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, November 4, 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. Superintendent Update

1. Community Education Presentation
2. Fall Update

B. Commendations

IV. CONSENT AGENDA

A. Routine Matters

1. Minutes of the Regular Meeting held October 21, 2024
2. General Disbursements as of 10/25/24 in the Amount of $1,956,055.31
3. Investment Holdings

B. Personnel Items

V. OLD BUSINESS

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

B. Policy 608: Education of Students with Disabilities

VI. NEW BUSINESS

A. Policy 521: Graduation Requirements & Administrative Guidelines 521.1 & 521.2

B. Policy 522: Commencement Participation

C. Donations

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Suggested/Future Agenda Items

D. Future Meeting Dates

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
12-2-2024	7 p.m.	Regular Board Meeting with Truth-in-Taxation

VIII. CLOSED SESSION AS ALLOWED BY MINNESOTA STATUTE 13D.03 FOR LABOR NEGOTIATIONS STRATEGY

IX. REOPEN MEETING

X. ADJOURN REGULAR MEETING

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 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
RLFA:	Richfield Latino Family Association
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, November 4, 2024

Subject: Ongoing Board Calendar

Upcoming Events to Attend:

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:

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.A.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 2024

Subject: Superintendent Update

Director of Community Education Amy Skare-Klecker will give a presentation.
Superintendent Unowsky will provide a fall update.

Attachments:
Community Education Presentation
Fall Update Presentation


Enriching and accelerating learning
RICHFIELD
PUBLIC SCHOOLS
Richfield Community Education
Amy Skare-Klecker
November 3, 2024
Enriqueciendo y aceleranndo el aprendizaje

Lifelong Learning

RICHFIELD PUBLIC SCHOOLS



Community Education promotes a culture of lifelong learning that benefits the entire community.

Adult Programs

RICHFIELD PUBLIC SCHOOLS

- Adult Enrichment (approximately 820 registrations per year)
- Adult Basic Education with Metro South
  - Serves about 60 Richfield adults per year to support them in learning English or obtaining their GED
  - Consortium with Bloomington, Edina and Eden Prairie
- Learning Exchange - Adults with Disabilities
  - Serves about 20 Richfield adults with disabilities per year
  - Consortium with Bloomington

Around 900 participants per year






Youth Programs

RICHFIELD PUBLIC SCHOOLS

- Swimming Lessons
- Enrichment and Recreation Classes
- Driver Education
- Family Events

Around 2100 participants per year







Early Learning

RICHFIELD PUBLIC SCHOOLS

- Early Childhood Family Education
- Preschool for 3's at the Central Education Center
- Prekindergarten for 4's at all District elementary schools and the Central Education Center

Around 400 participants per year







Demographics of Richfield Community Education Programs (23-24)

RICHFIELD PUBLIC SCHOOLS

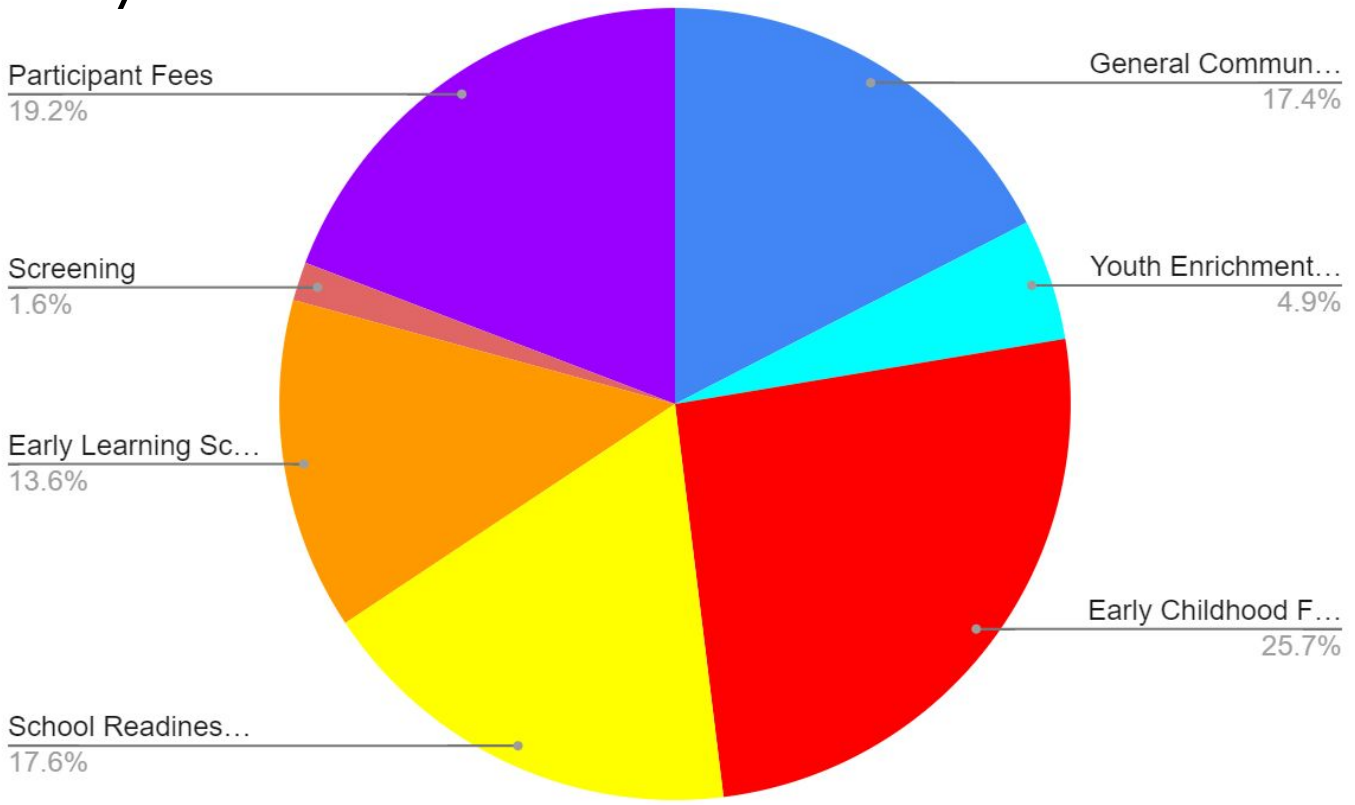
	Early Learning	Youth Programs	Adult Programs	Community (MnCompass)
White	29%	51%	79%	59.9%
Black	8%	7%	1%	10.7%
Hispanic or Latino	39%	22%	17%	18.6%
American Indian	1%	1%	.5%	.3%
Asian	10%	5.5%	1%	6.1%
Multiracial	9%	9%	.5%	3.8%

Where does our revenue come from?

