

SUPERINTENDENT'S REPORT AND AGENDA

Regular Meeting of the Board of Education
Independent School District No. 280, Richfield, Minnesota

Richfield Public Schools *inspires* and *empowers* each individual to learn, grow and *excel*

If you require a reasonable accommodation in order to attend the board meeting or view the livestream, please contact Board Secretary Cassandra Quam at cassandra.quam@rpsmn.org or 612-798-6012 at least 24 hours before the meeting.

Monday, February 6, 2023 7 p.m. School Board Meeting

I. CALL TO ORDER

II. REVIEW AND APPROVAL OF THE AGENDA

III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS

A. Superintendent Update

1. Richfield STEM Elementary School Presentation
2. Student Support Services Presentation

B. Commendations

IV. CONSENT AGENDA

A. Routine Matters

1. Minutes of the regular meeting held January 17, 2023
2. General Disbursements as of 1/27/23 in the amount of \$8,124,320.35
3. Investment Holdings

B. Personnel Items

V. OLD BUSINESS

- #### A. Policy 109: Distribution of Nonschool-sponsored Materials on School Premises by Students and Employees & Administrative Guideline 109.1 & Policy 980: Distribution of Materials on School District Property by Nonschool Persons

- #### B. Policy 743: Pay-to-Ride Service & Administrative Guideline 743.1

VI. NEW BUSINESS

- #### A. Policy 110: Chemical Use/Abuse

B. Pay Equity Report Certification

C. Donations

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Future Meeting Dates

*Tuesday, 2-21-2023	7 p.m.	Regular Board Meeting – Public Comment
3-6-2023	7 p.m.	Regular Board Meeting

D. Suggested/Future Agenda Items

VIII. CLOSED SESSION AS ALLOWED BY MINNESOTA STATUTE 13D.05 FOR
LABOR NEGOTIATIONS STRATEGY

IX. REOPEN MEETING

X. ADJOURN REGULAR MEETING

**INFORMATION AND PROPOSALS –
NON-ACTION ITEMS**

Agenda Item II.A.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, February 6, 2023

Subject: Ongoing Data Reference List

Acronyms:

This list will be added to for each board meeting whenever acronyms are presented in following items of the board packet.

AC:	All Conference
ACHM:	All Conference Honorable Mention
ADA:	Americans with Disabilities Act
ADM:	Average Daily Membership
A.I.:	American Indian
AIPAC:	American Indian Parent Advisory Committee
AMSD:	Association of Metropolitan School Districts
AP:	Advanced Placement
APBP:	Association of Pedestrian and Bicycle Professionals
AP:	Assistant Principal
BGC:	Background Check
BGC:	Boys & Girls Club
BIPOC:	Black, Indigenous, and People of Color
BILT or ILT:	Building Instructional Leadership Team
BLT:	Beacons Leadership Team
BOLT:	Building Operational Leadership Team
C&A:	Connect & Assess
CAV-X:	Connected and Automated Vehicles Office (MnDOT)
CCR:	Career & College Readiness
CDC:	Centers for Disease Control
CIS:	College in the Schools
CLSD:	Comprehensive Literacy State Development
DA:	Dream Act
D.O.:	District Office
ECSE:	Early Childhood Special Education
ESY:	Extended School Year
EL or ELL:	English Learner or English Language Learner
FAFSA:	Free Application for Federal Student Aid

FFVP:	Fresh Fruit and Vegetable Program
F/R or FRP:	Free/Reduced or Free and Reduced Price (usually referring to eligible students)
FTE:	Full-Time Equivalent
FY:	Fiscal Year
GASB:	Governmental Accounting Standards Board
GLOW:	Gay, Lesbian Or Whatever (LGBTQ+/allies student group)
GPA:	Grade Point Average
HHM:	Homeless/Highly Mobile
HR:	Human Resources
IEP:	Individualized Education Plan
LETRS:	Language Essentials for Teachers of Reading and Spelling
LGBTQ+ or LGBTQIA+:	Lesbian, Gay, Bisexual, Transgender, Queer, and others or Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and others
LOR:	Local Optional Revenue
LTFM:	Long-Term Facilities Maintenance
MASA:	Minnesota Association of School Administrators
MCA:	Minnesota Comprehensive Assessments
MDE:	Minnesota Department of Education
MDH:	Minnesota Department of Health
MIEA:	Minnesota Indian Education Association
MLL:	Multilingual Learning
MnDOT:	Minnesota Department of Transportation
MSBA:	Minnesota School Boards' Association
MSHSL:	Minnesota State High School League
MTSS:	Multi-Tiered Systems of Support
MVP:	Most Valuable Player
NSBA:	National School Boards' Association
NSPRA:	National School Public Relations Association
NWEA-MAP	Northwest Evaluation Association-Measures of Academic Progress
OPEB:	Other Post-Employment Benefits
OSHA:	Occupational Safety and Health Administration
OW:	Outreach Worker
PAG:	Parent Advisory Group
PD:	Professional Development
PLC:	Professional Learning Community
PRESS:	Path to Reading Excellence in School Sites
PTO or PTSO:	Parent-Teacher Organization or Parent-Teacher-Student Organization
POS:	Point of Sale
Q Comp:	Alternative Teacher Professional Pay System
RCEP:	Richfield College Experience Program
RDLS:	Richfield Dual Language School
RFP:	Request for Proposal
RHRC:	Richfield Health Resource Center

RHS:	Richfield High School
RMS:	Richfield Middle School
RPS:	Richfield Public Schools
SBG:	Standards-Based Grading
SEC:	South Education Center
SEIU:	Service Employees International Union
SEL:	Social-Emotional Learning
SPED:	Special Education
SRTS:	Safe Routes to School
STAT:	Student and Teacher Assistance Team
STEM:	Science, Technology, Engineering, and Math
SWBE:	School Wide Behavior Expectations
SY:	School year
T&L:	Teaching & Learning
TMC:	Tri-Metro Conference
TS GOLD:	Teaching Strategies GOLD® Assessment
VEBA:	Voluntary Employees' Beneficiary Association
VPK:	Voluntary PreKindergarten
WCPM:	Words Correct Per Minute
WIN:	What I Need
YTD:	Year-to-Date

RPS Student Demographic Data 2022-2023:

4,148 Students District-wide

- 3,978 Traditional Count
 - 1,712 Elementary (K-5) Average Class Size = 21.61
 - 807 Middle (6-8) Average Class Size = 21.63
 - 1,322 High (9-12) Average Class Size = 28.03
 - 112 ECSE
 - 25 Transition+
- 170 Voluntary Prekindergarten (VPK)

Student Diversity (based on MDE categories)

- BIPOC: 71%
 - American Indian or Alaska Native: 1.01%
 - Asian: 4.12%
 - Hispanic: 42.6%
 - Black or African American: 14.59%
 - Native Hawaiian or Other Pacific Islander: 0.05%
 - 2 or More Races: 8.63%
- White: 29%

English Learner

- ELL: 23.14%
- Non-ELL: 76.86%

Free/Reduced Eligible

- Eligible: 62.5%
- Not Eligible: 37.5%

**INFORMATION AND PROPOSALS –
NON-ACTION ITEMS**

Agenda Item III.A.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, February 6, 2023

Subject: Superintendent Update

Principal Amy Winter will provide an update from Richfield STEM Elementary School.
Director of Student Support Services Christina Gonzalez will present.

Attached:

STEM Presentation

Student Support Services Presentation

RSTEM Elementary School

STEM: Experience the Learning



Academic Vision

Students will receive a challenging, engaging and relevant academic experience in Richfield Public Schools which will prepare them for college, career and life.



STEM Expo: Experience the Learning

- Accessibility: Onsite for all learners. All staff were STEM learners.
- Engagement: student active learning role through hands-on learning
- Community Partnership: use of STEM presenters



Batteries, Bulbs and Wires, Oh My!!! (Presented by The Bakken Museum)

After a simple lesson on circuits, students get a giant pile of—you guessed it—batteries, light bulbs, wires and fun gadgets. The challenge? to build anything and everything from the simplest of circuits to complex creations.

Static: It's Shocking!!! (Presented by The Bakken Museum)

Your instructor will lead students through a number of experiments where they will get to experience static electricity first hand. This engaging and energizing presentation has a hands-on focus allowing students to learn about electricity by experiencing its effects.

Vibration Station: Physics of Sound! (Presented by Hightouch Hightech)

Students will experience how sound waves move, how vibration of air particles make sound, how pitch changes with speed, and how humans perceive sound. Students will build a vibration harmonica to take home that will demonstrate how pitch and tone can change by the amount of vibration provided.

Air Gliders Away!!! (Presented by TARGET Technology Team)

With the help of the Technology wizards from TARGET's Tech Team, ALL students will build their own Air Gliders and test them out! Get ready to fly!

It's Totally WOW!!! (Presented by Richfield STEM School)

Students will get to explore some of R-STEM's own hands-on activity kits from the soon-to-be-open WOW Room! Come perform chemistry experiments or learn about the physics of sound and vibrations and more!

How is a Human like a Strawberry? (Presented by the University of Minnesota)

After a brief discussion on genetics and the amazing molecule that is DNA, students get the opportunity to actually see some DNA with their own eyes as they extract DNA from fresh strawberries. This might get messy!

Power of Plants!!! (Presented by the University of Minnesota)

Plants are some of the most adaptable organisms on the planet, each one evolved to its own specific environment. Learn about the science of plants and where they live, as you design and build your own unique plant to thrive in its specialized environment.

What the teachers said

Geology Rocks

This was very hands on, and our favorite session of the day! My students were so excited to take a rock home.

Power of Plants

Quick presentation with good information. The visual cards for the students to sort into pairs were great.

STEM Mystery Challenge

This session can be easily replicated in the classroom. It is good for collaboration, with easy set up and clean up.

Static, it's Shocking!

Exciting! A great enthusiastic presenter. My students had a lot of opportunities to participate.

The day in numbers

592 students participation

11 different sessions

4 community partnerships

21 parent volunteers

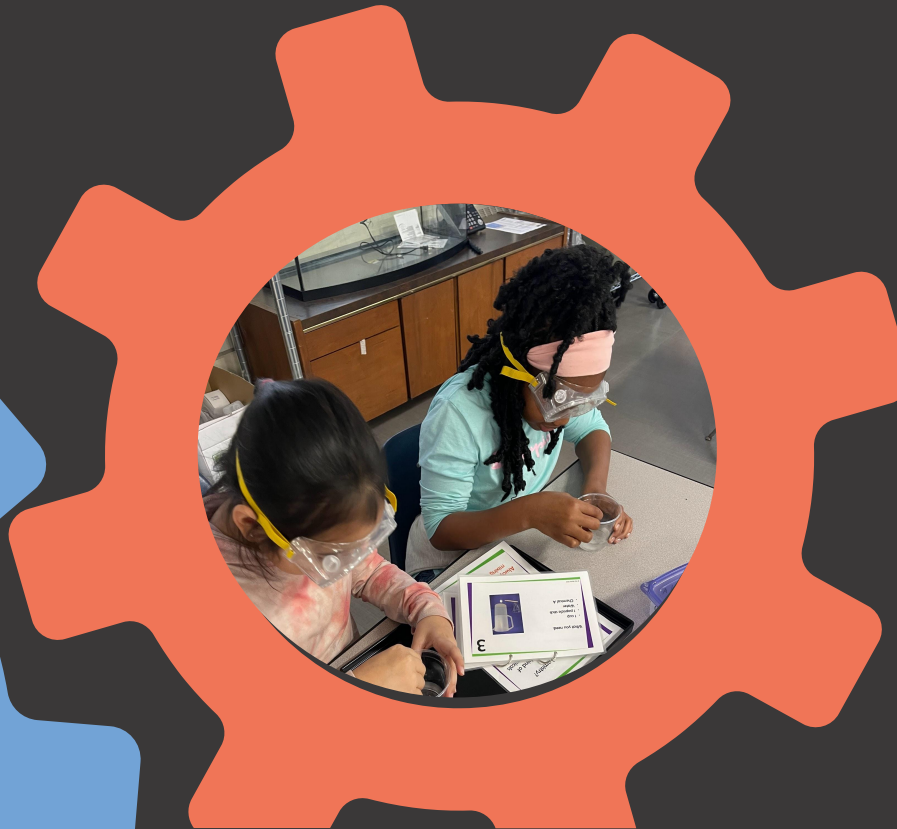
1 Professor Spark





What's Next?

How do we continue this work throughout the year?

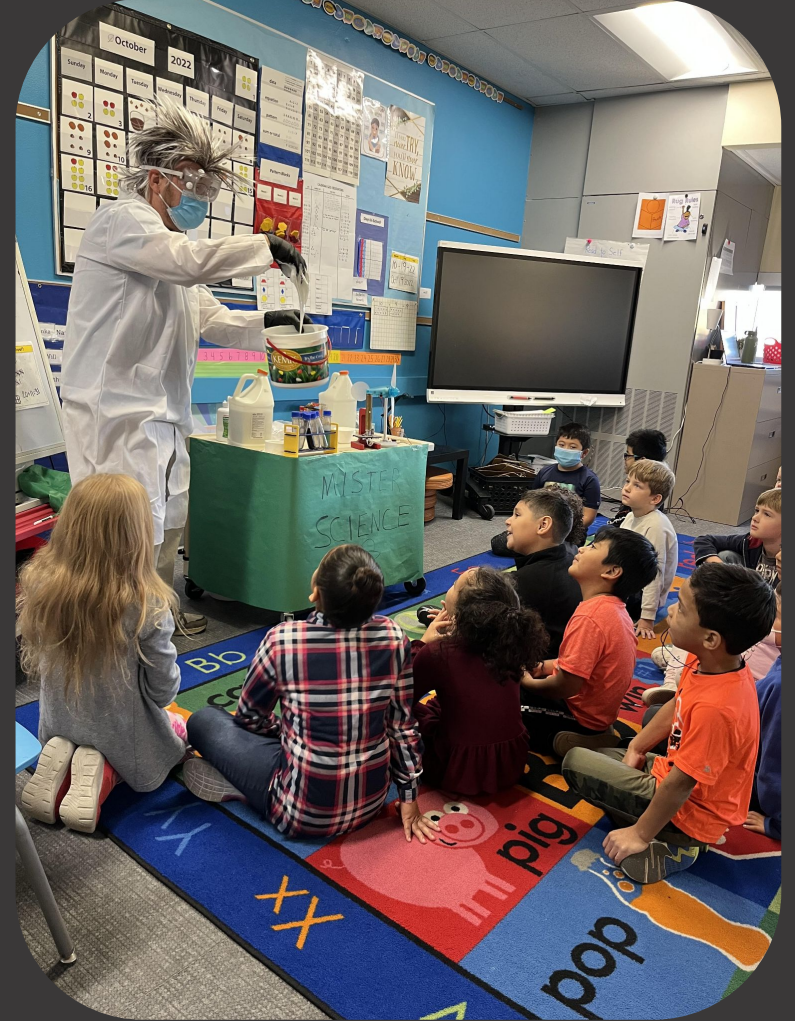




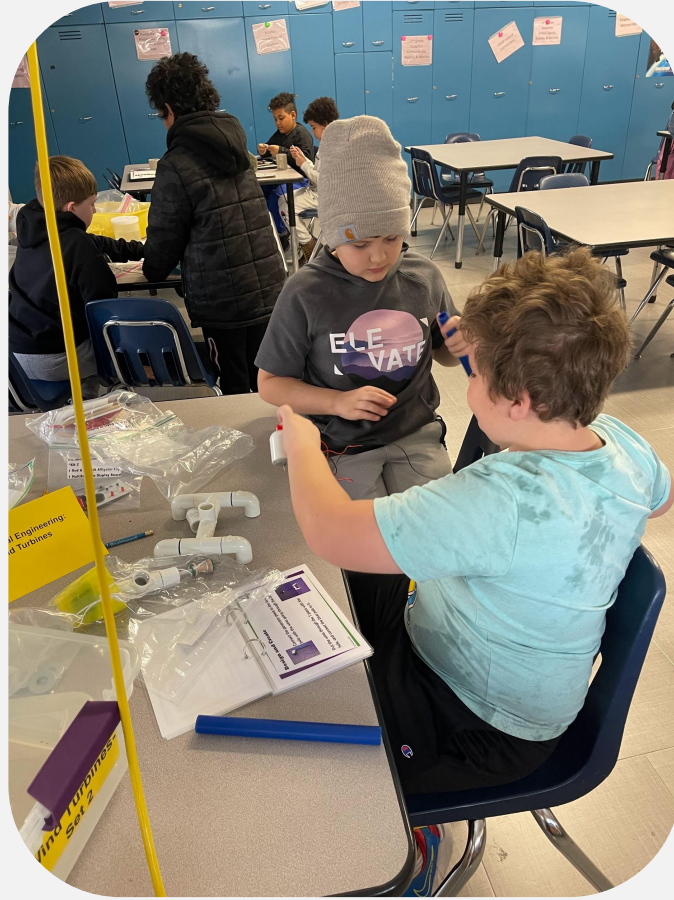
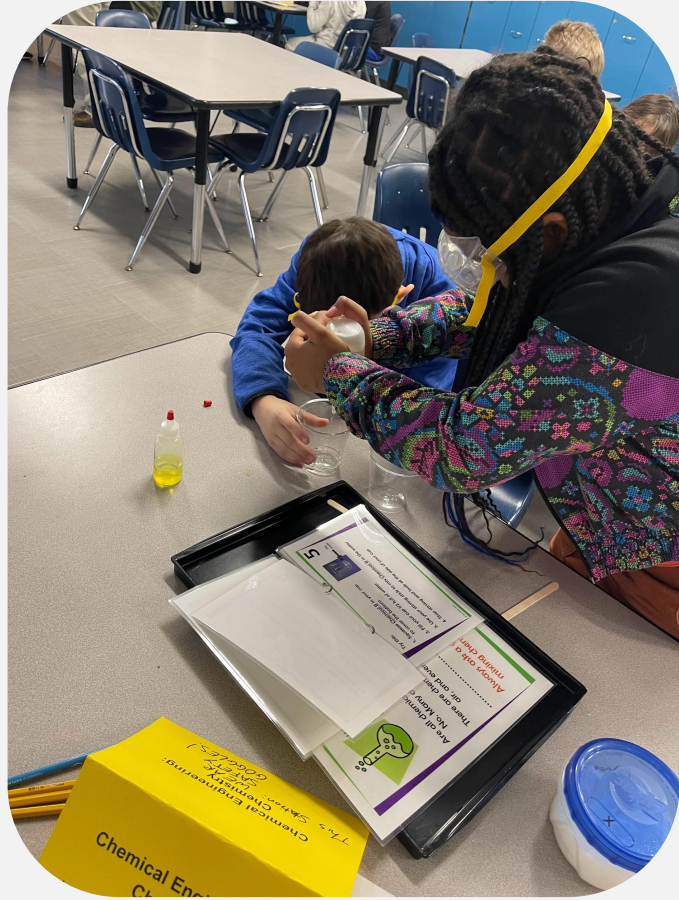
Mr. Science, WOW Room & Science Fun



Mr. Science



Wow Room



Thank You!



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Enriching and accelerating learning



RPS Board Presentation

Student Support Services

February 2023

Enriqueciendo y acelerando el aprendizaje

What We See Depends on What We are Looking For...



An elder told their grandchild, “Child, there is a battle between two wolves inside us all. One is Evil - it is anger, jealousy, greed, resentment, inferiority, lies and ego. The other is Good. It is joy, peace, love, hope, humility, kindness, empathy, & truth.”

The child thought about it and asked, “Elder, which wolf wins?”

The elder quietly replied, “The one you feed.”

- author unknown

What is Brain Smart Start?



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A framework that Conscious Discipline gives us so we can start our day in the best state for learning and interacting with others.

1. Activity to **Unite**

- Involves EVERYONE doing something that brings everyone together
- Builds relationships, safety, and endorphins.

2. Activity to **Disengage Stress**

- Involves deep breathing and stretching.
- Prepares the brain for cortical learning and turns off stress responses.

3. Activity to **Connect**

- Involves eye contact, touch, presence and playfulness.
- Involves affirmations and positive thinking.
- Helps build relationships, AND maintains focused attention/motivation to learn.

4. Activity to **Commit**

- Activates frontal lobe
- Teaches responsibility, and promotes mindful attention as it supports maturation of the prefrontal lobe.
- Increases success



Let's go!

Stretch

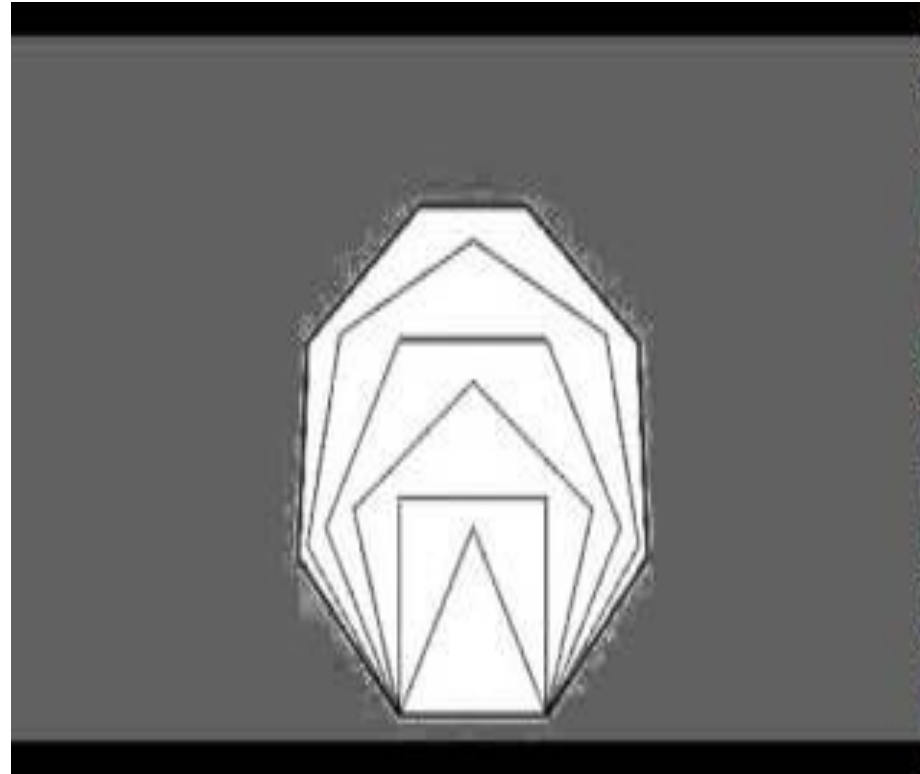


Neck roll, shoulder roll, body hug with twist
(Crossing the midline engaging both sides of the brain)

Activity to Disengage Stress

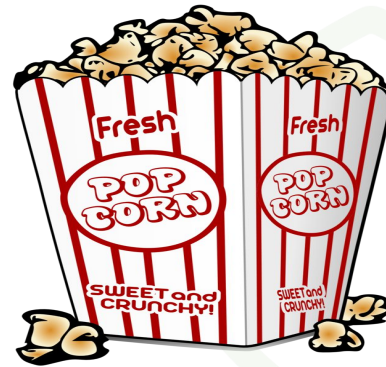


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Triangle Breathing - One Minute

Sweet, Salty or Sour?



