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, October 21, 2024
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. Public Comment

B. Superintendent Update

1. Marketing & Communications Presentation

IV. CONSENT AGENDA

A. Routine Matters

1. Minutes of the Regular Meeting held October 7, 2024
2. General Disbursements as of 10/14/24 in the Amount of $639,582.40
3. Year-to-Date Finance Update

B. Personnel Items

C. Assurance of Compliance with State and Federal Law Prohibiting Discrimination

V. OLD BUSINESS

A. Policy 744: Activities Transportation & Administrative Guideline 744.1

B. Policy 408: Gifts to Employees & Administrative Guideline 408.1

C. Policy 547: Student Dress and Appearance & Administrative Guideline 547.1

VI. NEW BUSINESS

A. Policy 608: Education of Students with Disabilities

B. Donations

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Suggested/Future Agenda Items

D. Future Meeting Dates

11-4-2024	7 p.m.	Regular Board Meeting
11-18-2024	5:30 p.m.	Board Study Session with the City Council
11-18-2024	7 p.m.	Regular Board Meeting – Public Comment

VIII. ADJOURN REGULAR MEETING

INFORMATION AND PROPOSALS – NON-ACTION ITEMS **Agenda Item II.A.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

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.

ABE:	Adult Basic Education
AC:	All Conference
ACHM:	All Conference Honorable Mention
ADA:	Americans with Disabilities Act
ADM:	Average Daily Membership
A.I.:	American Indian
A.I.:	Artificial Intelligence
AIPAC:	American Indian Parent Advisory Committee
ALC:	Area Learning Center
AMSD:	Association of Metropolitan School Districts
AP:	Advanced Placement
AP:	Assistant Principal
APBP:	Association of Pedestrian and Bicycle Professionals
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
BPH:	Bloomington Public Health
BSN:	Bachelor of Science in Nursing
C&A:	Connect & Assess
CACR:	Comprehensive Achievement and Civic Readiness (previously World's Best Workforce)
CAD:	Computer-aided Design
CAREI:	Center for Applied Research & Educational Improvement
CASEL:	Collaborative for Academic, Social, and Emotional Learning
CAV-X:	Connected and Automated Vehicles Office (MnDOT)

CBM:	Curriculum Based Measurement
CCR:	Career & College Readiness
CDC:	Centers for Disease Control
CE:	Community Education
CIS:	College in the Schools
CLSD:	Comprehensive Literacy State Development
CPR & AED:	Cardiopulmonary Resuscitation & Automated External Defibrillator
DA:	Dream Act
D.O.:	District Office
DSLN:	District Summer Learning Network
EAP:	Employee Assistance Program
ECFE:	Early Childhood Family Education
ECSE:	Early Childhood Special Education
ELA:	English Language Arts
EL or ELL:	English Learner or English Language Learner
ESSA:	Every Student Succeeds Act
ESL:	English as a Second Language
ESY:	Extended School Year
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
HSSC:	Hennepin South Services Collaborative
HVAC:	Heating, Ventilation, & Air Conditioning
IEP:	Individualized Education Plan
IHP:	Individual Healthcare Plan
IT:	Instructional Technology
LAN:	Local Area Network
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
LTD:	Long Term Disability
LTFM:	Long-Term Facilities Maintenance
LSN:	Licensed School Nurse
MASA:	Minnesota Association of School Administrators

MASMS:	Minnesota Educational Facilities Management Professionals Association
MCA:	Minnesota Comprehensive Assessments
MDE:	Minnesota Department of Education
MDH:	Minnesota Department of Health
MFA:	Multi-Factor Authentication
MIEA:	Minnesota Indian Education Association
MIRA:	Módulo de información recursos y apoyo (CE partner)
MLL:	Multilingual Learning
MnDOT:	Minnesota Department of Transportation
MNEEP:	Minnesota Education Equity Partnership
MOA:	Memorandum of Agreement
MSBA:	Minnesota School Boards' Association
MSHSL:	Minnesota State High School League
MTSS:	Multi-Tiered Systems of Support
MVP:	Most Valuable Player
NA/I:	Native American/Indigenous
NCTM:	National Council of Teachers of Mathematics
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
PICA:	Parents in Community Action (Head Start organization)
PHN:	Public Health Nurse
PLC:	Professional Learning Community
PRESS:	Path to Reading Excellence in School Sites
PSEO:	Postsecondary Enrollment Options
PTO or PTSO:	Parent-Teacher Organization or Parent-Teacher-Student Organization
POS:	Point of Sale
POY:	Player of the Year
Q Comp:	Alternative Teacher Professional Pay System
RCEP:	Richfield College Experience Program
RDLS:	Richfield Dual Language School
READY:	Residents Encouraging Asset Development in Youth
RFP:	Request for Proposal
RHRC:	Richfield Health Resource Center
RHS:	Richfield High School
RMS:	Richfield Middle School
RN:	Registered Nurse
RPS:	Richfield Public Schools

SAEBRS:	Social, Academic, and Emotional Behavior Risk Screener
SBG:	Standards-Based Grading
SEC:	South Education Center
SEIU:	Service Employees International Union
SEL:	Social-Emotional Learning
SIPPS:	Systematic Instruction in Phonological Awareness, Phonics, and Sight Words
SLA:	Spanish Language Arts
SPED:	Special Education
SRTS:	Safe Routes to School
STAR:	Standardized Test for Assessment of Reading
STAT:	Student and Teacher Assistance Team
STEM:	Science, Technology, Engineering, and Math
SWBE:	School Wide Behavior Expectations
SY:	School Year
T&L:	Teaching & Learning
TCRWP:	Teachers College Reading & Writing Project
TMC:	Tri-Metro Conference
T Plus or T+	Transition Plus
TS GOLD:	Teaching Strategies GOLD® Assessment
UFARS:	Uniform Financial Accounting and Reporting Standards
VEAP:	Volunteers Enlisted to Assist People
VEBA:	Voluntary Employees' Beneficiary Association
VPK:	Voluntary PreKindergarten
WBWF:	World's Best Workforce (renamed Comprehensive Achievement and Civic Readiness)
WCPM:	Words Correct Per Minute
WIN:	What I Need
YTD:	Year-to-Date

RPS Student Demographic Data 2023-2024:

4,073 Students Districtwide

- 3,925 Traditional Count
  - 1,685 Elementary (K-5) Average Class Size = 23.08
  - 797 Middle (6-8) Average Class Size = 23.21
  - 1,304 High (9-12) Average Class Size = 25.2
  - 119 ECSE
  - 20 Transition+
- 148 Voluntary Prekindergarten (VPK)

Student Diversity (based on MDE categories)

- BIPOC: 70.71%
  - American Indian or Alaska Native: 0.88%
  - Asian: 3.66%
  - Hispanic: 44.19%
  - Black or African American: 13.5%
  - Native Hawaiian or Other Pacific Islander: 0.07%
  - 2 or More Races: 8.4%
- White: 29.29%

English Learner

- ELL: 23.67%
- Non-ELL: 76.33%

Free/Reduced Eligible

- Eligible: 57.2%
- Not Eligible: 42.8%

INFORMATION AND PROPOSALS – NON-ACTION ITEMS **Agenda Item II.B.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Ongoing Board Calendar

Upcoming Events to Attend:

Friday, October 25: Sheridan Hills Fall Family Craft Night
Tuesday, October 29: RMS Beginning Band Concert, 7 p.m.
Wednesday, October 30: RMS Intermediate & Advanced Band Concert, 7 p.m.

Monday, November 4: Board Meeting, 7 p.m.
Friday, November 15: Fall Family Movie Night, 6 p.m. @ Sheridan Hills
Monday, November 18: Board Study Session with the City Council, 5:30 p.m.
Monday, November 18: Board Meeting, 7 p.m.
Thursday, November 21 – Sunday, November 24: RHS Fall Play (Romeo and Juliet)

Monday, December 2: Board Meeting, 7 p.m.
Saturday, December 7: Kindergarten Kickoff & Preschool Preview, 9 a.m.–12 p.m. @ R-STEM Elementary

Upcoming Holidays, Heritage Months, and Appreciation Days:

October is National Principals Month
October is National Bullying Awareness Month
October is Cybersecurity Awareness Month

November is Native American Heritage Month
November 11-15: National School Psychology Week
November 14: National Community Education Day
November 22: Substitute Educators Day

INFORMATION AND PROPOSALS – NON-ACTION ITEMS **Agenda Item III.B.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Superintendent Update

Director of Marketing and Communications Jennifer Smith will provide a presentation.

Attachments:
Marketing & Communications Presentation

Enriching and accelerating learning

RICHFIELD PUBLIC SCHOOLS

Communications & Marketing

2024 School Board Report

Jennifer Smith, Dir. of Marketing & Communications

October 21, 2024

Enriqueciendo y acelerando el aprendizaje

We Are Multi-Faceted

RICHFIELD PUBLIC SCHOOLS

Meet the Team

- Jennifer Smith, Communication Director
  - Districtwide Messaging & Copyediting
  - Public Relations
  - Marketing and Advertising
  - Graphic Design
  - Crisis Communications
  - Newsletters (external)
  - Employee Recognition
- Laura Hrad, Digital Comm. Specialist
  - Website Management & ADA Compliance
  - Social Media & Content Creation
  - Video Production
  - Newsletters (internal)
- Enrollment Coordinator
  - Districtwide Enrollment Support
  - Event Planning



Jennifer and Laura

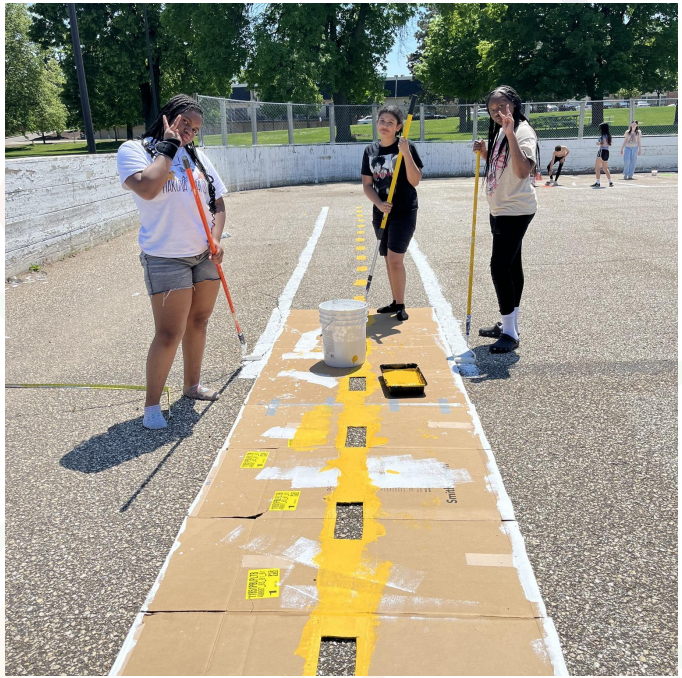
We Are Storytellers

RICHFIELD PUBLIC SCHOOLS

Goal: We will ensure students are seen, valued, heard and respected to maintain a healthy school and District climate.

Telling the Story of RPS

- 54 original stories were written and published
- 28 of these stories met the criteria for this goal
- An additional 21 Senior Stories were written and published, celebrating the class of 2024
- Top three stories from last year:
  - The Case for Soft Pretzels (October 2023)
  - Success Story: The First Annual Powwow at RHS (December 2023)
  - RMS Students Create Traffic Gardens for Local Park (March 2024)



RMS Traffic Garden

We Are Storytellers

RICHFIELD PUBLIC SCHOOLS

Goal: We will support the positive reputation of Richfield Public Schools.

Telling the Story of RPS

- 2020-21 Benchmark: 27 articles
- 2021-22 Goal: 30 articles (Actual: 47)
- 2022-23 Goal: 32 articles (Actual: 32)
- 2023-24 Goal: 35 articles (Actual: 43)
- Top media hits from last year:
  - Minnesota schools receive grants to help ease traffic jams
  - Minnesota high school students bring history to life through the U of M's College in the Schools program
  - Column: Student achievement improving in Richfield
  - Minnesota OK'd free menstrual products in schools, but that hasn't solved the problem



Chimdalu from the MPR story on period products.

We Are Storytellers

RICHFIELD PUBLIC SCHOOLS

Goal: We will support the positive reputation of Richfield Public Schools.

Telling the Story of RPS

- Your Schools
- Advertisements
- Paid Social



We Support Enrollment

RICHFIELD PUBLIC SCHOOLS

Goal: We will improve marketing and public relations efforts to increase District enrollment.

First year of a three-year project to share the positive things taking place at Richfield Middle School

- 2-3 feature stories per month
- 1 special event for incoming families
- Updated new family packets
- Goal: Transition loss of 7-12 students or fewer



RMS family at the RMS Open House.

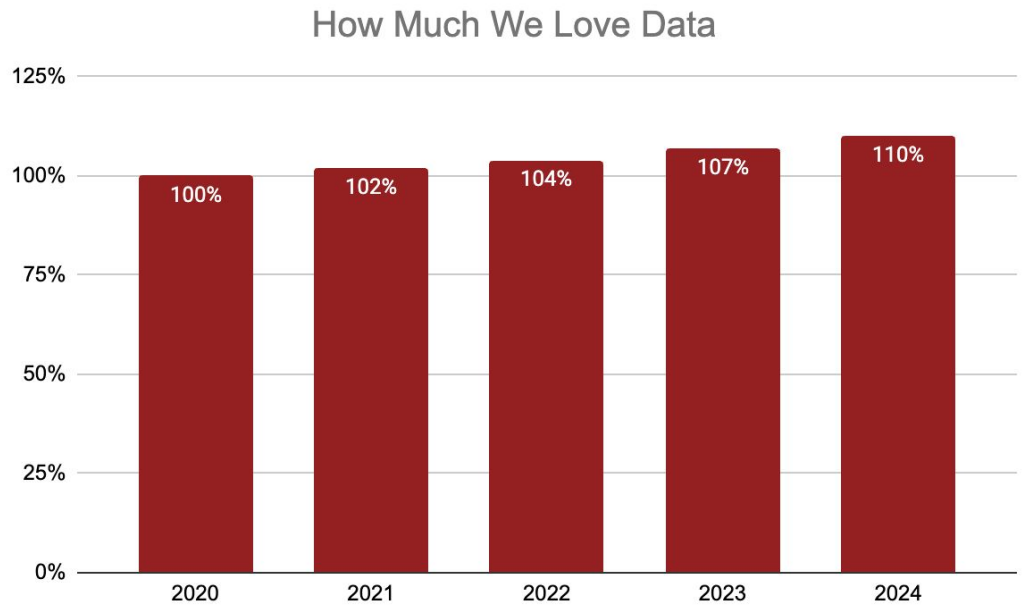
We Love Data!

RICHFIELD PUBLIC SCHOOLS

Goal: Effective use of data to inform leadership

We make data-based decisions to ensure our work is strategic and effective.

- Annual RPS Survey
- Bi-Annual Communication Survey
- Enrollment Data
- New Family Enrollment Survey



We Are Richfield

RICHFIELD PUBLIC SCHOOLS

Goal: Effective communication of referendum information

Question 1: Renewing our Technology Levy

- 81% YES

Question 2: Replacing the Operating Referendum

- 72% YES



We Are Engaging

RICHFIELD PUBLIC SCHOOLS

Goal: We will ensure students are seen, valued, heard and respected to maintain a healthy school and District climate.

- Launched RPS Inside Out to engage more staff in submitting content. Included business cards, stickers and posters. A monthly staff newsletter keeps the campaign top of mind.
- Met with staff at the RMS Best Buy Teen Tech Center to create opportunities to showcase student work.
- Partnered with Jonathan Heyer and staff to share stories about activities and learning that took place in summer programs.



RPS INSIDE OUT

TELLING OUR DISTRICT'S STORY, TOGETHER.

Some of the stories submitted by YOU!

Thank you to everyone who has helped tell our district's story from the inside out. Here are just a few of the stories submitted by RPS staff. For more, consider following our Facebook and Instagram pages. What fun and interesting things are happening in your classroom or building? Tell us by filling out this quick form. We will be back next month to highlight more submissions!