RICHFIELD PUBLIC SCHOOLS

Fund 04 (Community Services)

- General Community Education levy and aid
- Youth Enrichment/Youth Development levies
- Early Childhood Family Education levy and aid
- School Readiness Aid
- Early Learning Scholarships
- Screening
- Participant Fees

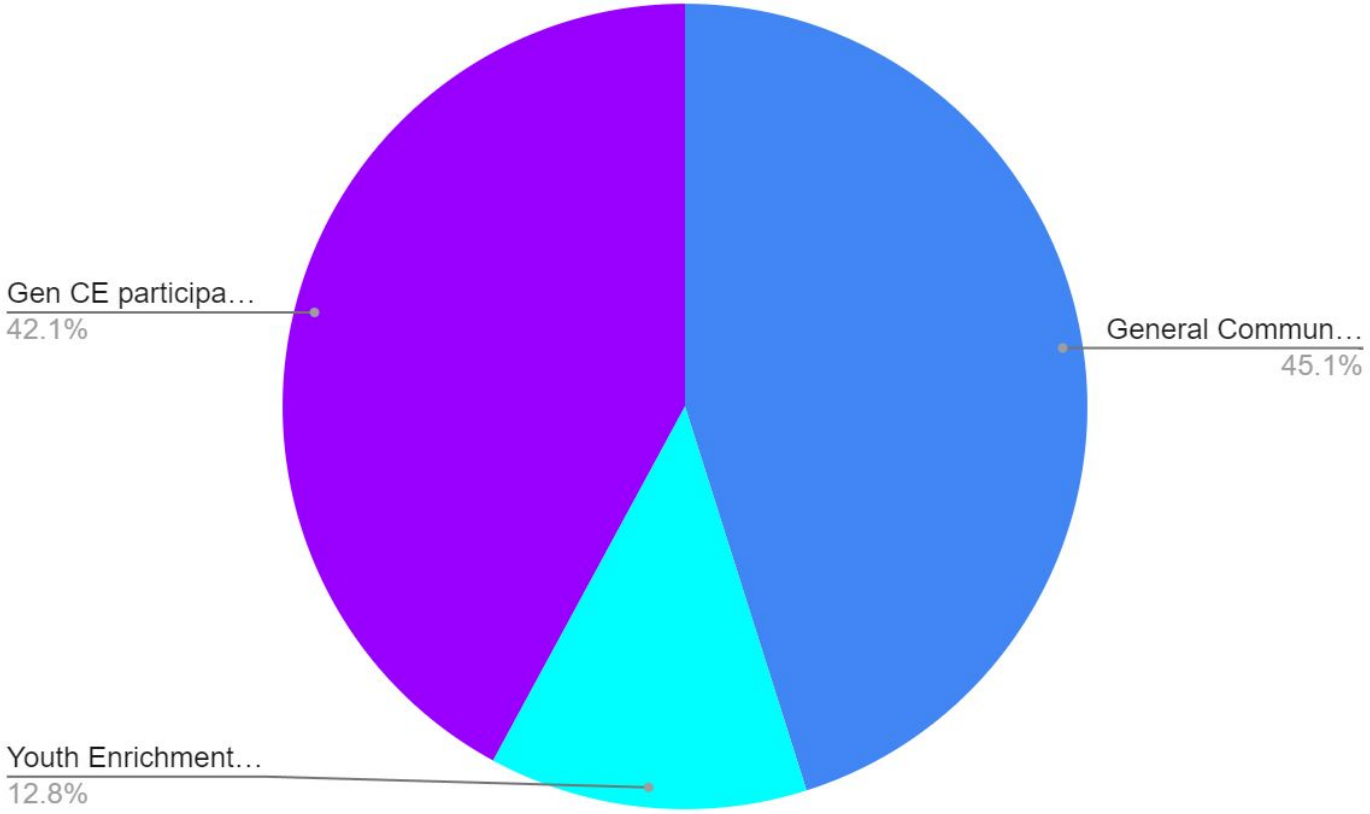


Not included on chart:

- ABE
- Adults with Disabilities

General Education Community Education

- General Community Education levy and aid
- Youth Enrichment/Youth Development levies
- Participant Fees

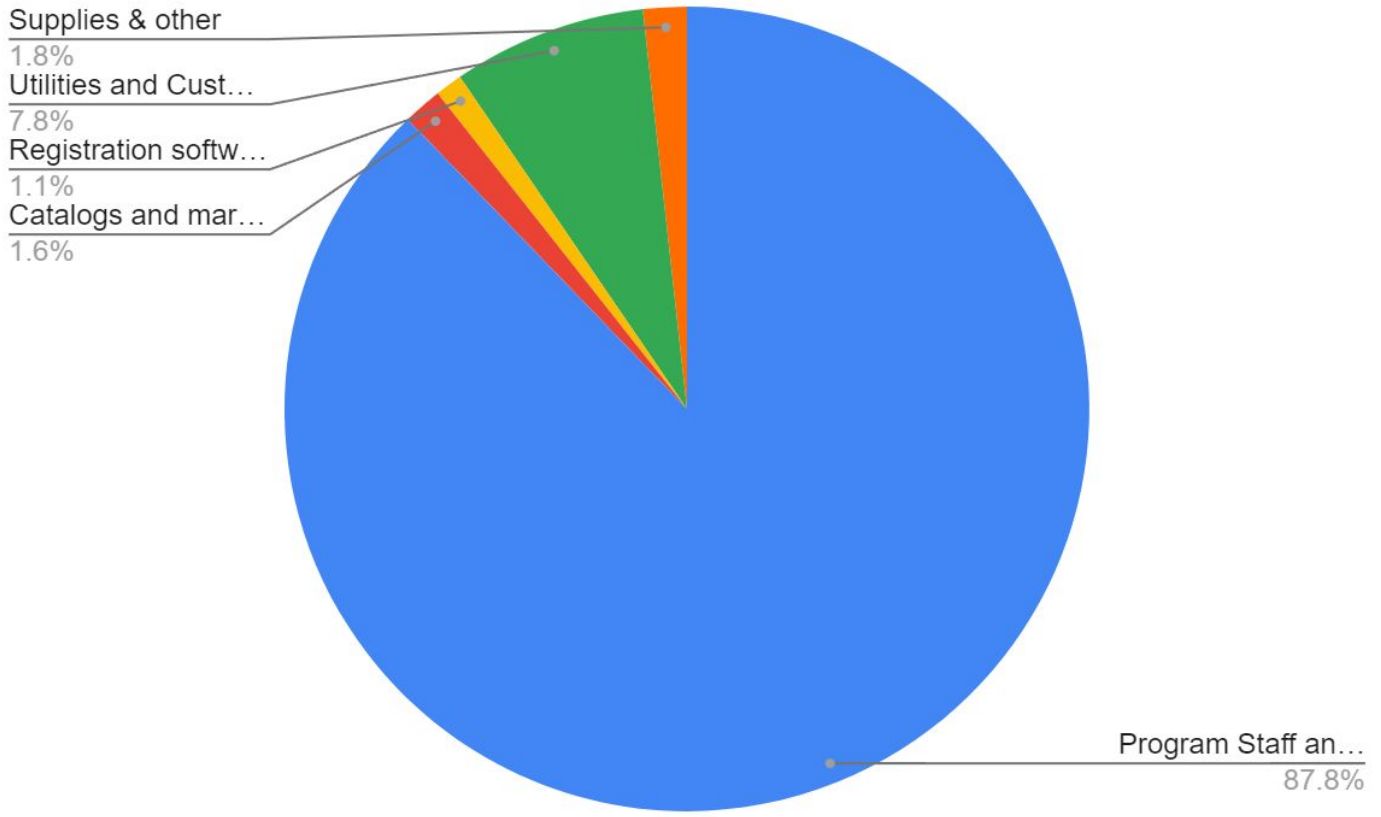


Community Education Expenses

RICHFIELD PUBLIC SCHOOLS

Fund 04 (Community Services)

- Program Staff and Instructors
- Registration Software and Credit Card Fees
- Catalogs and Marketing
- Utilities and Custodial
- Supplies and other



HIGHLIGHTS

RICHFIELD PUBLIC SCHOOLS

Best Buy Support of Central and Early Learning

- Volunteer support during set up week
- Supply drives for backpacks, school supplies, etc
- Financial support for
  - Family School transportation ($5000)
  - Family Events ($4000)
  - Richfield READY Scholarships ($4000)







HIGHLIGHTS

RICHFIELD PUBLIC SCHOOLS

Theater Opportunities

- Since summer of 2023 we have been offering a very popular summer theater camp run by Nate Edwards, Work-Based Learning & Fine Arts Coordinator from the High School.
- 65 students each summer
- Character Kids classes after school and on non-school days
- Volunteer opportunities for high school students





HIGHLIGHTS

RICHFIELD PUBLIC SCHOOLS

Aquatics

- Stabilization of staffing
- Lifeguard grant in partnership with the city of Richfield
- Curriculum enhanced through addition of water safety components added at each level
- Adding adult lessons for winter
- Job opportunities for high school students







RICHFIELD PUBLIC SCHOOLS

Thank you!

Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

Fall Update

November 4, 2024

Enriqueciendo y acelerando el aprendizaje

Enrollment Update

RICHFIELD PUBLIC SCHOOLS

- The board took action on 9/16/24 to cap non-resident student enrollment for the rest of the school year.
- Overall, the District is still 142 students above projection for Grades K-12.
- Average class sizes have decreased at Centennial and Sheridan Hills since the action was taken.
- More information will be shared in the Where We Are In Enrollment Report in January.



PreK students at the Central Education Center outdoor classroom

Elementary ENROLLMENT COUNT

	RDLS	RDLS Sections	RDLS Class Size	Cent	Cent Sections	Cent Class Size	Sher	Sher Sections	Sher Class Size	STEM	STEM Sections	STEM Class Size	Total
K	82	4	20.50	46	2	23.00	63	3	21.00	91	4	22.75	**282**
1	100	4	25.00	43	2	21.50	74	3	24.67	90	4	22.50	**307**
2	76	3	25.33	49	2	24.50	65	3	21.67	106	4	26.50	**296**
3	92	4	23.00	49	2	24.50	56	2	28.00	97	4	24.25	**294**
4	78	3	26.00	41	2	20.50	76	3	25.33	97	4	24.25	**292**
5	71	3	23.67	51	2	25.50	56	2	28.00	84	3	28.00	**262**
Avg			*23.92*			*23.25*			*24.78*			*24.71*	
School Total	**499**			**279**			**390**			**565**			**1733**

Direct Admissions

RICHFIELD PUBLIC SCHOOLS

- Direct Admissions allows high schools students to receive notification early in the fall of their senior year of the participating colleges that are committed to offering them enrollment based on their academic performance in high school.
- All students who are on track to graduate receive a list of colleges that will admit them. Students can then choose to officially participate in Direct Admissions by filling out an interest form.
- In 2022-2023, 116 RHS students participated in the program.
- In 2023-2024, 107 RHS students participated in the program.
- Some students may still decide to apply to the participating colleges even if they didn't fill out the interest form.
- Examples of participating colleges: Augsburg College, Gustavus Adolphus College, Hamline University, Minneapolis College; Minnesota State University, Mankato; Normandale College; St. Paul College, University of St. Thomas, etc.

Feedback for Board Policy Updates

RICHFIELD PUBLIC SCHOOLS

How is input gathered before bringing suggested policy changes to the board?

- Policies may be reviewed by the following groups:
  - Some policies, particularly those based in unchanged statute, only warrant cabinet review
  - Specific staff departments
  - Specific District advisory committees
  - Student board representatives
  - Other groups such as RLFA, Ed Richfield, or our attorneys
- Safe & Supportive Schools meets 4 times per year with parent/guardians and RHS, RCEP, and RMS students. Approximate staff time dedicated to this each quarter:
  - 15 hours facilitating meetings x 3-5 staff members at each meeting
  - 6-8 hours content preparation & translation
  - 6 hours recruitment/outreach
- Last year, there was an additional student group at RHS that was organized in order to provide additional student feedback on policies that S&SS could not get to. This was effective, but posed a challenge with pulling students out of class.

Examples of Policy Reviews Coming This Year

RICHFIELD PUBLIC SCHOOLS

Policy for Board Review	Groups to be Consulted	Rationale
Policy 521: Graduation Requirements & Policy 522: Commencement Participation	RHS Administration & Counseling Team	Not expecting to consider significant changes other than those required by recent changes to statute.
New Policy 414: Professional Boundaries	Safe & Supportive Schools Committees Management Team + HR Department Education Richfield Attorneys	This is a newly written policy that will broadly affect students and staff.
New Administrative Guideline 926.3: Language Access Plan	Student Support Services Team RLFA	New statute requires the board to approve a Language Access Plan, but this will reflect practices that are already occurring.
Policy 582: Staff Notification of Violent Behavior by Students	Student Support Services Team Principals	Governed by statute; not expecting significant changes.
Policy 502: Resident and Nonresident Student Enrollment	RHS Administration & Counseling Team Communications Department	Primarily governed by statute. The enrollment team has established practices in place.
New Policy 550: Student Cell Phones	Safe & Supportive Schools Committees Management Team Education Richfield	This is a newly written policy that will broadly affect students and staff.
Policy 610: Selection and Reevaluation of Instructional Resources & Policy 612: Curriculum Development	Teaching & Learning Team District Curriculum Advisory Committee	These policies detail our processes for selecting, evaluating, and writing curriculum materials. Feedback will come from those with the most expertise in this area.
Policy 710: Petty Cash Fund	Finance Department	This only affects staff members who deal with cash.
Policy 112: Wellness	Safe & Supportive Schools Committees Nutrition Services Department Health, Safety & Wellness Committee	This policy affects all students and staff. Significant community input was provided the last time it was reviewed by the board.

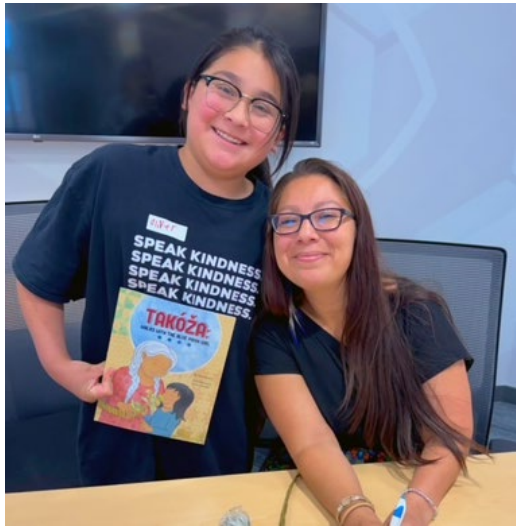
Celebrations

RICHFIELD PUBLIC SCHOOLS

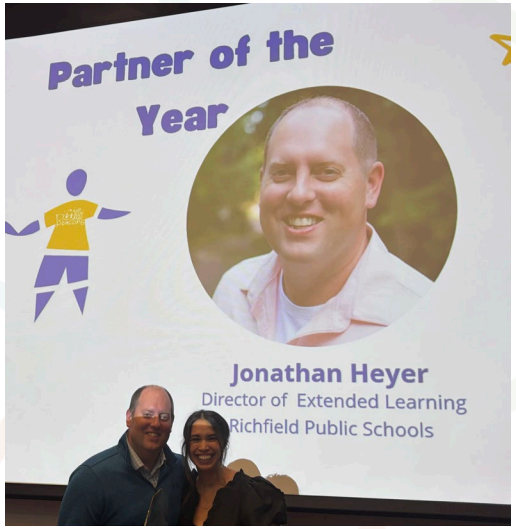
- RHS students Adriana Mathiason and Cameron Spencer were named 2024 National Merit Scholarship Commended Students.
- 11th grader Signe Linne qualified for state in cross country.
- Native students and families have participated in several events already this year, including moccasin workshops, a local author visit, the Native American College Fair, and the Second Annual RHS Powwow.
- On October 18, over 700 RPS alumni gathered at the All Class Reunion Sock Hop to celebrate 70 years of RHS.
- Community vaccine clinics at RPS schools have administered 348 immunizations this fall.
- Matt Mullenbach was inducted into the Minnesota Basketball Coaches Association Hall of Honor.
- Jonathan Heyer was named Partner of the Year by The Beacons Network.