I will own my engagement: When I find myself disengaging I will

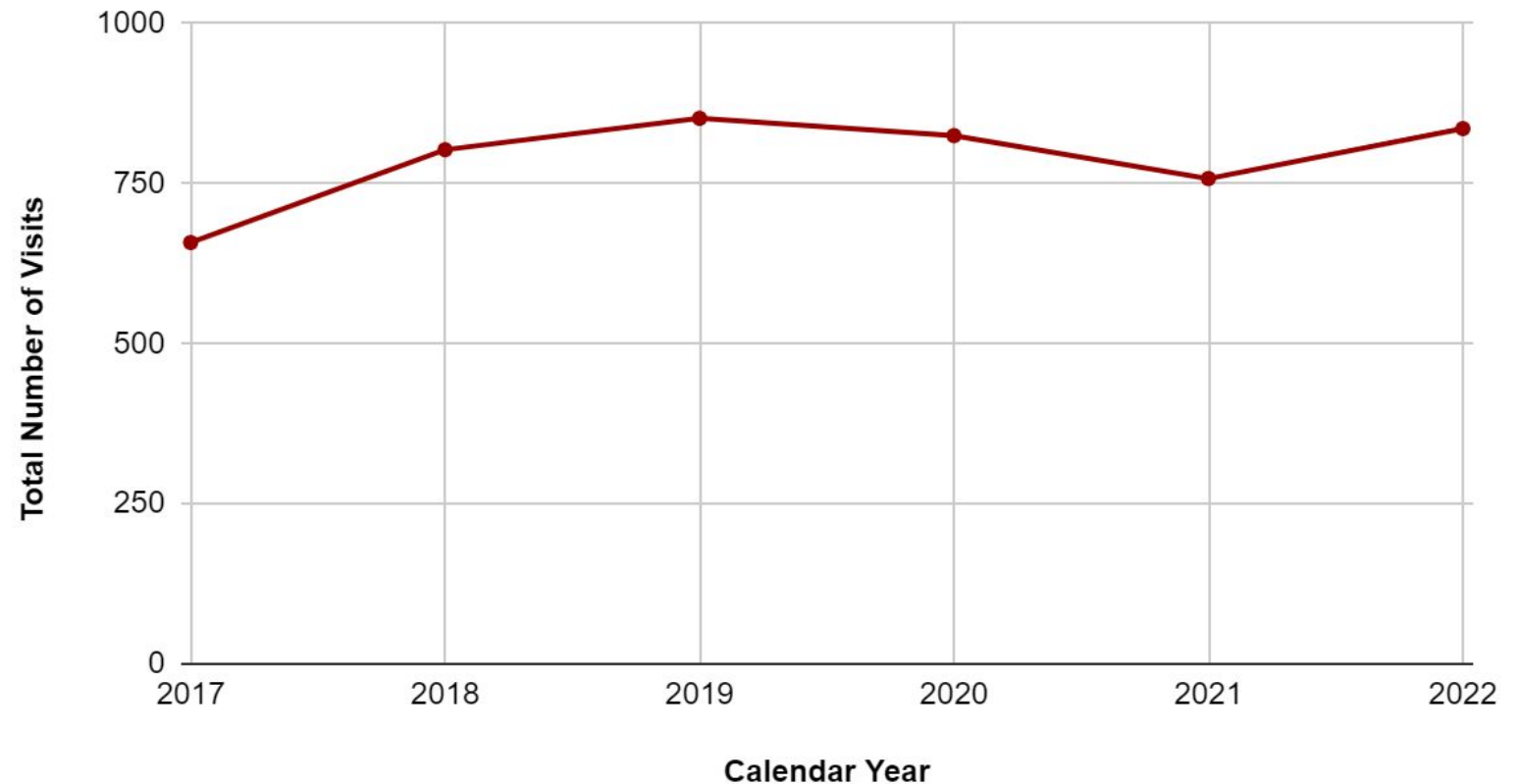
I will be on my edge of growth: I will challenge myself by.....



Student Support Services Work-To-Date

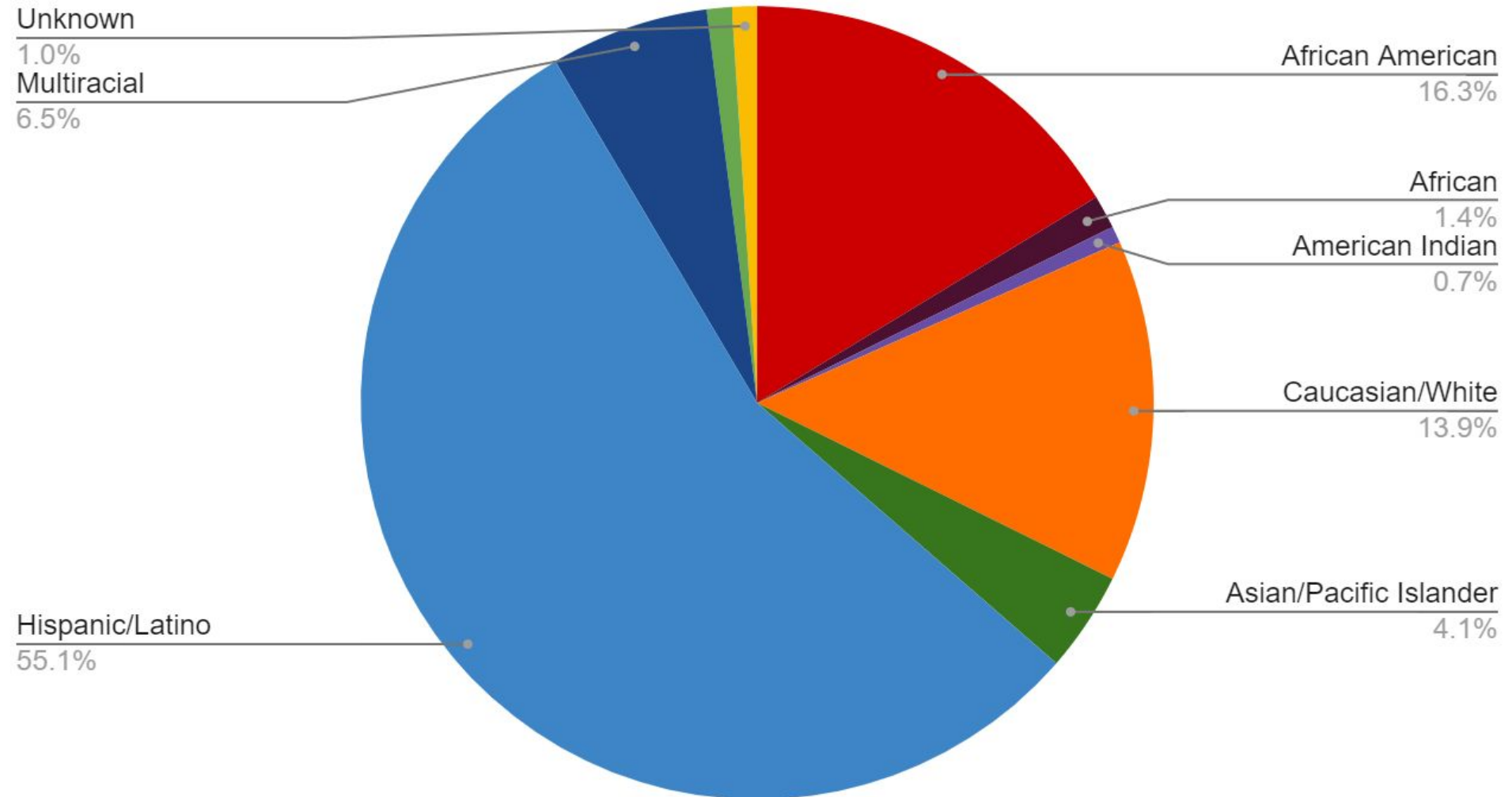
- 2017: 658 Total Visits
 - Avg: 55/month
- 2018: 803 Total Visits
 - Avg: 68/month
- 2019: 852 Total Visits
 - Avg: 71/month
- 2020: 825 Total Visits
 - Avg: 69/month
- 2021: 758 Total Visits
 - Avg: 63/month
- 2022: 836 Total Visits
 - Avg: 70/month

RHRC Utilization by Year



2022 Patient Demographics

Race/Ethnicity



School Year 2022-23 SEL Work

- MN Student Survey
- Implementation of Conscious Discipline
- Full implementation of Second Step
- Full implementation of Be Good People
- Aligned School Wide Behavior Expectations across district
- Full implementation of SWBE
- Launch Check-In/Check-Out (K-12)
- Launch Calm, Cool & Connected Group (K-5)
- Safe and Supportive Schools Committees
- Richfield Latino Family Association
- SEL Learning Walks
- Qualtrics Minor Reporting
- Principal Meetings and Support
- Crisis/Risk Response & Assessment
- Threat Assessment

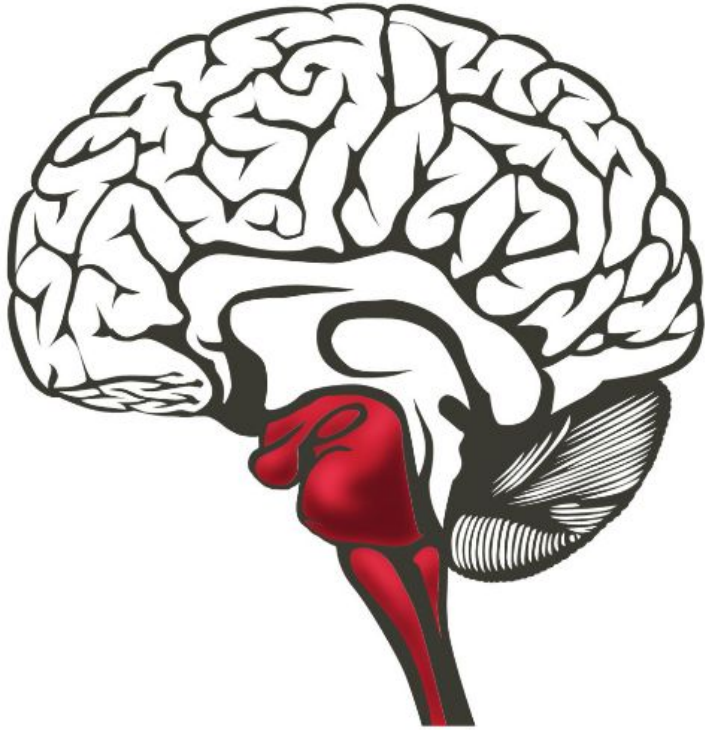
Tier 1 - SEL Core Principles



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- Effectively teach appropriate behavior to ALL children
- Intervene early before unwanted behaviors escalate
- Use research-based, scientifically validated interventions (SWBE, Conscious Discipline, Second Step, Be Good to People)
- Monitor student progress
- Use data to make decisions (Qualtrics, Synergy, Hoonuit)

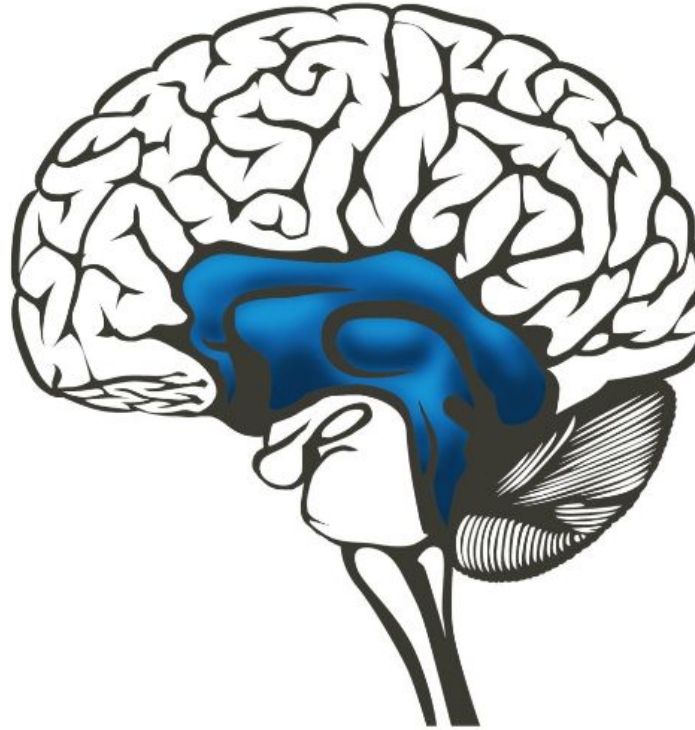
Safety, Connection and Problem-Solving



Survival State

BRAIN STEM

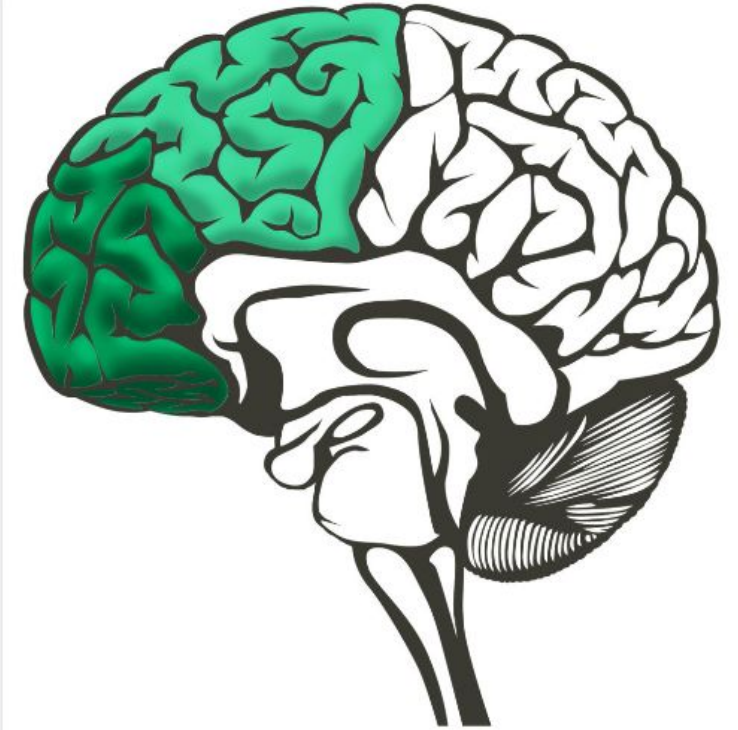
The Survival State represents the primal brain and asks the question, *"Am I safe?"* The only way to soothe the Survival State is through the creation of *Safety*.



Emotional State

LIMBIC SYSTEM

This Brain State represents mid-level functionality and asks the question, *"Am I loved?"* The only way to soothe an upset emotional state is through *Connection*.



Executive State

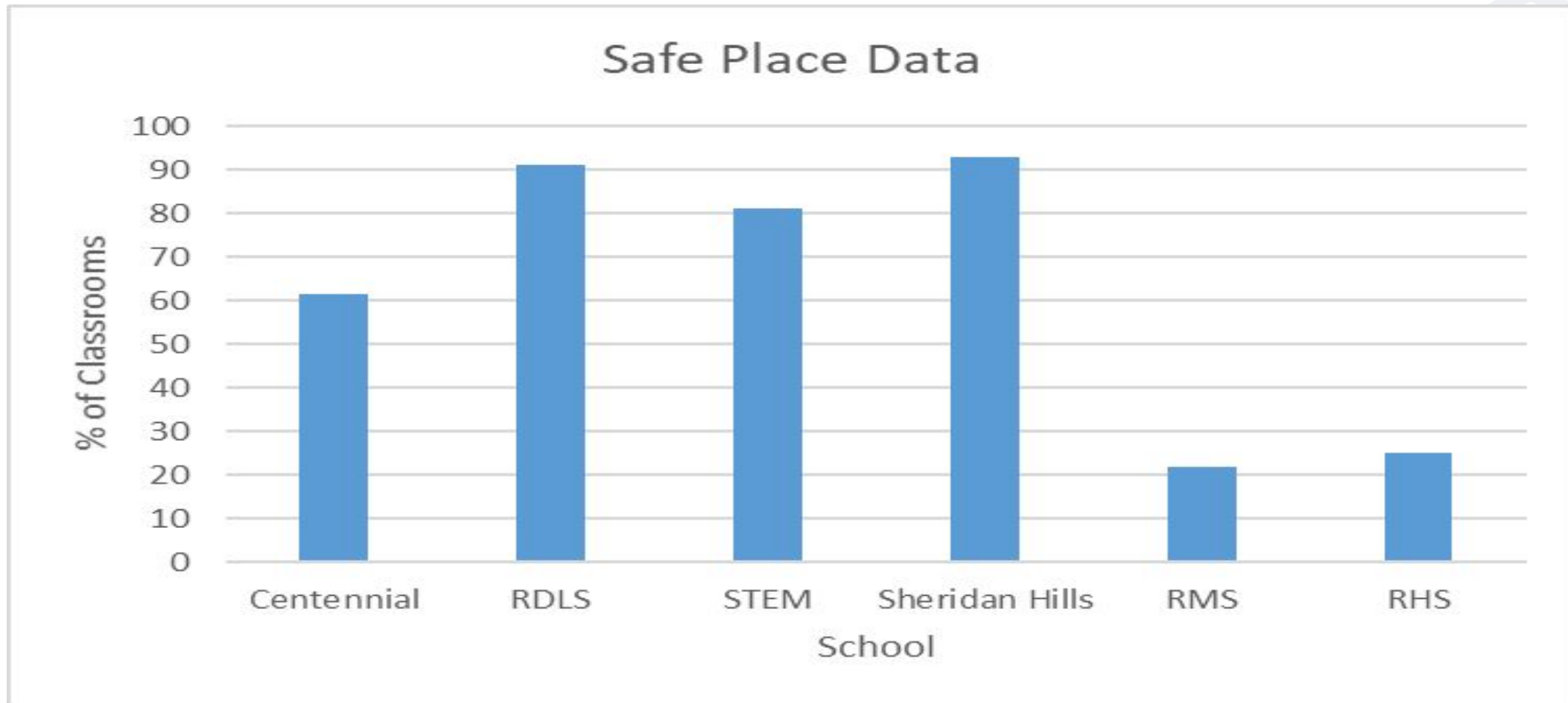
PREFRONTAL LOBES

The Executive State represents the optimal state for problem-solving and learning. This Brain State asks the question, *"What can I learn from this?"*

Safe Place in Classrooms



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School Wide Behavior Expectations - Tier I



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We are KIND - We are RESPONSIBLE - We are SAFE

- Behaviors are **prerequisites** for academics
- Focuses on what TO DO
- Behaviors are defined and taught
- Aligned with creating a positive school climate
 - Procedures and routines create structure and safety
- Creates common language around school rules across buildings
 - Allows staff to say same thing in the same way
- Provides guidelines to teachers on how to:
 - Increase and maintain positive behaviors
 - Respond to challenging behavior
 - Prevent future problems
- Effective for about 75-90% of the students



Centennial Cougars are...
Los pumas de Centennial son...

use materials, property and technology correctly • I use kind words and actions • I follow adult direction • I am on time and react
I learn • I do my best work • I keep my area clean • I ask questions • I ask for help when I need it • I keep my hands, feet and object
I myself • I close locker doors quietly • I respect student work on walls • I use a pass if not with my class • I give personal space • I
talk in the hallways • I stand in line, on the right side and forward facing • I give others privacy • I use kind words and actions • I kee
re bathroom clean • I wash my hands with soap and water • I use table manners • I raise my hand if I need something • I clean u
ry spot • I sort my trash correctly • I wait in line for my turn • I use equipment and furniture responsibly • I take turns and share
include others • I return playgroup equipment • I line up when called • I keep the school bus clean • I take my things with me •
nter and exit the bus in an orderly fashion • I sit and stay in my seat when riding the school bus • I listen when others are speaking
use materials, property and technology correctly • I use kind words and actions • I follow adult direction • I am on time and reac
I learn • I do my best work • I keep my area clean • I ask questions • I ask for help when I need it • I keep my hands, feet and object
I myself • I close locker doors quietly • I respect student work on walls • I use a pass if not with my class • I give personal space • I
talk in the hallways • I stand in line, on the right side and forward facing • I give others privacy • I use kind words and actions • I kee
re bathroom clean • I wash my hands with soap and water • I use table manners • I raise my hand if I need something • I clean u
ry spot • I sort my trash correctly • I wait in line for my turn • I use equipment and furniture responsibly • I take turns and share
include others • I return playgroup equipment • I line up when called • I keep the school bus clean • I take my things with me •
nter and exit the bus in an orderly fashion • I sit and stay in my seat when riding the school bus • I listen when others are speaking
use materials, property and technology correctly • I use kind words and actions • I follow adult direction • I am on time and reac



RICHFIELD
CENTENNIAL
ELEMENTARY

SEL - Tier 2 Core Principles

- Supplement core instruction (i.e., "in addition to")
- Use research-based, scientifically validated interventions
- "Plug and play" approach (interventions are already created & easy to use)
- Match at-risk students with the right standard "recipe" that fits their needs
- Make decisions based on a variety of available data sources (Qualtrics, Synergy, Hoonuit, teacher input, parent input)
- Monitor progress

Check-In/Check-Out - Tier 2



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- At the beginning of school day, student checks in with adult
 - Get a point card
 - Engages in a positive conversation
 - Ensures ready to start the day
 - Brief teach and practice of replacement skill (aligned to SWBE)
- At the end of each class, student and their teacher have a quick conversation
 - First, positive, specific feedback
 - If needed, corrective feedback (what to do instead)
 - Rates student on point card
- At the end of school day, student checks out with same person
 - Reviews feedback
 - Calculates points
 - Graphs success
 - Receives positive reinforcement
- Optional parent component

SEL Skill Group: Calm, Cool & Connected - Tier 2



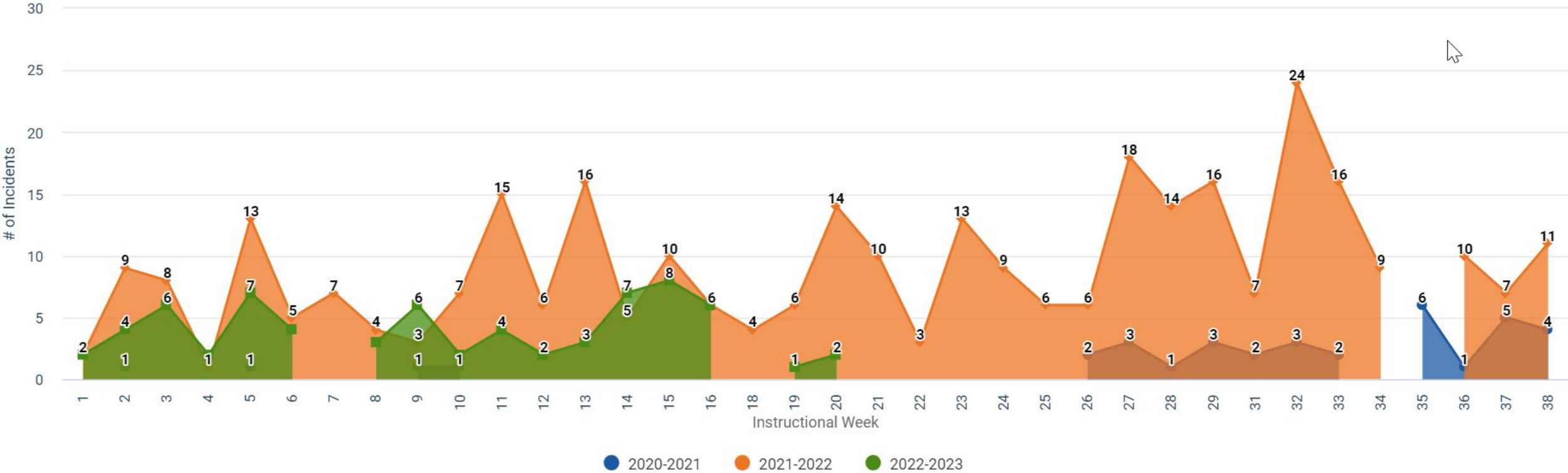
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Elementary students can be identified by families, teachers and/or social workers. This group will meet for a total of 8 weeks to support students with feeling recognition and strategies for calming. Some topics include: Size of the Problem, Speaking Up and Perspective Taking. Students will end the group with a plan they created to support their emotional regulation and an intentional group closure.