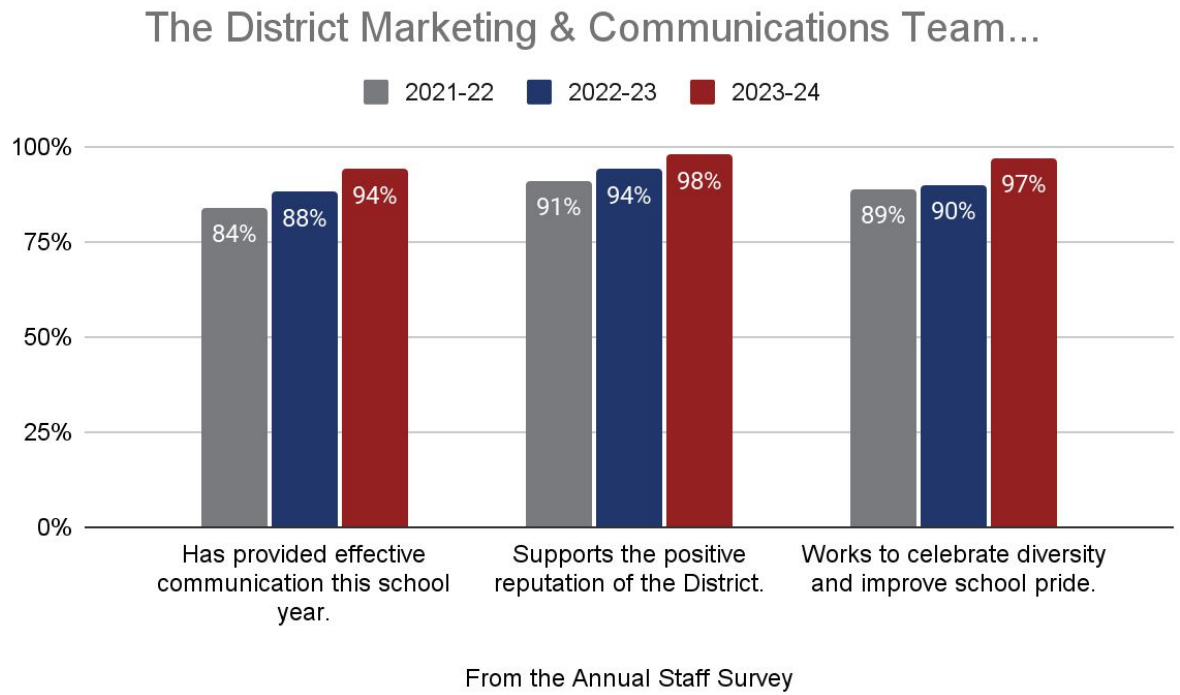
RMS Students Practice with AAC Devices

Thank you for inviting me into your classroom, Lisa Leiknes (view it on Facebook): In the Unified FACS class at RMS, students learned about Augmentative and Alternative Communication (AAC). By practicing with AAC devices, they're gaining first-hand experience with how these tools help their peers communicate and connect with each

We Are Effective

RICHFIELD PUBLIC SCHOOLS

Highlights from the 2023-24 Staff Survey



From the Annual Staff Survey

We Are Effective

RICHFIELD PUBLIC SCHOOLS

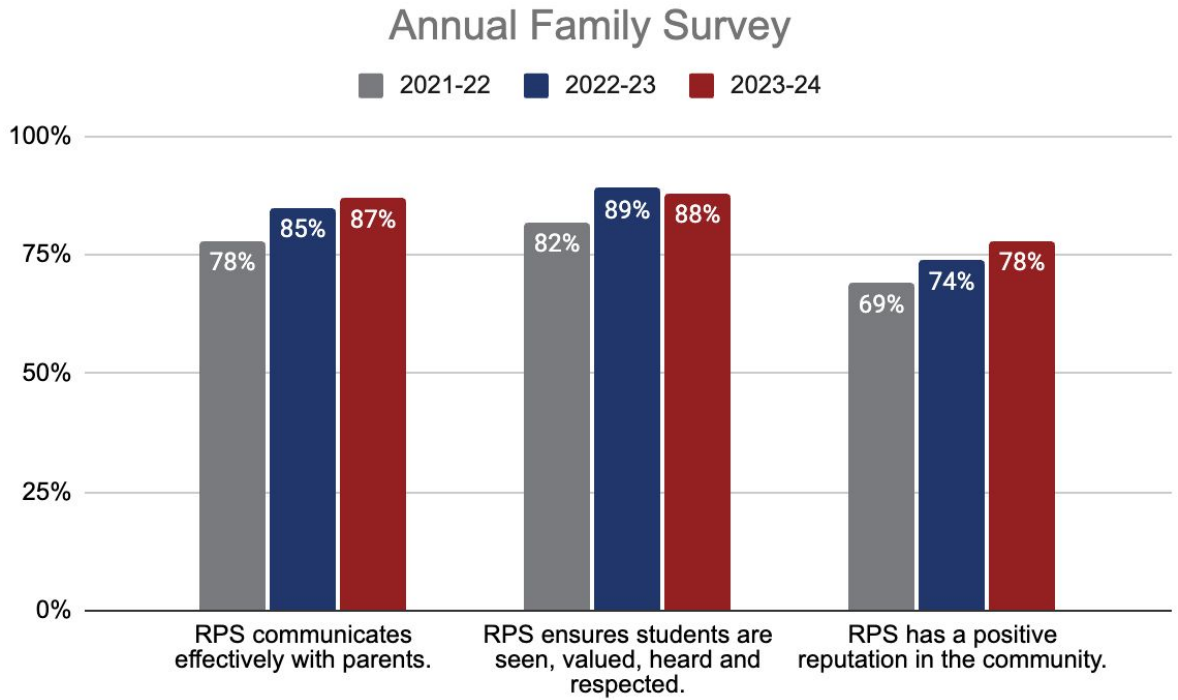
Highlights from the 2023-24 Staff Survey

- This is likely the most functional and productive team in our district.
- Really responsive to schools and support for building-level communication needs.
- This team works hard to provide messages in all different formats, recognizing we are all diverse in how we process and receive communications.
- I really appreciate how they incorporate both Early Learning and Community Education into district marketing efforts.
- I have noticed that RCEP is more often represented in district communications than in the past.
- Promoting of the high school and some of the elementary schools has been positive and interesting to see what's going on.
- They do a great job showcasing all the amazing things happening at RPS on social media.
- This team is very proactive in looking for ways to market the district positively using many different means.
- Jennifer and Laura work hard to make sure that our district has a positive impression on our community
- Managing the Richfield Facebook Page comments alone is a full time job...but shows how attuned the team is to the community and making sure our positive reputation is upheld.
- Great job with the referendum!
- They adhere to their commitments and try to capture the positive programs that are occurring in schools.
- Making it as easy as possible for teachers to share what is happening in classrooms.
- I really liked the pictures that were posted of students saying what they like about school during teacher appreciation week.
- I especially appreciate how they are building district-wide community through the staff newsletter.
- The photos and videos look terrific.
- They do so much and they do it well!
- I think that this team is fantastic!
- Jennifer and Laura are great.
- Richfield has great marketing. Thanks JV and Laura!
- Each year the communication plan gets stronger / clearer and more comprehensive.
- They seem to have good, positive branding.
- JV & Laura and other folks who support are truly a dream team. They always seem to be a few steps ahead and go the extra mile to make communications professional-quality.
- They do an amazing job at balancing all the different needs, from crisis communications to celebrations to staff recognition to enrollment. Keep up the good work!

We Are Effective

RICHFIELD PUBLIC SCHOOLS

Highlights from the 2023-24 Family Survey



We Are Forward Focused

RICHFIELD PUBLIC SCHOOLS

Priorities for the 2024-25 School Year

- Engaging our broader community through regular publication of the Your Schools print and digital newsletters.
- Updating and implementing a new enrollment marketing plan.
- Creating and implementing an HR marketing plan to ensure we are attracting and retaining top talent.



Enrollment Ad, 2024

We Are Leaders

RICHFIELD PUBLIC SCHOOLS

Conference Presentations

MinnSPRA Spring Conference

- Jv & CEL: Referendum Success: Lessons Learned
- Jv & Laura: Rolling Out New Communication Tools (picked up by #SocialSchool4EDU for a podcast and webinar)

NSPRA Conference

- Jv: The Art of the Public Apology
- Laura: Secret Shopper roundtable during the Gold Mine session



We Are Award Winners

RICHFIELD PUBLIC SCHOOLS

2024 NSPRA Awards

The National School Public Relations Association recognizes and honors those whose efforts and expertise have had a positive and lasting impact on school public relations and education as well as honors the best work in school communication

- **Golden Achievement Award** for our referendum campaign (in partnership with CEL)
- **Award of Excellence** for writing (Spartan Crew blog post by Laura Hrad)
- **Award of Merit** for Your Schools tabloid (in partnership with CEL)
- **Honorable Mention** for our staff newsletter



Jennifer and Laura accepting the Golden Achievement Award at NSPRA.

Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

Questions?

Thank you!

Enriqueciendo y acelerando el aprendizaje

CONSENT AGENDA – FOR ACTION **Agenda Item IV.A.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Routine Matters

(Recommended by the superintendent)

That the board of education approve the attached routine business items.

Attachments:

Minutes of the Regular Meeting held October 7, 2024
- Disbursements from the October 7, 2024 Meeting
- Checks & E-pay Register from the October 7, 2024 Meeting
- Superintendent's Report and Agenda Meeting Minutes from October 7, 2024

General Disbursements as of 10/14/24 in the Amount of $639,582.40
- Disbursements for the October 21, 2024 Meeting
- Checks & E-pay Register for the October 21, 2024 Meeting

P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 10/07/2024 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	9/12/2024	134,331.08
	9/18/2024	446,446.86
	9/20/2024	69,127.17
	9/25/2024	402,809.03
	9/26/2024	418,406.04
	9/27/2024	57,226.11
E-Pays	9/12/2024	2,204.34
	9/19/2024	616.39
	9/26/2024	802.61
SCHOLARSHIPS	9/12/2024	20,300.00
	9/19/2024	6,000.00
	9/26/2024	11,000.00

CHECK REGISTER BANK 05 TOTAL =	**1,569,269.63**

BREAKDOWN	
01-206-00	1,163,392.85
02-206-00	156,553.09
03-206-00	22,450.15
04-206-00	6,807.47
06-206-00	65,000.00
07-206-00	-
18-206-00	-
20-206-00	153,528.85
21-206-00	1,537.22
47-206-00	
BANK TOTAL =	**1,569,269.63**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	312614	09/12/2024	ADVANCED COMMERCIAL KITCHENS	R	444.00
01	312615	09/12/2024	AQUA ENGINEERING INC	R	4,732.00
01	312616	09/12/2024	BIX FRUIT COMPANY	R	5,761.13
01	312617	09/12/2024	BCBS OF MINNESOTA & BLUE PLUS	R	9,384.00
01	312618	09/12/2024	BSI MECHANICAL, INC.	R	5,400.00
01	312619	09/12/2024	CINTAS CORPORATION NO 2	R	3,692.01
01	312620	09/12/2024	HOPE CHURCH	R	15,522.06
01	312621	09/12/2024	HOYO, SBC	R	2,045.00
01	312622	09/12/2024	HUBERT COMPANY, LLC	R	393.33
01	312623	09/12/2024	KEMPS LLC	R	3,230.90
01	312624	09/12/2024	KREMER SERVICES LLC	R	16,183.99
01	312625	09/12/2024	LIFESAVER FIRE PROTECTION LLC	R	7,875.00
01	312626	09/12/2024	MADISON NATIONAL LIFE INS CO INC	R	5,453.97
01	312627	09/12/2024	MINNESOTA DEPARTMENT OF HEALTH	R	35.00
01	312628	09/12/2024	MSNA-MN SCHOOL NUTRITION	R	350.00
01	312629	09/12/2024	NATALIE D RASMUSSEN	R	3,000.00
01	312630	09/12/2024	ONEBRIDGE BENEFITS INC.	R	5,094.00
01	312631	09/12/2024	PAN O GOLD BAKING CO	R	485.74
01	312632	09/12/2024	SCREENCASTIFY, LLC	R	7,200.00
01	312633	09/12/2024	SNA-SCHOOL NUTRITION	R	15.00
01	312634	09/12/2024	TRIO SUPPLY COMPANY	R	1,830.61
01	312635	09/12/2024	TRUE NORTH WATER TREATMENT	R	2,850.00
01	312636	09/12/2024	TRUGREEN LIMITED PARTNERSHIP	R	2,967.00
01	312637	09/12/2024	UPPER LAKES FOODS	R	30,386.34
01	312638	09/12/2024	ANOKA TECHNICAL COLLEGE	R	2,800.00
01	312639	09/12/2024	GRINNELL COLLEGE	R	1,500.00
01	312640	09/12/2024	U OF MN TWIN CITIES	R	11,500.00
01	312641	09/12/2024	UNIVERSITY OF ST THOMAS	R	4,500.00
01	V614157	09/12/2024	AMY L COUGHLIN	R	75.00
01	V614158	09/12/2024	CEREN EROGLU	R	175.00
01	V614159	09/12/2024	MARTIN B HUBERTY	R	47.19
01	V614160	09/12/2024	MAIA M MACK	R	659.33
01	V614161	09/12/2024	MICHAEL A MANNING	R	100.77
01	V614162	09/12/2024	SHERRI L MEDVEC	R	100.77
01	V614163	09/12/2024	MARY M MEYER	R	175.00
01	V614164	09/12/2024	LAURA B OTTERNESS	R	385.45
01	V614165	09/12/2024	FRANCISCO JAVIER ROSAL BUSTAMANTE	R	11.99
01	V614166	09/12/2024	AMY L SOBRASKE	R	142.00
01	V614167	09/12/2024	MICHELLE T THOEMKE	R	305.52
01	V614168	09/12/2024	KASYA L WILLHITE	R	26.32
01	312642	09/18/2024	ALERUS RETIREMENT AND BENEFITS	R	906.60
01	312643	09/18/2024	APPRIZE TECHNOLOGIES	R	240.00
01	312644	09/18/2024	BARNES & NOBLE BOOK	R	60.00
01	312645	09/18/2024	BITUMINOUS ROADWAYS, INC.	R	36,854.00
01	312646	09/18/2024	BSN SPORTS, LLC	R	2,198.62
01	312647	09/18/2024	CANON USA	R	4,578.42
01	312648	09/18/2024	CATALYST BUYING GROUP LLC	R	1,526.80
01	312649	09/18/2024	CIRCA	R	3,300.00
01	312650	09/18/2024	CITY OF RICHFIELD	R	11,141.59
01	312651	09/18/2024	COMCAST	R	403.58
01	312652	09/18/2024	LOVING GUIDANCE LLC	R	21,275.00
01	312653	09/18/2024	CONTINENTAL RESEARCH CORP	R	771.28
01	312654	09/18/2024	CPM EDUCATIONAL PROGRAM	R	6,210.00
01	312655	09/18/2024	DIGITAL INSURANCE LLC	R	3,607.00
01	312656	09/18/2024	ECM PUBLISHERS INC	R	141.60
01	312657	09/18/2024	EDUCATORS BENEFIT CONSULTANTS LLC	R	512.04
01	312658	09/18/2024	GEE TEEZ & COMPANY, LTD.	R	634.25
01	312659	09/18/2024	H2I GROUP, INC.	R	48,945.00

01	312660	09/18/2024	HAAS MUSICAL INSTRUMENT REPAIR, INC	V	0.00
01	312661	09/18/2024	HAAS MUSICAL INSTRUMENT REPAIR, INC	R	1,937.78
01	312662	09/18/2024	ICS CONSULTING, LLC - 138006	R	5,000.00
01	312663	09/18/2024	IDEAL ENERGIES SOLAR LEASE 2021,LLC	R	7,592.16
01	312664	09/18/2024	INNOVATIVE OFFICE SOLUTIONS LLC	R	178.74
01	312665	09/18/2024	INTERMEDIATE DISTRICT 287	R	47,988.18
01	312666	09/18/2024	LARSON ENGINEERING	R	980.00
01	312667	09/18/2024	LOFFLER	R	994.64
01	312668	09/18/2024	LOFFLER COMPANIES	R	259.99
01	312669	09/18/2024	MALLOY MONTAGUE KARNOWSKI & RADO	R	11,300.00
01	312670	09/18/2024	MATRIX COMMUNICATIONS, INC	R	370.00
01	312671	09/18/2024	MAXORPLUS, LTD	R	95,725.32
01	312672	09/18/2024	PITNEY BOWES BANK PURCHASE POWER	R	1,953.07
01	312673	09/18/2024	RICHFIELD ICE ARENA	R	446.00
01	312674	09/18/2024	RYAN JEANNIE M	R	924.28
01	312675	09/18/2024	SCHOOL HEALTH CORPORATION	R	251.97
01	312676	09/18/2024	SQUIRES, WALDSPURGER & MACE, P.A.	R	7,300.00
01	312677	09/18/2024	WESTERN SPECIALTY CONTRACTORS INC	R	111,338.75
01	312678	09/18/2024	XCEL ENERGY	R	8,600.20
01	312679	09/19/2024	U OF MN TWIN CITIES	R	3,000.00
01	312680	09/19/2024	UNIVERSITY OF ST THOMAS	R	3,000.00
01	V614169	09/19/2024	DANIEL BJOSTAD	R	113.96
01	V614170	09/19/2024	IRIS C HERNANDEZ BALBUENA	R	175.00
01	V614171	09/19/2024	SHANYN HILL	R	57.18
01	V614172	09/19/2024	LEAH M LANNERS	R	169.96
01	V614173	09/19/2024	LORINDA A LOSIER	R	93.40
01	V614174	09/19/2024	AMANDA SAUER	R	6.89
01	312681	09/20/2024	ADVANCED COMMERCIAL KITCHENS	R	230.25
01	312682	09/20/2024	ANDERSON SHEILA K	R	71.10
01	312683	09/20/2024	BATRES JULIO	R	62.00
01	312684	09/20/2024	BERRY COFFEE COMPANY INC.	R	586.50
01	312685	09/20/2024	BIX FRUIT COMPANY	R	5,166.25
01	312686	09/20/2024	BORCHERS WILLIAM S	R	62.00
01	312687	09/20/2024	BRAND FARMS	R	1,860.00
01	312688	09/20/2024	BRIGHTBILL THEODORE	R	62.00
01	312689	09/20/2024	BRUZEK JEFFREY	R	186.00
01	312690	09/20/2024	BUMGARNER TERRY	R	82.00
01	312691	09/20/2024	BURKSTRAND MICHAEL	R	51.50
01	312692	09/20/2024	CLEVELAND JOSHUA S	R	27.83
01	312693	09/20/2024	COOK AMY	R	27.82
01	312694	09/20/2024	DARE AMANDA	R	27.83
01	312695	09/20/2024	EPLER KATHERINE	R	27.82
01	312696	09/20/2024	FINANGER PHILLIP J	R	66.95
01	312697	09/20/2024	GOVENAT DIANE	R	51.50
01	312698	09/20/2024	GRAHAM THOMAS	R	51.50
01	312699	09/20/2024	INDEPENDENT SCHOOL MGMT, INC. (ISM)	R	3,800.00
01	312700	09/20/2024	INSTRUMENTALIST AWARDS	R	92.00
01	312701	09/20/2024	JEROME A PLAGGE JR	R	18.55
01	312702	09/20/2024	JR FRANS VERSLUIS	R	85.00
01	312703	09/20/2024	JW PEPPER & SON INC	R	1,030.71
01	312704	09/20/2024	KEMPS LLC	V	0.00
01	312705	09/20/2024	KEMPS LLC	R	4,179.45
01	312706	09/20/2024	KRUEGER BARBARA	R	27.82
01	312707	09/20/2024	KRUEGER BRANDT	R	51.50
01	312708	09/20/2024	LIMBLE SOLUTIONS, INC.	R	6,365.79
01	312709	09/20/2024	MANDILE RICHARD J	R	62.00
01	312710	09/20/2024	MENDELBLATT SCOTT	R	18.55
01	312711	09/20/2024	METRO TRANSIT	R	970.00
01	312712	09/20/2024	MILES SARA	R	66.95

