the annual step increase for good cause. Notice of intent to withhold the step advancement shall be made in writing prior to January 1. Notice of withholding shall be made in writing prior to April 1. The withholding of an annual step increase may be appealed through the grievance procedure established by Article 13.
- ~~8.48.3~~ Annual Salary: Principals employed by an individual continuing contract will be paid an annual salary in accordance with their position and step placement on the Salary Schedule. Principals employed for a duty year less than that established by Article 6, Section 6.1 and 6.2, shall be

paid a pro-rated annual salary.

~~8.58.4~~ Daily Rate: For the purposes of calculating daily rate, a Principal's annual salary as set forth in the Appendix A schedule divided by 260 days shall equal the daily rate. Ten-month assistant principals shall be divided by 225 days to determine the daily rate.

~~8.68.5~~ Original Employment: Principals who are newly employed during the term of this Agreement, shall be placed on an experience step of the Salary Schedule as agreed on by the Principal and the Superintendent, subject to the approval of the School Board.

~~8.78.6~~ Mileage: Principals shall be reimbursed at the Board rate for the use of their personal automobile to conduct authorized and approved travel on the behalf of the District.

~~8.8~~ ~~Leadership and Performance Compensation: Principals shall be eligible to receive up to 10% in Leadership/Performance Compensation and Assistant Principals may receive up to 5% in Leadership/Performance Compensation. Performance payments shall be based on a 50% student performance measurement and a 50% continuous improvement measurement. Specific performance measurements shall be determined by Associate Superintendents and/or their designee in collaboration with the Principal.~~

~~8.98.7~~ Professional Development: Upon recommendation of the Associate Superintendent and at the District's discretion, the District may provide national and/or state conference opportunities for Principals for the purpose of professional development.

~~8.108.8~~ Educational Leadership in the Community Activities: Upon recommendation of the Associate Superintendent, and at the District's discretion, the District may authorize and pay for the membership of Principals serving in educational community leadership activities.

~~8.118.9~~ Work Stoppage: Principals, in the event of a strike or work stoppage by other District employees, shall report for duty to carry out School Board policies and directives. A Principal shall be compensated during a strike or work stoppage by other District employees, provided the Principal reports for duty and performs assigned duties and responsibilities.

ARTICLE 9

GROUP INSURANCE

9.1 Carrier Selection: The selection of the insurance carrier or carriers to provide the group insurance programs established by this Article shall remain with the District.

9.2 Eligibility: To be eligible for participation and contributions established by this Article a Principal must be employed by an individual continuing contract between the District and the Principal.

9.3 For the 202~~53~~-202~~64~~ contract year, the School District shall contribute \$~~21,636~~~~19,410~~ toward a flexible benefit account; effective September 1, 202~~64~~, the District contribution shall be

~~\$22,07620,410.~~

9.31 The principals flexible benefit package shall include \$300,000 of life insurance.

9.4 General Liability:

9.41 The District shall carry a general liability insurance policy as required by Minnesota Statutes.

9.42 The District shall carry "errors and omissions" insurance coverage in an amount not less than that in effect at the time of the signing of this Contract.

ARTICLE 10

UNPAID LEAVES OF ABSENCE

10.1 Maternity/Parental Leave of Absence: A maternity leave of absence shall be granted Principals in accordance with applicable State and Federal Laws. Earned sick leave may be used for all work days included in an FMLA approved maternity or parental leave.

10.2 Military Leave of Absence: An unpaid military leave of absence shall be granted Principals in accordance with applicable State and Federal Laws.

10.3 Association Leave of Absence: Principals who are elected or appointed to a full-time position of the Association shall be granted an unpaid leave of absence not to exceed 24 months.

10.31 All benefits earned by a Principal shall be "frozen" as of the date of the beginning of the association leave of absence. Upon return to duty at the expiration of the association leave of absence a Principal's "frozen" benefits shall be reinstated.

10.32 Principals who fail to return to duty at the expiration of an association leave of absence shall waive all right to reemployment.