SEL Successes - Richfield Middle School

The weekly trend of incident occurrences over the last 3 years.



SEL Successes - Richfield High School



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- Universal classroom support and interventions
- Student Support Model
- Restorative Quick Conferencing

NEXT STEPS:



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-
- Adaptive work of embedding SEL
 - Qualtrics data entry and use
 - Launch Check-In/Check-Out (Tier 2 intervention) in each building
 - Build SEL Teams in each building
 - Build Chemical Health Interventions

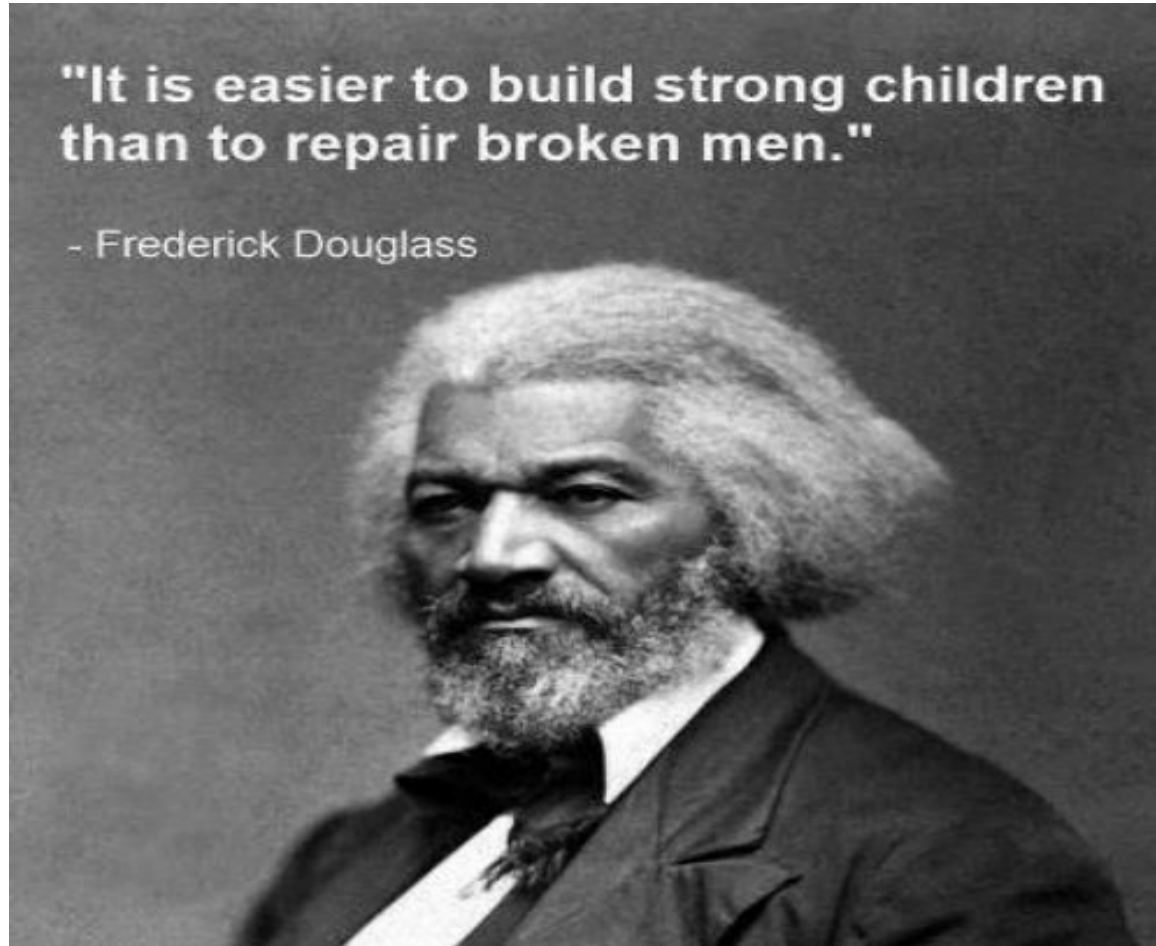
Thank you



RICHFIELD
PUBLIC SCHOOLS

**"It is easier to build strong children
than to repair broken men."**

- Frederick Douglass



**INFORMATION AND PROPOSALS –
NON-ACTION ITEMS**

Agenda Item III.B.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, February 6, 2023

Subject: Commendations

RPS would like to commend the RHS eSports League of Legends team who came in third place in the Minnesota Varsity League State Tournament on 1/15. The team lost only one game to the #1 ranked team that continued on to the final. Our RHS team then won the 3rd place game. This is the first year that the RHS League of Legends team participated in the MNVL statewide competitive league, and they had to be one of the top 10 teams in Minnesota in order to qualify for the state tournament. Congratulations to coaches George Ene, Jamison Taylor and Michael Hoban and the entire eSports team!

RPS would also like to commend the RPS School Board. February is Minnesota School Board Recognition Month. School boards are charged with making decisions that can sometimes be challenging or require sifting through a great deal of information. They also bear responsibility for developing a vision that will guide the District for years to come. Through collaboration as a team, and with District staff, their governance and advocacy are building the future of education in Minnesota. Thank you to our RPS school board members!

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	307140	12/28/2022	AMAZON.COM SYNCB/AMAZON	R	3,775.17
01	307141	12/28/2022	ACCO BRANDS USA LLC	R	148.84
01	307142	12/28/2022	ANTHONY LEE FRANK	R	200.00
01	307143	12/28/2022	BIRDBATH TECHNOLOGIES LLC	R	1,528.90
01	307144	12/28/2022	BSI MECHANICAL, INC.	R	763.96
01	307145	12/28/2022	BSN SPORTS, LLC	R	36.00
01	307146	12/28/2022	CANDIDA LEON ROSALES	R	79.00
01	307147	12/28/2022	CDW GOVERNMENT INC	R	5,921.82
01	307148	12/28/2022	CINTAS CORPORATION NO 2	R	346.45
01	307149	12/28/2022	CONTEMPORARY TRANSPORTATION LLC	R	10,690.00
01	307150	12/28/2022	CUB FOODS	R	542.62
01	307151	12/28/2022	DECKER EQUIPMENT INC	R	205.89
01	307152	12/28/2022	ECM PUBLISHERS INC	R	148.00
01	307153	12/28/2022	ECOLAB INC	R	945.76
01	307154	12/28/2022	FASTENAL INDUSTRIAL	R	326.70
01	307155	12/28/2022	FASTEST LABS OF BLOOMINGTON	R	280.00
01	307156	12/28/2022	GILBERT MECHANICAL CONTRACTORS, LLC	R	5,820.00
01	307157	12/28/2022	WW GRAINGER INC	R	926.53
01	307158	12/28/2022	HENNEPIN TECHNICAL COLLEGE	R	500.00
01	307159	12/28/2022	HILLYARD MINNEAPOLIS	R	5,073.36
01	307160	12/28/2022	INSTITUTE FOR ENVIROMENTAL	R	14,200.00
01	307161	12/28/2022	INTERSTATE ALL BATTERY CENTER	R	187.77
01	307162	12/28/2022	JOSEPH RYAN MOUSSEAU	R	200.00
01	307163	12/28/2022	LARSON ENGINEERING	R	6,860.00
01	307164	12/28/2022	LEARNING ALLY	R	1,999.00
01	307165	12/28/2022	LOFFLER COMPANIES	R	187.00
01	307166	12/28/2022	LOMAX CARLA	R	256.50
01	307167	12/28/2022	MADISON NATIONAL LIFE INS CO INC	R	17,199.35
01	307168	12/28/2022	MARKS TOWING	R	520.38
01	307169	12/28/2022	MCEA	R	25.00
01	307170	12/28/2022	MEDSOURCE SALES LLC	R	2,477.95
01	307171	12/28/2022	METROPOLITAN MECHANICAL CONTRACTORS	R	3,991.38
01	307172	12/28/2022	MIDWEST BUS PARTS INC	R	997.62
01	307173	12/28/2022	MN DEPARTMENT OF EDUCATION	R	6,396.47
01	307174	12/28/2022	MN DEPT OF LABOR AND INDUSTRY	R	100.00
01	307175	12/28/2022	NAPA AUTO PARTS	R	241.38
01	307176	12/28/2022	NCS PEARSON INC	R	1,126.44
01	307177	12/28/2022	NORTH CENTRAL INTERNATIONAL, LLC	R	1,921.52
01	307178	12/28/2022	PARLAY IDEAS INC.	R	320.00
01	307179	12/28/2022	PER MAR SECURITY SERVICES	R	29.00
01	307180	12/28/2022	SCHOOL SERVICE EMPLOYEES UNION	R	8,090.80
01	307181	12/28/2022	SCHUMACHER ELEVATOR COMPANY	R	2,570.01
01	307182	12/28/2022	SEPTRAN STUDENT TRANSPORTATION	R	6,760.00
01	307183	12/28/2022	SMARTSENSE BY DIGI	R	330.00
01	307184	12/28/2022	TOLL COMPANY	R	11.64
01	307185	12/28/2022	TWIN CITY FILTER SERVICE INC	R	515.22
01	307186	12/28/2022	UNITED STATES TREASURER	R	1,290.00
01	307187	12/28/2022	ALLSTATE PETERBILT OF S ST PAUL	R	547.98
01	307188	12/28/2022	WEAVERS OF WISDOM	R	150.00
01	307189	12/28/2022	WORLD FUEL SERVICES, INC.	R	1,609.78
01	307190	12/28/2022	XCEL ENERGY	R	43,414.80
01	307191	12/28/2022	YOUTH ENRICHMENT LEAGUE (YEL!)	R	396.00

01	307192	12/28/2022	ZACK'S INC.	R	618.27
01	307193	12/28/2022	ZIEGLER INC.	R	3,468.47
01	307194	12/29/2022	ALLIANCE INTERPRETING SERVICES	R	710.00
01	307195	12/29/2022	ALLIED PROFESSIONALS, INC.	R	845.00
01	307196	12/29/2022	INTELLIGERE LLC	R	2,680.00
01	307197	12/29/2022	MCNAMARA CONTRACTING, INC.	R	30,892.35
01	307198	12/29/2022	MINUTEMAN PRESS EDINA	R	56.26
01	307199	12/29/2022	MULTILINGUAL WORD INC	R	8,066.50
01	307200	12/29/2022	PROPIO LANGUAGE SERVICES	R	536.81
01	V612427	12/29/2022	MATTHEW S CARUSO	R	449.25
01	307201	01/06/2023	AZURE ADLER	R	130.00
01	307202	01/06/2023	BSN SPORTS, LLC	R	6,482.92
01	307203	01/06/2023	CITY OF RICHFIELD	R	6,750.00
01	307204	01/06/2023	D.E.L.O.R.E.S WORKS, INC.	R	20,830.00
01	307205	01/06/2023	DICK BLICK COMPANY	R	12.54
01	307206	01/06/2023	INNOVATIVE OFFICE SOLUTIONS LLC	R	61.50
01	307207	01/06/2023	KINECT ENERGY INC	R	536.00
01	307208	01/06/2023	MAINLINE TRANSPORTATION, INC. (MTI)	R	1,373.25
01	307209	01/06/2023	NOVA EDUCATION CONSULTANTS	R	3,877.50
01	307210	01/06/2023	PHOENIX SCHOOL COUNSELING	R	5,414.58
01	307211	01/06/2023	PREMIER LIGHTING INC	R	13,825.00
01	307212	01/06/2023	RAJ SETHURAJU	R	1,750.00
01	307213	01/06/2023	RYAN JEANNIE M	R	718.89
01	307214	01/06/2023	TAFFE SARAH ANN	R	8,831.97
01	V612428	01/06/2023	ERICA T BARLOW	R	70.00
01	V612429	01/06/2023	MARY L CLARKSON	R	70.00
01	V612430	01/06/2023	LATANYA R DANIELS	R	70.00
01	V612431	01/06/2023	GEORGE A DENNIS	R	35.00
01	V612432	01/06/2023	MEGAN M STECHER	R	70.00
01	V612433	01/06/2023	PETER J FITZPATRICK	R	40.00
01	V612434	01/06/2023	STEVEN T FLUCAS	R	70.00
01	V612435	01/06/2023	DAVID A FREEBURG	R	70.00
01	V612436	01/06/2023	RACHEL GENS	R	70.00
01	V612437	01/06/2023	AREND J GEURINK	R	70.00
01	V612438	01/06/2023	CHRISTINA M GONZALEZ	R	70.00
01	V612439	01/06/2023	KYLE L GUSTAFSON	R	40.00
01	V612440	01/06/2023	KEVIN D HARRIS	R	40.00
01	V612441	01/06/2023	JAMES L HILL	R	40.00
01	V612442	01/06/2023	JESSICA M HOFFMAN	R	40.00
01	V612443	01/06/2023	CRAIG D HOLJE	R	70.00
01	V612444	01/06/2023	CORY J KLINGE	R	70.00
01	V612445	01/06/2023	DANIEL E KRETSINGER	R	70.00
01	V612446	01/06/2023	ANOOP KUMAR	R	40.00
01	V612447	01/06/2023	SHANNON J LINDBERG	R	40.00
01	V612448	01/06/2023	JOHN M LORENZINI	R	70.00
01	V612449	01/06/2023	COLLEEN M MAHONEY	R	70.00
01	V612450	01/06/2023	MICHAEL A MANNING	R	70.00
01	V612451	01/06/2023	DANIEL P MCGINN	R	40.00
01	V612452	01/06/2023	DOUG R MCMEEKIN	R	70.00
01	V612453	01/06/2023	KENT D MEYER	R	70.00
01	V612454	01/06/2023	ALECIA M MOBLEY	R	70.00
01	V612455	01/06/2023	KATRINA L MORGAN	R	40.00
01	V612456	01/06/2023	ERIN H NEILON	R	40.00

01	V612457	01/06/2023	ROBERT G OLSON	R	40.00
01	V612458	01/06/2023	LAURA B OTTERNESS	R	70.00
01	V612459	01/06/2023	MARK S PEDERSEN	R	40.00
01	V612460	01/06/2023	CHRISTOPHER A PETERSON	R	70.00
01	V612461	01/06/2023	CASSANDRA QUAM	R	70.00
01	V612462	01/06/2023	RENEE C REED-KARSTENS	R	40.00
01	V612463	01/06/2023	KEITH D RIEF	R	40.00
01	V612464	01/06/2023	TIMECKA MARIE SANCHEZ-MICHAELS	R	70.00
01	V612465	01/06/2023	ASHLEY SCHAEFER	R	70.00
01	V612466	01/06/2023	MARTA I SHAHSAVAND	R	70.00
01	V612467	01/06/2023	AMY B SKARE-KLECKER	R	70.00
01	V612468	01/06/2023	NANCY J STACHEL	R	70.00
01	V612469	01/06/2023	PATRICK M SURE	R	40.00
01	V612470	01/06/2023	STACY THEIEN-COLLINS	R	70.00
01	V612471	01/06/2023	VLADIMIR S TOLEDO	R	40.00
01	V612472	01/06/2023	STEVEN P UNOWSKY	R	270.00
01	V612473	01/06/2023	STEPHEN C URBANSKI	R	40.00
01	V612474	01/06/2023	CARRIE A VALA	R	70.00
01	V612475	01/06/2023	JENNIFER K VALLEY	R	70.00
01	V612476	01/06/2023	RYAN WAGNER	R	40.00
01	V612477	01/06/2023	REBECCA S WALD	R	40.00
01	V612478	01/06/2023	MICHELLE R WHITESIDE	R	70.00
01	V612479	01/06/2023	KASYA L WILLHITE	R	70.00
01	V612480	01/06/2023	AMY J WINTER AHSENMACHER	R	70.00
01	V612481	01/06/2023	JAMES A GILLIGAN	R	70.00
01	V612482	01/06/2023	JENNIFER C BERGSTROM	R	20.66
01	V612483	01/06/2023	ANGELA M FISH	R	38.38
01	V612484	01/06/2023	STEVEN T FLUCAS	R	5,343.00
01	V612485	01/06/2023	MICHELLE D FRANZ	R	20.89
01	V612486	01/06/2023	MELISSA M HUSABY	R	51.92
01	V612487	01/06/2023	MICHELLE R WHITESIDE	R	42.32
01	307215	01/10/2023	CAPITAL ONE TRADE CREDIT	R	140.33
01	307216	01/10/2023	COMCAST	R	305.79
01	307217	01/10/2023	COMCAST BUSINESS	R	401.35
01	307218	01/10/2023	CULLIGAN SOFT WATER	R	10.00
01	307219	01/10/2023	DICKS SANITATION SERVICE, INC (DSI)	R	9,648.12
01	307220	01/10/2023	GROUP MEDICAREBLUE RX	R	7,077.00
01	307221	01/10/2023	INSTITUTE FOR ENVIROMENTAL	R	4,002.75
01	307222	01/10/2023	LOFFLER COMPANIES	R	214.00
01	307223	01/10/2023	PAYDHEALTH	R	28,851.88
01	307224	01/10/2023	RUPP ANDERSON SQUIRES & WALDSPURGER	R	2,715.00
01	307225	01/10/2023	SEPTRAN STUDENT TRANSPORTATION	R	5,760.00
01	307226	01/10/2023	WORLD FUEL SERVICES, INC.	R	23,211.48
01	307227	01/10/2023	XCEL ENERGY	R	56.34

TOTAL CHECK & EPAYS					373,385.26
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P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 01/17/2023 BOARD REPORTS

BANK 05	DATE	AMOUNT
CHECKS	12/28/2022	167,268.73
	12/29/2022	43,786.92
	1/6/2023	70,594.15
	1/10/2023	82,394.04
EPAYS	12/29/2022	449.25
	1/9/2023	8,892.17

CHECK REGISTER BANK 05 TOTAL =	373,385.26
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BREAKDOWN	
01-206-00	262,197.85
02-206-00	1,648.48
03-206-00	54,604.84
04-206-00	26,082.21
06-206-00	0.00
07-206-00	0.00
18-206-00	0.00
20-206-00	28,851.88
21-206-00	
47-206-00	
BANK TOTAL =	
	373,385.26

SUPERINTENDENT'S REPORT AND AGENDA

Regular Meeting of the Board of Education
Independent School District No. 280, Richfield, Minnesota

Richfield Public Schools *inspires* and *empowers* each individual to learn, grow and *excel*

**Tuesday, January 17, 2023
7 p.m. School Board Meeting**

I. CALL TO ORDER

The regular meeting of the board of education of ISD 280, Hennepin County, Richfield, Minnesota was held on Tuesday, January 17, 2023 in the boardroom at the Richfield Public Schools District Office. Chair Paula Cole called the regular board meeting to order at 7:01 p.m. with the following school board members in attendance: Banks Kupcho, Brakke, Carter, Pollis and Smisek.

Administrators present were Superintendent Unowsky and Chief HR & Administrative Officer Holje. Student representatives Elsy Cruz Parra, Chimdalun Dibua and Paola Hernandez Zuniga were present.

II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Pollis, seconded by Banks Kupcho, and unanimously carried, the board of education approved the agenda.

III. INFORMATION AND PROPOSALS - NON-ACTION ITEMS

- A. Public Comment
- B. Superintendent Update
 - 1. Audit Report
 - 2. Where We Are in Enrollment Report

IV. CONSENT AGENDA

- A. Routine Matters
 - 1. Minutes of the organizational meeting held January 3, 2023
 - 2. General Disbursements as of 1/10/23 in the amount of \$373,385.26
 - 3. Year-to-Date Finance Update
- B. Personnel Items

Certified Full Time Positions for Employment – 1st Year Probation

Victoria Mucha – Reading Interventionist – Richfield Middle School
Effective – 01/10/2023

Certified Full Time Leave of Absence

Lauren Marinello – Science Teacher – Richfield Middle School

Childcare Leave – February 8, 2023 - March 20th, 2023

Motion by Brakke, seconded by Smisek, and unanimously carried, the board of education approved the consent agenda.