Below, from left to right: Moccasin workshop, Native author visit, All Class Reunion, Jonathan Heyer receives award









Coming Up

RICHFIELD PUBLIC SCHOOLS

- Fall Conferences for Grades PreK-5
- Nov. 8 Professional Development Day
- RHS Fall Play: Romeo & Juliet, November 21-24
- Winter sports begin!



Woodshop class at RMS

Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

Questions/Comments

Enriqueciendo y acelerando el aprendizaje

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 2024

Subject: Commendations

RPS would like to commend our RHS football team coaches, players and announcer. Supt. Unowsky received the following email from the principal of Milaca High School:

> "I was at Richfield tonight for the football game against Milaca. I wanted to let you know how impressed I was with your staff and the entire management of the game. It was senior night for Richfield and at halftime they recognized all of their senior football players. After they finished, the PA announcer then recognized all of the Milaca senior football players. I have never seen this done before, and it was extra special for me as I have a senior this year. You should have heard all of the positive comments from the Milaca fans. What a classy move! Then I saw someone from the Richfield side carry a box over to the Milaca sideline. After the game, my son showed me the bag that was made for him as a senior football player. Wow! I want you to know how special that was for him. I was so impressed by the entire evening. You should be proud of your entire team, school, and community!"

Thank you to our football community for showing exemplary sportsmanship, and congratulations to our seniors!

Congratulations to RHS teacher Matt Mullenbach on his induction into the Minnesota Basketball Coaches Association (MCBA) Hall of Honor! Mr. Mullenbach has spent the entirety of his 25-year career coaching boys basketball and teaching math at RHS, and has made a lasting impact on his peers, students and student athletes. He was named Assistant Coach of the Year in 2017 by both the MBCA and the MSHSCA. Beyond basketball, he also spent three years as an assistant soccer coach at RHS, including one conference-winning season. We're proud to celebrate his legacy and contributions to our school community!

RPS would also like to commend Jonathan Heyer, Director of Extended Learning, who was recently named Partner of the Year by The Beacons Network. This award highlights Jonathan's flexibility, creativity, initiative and quality communication skills that

have helped build our uniquely supportive partnership with Beacons. Thank you to Jonathan for your dedication to our RPS after school and summer programming, and congratulations on this award!

Employee Appreciation Days
November 11-15 is National School Psychology Week! We appreciate our school psychologists who provide unique supports to our students. November 14 is National Community Education Day. We are so proud of our entire Community Education team, serving RPS community members from birth through adulthood. November 22 is Substitute Educators Day. We are grateful for the contributions of our reserve teachers – we couldn't run our schools without them! Thank you to all these Richfield staff members.

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 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 21, 2024
- Disbursements from the October 21, 2024 Meeting
- Checks & E-pay Register from the October 21, 2024 Meeting
- Superintendent's Report and Agenda Meeting Minutes from October 21, 2024

General Disbursements as of 10/25/24 in the Amount of $1,956,055.31
- Disbursements for the November 4, 2024 Meeting
- Checks & E-pay Register for the November 4, 2024 Meeting

Investment Holdings as of 10/30/24

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**

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 21, 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 21, 2024 in the boardroom at the Richfield Public Schools District Office. Chair Cole called the regular board meeting to order at 7 p.m. with the following school board members in attendance: Banks Kupcho, Carter, Liss, Pollis and Spencer.

Administrators present were Superintendent Unowsky, Assistant Superintendent Daniels and Executive Director Clarkson. Student representatives Tania Brackenridge, Gerardo Castañeda Lopez and Vanessa Rosas Miguel were present.

II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Banks Kupcho, seconded by Carter, and unanimously carried, the board of education approved 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

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

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

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

V. OLD BUSINESS

A. Policy 744: Activities Transportation & Administrative Guideline 744.1 - third read

Motion by Pollis, seconded by Liss, and unanimously carried, the board of education approved the revised policy.

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

Motion by Liss, seconded by Banks Kupcho, and unanimously carried, the board of education approved the revised policy.

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

VI. NEW BUSINESS

A. Policy 608: Education of Students with Disabilities - first read
B. Donations

Motion by Banks Kupcho, seconded by Carter, and unanimously carried, the board of education accepted the donations with gratitude.

VII. ADVANCE PLANNING

A. Legislative Update
B. Information and Questions from Board
C. 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

Chair Cole adjourned the meeting at 7:29 p.m.

P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 11/04/2024 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	10/16/2024	727,580.07
	10/17/2024	337,694.92
	10/23/2024	629,238.28
	10/24/2024	256,476.40
	10/25/2024	1,982.82
E-Pays	10/17/2024	1,260.55
	10/24/2024	822.27
SCHOLARSHIPS	10/17/2024	1,000.00

CHECK REGISTER BANK 05 TOTAL =	**1,956,055.31**

BREAKDOWN	
01-206-00	819,032.95
02-206-00	251,814.49
03-206-00	795,765.27
04-206-00	8,065.05
06-206-00	-
07-206-00	-
18-206-00	-
20-206-00	81,377.55
21-206-00	
47-206-00	
BANK TOTAL =	**1,956,055.31**

FUND	CHECK	DATE	VENDOR	TYPE	TOTAL
01	313028	10/16/2024	ADVANCED COMMERCIAL KITCHENS	R	2,783.42
01	313029	10/16/2024	ALL STATE COMMUNICATIONS INC	R	2,180.50
01	313030	10/16/2024	ANDERSON JULIE R	R	120.00
01	313031	10/16/2024	AQUA LOGIC INC	R	584.22
01	313032	10/16/2024	BERRY COFFEE COMPANY INC.	R	457.53
01	313033	10/16/2024	BIX FRUIT COMPANY	R	6,748.98
01	313034	10/16/2024	BCBS OF MINNESOTA & BLUE PLUS	R	9,384.00
01	313035	10/16/2024	BOYER FORD TRUCKS INC	R	3,830.00
01	313036	10/16/2024	BRAND FARMS	R	1,860.00
01	313037	10/16/2024	CEDAR SMALL ENGINE	R	189.90
01	313038	10/16/2024	CINTAS CORPORATION NO 2	R	280.02
01	313039	10/16/2024	DISCOUNT SCHOOL SUPPLY	R	36.85
01	313040	10/16/2024	WW GRAINGER INC	R	259.00
01	313041	10/16/2024	HILLYARD MINNEAPOLIS	R	11,889.92
01	313042	10/16/2024	HORIZON EQUIPMENT	R	121,400.00
01	313043	10/16/2024	IIX INSURANCE INFORMATION EXCHANGE	R	53.50
01	313044	10/16/2024	INTERSTATE ALL BATTERY CENTER	R	140.90
01	313046	10/16/2024	KEMPS LLC	R	5,554.60
01	313047	10/16/2024	KOCH SCHOOL BUS SERVICE, INC.	R	1,376.69
01	313048	10/16/2024	KREMER SERVICES LLC	R	1,667.86
01	313049	10/16/2024	LEROY'S GREAT BEAR	R	60.00
01	313050	10/16/2024	LOFFLER COMPANIES	R	3,258.72
01	313051	10/16/2024	MASTER TECHNOLOGY GROUP	R	320.00
01	313052	10/16/2024	MCDONOUGH'S SEWER SERVICES, INC.	R	395.25
01	313053	10/16/2024	METROPOLITAN MECHANICAL CONTRACTORS	R	2,658.91
01	313054	10/16/2024	MIDWEST BUS PARTS INC	R	129.30
01	313055	10/16/2024	MINNESOTA STATE UNIVERSITY	R	1,500.00
01	313056	10/16/2024	MTN-METROPOLITAN TRANSP NETWORK	R	486,634.93
01	313057	10/16/2024	NAPA AUTO PARTS	R	53.67
01	313058	10/16/2024	NEI ELECTRIC, INC.	R	707.32
01	313059	10/16/2024	CAPITAL ONE TRADE CREDIT	R	39.96
01	313060	10/16/2024	NOVAK JANICE SOPHIE	R	60.00
01	313061	10/16/2024	PAN O GOLD BAKING CO	R	994.20
01	313062	10/16/2024	PHOENIX SCHOOL COUNSELING	R	6,130.79
01	313063	10/16/2024	PITNEY BOWES BANK PURCHASE POWER	R	2,400.00
01	313064	10/16/2024	PLUNKETT'S /VARMENT GUARD	R	1,709.85
01	313065	10/16/2024	POMPS TIRE SERVICE	R	749.06
01	313066	10/16/2024	POWERSCHOOL GROUP LLC	R	4,800.00
01	313067	10/16/2024	PROPIO LS, LLC	R	56.09
01	313068	10/16/2024	SCHUMACHER ELEVATOR COMPANY	R	249.00
01	313069	10/16/2024	SEPTRAN STUDENT TRANSPORTATION	R	3,014.10
01	313070	10/16/2024	SITEONE LANDSCAPE SUPPLY LLC	R	207.90
01	313071	10/16/2024	STEVE SCHNEEBERGER	R	100.00
01	313072	10/16/2024	TOLL COMPANY	R	12.75
01	313073	10/16/2024	TRIO SUPPLY COMPANY	R	1,633.76
01	313074	10/16/2024	TRISTATE BOBCAT INC	R	69.47
01	313075	10/16/2024	TWIN CITY HARDWARE	R	285.00
01	313076	10/16/2024	UHL COMPANY INC	R	3,350.85
01	313077	10/16/2024	UPPER LAKES FOODS	R	33,199.40
01	313078	10/16/2024	URBANZ GEOFFREY	R	27.82
01	313079	10/16/2024	VRIEZE PETE	R	125.00
01	313080	10/16/2024	WORLD FUEL SERVICES, INC.	R	1,748.46
01	313081	10/16/2024	XCEL ENERGY	R	100.62
01	313082	10/17/2024	ANGELA KAPPENMAN	R	3,000.00
01	313083	10/17/2024	COLLEGE OF ST SCHOLASTICA	R	1,000.00
01	313084	10/17/2024	IDEAL ENERGIES SOLAR LEASE 2021,LLC	R	7,592.16
01	313085	10/17/2024	JERRY M DEARLY	R	500.00
01	313086	10/17/2024	LIZEBETH SARGENT	R	3,000.00