10.4 Sabbatical Leave: Principals may request a sabbatical leave of absence. ~~in accordance with the following conditions:~~

~~10.41 The granting of a sabbatical leave must have the recommendation of the Superintendent and shall be granted at the sole discretion of the School Board.~~

~~10.42 A sabbatical leave shall be for professional study only.~~

~~10.43 The Principal shall have at least 7 years of employment with the District to be eligible to apply.~~

~~10.44 Requests for such leave shall be submitted in writing to the Superintendent at the earliest possible date, but in no case shall this be after February 1 of the year previous~~

~~to the year for which the request is made.~~

~~10.45—Prior to March 1 of the year of an approved sabbatical leave, Principals who have been granted a sabbatical leave shall inform the Superintendent of their professional intentions for the duty year immediately succeeding the year of the sabbatical leave.~~

~~10.46—The reimbursement for sabbatical leave shall be one half of the Principal's salary for the year of leave. At the principal's option, an alternate sabbatical reimbursement is three-fourths (3/4) salary the year of the leave and three-fourths (3/4) salary the year following the leave. This reimbursement shall be paid on the condition that the Principal returns to duty during the year immediately following the year of leave. If the Principal does not return to duty the year after the sabbatical leave, the Principal shall be personally obligated to refund all compensation received and insurance contributions made by the District during the sabbatical leave.~~

~~10.47—Sabbatical leaves may be granted by the School Board for a period of less than 1 year.~~

~~10.48—The following conditions shall apply to a Principal on sabbatical leave:~~

~~10.48.1—Retirement: deductions from salary shall be made for T.R.A. and social security purposes. The T.R.A. deduction shall be made from the total salary, not the one-half sabbatical leave pay. The social security deduction shall be based on actual salary paid.~~

~~10.48.2—Sick Leave: One-half of the days normally allowed will be credited for the year of sabbatical leave. These days are added to the days of the Principal's earned sick leave.~~

~~10.48.3—Salary Schedule Movement: The sabbatical year counts as a year of service to the District. A Principal on sabbatical leave shall be eligible for an experience increment for the year following the leave.~~

~~10.48.4—Insurance Coverage: All voluntary insurance programs shall continue to be provided as established by Article 9.~~

10.5 Educational Growth Leave: Principals may request an unpaid educational growth leave not to exceed 12 months. The granting of an unpaid educational growth leave shall be granted at the sole discretion of the School Board and subject to the following conditions:

10.51 The Principal shall have been employed as a principal by the District for at least 2 full duty years.

10.52 The Principal shall submit a program of educational growth to the Superintendent and obtain recommendation prior to February 1 of the school year of the requested leave, which will be granted or denied no later than March 1.

10.53 The Principal shall inform the Superintendent prior to February 1 of the intention to return to duty the following year or the Principal shall be terminated at the end of the

school year.

10.54 Educational growth leaves of absence may be extended for an additional 12 months. Application for this extension must be submitted to the Superintendent by February 1 and this request will be granted or denied no later than March 1.

10.6 Conditions During a Leave of Absence: Principals granted an unpaid leave of absence as established by Sections 10.1, 10.2, 10.3, 10.4, and 10.56 shall be subject to the following conditions:

10.61 All benefits earned by a Principal shall be "frozen" as of the date of the beginning of a leave of absence. Upon return to duty at the expiration of the leave of absence benefits shall be reinstated.

10.62 Principals may continue to participate in programs established by Article 9, Section 9.3 by assuming the full cost of the monthly premiums.

10.63 Principals returning from a leave of absence shall be offered an equivalent position to that held at the time the leave was granted.

10.64 Principals who fail to return to duty at the expiration of absence shall waive all right to reemployment.

ARTICLE 11

PAID ABSENCES

11.1 Sick Leave: Effective July 1, Principals shall be granted 18 days of sick leave each duty year prorated on a per pay day basis. Principals employed for less than a normal duty year shall be granted days on a pro-rated basis.

11.11 Use of Sick Leave: Earned sick leave may be used because of personal illness or injury, serious illness or injury in the Principal's immediate family, or death in the Principal's immediate family.