V. OLD BUSINESS

- A. Policy 109: Distribution of Nonschool-sponsored Materials on School Premises by Students and Employees & Administrative Guideline 109.1 & Policy 980: Distribution of Materials on School District Property by Nonschool Persons - second read
- B. RPS Legislative Platform

Motion by Brakke, seconded by Banks Kupcho, and unanimously carried, the board of education approved the platform.

VI. NEW BUSINESS

- A. Policy 743: Pay-to-Ride Service & Administrative Guideline 743.1 - first read
- B. 2023 Represent a School Assignments

Motion by Pollis, seconded by Smisek, and unanimously carried, the board of education approved the assignments.

- C. 2023 Board Liaison Assignments

Motion by Pollis, seconded by Smisek, and unanimously carried, the board of education approved the assignments.

- D. Set Board Honorarium for Board Members and Board Officers

Motion by Pollis, seconded by Brakke, and unanimously carried, the board of education approved the honorarium.

- E. Resolution Accepting Fiscal Year 2022 Audit Report

Motion by Carter, seconded by Smisek, and unanimously carried, the board of education approved the resolution.

- F. Resolution Authorizing Safe Routes to School Boost Grant Agreement

Motion by Pollis, seconded by Banks Kupcho, and unanimously carried, the board of education approved the agreement.

- G. Pollution Control Agency Site Lease Agreement

Motion by Brakke, seconded by Smisek, and unanimously carried, the board of education approved the agreement.

H. Authorization for Purchase of Passenger Vehicles

Motion by Banks Kupcho, seconded by Smisek, and unanimously carried, the board of education approved the authorization.

I. Donations

Motion by Smisek, seconded by Brakke, and unanimously carried, the board of education accepted the donations with gratitude.

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Future Meeting Dates

2-6-2023	6 p.m.	Study Session with Legislators
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2-6-2023	7 p.m.	Regular Board Meeting
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*Tuesday, 2-21-2023	7 p.m.	Regular Board Meeting - Public Comment
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D. Suggested/Future Agenda Items

VIII. ADJOURN REGULAR MEETING

Chair Cole adjourned the meeting at 9 p.m.

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	V2301434	01/05/2023	P-CARD BAIRD LISA	R	1,924.48
01	V2301435	01/05/2023	P-CARD BARLOW ERICA	R	3,494.95
01	V2301436	01/05/2023	P-CARD BROWN MATTHEW	R	392.33
01	V2301437	01/05/2023	P-CARD BRUNNER PATTI	R	16,408.32
01	V2301438	01/05/2023	P-CARD CARUSO MATTHEW	R	276.04
01	V2301439	01/05/2023	P-CARD CRUZ ESTEVA JENNIFER	R	2,132.03
01	V2301440	01/05/2023	P-CARD EDWARDS NATHAN	R	339.85
01	V2301441	01/05/2023	P-CARD GEURINK AREND	R	83.46
01	V2301442	01/05/2023	P-CARD GULLICKSON KEVIN	R	110.67
01	V2301443	01/05/2023	P-CARD KRETSINGER DAN	R	7,167.32
01	V2301444	01/05/2023	P-CARD LEIKNES LISA	R	707.47
01	V2301445	01/05/2023	P-CARD LEWIS JENNIFER	R	1,691.30
01	V2301446	01/05/2023	P-CARD LUNDY MICHELLE	R	2,570.48
01	V2301447	01/05/2023	P-CARD MAHONEY COLLEEN	R	677.71
01	V2301448	01/05/2023	P-CARD MANNING MICHAEL	R	267.46
01	V2301449	01/05/2023	P-CARD MCGINN DAN	R	151.92
01	V2301450	01/05/2023	P-CARD MCINNES CALLEN	R	113.15
01	V2301451	01/05/2023	P-CARD MORRISSEY MELISSA	R	486.96
01	V2301452	01/05/2023	P-CARD PETERSON CHRIS	R	285.52
01	V2301453	01/05/2023	P-CARD SHAHSAVAND MARTA	R	241.63
01	V2301454	01/05/2023	P-CARD SKARE-KLECKER AMY	R	198.14
01	V2301455	01/05/2023	P-CARD SMITH DANE	R	153.31
01	V2301456	01/05/2023	P-CARD STACHEL NANCY	R	1,558.56
01	V2301457	01/05/2023	P-CARD VALLEY JENNIFER	R	116.35
01	V2301458	01/05/2023	P-CARD WILLHITE KASYA	R	282.87
01	V2301459	01/05/2023	P-CARD WINTER AMY	R	1,525.26
01	307228	01/12/2023	ANNIES FROZEN YOGURT	R	56.00
01	307229	01/12/2023	ARVIG ENTERPRISES INC	R	1,307.90
01	307230	01/12/2023	BARB BUSSEN	R	19.00
01	307231	01/12/2023	BARBELN BRIAN	R	101.00
01	307232	01/12/2023	BIX FRUIT COMPANY	R	7,129.90
01	307233	01/12/2023	BLUUM OF MINNESOTA, LLC	R	2,366.00
01	307234	01/12/2023	BRAND FARMS	R	1,860.00
01	307235	01/12/2023	BRIGHT MORNING CONSULTING INC.	R	750.00
01	307236	01/12/2023	BSI MECHANICAL, INC.	R	541.16
01	307237	01/12/2023	BURKSTRAND MICHAEL	R	77.00
01	307238	01/12/2023	CENTURYLINK	R	116.29
01	307239	01/12/2023	CEP ART & DESIGN	R	292.50
01	307240	01/12/2023	CESO FINANCE, LLC	R	5,000.00
01	307241	01/12/2023	CINTAS CORPORATION NO 2	R	870.79
01	307242	01/12/2023	CITY OF RICHFIELD	R	225.00
01	307243	01/12/2023	CITY OF RICHFIELD	R	5,373.04
01	307244	01/12/2023	COLLINS MELANIE	R	60.00
01	307245	01/12/2023	COMCAST BUSINESS	R	546.35
01	307246	01/12/2023	LOVING GUIDANCE LLC	R	7,608.40
01	307247	01/12/2023	CONTINENTAL RESEARCH CORP	R	673.61
01	307248	01/12/2023	CUB FOODS	R	262.79
01	307249	01/12/2023	DECA INC.	R	273.00
01	307250	01/12/2023	DOTAS EUGENE	R	64.00

01	307251	01/12/2023	DREPAUL NERICA	R	13.00
01	307252	01/12/2023	ECM PUBLISHERS INC	R	140.80
01	307253	01/12/2023	ECOLAB INC	R	100.75
01	307254	01/12/2023	FALLOW ALEXIS	R	24.00
01	307255	01/12/2023	FINANGER PHILLIP J	R	40.00
01	307256	01/12/2023	GEORGIA STATE UNIVERSITY	R	2,000.00
01	307257	01/12/2023	GRAHAM THOMAS	R	50.00
01	307258	01/12/2023	WW GRAINGER INC	R	292.61
01	307259	01/12/2023	GROTH MUSIC COMPANY	R	7.19
01	307260	01/12/2023	GUITAR CENTER STORE	R	455.00
01	307261	01/12/2023	H&B SPECIALIZED PRODUCTS INC	R	501.00
01	307262	01/12/2023	HASTINGS CREAMERY LLC	R	11,914.03
01	307263	01/12/2023	HILLYARD MINNEAPOLIS	R	1,368.63
01	307264	01/12/2023	HOME DEPOT U.S.A.	R	746.12
01	307265	01/12/2023	HOPE CHURCH	R	14,774.12
01	307266	01/12/2023	HOYO, SBC	R	792.00
01	307267	01/12/2023	IIX INSURANCE INFORMATION EXCHANGE	R	85.90
01	307268	01/12/2023	INTEREUM, INC	R	2,208.93
01	307269	01/12/2023	KAUFMAN MICHAEL	R	232.00
01	307270	01/12/2023	KEE-BOWLING BONNIE	R	77.00
01	307271	01/12/2023	LEXIA LEARNING SYSTEMS LLC	R	23,972.00
01	307272	01/12/2023	LOFFLER	R	1,225.09
01	307273	01/12/2023	MAINLINE TRANSPORTATION, INC. (MTI)	R	5,820.75
01	307274	01/12/2023	MAYER CHAD	R	24.00
01	307275	01/12/2023	MAYER VALERIE	R	50.00
01	307276	01/12/2023	MIDWEST BUS PARTS INC	R	863.69
01	307277	01/12/2023	MITCHELL DARRYL M	R	82.00
01	307278	01/12/2023	MOOK GREG	R	24.00
01	307279	01/12/2023	MOOK MAUREEN	R	24.00
01	307280	01/12/2023	MRI SOFTWARE LLC	R	42.50
01	307281	01/12/2023	MTI DISTRIBUTING CO	R	1,124.68
01	307282	01/12/2023	NAPA AUTO PARTS	R	136.78
01	307283	01/12/2023	NEI ELECTRIC, INC.	R	1,189.50
01	307284	01/12/2023	NESVOLD LORI	R	24.00
01	307285	01/12/2023	NEW LIFE ENTERPRISE	R	906.00
01	307286	01/12/2023	NOONAN JULIE	R	24.00
01	307287	01/12/2023	NORTH CENTRAL INTERNATIONAL, LLC	R	567.32
01	307288	01/12/2023	NORTHERN SALT INC	R	2,462.50
01	307289	01/12/2023	OKEY CHRIS	R	60.00
01	307290	01/12/2023	OLYMPIC COMMUNICATIONS INC	R	36,459.52
01	307291	01/12/2023	PAN O GOLD BAKING CO	R	249.98
01	307292	01/12/2023	PATE MARVIN	R	82.00
01	307293	01/12/2023	PERMA-BOUND BOOKS	R	1,961.00
01	307294	01/12/2023	PITNEY BOWES BANK PURCHASE POWER	R	167.79
01	307295	01/12/2023	PITNEY BOWES INC	R	111.00
01	307296	01/12/2023	RICHFIELD BUS COMPANY	R	1,373.36
01	307297	01/12/2023	SCHOOL SPECIALTY, LLC	R	76.04
01	307298	01/12/2023	SHERWIN WILLIAMS CO	R	254.66
01	307299	01/12/2023	SMARTSENSE BY DIGI	R	330.00
01	307300	01/12/2023	SOLLIE DUANE A	R	40.00

01	307301	01/12/2023	ST MARY UNIVERSITY	R	1,500.00
01	307302	01/12/2023	TAYLOR JASON	R	24.00
01	307303	01/12/2023	TOLL COMPANY	R	12.03
01	307304	01/12/2023	TRIO SUPPLY COMPANY	R	1,612.33
01	307305	01/12/2023	TUMBLEWEED PRESS INC.	R	2,876.40
01	307306	01/12/2023	UPPER LAKES FOODS	R	33,028.49
01	307307	01/12/2023	VELOCITY DRAIN SERVICES INC	R	3,138.00
01	307308	01/12/2023	VENDNOVATION LLC	R	100.00
01	307309	01/12/2023	VERIZON WIRELESS	R	360.09
01	307310	01/12/2023	VISTAR	R	1,702.56
01	307311	01/12/2023	XCEL ENERGY	R	10.62
01	307312	01/12/2023	ZAYO GROUP HOLDINGS	R	9,509.35
01	307313	01/13/2023	ECM PUBLISHERS INC	R	102.40
01	307314	01/13/2023	LARSON ENGINEERING	R	1,960.00
01	307315	01/13/2023	LEROY'S GREAT BEAR	R	87.98
01	307316	01/13/2023	MAINLINE TRANSPORTATION, INC. (MTI)	R	1,418.75
01	307317	01/13/2023	SCHOOL SPECIALTY, LLC	R	1,326.58
01	307318	01/20/2023	AMAZON.COM SYNCB/AMAZON	R	520.84
01	307319	01/20/2023	AMPLIFIED IT, A CDW COMPANY	R	3,642.35
01	307320	01/20/2023	APPRIZE TECHNOLOGIES	R	240.00
01	307321	01/20/2023	BENILDE-ST.MARGARET	R	150.00
01	307322	01/20/2023	BIX FRUIT COMPANY	R	7,091.38
01	307323	01/20/2023	BCBS OF MINNESOTA & BLUE PLUS	R	9,706.00
01	307324	01/20/2023	BRAND FARMS	R	700.00
01	307325	01/20/2023	BRINK'S INCORPORATED	R	1,760.26
01	307326	01/20/2023	BROTHERTON JAMES	R	64.00
01	307327	01/20/2023	CATALYST BUYING GROUP LLC	R	209.99
01	307328	01/20/2023	CEL PUBLIC RELATIONS, INC.	R	1,200.00
01	307329	01/20/2023	CHASKA PARKS & RECREATION	R	3,377.50
01	307330	01/20/2023	CITY OF RICHFIELD	R	3,111.49
01	307331	01/20/2023	CONTINENTAL CLAY CO	R	643.56
01	307332	01/20/2023	CROWLEY SHON	R	165.00
01	307333	01/20/2023	DAVICK BRADLEY C	R	127.00
01	307334	01/20/2023	DEPARTMENT OF HUMAN SERVICES	R	718.00
01	307335	01/20/2023	DIGITAL INSURANCE LLC	R	3,607.00
01	307336	01/20/2023	EDUCATORS BENEFIT CONSULTANTS LLC	R	493.77
01	307337	01/20/2023	FATH CUTTER, NOELLA	R	3,660.00
01	307338	01/20/2023	FINANGER PHILLIP J	R	40.00
01	307339	01/20/2023	FLANERY-OLSON, JODI	R	40.00
01	307340	01/20/2023	FUGATE BEN	R	165.00
01	307341	01/20/2023	HAWKINS INC	R	4,861.29
01	307342	01/20/2023	HILDI INC.	R	100.00
01	307343	01/20/2023	HOLMGREN BRENDA K	R	82.00
01	307344	01/20/2023	HOUSE OF PRINT	R	4,312.16
01	307345	01/20/2023	HR SIMPLIFIED INC.	R	652.00
01	307346	01/20/2023	IDEAL ENERGIES, LLC	R	6,543.67
01	307347	01/20/2023	INNOVATIVE OFFICE SOLUTIONS LLC	R	50,117.55
01	307348	01/20/2023	INTERMEDIATE DISTRICT 287	R	89,541.37
01	307349	01/20/2023	JONES HOWARD E	R	64.00
01	307350	01/20/2023	JW PEPPER & SON INC	R	89.50

01	307351	01/20/2023	KISPERT BRIAN	R	412.00
01	307352	01/20/2023	LARKIN RICHARD	R	82.00
01	307353	01/20/2023	LEEN ALEX	R	13.00
01	307354	01/20/2023	LIGHTSPEED TECHNOLOGIES, INC.	R	3,082.00
01	307355	01/20/2023	LINDSEY BRYAN	R	101.00
01	307356	01/20/2023	LOFFLER COMPANIES	R	8,203.29
01	307357	01/20/2023	MADISON NATIONAL LIFE INS CO INC	R	17,145.70
01	307358	01/20/2023	MEYER RYAN	R	82.00
01	307359	01/20/2023	MIDWEST SPECIAL INSTRUMENTS (MSI)	R	480.00
01	307360	01/20/2023	NEW PRAGUE SCHOOLS	R	220.00
01	307361	01/20/2023	OKEY CHRIS	R	160.00
01	307362	01/20/2023	ONEBRIDGE BENEFITS INC.	R	5,271.00
01	307363	01/20/2023	PAN O GOLD BAKING CO	R	861.51
01	307364	01/20/2023	PATE MARVIN	R	19.00
01	307365	01/20/2023	PREMIUM WATERS INC	R	33.00
01	307366	01/20/2023	REGION 6 AA-MSHSL	R	615.00
01	307367	01/20/2023	RICHFIELD GIRLS SWIM & DIVE BOOSTER	R	750.00
01	307368	01/20/2023	RICHFIELD GYMNASICS CLUB	R	2,730.89
01	307369	01/20/2023	RICHFIELD ICE ARENA	R	6,610.00
01	307370	01/20/2023	ROGERS HIGH SCHOOL	R	350.00
01	307371	01/20/2023	RYAN JEANNIE M	R	718.89
01	307372	01/20/2023	SCHMITT MUSIC CREDIT	R	223.18
01	307373	01/20/2023	SCHOOL SERVICE EMPLOYEES UNION	R	8,108.55
01	307374	01/20/2023	SOURCEWELL	R	41,010.25
01	307375	01/20/2023	SPERR MICHAEL A	R	82.00
01	307376	01/20/2023	THE HANOVER INSURANCE GROUP	R	25.00
01	307377	01/20/2023	THOMPSON LOGAN	R	40.00
01	307378	01/20/2023	TRI METRO CONFERENCE	R	1,800.00
01	307379	01/20/2023	TRIO SUPPLY COMPANY	R	1,575.82
01	307380	01/20/2023	UNITED HEALTHCARE INSURANCE CO	R	528.23
01	307381	01/20/2023	UNITED HEALTHCARE/AARP MEDICARE RX	R	109.60
01	307382	01/20/2023	UNITED HEARTHCARE /AARP MEDICARE RX	R	109.60
01	307383	01/20/2023	UNITED STATES TREASURER	R	430.00
01	307384	01/20/2023	UPPER LAKES FOODS	R	21,258.75
01	307385	01/20/2023	VAN DYK JORDAN	R	101.00
01	307386	01/20/2023	VRIEZE TYLER	R	82.00
01	307387	01/20/2023	W.L. HALL CO	R	1,354.00
01	307388	01/20/2023	XCEL ENERGY	R	101.96
01	V612488	01/20/2023	ERIC ANDERSON	R	37.95
01	V612489	01/20/2023	DREW BALLANGER	R	45.99
01	V612490	01/20/2023	JENNIFER L BAYLEY	R	21.48
01	V612491	01/20/2023	JONATHAN W HEYER	R	490.00
01	V612492	01/20/2023	MARIA CONSUELO PALAPA RAMIREZ	R	169.98
01	V612493	01/20/2023	STEPHANIE A POPP	R	184.85
01	307389	01/23/2023	MY CREDIT UNION	R	250.00
01	307390	01/26/2023	A1 FOAM & UPHOLSTERY	R	859.25
01	307391	01/26/2023	ALLSTATE LEASING	R	714.72
01	307392	01/26/2023	ANDRASCHKO NEIL	R	101.00
01	307393	01/26/2023	BIX FRUIT COMPANY	R	4,521.57
01	307394	01/26/2023	BRAND FARMS	R	840.00

01	307395	01/26/2023	BRIGHT MORNING CONSULTING INC.	R	995.00
01	307396	01/26/2023	BSN SPORTS, LLC	R	3,972.00
01	307397	01/26/2023	BUMGARNER TERRY	R	77.00
01	307398	01/26/2023	CANON USA	R	4,266.18
01	307399	01/26/2023	CAPTIVATE MEDIA & CONSULTING	R	1,488.00
01	307400	01/26/2023	CAREY SEELEY DIZERZAK	R	24.00
01	307401	01/26/2023	CARTER JEREMY	R	82.00
01	307402	01/26/2023	CDW GOVERNMENT INC	R	3,621.00
01	307403	01/26/2023	CINTAS CORPORATION NO 2	R	340.25
01	307404	01/26/2023	CITY OF RICHFIELD	R	3,996.00
01	307405	01/26/2023	CITY OF RICHFIELD	R	3,364.92
01	307406	01/26/2023	COMCAST	R	306.92
01	307407	01/26/2023	CONTEMPORARY TRANSPORTATION LLC	R	3,685.00
01	307408	01/26/2023	CONTINENTAL RESEARCH CORP	R	1,235.33
01	307409	01/26/2023	DARK KNIGHT SOLUTIONS, LLC	R	350.00
01	307410	01/26/2023	DOOR SERVICE COMPANY OF THE TWIN CI	R	16,173.00
01	307411	01/26/2023	DREPAUL NERICA	R	13.00
01	307412	01/26/2023	ECM PUBLISHERS INC	R	141.60
01	307413	01/26/2023	ECOLAB INC	R	591.31
01	307414	01/26/2023	ELOISA VERSTRAETE	R	24.00
01	307415	01/26/2023	ELSMORE SPORTS INC.	R	720.74
01	307416	01/26/2023	EMI AUDIO	R	577.28
01	307417	01/26/2023	FALLOW ALEXIS	R	24.00
01	307418	01/26/2023	FINANGER PHILLIP J	R	40.00
01	307419	01/26/2023	GAY CASEY	R	13.00
01	307420	01/26/2023	GRAHAM THOMAS	R	50.00
01	307421	01/26/2023	WW GRAINGER INC	R	641.34
01	307422	01/26/2023	GROUP MEDICAREBLUE RX	R	7,414.00
01	307423	01/26/2023	HAWKINS CLAUDE	R	82.00
01	307424	01/26/2023	HAWKINS INC	R	20.00
01	307425	01/26/2023	HILLYARD MINNEAPOLIS	R	11,107.57
01	307426	01/26/2023	INDIGO SIGNS	R	722.98
01	307427	01/26/2023	INNOVATIVE OFFICE SOLUTIONS LLC	R	48.29
01	307428	01/26/2023	INSTITUTE FOR ENVIROMENTAL	R	3,469.25
01	307429	01/26/2023	JUNK MASTERS LLC	R	940.00
01	307430	01/26/2023	KINECT ENERGY INC	R	80,035.95
01	307431	01/26/2023	KLEIN MORVA A	R	200.00
01	307432	01/26/2023	MACKIN BOOK COMPANY	R	1,158.17
01	307433	01/26/2023	MALLOY MONTAGUE KARNOWSKI & RADO	R	20,000.00
01	307434	01/26/2023	MASBO	R	125.00
01	307435	01/26/2023	MAYER CHAD	R	24.00
01	307436	01/26/2023	MAYER VALERIE	R	50.00
01	307437	01/26/2023	MENDELBLATT MADELINE	R	30.00
01	307438	01/26/2023	MIDWEST BUS PARTS INC	R	279.01
01	307439	01/26/2023	MINUTEMAN PRESS EDINA	R	900.69
01	307440	01/26/2023	MN DEPT OF LABOR AND INDUSTRY	R	430.00
01	307441	01/26/2023	MOOK GREG	R	24.00
01	307442	01/26/2023	MOOK MAUREEN	R	24.00
01	307443	01/26/2023	MOREY DOUGLAS	R	24.00
01	307444	01/26/2023	MROSKO MICHAEL	R	101.00