01	312713	09/20/2024	MOREY ANNE	R	27.82
01	312714	09/20/2024	OHARA MEGAN	R	27.82
01	312715	09/20/2024	ORUC DZEVDO	R	85.00
01	312716	09/20/2024	PAN O GOLD BAKING CO	R	529.90
01	312717	09/20/2024	RIEHLE KELLY ANN	R	62.00
01	312718	09/20/2024	SNA-SCHOOL NUTRITION	R	2,530.00
01	312719	09/20/2024	TASYA RIVERA MARTIN	R	27.82
01	312720	09/20/2024	TRIO SUPPLY COMPANY	R	2,624.47
01	312721	09/20/2024	UPPER LAKES FOODS	R	37,594.22
01	312722	09/20/2024	VETSCH TERRI	R	66.95
01	312723	09/20/2024	WRIGHT PATRICIA	R	82.00
01	312724	09/25/2024	ARBON EQUIPMENT CORPORATION	R	2,025.00
01	312725	09/25/2024	BRINK'S INCORPORATED	R	2,220.30
01	312726	09/25/2024	BSI MECHANICAL, INC.	R	5,929.05
01	312727	09/25/2024	CDW GOVERNMENT INC	R	42,900.00
01	312728	09/25/2024	CEDAR SMALL ENGINE	R	32.93
01	312729	09/25/2024	CINTAS CORPORATION NO 2	R	2,484.63
01	312730	09/25/2024	CONTINENTAL RESEARCH CORP	R	1,174.93
01	312731	09/25/2024	CRISIS PREVENTION INSTITUTE INC	R	400.00
01	312732	09/25/2024	DEPARTMENT OF HUMAN SERVICES	R	847.00
01	312733	09/25/2024	COREMARK METALS	R	910.28
01	312734	09/25/2024	DOOR SERVICE COMPANY OF THE TWIN CI	R	115,694.00
01	312735	09/25/2024	GILBERT MECHANICAL CONTRACTORS, LLC	R	2,097.13
01	312736	09/25/2024	WW GRAINGER INC	R	1,779.17
01	312737	09/25/2024	GROUP MEDICAREBLUE RX	R	7,832.00
01	312738	09/25/2024	HAWKINS INC	R	4,982.71
01	312739	09/25/2024	HEALTHJOY LLC	R	11,583.00
01	312740	09/25/2024	HILLYARD MINNEAPOLIS	R	5,766.85
01	312741	09/25/2024	HJELM, ADAM	R	40.00
01	312742	09/25/2024	INNOVATIVE OFFICE SOLUTIONS LLC	R	6,282.40
01	312743	09/25/2024	INSTITUTE FOR ENVIROMENTAL	R	5,560.00
01	312744	09/25/2024	KREMER SERVICES LLC	R	1,737.61
01	312745	09/25/2024	KTI FENCING, INC.	R	1,540.00
01	312746	09/25/2024	LEROY'S GREAT BEAR	R	121.42
01	312747	09/25/2024	LOFFLER COMPANIES	R	226.77
01	312748	09/25/2024	LVC COMPANIES INC	R	941.32
01	312749	09/25/2024	MADISON NATIONAL LIFE INS CO INC	R	12,589.10
01	312750	09/25/2024	MATH LEARNING CENTER	R	14,346.00
01	312751	09/25/2024	MAXORPLUS, LTD	R	42,953.95
01	312752	09/25/2024	MCDONOUGH'S SEWER SERVICES, INC.	R	1,181.25
01	312753	09/25/2024	MESPA-MN ELEMENTARY	R	962.00
01	312754	09/25/2024	METROPOLITAN MECHANICAL CONTRACTORS	R	10,570.73
01	312755	09/25/2024	MICHELLE NDELY	R	439.50
01	312756	09/25/2024	MIDWEST BUS PARTS INC	R	65.19
01	312757	09/25/2024	MN DEPT OF LABOR AND INDUSTRY	R	500.00
01	312758	09/25/2024	MULTILINGUAL WORD INC	R	2,425.54
01	312759	09/25/2024	NAPA AUTO PARTS	R	242.41
01	312760	09/25/2024	NCS PEARSON INC	R	346.62
01	312761	09/25/2024	NEI ELECTRIC, INC.	R	1,083.34
01	312762	09/25/2024	NOKOMIS SHOE SHOP	R	125.00
01	312763	09/25/2024	PER MAR SECURITY SERVICES	R	14.50
01	312764	09/25/2024	PROPIO LS, LLC	R	482.83
01	312765	09/25/2024	RICHFIELD GIRLS SUMMER FASTPITCH	R	150.00
01	312766	09/25/2024	SCHOOL SERVICE EMPLOYEES UNION	R	5,504.44
01	312767	09/25/2024	SITEONE LANDSCAPE SUPPLY LLC	R	261.92
01	312768	09/25/2024	ST CROIX FIRE & SAFETY, INC.	R	7,251.19
01	312769	09/25/2024	STAR TRIBUNE	R	41.50
01	312770	09/25/2024	THE MPX GROUP	R	156.07
01	312771	09/25/2024	TRISTATE BOBCAT INC	R	85.54

01	312772	09/25/2024	TRUE NORTH WATER TREATMENT	R	10,195.50
01	312773	09/25/2024	UNITED STATES TREASURER	R	430.00
01	312774	09/25/2024	US TICKET, INC.	R	524.60
01	312775	09/25/2024	VOYAGER SOPRIS LEARNING	R	1,555.40
01	312776	09/25/2024	VSP INSURANCE CO. (CT)	R	3,452.30
01	312777	09/25/2024	XCEL ENERGY	R	59,764.11
01	312778	09/26/2024	CHUBB	R	354,795.05
01	312779	09/26/2024	DOLLIFF INC	R	39,055.99
01	312780	09/26/2024	MINNESOTA STATE UNIVERSITY	R	1,500.00
01	312781	09/26/2024	NWAOFUNE PETER	R	170.00
01	312782	09/26/2024	SAINT PAUL COLLEGE	R	2,000.00
01	312783	09/26/2024	TRAVELERS CL REMIT CENTER	R	24,385.00
01	312784	09/26/2024	U OF MN TWIN CITIES	R	4,000.00
01	312785	09/26/2024	WINONA STATE UNIVERSITY	R	3,500.00
01	V614175	09/26/2024	MARIA ARIAS YANEZ	R	119.99
01	V614176	09/26/2024	DAVID H BIPES	R	9.49
01	V614177	09/26/2024	ELVIRA CRUZ MIRANDA	R	149.45
01	V614178	09/26/2024	KARIN V GAERTNER	R	136.22
01	V614179	09/26/2024	JESSICA M HOFFMAN	R	104.19
01	V614180	09/26/2024	MELISSA M ROCCHIO	R	5.00
01	V614181	09/26/2024	JACQUELINE SANCHEZ VIDAL	R	34.78
01	V614182	09/26/2024	JOAN M TOMKINSON	R	175.00
01	V614183	09/26/2024	MICHELLE R WHITESIDE	R	21.57
01	V614184	09/26/2024	KASYA L WILLHITE	R	46.92
01	312786	09/27/2024	ADVANCED COMMERCIAL KITCHENS	R	1,473.72
01	312787	09/27/2024	ANDERSON SHEILA K	R	59.25
01	312788	09/27/2024	BECCARD SETH	R	125.00
01	312789	09/27/2024	BIX FRUIT COMPANY	R	6,089.34
01	312790	09/27/2024	BORCHERS WILLIAM S	R	85.00
01	312791	09/27/2024	BOSE THOMAS N	R	82.00
01	312792	09/27/2024	BRAND FARMS	R	1,860.00
01	312793	09/27/2024	BURKSTRAND JENNIFER	R	27.82
01	312794	09/27/2024	BURKSTRAND MICHAEL	R	51.50
01	312795	09/27/2024	COOK AMY	R	27.82
01	312796	09/27/2024	EPLER KATHERINE	R	27.82
01	312797	09/27/2024	EPLER ROBERT	R	27.82
01	312798	09/27/2024	FALLOW ALEXIS	R	72.10
01	312799	09/27/2024	FINANGER PHILLIP J	R	66.95
01	312800	09/27/2024	GOVENAT DIANE	R	79.32
01	312801	09/27/2024	HOLT JAMES B JR	R	125.00
01	312802	09/27/2024	JR FRANS VERSLUIS	R	85.00
01	312803	09/27/2024	KALDAHL KRISTIN	R	82.00
01	312804	09/27/2024	KEMPS LLC	V	0.00
01	312805	09/27/2024	KEMPS LLC	R	4,241.95
01	312806	09/27/2024	KRUEGER BRANDT	R	51.50
01	312807	09/27/2024	MINNEAPOLIS FOUNDATION	R	2,000.00
01	312808	09/27/2024	MINNEHAHA ACADEMY	R	2,139.99
01	312809	09/27/2024	MORBEN BRYAN	R	125.00
01	312810	09/27/2024	MOREY DOUGLAS	R	27.82
01	312811	09/27/2024	OHARA MEGAN	R	27.82
01	312812	09/27/2024	OLSON ANDREA JADE	R	46.38
01	312813	09/27/2024	OLSON KRISTINA	R	18.55
01	312814	09/27/2024	OWENS SEDRIC	R	27.83
01	312815	09/27/2024	PAN O GOLD BAKING CO	R	499.50
01	312816	09/27/2024	REISWIG BRADY	R	85.00
01	312817	09/27/2024	SPANOYANNIS SILVIA	R	27.82
01	312818	09/27/2024	STEWART CHARLES	R	125.00
01	312819	09/27/2024	STROUP CORY F	R	125.00
01	312820	09/27/2024	TASYA RIVERA MARTIN	R	27.82

01	312821	09/27/2024	THUROW BENNETT	R	89.00
01	312822	09/27/2024	TORTILLERIA LA PERLA	R	225.54
01	312823	09/27/2024	TRIO SUPPLY COMPANY	R	2,176.31
01	312824	09/27/2024	TURNBULL BLAINE	R	89.00
01	312825	09/27/2024	UPPER LAKES FOODS	R	34,534.87
01	312826	09/27/2024	VETSCH TERRI	R	66.95
			Total Checks, Epays, & Scholarship Register		**1,569,269.63**

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*

Monday, October 7, 2024
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 Monday, October 7, 2024 in the boardroom at the Richfield Public Schools District Office. Vice Chair Carter called the regular board meeting to order at 7 p.m. with the following school board members in attendance: Banks Kupcho, Liss, Pollis and Spencer. Cole was not able to attend.

Administrators present were Superintendent Unowsky, Assistant Superintendent Daniels, Executive Director Clarkson and Chief HR and Administrative Officer Holje. Student representatives Tania Brackenridge and Vanessa Rosas Miguel were present.

II. REVIEW AND APPROVAL OF THE AGENDA

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

III. INFORMATION AND PROPOSALS - NON-ACTION ITEMS

A. Superintendent Update
    1. Welcome Student Board Representatives
    2. Centennial Elementary School Presentation
    3. Superintendent Goals 2024-2025
B. Commendations

IV. CONSENT AGENDA

A. Routine Matters
    1. Minutes of the Regular Meeting held September 16, 2024
    2. General Disbursements as of 9/27/24 in the Amount of $1,569,269.63
    3. Investment Holdings
B. Personnel Items

Certified Full Time Yr 1 of 3
Jenna Ssemujju – Kindergarten – Centennial Elementary School
Effective: 8/23/2024

Certified Full Time Tier 1

Justin Fogel – Business Education – Richfield Senior High School
Effective: 8/20/2024

Certified Full Time Out of Field
Nicholas Leeke – Mathematics – Richfield Middle School
Effective: 8/20/2024
Cora Peacha – Special Education – STEM Elementary School
Effective: 8/20/2024

Certified Full Time PreK
Angela Zielinski – Prekindergarten – Central
Effective: 8/20/2024

Classified Full Time Paraprofessional for Employment
Danielle Miller – Special Education Paraprofessional – Centennial Elementary
Effective: 09/04/2024

Classified Full Time Facilities and Transportation Resignation
Keith Rief - Custodial Specialist - Richfield High School
Effective: 10/11/2024
Yrs. of Service: 27

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

V. OLD BUSINESS

A. Policy 744: Activities Transportation & Administrative Guideline 744.1 - second read
B. Policy 408: Gifts to Employees & Administrative Guideline 408.1 - second read

VI. NEW BUSINESS

A. Policy 547: Student Dress and Appearance & Administrative Guideline 547.1 - first read

Banks Kupcho left the meeting at 8 p.m.

B. Sublease Agreement with Intermediate District #287 at South Education Center

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

C. Donations

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

Banks Kupcho rejoined the meeting at 8:05 p.m.

VII. ADVANCE PLANNING

A. Legislative Update
B. Information and Questions from Board
C. Suggested/Future Agenda Items
D. Future Meeting Dates

10-21-2024	2 p.m.	Board Study Session
10-21-2024	7 p.m.	Regular Board Meeting - Public Comment
11-4-2024	7 p.m.	Regular Board Meeting

VIII. ADJOURN REGULAR MEETING

Vice Chair Carter adjourned the meeting at 8:07 p.m.