01	313087	10/17/2024	MADISON NATIONAL LIFE INS CO INC	R	6,068.29
01	313088	10/17/2024	MALLOY MONTAGUE KARNOWSKI & RADO	R	12,900.00
01	313089	10/17/2024	MAXORPLUS, LTD	R	41,640.44
01	313090	10/17/2024	MOO CHICKA POO	R	2,631.94
01	313091	10/17/2024	MULTILINGUAL WORD INC	R	1,351.63
01	313092	10/17/2024	NELDA GOODMAN	R	400.00
01	313093	10/17/2024	SQUIRES, WALDSPURGER & MACE, P.A.	R	9,402.98
01	313094	10/17/2024	THE HANOVER INSURANCE GROUP	R	248,633.00
01	313095	10/17/2024	XCEL ENERGY	R	574.48
01	V614242	10/17/2024	ERIC ANDERSON	R	37.62
01	V614243	10/17/2024	JENNIFER L BEHNKE	R	57.95
01	V614244	10/17/2024	RACHEL U CORNES	R	50.71
01	V614245	10/17/2024	STEPHANIE M HEYER-WALSH	R	60.22
01	V614246	10/17/2024	JESSICA M HOFFMAN	R	67.40
01	V614247	10/17/2024	MARTIN B HUBERTY	R	39.42
01	V614248	10/17/2024	BAILEY D KRETSINGER	R	66.33
01	V614249	10/17/2024	ROMALDO R MOROCHO CUZCO	R	175.00
01	V614250	10/17/2024	RYAN OBERPRILLER	R	174.99
01	V614251	10/17/2024	MONICA PINTO-MOE	R	26.00
01	V614252	10/17/2024	GRACE E SACHER	R	439.94
01	V614253	10/17/2024	ANGELA TAYLOR	R	13.30
01	V614254	10/17/2024	MICHELLE R WHITESIDE	R	51.67
01	313096	10/23/2024	ADVANCED COMMERCIAL KITCHENS	R	556.07
01	313097	10/23/2024	BIX FRUIT COMPANY	R	10,520.24
01	313098	10/23/2024	BSN SPORTS, LLC	R	333.90
01	313099	10/23/2024	CANON USA	R	4,578.42
01	313100	10/23/2024	CITY OF RICHFIELD	R	8,403.93
01	313101	10/23/2024	COMCAST	R	404.36
01	313102	10/23/2024	ECM PUBLISHERS INC	R	192.80
01	313103	10/23/2024	ENVIROMATIC CORP OR AMERICA, INC	R	1,844.84
01	313104	10/23/2024	INTERMEDIATE DISTRICT 287	R	372,581.93
01	313105	10/23/2024	IRONDALE	R	500.00
01	313108	10/23/2024	KEMPS LLC	R	6,408.10
01	313109	10/23/2024	MADISON NATIONAL LIFE INS CO INC	R	12,327.19
01	313110	10/23/2024	PAN O GOLD BAKING CO	R	704.60
01	313111	10/23/2024	SCHOOL SERVICE EMPLOYEES UNION	R	8,351.07
01	313112	10/23/2024	SCHOOL SPECIALTY, LLC	R	231.87
01	313113	10/23/2024	SFM	R	20,819.00
01	313114	10/23/2024	SNA-SCHOOL NUTRITION	R	20.00
01	313115	10/23/2024	TRIO SUPPLY COMPANY	R	4,398.89
01	313116	10/23/2024	TRUSTED METRO OFFICIALS	R	950.00
01	313117	10/23/2024	TWIN CITY TRANSPORTATION	R	121,449.23
01	313118	10/23/2024	UNITED STATES TREASURER	R	200.00
01	313120	10/23/2024	UPPER LAKES FOODS	R	52,313.09
01	313121	10/23/2024	ZIMMERMANS DRY GOODS LLC	R	1,148.75
01	313122	10/24/2024	ANDERSON SHEILA K	R	59.25
01	313123	10/24/2024	CARLSON SARAH	R	27.83
01	313124	10/24/2024	DIETL RONALD	R	125.00
01	313125	10/24/2024	FINANGER PHILLIP J	R	133.90
01	313126	10/24/2024	FLANERY-OLSON, JODI	R	18.55
01	313127	10/24/2024	GROUP MEDICAREBLUE RX	R	7,832.00
01	313128	10/24/2024	HOME DEPOT U.S.A.	R	981.70
01	313129	10/24/2024	JEROME A PLAGGE JR	R	18.55
01	313130	10/24/2024	KRENZ MATTHEW	R	125.00
01	313131	10/24/2024	MAXORPLUS, LTD	R	39,737.11
01	313132	10/24/2024	NORTH ST PAUL HIGH SCHOOL	R	250.00
01	313133	10/24/2024	OLSON ANDREA JADE	R	55.66
01	313134	10/24/2024	OWENS KEIRA	R	23.70
01	313135	10/24/2024	OWENS SEDRIC	R	18.55