01	307445	01/26/2023	MTN-METROPOLITAN TRANSP NETWORK	R	250,645.44
01	307446	01/26/2023	NANCY FITZGERALD	R	85.00
01	307447	01/26/2023	NAPA AUTO PARTS	R	178.02
01	307448	01/26/2023	NOONAN JULIE	R	24.00
01	307449	01/26/2023	NORTH CENTRAL INTERNATIONAL, LLC	R	371.48
01	307450	01/26/2023	NUSS TRUCK & EQUIPMENT	R	7,350.00
01	307451	01/26/2023	MINNESOTA EDUCATION JOB FAIR	R	725.00
01	307452	01/26/2023	OKEY CHRIS	R	60.00
01	307453	01/26/2023	OLIVER JOSEPH	R	82.00
01	307454	01/26/2023	OLYMPIC COMMUNICATIONS INC	R	165.00
01	307455	01/26/2023	PAN O GOLD BAKING CO	R	157.40
01	307456	01/26/2023	PLASTIC BAGMART	R	1,139.25
01	307457	01/26/2023	PROCARE THERAPY	R	15,642.00
01	307458	01/26/2023	COLLEGE ENTRANCE EXAMINATION BOARD	R	336.00
01	307459	01/26/2023	REGENTS OF THE U OF MINNESOTA	R	4,879.75
01	307460	01/26/2023	RENNIE ZARIHANA	R	13.00
01	307461	01/26/2023	RICHFIELD BUS COMPANY	R	8,435.00
01	307462	01/26/2023	RICHFIELD CHAMBER OF COMMERCE	R	1,395.00
01	307463	01/26/2023	RICHFIELD READY	R	75.00
01	307464	01/26/2023	RIDDELL ALL AMERICAN SPORTS CORP	R	6,190.83
01	307465	01/26/2023	ROWE SETH A	R	64.00
01	307466	01/26/2023	RUPP ANDERSON SQUIRES & WALDSPURGER	R	3,849.13
01	307467	01/26/2023	SAFETYFIRST PLAYGROUND MAINTENANCE	R	12,265.00
01	307468	01/26/2023	SANNEH MUSA	R	13.00
01	307469	01/26/2023	SCHOOL NURSE SUPPLY	R	217.66
01	307470	01/26/2023	SCIENCE MUSEUM OF MN	R	66.00
01	307471	01/26/2023	SHEDD AQUARIUM SOCIETY	R	684.15
01	307472	01/26/2023	SUNNARBORG STEPHANIE	R	77.00
01	307473	01/26/2023	SURA NIRAV	R	64.00
01	307474	01/26/2023	TEACHERS COLLEGE READ & WRITE PRJT	R	700.00
01	307475	01/26/2023	TITAN MACHINERY INC	R	1,770.00
01	307476	01/26/2023	TRANSPORTATION PLUS, INC.	R	405.00
01	307477	01/26/2023	TRIO SUPPLY COMPANY	R	806.74
01	307478	01/26/2023	TWIN CITY TRANSPORTATION	R	110,567.64
01	307480	01/26/2023	UPPER LAKES FOODS	R	27,146.26
01	307481	01/26/2023	VANESSA MERRY	R	125.00
01	307482	01/26/2023	VINKEMEIER JEFFREY	R	82.00
01	307483	01/26/2023	VOLZ JACK	R	82.00
01	307484	01/26/2023	VSP INSURANCE CO. (CT)	R	3,376.63
01	307485	01/26/2023	WINSOR LEARNING	R	325.00
01	307486	01/26/2023	WOIDA JOHN	R	40.00
01	307487	01/26/2023	WORLD FUEL SERVICES, INC.	R	1,304.57
01	307489	01/26/2023	XCEL ENERGY	R	48,560.71
01	V612494	01/27/2023	BRITTANY F ANDERSON	R	45.99
01	V612495	01/27/2023	JENNIFER C BERGSTROM	R	51.54
01	V612496	01/27/2023	MEGAN BLUMA	R	494.96
01	V612497	01/27/2023	EMILY T BURT	R	53.64
01	V612498	01/27/2023	EVELYN K CAMPOS	R	209.98
01	V612499	01/27/2023	SARAH A COLEMAN	R	37.95
01	V612500	01/27/2023	KIM M DARAITIS	R	37.95

01	V612501	01/27/2023	NATHAN EDWARDS	R	186.98
01	V612502	01/27/2023	ANGELA M FISH	R	24.28
01	V612503	01/27/2023	MICHELLE D FRANZ	R	12.18
01	V612504	01/27/2023	AMY E HAGER	R	40.19
01	V612505	01/27/2023	JENNA L HEALY	R	35.87
01	V612506	01/27/2023	SHANYN HILL	R	45.99
01	V612507	01/27/2023	MARGARET R HOEHN	R	14.40
01	V612508	01/27/2023	JESSICA M HOFFMAN	R	159.58
01	V612509	01/27/2023	ERIN M HUBER	R	33.02
01	V612510	01/27/2023	MELISSA M HUSABY	R	79.79
01	V612511	01/27/2023	BAILEY D KRETSINGER	R	42.04
01	V612512	01/27/2023	DANIEL E KRETSINGER	R	19.63
01	V612513	01/27/2023	MARNA M LABELLE	R	4.50
01	V612514	01/27/2023	JENNIFER K LEWIS	R	120.29
01	V612515	01/27/2023	JOHN M LORENZINI	R	125.00
01	V612516	01/27/2023	LORINDA A LOSIER	R	104.97
01	V612517	01/27/2023	MAIA M MACK	R	687.98
01	V612518	01/27/2023	CLAIRE MADDEN	R	72.52
01	V612519	01/27/2023	AMAL M MOHAMUD	R	37.95
01	V612520	01/27/2023	KATRINA L MORGAN	R	185.89
01	V612521	01/27/2023	ERIN H NEILON	R	53.25
01	V612522	01/27/2023	DANA A NELSON	R	37.95
01	V612523	01/27/2023	TANYA R OLSON	R	155.83
01	V612524	01/27/2023	JAMES R PADDOCK	R	64.50
01	V612525	01/27/2023	DARBY L SWANK	R	10.75
01	V612526	01/27/2023	PATRICIA RUBIO SEGURA	R	175.00
01	V612527	01/27/2023	MARA RUIZ PENA	R	37.95
01	V612528	01/27/2023	AMANDA SAUER	R	33.45
01	V612529	01/27/2023	ANNE C SCHUETTE	R	12.38
01	V612530	01/27/2023	LAURIE E SEIBERT	R	164.06
01	V612531	01/27/2023	EMILY K SHAW	R	200.00
01	V612532	01/27/2023	NANCY J STACHEL	R	504.98
01	V612533	01/27/2023	KATHARINE B STEPHENS	R	53.27
01	V612534	01/27/2023	MICHELLE T THOEMKE	R	133.81
01	V612535	01/27/2023	KIRSTEN THORSON	R	37.95
01	V612536	01/27/2023	MELISSA J WILLIAMS	R	15.14
01	V612537	01/27/2023	JOAN L WING	R	37.95
01	V612538	01/27/2023	AUBREE M YUNKER	R	115.20
01	V2301460	01/27/2023	BOND TRUST SERVICES CORP	R	6,786,668.75
01	307490	01/30/2023	HOMEWOOD SUITES CHIC DT SOUTHLOOP	R	3,946.99
01	307491	01/30/2023	NOVA EDUCATION CONSULTANTS	R	1,925.00
01	307492	01/30/2023	PITNEY BOWES BANK PURCHASE POWER	R	1,738.68
01	307493	01/30/2023	PROCARE THERAPY	R	1,188.00
01	307494	01/30/2023	STRATEGIC STAFFING SOLUTIONS	R	2,916.00
01	307495	01/30/2023	TAFFE SARAH ANN	R	8,831.97
01	307496	01/30/2023	XCEL ENERGY	R	43,567.26

TOTAL PCARDS, CHECK, EPAYS & WIRES REGISTER					8,124,320.35
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P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 02/06/2023 BOARD REPORTS

BANK 05	DATE	AMOUNT
January Pcards (Paid 1/5/23)	1/23/2023	43,357.54
E-Pays	1/20/2023	950.25
	1/27/2023	4,808.48
Wire Transfer	1/27/2023	6,786,668.75
Checks	1/12/2023	204,998.84
	1/13/2023	4,895.71
	1/20/2023	322,676.90
	1/23/2023	250.00
	1/26/2023	691,599.98
	1/30/2023	64,113.90

CHECK REGISTER BANK 05 TOTAL =	8,124,320.35
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BREAKDOWN	
01-206-00	781,962.65
02-206-00	130,155.52
03-206-00	374,740.87
04-206-00	33,762.56
06-206-00	12,265.00
07-206-00	6,786,668.75
18-206-00	-
20-206-00	3,240.20
21-206-00	1,524.80
47-206-00	-
BANK TOTAL =	8,124,320.35

RICHFIELD PUBLIC SCHOOLS

Investment Holdings as of
January 25, 2023

Description	Matures	Rate	Cost	General Operating	Custodial (Scholarships)	2018A Bond	OPEB Bond
MNTRUST – Full Flex (PenFed C)	01/00/00	4.36%	8,214,170.59	8,214,170.59	-	-	-
VERITEX COMMUNITY BANK	09/19/23	4.52%	240,000.00	240,000.00	-	-	-
PENTAGON FEDERAL CREDIT UNION (183 day and	09/19/23	4.46%	760,000.00	760,000.00	-	-	-
SERVISFIRST BANK	12/19/23	4.72%	236,300.00	236,300.00	-	-	-
PENTAGON FEDERAL CREDIT UNION (183 day and	12/19/23	4.45%	1,263,700.00	1,263,700.00	-	-	-
PENTAGON FEDERAL CREDIT UNION (183 day and	01/25/24	4.46%	2,263,800.00	2,263,800.00	-	-	-
PENTAGON FEDERAL CREDIT UNION (183 day and	01/25/24	4.54%	236,200.00	236,200.00	-	-	-
MODERN BANK, NATIONAL ASSOCIATION	05/02/24	4.54%	233,000.00	233,000.00	-	-	-
US TREASURY N/B	06/30/23	0.25%	1,998,011.64	1,998,011.64	-	-	-
STATE BANK OF INDIA	11/29/23	0.40%	249,739.23	249,739.23	-	-	-
SYNCHRONY BANK	11/30/23	0.40%	249,739.23	249,739.23	-	-	-
CUSTOMERS BANK	05/06/24	4.52%	244,632.85	244,632.85	-	-	-
UBS BANK USA	05/09/24	4.55%	249,525.90	249,525.90	-	-	-
US TREASURY N/B	03/31/23	1.58%	999,463.36	999,463.36	-	-	-
TREASURY BILL	03/02/23	3.61%	1,499,848.37	1,499,848.37	-	-	-
US TREASURY N/B	01/15/24	4.22%	1,499,025.00	1,499,025.00	-	-	-
T BANK, NA	11/01/23	4.53%	124,000.00	-	124,000.00	-	-
SALLIE MAE BANK/SALT LKE	08/25/23	0.30%	249,248.07	-	249,248.07	-	-
MNTRUST – Full Flex (Western - C)	01/00/00	2.15%	956,040.62	-	-	956,040.62	-
HAWAII-FA-TXBL	10/01/23	1.62%	882,359.50	-	-	-	882,359.50
US TREASURY N/B	10/15/24	1.12%	527,929.69	-	-	-	527,929.69
FIRST INTERNET BANK OF INDIANA	09/30/26	4.00%	209,500.00	-	-	-	209,500.00
ROBBINSDALE ISD-B-REF	02/01/23	0.13%	2,716,236.55	-	-	-	2,716,236.55
FIRST PRYORITY BANK	11/07/24	4.56%	226,800.00	-	-	-	226,800.00
KS STATEBANK / KANSAS STATE BANK OF MANHA	11/10/25	4.74%	212,900.00	-	-	-	212,900.00
BANK HAPOALIM	10/01/26	4.45%	206,700.00	-	-	-	206,700.00
US TREASURY N/B	09/30/25	4.41%	621,742.19	-	-	-	621,742.19
US TREASURY N/B	09/30/26	4.34%	789,398.44	-	-	-	789,398.44
FREDDIE MAC	09/23/25	1.60%	287,372.71	-	-	-	287,372.71
US TREASURY N/B	09/30/23	2.00%	731,132.81	-	-	-	731,132.81
NYC -TXBL -REF -D	08/01/24	0.38%	506,600.00	-	-	-	506,600.00
Total Investments Held			29,685,116.75	20,437,156.17	373,248.07	956,040.62	7,918,671.89

Consent Agenda – For Action

Agenda Item IV.B.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting February 6, 2023

Subject: PERSONNEL ITEMS

(Recommended by the superintendent)

That the board of education approve the following personnel items:

Certified Full Time Retirement

Gary Aylward – Science Teacher – Richfield Middle School

Effective 6/9/2023

Yrs. of Service: 30

Patricia Burns – Physical Education – Richfield Middle School

Effective 6/9/2023

Yrs. of Service: 32

Sharon Christianson – Spec. Ed/EBD – Centennial Elementary

Effective 6/9/2023

Yrs. of Service: 27

Christina Conrad – Extended Leave – Centennial Elementary

Effective 6/9/2023

Yrs. of Service: 27

Pamela Dyer – Grade 5 – RSTEM Elementary

Effective 6/9/2023

Yrs. of Service: 27

Julie Magnuson – TOSA – Richfield Middle School

Effective 6/9/2023

Yrs. of Service: 24

Diane Provost – Grade 1 – RSTEM Elementary

Effective 6/9/2023

Yrs. of Service: 33

Jola Skajewski – Early Childhood/Spec. Ed – Central Education Center

Effective 6/9/2023

Yrs. of Service: 32

Debra Webster – Early Childhood Parent Ed. – Central Education Center

Effective 6/9/2023

Yrs. of Service: 6

Certified Full Time Resignation

Alexandra Schulz – Special Education Teacher – Richfield Senior High School

Effective 01/17/2023

Yrs. of Service: 0.5

Jonathan Mitchell – Social Studies Teacher – Richfield Senior High School

Effective 06/09/2023

Yrs. of Service: 4

Classified Part Time Paraprofessional for Employment

Lauren Mendoza – Paraprofessional – Sheridan Hills Elementary

Effective 01/17/2023

Brittany Sanchez Cortez – Security Monitor/Welcome Desk – Richfield High School

Effective 01/24/2023

Classified Part Time Paraprofessional Resignation

Naima Moalim – Special Education Paraprofessional – RSTEM

Effective 01/10/2023

Yrs of Service: 3 months

Classified Part Time Food and Nutrition Resignation

Consuelo Palapa Ramirez – Kitchen Assistant – Richfield High School

Effective 02/3/2023

Yrs of Service: 4 months

Classified Part Time Unpaid Leave

Roberto Herrera Bello – Kitchen Assistant – Richfield High School

Effective 1/23/2023 - 2/6/2023

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, January 17, 2023

Subject: Distribution of Materials on School Grounds

(Recommended by the superintendent)

1. Passage upon a third read of Policy 109: Distribution of Materials on School Premises & Administrative Guideline 109.1.
2. A repeal of Policy 980: Distribution of Materials on School District Property by Nonschool Persons.

Edits have been included to align to District branding and style guidelines and to reflect updates to the MSBA model policies and board member feedback. In addition, language from Policy 980 has been incorporated into Policy 109 so that Policy 980 can be repealed. Policy 980 will no longer be necessary to keep as a standalone policy and is included here for reference only.

Attachments:

- Policy 109: Distribution of Materials on School Premises - **redlined**
- Administrative Guideline 109.1: Distribution of Nonschool-sponsored Materials by Students and Employees - **redlined**
- Policy 980: Distribution of Materials on School District Property by Nonschool Persons
- MSBA Model Policy 505: Distribution of Nonschool-sponsored Materials on School Premises by Students and Employees
- MSBA Model Policy 904: Distribution of Materials on School District Property by Nonschool Persons

RICHFIELD -PUBLIC -SCHOOLS

**DISTRIBUTION OF ~~NONSCHOOL-SPONSORED~~
MATERIALS ON SCHOOL PREMISES ~~BY STUDENTS AND EMPLOYEES~~**

I. DUAL PURPOSE

~~The purpose of this~~ This policy ~~is to~~ shall protect the exercise of students' and employees' free speech rights, taking into consideration the educational objectives and responsibilities of ~~the school district~~ Richfield Public Schools.

Additionally, this policy provides for distribution of materials appropriate to the school setting by nonstaff and nonstudents on District property in a reasonable time, place, and manner which does not disrupt the educational program nor interfere with the educational objectives of the District.

II. GENERAL STATEMENT OF POLICY

~~A-~~ The ~~school district~~ District recognizes that students and employees have the right to express themselves on school property. This protection includes the right to distribute, at a reasonable time and place and in a reasonable manner, nonschool-sponsored material.

To protect First Amendment rights, while at the same time preserving the integrity of the educational objectives and responsibilities of the ~~school district~~ District, ~~the school board adopts~~ the following policy provides regulations regarding distribution of nonschool-sponsored material on school property and at school activities.

~~B-~~ B. The District also intends to provide a method for nonschool persons and organizations to distribute materials appropriate to the school setting, within the limitations and provisions of this policy. The following regulations and procedures provide for orderly and nondisruptive distribution of materials.

III. DEFINITIONS

A. "Distribute" or "Distribution" means circulation or dissemination of material by means of handing out free copies, selling or offering copies for sale, accepting donations for copies, posting or displaying material, placing material in internal staff or student mailboxes or by electronic communication.

B. "Nonschool-sponsored material" or "unofficial material" includes all materials or objects intended for distribution; except school newspapers; employee newsletters; informational communications among employees; literary magazines; yearbooks; organizations

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advertising programs, activities, products or services as permitted by Board Policy 563—; Advertising in the Schools; and other publications funded and/or sponsored or authorized by the school. Examples of nonschool-sponsored materials include but are not limited to leaflets, brochures, buttons, badges, flyers, petitions, posters, and underground newspapers whether written by students or employees or others, and tangible objects.

C. "Nonschool person" means any person who is not currently enrolled as a student in or employed by the school district.

D. "Obscene to minors" means:

1. The average person, applying contemporary community standards, would find that the material, taken as a whole, appeals to the prurient interest of minors of the age to whom distribution is requested;
2. The material depicts or describes, in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of the age to whom distribution is requested, sexual conduct such as intimate sexual acts ~~(normal or perverted)~~, masturbation, excretory functions, and lewd exhibition of the genitals; and
3. The material, taken as a whole, lacks serious literary, artistic, political, or scientific value for minors.

~~D.E.~~ "Minor" means any person under the age of eighteen (18).

~~E.F.~~ "Material and substantial disruption" of a normal school activity means:

1. Where the normal school activity is an educational program of the ~~district~~ District for which student attendance is compulsory, "material and substantial disruption" is defined as any disruption which interferes with or impedes the implementation of that program.
2. Where the normal school activity is voluntary in nature (including, without limitation, school athletic events, school plays and concerts, and lunch periods) "material and substantial disruption" is defined as student rioting, unlawful seizures of property, conduct inappropriate to the event, participation in a school boycott, demonstration, sit-in, stand-in, walk-out, or other related forms of activity.

— In order for expression to be considered disruptive, ~~there must exist~~ specific facts must exist upon which the likelihood of disruption can be forecast, including past experience in the school, current events influencing student activities and

behavior, and instances of actual or threatened disruption relating to the written material in question.

FG. "School activities" means any activity sponsored by the school including, but not limited to, classroom work, library activities, physical education classes, official assemblies and other similar gatherings, school athletic contests, band concerts, school plays and other theatrical productions, and in-school lunch periods.

GH. "Libelous" is a false and unprivileged statement about a specific individual that tends to harm the individual's reputation or to lower that individual in the esteem of the community.

IV. PROHIBITED MATERIALS

A. Distribution of the materials listed below is always prohibited. Material is prohibited that:

1. is obscene to minors;
2. is libelous or slanderous;
3. is pervasively indecent or vulgar or contains any indecent or vulgar language or representations, with a determination made as to the appropriateness of the material for the age level of students to which it is intended.
4. advertises or promotes any product or service not permitted to minors by law;
5. advocates violence or other illegal conduct;
6. constitutes insulting or fighting words, the very expression of which injures or harasses other people (e.g., threats of violence, defamation of character or of a person's race, religious or ethnic origin);
7. presents a clear and present likelihood that, either because of its content or the manner of distribution, it will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts or the violation of lawful school regulations.

V. EXPECTATIONS AND REQUIREMENTS FOR STUDENT AND STAFF

A. Students and employees of the ~~school-district~~District have the right to distribute, at reasonable times and places as set forth in this policy, and in a reasonable manner, nonschool-sponsored material.

B. ~~Any student or, employee wishing to distribute nonschool-sponsored material must first seek permission in advance from the building administrator, in accordance with procedures outlined in Administrative Guideline 109.1. Requests for distribution of nonschool-sponsored material will be reviewed by the administration on a case-by-case basis. However, distribution of the materials listed below is always prohibited. Material is prohibited that:~~

1. ~~is obscene to minors;~~
2. ~~is libelous or slanderous;~~

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- ~~3. is pervasively indecent or vulgar or contains any indecent or vulgar language or representations, with a determination made as to the appropriateness of the material for the age level of students to which it is intended.~~
- ~~4. advertises or promotes any product or service not permitted to minors by law;~~
- ~~5. advocates violence or other illegal conduct;~~
- ~~6. constitutes insulting or fighting words, the very expression of which injures or harasses other people (e.g., threats of violence, defamation of character or of a person's race, religious or ethnic origin);~~
- ~~7. presents a clear and present likelihood that, either because of its content or the manner of distribution, it will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts or the violation of lawful school regulations.~~

V. PROCESSING REQUESTS

~~Any student or employee wishing to distribute non-school sponsored material must first seek permission in advance from the building administrator, in accordance with procedures outlined in Administrative Guidelines 109.1.~~

V. EXPECTATIONS AND REQUIREMENTS FOR NONSCHOOL PERSONS AND ORGANIZATIONS

A. Permission for nonschool persons to distribute materials on District property is a privilege and not a right. Nonschool persons and organizations may, within the provisions of this policy, be granted permission to distribute, at reasonable times and places as set forth in this policy, and in a reasonable manner, materials and objects which are appropriate to the school setting.

B. Materials distributed by nonschool persons or groups intended for the parents and families of Richfield Public Schools students must be translated into any and all languages native to 10% or more of our registered students.