11.12 Definition of Immediate Family: Immediate family is defined as the Principal's spouse, child, parent, brother, sister, or in-laws of a similar degree of relationship. Definition of death in the immediate family shall include grandparents and grandchildren.

11.13 Earned Safe and Sick Time: Up to 80 hours of accrued sick leave may be used for any other uses allowable under MN Statute 181.9413, such as safety leave and care of relatives not included in the definition of immediate family members from Section 11.12.

11.14 Accumulation: Unused sick leave shall accumulate to an unlimited amount.

- 11.15 Termination of Employment: Principals who terminate their employment prior to the completion of their normal duty year shall reimburse the District the value for sick leave days used and not earned.
- 11.2 Personal Leave: A maximum of ~~53~~ days of earned sick leave (~~4 days for 10 month Assistant Principals~~) may be used during each duty year for situations involving the personal business, which may also include religious observances, of a Principal which cannot be normally scheduled on a non-duty day.
- 11.21 Principals requesting personal leave shall notify their Associate Superintendent at least 5 calendar days prior to the intended absence, except in emergency situations.
- 11.3 Jury Duty:
- 11.31 Principals called for jury duty shall be compensated by the District for the difference between the Principal's regular salary and fees received while on jury duty.
- 11.32 Principals may be requested by the Superintendent to seek postponement or exemption from jury duty as provided by Minnesota Statute.
- 11.4 Court Hearings: A Principal subpoenaed by a court as a defendant or a witness as the result of performing management duties and responsibilities shall be compensated for the difference between the Principal's regular daily salary and witness fees for each duty day of absence. This shall not apply to court cases initiated by the Principal or the Association against the School District.
- 11.5 Professional Leave: The Superintendent may assign Principals to visit other schools, attend conferences and workshops, or to other situations having management improvement potential. During such assignments the Principal shall be considered to be in a duty status.
- 11.6 Absences Without Pay: Absences without pay may be granted Principals, requesting such absence in writing, at the discretion of the Superintendent.
- 11.7 Principal's Absence Due to Assault: A principal's absence due to injury as a result of assault by a student or nonstudent while performing school business in a professional manner shall not be charged against the principal's sick leave days.

ARTICLE 12

RETIREMENT

All Principals hired on or after July 1, 2001 are not eligible for Section 12.1.

- 12.1 Severance: Effective July 1, 202~~53~~, Principals who notify the district of intended retirement or resignation by February 1st of the relevant school year will qualify for a payment of up to one half the value of the first 160 days of unused sick and less any District contribution to a

matching 403(b) plan as set forth in Section 12.2. 403(b) of this Article.

Principals must have five (5) years active service on a continuous contract in the District and be immediately eligible for a Minnesota State retirement pension

12.11 The severance payment shall be made as a lump sum payment upon retirement to the District's Special Pay Plan in accordance with Federal rules and regulations. Deductions, such as state and federal income tax, social security, or T.R.A. shall be made only as required by law.

12.12 If a retired Principal dies before the severance payment has been made, the balance due shall be paid to a named beneficiary or, lacking a beneficiary, to the estate of the deceased.

12.13 This section shall not apply to any Principal who is discharged for cause by the School District.

12.14 For purposes of this section, active service includes FMLA leaves of absences and excludes all other unpaid leaves of absence.

This section (Severance) shall sunset upon the retirement of the last eligible member.

12.2 403(b)

12.21 All Principals who are eligible for insurance as set forth in Article 9 are eligible for this benefit.

12.22 The District shall ~~provide~~~~establish~~ a matching contribution of up to ~~\$4,500 (four thousand five hundred dollars) in a 403(b) matching program for all principals.~~ ~~Effective July 1, 2024 the District shall provide a matching contribution of up to \$5,200~~ on a per paycheck basis over 20 pay periods. Effective July 1, 2026, the District shall provide a matching contribution of up to \$5,460. Employees who begin contributions after the start of the year will receive a prorated amount of the full annual District match.