01	313136	10/24/2024	POWERS WADE	R	125.00
01	313137	10/24/2024	REYNOLDS ANTOINETTE	R	27.83
01	313138	10/24/2024	ROGERS HIGH SCHOOL	R	400.00
01	313139	10/24/2024	RORMAN JANE	R	18.55
01	313140	10/24/2024	SCHUSTER TODD	R	125.00
01	313141	10/24/2024	SOLID ROCK CONSTRUCTION	R	84,659.00
01	313142	10/24/2024	SSP WRESTLING BOOSTERS	R	300.00
01	313143	10/24/2024	STB OF BLOOMINGTON, INC.	R	430.05
01	313144	10/24/2024	TOENJES TANNER	R	125.00
01	313145	10/24/2024	U OF M - ACADEMIC SUPPT RESOURCES	R	77,430.00
01	313146	10/24/2024	VETSCH TERRI	R	133.90
01	313147	10/24/2024	VSP INSURANCE CO. (CT)	R	3,577.19
01	313148	10/24/2024	XCEL ENERGY	R	39,718.08
01	V614255	10/24/2024	RACHEL U CORNES	R	34.86
01	V614256	10/24/2024	STEPHANIE M HEYER-WALSH	R	31.70
01	V614257	10/24/2024	MARTIN B HUBERTY	R	55.92
01	V614258	10/24/2024	HEATHER LEBEAU	R	73.00
01	V614259	10/24/2024	JOHN M LORENZINI	R	102.00
01	V614260	10/24/2024	MARTHA MALAGON AVILA	R	175.00
01	V614261	10/24/2024	OFELIA MARTINEZ	R	175.00
01	V614262	10/24/2024	LI J MATTSON	R	174.79
01	313149	10/25/2024	PROFESSIONAL WIRELESS COMMUNICATION	R	322.82
01	313150	10/25/2024	SCOTT SPAULDING	R	1,660.00
			TOTAL CHECKS, EPAYS & SCHOLARSHIPS		**1,956,055.31**

RICHFIELD PUBLIC SCHOOLS

Investment Holdings as of
October 30, 2024

Description	Matures	Rate	Cost	General Operating	2024A Cap Fac Bond	2018A Bond	OPEB Bond
GOLDMAN SACHS GOVERNMENT MONEY MARKE	01/00/00	4.96%	1,016,363.95	-	-	-	1,016,363.95
Federated Institutional Tax-Free Cash Trust	01/00/00	3.23%	949,059.14	-	-	949,059.14	-
MNTrust Term Series-Flex (PenFed C)	01/00/00	4.78%	7,914,425.60	7,914,425.60	-	-	-
US TREASURY N/B	10/31/24	5.32%	2,971,805.00	-	-	-	2,971,805.00
ARRHA	10/31/24	5.21%	243,300.00	-	243,300.00	-	-
FIRST PRYORITY BANK	11/07/24	4.56%	226,800.00	-	-	-	226,800.00
MN TRUST TERM SERIES	01/27/25	4.97%	4,500,000.00	4,500,000.00	-	-	-
Western Alliance Bank	03/03/25	5.07%	239,450.00	-	239,450.00	-	-
CHARLES SCHWAB BANK SSB	03/13/25	4.95%	237,434.50	237,434.50	-	-	-
Farmers and Merchants Union Bank	03/18/25	4.95%	237,950.00	237,950.00	-	-	-
Cornerstone Bank	03/18/25	4.96%	237,900.00	237,900.00	-	-	-
EagleBank	03/18/25	5.12%	237,550.00	237,550.00	-	-	-
Oakwood Bank	05/01/25	5.05%	237,650.00	-	237,650.00	-	-
CIBM Bank	06/02/25	5.03%	236,700.00	-	236,700.00	-	-
Great Midwest Bank, S.S.B.	06/30/25	4.13%	227,400.00	-	-	-	227,400.00
ELGA CREDIT UNION	06/30/25	4.13%	226,750.00	-	-	-	226,750.00
FREDDIE MAC	09/23/25	1.60%	287,372.71	-	-	-	287,372.71
US TREASURY N/B	09/30/25	4.41%	621,742.19	-	-	-	621,742.19
KS STATEBANK / KANSAS STATE BANK OF MANHA	11/10/25	4.75%	212,900.00	-	-	-	212,900.00
MN TRUST TERM SERIES	01/07/26	4.82%	3,000,000.00	3,000,000.00	-	-	-
MN TRUST TERM SERIES	05/18/26	4.70%	1,000,000.00	1,000,000.00	-	-	-
US TREASURY N/B	09/30/26	4.34%	789,398.44	-	-	-	789,398.44
FIRST INTERNET BANK OF INDIANA	09/30/26	4.00%	209,500.00	-	-	-	209,500.00
BANK HAPOALIM	10/01/26	4.45%	206,700.00	-	-	-	206,700.00
Total Investments Held			**26,268,151.53**	**17,365,260.10**	**957,100.00**	**949,059.14**	**6,996,732.29**

ppd:Finance

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting November 4, 2024

Subject: PERSONNEL ITEMS

(Recommended by superintendent)

That the board of education approve the following personnel items:

Classified Management Full Time
Ellen Bowden – Human Resources Coordinator – District Office
Effective: 10/21/2024

Classified Admin. Assistant Resignation to accept Classified Management
Ellen Bowden – Administrative Assistant III – Human Resources Department
Effective: 10/21/2024
Yrs. of Service: 0.75

Classified Full Time Admin. Asst and Management Support for Employment
Jennifer Sanchez - Administrative Assistant III – Bus Garage
Effective: 10/30/2024

Classified Full Time Paraprofessional for Employment
Maria Arriaza - Clerical Paraprofessional - Richfield STEM Elementary
Effective: 10/21/2024

Classified Full Time Facilities & Transportation for Employment
Bradley BaDour - Building Cleaner – Richfield High School
Effective: 10/21/2024

Classified Full Time Paraprofessional Resignation
Aaron Koller - Special Education Paraprofessional - Richfield STEM Elementary
Effective: 11/1/2024
Yrs. of Service: 2

Classified Part Time Facilities & Transportation Resignation
Jeffrey Thimell - Bus Driver – Bus Garage
Effective: 10/22/2024
Yrs. of Service: 2

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 2024

Subject: Student Dress and Appearance

(Recommended by the superintendent)

Passage upon a third 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.).

Formatted: Indent: Left: 1.5", No bullets or

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

Formatted: Font: (Default) Helvetica Neue

Formatted: Font: (Default) Helvetica Neue

Formatted: List Paragraph, Indent: First line: 0"

Formatted: List Paragraph, Outline numbered + Level: 1 + Numbering Style: A, B, C, … + Start at: 1 + Alignment: Left + Aligned at: 0.75" + Indent at: 1"

Formatted: Font: (Default) Helvetica Neue

Formatted: Font: Not Bold

Formatted: Indent: Left: 0.75", No bullets or numbering

Formatted: Indent: Left: 0.75", No bullets or numbering

Formatted: List Paragraph, Numbered + Level: 1 + Numbering Style: A, B, C, … + Start at: 1 + Alignment: Left + Aligned at: 0.5" + Indent at: 0.75"

Formatted: Font: (Default) Helvetica Neue

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

Formatted: Indent: Left: 1", No bullets or numbering

147

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

Formatted: Left: 1", Bottom: 1"

Formatted: Indent: Left: 0.5", First line: 0.38", Outline numbered + Level: 3 + Numbering Style: A, B, C, … + Start at: 1 + Alignment: Left + Aligned at: 1.38" + Indent at: 1.5"

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.~~

Formatted: Font: (Default) New York

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

© Minnesota School Boards Association 2023
All Rights Reserved

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.

© Minnesota School Boards Association 2023
All Rights Reserved

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.*

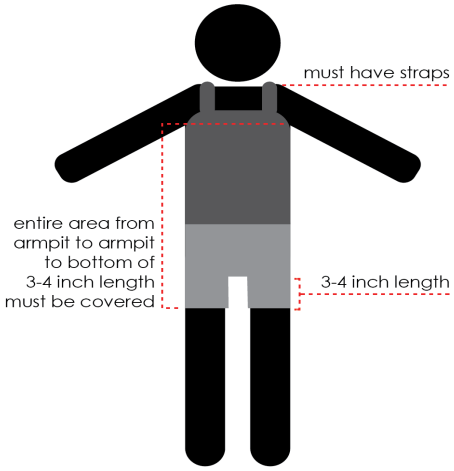
In 2023, the Minnesota legislature enacted the CROWN Act, which adds Subparagraph 6 to the protections under the Minnesota Human Rights Act.