C. Any nonschool person wishing to distribute materials must first submit for approval a copy of the materials to the administration at least five days in advance of desired distribution time, together with the following information:

1. Name and phone number of the person submitting the request.
2. Date(s) and time(s) of day of requested distribution.

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3. If material is intended for students, the grade(s) of students to whom the distribution is intended.

4. The proposed method of distribution.

D. The administration will review the request and render a decision. The administration will assign a location and method of distribution and will inform the persons submitting the request whether nonschool persons may be present to distribute the materials. In the event that permission to distribute the materials is denied or limited, the person submitting the request should be informed in writing of the reasons for the denial or limitation.

E. Permission or denial of permission to distribute material does not imply approval or disapproval of its contents by either the school, the administration of the school, the school board, or the individual reviewing the material submitted.

F. In the event that permission to distribute materials is denied, the nonschool person or organization may request reconsideration of the decision by the superintendent. The request for reconsideration must be in writing and must set forth the reasons why distribution is desirable and in the interest of the school community.

VI. VII. TIME, PLACE, AND MANNER OF DISTRIBUTION

A. In making decisions regarding the time, place, and manner of distribution, the administration will consider factors including, but not limited to the following:

1. whether the material is educationally related;
2. the extent to which distribution is likely to cause disruption of or interference with the District's educational objectives, discipline or school activities;
3. whether the materials can be distributed from the office or other isolated location so as to minimize disruption of traffic flow in hallways;
4. the quantity or size of materials to be distributed;
5. whether distribution would require assignment of District staff, use of school district equipment or other resources;
6. whether distribution would require that nonschool persons be present on the school grounds;
7. whether the materials are a solicitation for goods or services not requested by the recipients.

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B. No nonschool-sponsored material shall be distributed during and at the place of a normal school activity if it is reasonably likely to cause a material and substantial disruption of that activity.

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BC. Distribution of nonschool-sponsored material is prohibited when it blocks the safe flow of traffic within corridors and entrance ways of the school, and school parking lots. Distribution shall not impede entrance to or exit from school premises in any way.

CD. No one shall coerce a student or staff member to accept any publication.

DE. The time, place, and manner of distribution of Nonnon-curricular materials shall not be distributed by students or employees to students on school premises, except in accordance with shall be governed by the procedures established by the administration and outlined in Administrative Guidelines 109.1.

F. If permission is granted pursuant to this policy for the distribution of materials by nonschool persons or organizations, the time, place and manner of distribution will be solely within the discretion of the administration, consistent with the provisions of this policy.

VIII. DISCIPLINARY ACTION

A. Distribution by any student of nonschool-sponsored material prohibited herein or in violation of the provisions of time, place and manner of distribution as described above will be halted and disciplinary action will be taken in accordance with the Board Policy 541, Student Behavior.

B. Distribution by any employee of nonschool-sponsored material prohibited herein or in violation of the provisions of time, place and manner of distribution as described above will be halted and appropriate disciplinary action will be taken, in accordance with the appropriate individual contract, collective bargaining agreement, school board policies and procedures, and/or governing statute.

C. Any other party violating this policy will be requested to leave the school property immediately and, if necessary, the police will be called.

VIII. NOTICE OF POLICY TO STUDENTS AND EMPLOYEES

A copy of this policy will be posted on the website and available for review in each school office. A summary of the policy will be published in student handbooks and posted in school buildings.

X. IMPLEMENTATION

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The District administration may develop any additional guidelines and procedures necessary to implement this policy.

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Legal References:

U.S. Constitution, First Amendment.

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Hazelwood School District v. Kuhlmeier, 484 U.S. 260, 108 S.Ct. 562, 98 L.Ed.2d 592 (1988).

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Bethel Sch. Dist. No. 403 v. Fraser, 478 U.S. 675, 106 S.Ct. 3159, 92 L.Ed.2d 549 (1986).

Tinker V. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

_____ Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987

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_____ Roark v. South Iron R-1 School Dist., 573 F.3d 556 (8th Cir.

2009)

Victory Through Jesus Sports Ministry Foundation v. Lee's Summit R-7 School Dist., 640 F.3d 329 (8th Cir. 2011), cert. denied 565 U.S. 1036 (2011)

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Cornelius v. NAACP Legal Defense and Educational Fund, Inc., 473 U.S. 788, 105 S.Ct. 3439, 87 L.Ed.2d 567 (1985)

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Perry Education Ass'n v. Perry Local Educators' Ass'n, 460 U.S. 37, 103 S.Ct. 948, 74 L.Ed.2d 794 (1983)

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_____ Minn. Stat. §609.605, subd. 4 - Trespasses on school property

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Cross References:

Board Policy 541—: Student Behavior

_____ Board Policy 563—: Advertising in the Schools

_____ Board Policy 613—: Religion in the Schools

Board Policy 616: School-Sponsored Student Publications

_____ Board Policy 801—: Student Use of Secondary School

Facilities

Board Policy 953—: Visitors to School District Buildings and Sites

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ADOPTED-RATIFIED BY THE BOARD OF EDUCATION:—_March 20, 2000

REVIEWED AND REAFFIRMED BY THE BOARD OF EDUCATION:—_October 23, 2006

REVISED BY THE BOARD OF EDUCATION:—_December 20, 2004,—_November 6, 2006,—_December 5, 2011,—_April 3, 2017; February 6, 2023

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

**DISTRIBUTION OF NON-~~SCHOOL-SCHOOL~~-SPONSORED MATERIALS BY
STUDENTS AND EMPLOYEES**

I. PURPOSE

The purpose of these administrative guidelines is to outline procedures for implementing Board Policy 109, ~~—~~: Distribution of ~~Non-School-Sponsored~~ Materials ~~on School Premises~~.

II. PROCEDURES FOR PROCESSING REQUESTS TO DISTRIBUTE NON-~~SCHOOL-SCHOOL~~-SPONSORED MATERIALS

A. Any student or employee wishing to distribute non-~~school-school~~-sponsored material must first submit for approval a copy of the material to the building administrator at least 24 hours in advance of desired distribution time, together with the following information:

1. Name and phone number of the person submitting the request and, if a student, the room number of ~~his or her~~their first-period class.
2. Date(s) and time(s) of day intended display or distribution.
3. Location where material will be displayed or distributed;
4. If intended for students, the grade(s) of students to whom the display or distribution is intended.

A request form is attached as Appendix A.

B. Within one school day, the building administrator will review the request and render a decision. In the event that permission to distribute the material is denied or limited, the person submitting the request should be informed in writing of the reasons for the denial or limitation.

C. If the person submitting the request does not receive a response within one school day, the person shall contact the office to verify that the lack of response was not due to an inability to locate the person.

D. If the person is dissatisfied with the decision of the building administrator, the person may submit a written request for appeal to the superintendent. If the person does not receive a response within three (3) school days (not counting Saturdays, Sundays and holidays) of submitting the appeal, the person shall contact the office of the superintendent to verify that the lack of response is not due to an inability to locate the person.

E. Permission or denial of permission to distribute material does not imply approval or disapproval of its contents by either the school, the

administration of the school, the school board, or the individual reviewing the material submitted.

III. PROCEDURES GOVERNING THE TIME, PLACE, AND MANNER OF DISTRIBUTION

Non-curricular materials shall be not be distributed to students on school premises except in accordance with the following procedures:

- A. Such materials shall be placed on a table set up for that purpose, where the materials may be picked up by students choosing to do so. Such table shall be located in a location designated by the school principal.
- B. Such materials shall not be handed to students or distributed at any other locations in the school building or on school premises.
- C. During the times that such material is available at such table there shall be a student present who is responsible for the contents of the material and for the distribution of such material. Such student shall remove any remaining copies from the building at the conclusion of the time during which distribution is permitted.
- D. Such material shall contain the names of the person or persons responsible for its preparation.
- E. The distribution of such materials is permitted at the following times:
 - 1. During school lunch period
 - 2. Prior to the start of the first morning class
- F. A copy of any such material and the name or names of the student or students who are responsible for its distribution shall be filed with the school principal before distribution is started. This requirement, however, shall not give the principal any right of prior censorship.
- G. The building administrator may confiscate materials distributed or being distributed in violation of this policy.
- H. Apart from the foregoing, students are urged to avoid the use of materials designed to provoke such reactions as anger, fear, resentment, embarrassment and shock. Students are requested to extend courtesy and consideration to their fellow students and to all members of the school community.

IV. POSTED NOTICE

A sample notice is attached as Appendix B, for inclusion in student handbooks and for posting in buildings.

1 Dated: March 20, 2000
2 Reviewed: October 23, 2006;~~;~~; December 5, 2011
3 Revised: December 20, 2004;~~;~~; November 6, 2006;~~;~~; April 3, 2017; February 6,
4 2023
5
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APPENDIX A

DISTRIBUTION OF NON-SCHOOL MATERIALS REQUEST FORM

Any student or employee wishing to distribute non-school-sponsored material must first submit for approval a copy of the material to the building administrator at least 24 hours in advance of desired distribution time, together with the following information:

Date of Request: _____

Person submitting the request: _____

If a student:

Home telephone _____ First period classroom: _____

If an employee: Work extension _____

Date(s) for intended display or distribution: _____

Time(s) for intended display or distribution:

_____ During school lunch period _____ Prior to the start of the first morning class

If intended for students:

Grade(s) of students for whom the display or distribution is intended: _____

Name of student(s) responsible for preparation of the materials: _____

Name of student(s) responsible for distribution of the materials: _____

REVIEW BY BUILDING ADMINISTRATOR:

_____ Request approved as submitted

_____ Request approved with the following changes / conditions:

_____ Request denied for the following reason(s):

If approved, distribution of materials to students must be in accordance with the procedures listed on the reverse side of this form. If denied, an appeal may be made in writing to the ~~Superintendents~~superintendent. Permission or denial of permission to distribute material does not imply approval or disapproval of its contents by either the school, the administration of the school, the school board, or the individual reviewing the material submitted.

Signature of Building Administrator _____

Date: _____

**PROCEDURES GOVERNING THE
TIME, PLACE, AND MANNER OF DISTRIBUTION**

Non-curricular materials approved for distribution to students on school premises must be distributed in accordance with the following procedures:

- A. Such materials shall be placed on a table set up for that purpose, where the materials may be picked up by students choosing to do so. Such table shall be located in a location designated by the building administrator.
- B. Such materials shall not be handed to students or distributed at any other locations in the school building or on school premises.
- C. During the times that such material is available at such table there shall be a student present who is responsible for the contents of the material and for the distribution of such material. Such student shall remove any remaining copies from the building at the conclusion of the time during which distribution is permitted.
- D. Such material shall contain the names of the person or persons responsible for its preparation.
- E. The distribution of such materials is permitted at the following times:
 1. During school lunch period
 2. Prior to the start of the first morning class
- F. A copy of any such material and the name or names of the student or students who are responsible for its distribution shall be filed with the building administrator before distribution is started. This requirement, however, shall not give the building administrator any right of prior censorship.
- G. The building administrator may confiscate materials distributed or being distributed in violation of this policy.
- H. Apart from the foregoing, students are urged to avoid the use of materials designed to provoke such reactions as anger, fear, resentment, embarrassment and shock. Students are requested to extend courtesy and consideration to their fellow students and to all members of the school community.

APPENDIX B

SAMPLE NOTICE

**DISTRIBUTION OF NON-~~SCHOOL~~-~~SCHOOL~~-SPONSORED MATERIALS
BY STUDENTS AND EMPLOYEES**

In accordance with the First Amendment to the Constitution, students and employees have the right to express themselves on school property. This protection includes the right to distribute, at a reasonable time and place and in a reasonable manner, non-~~school-school~~-sponsored material.

Requests for distribution of non-~~school-school~~-sponsored materials must be submitted at least 24 hours in advance to the building administrator. A request form is available in the building office. The building administrator will evaluate each request on a case-by-case basis. If approved, the building administrator will determine the time, place, and manner of distribution. If the request is denied, it may be appealed in writing to the ~~Superintendents~~superintendent.

For more information, see ~~School~~-Board Policy 109 and Administrative Guidelines 109.1. These documents are posted on the ~~school-district~~District website at www.richfieldschools.org/about/policies. A hard copy version is contained in policy books located at the ~~Superintendent's~~superintendent's Office~~office~~.

RICHFIELD PUBLIC SCHOOLS

**DISTRIBUTION OF MATERIALS ON SCHOOL DISTRICT PROPERTY BY
NONSCHOOL PERSONS**

I. PURPOSE

The purpose of this policy is to provide for distribution of materials appropriate to the school setting by nonstaff and nonstudents on school district property in a reasonable time, place, and manner which does not disrupt the educational program nor interfere with the educational objectives of the school district.

II. GENERAL STATEMENT OF POLICY

- A. The school district intends to provide a method for nonschool persons and organizations to distribute materials appropriate to the school setting, within the limitations and provisions of this policy.
- B. To provide for orderly and nondisruptive distribution of materials, the school board adopts the following regulations and procedures.

III. DEFINITIONS

- A. "Distribution" means circulation or dissemination of materials by means of handing out free copies, selling or offering copies for sale, accepting donations for copies, posting or displaying materials, placing materials in internal staff or student mailboxes, or by electronic communications.
- B. "Materials" includes all materials and objects intended by nonschool persons or nonschool organizations for distribution. Examples of nonschool-sponsored materials include but are not limited to leaflets, brochures, buttons, badges, flyers, petitions, posters, underground newspapers whether written by students, employees or others, and tangible objects.
- C. "Nonschool person" means any person who is not currently enrolled as a student in or employed by the school district.
- D. "Obscene to minors" means:
 - 1. The average person, applying contemporary community standards, would find that the material, taken as a whole, appeals to the prurient interest of minors of the age to whom distribution is requested;

2. The material depicts or describes, in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of the age to whom distribution is requested, sexual conduct such as intimate sexual acts (normal or perverted), masturbation, excretory functions, and lewd exhibition of the genitals; and

3. The material, taken as a whole, lacks serious literary, artistic, political, or scientific value for minors.

E. "Minor" means any person under the age of eighteen (18).

F. "Material and substantial disruption" of a normal school activity means:

1. Where the normal school activity is an educational program of the school district for which student attendance is compulsory, "material and substantial disruption" is defined as any disruption which interferes with or impedes the implementation of that program.

2. Where the normal school activity is voluntary in nature (including school athletic events, school plays and concerts, and lunch periods) "material and substantial disruption" is defined as student rioting, unlawful seizures of property, conduct inappropriate to the event, participation in a school boycott, demonstration, sit-in, stand-in, walk-out, or other related forms of activity.

In order for expression to be considered disruptive, there must exist specific facts upon which the likelihood of disruption can be forecast, including past experience in the school, current events influencing student activities and behavior, and instances of actual or threatened disruption relating to the written material in question.

G. "School activities" means any activity sponsored by the school, including but not limited to, classroom work, library activities, physical education classes, official assemblies and other similar gatherings, school athletic contests, band concerts, school plays, other theatrical productions, and in-school lunch periods.

H. "Libelous" is a false and unprivileged statement about a specific individual that tends to harm the individual's reputation or to lower him or her in the esteem of the community.

IV. GUIDELINES

- A. Nonschool persons and organizations may, within the provisions of this policy, be granted permission to distribute, at reasonable times and places as set forth in this policy, and in a reasonable manner, materials and objects which are appropriate to the school setting.
- B. Materials distributed by nonschool persons or groups intended for the parents and families of Richfield School District students must be translated into any and all languages native to 10% or more of our registered students.
- C. All materials distributed by non-school personnel or groups must be reviewed by school personnel before distribution.
- D. Requests for distribution of materials will be reviewed by the administration on a case-by-case basis. However, distribution of the following materials is always prohibited. Material is prohibited that:
1. is obscene to minors;
 2. is libelous;
 3. is pervasively indecent or vulgar or contains any indecent or vulgar language or representations, with a determination made as to the appropriateness of the material for the age level of students to which it is intended;
 4. advertises any product or service not permitted to minors by law;
 5. advocates violence or other illegal conduct;
 6. constitutes insulting or fighting words, the very expression of which injures or harasses other people (e.g., threats of violence, defamation of character or of a person's race, religious or ethnic origin);
 7. presents a clear and present likelihood that, either because of its content or the manner of distribution, it will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts or the violation of lawful school regulations.
- E. Permission for nonschool persons to distribute materials on school district property is a privilege and not a right. In making decisions regarding permission for such distribution, the administration will consider factors including, but not limited to the following:

1. whether the material is educationally related;
2. the extent to which distribution is likely to cause disruption of or interference with the school district's educational objectives, discipline or school activities;
3. whether the materials can be distributed from the office or other isolated location so as to minimize disruption of traffic flow in hallways;
4. the quantity or size of materials to be distributed;
5. whether distribution would require assignment of school district staff, use of school district equipment or other resources;
6. whether distribution would require that nonschool persons be present on the school grounds;
7. whether the materials are a solicitation for goods or services not requested by the recipients.

V. TIME, PLACE, AND MANNER OF DISTRIBUTION

If permission is granted pursuant to this policy for the distribution of any materials, the time, place and manner of distribution will be solely within the discretion of the administration, consistent with the provisions of this policy.

VI. PROCEDURES

- A. Any nonschool person wishing to distribute materials must first submit for approval a copy of the materials to the administration at least five days in advance of desired distribution time, together with the following information:
 1. Name and phone number of the person submitting the request.
 2. Date(s) and time(s) of day of requested distribution.
 3. If material is intended for students, the grade(s) of students to whom the distribution is intended.
 4. The proposed method of distribution.
- B. The administration will review the request and render a decision. The administration will assign a location and method of distribution and will inform the persons submitting the request whether

nonschool persons may be present to distribute the materials. In the event that permission to distribute the materials is denied or limited, the person submitting the request should be informed in writing of the reasons for the denial or limitation.

C. Permission or denial of permission to distribute material does not imply approval or disapproval of its contents by either the school, the administration of the school, the school board, or the individual reviewing the material submitted.

D. In the event that permission to distribute materials is denied, the nonschool person or organization may request reconsideration of the decision by the superintendent. The request for reconsideration must be in writing and must set forth the reasons why distribution is desirable and in the interest of the school community.

VII. VIOLATION OF POLICY

Any party violating this policy or distributing materials without permission will be directed to leave the school property immediately and, if necessary, the police will be called.

VIII. IMPLEMENTATION

The school district administration may develop any additional guidelines and procedures necessary to implement this policy for submission to the school board for review. Upon review by the school board, such guidelines and procedures shall be an addendum to this policy.

Legal References: U. S. Const., amend. I
Hazelwood School District v. Kuhlmeier, 484 U.S. 260, 108 S.Ct. 562, 98 L.Ed.2d 592 (1988)
Cornelius v. NAACP Legal Defense and Educational Fund, Inc., 473 U.S. 788, 105 S.Ct. 3439, 87 L.Ed.2d 567 (1985)
Perry Education Ass'n v. Perry Local Educators' Ass'n, 460 U.S. 37, 103 S.Ct. 948, 74 L.Ed.2d 794 (1983)

Cross References: Policy 109 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)
Policy 616 (School-Sponsored Student Publications)
Policy 953 (Visitors to School District Buildings and Sites)

ADOPTED BY THE BOARD OF EDUCATION: November 6, 2006
REVISED BY THE BOARD OF EDUCATION: October 18, 2010, April 3, 2017

Adopted: _____

MSBA/MASA Model Policy 505

Orig. 1995

Revised: _____

Rev. 2002

505 DISTRIBUTION OF NONSCHOOL-SPONSORED MATERIALS ON SCHOOL PREMISES BY STUDENTS AND EMPLOYEES

I. PURPOSE

The purpose of this policy is to protect the exercise of students' and employees' free speech rights, taking into consideration the educational objectives and responsibilities of the school district.

II. GENERAL STATEMENT OF POLICY

- A. The school district recognizes that students and employees have the right to express themselves on school property. This protection includes the right to distribute, at a reasonable time and place and in a reasonable manner, nonschool-sponsored material.
- B. To protect First Amendment rights, while at the same time preserving the integrity of the educational objectives and responsibilities of the school district, the school board adopts the following regulations and procedures regarding distribution of nonschool-sponsored material on school property and at school activities.

III. DEFINITIONS

- A. "Distribute" or "Distribution" means circulation or dissemination of material by means of handing out free copies, selling or offering copies for sale, accepting donations for copies, posting or displaying material, or placing material in internal staff or student mailboxes.
- B. "Nonschool-sponsored material" or "unofficial material" includes all materials or objects intended for distribution, except school newspapers, employee newsletters, literary magazines, yearbooks, and other publications funded and/or sponsored or authorized by the school. Examples of nonschool-sponsored materials include, but are not limited to, leaflets, brochures, buttons, badges, flyers, petitions, posters, and underground newspapers whether written by students or employees or others, and tangible objects.
- C. "Obscene to minors" means:
 - 1. The average person, applying contemporary community standards, would find that the material, taken as a whole, appeals to the prurient interest of minors of the age to whom distribution is requested;
 - 2. The material depicts or describes, in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of the age to whom distribution is requested, sexual conduct such as intimate sexual acts (normal or perverted), masturbation, excretory functions, or lewd exhibition of the genitals; and
 - 3. The material, taken as a whole, lacks serious literary, artistic, political, or scientific value for minors.

- D. "Minor" means any person under the age of eighteen (18).
 - E. "Material and substantial disruption" of a normal school activity means:
 - 1. Where the normal school activity is an educational program of the district for which student attendance is compulsory, "material and substantial disruption" is defined as any disruption which interferes with or impedes the implementation of that program.
 - 2. Where the normal school activity is voluntary in nature (including school athletic events, school plays and concerts, and lunch periods) "material and substantial disruption" is defined as student rioting, unlawful seizures of property, conduct inappropriate to the event, participation in a school boycott, demonstration, sit-in, stand-in, walk-out, or other related forms of activity.
- In order for expression to be considered disruptive, specific facts must exist upon which the likelihood of disruption can be forecast including past experience in the school, current events influencing student activities and behavior, and instances of actual or threatened disruption relating to the written material in question.
- F. "School activities" means any activity sponsored by the school including, but not limited to, classroom work, library activities, physical education classes, official assemblies and other similar gatherings, school athletic contests, band concerts, school plays and other theatrical productions, and in-school lunch periods.
 - G. "Libelous" is a false and unprivileged statement about a specific individual that tends to harm the individual's reputation or to lower that individual in the esteem of the community.