P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 10/21/2024 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	10/4/2024	321,453.16
	10/10/2024	23,017.15
	10/11/2024	142,590.61
	10/14/2024	48,777.58
PCARDS-September 2024	10/4/2024	93,649.74
SCHOLARSHIPS	10/10/2024	6,000.00
E-Pays	10/3/2024	4,094.16
CHECK REGISTER BANK 05 TOTAL =		**639,582.40**

BREAKDOWN		
01-206-00		450,036.79
02-206-00		57,919.59
03-206-00		2,615.68
04-206-00		24,929.84
06-206-00		5,500.00
07-206-00		-
18-206-00		-
20-206-00		97,010.80
21-206-00		1,569.70
47-206-00		-
	BANK TOTAL =	**639,582.40**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	312303	10/02/2024	KRULL MELISSA	V	-3,200.00
01	V614185	10/03/2024	MATTHEW ARNOLD	R	70.00
01	V614186	10/03/2024	MICHELLE L AXELL	R	70.00
01	V614187	10/03/2024	ERICA T BARLOW	R	113.45
01	V614188	10/03/2024	MARY L CLARKSON	R	70.00
01	V614189	10/03/2024	LATANYA R DANIELS	R	70.00
01	V614190	10/03/2024	KIM M DARAITIS	R	42.32
01	V614191	10/03/2024	PETER J FITZPATRICK	R	40.00
01	V614192	10/03/2024	RACHEL GENS	R	70.00
01	V614193	10/03/2024	AREND J GEURINK	R	70.00
01	V614194	10/03/2024	JAMES A GILLIGAN	R	70.00
01	V614195	10/03/2024	CHRISTINA M GONZALEZ	R	70.00
01	V614196	10/03/2024	AMY E HAGER	R	70.00
01	V614197	10/03/2024	KEVIN D HARRIS	R	40.00
01	V614198	10/03/2024	MICHAEL G HARRIS	R	70.00
01	V614199	10/03/2024	JONATHAN W HEYER	R	70.00
01	V614200	10/03/2024	JAMES L HILL	R	40.00
01	V614201	10/03/2024	JESSICA M HOFFMAN	R	40.00
01	V614202	10/03/2024	CRAIG D HOLJE	R	70.00
01	V614203	10/03/2024	RACHEL M JOHNSON	R	175.00
01	V614204	10/03/2024	BAILEY D KRETSINGER	R	121.94
01	V614205	10/03/2024	DANIEL E KRETSINGER	R	70.00
01	V614206	10/03/2024	JENNIFER KRUEGER	R	70.00
01	V614207	10/03/2024	ANOOP KUMAR	R	40.00
01	V614208	10/03/2024	JOHN M LORENZINI	R	70.00
01	V614209	10/03/2024	COLLEEN M MAHONEY	R	70.00
01	V614210	10/03/2024	MICHAEL A MANNING	R	70.00
01	V614211	10/03/2024	DANIEL P MCGINN	R	40.00
01	V614212	10/03/2024	DOUG R MCMEEKIN	R	70.00
01	V614213	10/03/2024	KENT D MEYER	R	70.00
01	V614214	10/03/2024	KATRINA L MORGAN	R	40.00
01	V614215	10/03/2024	ERIN H NEILON	R	40.00
01	V614216	10/03/2024	ROBERT G OLSON	R	40.00
01	V614217	10/03/2024	LAURA B OTTERNESS	R	70.00
01	V614218	10/03/2024	CHRISTOPHER A PETERSON	R	70.00
01	V614219	10/03/2024	CASSANDRA QUAM	R	70.00
01	V614220	10/03/2024	YONG HUA QUAN	R	174.95
01	V614221	10/03/2024	RENEE C REED-KARSTENS	R	40.00
01	V614222	10/03/2024	KEITH D RIEF	R	40.00
01	V614223	10/03/2024	JACQUELINE SANCHEZ VIDAL	R	38.69
01	V614224	10/03/2024	AMANDA SAUER	R	7.99
01	V614225	10/03/2024	ASHLEY SCHAEFER	R	70.00
01	V614226	10/03/2024	AMY B SKARE-KLECKER	R	70.00
01	V614227	10/03/2024	NANCY J STACHEL	R	70.00
01	V614228	10/03/2024	JUSTIN STEELE	R	70.00
01	V614229	10/03/2024	ANGELA TAYLOR	R	70.00
01	V614230	10/03/2024	STACY THEIEN-COLLINS	R	70.00
01	V614231	10/03/2024	VLADIMIR S TOLEDO	R	40.00
01	V614232	10/03/2024	STEVEN P UNOWSKY	R	270.00
01	V614233	10/03/2024	CARRIE A VALA	R	70.00
01	V614234	10/03/2024	JENNIFER K VALLEY	R	70.00
01	V614235	10/03/2024	REBECCA S WALD	R	40.00
01	V614236	10/03/2024	ALEXANDER WARD	R	70.00
01	V614237	10/03/2024	MICHELLE R WHITESIDE	R	98.49
01	V614238	10/03/2024	KASYA L WILLHITE	R	118.96
01	V614239	10/03/2024	JOEL M WOLF	R	85.68
01	V614240	10/03/2024	KELLY L WOODS	R	70.00
01	V614241	10/03/2024	THEODORE ROYCE	R	86.69

01	312827	10/04/2024	4IMPRINT, INC.	R	1,293.84
01	312828	10/04/2024	ADVANCED COMMERCIAL KITCHENS	R	194.00
01	312829	10/04/2024	BATTERIES PLUS BULBS	R	55.44
01	312830	10/04/2024	BIX FRUIT COMPANY	R	4,374.09
01	312831	10/04/2024	BRAND FARMS	R	1,860.00
01	312832	10/04/2024	CAPITAL ONE TRADE CREDIT	R	149.73
01	312833	10/04/2024	CDW GOVERNMENT INC	R	15,050.00
01	312834	10/04/2024	CEDAR SMALL ENGINE	R	216.83
01	312835	10/04/2024	CINTAS CORPORATION NO 2	R	465.42
01	312836	10/04/2024	COMCAST BUSINESS	R	414.80
01	312837	10/04/2024	CULLIGAN SOFT WATER	R	10.95
01	312838	10/04/2024	DOLLIFF INC	R	12,299.88
01	312839	10/04/2024	DOOR SERVICE COMPANY OF THE TWIN CI	R	54,106.00
01	312840	10/04/2024	ECM PUBLISHERS INC	R	180.00
01	312841	10/04/2024	ENVIROMATIC CORP OR AMERICA, INC	R	845.84
01	312842	10/04/2024	EXPLORE LEARNING, LLC	R	875.00
01	312843	10/04/2024	FASTEST LABS OF BLOOMINGTON	R	874.00
01	312844	10/04/2024	GILLET, KARI	R	120.97
01	312845	10/04/2024	WW GRAINGER INC	R	594.50
01	312846	10/04/2024	HILDI INC.	R	8,800.00
01	312847	10/04/2024	HILLYARD MINNEAPOLIS	R	2,459.47
01	312848	10/04/2024	ICS CONSULTING, LLC - 138006	R	5,000.00
01	312849	10/04/2024	JESSICA BELL ODDEN	R	105.71
01	312850	10/04/2024	JW PEPPER & SON INC	R	40.49
01	312852	10/04/2024	KEMPS LLC	R	4,754.10
01	312853	10/04/2024	KINECT ENERGY INC	R	11,473.77
01	312854	10/04/2024	KRULL MELISSA	R	3,200.00
01	312855	10/04/2024	MATRIX COMMUNICATIONS, INC	R	4,275.00
01	312856	10/04/2024	MAXORPLUS, LTD	R	58,452.43
01	312857	10/04/2024	MIDWEST BUS PARTS INC	R	167.90
01	312858	10/04/2024	NEI ELECTRIC, INC.	R	1,783.99
01	312859	10/04/2024	NOVAK JANICE SOPHIE	R	40.00
01	312860	10/04/2024	ON SITE SANITATION	R	1,350.00
01	312861	10/04/2024	PAN O GOLD BAKING CO	R	410.35
01	312862	10/04/2024	POMPS TIRE SERVICE	R	289.28
01	312863	10/04/2024	PROPIO LS, LLC	R	258.33
01	312864	10/04/2024	RATWIK ROSZAK & MALONEY PA	R	132.50
01	312865	10/04/2024	RED BALLOON BOOK STORE	R	20,344.80
01	312866	10/04/2024	REGION 1 INFORMATION MGMT SERVICE	R	95.00
01	312867	10/04/2024	RENAISSANCE	R	203.10
01	312868	10/04/2024	SNDM	R	100.00
01	312869	10/04/2024	TAFFE SARAH ANN	R	9,750.00
01	312870	10/04/2024	TOWN & COUNTRY FENCE	R	2,020.00
01	312871	10/04/2024	TRIO SUPPLY COMPANY	R	2,030.39
01	312872	10/04/2024	TRISTATE BOBCAT INC	R	5,900.00
01	312873	10/04/2024	TWIN CITY HARDWARE	R	1,423.37
01	312874	10/04/2024	UPPER LAKES FOODS	R	35,810.13
01	312875	10/04/2024	TREMCO/WEATHERPROOFING TECH, INC.	R	950.00
01	312876	10/04/2024	WESTERN SPECIALTY CONTRACTORS INC	R	16,026.76
01	312877	10/04/2024	WILLIAMS, SHARON	R	25.00
01	312878	10/04/2024	XCEL ENERGY	R	32,496.00
01	312879	10/04/2024	ZONEONE LOCATING	R	209.00
01	312880	10/04/2024	BUREAU OF EDUCATION & RESEARCH	R	295.00
01	V2502019	10/04/2024	P-CARD BAIRD LISA	R	14,958.83
01	V2502020	10/04/2024	P-CARD BARLOW ERICA	R	6,070.15
01	V2502021	10/04/2024	P-CARD BLUMA, MEGAN BOLLIG	R	2,464.55
01	V2502022	10/04/2024	P-CARD BROWN MATTHEW	R	2,171.11
01	V2502023	10/04/2024	P-CARD BRUNNER PATTI	R	7,565.05
01	V2502024	10/04/2024	P-CARD CARUSO MATTHEW	R	594.84

01	V2502025	10/04/2024	P-CARD CRUZ ESTEVA JENNIFER	R	3,100.11
01	V2502026	10/04/2024	P-CARD EDWARDS NATHAN	R	586.98
01	V2502027	10/04/2024	P-CARD GEURINK AREND	R	1,287.20
01	V2502028	10/04/2024	P-CARD GONZALEZ CHRISTINA	R	70.90
01	V2502029	10/04/2024	P-CARD HUERTA-ANAYA ALICIA	R	2,849.32
01	V2502030	10/04/2024	P-CARD KRETSINGER DAN	R	4,714.05
01	V2502031	10/04/2024	P-CARD LEIKNES LISA	R	556.25
01	V2502032	10/04/2024	P-CARD LEWIS JENNIFER	R	1,293.31
01	V2502033	10/04/2024	P-CARD LUNDY MICHELLE	R	16,743.31
01	V2502034	10/04/2024	P-CARD MAHONEY COLLEEN	R	2,390.50
01	V2502035	10/04/2024	P-CARD MANNING MICHAEL	R	4,548.29
01	V2502036	10/04/2024	P-CARD MCCLENDON LAURA	R	412.37
01	V2502037	10/04/2024	P-CARD MCGINN DAN	R	390.02
01	V2502038	10/04/2024	P-CARD MORALES LIZETTE	R	7,911.86
01	V2502039	10/04/2024	P-CARD PETERSON CHRIS	R	1,334.86
01	V2502040	10/04/2024	P-CARD SACHER GRACE	R	2,131.66
01	V2502041	10/04/2024	P-CARD SETZER ALEXIS	R	91.13
01	V2502042	10/04/2024	P-CARD SKARE-KLECKER AMY	R	1,244.29
01	V2502043	10/04/2024	P-CARD SMITH DANE	R	5.99
01	V2502044	10/04/2024	P-CARD STACHEL NANCY	R	1,132.13
01	V2502045	10/04/2024	P-CARD VALLEY JENNIFER	R	1,877.62
01	V2502046	10/04/2024	P-CARD VENTURA PEREZ RAMIRO	R	94.81
01	V2502047	10/04/2024	P-CARD WILLHITE KASYA	R	1,338.22
01	V2502048	10/04/2024	P-CARD WOODS KELLY	R	3,524.36
01	V2502049	10/04/2024	P-CARD YUNKER AUBREE	R	195.67
01	312881	10/10/2024	COLLEGE OF ST BENEDICT	R	1,500.00
01	312882	10/10/2024	GUSTAVUS ADOLPHUS COLLEGE	R	1,500.00
01	312883	10/10/2024	ST OLAF COLLEGE	R	1,500.00
01	312884	10/10/2024	U OF MN TWIN CITIES	R	1,500.00
01	312885	10/10/2024	ACER SERVICE CORPORATION	R	74.58
01	312886	10/10/2024	ALBRECHT DAVID	R	170.00
01	312887	10/10/2024	ALL STATE COMMUNICATIONS INC	R	3,825.00
01	312888	10/10/2024	ANDERSON SHEILA K	R	71.10
01	312889	10/10/2024	ANDREWS JOHN	R	85.00
01	312890	10/10/2024	ARNOLD RAMDALL CHARLES	R	85.00
01	312891	10/10/2024	BANAT IAD	R	70.00
01	312892	10/10/2024	BATRES JULIO	R	8.00
01	312893	10/10/2024	BECKMAN ALISON	R	27.83
01	312894	10/10/2024	BERGLUND CHLOE	R	11.85
01	312895	10/10/2024	BORCHERS WILLIAM S	R	8.00
01	312896	10/10/2024	BRIGHTBILL THEODORE	R	8.00
01	312897	10/10/2024	BRUZEK JEFFREY	R	24.00
01	312898	10/10/2024	BURKSTRAND JENNIFER	R	27.82
01	312899	10/10/2024	BURKSTRAND MICHAEL	R	51.50
01	312900	10/10/2024	CATALYST BUYING GROUP LLC	R	518.69
01	312901	10/10/2024	CDW GOVERNMENT INC	R	15,411.37
01	312902	10/10/2024	CONTRERAS WILLIAM	R	47.40
01	312903	10/10/2024	COOK AMY	R	27.82
01	312904	10/10/2024	EPLER KATHERINE	R	27.82
01	312905	10/10/2024	EPLER ROBERT	R	51.50
01	312906	10/10/2024	FALLOW ALEXIS	R	27.82
01	312907	10/10/2024	FINANGER PHILLIP J	R	133.90
01	312908	10/10/2024	GOVENAT DIANE	R	79.32
01	312909	10/10/2024	GRAHAM THOMAS	R	72.10
01	312910	10/10/2024	JEROME A PLAGGE JR	R	18.55
01	312911	10/10/2024	KEE-BOWLING BONNIE	R	82.00
01	312912	10/10/2024	KLEIST DOUGLAS	R	156.00
01	312913	10/10/2024	KRAMER PAUL	R	8.00
01	312914	10/10/2024	MANDILE RICHARD J	R	8.00

01	312915	10/10/2024	MELANIE JOHNSON-AYLWARD	R	27.82
01	312916	10/10/2024	MOORE JAMES H	R	23.00
01	312917	10/10/2024	NWAOFUNE PETER	R	170.00
01	312918	10/10/2024	OHARA MEGAN	R	27.82
01	312919	10/10/2024	OLSON ANDREA JADE	R	55.66
01	312920	10/10/2024	OLSON KRISTINA	R	18.55
01	312921	10/10/2024	ORUC DZEVDO	R	370.00
01	312922	10/10/2024	OWENS KEIRA	R	11.85
01	312923	10/10/2024	OWENS SEDRIC	R	64.93
01	312924	10/10/2024	RIEHLE KELLY ANN	R	8.00
01	312925	10/10/2024	RORMAN BRET	R	27.83
01	312926	10/10/2024	TASYA RIVERA MARTIN	R	27.82
01	312927	10/10/2024	VAN RIESSEN EDWIN	R	370.00
01	312928	10/10/2024	VETSCH TERRI	R	133.90
01	312929	10/10/2024	WRIGHT PATRICIA	R	82.00
01	312930	10/10/2024	YNGRID VENTURA OLIVEIRA	R	170.00
01	312931	10/10/2024	ZASTROW JOHN W	R	210.00
01	312932	10/11/2024	ALERUS RETIREMENT AND BENEFITS	R	900.60
01	312933	10/11/2024	ALTMAN ADAM	R	140.00
01	312934	10/11/2024	AI TECHNOLOGIES LLC	R	240.00
01	312935	10/11/2024	ARBON EQUIPMENT CORPORATION	R	3,825.00
01	312936	10/11/2024	ARVIG ENTERPRISES INC	R	1,307.90
01	312937	10/11/2024	BCN TELECOM, INC TBS	R	920.79
01	312938	10/11/2024	BENCHMARK EDUCATION COMPANY, LLC.	R	286.00
01	312939	10/11/2024	BLOOMINGTON COMMUNITY EDUCATION	R	70.60
01	312940	10/11/2024	CENTURYLINK	R	118.34
01	312941	10/11/2024	CITY OF RICHFIELD	R	3,381.98
01	312942	10/11/2024	CONSOLIDATED COMMUNICATIONS	R	3,189.15
01	312943	10/11/2024	CUB FOODS	R	755.52
01	312944	10/11/2024	DICKS SANITATION SERVICE, INC (DSI)	R	7,756.33
01	312945	10/11/2024	ETR ASSOCIATES	R	6,007.45
01	312946	10/11/2024	GROTH MUSIC COMPANY	R	264.42
01	312947	10/11/2024	HOPE CHURCH	R	15,522.06
01	312948	10/11/2024	IMPROVE YOUR TOMORROW, INC.	R	2,775.00
01	312949	10/11/2024	INNOVATIVE OFFICE SOLUTIONS LLC	R	1,089.20
01	312950	10/11/2024	JW PEPPER & SON INC	R	253.80
01	312951	10/11/2024	KELSEY CHARLEMAGNE	R	85.00
01	312952	10/11/2024	KEMPS LLC	R	443.05
01	312953	10/11/2024	LIFESAVER FIRE PROTECTION LLC	R	1,848.00
01	312954	10/11/2024	LOFFLER COMPANIES	R	10,434.58
01	312955	10/11/2024	LYNN E. HENRY	R	72.00
01	312956	10/11/2024	MAXORPLUS, LTD	R	32,686.26
01	312957	10/11/2024	METRO COMMUNITY ED DIRECTORS ASSN.	R	100.00
01	312958	10/11/2024	MIRA	R	3,900.00
01	312959	10/11/2024	MRI SOFTWARE LLC	R	339.50
01	312960	10/11/2024	NEI ELECTRIC, INC.	R	3,065.79
01	312961	10/11/2024	OCCUPATIONAL MEDICINE CONSULTANTS	R	24.00
01	312962	10/11/2024	ONEBRIDGE BENEFITS INC.	R	5,303.00
01	312963	10/11/2024	PAN O GOLD BAKING CO	R	93.00
01	312964	10/11/2024	PARENTSQUARE INC.	R	18,958.59
01	312965	10/11/2024	PAYDHEALTH	R	2,536.51
01	312966	10/11/2024	PITNEY BOWES INC	R	517.00
01	312967	10/11/2024	PREMIUM WATERS INC	R	39.00
01	312968	10/11/2024	REGENTS OF THE U OF MINNESOTA	R	1,500.00
01	312969	10/11/2024	SAFETYFIRST PLAYGROUND MAINTENANCE	R	1,650.00
01	312970	10/11/2024	SAFEWAY DRIVING SCHOOL	R	6,390.00
01	312971	10/11/2024	SCHMITT MUSIC	R	381.00
01	312972	10/11/2024	STEVE WEISS MUSIC INC	R	40.00
01	312973	10/11/2024	STONE ARCH STUDIO LLC	R	200.00