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.

© Minnesota School Boards Association 2023
All Rights Reserved

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.*

© Minnesota School Boards Association 2023
All Rights Reserved

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)

© Minnesota School Boards Association 2023
All Rights Reserved

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 2024

Subject: Education of Students with Disabilities

(Recommended by the superintendent)

A second 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.

Suggested updates based on changes to statute are included.

Attachments:
Policy 608: Education of Students with Disabilities - redlined
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~~Richfield Public Schools.

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. CHILDREN BIRTH THROUGH AGE SIX EXPERIENCING DEVELOPMENTAL DELAYS

Formatted: Font: Times New Roman, 12 pt

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 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.

Formatted: Font: (Default) Times New Roman, 12 pt

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.

~~III~~IV. 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 d~~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 d~~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 d~~District shall participate in such interagency activities in compliance with applicable federal and state law.

D. The 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 District conduct a comprehensive evaluation of their student.

Formatted: Font: Times New Roman, 12 pt
Formatted: Font: (Default) Times New Roman, 12 pt
Formatted: Font: (Default) Times New Roman, 12 pt
Formatted: Font: (Default) Times New Roman, 12 pt
Formatted: Left

RATIFIED BY THE BOARD OF EDUCATION: February 2, 1981

~~AMENDED~~ REVISED 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)

Formatted: Indent: Left: 0"

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~~Board Policy ~~509~~ 502: ~~(~~Resident and Nonresident Student Enrollment ~~of Nonresident Students)~~
~~MSBA/MASA Model~~Board Policy ~~521~~ 505: ~~(~~Student Disability Nondiscrimination~~)~~

Formatted: Indent: Left: 0"

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 REVIEW **Agenda Item VI.A.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 2024

Subject: Graduation Requirements

(Recommended by the superintendent)

A first read of Policy 521: Graduation Requirements & Administrative Guidelines 521.1 & 521.2. This policy sets out the course credit and other requirements for students to graduate from Richfield Public Schools. Guideline 521.1 affirms that students with disabilities will receive diplomas upon attaining the objectives of their individualized education plans. Guideline 521.2 explains the youth service requirement in greater detail.

Though the policy has been updated multiple times in the past 5 years, the guidelines have not been reviewed by the board for a significantly longer time period. The policy needs to be updated to reflect recent changes to statute.

Attachments:
Policy 521: Graduation Requirements
Administrative Guideline 521.1: Granting of Diplomas to Students with Disabilities
Administrative Guideline 521.2: Youth Service Requirement for Graduation from Richfield High School
MSBA Model Policy 613: Graduation Requirements

RICHFIELD PUBLIC SCHOOLS

GRADUATION REQUIREMENTS

I. PURPOSE

The purpose of this policy is to set forth requirements for graduation from Richfield Public Schools.

II. GENERAL STATEMENT OF POLICY

It is the policy of Richfield Public Schools that all students must satisfactorily complete all course credit requirements and graduation standards, as established by the school board in order to graduate.

III. TEMPORARY CHANGE TO GRADUATION REQUIREMENTS

This change has been established due to the COVID-19 pandemic and associated disruptions to schooling caused by legally required transitions to distance learning and hybrid learning models. The COVID-19 pandemic and associated disruptions to schooling have created an environment that may be less conducive to educational success for students, such that graduation requirements that are significantly above and beyond those established by the Minnesota Department of Education may no longer be appropriate at this time.

Beginning with graduation year 2021 and ending with graduation year 2024, students will be required to complete only 11 semesters of elective credits and a total of only 44 credits to graduate. This temporarily supersedes the required number of electives and total credits listed in section IV. All other graduation requirements will still apply.

IV. CREDIT COURSE REQUIREMENTS

A. Richfield Senior High School students must currently earn a minimum of forty-nine (49) semester credits in order to be eligible for graduation.

Students may earn more than the minimum number of credits if they desire.

B. To be eligible for graduation from Richfield Senior High School, each student must successfully complete the following requirements:

Credit Requirements include achievement of required Minnesota Academic Standards:

- 8 credits of English
- 6 credits of Mathematics – This requirement includes Intermediate Algebra, Geometry and Advanced Algebra or higher.
- 6 credits of science –. This requirement includes 2 credits of Biology and 2 credits of Chemistry or Physics.

- 8 credits of Social Studies – This requirement includes Human Geography, World History, U.S. History and Economics / Government.
- 2 credits in the Fine Arts
- 2 credits of Physical Education
- 1 credit of Health
- 16 elective course credits. Elective credits are all classes that are not specifically required for Richfield graduation.

V. SERVICE REQUIREMENT

All senior students will be required to perform a minimum of fifteen (15) hours of youth service between the end of their junior year and the end of their senior year.

VI. STATE AND LOCAL ACADEMIC STANDARDS

Graduates must successfully complete required Minnesota Academic Standards for Language Arts, Math, Science, Social Studies and Arts.

Graduation requirements for special education students, students with 504 Plans and limited English proficiency will comply with Minnesota Statute §125A.03.

VII. OTHER PROVISIONS

A. The school district will notify students and their parents of the school district's graduation requirements within 30 working days of a student's entry into ninth grade.

Consistent with the mission and belief statements adopted by the Board of Education and to the extent permitted by law, flexibility will be provided as to the designation of courses which meet requirements. It is also intended that students have some choice as to when requirements are met.

B. If a student desires early graduation, he/she must submit a plan in writing to his/her counselor prior to the start of the senior year. This written plan must have the endorsement of the student's parents or guardian and the approval of the high school administration. Students who have graduated early will not be eligible to participate in identified co-curricular activities but are encouraged to take part in graduation ceremonies and events.

1. All course or standards and credit requirements must be met;

2. Principal or designee shall conduct an interview with the student and parent or guardian to familiarize the parties with opportunities available in post secondary education and arrive at a timely decision; and

3. The principal's decision shall be in writing and may be subject to review by the superintendent and school board.

C. A uniform diploma will be awarded to all graduates. Special commendations may be awarded to individual graduates.

D. This policy will be subject to review due to changing rules and requirements from the State of Minnesota as well as other emerging needs and priorities.

Cross References: Admin. Guidelines 521.1 Guidelines for Graduation of Special Education Students
Admin. Guidelines 521.2 Guidelines for Youth Service Requirements
Board Policy 524 Promotion, Retention and Acceleration
Board Policy 601 Academic Standards and Instructional Curriculum

Legal References: Minnesota Statute 125.04 High school diploma, pupils with disabilities
Minnesota Statute 120B.024 Graduation Requirements Course Credits
Minn. Stat. 120B.07 (Early Graduation)
Minn. Stat. §125A.03 (Special Instruction for Children with a Disability)

RATIFIED BY THE BOARD OF EDUCATION: March 1, 1982

REAFFIRMED BY THE BOARD OF EDUCATION: August 6, 1990, May 4, 2009

REVISED BY THE BOARD OF EDUCATION: July 21, 1986; May 21, 1990; June 20, 1994; April 15, 1996; June 1, 1998; January 22, 2001; August 4, 2003; January 5, 2004; October 1, 2007; August 15, 2011; July 15, 2014; December 19, 2016; May 1, 2017; April 19, 2021; December 6, 2021

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

GRANTING OF DIPLOMAS TO STUDENTS WITH DISABILITIES

Upon completion of secondary school or the equivalent, a pupil with a disability who satisfactorily attains the objectives in the pupil's individual education plan will be granted a high school diploma that is identical to the diploma granted to a pupil without a disability.