IV. GUIDELINES

- A. Students and employees of the school district have the right to distribute, at reasonable times and places as set forth in this policy, and in a reasonable manner, nonschool-sponsored material.
- B. Requests for distribution of nonschool-sponsored material will be reviewed by the administration on a case-by-case basis. However, distribution of the materials listed below is always prohibited. Material is prohibited that:
 - 1. is obscene to minors;
 - 2. is libelous or slanderous;
 - 3. is pervasively indecent or vulgar or contains any indecent or vulgar language or representations, with a determination made as to the appropriateness of the material for the age level of students to which it is intended;
 - 4. advertises or promotes any product or service not permitted to minors by law;
 - 5. advocates violence or other illegal conduct;
 - 6. constitutes insulting or fighting words, the very expression of which injures or harasses other people (e.g., threats of violence, defamation of character or of a person's race, religious, or ethnic origin);

7. presents a clear and present likelihood that, either because of its content or the manner of distribution, it will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts or the violation of lawful school regulations.
- C. Distribution by students and employees of nonschool-sponsored materials on school district property are subject to reasonable time, place, and manner restrictions set forth below. In making decisions regarding the time, place, and manner of distribution, the administration will consider factors including, but not limited to, the following:
1. whether the material is educationally related;
 2. the extent to which distribution is likely to cause disruption of or interference with the school district's educational objectives, discipline, or school activities;
 3. whether the materials can be distributed from the office or other isolated location so as to minimize disruption of traffic flow in hallways;
 4. the quantity or size of materials to be distributed;
 5. whether distribution would require assignment of school district staff, use of school district equipment, or other resources;
 6. whether distribution would require that nonschool persons be present on the school grounds;
 7. whether the materials are a solicitation for goods or services not requested by the recipients.

V. TIME, PLACE, AND MANNER OF DISTRIBUTION

- A. No nonschool-sponsored material shall be distributed during and at the place of a normal school activity if it is reasonably likely to cause a material and substantial disruption of that activity.
- B. Distribution of nonschool-sponsored material is prohibited when it blocks the safe flow of traffic within corridors and entrance ways of the school, and school parking lots. Distribution shall not impede entrance to or exit from school premises in any way.
- C. No one shall coerce a student or staff member to accept any publication.
- D. The time, place, and manner of distribution will be solely within the discretion of the administration, consistent with the provisions of this policy.

VI. PROCEDURES

- A. Any student or employee wishing to distribute (as defined in this policy) nonschool-sponsored material must first submit for approval a copy of the material to the principal at least 24 hours in advance of desired distribution time, together with the following information:
 1. Name and phone number of the person submitting the request and, if a

student, the room number of his or her first-period class.

2. Date(s) and time(s) of day intended for distribution.
 3. Location where material will be distributed.
 4. If material is intended for students, the grade(s) of students to whom the distribution is intended.
- B. Within one school day, the principal will review the request and render a decision. In the event that permission to distribute the material is denied or limited, the person submitting the request should be informed in writing of the reasons for the denial or limitation.
 - C. If the person submitting the request does not receive a response within one school day, the person shall contact the office to verify that the lack of response was not due to an inability to locate the person.
 - D. If the person is dissatisfied with the decision of the principal, the person may submit a written request for appeal to the superintendent. If the person does not receive a response within three (3) school days (not counting Saturdays, Sundays, and holidays) of submitting the appeal, the person shall contact the office of the superintendent to verify that the lack of response is not due to an inability to locate the person.
 - E. Permission or denial of permission to distribute material does not imply approval or disapproval of its contents by either the school, the administration of the school, the school board, or the individual reviewing the material submitted.

VII. DISCIPLINARY ACTION

- A. Distribution by any student of nonschool-sponsored material prohibited herein or in violation of the provisions of time, place, and manner of distribution as described above will be halted and disciplinary action will be taken in accordance with the school district's Student Discipline Policy.
- B. Distribution by any employee of nonschool-sponsored material prohibited herein or in violation of the provisions of time, place, and manner of distribution as described above will be halted and appropriate disciplinary action will be taken, in accordance with any individual contract, collective bargaining agreement, school district policies and procedures, and/or governing statute.
- C. Any other party violating this policy will be requested to leave the school property immediately and, if necessary, the police will be called.

VIII. NOTICE OF POLICY TO STUDENTS AND EMPLOYEES

A copy of this policy will be published in student handbooks and posted in school buildings.

IX. IMPLEMENTATION

The school district administration may develop any additional guidelines and procedures necessary to implement this policy for submission to the school board for approval. Upon approval by the school board, such guidelines and procedures shall be an addendum to this policy.

[Note: School districts are encouraged to consider additional guidelines which reflect varied local practices relating to this subject matter including addressing the subject of consistency and uniformity for approving or disapproving practices under this policy.]

- Legal References:** U. S. Const., amend. I
Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988)
Bethel Sch. Dist. No. 403 v. Fraser, 478 U.S. 675 (1986)
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503 (1969)
Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987)
Roark v. South Iron R-1 School Dist., 573 F.3d 556 (8th Cir. 2009)
Victory Through Jesus Sports Ministry Foundation v. Lee's Summit R-7 School Dist., 640 F.3d 329 (8th Cir. 2011), cert. denied 565 U.S. 1036 (2011)
- Cross References:** MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 512 (School-Sponsored Student Publications)
MSBA/MASA Model Policy 904 (Distribution of Materials on School District Property by Nonschool Persons)

Adopted: _____

MSBA/MASA Model Policy 904

Orig. 1995

Revised: _____

Rev. 2002

904 DISTRIBUTION OF MATERIALS ON SCHOOL DISTRICT PROPERTY BY NONSCHOOL PERSONS

I. PURPOSE

The purpose of this policy is to provide for distribution of materials appropriate to the school setting by nonstaff and nonstudents on school district property in a reasonable time, place, and manner which does not disrupt the educational program nor interfere with the educational objectives of the school district.

II. GENERAL STATEMENT OF POLICY

- A. The school district intends to provide a method for nonschool persons and organizations to distribute materials appropriate to the school setting within the limitations and provisions of this policy.
- B. To provide for orderly and nondisruptive distribution of materials, the school board adopts the following regulations and procedures.

III. DEFINITIONS

- A. "Distribution" means circulation or dissemination of materials by means of handing out free copies, selling or offering copies for sale, accepting donations for copies, posting or displaying materials, or placing materials in internal staff or student mailboxes.
- B. "Materials" includes all materials and objects intended by nonschool persons or nonschool organizations for distribution. Examples of nonschool-sponsored materials include, but are not limited to, leaflets, brochures, buttons, badges, flyers, petitions, posters, underground newspapers whether written by students, employees or others, and tangible objects.
- C. "Nonschool person" means any person who is not currently enrolled as a student in or employed by the school district.
- D. "Obscene to minors" means:
 - 1. The average person, applying contemporary community standards, would find that the material, taken as a whole, appeals to the prurient interest of minors of the age to whom distribution is requested;
 - 2. The material depicts or describes, in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of the age to whom distribution is requested, sexual conduct such as intimate sexual acts (normal or perverted), masturbation, excretory functions, and lewd exhibition of the genitals; and
 - 3. The material, taken as a whole, lacks serious literary, artistic, political, or scientific value for minors.

- E. "Minor" means any person under the age of eighteen (18).
 - F. "Material and substantial disruption" of a normal school activity means:
 - 1. Where the normal school activity is an educational program of the school district for which student attendance is compulsory, "material and substantial disruption" is defined as any disruption which interferes with or impedes the implementation of that program.
 - 2. Where the normal school activity is voluntary in nature (including school athletic events, school plays and concerts, and lunch periods) "material and substantial disruption" is defined as student rioting, unlawful seizures of property, conduct inappropriate to the event, participation in a school boycott, demonstration, sit-in, stand-in, walk-out, or other related forms of activity.
- In order for expression to be considered disruptive, specific facts must exist upon which the likelihood of disruption can be forecast including past experience in the school, current events influencing student activities and behavior, and instances of actual or threatened disruption relating to the written material in question.
- G. "School activities" means any activity sponsored by the school including, but not limited to, classroom work, library activities, physical education classes, official assemblies and other similar gatherings, school athletic contests, band concerts, school plays, other theatrical productions, and in-school lunch periods.
 - H. "Libelous" is a false and unprivileged statement about a specific individual that tends to harm the individual's reputation or to lower him or her in the esteem of the community.

IV. GUIDELINES

- A. Nonschool persons and organizations may, within the provisions of this policy, be granted permission to distribute, at reasonable times and places as set forth in this policy, and in a reasonable manner, materials and objects which are appropriate to the school setting.
- B. Requests for distribution of materials will be reviewed by the administration on a case-by-case basis. However, distribution of the following materials is always prohibited. Material is prohibited that:
 - 1. is obscene to minors;
 - 2. is libelous;
 - 3. is pervasively indecent or vulgar or contains any indecent or vulgar language or representations, with a determination made as to the appropriateness of the material for the age level of students to which it is intended;
 - 4. advertises any product or service not permitted to minors by law;
 - 5. advocates violence or other illegal conduct;
 - 6. constitutes insulting or fighting words, the very expression of which injures or harasses other people (e.g., threats of violence, defamation of character or of a person's race, religion, or ethnic origin);

7. presents a clear and present likelihood that, either because of its content or the manner of distribution, it will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts or the violation of lawful school regulations.
- C. Permission for nonschool persons to distribute materials on school district property is a privilege and not a right. In making decisions regarding permission for such distribution, the administration will consider factors including, but not limited to, the following:
1. whether the material is educationally related;
 2. the extent to which distribution is likely to cause disruption of or interference with the school district's educational objectives, discipline, or school activities;
 3. whether the materials can be distributed from the office or other isolated location so as to minimize disruption of traffic flow in hallways;
 4. the quantity or size of materials to be distributed;
 5. whether distribution would require assignment of school district staff, use of school district equipment, or other resources;
 6. whether distribution would require that nonschool persons be present on the school grounds;
 7. whether the materials are a solicitation for goods or services not requested by the recipients.

V. TIME, PLACE, AND MANNER OF DISTRIBUTION

If permission is granted pursuant to this policy for the distribution of any materials, the time, place, and manner of distribution will be solely within the discretion of the administration, consistent with the provisions of this policy.

VI. PROCEDURES

- A. Any nonschool person wishing to distribute materials must first submit for approval a copy of the materials to the administration at least five days in advance of desired distribution time, together with the following information:
1. Name and phone number of the person submitting the request.
 2. Date(s) and time(s) of day of requested distribution.
 3. If material is intended for students, the grade(s) of students to whom the distribution is intended.
 4. The proposed method of distribution.
- B. The administration will review the request and render a decision. The administration will assign a location and method of distribution and will inform the persons submitting the request whether nonschool persons may be present to distribute the materials. In

the event that permission to distribute the materials is denied or limited, the person submitting the request should be informed in writing of the reasons for the denial or limitation.

- C. Permission or denial of permission to distribute material does not imply approval or disapproval of its contents by either the school, the administration of the school, the school board, or the individual reviewing the material submitted.
- D. In the event that permission to distribute materials is denied, the nonschool person or organization may request reconsideration of the decision by the superintendent. The request for reconsideration must be in writing and must set forth the reasons why distribution is desirable and in the interest of the school community.

VII. VIOLATION OF POLICY

Any party violating this policy or distributing materials without permission will be directed to leave the school property immediately and, if necessary, the police will be called.

VIII. IMPLEMENTATION

The school district administration may develop any additional guidelines and procedures necessary to implement this policy for submission to the school board for approval. Upon approval by the school board, such guidelines and procedures shall be an addendum to this policy.

[Note: School districts are encouraged to consider additional guidelines which reflect varied local practices relating to this subject matter including addressing the subject of consistency and uniformity for approving or disapproving practices under this policy.]

Legal References: U. S. Const., amend. I
Hazelwood School District v. Kuhlmeier, 484 U.S. 260, 108 S.Ct. 562, 98 L.Ed.2d 592 (1988)
Doe v. South Iron R-1 School District, 498 F.3d 878 (8th Cir. 2007)
Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987)
Cornelius v. NAACP Legal Defense and Educational Fund, Inc., 473 U.S. 788, 105 S.Ct. 3439, 87 L.Ed.2d 567 (1985)
Perry Education Ass'n v. Perry Local Educators' Ass'n, 460 U.S. 37, 103 S.Ct. 948, 74 L.Ed.2d 794 (1983)
Roark v. South Iron R-1 School Dist., 573 F.3d 556 (8th Cir. 2009)
Victory Through Jesus Sports Ministry Foundation v. Lee's Summit R-7 School Dist., 640 F.3d 329 (8th Cir. 2011), cert. denied 565 U.S. 1036, 132 S.Ct. 592 (2011)

Cross References: MSBA/MASA Model Policy 505 (Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees)
MSBA/MASA Model Policy 512 (School-Sponsored Student Publications)

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, February 6, 2023

Subject: Pay-to-Ride Service

(Recommended by the superintendent)

A second read of Policy 743: Pay-to-Ride Service & Administrative Guideline 743.1. Changes have been includes to adhere to District branding and style guidelines and to clarify language around eligibility.

Background Information:

(Prepared by Dan Kretsinger)

RPS currently has two buses dedicated to pay-to-ride routes and five additional buses that serve pay-to-ride students alongside other students. No changes to service are recommended at this time. Though we have the equipment capacity to provide three routes beyond what we are currently providing, we do not have additional drivers to support this. The unceasing and widespread bus driver shortage indicates that increasing service will not be feasible.

Attachments:

Policy 743: Pay-to-Ride Service - redlined

Administrative Guideline 743.1: Pay-to-Ride Service - redlined

RICHFIELD PUBLIC SCHOOLS

PAY-TO-RIDE SERVICE

I. PURPOSE

This policy pertains to ~~pay-to-ride~~Pay To Ride transportation service provided during the regular school year when the public school is in session. Separate transportation arrangements may be provided for programs offered outside the regular school year.

II. GENERAL STATEMENT OF POLICY

~~The school district~~Richfield Public Schools may provide transportation to students not eligible for regular to and from school transportation in accordance with Minnesota Statute 123B.36 that authorizes charging a fee for service.

Pay-~~To Ride~~ride service eligibility shall be determined by ~~district~~District administration based upon sufficient time and space availability for servicing non-eligible students on transportation equipment it would normally have in use on the average school day. However, additional buses may be placed into operation to service ~~pay-to-ride~~Pay To Ride students when there are sufficient applicants to cover the added cost.

In general, bus routes shall not be lengthened or otherwise altered to accommodate ~~pay-to-ride~~Pay To Ride students. Students may have to walk up to three quarters of a mile to access the bus ride.

The superintendent is directed to develop the necessary procedures with a fee schedule that shall provide a discount for the servicing of students who have qualified for ~~the Federal Free or Reduced Lunch Program~~free or reduced price meals according to federal child nutrition programs income eligibility guidelines to implement this service. The procedure shall provide for a family cap that will charge the pay-to-ride fee to no more than two students per family.

Legal References: Minn. Stat. § 123B.36 (Authorized Fees)
Minn. Stat. § 123B.37 (Prohibited Fees)
Minn. Stat. § 123B.49 (Extra Curricular Transportation)
Minn. Stat. § 123B.86 (Equal Treatment)
Minn. Stat. § 123B.88 (Transportation)
Minn. Stat. § 123B.92 (Transportation Aid & Entitlement)

Cross References: Board Policy 653 (Field Trips)
Board Policy 541 (Student Behavior)
Board Policy 742 (Student Transportation)

1	Board Policy 744 (Co-curricular and Athletic <u>Activities</u>
2	Transportation)
3	

~~ADOPTED-RATIFIED~~ BY BOARD OF EDUCATION: -November 21, 1988

~~REVIEWED AND~~ REAFFIRMED: -September 16, 1996; May 1, 2006; February 20, 2007~~;~~ April 21, 2008~~;~~ April 20, 2009~~;~~ April 19, 2010~~;~~ May 2, 2011~~;~~ May 7, 2012~~;~~ February 19, 2013~~;~~ March 3, 2014~~;~~ March 2, 2015

REVISED: April 21, 1997~~;~~ March 18, 2002~~;~~ November 4, 2003~~;~~ June 12, 2017

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RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

PAY-TO-RIDE SERVICE

I. INTRODUCTION

The purpose of these administrative guidelines is to assist in the implementation of Board Policy 743: ~~pertaining to~~ Pay-To-Ride ~~service~~ Service.

II. ELIGIBLE STUDENTS

All public ~~and non-public students (grades K-5) residing less than one mile from school or~~ students ~~(in~~ grades 6-12) residing less than two miles from school who are not eligible for regular to and from school or hazardous transportation service are eligible for pay-to-ride service when available.

III. DETERMINATION OF SPACE AVAILABLE

A. The determination of available space shall be those non-obligated seats aboard buses servicing the immediate area, not exceeding the following limits per bus:

<u>77 PASSENGER BUS CAPACITY</u>		<u>89 PASSENGER BUS CAPACITY</u>
Grades K--5:	72 students	89 students
Grades 6--8:	66 students	76 students
Grades 9--12:	54 students	61 students

B. Eligible regular transported students shall take priority over ~~pay-to-ride~~ Pay-To-Ride students when considering available space.

C. Issuance of seating for ~~pay-to-ride~~ Pay-To-Ride students will be determined on a first come, first serve basis. All applications will be stamped with the date and time received.

D. Buses may be added to service ~~Pay-To-Ride~~ pay-to-ride students when there are at least forty qualified students in a concentrated area.

IV. CONTRACTUAL AGREEMENTS

Applicants must submit the fee with the completed contract to be considered for the ~~Pay-To-Ride~~ pay-to-ride service.

A. Determination of fees

1. Services are to be paid in advance on an annual basis.

2. The ~~Pay-To-Ride~~pay-to-ride rate shall be \$300 per student for the school year with services beginning the first day of school.
3. A minimum fee of \$165 per student will be charged for ~~Pay-To-Ride~~pay-to-ride service beginning no later than the first week of November through ~~Spring~~spring Breakrecess. The annual fee must be paid in full before service will commence.
4. Pay-to-~~Ride~~ride rates will be adjusted based on the student's ~~and/or family's~~ eligibility ~~to participate in the National School Lunch Program (i.e. free or reduced lunch).~~to receive free or reduced price meals according to federal child nutrition programs income eligibility guidelines. The complete rate schedule is as follows:

Full Year

Regular			Reduced Lunch			Free Lunch		
Min/Max	Standard	Early Bird	Min/Max	Standard	Early Bird	Min/Max	Standard	Early Bird
\$66/\$600	\$300	\$275	\$50/\$450	\$225	\$210	\$36/\$324	\$162	\$150

Winter

Regular			Reduced Lunch			Free Lunch		
Min/Max	Standard	Early Bird	Min/Max	Standard	Early Bird	Min/Max	Standard	Early Bird
\$66/\$300	\$165	\$150	\$50/\$250	\$125	\$110	\$36/\$180	\$90	\$80

4. Contracts are not transferable by the parent-/guardian.
5. A family fee cap is applicable. The family must pay the full fee for each of the first two students from the same family. No additional fee will be assessed for registering more than two students from the same family. The family can apply this "first-two-full-pay" rule to either whole year transportation or to ~~Winter~~winter only transportation.
6. ~~Early bird pricing~~ will be available to all students and/or families who have submitted the ~~Pay-to-Ride~~pay-to-ride contract before the early bird deadline. The early bird deadline will be established annually, at the discretion of the District.

B. Cancellation of contract

1. Cancellation of the service may be effected by the District upon five (5) days written notice for any of the following reasons:

- a. The district may cancel service resulting from a student's lack of bus safety--discipline or a subsequent determination of time and space available.
 - b. If the student limit per bus is exceeded, the ~~Pay To Ride~~pay-to-ride service will be canceled until such time that space is again determined to be available.
 - c. Services may be canceled due to NSF (non-sufficient funds) checks.
 - d. When a determination is made that service must be discontinued for a student out of a group of ~~Pay To Ride~~pay-to-ride students because of time and space availability, the criteria for retention will be as follows:
 - (1) The date and time stamp on original application.
 - (2) The contract of greater length.
 - (3) The student walking the greater distance as measured by the transportation office.
2. Contracts canceled by the ~~school--district~~District due to disciplinary reasons shall not be considered renewable during the same fiscal year.
- C. Reimbursement for discontinued contracts
1. If the ~~school--district~~District cancels services due to lack of space, it will prorate reimbursement based on the number of days the contract has been in effect.
 2. The ~~school--district~~District will prorate reimbursement for students terminating their contract during the year, based on the number of days the contract has been in effect.
 3. The ~~School~~-District will not reimburse the parent--guardian for those days the student is absent, suspended from transportation service or for emergency school closings, etc.
 4. Reimbursements will be processed annually.
- D. The transportation office will process ~~Pay To Ride~~pay-to-ride contracts with services no later than the first week of October.

V DESIGNATION OF BUS STOP

- A. As a general rule, existing bus stops will be used by ~~Pay To Ride~~pay-to-ride students to access a ride to school.

- B. The maximum walk distance to access the bus stop shall be up to three quarters of a mile.
- C. The ~~Pay To Ride~~~~pay-to-ride~~ student will be issued a bus pass and will be required to show the pass daily to the bus driver when boarding.

VI. ~~ABILITY TO PAY~~

~~The student of a parent / guardian applying and qualifying for the Free or Reduced Lunch Program and providing the verification of income shall be eligible for a reduced fee.~~

Commented [CQ1]: Repetitive

Legal References: Minn. Stat. § 123B.36 (Authorized Fees)
Minn. Stat. § 123B.37 (Prohibited Fees)
Minn. Stat. § 123B.49 (Extra Curricular Transportation)
Minn. Stat. § 123B.86 (Equal Treatment)
Minn. Stat. § 123B.88 (Transportation)
Minn. Stat. § 123B.92 (Transportation Aid & Entitlement)

Cross References: Board Policy 653 (Field Trips)
Board Policy 541 (Student Behavior)
Board Policy 742 (Transportation)
Board Policy 744 (Co-curricular and Athletic Transportation)

Dated: April 21, 1997
Reviewed: February 20, 2007, April 19, 2010, May 2, 2011, May 7, 2012,
February 19, 2013, March 2, 2015
Revised: November 6, 2001, March 18, 2002, November 3, 2003, March 1,
2004, May 1, 2006, April 21, 2008, April 20, 2009, March 3, 2014,
June 12, 2017

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NEW BUSINESS – FOR REVIEW

Agenda Item VI.A.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, February 6, 2023

Subject: Chemical Use/Abuse

(Recommended by the superintendent)

A first read of Policy 110: Chemical Use/Abuse. The District is completing a comprehensive review process for this policy with staff, students, and families. Significant updates are expected due to changes in statute and District procedures.