01	312974	10/11/2024	TAQUERIA CUATRO MILPAS LLC	R	300.00
01	312975	10/11/2024	TRIO SUPPLY COMPANY	R	22.19
01	312976	10/11/2024	UNITED HEALTHCARE/AARP MEDICARE RX	R	103.50
01	312977	10/11/2024	UNITED HEARTHCARE /AARP MEDICARE RX	R	103.50
01	312978	10/11/2024	UNITEDHEALTHCARE	R	590.91
01	312979	10/11/2024	VERIZON WIRELESS	R	360.09
01	312980	10/11/2024	WESTERN SPECIALTY CONTRACTORS INC	R	1,700.00
01	312902	10/14/2024	CONTRERAS WILLIAM	V	-47.40
01	312981	10/14/2024	ANDERSON SHEILA K	R	130.35
01	312982	10/14/2024	BECKMAN ALISON	R	55.64
01	312983	10/14/2024	BITUMINOUS ROADWAYS, INC.	R	5,600.00
01	312984	10/14/2024	BRIN GLASS COMPANY	R	465.00
01	312985	10/14/2024	BUMGARNER TERRY	R	82.00
01	312986	10/14/2024	BURKSTRAND JENNIFER	R	55.64
01	312987	10/14/2024	BURKSTRAND MICHAEL	R	103.00
01	312988	10/14/2024	CAPTIVATE MEDIA & CONSULTING	R	1,540.50
01	312989	10/14/2024	CITY OF RICHFIELD	R	1,118.91
01	312990	10/14/2024	CLEVELAND JOSHUA S	R	27.83
01	312991	10/14/2024	COMCAST BUSINESS	R	549.80
01	312992	10/14/2024	CONTRERAS WILLIAM	R	106.65
01	312993	10/14/2024	COOK AMY	R	55.64
01	312994	10/14/2024	DIGITAL INSURANCE LLC	R	3,607.00
01	312995	10/14/2024	ECM PUBLISHERS INC	R	1,168.00
01	312996	10/14/2024	EDUCATORS BENEFIT CONSULTANTS LLC	R	512.04
01	312997	10/14/2024	ENGMAN NATHAN P	R	170.00
01	312998	10/14/2024	EPLER KATHERINE	R	55.64
01	312999	10/14/2024	EPLER ROBERT	R	79.32
01	313000	10/14/2024	FINANGER PHILLIP J	R	66.95
01	313001	10/14/2024	GOVENAT DIANE	R	158.64
01	313002	10/14/2024	GRAHAM THOMAS	R	103.00
01	313003	10/14/2024	WW GRAINGER INC	R	68.04
01	313004	10/14/2024	H&B SPECIALIZED PRODUCTS INC	R	28,676.00
01	313005	10/14/2024	HAUGEN CHRIS	R	125.00
01	313006	10/14/2024	JEROME A PLAGGE JR	R	18.55
01	313007	10/14/2024	KEE-BOWLING BONNIE	R	82.00
01	313008	10/14/2024	KRUEGER BRANDT	R	51.50
01	313009	10/14/2024	LOFFLER	R	994.64
01	313010	10/14/2024	LORINSER TONY	R	170.00
01	313011	10/14/2024	LYNDSLEY KEVIN KAR	R	125.00
01	313012	10/14/2024	MASBO	R	235.00
01	313013	10/14/2024	MEGHAN T JOHNSON	R	82.00
01	313014	10/14/2024	MENDELBLATT SCOTT	R	18.55
01	313015	10/14/2024	MOREY DOUGLAS	R	55.64
01	313016	10/14/2024	OHARA MEGAN	R	27.82
01	313017	10/14/2024	OLIVER JOSEPH	R	125.00
01	313018	10/14/2024	OWENS SEDRIC	R	27.83
01	313019	10/14/2024	PEREZ LUCCIANO	R	70.00
01	313020	10/14/2024	RATHMANN NICHOLAS	R	125.00
01	313021	10/14/2024	RONDESTVEDE STEPHEN	R	82.00
01	313022	10/14/2024	RYAN JEANNIE M	R	924.28
01	313023	10/14/2024	SHEARD WATSON	R	170.00
01	313024	10/14/2024	STERICYCLE, INC.	R	374.49
01	313025	10/14/2024	TASYA RIVERA MARTIN	R	55.64
01	313026	10/14/2024	TEAMWORKS INTERNATIONAL, INC	R	262.50
01	313027	10/14/2024	VETSCH TERRI	R	66.95

TOTAL Epays, Checks, Scholarships, Pcards	**639,582.40**

REVENUE & EXPENDITURE SUMMARY BY SOURCE, OBJECT SERIES & PROGRAM SERIES

RICHFIELD | September 30, 2024

REVENUE CATEGORIES	June 30, 2023	Draft June 30, 2024	Adopted Budget	Projected End Of Year	Received YTD	Budget Remaining	September 30, 2024 % of Budget Received	September 30, 2023 % of Actuals Received	September 30, 2022 % of Actuals Received	Current YTD vs. PYTD	September 30, 2023	September 30, 2022
STATE	47,269,721	55,361,384	56,786,786	52,111,558	6,997,152	49,789,634	12.32%	14.90%	22.77%	**(1,252,409)**	8,249,560	10,761,513
FEDERAL	8,182,832	5,360,512	1,585,186	299,683	(1,256,519)	2,841,705	-79.27%	-9.74%	-0.26%	**(734,453)**	(522,066)	(21,609)
PROPERTY TAXES	17,853,747	18,257,792	23,050,883	22,303,732	11,355,911	11,694,972	49.26%	52.53%	50.11%	**1,765,519**	9,590,392	8,947,216
LOCAL SALES, INS RECOVERY & JUDGEMENTS	53,909	84,206	85,000	69,785	2,020	82,980	2.38%	21.08%	0.00%	**(15,730)**	17,750	0
LOCAL (FEES, INTEREST, ETC.)	1,656,125	2,943,714	2,213,325	2,114,014	262,045	1,951,280	11.84%	12.83%	23.90%	**(115,630)**	377,675	395,827
TOTALS	**75,016,334**	**82,007,607**	83,721,180	**76,898,773**	**17,360,608**	**66,360,572**	**20.74%**	**21.60%**	**26.77%**	**(352,702)**	**17,713,311**	**20,082,947**

EXPENDITURES (OBJECT SERIES)	June 30, 2023	Draft June 30, 2024	Adopted Budget	Projected End Of Year	Expended YTD	Budget Remaining	September 30, 2024 % of Budget Expended	September 30, 2023 % of Actuals Expended	September 30, 2022 % of Actuals Expended	Current YTD vs. PYTD	September 30, 2023	September 30, 2022
SALARIES & WAGES	42,666,507	44,519,026	47,359,520	47,540,733	5,757,171	41,602,349	12.16%	11.86%	11.33%	**478,346**	5,278,826	4,832,505
EMPLOYEE BENEFITS	14,518,829	15,376,730	16,012,385	16,240,470	2,612,619	13,399,766	16.32%	14.74%	15.87%	**345,502**	2,267,117	2,304,749
PURCHASED SERVICES	11,201,175	13,238,929	12,103,692	12,914,114	2,191,529	9,912,163	18.11%	7.67%	16.13%	**1,175,711**	1,015,819	1,806,291
SUPPLIES	3,707,790	3,838,248	4,457,922	4,565,390	1,825,728	2,632,194	40.95%	41.05%	32.83%	**249,978**	1,575,750	1,217,215
EQUIPMENT	4,339,230	3,488,077	2,936,585	2,645,224	1,095,179	1,841,406	37.29%	59.95%	47.88%	**(996,091)**	2,091,270	2,077,652
OTHER EXPENDITURES	392,751	406,103	716,045	646,964	104,445	611,600	14.59%	24.71%	25.12%	**4,078**	100,367	98,655
TOTALS	**76,826,282**	**80,867,113**	83,586,149	**84,552,895**	**13,586,671**	**69,999,478**	**16.25%**	**15.25%**	**16.06%**	**1,257,523**	**12,329,148**	**12,337,067**

EXPENDITURES (PROGRAM SERIES)	June 30, 2023	Draft June 30, 2024	Adopted Budget	Projected End Of Year	Expended YTD	Budget Remaining	September 30, 2024 % of Budget Expended	September 30, 2023 % of Actuals Expended	September 30, 2022 % of Actuals Expended	Current YTD vs. PYTD	September 30, 2023	September 30, 2022
SITE ADMINISTRATION	1,951,791	2,063,549	2,473,515	2,596,661	661,219	1,812,296	26.73%	24.95%	25.01%	**146,461**	514,758	488,080
DISTRICT ADMINISTRATION	2,124,536	2,281,758	2,579,209	2,356,880	422,632	2,156,577	16.39%	17.23%	34.62%	**29,406**	393,226	735,543
SUPPORT SERVICES	3,097,622	3,265,363	3,236,439	3,439,270	1,092,637	2,143,802	33.76%	33.58%	33.42%	**(3,770)**	1,096,407	1,035,185
REGULAR INSTRUCTION	30,597,910	31,391,984	31,936,608	31,933,677	3,691,821	28,244,787	11.56%	10.45%	12.35%	**410,750**	3,281,071	3,777,591
EXTRA-CURRICULAR ACTIVITES	1,131,315	1,043,990	1,119,853	1,087,480	163,119	956,734	14.57%	13.43%	13.03%	**22,906**	140,213	147,362
VOCATIONAL INSTRUCTION	599,877	839,648	698,297	706,325	81,374	616,923	11.65%	5.17%	9.60%	**37,927**	43,447	57,576
SPECIAL EDUCATION	13,955,261	15,684,899	16,464,054	16,564,581	1,790,969	14,673,085	10.88%	8.79%	10.86%	**412,728**	1,378,240	1,515,511
INSTRUCTIONAL SUPPORT	5,115,499	5,557,740	5,537,906	5,441,985	1,767,633	3,770,273	31.92%	45.71%	35.76%	**(772,933)**	2,540,565	1,829,499
PUPIL SUPPORT SERVICES	10,416,333	11,428,241	11,691,285	11,388,001	1,052,667	10,638,619	9.00%	7.16%	7.86%	**234,878**	817,789	818,237
FACILITIES	7,423,372	6,795,129	7,324,403	8,070,318	2,394,265	4,930,138	32.69%	30.45%	25.43%	**325,279**	2,068,986	1,887,485
OTHER FINANCING USES	412,768	514,812	524,580	967,716	468,336	56,244	89.28%	10.58%	10.90%	**413,891**	54,445	45,000
TOTALS	**76,826,282**	**80,867,113**	83,586,149	**84,552,895**	**13,586,671**	**69,999,478**	**16.25%**	**15.25%**	**16.06%**	**1,257,523**	**12,329,148**	**12,337,067**

REVENUE & EXPENDITURE SUMMARY BY SOURCE, OBJECT SERIES & PROGRAM SERIES

RICHFIELD | September 30, 2024

ACTIVITY - OTHER FUNDS

REVENUE	June 30, 2023	Draft June 30, 2024	Adopted Budget	Projected End Of Year	Received YTD	Budget Remaining	September % of Budget Received	September % of Actuals Received	September % of Actuals Received	Current YTD vs. PYTD	September 30, 2023	September 30, 2022
FOOD SERVICE	3,072,380	3,949,403	3,582,663	3,629,864	116,259	3,466,404	3.25%	2.47%	2.75%	**18,735**	97,524	84,561
COMMUNITY EDUCATION	2,097,545	2,322,904	2,031,749	2,049,386	564,410	1,467,339	27.78%	30.98%	33.46%	**(155,176)**	719,586	701,869
CONSTRUCTION	2,403,125	2,767,467	80,000	151,217	26,964	53,036	33.70%	1.38%	0.41%	**(11,174)**	38,138	9,923
DEBT SERVICE	7,384,481	8,086,343	7,819,436	7,532,936	3,870,431	3,949,005	49.50%	54.78%	49.65%	**(559,451)**	4,429,882	3,666,186
CUSTODIAL	25,986	30,570	12,000	15,107	4,607	7,393	38.39%	10.14%	14.64%	**1,507**	3,101	3,804
INTERNAL SERVICE	8,168,983	8,589,345	9,689,595	10,348,962	2,158,683	7,530,912	22.28%	27.13%	12.66%	**(171,626)**	2,330,309	1,033,877
OPEB IRREVOCABLE TRUST	190,720	364,778	200,000	(60,699)	(202,633)	402,633	-101.32%	14.00%	181.82%	**(253,685)**	51,052	346,764
OPEB DEBT SERVICE	2,061,376	2,013,317	2,058,652	1,987,070	1,029,574	1,029,078	50.01%	55.90%	50.55%	**(95,908)**	1,125,482	1,042,024
TOTALS	**25,404,596**	**28,124,128**	25,474,095	**25,653,842**	**7,568,294**	**17,905,801**	**29.71%**	**31.27%**	**27.12%**	**(1,226,780)**	**8,795,075**	**6,889,008**

EXPENDITURES	June 30, 2023	Draft June 30, 2024	Adopted Budget	Projected End Of Year	Expended YTD	Budget Remaining	September % of Budget Expended	September % of Actuals Expended	September % of Actuals Expended	Current YTD vs. PYTD	September 30, 2023	September 30, 2022
FOOD SERVICE	3,519,501	3,729,581	3,669,579	3,715,539	487,215	3,182,364	13.28%	13.11%	15.97%	(1,632)	488,847	562,087
COMMUNITY EDUCATION	2,092,359	2,258,815	1,999,439	2,014,766	392,786	1,606,653	19.64%	20.05%	17.23%	(60,121)	452,907	360,502
CONSTRUCTION	136,534	1,834,310	2,000,000	1,453,517	172,809	1,827,191	8.64%	4.06%	15.37%	98,398	74,411	20,987
DEBT SERVICE	7,254,908	7,949,447	7,688,838	7,684,777	2,270,056	5,418,782	29.52%	29.61%	32.29%	(83,794)	2,353,850	2,342,490
CUSTODIAL	7,639	9,075	12,000	16,100	10,500	1,500	87.50%	99.18%	99.12%	1,500	9,000	7,571
INTERNAL SERVICE	7,896,304	7,202,964	9,687,300	8,821,126	1,584,439	8,102,861	16.36%	32.87%	27.41%	(783,457)	2,367,895	2,164,213
OPEB IRREVOCABLE TRUST	484,271	476,577	665,000	665,000	0	665,000	0.00%	0.00%	0.00%	0	0	0
OPEB DEBT SERVICE	2,027,475	2,025,100	2,022,175	2,022,175	96,325	1,925,850	4.76%	6.05%	7.35%	(26,225)	122,550	148,975
TOTALS	**23,418,991**	**25,485,869**	27,744,331	**26,392,999**	**5,014,130**	**22,730,201**	**18.07%**	**23.03%**	**23.94%**	(855,330)	**5,869,461**	**5,606,825**

SUMMARY - ALL FUNDS

SUMMARY	June 30, 2023	Draft June 30, 2024	Adopted Budget	Projected End Of Year	YTD	Budget Remaining	September % of Budget Expended	September % of Actuals Expended	September % of Actuals Expended	Current YTD vs. PYTD	September 30, 2023	September 30, 2022
REVENUE	100,420,930	110,131,735	109,195,275	102,552,615	24,928,903	84,266,372	22.83%	24.07%	26.86%	(1,579,483)	26,508,385	26,971,955
EXPENDITURES	100,245,273	106,352,982	111,330,480	110,945,894	18,600,802	92,729,678	16.71%	17.11%	17.90%	402,193	18,198,609	17,943,893
SPENDING VARIANCE	175,656	3,778,753	(2,135,205)	(8,393,279)	6,328,101	N/A	N/A	N/A	N/A	(1,981,675)	8,309,777	9,028,062

Consent Agenda – For Action **Agenda Item IV.B.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting October 21st, 2024

Subject: PERSONNEL ITEMS

(Recommended by superintendent)

That the board of education approve the following personnel items:

Classified Full Time Paraprofessional Resignation
Monroe Hill - Campus Supervisor - Richfield Middle School
Effective: 10/23/2024
Yrs. of Service: 1.25

CONSENT AGENDA - FOR ACTION **Agenda Item IV.C.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Assurance of Compliance with State and Federal Law Prohibiting Discrimination

(Recommended by the superintendent)

That the board of education approve the Assurance of Compliance with State and Federal Law Prohibiting Discrimination 2024-2025 form to be submitted to the Minnesota Department of Education.