12.3 Health and Dental Insurance: Principals eligible for retirement as established in this Article and enrolled in insurance may elect to continue to participate in the District's Health and Dental insurance program, established by Article 9.

One half of the value of the first 160 days of accumulated sick leave and 100% of the value of sick days over 160 shall be allocated to the Health Care Reimbursement Account for the individual retiring employees.

12.4 Severance and Retirement Health Benefits shall be available only once in a Principal's employment with the District.

ARTICLE 13

GRIEVANCE PROCEDURES

13.1 Definitions:

13.11 Grievance is defined as a disagreement as to the interpretation or application of any term or terms of this Agreement.

13.12 Days shall be defined as weekdays. If a period ends on a weekend or holiday, period is extended to the following day.

13.2 Procedure: Grievances as defined in 13.11 shall be settled in the following manner. The steps set forth must be followed in the order listed within the time limits prescribed.

Step 1 The grievance shall be orally presented to the appropriate Associate Superintendent within 20 days after the Principal knew or should have known of the alleged violation. No settlement in Step 1 shall be made in violation of this Agreement. If a settlement is not reached within 5 days after oral presentation to the Associate Superintendent the grievance shall be reduced to writing in a statement of the issues involved. This shall be transmitted to the Executive Director of Human Resources for handling in accordance with Step 2.

Step 2 Grievances referred to Step 2 shall be discussed between a representative of the Association, the Principal and representative(s) of the District. This discussion shall take place within 10 days after the grievance has been referred to Step 2. The Executive Director of Human Resources shall issue a disposition of the matter within 10 days of the meeting. If agreement is not reached, the grievant shall, within 5 days after the Step 2 disposition is issued, notify the Superintendent and General Counsel in writing that the grievance is appealed to Step 3.

Step 3 The Superintendent and/or designees shall establish a Step 3 meeting with the Association representative and the aggrieved. The Step 3 meeting shall be held within 10 days after the Principal has appealed from Step 2. The time and place for meeting under Step 3 shall be at the discretion of the Superintendent. The Superintendent shall prepare a written disposition of the matter and forward copies to the Grievant and Association representative within 10 days after the Step 3 meeting. If settlement is not reached in Step 3, the Association may request arbitration within ten (10) days of the Step 3 disposition.

Step 4 Arbitration: In cases referred to Step 4, the parties may attempt to agree on an arbitrator. If agreement is not reached within 10 days, either party may request a list of five (5) names of qualified arbitrators from the Bureau of Mediation Services, State of Minnesota. The arbitrator shall set the time and place for the Step 4 hearing, determine the method of procedure, and make all necessary rulings. The arbitrator shall have no power to add to, subtract from or modify any of the terms of the Agreement and shall only rule on those cases that apply to the definition of a grievance as described in this Article. The decision of the arbitrator, if within the scope of the arbitrator, shall be binding on both parties within the limitations of the PELRA. The expense and fees of the arbitrator

shall be borne jointly by the District and the Association.

- 13.3 Rules: Any notice or filing under the grievance procedure herein may be accomplished and processed electronically by email or other appropriate method. The number of days indicated at each step of the grievance procedure shall be considered as a maximum. Any time limit may be extended by mutual written consent. The failure of an aggrieved Principal to proceed from one step of the grievance to the next step within the time limits set forth shall be deemed to be acceptance of the decision previously rendered and shall constitute a waiver of any future appeal concerning the particular grievance. The failure of the District to communicate a decision or hold a meeting within the specific time limits shall permit the aggrieved to proceed to the next step of the grievance procedure. Grievance cases shall be as confidential as possible.