Attachments:

Policy 110: Chemical Use/Abuse

MSBA Model Policy 417: Chemical Use and Abuse

RICHFIELD PUBLIC SCHOOLS

CHEMICAL USE/ABUSE

I. PURPOSE

The school board recognizes that chemical use and abuse constitutes a great threat to the physical and mental well being of students and employees and significantly impedes the learning process. The school board recognizes the significant problems created by chemical use and abuse in society in general.-The school board believes that the public school has a role in education, intervention, and prevention of chemical use and abuse. The purpose of this policy is to assist the school district in its goal to prevent chemical use and abuse by providing procedures for education and intervention.

II. GENERAL STATEMENT OF POLICY

- A. Use of controlled substances, medical cannabis, toxic substances, and alcohol is prohibited in the school setting in accordance with school district policies with respect to Drug-Free Workplace/Drug-Free School.
- B. It is the policy of this school district to provide an instructional program in every elementary and secondary school in chemical abuse and the prevention of chemical dependency.
- C. The school district shall establish and maintain in every school a chemical abuse pre-assessment team. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.
- D. It will be the responsibility of the superintendent, with the advice of the school board, to establish a school and community advisory team to address chemical abuse problems in the district.
- E. The school district shall establish and maintain a program to educate and assist employees, students and others in understanding this policy and the goals of achieving drug-free schools and workplaces.

III. DEFINITIONS

- A. "Chemical abuse" means use of any psychoactive or mood-altering chemical substance, without compelling medical reason, in a manner that induces mental, emotional, or physical impairment and causes socially dysfunctional or socially disordering behavior, to the extent that the student's normal function in academic, school, or social activities is chronically impaired.

- 1
- 2 B. "Chemicals" includes but is not limited to alcohol, medical cannabis, toxic
- 3 substances, and controlled substances as defined in school board policy
- 4 Drug-Free Workplace/Drug-Free School.
- 5
- 6 C. "Use" includes to sell, buy, manufacture, distribute, dispense, use, or be
- 7 under the influence of alcohol and/or controlled substances, whether or not
- 8 for the purpose of receiving remuneration.
- 9
- 10 D. "School district location" includes any school building or on any school
- 11 premises; on any school-owned vehicle or in any other school-approved
- 12 vehicle used to transport students to and from school or school activities;
- 13 off-school property at any school-sponsored or school-approved activity,
- 14 event or functions, such as a field trip or athletic event, where students are
- 15 under the jurisdiction of the school district; or during any period of time such
- 16 employee is supervising students on behalf of the school district or
- 17 otherwise engaged in school district business.
- 18
- 19

20 **IV. STUDENTS**

21

22 A. Instruction.

23

24 1. Every school shall provide an instructional program in chemical abuse

25 and the prevention of chemical dependency. The school district may

26 involve parents, students, health care professionals, state department staff,

27 and members of the community in developing the curriculum.

28

29 2. Each school shall have age-appropriate, developmentally based drug

30 and alcohol prevention and education programs for all students that address

31 the legal, social, personal and health consequences of the use of chemicals,

32 promote a sense of individual responsibility, and provide information about

33 effective techniques for resisting peer pressure to use chemicals.

34

35 3. Each school shall have drug abuse resistance education programs,

36 designed to teach students to recognize and resist pressures to use alcohol

37 or other drugs, which may include activities such as classroom instruction

38 by uniformed law enforcement officers, resistance techniques, resistance to

39 peer pressure and gang pressure, and provisions for parental involvement.

40

41 B. Pre-assessment Team

42

43 1. Every school shall have a chemical abuse pre-assessment team

44 designated by the superintendent or designee. The team will be

45 composed of classroom teachers, administrators, and other

46 appropriate professional staff to the extent they exist in each school,

47 such as school nurse, school counselor or psychologist, social

48 worker, chemical abuse specialist, or others.

49

2. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.
3. Within 45 days after receiving an individual reported case, the team shall make a determination whether to provide the student and, in the case of a minor, the student's parents with information about school and community services in connection with chemical abuse.

C. Reports of Chemical Use/Abuse

1. In the event that a school district employee knows a student is abusing, possessing, transferring, distributing or selling chemicals in a school location, the employee shall immediately either take the student to an administrator or notify an appropriate administrator of the observation and continue to observe the student until the administrator arrives.
2. The administrator will notify the student's parents. If there is a medical emergency, the administrator will notify the school nurse and/or outside medical personnel as appropriate.
3. The administrator will notify law enforcement officials, the student's counselor, and the chemical pre-assessment team.
4. The administrator and/or law enforcement officials will confiscate the chemicals and/or conduct a search of the student's person, effects, locker, vehicle, or areas within the student's control in accordance with school board policies regarding search and seizure.
5. Students involved in the abuse, possession, transfer, distribution or sale of chemicals shall be suspended in compliance with student discipline policy and the Pupil Fair Dismissal Act, Minn. State. §121A.40-121A.56, and may be proposed for expulsion. The school may also make a referral to a detoxification center or medical center.
6. If a school district employee has reason to believe a student is abusing, possessing, transferring, distributing, or selling chemicals, the employee shall notify the building administrator or a member of the pre-assessment team and shall describe the basis for suspicion. The building administrator and/or team will determine what action should be taken. Action may include conducting an investigation, gathering data, scheduling a conference with the student or parents, or providing a meeting between a single member of the team and the student to discuss the behaviors that have been reported and attempting to ascertain facts regarding chemical use.
7. The team may determine there is no chemical use. If the team determines there is chemical use, the team will select an appropriate course of action, which may include referral to a school counselor;

referral to a treatment program; referral for screening, assessment, and treatment planning; participation in support groups; or other appropriate measures.

8. In the event that an employee knows or has reason to believe a student is involved in distribution or sale of chemicals in a school location, the employee will either take the student to an appropriate administrator or will notify an administrator and continue observation until the administrator arrives.
9. The administrator shall notify law enforcement officials and parents of the known attempt to abuse, possess, transfer, distribute, or sell chemicals. Students involved in distribution or receiving chemicals shall be suspended in compliance with the student discipline policy and the Pupil Fair Dismissal Act, Minn. Stat. §§121A.40 - 121A.45 and proposed for expulsion.
10. Searches in connection with the abuse, possession, transfer, sale, or distribution of chemicals will be conducted in accordance with school board policies related to search and seizure.

V. DATA PRACTICES

- A. Student data may be disclosed without consent in health and safety emergencies pursuant to Minn. Stat. § 13.32 and applicable federal law and regulations. Student data shall be disclosed to the Juvenile Justice System as required by Minn. Stat. §13.32, subd. 8 (as amended, Minnesota Statutes 2000) and as otherwise permitted or required by state or federal law.
- B. Destruction of records
 1. If the pre-assessment team decides not to provide a student and, in the case of a minor, the student's parents with information about school or community services in connection with chemical abuse, records created or maintained by the team about the student shall be destroyed not later than 6 months after the determination is made.
 2. If the team decides to provide the student or parents with such information, records created or maintained by the team about the student shall be destroyed not later than 6 months after the student is no longer enrolled in the district.
 3. This section shall govern destruction of records notwithstanding provisions of the Records Management Act, Minn. Stat. § 138.163.

VI. CONSENT

Any minor may give effective consent for medical, mental and other health services to determine the presence of or to treat conditions associated with alcohol and other drug abuse, and the consent of no other person is required.

VII. SCHOOL AND COMMUNITY ADVISORY TEAM

A. The superintendent and school board shall establish a school and community advisory team to address chemical abuse problems. The advisory team will be composed of representatives from the school pre-assessment teams to the extent possible, law enforcement agencies, county attorney's office, social service agencies, chemical abuse treatment programs, parents, and the business community.

B. The advisory team shall:

1. build awareness of the problem within the community, identify available treatment and counseling programs for students and develop good working relationships and enhance communication between the schools and other community agencies; and
2. develop a written procedure clarifying the notification process to be used by the chemical abuse pre-assessment team when a student is believed to be in possession of or under the influence of alcohol or a controlled substance. The procedure must include contact with the student, and the student's parents or guardian in the case of a minor student.

VIII. EMPLOYEES

A. The superintendent or designee shall undertake and maintain a drug-free awareness and prevention program to inform employees, students, and others about:

1. The dangers and health risks of chemical abuse in the workplace/school.
2. The school district's drug-free workplace/drug-free school policy.
3. Any available drug or alcohol counseling, treatment, rehabilitation, re-entry and/or assistance programs available to employees and/or students.
4. The penalties that may be imposed on employees for drug abuse violations.

- B. The superintendent or designee shall notify any federal granting agency required to be notified under the Drug-Free Workplace Act of 1988 within ten (10) days after receiving notice of a conviction of an employee for violation of a criminal drug statute occurring in the workplace. To facilitate the giving of such notice, any employee award of such a conviction shall report the same to the superintendent.

Legal References:

Minn. Stat. §13.32 (Educational Data)
Minn. Stat. §121A.25-29 (Chemical Abuse)
Minn. Stat. §121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. §138.163 (Records Management Act)
Minn. Stat. §144.343 (Pregnancy, Venereal Disease, Alcohol or Drug Abuse, Abortion)
Minn. Stat. §152.22 (Medical Cannabis; Definitions)
Minn. Stat. §152.23 (Medical Cannabis; Limitations)
20 U.S.C. §232g (Family Educational Rights and Privacy Act)
20 U.S.C. §§7101-7165 (Safe and Drug-Free Schools and Communities Act)
41 U.S.C. §§(Drug-Free Workplace Act)
34 C.F.R Part 84 (Government-wide Requirements for Drug-Free Workplace)

Cross Reference:

Board Policy 104 - Drug-Free Workplace/Drug-Free School
Board Policy 404 - Drug and Alcohol Testing
Board Policy 541 - Student Behavior
Board Policy 543 - Search of Student Lockers, Desks, Personal Possessions and Student's Person
Board Policy 581 – Protection and Privacy of Pupil Records

ADOPTED BY THE BOARD OF EDUCATION:
REAFFIRMED BY THE BOARD OF EDUCATION
REVISED BY THE BOARD OF EDUCATION:

November 6, 2000
November 14, 2011
December 7, 2004, April 3, 2017

Adopted: _____

MSBA/MASA Model Policy 417

Orig. 1995

Revised: _____

Rev. 2022

417 CHEMICAL USE AND ABUSE

[Note: This policy reflects mandatory provisions of state and federal law and is not discretionary.]

I. PURPOSE

The school board recognizes that chemical use and abuse constitutes a grave threat to the physical and mental well-being of students and employees and significantly impedes the learning process. Chemical use and abuse also creates significant problems for society in general. The school board believes that the public school has a role in education, intervention, and prevention of chemical use and abuse. The purpose of this policy is to assist the school district in its goal to prevent chemical use and abuse by providing procedures for education and intervention.

II. GENERAL STATEMENT OF POLICY

- A. Use or possession of controlled substances, toxic substance, medical cannabis, and alcohol before, during, or after school hours, at school or in any other school location, is prohibited in accordance with school district policies with respect to a Drug-Free Workplace/Drug-Free School.
- B. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievement.
- C. Every school that participates in a school district chemical abuse program shall establish a chemical abuse preassessment team. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.
- D. The school district shall establish a drug-free awareness program for its employees.

[Note: School districts are required to establish a drug-free awareness program for school district employees pursuant to the Drug-Free Workplace Act. In addition, state law requires that the written districtwide school discipline policy must include procedures for detecting and addressing chemical abuse problems of a student while on the school premises. Further, school districts are required to develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievement if receiving funding under the federal Student Support and Academic Enrichment Grants law.]

III. DEFINITIONS

- A. "Chemical abuse," as applied to students, means use of any psychoactive or mood-altering chemical substance, without compelling medical reason, in a manner that induces mental, emotional, or physical impairment and causes socially dysfunctional or socially disordering behavior, to the extent that the minor's normal function in academic, school, or social activities is chronically impaired.
- B. "Controlled substances," as applied to the chemical abuse assessment of students, means a drug, substance, or immediate precursor in Schedules I through V of Minnesota Statutes section 152.02 and "marijuana" as defined in Minnesota Statutes section 152.01, subdivision 9 but not distilled spirits, wine, malt beverages, intoxicating liquors or tobacco. As otherwise defined in this policy,

“controlled substances” include narcotic drugs, hallucinogenic drugs, amphetamines, barbiturates, marijuana, anabolic steroids, or any other controlled substance as defined in Schedules I through V of the Controlled Substances Act, 21 United States Code section 812, including analogues and look-alike drugs.

- C. “Drug prevention” means prevention, early intervention, rehabilitation referral, recovery support services, or education related to the illegal use of drugs, such as raising awareness about the consequences of drug use that are evidence based.
- D. “Teacher” means all persons employed in a public school or education district or by a service cooperative as members of the instructional, supervisory, and support staff including superintendents, principals, supervisors, secondary vocational and other classroom teachers, librarians, counselors, school psychologists, school nurses, school social workers, audio-visual directors and coordinators, recreation personnel, media generalists, media supervisors, and speech therapists.

IV. STUDENTS

A. Districtwide School Discipline Policy

Procedures for detecting and addressing chemical abuse problems of a student while on school premises are included in the districtwide school student discipline policy.

B. Programs and Activities

- 1. The school district shall develop, implement, and evaluate comprehensive programs and activities that foster safe, healthy, supportive, and drug-free environments that support student academic achievements. The programs and activities may include, among other programs and activities, drug prevention activities and programs that may be evidence based, including programs to educate students against the use of alcohol, tobacco, marijuana, smokeless tobacco products, and electronic cigarettes.
- 2. As part of its drug-free programs, the school district may implement the drug abuse resistance education program (DARE) that enables peace officers to undergo the training to teach a curriculum on drug abuse resistance in schools.

C. Reports of Use, Possession, or Transfer of Alcohol or a Controlled Substance

- 1. A teacher in a nonpublic school participating in a school district chemical use program, or a public school teacher, who knows or has reason to believe that a student is using, possessing, or transferring alcohol or a controlled substance while on the school premises or involved in school-related activities, shall immediately notify the school's chemical abuse preassessment team, or staff member assigned duties similar to those of such a team, of this information.

[Note: School districts are not required to participate in a chemical abuse program or establish a chemical abuse preassessment team pursuant to state law. Schools are required to have procedures for detecting student chemical abuse and can obtain federal funding if they establish drug prevention, detection, intervention, and recovery support services. Thus, it is recommended that schools establish these programs and activities. For those schools that do not establish a chemical abuse preassessment team, those obligations could be assigned to a specified staff member such as a school counselor or administrator.]

- 2. Students involved in the abuse, possession, transfer, distribution, or sale of chemicals

may be suspended and proposed for expulsion in compliance with the student discipline policy and the Pupil Fair Dismissal Act, Minnesota Statutes section 121A.40-121A.56, and proposed for expulsion.

3. Searches by school district officials in connection with the use, possession, or transfer of alcohol or a controlled substance will be conducted in accordance with school board policies related to search and seizure.
4. Nothing in paragraph IV.B.1. prevents a teacher or any other school employee from reporting to a law enforcement agency any violation of law occurring on school premises or at school sponsored events.

D. Preassessment Team

1. Every school that participates in a school district chemical abuse program shall establish a chemical abuse preassessment team designated by the superintendent or designee. The team must be composed of classroom teachers, administrators, and to the extent they exist in the school, school nurse, school counselor or psychologist, social worker, chemical abuse specialist, and other appropriate professional staff. For schools that do not have a chemical abuse program and team, the superintendent or designee will assign these duties to a designated school district employee.
2. The team is responsible for addressing reports of chemical abuse problems and making recommendations for appropriate responses to the individual reported cases.
3. Within forty-five (45) days after receiving an individual reported case, the team shall make a determination whether to provide the student and, in the case of a minor, the student's parents with information about school and community services in connection with chemical abuse.

E. Data Practices

1. Student data may be disclosed without consent in health and safety emergencies pursuant to Minnesota Statutes section 13.32 and applicable federal law and regulations.

2. Destruction of Records

- a. If the preassessment team decides not to provide a student and, in the case of a minor, the student's parents with information about school or community services in connection with chemical abuse, records created or maintained by the team about the student shall be destroyed not later than six (6) months after the determination is made.
- b. If the team decides to provide the student and, in the case of a minor or a dependent student, the student's parents with information about school or community services in connection with chemical abuse, records created or maintained by the team about the student shall be destroyed not later than six (6) months after the student is no longer enrolled in the district.
- c. Destruction of records identifying individual students shall be governed by paragraph IV.E.2. notwithstanding Minnesota Statutes section 138.163 (Preservation and Disposal of Public Records).

F. Consent

Any minor may give effective consent for medical, mental, and other health services to determine the presence of or to treat conditions associated with alcohol and other drug abuse, and the consent of no other person is required.

[Note: State law permits schools to provide these services to minor students without the consent of a parent. If, however, a school district provides these or other services pursuant to a grant received under the Student Support and Academic Enrichment Grants law, this funding could be jeopardized if the requirements of federal law, to obtain prior written, informed consent from the parent of each child who is under 18 years of age is not obtained.]

V. EMPLOYEES

- A. The school district shall establish a drug-free awareness program to inform employees about:
 - 1. The dangers of drug abuse in the workplace.
 - 2. The school district's policy of maintaining a drug-free workplace.
 - 3. Available drug counseling, rehabilitation, and employee assistance programs.
 - 4. The penalties that may be imposed on employees for drug abuse violations.
- B. The school district shall notify a federal granting agency required to be notified under the Drug-Free Workplace Act within ten (10) days after receiving notice from the employee or otherwise receiving actual notice of any criminal drug statute conviction occurring in the workplace.

Legal References:

- Minn. Stat. § 13.32 (Educational Data)
- Minn. Stat. § 121A.25-121A.29 (Chemical Abuse)
- Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)
- Minn. Stat. § 121A.61 (Discipline and Removal of Students from Class)
- Minn. Stat. § 124D.695 (Approved Recovery Program Funding)
- Minn. Stat. § 126C.44 (Safe Schools Levy)
- Minn. Stat. § 138.163 (Preservation and Disposal of Public Records)
- Minn. Stat. § 144.343 (Pregnancy, Venereal Disease, Alcohol or Drug Abuse, Abortion)
- Minn. Stat. § 152.01 (Definitions)
- Minn. Stat. § 152.02 (Schedules of Controlled Substances; Administration of Chapter)
- Minn. Stat. § 152.22 (Definitions; Medical Cannabis)
- Minn. Stat. § 152.23 (Limitations; Medical Cannabis)
- Minn. Stat. § 299A.33 (DARE Program)
- Minn. Stat. § 466.07, subd. 1 (Indemnification Required)
- Minn. Stat. § 609.101, subd. 3(e) (Controlled Substance Offenses; Minimum Fines)
- 20 U.S.C. § 1232g (Family Educational Rights and Privacy Act)
- 20 U.S.C. §§ 7101-7122 (Student Support and Academic Enrichment Grants)
- 20 U.S.C. § 5812 (National Education Goals)
- 20 U.S.C. § 7175 (Local Activities)
- 41 U.S.C. §§ 8101-8106 (Drug-Free Workplace Act)
- 34 C.F.R. Part 84 (Government-Wide Requirements for Drug-Free Workplace)

Cross References:

- MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
- MSBA/MASA Model Policy 416 (Drug and Alcohol Testing)
- MSBA/MASA Model Policy 418 (Drug-Free Workplace/Drug Free School)
- MSBA/MASA Model Policy 419 (Tobacco-Free Environment; Possession and Use of Tobacco, Tobacco-Related Devices, and Electronic Delivery Devices; Vaping Awareness and Prevention Instruction)
- MSBA/MASA Model Policy 502 (Search of Student Lockers, Desks, Personal

Possessions, and Student's Person)

MSBA/MASA Model Policy 506 (Student Discipline)

MSBA/MASA Model Policy 515 (Protection and Privacy of Pupil Records)

MSBA/MASA Model Policy 527 (Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches)

NEW BUSINESS - FOR ACTION

Agenda Item VI.B.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, February 6, 2023

Subject: Pay Equity Compliance Report

(Recommended by the superintendent)

That the board approve the attached Pay Equity Compliance Report.

Background Information

(Prepared by Craig Holje)

Pursuant to the Local Government Pay Equity Act, M.S. 471.991-471.999, one third of jurisdictions must report pay equity compliance on a scheduled year established by the Department of Employee Relations. Our District is required to report in 2023 using staff data in place as of December 31, 2022.

Compliance Report

Jurisdiction: ISD No. 280 - Richfield
401 West 70th Street

Richfield, MN 55423

Report Year: 2023
Case: 1 - 2023 DATA (Submitted)

Contact: Craig Holje

Phone: (612) 798-6031

E-Mail: craig.holje@rpsmn.org

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	25	42	7	74
# Employees	60	561	50	671
Avg. Max Monthly Pay per employee	5743.91	8820.29		8239.50

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 142.8 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	8	22
b. # Below Predicted Pay	17	20
c. TOTAL	25	42
d. % Below Predicted Pay (b divided by c = d)	68.00	47.62

*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

B. T-test Results

Degrees of Freedom (DF) = 619	Value of T = -6.743
-------------------------------	---------------------

a. Avg. diff. in pay from predicted pay for male jobs = -65

b. Avg. diff. in pay from predicted pay for female jobs = 938

III. SALARY RANGE TEST = 121.28 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 4.61

B. Avg. # of years to max salary for female jobs = 3.80

IV. EXCEPTIONAL SERVICE PAY TEST = 101.69 (Result is B divided by A)

A. % of male classes receiving ESP = 96.00 *

B. % of female classes receiving ESP = 97.62

*(If 20% or less, test result will be 0.00)

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, February 6, 2023

Subject: Donations

(Recommended by the superintendent)

That the board of education accept the following donations with gratitude.

Richfield STEM School received a donation of \$103.70 from Box Tops for Education.

Centennial Elementary School received donations of \$50.65 from GreatLakes Reyes Bottling, \$35.20 from Box Tops for Education, and \$165.00 through the Blackbaud Giving Fund.

Richfield High School received a donation of a book valued at \$13.99 from Doris Rubenstein of Richfield.

Richfield Middle School received a donation of a book valued at \$13.99 from Doris Rubenstein of Richfield.