Background Information

(Prepared by Cassandra Quam and Craig Holje)

Pursuant to Minnesota Statutes, section 127A.42, subd. 3, each school board must annually submit to the commissioner of education a statement of compliance with state and federal laws prohibiting discrimination and providing the designated supporting information to assure that statement prior to November 15.

Attached:
Assurance of Compliance with State and Federal Law Prohibiting Discrimination 2024-2025 Form

DEPARTMENT OF EDUCATION

Contact Us

Kellie Brady

E-mail:
mde.assurance.compliance.MDE@state.mn.us

Phone: 651-582-8793

Address:
400 NE Stinson Blvd., Minneapolis, MN 55413

Assurance of Compliance

0280-01 Richfield Public School District
-INFORMATION NEEDED TO EVIDENCE COMPLIANCE-
School Year: 24-25

* - indicates required fields.

Coordinator Identification Information

	Human Rights Coordinator	Title IX Coordinator	504 Coordinator
Name*	Craig Holje	Craig Holje	Mary Clarkson
Telephone Number*	612-798-6031	612-798-6031	612-798-6041
Fax Number*	612-798-6057	612-798-6057	612-798-6057
E-Mail Address*	craig.holje@rpsmn.org	craig.holje@rpsmn.org	mary.clarkson@rpsmn.or

Mandated Reporter Training

Minnesota Chapter 260E.30, Subd. 2(b). Districts must inform all mandated reporters of the duties.

Date of Verification *

☑ * I verify that all mandated reporters employed by or otherwise associated with any school in this district have been informed of mandated reporting requirements and of the prohibition of retaliation against anyone reporting maltreatment. — 10/09/2024

As part of the Minnesota Department of Education's data collection for the Minnesota Olmstead Plan related to the topic area Prevent Abuse and please provide the following information;

Total number of school district employees who have received mandated reporter training as of verification date? 682

Number of licensed staff? 385

Number of unlicensed staff? 297

*This information is requested to assist in the prevention of abuse and neglect of students with disabilities through increased awareness and edu all school personnel and their duties associated with mandated reporting requirements.

Document Submittal Verification

Does MDE have current and accurate copies of the following documents?
Please submit updated policy if revised since Last Submitted Date.

Document	Last Submitted Date	Upload Document*
Harassment and Violence policy	10/04/2023	**Select Upload Document:** Choose File 103 Harass... 091624.pdf

District Compliance Requirements Checklist

This assurance is given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts, or other federal financial assistance extended after the date hereof to the district by the U.S. Department of Education and the Minnesota Department of Education (MDE), i installment payments after such date of application for federal financial assistance and state aid allotments which were approved before such date.

The district recognizes and agrees that such federal and state financial assistance will be extended in reliance on the representations, supporting informatio by Minnesota Statute, section 127A.42, subd. 3 and agreements made in this assurance. This assurance is binding on the district and the persons who are authorized to submit information on behalf of the district.

Check all statements in which the district has complied with the state and federal requirements prohibiting discrimination.

Federal Laws:

☑ * Title VI of the Civil Rights Act of 1964 (42 USC 2000d, et. seq.; 34 C.F.R. Part 100), which provides that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the district receives federal financial assistance.

☑ * Title VII of the Civil Rights Act of 1964 (42 USC 2000e, et. seq.; P.L. 88-352), as amended by the Equal Employment Opportunity Act of 1972 (P.L. 92-261), which prohibits discrimination in employment because of an individual's race, color, religion, sex, or national origin.

☑ * Title VII of the Civil Rights Act of 1964 Pregnancy Discrimination Act (within Title VII) (42 USC § 2000e(k)).

☑ * Title IX of the Education Amendments of 1972 (20 USC § 1681; 34 C.F.R. Part 106), which prohibits discrimination on the basis of sex in education programs and activities receiving or benefiting from federal financial assistance.

☑ * The Age Discrimination in Employment Act of 1967 (29 USC § 621; 42 USC § 6101; 29 C.F.R. Part 621), which prohibits discrimination on the basis of age (over 40 years).

☑ * Section 504 of the Rehabilitation Act of 1973 (34 C.F.R. part 104) prohibiting discrimination on the basis of disability.

☑ * The American with Disabilities Act (42 USC § 12101, et seq.), also prohibiting discrimination on the basis of disability.

☑ * Denial of Equal Educational Opportunity Prohibited (20 USC § 1703).

☑ * The Fair Housing Act (42 USC § 3601 et seq.; 24 C.F.R. part 100).

☑ * The Age Discrimination Act of 1975 (42 USC § 6101 and 6102; 34 C.F.R. part 110).

☑ * Prohibition of Discrimination Based on Blindness (20 USC § 1684).

State Laws:

☑ * The Minnesota Human Rights Act (Minn. Stat. § 363A), which prohibits discrimination in education programs and activities on grounds of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, sexual orientation, disability or age.

☑ * Minnesota Statues, section 121A.031, which requires school districts to have a written policy to prevent and to prohibit student bullying.

☑ * Minnesota Statutes, section 121A.03, which requires school districts to have a policy prohibiting sexual/racial/religion harassment and violence which applies to students, teachers, administrators and other school personnel.

☑ * Minnesota Statutes, section 121A.04, which prohibits sex discrimination in athletic programs.

☑ * Minnesota Rules, part 3500.0550, relating to the Inclusive Educational Program Plan.

☑ * Minnesota Rules, Chapter 3535.0100-.0180; 3535.2300-.2800; 3535.3000-.3700, relating to equality of educational opportunity and school desegregation, and prohibition of discriminatory practices.

By clicking "Submit" you are affirming that these laws are available in each building in the district, that the information that you have provided is accurate, and that you have the authority to submit this assurance on behalf of the district. Clicking "Cancel" will clear data entered.

NOTE: When data entry is complete, click "Submit" to send data to The Minnesota Department of Education.

Submit Cancel

OLD BUSINESS – FOR ACTION **Agenda Item V.A.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Activities Transportation

(Recommended by the superintendent)

Passage upon a third read of Policy 744: Activities Transportation & Administrative Guideline 744.1. This policy outlines the process for transporting students, parent/guardians and staff members to activities.

Feedback was obtained from the Activities and Transportation Departments. Suggested changes have been included to adhere to District branding and style guidelines as well as to create clarity and align to current practices.

Attachments:
Policy 744: Activities Transportation - redlined
Administrative Guideline 744.1 - redlined
MSBA Model Policy 710: Extracurricular Transportation

RICHFIELD PUBLIC SCHOOLS
ACTIVITIES TRANSPORTATION

I. PURPOSE

The purpose of this policy is to make clear to students, parents and staff the ~~school district's~~Richfield Public Schools policy regarding activities transportation.

II. GENERAL STATEMENT OF POLICY

~~The school district~~ Richfield Public Schools may charge a fee for transporting students to and from activities in accordance with Minnesota Statute §123B.36 that authorizes charging a fee for service.

The determination as to whether to provide transportation for students, spectators or participants to and from activities shall be made by the ~~school d~~District administration. This determination shall include, but is not limited to, charter licensing requirements, the persons to be transported, the type or method to be utilized, distance to the event, available vehicles, amount of scheduling and coordination, and any other transportation arrangements.

A. Transportation for students participating in Minnesota State High School League (MSHSL) sanctioned activities shall be provided by the ~~district~~ District as outlined in the Administrative Guidelines.

B. The transportation cost for non-MSHSL sanctioned activities and events shall be provided by the District or paid for by the students participating as outlined in the Administrative Guidelines.~~shall be paid for by the students participating.~~

C. The cost of transportation provided to parents and ~~user groups~~spectators to an event or activity ~~shall~~ may be required to be ~~borne~~ paid for by those participating.

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 741 (Walk Distance)~~

~~ADOPTED~~ RATIFIED BY THE BOARD OF EDUCATION: April 15, 2002

REVISED BY THE BOARD OF EDUCATION: March 19, 2007;

~~REVISED BY THE BOARD OF EDUCATION:~~ May 20, 2019

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

ACTIVITIES TRANSPORTATION

I. INTRODUCTION

These administrative guidelines are to facilitate activities transportation services; this includes but is not limited to athletics, school sponsored clubs, and theater, pursuant to ~~Board~~ Policy 744: Activities Transportation.

II. ARRANGEMENT OF TRANSPORTATION

~~School district~~Richfield Public Schools employees may undertake independent arrangement, scheduling or coordination of transportation for activities only when specifically directed or approved by the activities director. ~~School d~~District employees will notify the activities director of all transportation arrangements made.

III. EMPLOYEE TRANSPORTATION OF STUDENTS

Transportation shall be furnished through a commercial carrier or school-owned vehicle. All vehicles used to transport students shall be properly registered and insured. ~~In the event a private vehicle is approved for use, a certificate of insurance must be on file in the school district office.~~

~~In the event of an emergency or other unforeseeable circumstances, employees are authorized to make appropriate transportation arrangements for students as necessary. Employees may transport students in non-emergency circumstances when approved by the transportation department. The employee shall report the relevant facts and circumstances to the administration.~~

Employees may transport students on approved trips in rental vehicles. All employees driving students need to complete the school's van training prior to transporting students.

An employee may use a personal vehicle to transport staff or personal property to activities upon prior, written approval from administration.

An employee must not use a personal vehicle to transport one or more students to activities.

A. If immediate transportation of a student is required due to an emergency or unforeseen circumstance, such as the illness or injury of a child, and the transportation does not constitute regular or scheduled transportation, a personal vehicle may be used. To the extent a personal vehicle is used, the vehicle must be properly registered and insured.

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B. An employee must obtain preapproval by administration of student transportation by a personal vehicle, if practicable. If preapproval by administration of use of a personal vehicle cannot be obtained in a reasonable time given the circumstances, an employee shall report the relevant facts and circumstances justifying the need for use of a personal vehicle to administration as soon as practicable. The relevant facts and circumstances for use of a personal vehicle shall be documented by administration.

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IV. STUDENT DISCIPLINE

Rules of conduct and student discipline shall apply to all student transportation.

In the event a student desires to return home from an event with a parent or other adult, a letter of permission, signed by the student's parent or guardian, must be presented to the activities office prior to the event. The letter of permission is appended to this document. In the case of a family or medical emergency at an away event, parents may transport their student or make arrangements to have their student transported. Circumstances of the emergency and the transportation arrangements will be reported to the activities director as soon as possible.

V. ACTIVITIES TRANSPORTATION

A. The transportation cost to ~~participate in activities or~~ attend an event shall be the personal responsibility of the student.

B. Transportation to scheduled practices shall be the personal responsibility of the student.

C. Transportation shall be provided to competitions within a 70 mile radius of Richfield High School.

D. Transportation to scrimmages and competitions outside of a 70 mile radius of Richfield High School requires prior approval by the activities director.

~~14~~ E. Activity transportation requests should be submitted to the transportation department at least two weeks in advance of the event.

~~E~~F. Whenever possible, ~~Buses~~ buses shall be scheduled ~~whenever possible~~ in such a manner to reduce the number of buses used. Groups shall share transportation when having common destinations and may be expected to wait for the completion of each other's events before the return trip.

~~F~~G. A coach style bus is recommended for travel outside the districts 70 mile radius transportation limit. Availability of a coach style bus is not guaranteed.

~~G~~H. Coaches and activity advisors are encouraged to use a school van when transporting small groups.

~~H~~I. The transportation department is encouraged to contract for transportation service to accommodate trips beyond the district's capacity.

~~30~~ ~~I~~J. When feasible, t~~T~~he District may provide transportation from school to home bus stops after activity practices ~~when feasible~~.

VI. FEE FOR SERVICE

The transportation department will charge the user group the established cost per mile for the use of a van or school bus plus the labor cost when a licensed school bus driver is required.

Dated: April 15, 2002
Reviewed: March 19, 2007
Revised: May 20, 2019

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Adopted: _____ *MSBA/MASA Model Policy 710*
Orig. 1995
Revised: _____ *Rev. 2022~~12~~*

710 EXTRACURRICULAR TRANSPORTATION

I. PURPOSE

The purpose of this policy is to make clear to students, parents, and staff the school district's policy regarding extracurricular transportation.

II. GENERAL STATEMENT OF POLICY

The determination as to whether to provide transportation for students, spectators, or participants to and from extracurricular activities shall be made solely by the school district administration. This determination shall include, but is not limited to, the decision to provide transportation, the persons to be transported, the type or method to be utilized, all transportation scheduling and coordination, and any other transportation arrangements or decisions. Employees who are involved in extracurricular activities shall be advised by the administration as to the transportation arrangements made, if any.

III. ARRANGEMENT OF EXTRACURRICULAR TRANSPORTATION

School district employees shall not undertake independent arrangement, scheduling, or coordination of transportation for extracurricular activities unless specifically directed or approved by the school district administration. All transportation arrangements made by a school district employee must be approved by a building administrator. If the school district makes no arrangements for extracurricular transportation, students who wish to participate are responsible for arranging for or providing their own transportation.

IV. NO EMPLOYEE TRANSPORTATION OF STUDENTS WITH PERSONAL VEHICLES

An employee must not use a personal vehicle to transport one or more students except as provided herein. However, employees may make appropriate transportation arrangements for students as necessary in an emergency or other unforeseeable circumstance.

In a nonemergency situation, an employee must get prior, written approval from the administration before transporting a student in a personal vehicle. If a school vehicle is available, the employee will use the school vehicle. The administration has the sole discretion to make a final determination as to the appropriate use of a personal vehicle to transport one or more students.

If any emergency transportation arrangements are made by employees pursuant to this section, the relevant facts and circumstances shall be reported to the administration as soon thereafter as practicable.

All vehicles used to transport students shall be properly registered and insured.

[Note: This policy provides that employees may use a personal vehicle to transport students in an emergency or other unforeseeable circumstance. An "emergency or other unforeseeable circumstance" does not include situations where regular transportation is available or scheduled.

For example, if a scheduled extracurricular event occurs outside of the school district and the school district transports a team or group of students to and from the event, an employee would be prohibited by law from using a personal vehicle to transport some students to the event. In contrast, if a student attending this same event became ill or injured and required immediate transportation home or to a health care facility, the exigent need to transport one student would not constitute regular or scheduled transportation. An employee would have authority to transport the student in a personal vehicle under these circumstances, if using a vehicle that is properly registered and insured. The expectation of the school district is that the employee would immediately contact administration about these circumstances to ensure oversight of the employee's use of this exception.

Nonregular and nonscheduled transportation also would include situations where some notice may be provided of the need for transportation to a nonscheduled event for which transportation generally is not provided by the school district. For example, a group of students may participate in a scheduled debate competition for which regular school district transportation is provided. Two students advance to a regional competition the following day. Transportation would not have been scheduled to the regional competition as the students' advancement was not predicted. These circumstances may justify an employee's use of a personal vehicle to transport the two students to the regional competition, if the vehicle is properly registered and insured. Because the employee has sufficient time to contact an administrator, advance written permission by an administrator would be expected for the purpose of overseeing that the reasons for an employee using a personal vehicle comply with the requirements of the law.]

V. FEES

In its discretion, the school district may charge fees for transportation of students to and from extracurricular activities conducted at locations other than school, where attendance is optional.

Legal References:
Minn. Stat. § 123B.36 (Authorized Fees)
Minn. Stat. § 169.011, Subd. 71(a) (Definitions ~~of a School Bus~~)
Minn. Stat. § 169.454, Subd. 13 (Type III Vehicle Standards ~~— Exemption~~)

Cross References:
MSBA/MASA Model Policy 610 (Field Trips)
MSBA/MASA Model Policy 709 (Student Transportation Safety Policy)
~~MSBA Service Manual, Chapter 2, Transportation~~

OLD BUSINESS – FOR ACTION **Agenda Item V.B.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Gifts to Employees

(Recommended by the superintendent)

Passage upon a third read of Policy 408: Gifts to Employees & Administrative Guideline 408.1. This policy sets expectations for any gifts given to staff members or school board members in order to avoid the appearance of conflict of interest situations.

The policy and guideline state that employees may not accept gifts of greater than nominal value, which is $35 from an individual or $100 from a group. If the gift is coming from a person or organization doing business with the District, it cannot be accepted if it has greater than a $5 value.

Suggested changes have been included for clarity and to adhere to District branding and style guidelines.

Attachments:
Policy 408: Gifts to Employees - redlined
Administrative Guideline 408.1 - redlined
MSBA Model Policy 421: Gifts to Employees and School Board Members

RICHFIELD PUBLIC SCHOOLS

GIFTS TO EMPLOYEES

I. PURPOSE

The purpose of this policy is to avoid the appearance of impropriety or the appearance of a conflict of interest with respect to gifts given to ~~school district~~Richfield Public Schools employees and school board members.

II. GENERAL STATEMENT OF POLICY

A. The ~~school d~~District recognizes that students, parents, and others may wish to show appreciation to ~~school d~~District employees. The policy of the ~~school d~~District, however, is to discourage gift giving to employees and to encourage donors instead to write letters and notes of appreciation or to give small tokens of gratitude as memorabilia.