ARTICLE 14

UNREQUESTED LEAVE OF ABSENCE

- 14.1 Seniority Date: The seniority dates for new bargaining unit employees under a continuing contract shall be determined based on the following:
- New 10-month principals hired prior to August 1 shall have August 1 as their seniority date. New 10-month principals hired on or after August 1 shall have their first duty day as their seniority date.
- New 12-month principals shall have their first duty day as their seniority date.
- For purposes of this section, "hired" means assigned to a position within the principals' bargaining unit.
- 14.2 Principals shall be allowed to count only service as a unit member for purposes of placement on unrequested leave of absence from a principal's unit position. Service in other non-units within the District cannot be counted for purposes of bumping another unit member.
- New bargaining unit members shall be under a one school year probationary period with no continuing contract rights for a principal bargaining unit assignment.
- 14.3 The following criteria shall be used to break seniority ties in the placement of principals:
- 1) Initial date of service in the District as a licensed teacher or other licensed professional.
 - 2) Earliest/lowest Professional Educator Licensing and Standards Board (PELSB) FileFolder number.
- 14.4 Placement on Unrequested Leave of Absence
- 14.41 The District may place principals and/or assistant principals on unrequested leave of absence, without pay or fringe benefits at the close of the school year. The District agrees to consult with the Association regarding proposed alternatives to unrequested leave of absence situations, provided such consultation does not result in delay.

- 14.42 The District will place the least senior principal within a category on unrequested leave of absence without compensation or benefits. All unit members will be assigned a category. The categories are: high school principal, middle school principal, elementary principal, secondary assistant principal, and elementary assistant principal. Principals may assert a seniority right into a position that is not promotional. Nothing in this language allows a principal to receive a promotion during the unrequested leave process. Principals who are placed on an unrequested leave of absence will be placed into an open teaching position for which they are licensed if one is available.
- 14.43 Due to special knowledge, skills, and ability, the following are considered "non-ULA" positions:

Anoka-Hennepin Regional/Technical High School
Principal
Compass Program Principal
Principal on Special Assignment - Student
Services

A seniority right may not be asserted into the positions identified in this section. A principal serving in a position identified in this section retains the right to reassignment to another position in the event the position is discontinued by the district.

14.5 Reinstatement

- 14.51 Principals will be recalled from an unrequested leave of absence to available positions for which they are licensed. Principals cannot assert a reinstatement right to a promotional position. The principal with the greatest seniority date will be reinstated first.
- 14.52 Reinstatement Qualifications: The District and the Association may, by agreement, designate a position as requiring special knowledge, skills and abilities for purposes of reinstatement. For example, experience as an activities director may be required for reinstatement to a secondary assistant principal position that includes responsibility as an activities director.
- 14.53 No appointment of a new principal will be made while there is available, on unrequested leave, a principal who is properly licensed to fill such vacancy.
- 14.54 Notification will be by certified mail to the principal's last known address and/or to the principal's email address. In the event a principal declines a principal position or fails to notify the District in writing of the principal's intentions within fifteen (15) days of the date of notification, the principal is removed from the recall list. A principal on unrequested leave of absence will provide the District with appropriate contact information annually for purposes of notification in this

section.

- 14.55 The unrequested leave of absence of a principal who is not reinstated shall continue to the first teacher duty day of the third school year following the date the principal's unrequested leave of absence began or until the principal fails to respond within fifteen (15) days of the date of notification or until the principal submits in writing a request to be removed from the recall list, whichever occurs first.

ARTICLE 15

DURATION

- 15.1 Term of Contract: This Agreement shall remain in full force and effect for a period commencing July 1, 202~~5~~³ except as specifically provided otherwise in this Agreement, through June 30, 202~~7~~⁵ and thereafter until modified or terminated pursuant to the P.E.L.R.A. ~~of 1971~~ as amended.
- 15.2 Modification: If either party desires to modify or terminate this Agreement effective on June 30, 202~~7~~⁵, it shall give written notice of such intent no later than April 1, 202~~7~~⁵. Unless otherwise mutually agreed, the parties shall not commence negotiations more than 90 calendar days prior to the expiration of this Agreement.
- 15.3 Effect: This Agreement constitutes the full and complete agreement between the District and the Association. The provisions herein supersede and take precedence over any and all prior Agreement, resolutions, practices, District policies, rules or regulations concerning the terms and conditions of employment.
- 15.4 Negotiations During Term: The parties mutually acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited opportunity to make demands and proposals regarding terms and conditions of employment for Principals. All understandings and agreements arrived at by the parties are set forth in this Agreement. For the duration of this Agreement, the District and the Association each voluntarily and unqualifiedly waives the right to meet and negotiate regarding any and all terms and conditions of employment, whether or not specifically referred to or covered in this Agreement, even though such matters may not have been within the knowledge or contemplation of either or both of the parties at the time this Agreement was negotiated or executed; provided, however, that any provision of this Agreement may be amended in writing at any time by mutual consent of the parties.
- ~~15.5 Finality: It is further agreed that any matters relating to the terms and conditions of employment, whether or not referred to in this Agreement, shall not be open for negotiations during the term of this Agreement.~~
- ~~15.6~~15.5 Severability: The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provision of the Agreement or the application of any provisions thereof

under different circumstances.

Agreed to as the full and complete settlement of the terms and conditions of employment by the signatures of the following representatives of the District and the Association:

FOR: The Anoka-Hennepin Elementary and
Secondary Principals' Association

FOR: The Anoka-Hennepin Independent
School District No. 11

Board Member

Board Member

Board Member

Board Member

Board Member

Board Member

~~Chief Human Resources Officer~~ Executive

~~Director of Human Resources~~

Dated this ____ day of _____, 20254

Appendix A

PRINCIPALS SALARY SCHEDULE JULY I, 202~~5~~³ - JUNE 30, 202~~6~~⁴

LANE	Assistant Principals • Elementary • Compass	Principals • Elementary • Compass • POSA- Student Conduct	Assistant Principals • Middle School • A-HRTHS	Principals • Middle School • A-HRTHS • POSA-Student Discipline and Placement	Assistant Principals • High School	Principals • High School
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STEP-	225 days	12 month	12 month	225 days	12 month	12 month	225 days	12 month	12 month
3	96,668	111,705	125,139	102,693	118,668	129,463	104,528	120,788	137,561
4	98,843	114,219	127,956	105,004	121,338	132,377	106,878	123,504	140,597
5	102,836	118,833	133,125	109,247	126,241	137,725	111,198	128,495	146,170
6	106,373	122,920	137,705	113,003	130,581	142,461	115,022	132,914	151,197
7	111,766	129,152	144,686	118,733	137,202	149,685	120,853	139,653	158,863

STEP	225 days	12 month	12 month	225 days	12 month	12 month	225 days	12 month	12 month
3	105,250	121,584	142,582	111,767	129,114	147,482	113,752	131,408	156,657
4	107,149	123,778	145,225	113,812	131,477	150,233	115,839	133,819	159,547
5	111,467	128,768	151,081	118,400	136,779	156,293	120,511	139,218	165,861
6	115,293	133,188	156,270	122,463	141,473	161,659	124,646	143,996	171,556
7	122,576	141,378	165,630	130,109	150,084	171,294	132,404	152,735	181,692

* Assistant Principals and Principals on Step 7 shall receive a one-time off schedule payment of \$1000 in the Spring of 2024.

PRINCIPALS SALARY SCHEDULE JULY I, 202~~6~~⁴ - JUNE 30, 202~~7~~⁵

LANE	Assistant Principals • Elementary • Compass	Principals • Elementary • Compass • POSA- Student Conduct	Assistant Principals • Middle School • A-HRTHS	Principals • Middle School • A-HRTHS • POSA-Student Discipline and Placement	Assistant Principals • High School	Principals • High School
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STEP-	225 days	12 month	12 month	225 days	12 month	12 month	225 days	12 month	12 month
3	100,000	115,556	129,393	106,207	122,728	133,847	108,097	124,912	142,188
4	101,809	117,646	131,795	108,154	124,978	136,348	110,085	127,209	144,815
5	105,921	122,398	137,119	112,524	130,028	141,857	114,534	132,350	150,555
6	109,565	126,608	141,836	116,393	134,498	146,735	118,472	136,901	155,733