B. A violation of this policy occurs when any employee solicits, accepts, or receives either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value. The superintendent has discretion to determine what value is nominal. This value will be stated in the administrative guideline related to this policy.

C. A violation of this policy occurs when any employee solicits, accepts, or receives a gift from a person or entity doing business with or seeking to do business with the ~~school d~~District. Employees may accept items of insignificant value of a promotional or public relations nature or a plaque with a resale value of $5 or less with an inscription recognizing an individual for an accomplishment. The superintendent has discretion to determine what value is "insignificant."

D. Teachers may accept ~~from publishers~~ free samples of textbooks and related teaching materials from publishers.

E. This policy applies only to gifts given to employees where the donor's relationship with the employee arises out of the employee's employment with the ~~school d~~District. It does not apply to gifts given to employees by personal friends, family members, other employees, or others unconnected to the employee's employment with the ~~school d~~District.

F. An elected or appointed member of a school board, a school superintendent, a school principal, or a district school officer, including the school business official, may not accept a gift from an interested person.

III. DEFINITIONS

A. "Gift" means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment, that is given without something of equal or greater value being received in return.

B. "Interested person" means a person or a representative of a person or association that has a direct financial interest in a decision that a school board member, a superintendent, a school principal, or a district school officer is authorized to make.

B.C. "Financial interest" means any ownership or control in an asset which has the potential to produce a monetary return.

IV. PROCEDURES

Any employee considering the acceptance of a gift shall confer with the administration for guidance related to the interpretation and application of this policy.

V. VIOLATIONS

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

Legal References:
Minn. Stat. 10A.07 (Conflicts of Interest)
Minn. Stat. 10A.071 (Prohibition of Gifts)
Minn. Stat. 15.43 (Acceptance of Advantage by State Employee Penalty)
Minn. Stat. 471.895 (Certain Gifts by Interested Persons Prohibited)

Cross References:
Board Policy 202 : School Board Member Code of Ethics

ADOPTED RATIFIED BY THE BOARD OF EDUCATION: November 15, 1999
REVIEWED AND REAFFIRMED BY THE BOARD OF EDUCATION: December 20, 2004; June 11, 2012
REVISED BY THE BOARD OF EDUCATION: June 10, 2019

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RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

GIFTS TO EMPLOYEES

I. PURPOSE

The purpose of these administrative guidelines is to assist in the implementation of Board Policy 408~~,~~ : Gifts to Employees.

II. GUIDELINES REGARDING GIFTS

A. Board Policy 408 specifies that acceptance of a gift is permitted if it is of nominal value. For purposes of this policy, a gift received from an individual or family with an approximate value of $35.00 or less is considered nominal value. A gift received from a group (e.g. from a sports team to a coach) with an approximate value of $100.00 or less is considered nominal value.

B. Employees shall confer with the building administrator for guidance related to the interpretation and application of this policy.

C. Questions that cannot be addressed by the building administrator shall be referred to the superintendent.

III. ALTERNATIVES TO PERSONAL GIFTS

As indicated in Section II.A. of Policy 408, persons wishing to show appreciation are encouraged to do so in alternative ways. Other ways of showing appreciation include, but are not limited to, the following:

A. Verbal expression of appreciation to the individual directly and/or to the individual's supervisor.

B. Letter or note of appreciation to the individual, the individual's supervisor, and/or to the Board of Education.

C. Small tokens of gratitude as memorabilia.

D. Donation to ~~the~~ Richfield Public Schools ~~Foundation~~ and/or to the Spartan Foundation in an employee's name.

If the individual being recognized is associated with a specific school program or activity, the donation could be designated to support that program or activity.

IV. COMMUNICATIONS

Building and district level administrators are expected to inform staff and parents about Policy 408 and Administrative Guidelines 408.1 ~~, e.g.~~ through a variety of media such as the ~~school d~~District website and building publications.

Dated: November 15, 1999
Reviewed:
Revised: December 20, 2004~~, ~~; June 11, 2012~~, ~~; June 10, 2019

Adopted: _____ *MSBA/MASA Model Policy 421*
Orig. 1995
Revised: _____ *Rev. 2019*

421 GIFTS TO EMPLOYEES AND SCHOOL BOARD MEMBERS

I. PURPOSE

The purpose of this policy is to avoid the appearance of impropriety or the appearance of a conflict of interest with respect to gifts given to school district employees and school board members.

II. GENERAL STATEMENT OF POLICY

A. The school district recognizes that students, parents, and others may wish to show appreciation to school district employees. The policy of the school district, however, is to discourage gift-giving to employees and to encourage donors instead to write letters and notes of appreciation or to give small tokens of gratitude as memorabilia.

B. A violation of this policy occurs when any employee solicits, accepts, or receives, either by direct or indirect means, a gift from a student, parent, or other individual or organization of greater than nominal value.

C. A violation of this policy occurs when any employee solicits, accepts, or receives a gift from a person or entity doing business with or seeking to do business with the school district. Employees may accept items of insignificant value of a promotional or public relations nature or a plaque with a resale value of $5 or less with an inscription recognizing an individual for an accomplishment. The superintendent has discretion to determine what value is "insignificant."

D. Teachers may accept from publishers free samples of textbooks and related teaching materials.

E. This policy applies only to gifts given to employees where the donor's relationship with the employee arises out of the employee's employment with the school district. It does not apply

to gifts given to employees by personal friends, family members, other employees, or others unconnected to the employee's employment with the school district.

F. An elected or appointed member of a school board, a school superintendent, a school principal, or a district school officer, including the school business official, may not accept a gift from an interested person.

III. DEFINITIONS

A. "Gift" means money, real or personal property, a service, a loan, a forbearance or forgiveness of indebtedness, or a promise of future employment that is given without something of equal or greater value being received in return.

B. "Interested person" means a person or a representative of a person or association that has a direct financial interest in a decision that a school board member, a superintendent, a school principal, or a district school officer is authorized to make.

C. "Financial interest" means any ownership or control in an asset which has the potential to produce a monetary return.

IV. PROCEDURES

Any employee considering the acceptance of a gift shall confer with the administration for guidance related to the interpretation and application of this policy.

V. VIOLATIONS

Employees who violate the provisions of this policy may be subject to discipline, which may include reprimand, suspension, and/or termination or discharge.

Legal References: Minn. Stat. § 10A.07 (Conflicts of Interest)
Minn. Stat. § 10A.071 (Prohibition of Gifts)
Minn. Stat. § 15.43 (Acceptance of Advantage by State Employee; Penalty)
Minn. Stat. § 471.895 (Certain Gifts by Interested Persons Prohibited)

Cross References: MSBA/MASA Model Policy 209 (Code of Ethics)
MSBA/MASA Model Policy 210 (Conflict of Interest – School Board Members)
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)

OLD BUSINESS – FOR REVIEW **Agenda Item V.C.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Student Dress and Appearance

(Recommended by the superintendent)

A second read of Policy 547: Student Dress and Appearance and Administrative Guideline 547.1. This policy establishes expectations for how students dress in Richfield Public Schools. The policy outlines some examples of what is appropriate and inappropriate dress for school. The administrative guideline details the school uniform expectations at Richfield Dual Language School.

The board made some specific changes to the policy in December of 2023 but did not complete a full review of the policy and guideline at that time.

Input has been obtained from the student and parent/guardian groups of the Safe & Supportive Schools committee, as well as parents/guardians from RDLS, and suggested changes are included.

Attachments:
Policy 547: Student Dress and Appearance - redlined
Administrative Guideline 547.1: Richfield Dual Language School Uniform Dress - redlined
MSBA Model Policy 504: Student Dress and Appearance

RICHFIELD PUBLIC SCHOOLS

STUDENT DRESS AND APPEARANCE

I. PURPOSE

The purpose of this policy is to enhance the education of students by establishing expectations of ~~dress~~ clothing, appearance, and accessories, as ~~and grooming~~ related to educational goals and community standards. This policy includes after school and community education programs for students ~~unless uniforms are required for the program.~~.

Commented [CQ1]: We don't really have any expectations for grooming in the policy. Take this out?

II. DEFINITIONS

Headgear is defined as anything worn on the head. Headgear includes but is not limited to hats, scarfs, hoodies, bandanas, and other forms of headwear.

III. GENERAL STATEMENT OF POLICY

A. It is the policy of ~~this school district~~ Richfield Public Schools to encourage students to be dressed appropriately for school activities and in keeping with community standards. This is a joint responsibility of the student and the student's parent~~(s) or~~ /guardian(s).

B. Appropriate clothing includes, but is not limited to, the following:

1. Clothing that covers all undergarments and/or covers all private parts. Tops, bottoms, and shoes are required to be worn.

~~1.~~2. Clothing worn for medical, cultural, or religious observances are allowed.

~~2.~~3. Headgear is allowed provided it does not impede the student's ability to engage in learning.

3. Clothing and footwear that does not create a health or safety hazard.

4. Clothing and footwear appropriate for the activity (~~i.e.,~~e.g. physical education ~~or,~~ the classroom, science labs, field trips, extracurricular activities, etc.).

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C. Inappropriate clothing includes, but is not limited to, the following:

1. Clothing that does not cover all private parts ~~undergarments~~ and/or does not cover all ~~private parts.~~ undergarments, with the exception of visible straps/bands, which are allowable.

2. Apparel promoting products or activities that are illegal for use by minors.

3. ~~Objectionable e~~Emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry that ~~communicating~~ communicate a message that is racist, sexist, or otherwise derogatory to a protected group, are known to evidence~~s~~ gang membership or affiliation, show nudity, or approve~~s~~, advance~~s~~ or provoke~~s~~ any form of religious, racial or sexual harassment and/or violence against other individuals as defined in School Board Policy 103 ~~pertaining to "Racial, Religious and Sexual Harassment and Violence."~~ : Harassment Prohibition.

4. Any apparel or footwear that could damage school property.

5. Any headgear and/or hair accessories that ~~block the face and/or~~ create a barrier to the student's ability to hear and/or engage in learning.

D. ~~D.~~ It is not the intention of this policy to infringe on the rights of students to express political, religious, philosophical, or similar opinions by wearing apparel on which such messages are stated. Such messages are acceptable as long as they are not lewd, vulgar, obscene, defamatory, profane, do not advocate violence or harassment against others or do not create a substantial disruption of the learning environment.

E. It is the intention of this policy to allow all students across all identities and body types to dress in a way that makes them feel comfortable while at school regardless of how much of their bodies they choose to expose, as long as it is in accordance with the expectations of this policy.

IV. ACCESSORIES, TATTOOS AND OTHER ITEMS

A. Items that students carry with them at school, such as backpacks, bags, water bottles, cases for electronics, and other items must also be appropriate. These items may not promote products or activities that are illegal for use by minors, and they may not have any inappropriate emblems, badges, symbols, signs, words, objects or pictures, as defined in III.C.3.

B. Tattoos that promote products or activities that are illegal for use by minors, or that have any inappropriate emblems, badges, symbols, signs, words, objects or pictures, as defined in III.C.3 must be covered.

C. Headphones and earbuds are only allowed to be worn at certain times while at school. Each RPS school has specific rules about when personal electronic devices such as these may be worn and/or used.

~~I~~V. UNIFORM DRESS

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A. The ~~Superintendent~~ superintendent may authorize uniform dress guidelines for an individual school or program, provided that the guidelines reflect involvement of the school community, take into consideration the financial ability of students to purchase uniforms, and allow for exemptions upon parent request.

~~A.~~B. Extracurricular activities may require uniforms and/or costumes for competitions and performances. The provisions of this policy also apply to practices and meetings for extracurricular activities (e.g. wearing clothing that is appropriate for the activity during track or swim practice), and activity coaches will be trained on this policy.

~~B.~~C. The administration may recommend a form of dress considered appropriate for a specific event and communicate the recommendation to students and parents/guardians.

~~C.~~D. An organized student group may recommend a form of dress for students considered appropriate for a specific event and make such recommendation to the administration for approval.

VI. SANCTIONS

When, in the judgment of the administration, a student's appearance, ~~grooming~~accessories, or mode of dress interferes with or disrupts the educational process or school activities, or poses a threat to the health or safety of the student or others, the student will be directed to make modifications. Parents/guardians will be notified.

Legal References:

U. S. Const., amend. I

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

Stephenson v. Davenport Community School District, 110 F.3d 1303 (8th Cir. 1997)

Harper v. Poway Unified Sch. Dist., 445 F.3d 1166 (9th Cir. 2006)

Hicks v. Halifax County Board of Educ., 93 F.Supp.2d 649 (E.D.N.C. 1999)

McIntire v. Bethel School, I.S.D. No. 3, 804 F.Supp. 1415, 78 Educ. L.Rep. 828 (W.D. Okla. 1992)

Olesen v. Board of Educ. of Sch. Dist. No. 228, 676 F.Supp. 820, 44 Educ. L. Rep. 205 (N.D. Ill. 1987)

Cross References:

Policy 103 ~~(~~: Harassment Prohibition~~)~~

Policy 541 ~~(~~: Student Behavior~~)~~

Policy 586: Gender Inclusion

RATIFIED BY THE BOARD OF EDUCATION: August 20, 2007

REVISED BY THE BOARD OF EDUCATION: July 15, 2019; December 4, 2023

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RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES
RICHFIELD DUAL LANGUAGE SCHOOL
UNIFORM DRESS GUIDELINES

I. OVERVIEW

A. At ~~the~~ Richfield Dual Language School (RDLS), we seek to create the best learning environment for all students and believe that a safe and disciplined learning environment is the first requirement of an effective school. In order to promote school pride, unity, discipline, and civility, students are encouraged to wear the school uniform.

B. Consistent with Section ~~III~~IV. A. of Board Policy 547 ~~(~~: Student Dress and Appearance~~)~~, the uniform dress guidelines for RDLS reflect involvement of the school community, take into consideration the financial ability of students to purchase uniforms, and allow for exemption upon parent request.

C. This administrative guideline applies at all times on the school campus, on buses, on field trips and other school-sponsored activities. Students are expected to remain in uniform all day, including after school while remaining on campus.

II. BENEFITS

The potential benefits of a uniform policy include:

~~i.~~A. Putting the focus on academics rather than fashion;
~~ii.~~B. Lowering the cost of school clothes;
~~iii.~~C. Ensuring a safe school environment by preventing students from wearing inappropriate insignias;
~~iv.~~D. Helping students to differentiate between a learning environment and a play environment;
~~v.~~E. Instilling a sense of school pride and discipline.

III. EXEMPTIONS

A. Parents wishing to exempt their student from the uniform dress guidelines may opt-out by completing the attached *Application for Exemption* form. The exemption is effective upon review by the building principal. An exemption is valid only for the current school year and must be renewed at the beginning of each school year.

B. Groups officially sanctioned by the school or district~~,~~ may wear their uniforms in place of the school uniform.

July 15, 2019 Board Approved

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C. Students may wear school shirts of any type sold by the school in place of the school uniform.

V. RICHFIELD DUAL LANGUAGE SCHOOL STUDENT UNIFORM DRESS OPTIONS:

A. The colors for RDLS are: **burgundy, burgundy plaid, white, gray, khaki, and black.**

B. Students may choose from among the following uniform dress options as long as they are in the RDLS colors:

~~Shirts~~ Tops

- ~~White, black, burgundy, khaki, or gray polo~~Polo shirt, short or long sleeve
- ~~White, black, burgundy, khaki or gray dress~~Dress shirt, short or long sleeve
- T-shirt, short or long sleeve

Bottoms

- ~~Khaki, black or gray pants~~Pants
- ~~Khaki, black or gray bermuda shorts~~Shorts
- ~~Khaki, black or gray skorts~~Skort
- ~~Burgundy plaid v-neck pleated jumper~~Jumper ~~(burgundy plaid v-neck pleated jumpers corresponding to the sample provided)~~
- ~~Black, khaki or burgundy plaid pleated skirt~~Skirt ~~(burgundy plaid pleated skirts corresponding to the sample provided)~~
- ~~Black, khaki or burgundy plaid skort (burgundy plaid skorts corresponding to the sample provided)~~Dress
- ~~Khaki, black or gray pants, flat front or pleated~~
- ~~Khaki, black or gray walk shorts~~

~~Belt~~

- ~~Black~~

Sweaters

- ~~Burgundy or black v-neck unisex sweater vest w/ school logo~~Sweater
- ~~Burgundy or black blue zip front sweater w/ school logo~~ Sweatshirt

Shoes

- Athletic or black dress shoes (no sandals or open-toed shoes, no lights or wheels on shoes)

~~Accessories~~

- ~~Hats or caps may not be worn during the school day in the school.~~
- ~~Any hair accessories must be unobtrusive.~~

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Commented [CQ1]: Does this stay in even though it has been removed from the policy?

Independent School District 280
Richfield, Minnesota

Richfield Dual Language School

APPLICATION FOR EXEMPTION FROM THE SCHOOL UNIFORM DRESS GUIDELINES

Name of the person submitting this application: _____

Name of student: _____

Address: _____Telephone #: _____

School year: _____ Teacher: _____ Grade: _____

I certify that I am the parent or legal guardian of the student named above. I choose not to have my child comply with the Richfield Dual Language School Uniform Dress Guidelines and hereby request exemption. I understand that this exemption applies only to the current school year, and that that this exemption will be effective following review by the ~~Building~~ building ~~Principal~~principal. I further understand that I have the right to rescind this request at any time during the school year.