7	<u>115,120</u>	<u>133,027</u>	<u>149,027</u>	<u>122,294</u>	<u>141,318</u>	<u>154,176</u>	<u>124,480</u>	<u>143,843</u>	<u>163,629</u>
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STEP	225 days	12 month	12 month	225 days	12 month	12 month	225 days	12 month	12 month
4	<u>107,332</u>	<u>124,028</u>	<u>145,475</u>	<u>113,995</u>	<u>131,727</u>	<u>150,483</u>	<u>116,021</u>	<u>134,069</u>	<u>159,797</u>
5	<u>111,650</u>	<u>129,018</u>	<u>151,331</u>	<u>118,583</u>	<u>137,029</u>	<u>156,543</u>	<u>120,693</u>	<u>139,468</u>	<u>166,111</u>
6	<u>115,475</u>	<u>133,438</u>	<u>156,520</u>	<u>122,645</u>	<u>141,723</u>	<u>161,909</u>	<u>124,828</u>	<u>144,246</u>	<u>171,806</u>
7	<u>122,563</u>	<u>141,628</u>	<u>165,880</u>	<u>130,097</u>	<u>150,334</u>	<u>171,544</u>	<u>132,391</u>	<u>152,985</u>	<u>181,942</u>
8	<u>125,397</u>	<u>144,903</u>	<u>169,155</u>	<u>132,931</u>	<u>153,609</u>	<u>174,819</u>	<u>135,225</u>	<u>156,260</u>	<u>185,217</u>



LABOR RELATIONS UPDATE

December 8, 2025

LABOR RELATIONS UPDATE



Purpose

- **Policy 209 Negotiations Code of Ethics:**
Administration will review the status of negotiations at public School Board meetings.
- **Note:** Consistent with the Open Meeting Law and PELRA - detailed negotiation discussions are addressed in closed sessions of the School Board.

CONTRACT NEGOTIATIONS



Bargaining Goals

- **Collaborative bargaining process** focused on finding mutual gains and solving shared problems
- **Legally sound** and **operationally manageable** agreement with clear and concise language
- **Recruitment and retention** of high quality staff
- **Fiscally responsible** steward of taxpayer money, within fixed budget

BUDGET FACTS



FY26 General Fund salaries and benefits total \$539 million

- Salaries and benefits are approximately 82% of the general fund budget.

FY26 budget includes a 2.5% increase in salaries and 5% increase in benefits.

EMPLOYEE GROUPS



Background information

Anoka-Hennepin Schools is comprised of 18 employee groups:

- 5 unaffiliated groups: administrators/supervisors, sr leadership, confidentials, misc E-12, misc. community education.
- **13 collective bargaining groups:**
 - 2025-2027 master agreements: child nutrition assistants, community school coordinators, principals, school service employees, technical specialists.
 - 2024-2026 master agreements: building supervisors, child nutrition site supervisors, education office professionals, paraeducators.
 - 2023-25 master agreements: education support specialists, teachers, school office supervisors, special education supervisors.

OPEN CONTRACTS



Negotiation status: TENTATIVE AGREEMENT

Employee group	Exclusive representative	# of employees	Meeting status
School office supervisors	Anoka-Hennepin Office Professional Supervisors Association	42	Dec 4: Tentative Agreement

OPEN CONTRACTS



Negotiation status: Mediation

Employee group	Exclusive representative	# of Employees	Meeting status
Teachers (including ABE, ECFE, Preschool)	Anoka Hennepin Education Minnesota, Local 7007	3267	July 11 - Sept 11: 5 meetings Union filed for mediation Oct 14 - Dec 3: 3 mediation sessions

OPEN CONTRACTS



Negotiation status

Employee group	Exclusive representative	# of employees	Meeting status
Community school programmers and early childhood screeners	Anoka-Hennepin Education Minnesota	9	TBD
Special Education Administrators	Special Education Program Supervisors Association	15	TBD

NEXT STEPS



- Provide regular updates at School Board meetings.
- Update ahschools.us/negotiations



THANK YOU

Comments and questions?