The reason for requesting an exemption is as follows:

_____

_____

_____

_____

_____

_____

_____ _____
Signature of Parent/Guardian Date of Request

July 15, 2019 Board Approved

Signature of Principal

Date Reviewed

July 15, 2019 Board Approved

504 STUDENT DRESS AND APPEARANCE

PLEASE NOTE: MINNESOTA SCHOOL DISTRICTS AND CHARTER SCHOOLS ARE <u>NOT REQUIRED</u> TO REVISE THEIR DRESS CODE POLICIES AT THIS TIME.

For the past year, the Minnesota School Boards Association (MSBA) has engaged in a deep review of Model Policy 504—Student Dress and Appearance.

The updates offered below reflect the key goals of permitting students to engage in their First Amendment right to express themselves while maintaining a positive school environment in which learning is promoted and students are protected from harm.

In updating Model Policy 504, MSBA seeks to promote and support local discussion and decision-making. Alternative provisions are offered, such as on head wear and hats, in order to assist board members as they create a policy that best fits their schools and their communities.

As Minnesota school districts review and revise their dress code policies, MSBA anticipates that it will learn valuable lessons that can be shared with other schools throughout the state. The revisions offered here are a starting point and are likely to be augmented in the future.

This model policy uses the term "dress code" to refer to the policy itself because of the longstanding practice and community familiarity with the term. A school board can choose to use a different term, such as "clothing," to replace dress.

Minnesota school boards have considerable authority to decide whether to have a dress code policy at all. Boards can choose the provisions the policy contains. School boards might choose to retain their current dress code policy. Boards may opt to change some provisions and to keep others. Boards may include language that does not appear in Model Policy 504.

The Minnesota legislature passed two laws in 2023 that are relevant to dress codes.

School boards may choose to engage with students, staff, parents and guardians, and others to craft a dress code for the school district.

In light of the many local decision points that a dress code invites, MSBA decided to not attempt to create a redline version that could be universal across the state.

I. PURPOSE

The purpose of this policy is to enhance the education of students by establishing expectations that support educational goals. Students and their families have the primary and joint responsibility for student clothing and appearance. Teachers and other district staff should exemplify and reinforce student clothing and appearance standards and help students develop an understanding of appropriate appearance in the school environment.

The school board is encouraged to draft a purpose statement that reflects the school district's mission and goals.

The dress code provisions offered below recognize that clothing is an expressive

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activity protected under the First Amendment. The policy seeks to promote fair treatment of all students and to reduce staff time spent monitoring student clothing. School boards may choose to adopt all, some, or none of the suggested provisions.

II. GENERAL STATEMENT OF POLICY

A. The policy of the school district is to encourage students to be dressed suitably [or appropriately] for school activities and in keeping with community standards.

As school boards create a school dress code, they often encounter challenges related to subjective terms—such as appropriate, suitable, or community standards—that can be vague and can vary from one person's interpretation to another. School boards may choose to provide more explicit provisions, such as are presented below.

B. A student's clothing or appearance may not materially and substantially disrupt or interfere with the educational mission, school environment, classwork, or school activities. A student's dress or appearance may not incite or contribute to substantial disorder or invasion of the rights of others or pose a threat to the health or safety of the student or others.

Unlike Paragraph A above, Paragraph B focuses upon potential effects upon learning, discipline, and safety as it balances students' right to express themselves. The standards stated in Paragraph B draw upon the U.S. Supreme Court decision in Tinker v. Des Moines Independent Community School District and subsequent decisions (see Legal References below).

C. Students' rights to choose their dress and appearance for school and school-related activities will be protected provided that the clothing:

1. does not injure people or damage property;

2. does not materially and substantially disrupt or interfere with the educational process or classwork;

3. does not interfere with the requirements of discipline in the operation of the school or school activities, materially disrupt classwork;

4. does not involve substantial disorder or invasion of the rights of others.

Such clothing includes, but is not limited to, the following:

1. Clothing for the weather.

2. Clothing that does not create a health or safety hazard.

3. Clothing for the activity (i.e., physical education or the classroom).

4. Footwear that does not present a safety hazard.

5. Headwear, including hats or head coverings, are allowed provided that it does not cover the student's face to the extent that the student is not identifiable. Headgear must not interfere with the educational process. Hoodies must allow the face and ears to be visible from the front and sides and must not interfere with the line of sight to any student or staff including while the student wearing the hoodie is seated. Students may wear headgear for a medical or religious reason.

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Across the nation, school boards have been encouraged to reconsider rules regarding hats and other headwear. In recent years, Minnesota school districts have developed a range of policies regarding hats and related headgear. Some districts have chosen to maintain a prohibition. Others have created grade/building specific rules. Some boards have permitted hats while prohibiting hoods.

A school board could choose to direct school building-level administration to work with staff, students, and others to develop building-specific rules regarding headwear.

6. *Hair, including but not limited to hair texture and hair styles such as braids, locks, and twists.*

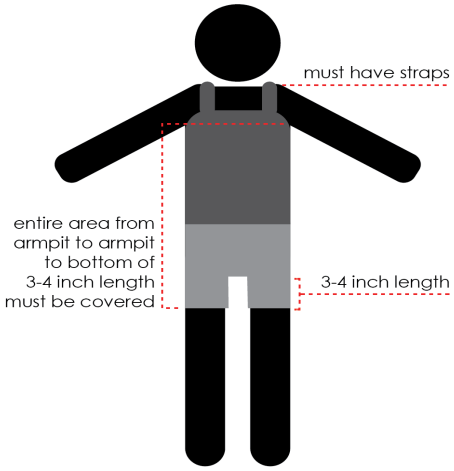
In 2023, the Minnesota legislature enacted the CROWN Act, which adds Subparagraph 6 to the protections under the Minnesota Human Rights Act.

C. *Student clothing may not include the following:*

1. *Option 1: Students may not wear inappropriate clothing.*

   Option 2: Extremely brief garments and see-through garments may not be worn.

   Option 3: Clothing must cover areas from one armpit across to the other armpit, down to approximately 3 to 4 inches in length on the upper thighs (see image).



MSBA is grateful to the Roanoke County Public Schools (Virginia) for its permission to incorporate this image in Model Policy 504.

The previous Model Policy 504 prohibited "inappropriate" clothing and then presented a short list of examples. Creating a comprehensive, clear definition of "inappropriate" clothing presents significant challenges, as does reliance upon a small list of examples of "inappropriate" clothing.

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MSBA encourages school boards to consider moving away from "appropriate" standards to an approach that focuses upon impacts upon other students and the educational process. A school board may decide to focus upon the prohibition upon clothing that "materially and substantially disrupts or interferes with" the educational process and related standards set out in Article II.B above rather than invoking a general 'inappropriate' standard.

MSBA understands that school boards may wish to establish expectations regarding clothing that covers one's body. To this end, MSBA offers some examples a school board could adapt or adopt. Other options can be considered.

Subparagraphs 2-4 below could be retained regardless of how a school board chooses to proceed under Subparagraph 1.

2. *Clothing (including emblems, badges, symbols, signs, words, objects or pictures on clothing or jewelry) bearing a message that is lewd, vulgar, obscene, libelous, or denigrates, harasses, discriminates against others on the basis of protected class status under the Minnesota Human Rights Act, or violates school district policies prohibiting discrimination, violence, harassment, or other harmful activities.*

Subparagraph 2 seeks to encourage understanding of the ways in which expression through clothing can communicate messages that create harm or a hostile learning environment for others.

3. *Apparel promoting products or activities that are illegal for use by minors.*

4. *Communicating a message that is racist, sexist, or otherwise derogatory to a protected minority group, or approves, advances, or provokes any form of religious, racial, or sexual harassment and/or violence against other individuals as defined in Policy 413.*

D. *The intention of this policy is not to abridge the rights of students to express political, religious, philosophical, or similar opinions by wearing clothing on which such messages are stated. Such messages are acceptable as long as they are not lewd; vulgar; obscene; libelous; do not denigrate, harass, or discriminate against others on the basis of protected class status under the Minnesota Human Rights Act; or do not violate school district policies prohibiting discrimination, bullying, violence, harassment, or other harmful activities.*

Paragraph D confirms the right that students possess to express themselves within the general standards established in this policy. A school board could choose to combine this with Subparagraph 2 above.

III. PROCEDURES

A. *Enforcement of a student dress code will be approached with careful consideration and sensitivity, with the goals of supporting students as they express themselves and pursue their full potential, of not shaming students, and of minimalizing loss of instructional time. When possible, dress code matters should be addressed privately with students, should seek to determine whether factors exist that impact the student's ability to comply with the dress code, and should seek to address such issues.*

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B. When, in the reasonable judgment of the administration, (1) a student's clothing or appearance may materially and substantially disrupt or interfere with the educational mission, school environment, classwork, or school activities; (2) may incite or contribute to substantial disorder or invasion of the rights of others; or (3) pose a threat to the health or safety of the student or others, the student will be directed to make modifications. Parents or guardians will be notified. Other consequences may be enforced in line with Policy 506 (Student Discipline).

C. The administration may recommend a form of clothing considered appropriate for a specific event and communicate the recommendation to students and parents or guardians. A school district or charter school must not prohibit an American Indian student from wearing American Indian regalia, Tribal regalia, or objects of cultural significance at a graduation ceremony.

In 2023, the Minnesota legislature enacted the second sentence in Paragraph C above.

D. Likewise, an organized student group may recommend a form of clothing for students considered appropriate for a specific event and bring such recommendation to the administration for approval.

Legal References:
U. S. Const., amend. I
Minn. Stat. § 124D.792 (Graduation Ceremonies; Tribal Regalia and Objects of Cultural Significance)
Minn. Stat. § 363A.03, Subd. 36a (Definitions)
Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503 (1969)
B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8th Cir. 2009)
Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)
Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)
B.H. ex rel. Hawk v. Easton Area School Dist., 725 F.3d 293 (3rd Cir. 2013)
D.B. ex rel. Brogdon v. Lafon, 217 Fed. Appx. 518 (6th Cir. 2007)
Hardwick v. Heyward, 711 F.3d 426 (4th Cir. 2013)
Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)
McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F.Supp. 1415 (W.D. Okla. 1992)
Hicks v. Halifax County Bd. of Educ., 93 F.Supp.2d 649 (E.D. N.C. 1999)
Olesen v. Bd. of Educ. of Sch. Dist. No. 228, 676 F.Supp. 820 (N.D. Ill. 1987)

Cross References:
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 525 (Violence Prevention)

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NEW BUSINESS – FOR REVIEW **Agenda Item VI.A.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Education of Students with Disabilities

(Recommended by the superintendent)

A first read of Policy 608: Education of Students with Disabilities. This policy describes the responsibility of the District to provide special education services. The policy is governed by federal law and Minnesota statute.

Attachments:
Policy 608: Education of Students with Disabilities
MSBA Model Policy 608: Instructional Services – Special Education

Board Policy 608 EDUCATION OF STUDENTS WITH DISABILITIES

I. PURPOSE

The purpose of this policy is to set forth the position of the school board on the need to provide special educational services to some students in the school district.

II. GENERAL STATEMENT OF POLICY

The school board recognizes that some students need special education services and further recognizes the importance of providing a free appropriate public education and delivery system for students in need of special education.

III. RESPONSIBILITIES

A. The school board accepts its responsibility to identify, evaluate, and provide special education and related services for children with disabilities who are properly the responsibility of the school district and who meet the criteria to qualify for special education and related services as set forth in Minnesota and federal law.

B. The school district shall ensure that all qualified children with disabilities are provided special education and related services which are appropriate to their educational needs.

C. When such services require or result from interagency cooperation, the school district shall participate in such interagency activities in compliance with applicable federal and state law.

RATIFIED BY THE BOARD OF EDUCATION: February 2, 1981

AMENDED BY THE BOARD OF EDUCATION: July 21, 1986; January 22, 1991; June 15, 1998; August 4, 2003, August 19, 2019

REAFFIRMED BY THE BOARD OF EDUCATION: August 12, 2013

Legal References: Minn. Stat. § 124D.03 (Enrollment Options Program)
Minn. Stat. § 125A.02 (Definition of Child with a Disability)
Minn. Stat. §§ 125A.027, 125A.03, 125A.08, 125A.15, and 125A.29 (District Obligations)
20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Improvement Act of 2004)

Cross References: MSBA/MASA Model Policy 402 (Disability Nondiscrimination Policy)
MSBA/MASA Model Policy 508 (Extended School Year for Certain Students with Individualized Education Programs)

MSBA/MASA Model Policy 509 (Enrollment of Nonresident Students)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)

Adopted: _____ *MSBA/MASA Model Policy 608*
Orig. 1995
Revised: _____ *Rev. 2024*

608 INSTRUCTIONAL SERVICES – SPECIAL EDUCATION

[NOTE: The provisions of this policy substantially reflect statutory and regulatory requirements.]

I. PURPOSE

The purpose of this policy is to set forth the position of the school board on the need to provide special educational services to some students in the school district.

II. GENERAL STATEMENT OF POLICY

The school board recognizes that some students need special education and further recognizes the importance of providing a free appropriate public education and delivery system for students in need of special education.

III. CHILDREN BIRTH THROUGH AGE SIX EXPERIENCING DEVELOPMENTAL DELAYS

A. "Child with a disability" means a child identified under federal and state special education law as deaf or hard-of-hearing, blind or visually impaired, deafblind, or having a speech or language impairment, a physical impairment, other health disability, developmental cognitive disability, an emotional or behavioral disorder, specific learning disability, autism spectrum disorder, traumatic brain injury, or severe multiple impairments, and who needs special education and related services, as determined by the rules of the Commissioner of the Minnesota Department of Children, Youth, and Families for children from birth through age two and by the rules of the Commissioner of the Minnesota Department of Education for all other children. A licensed physician, an advanced practice registered nurse, a physician assistant, or a licensed psychologist is qualified to make a diagnosis and determination of attention deficit disorder or attention deficit hyperactivity disorder for purposes of identifying a child with a disability.

B. In addition to Paragraph A, every child under age three and, at local district discretion, every child from age three through age six, who needs special instruction and services, as determined by the rules of the Commissioner of the Minnesota Department of Children, Youth, and Families for children under age three and by the rules of the Commissioner of the Minnesota Department of Education for children ages three through six, because the child has a substantial delay or has a diagnosed physical or mental condition or disorder with a high probability of resulting in developmental delay is a child with a disability.

C. A child with a short-term or temporary physical or emotional illness or disability, as determined by the rules of the Commissioner of the Minnesota Department of Children, Youth, and Families for children from birth through age two and by the rules of the Commissioner of the Minnesota Department of Education for all other children, is not a child with a disability.

[NOTE: The 2024 Minnesota legislature revised these provisions in part to account for the responsibilities of the new Department of Children, Youth, and Families. The provisions quote Minnesota Statutes, section 125A.02.]

IV. RESPONSIBILITIES

A. The school board accepts its responsibility to identify, evaluate, and provide special

education and related services for children with a disability who are properly the responsibility of the school district and who meet the criteria to qualify for special education and related services as set forth in Minnesota and federal law.

B. The school district shall ensure that all qualified children with a disability are provided special education and related services that are appropriate to their educational needs.

C. When such services require or result from interagency cooperation, the school district shall participate in such interagency activities in compliance with applicable federal and state law.

D. The school district may conduct an assessment for developmental adapted physical education, as defined in Minnesota Rules, part 3525.1352, as a stand-alone evaluation without conducting a comprehensive evaluation of the student in accordance with prior written notice provisions in Minnesota Statutes, section 125A.091, subdivision 3a. A parent or guardian may request that the school district conduct a comprehensive evaluation of the parent's or guardian's student.

[NOTE: The 2024 Minnesota legislature enacted paragraph D. This provision is permissive, not mandatory. A school board can decide whether to add it to a policy.]

Legal References:
Minn. Stat. § 124D.03 (Enrollment Options Program)
Minn. Stat. § 125A.02 (Child with a Disability Defined)
Minn. Stat. § 125A.027 (Rulemaking)
Minn. Stat. § 125A.03 (Special Instruction for Children with a Disability)
Minn. Stat. § 125A.08 (Individualized Education Programs)
Minn. Stat. § 125A.15 (Placement in Another District; Responsibility)
Minn. Stat. § 125A.29 (Responsibilities of County Boards and School Boards))
20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Act)

Cross References:
MSBA/MASA Model Policy 402 (Disability Nondiscrimination Policy)
MSBA/MASA Model Policy 508 (Extended School Year for Certain Students with Individualized Education Programs)
MSBA/MASA Model Policy 509 (Enrollment of Nonresident Students)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)

NEW BUSINESS - FOR ACTION **Agenda Item VI.B.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, October 21, 2024

Subject: Donations

(Recommended by the superintendent)

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

Sheridan Hills Elementary School received a donation of $1,142.04 from the Sheridan Hills PTO for music keyboards.