Legal Reference: Minn. Stat. 125A.04

Dated: November 15, 2004
Reviewed: May 4, 2009, August 15, 2011, July 15, 2014
Revised:

RICHFIELD PUBLIC SCHOOL

ADMINISTRATIVE GUIDELINES

YOUTH SERVICE REQUIREMENT FOR GRADUATION FROM RICHFIELD HIGH SCHOOL

I. DEFINITION

"Youth Service Activities," as referred to in these guidelines, are defined as any activities performed by students for no pay that help meet the needs of others in the school and/or community.

"School," as referred to herein, is defined as any school in the Richfield Public Schools, District #280.

"Community," is defined as the entire geographic area inhabited or frequented by any Richfield High School student; it might well extend beyond the confines of Richfield, MN.

II. GOALS OF THE YOUTH SERVICE PROGRAM

The fundamental goals of the Richfield High School Youth Service Program shall be:

A. To involve students in helping to meet real needs existing in the school and community.

B. To help students form the habit of participating in activities which positively affect their school and/or community.

C. To give students the opportunity to devise and pursue new ideas aimed at improving their school and/or community.

D. To involve students in constructive collaborative effort with other citizens of all ages, races and creeds.

E. To heighten students' senses of responsibility for the welfare of others in the school and community. ("You <u>are</u> your brother's keeper.")

III. ORGANIZATIONAL PLAN

A. Requirement

All senior students will be required to perform a minimum of fifteen (15) hours of youth service between the end of their junior year and the end of their senior year. This would allow them to perform their service during the summer months also.

B . Accreditation/Recordkeeping

Each time a student completes a given amount of youth service, he/she will fill out a Youth Service Performance form and have it signed by the person best qualified to verify the work performed. The form will then be turned in to the High School Office, which will maintain Youth Service records on all students. When a student completes his/her minimum requirement for the year, the student's cumulative record will be marked to indicate completion of the requirement. (E.g., "Youth Service Credit Completed.") If a student does not fulfill the requirement (i.e. fifteen hours of service) by the end of the senior year, he/she will be held "Incomplete," which means he/she may take part in the graduation ceremony but will not receive a diploma until the Youth Service Requirement is complete.

C. Exemplary Service

Those students performing at least one hundred (100) hours of service will receive special recognition at the end of each school year, and their cumulative record will be marked accordingly. (E.g., "Exemplary Youth Service Performed.")

D. Types of Youth Service

There is virtually no limit to what a student can do to fulfill his/her youth service requirement. A very broad division of places where help is always needed might be as follows:

1. Social Agencies (E.g., food shelves, community centers, nursing homes, hospitals, day care centers)
2. Schools (E.g., peer tutoring, teaching assistantships, clerical assistance in Guidance/Career Center, Media Center, High School office, hall monitoring)
3. Special projects (helping senior citizens with house cleaning, laundry, home repair, or just visiting, helping with recycling programs, producing public service videos, caring for small children)

E. <u>Curricular Applications</u>

To be successful, the Youth Service concept must permeate throughout Richfield High School's entire program - academic as well as co-curricular. Involvement by students cannot be an isolated activity; it must be an integral part of the total school experience. It must become habitual for students to "practice the humane application of knowledge, discovering that education is not just something one gains but something to be used to improve the lives of others." (Conrad)

To accomplish this end, Richfield High School must seek and create ways to make service a part of its curriculum; and the possibilities for such integration are limited only by the imagination of each individual teacher.

In-service training and opportunities for sharing ideas among the staff will be provided by the administration to facilitate the incorporation of the Youth Service component into many curricular and co-curricular areas.

IV. EVALUATION

The Senior High School administration will work with the student government to evaluate the Youth Service Program annually and modify it as needed.

Dated: May 21, 1990
Reviewed: August 15, 2011, July 15, 2014
Revised: October 4, 1999, August 4, 2003, May 4, 2009

613 GRADUATION REQUIREMENTS

[NOTE: The requirements set forth in this policy govern the graduation standards that Minnesota public schools must require for a high school diploma for all students.]

I. PURPOSE

The purpose of this policy is to set forth requirements for graduation from the school district.

II. GENERAL STATEMENT OF POLICY

The policy of the school district is that all students must demonstrate, as determined by the school district, their satisfactory completion of the credit requirements and their understanding of academic standards. The school district must adopt graduation requirements that meet or exceed state graduation requirements established in law or rule.

III. DEFINITIONS

A. "Credit" means a student's successful completion of an academic year of study or a student's mastery of the applicable subject matter, as determined by the school district.

B. "English language learners" or "ELL" student means an individual whose first language is not English and whose test performance may be negatively impacted by lack of English language proficiency.

C. "Individualized Education Program" or "IEP" means a written statement developed for a student eligible by law for special education and services.

D. "Required standard" means a statewide adopted expectation for student learning in the content areas of language arts, mathematics, science, social studies, physical education, health, and the arts. Locally developed academic standards in health apply until statewide rules implementing statewide health standards under Minnesota Statutes, section 120B.021, subdivision 3, are required to be implemented in the classroom.

[NOTE: The 2024 Minnesota legislature enacted this change. Paragraphs B and C are flipped to create alphabetical order.]

E. "Section 504 Accommodation" means the defined appropriate accommodations or modifications that must be made in the school environment to address the needs of an individual student with disabilities.

IV. DISTRICT ASSESSMENT COORDINATOR

(_____*Position Title*_____) shall be named the District Assessment Coordinator. Said person shall be in charge of all test procedures and shall bring recommendations to the school board annually for approval.

V. ASSESSMENT GRADUATION REQUIREMENTS

A. Graduation Requirements

Students' state graduation requirements, based on a longitudinal, systematic approach to student education and career planning, assessment, instructional support, and evaluation, include the following:

1. Achievement and career and college readiness in mathematics, reading, and writing, consistent with paragraph (k) and to the extent available, to monitor students' continuous development of and growth in requisite knowledge and skills; analyze students' progress and performance levels, identifying students' academic strengths and diagnosing areas where students require curriculum or instructional adjustments, targeted interventions, or remediation; and, based on analysis of students' progress and performance data, determine students' learning and instructional needs and the instructional tools and best practices that support academic rigor for the student; and

2. Consistent with this paragraph and Minnesota Statutes, section 120B.125 (see Policy 604, Section II.H.), age-appropriate exploration and planning activities and career assessments to encourage students to identify personally relevant career interests and aptitudes and help students and their families develop a regularly reexamined transition plan for postsecondary education or employment without need for postsecondary remediation.

3. Based on appropriate state guidelines, students with an IEP may satisfy state graduation requirements by achieving an individual score on the state-identified alternative assessments.

B. Targeted Instruction Plan

1. A student must receive targeted, relevant, academically rigorous, and resourced instruction, which may include a targeted instruction and intervention plan focused on improving the student's knowledge and skills in core subjects so that the student has a reasonable chance to succeed in a career or college without need for postsecondary remediation.

2. Consistent with Minnesota Statutes, sections 120B.13, 124D.09, 124D.091, 124D.49, and related sections, an enrolling school or district must actively encourage a student in grade 11 or 12 who is identified as academically ready for a career or college to participate in courses and programs awarding college credit to high school students. Students are not required to achieve a specified score or level of proficiency on an assessment under this subdivision to graduate from high school.

3. As appropriate, students through grade 12 must continue to participate in targeted instruction, intervention, or remediation and be encouraged to participate in courses awarding college credit to high school students.

[NOTE: The revisions in Paragraphs A and B align the model policy language with Minnesota Statutes 120B.303.]

C. A student's progress toward career and college readiness must be recorded on the student's high school transcript.

VI. GRADUATION CREDIT REQUIREMENTS

Students must successfully complete, as determined by the school district, the following high school level credits for graduation:

A. Credit Requirements

1. Four credits of language arts sufficient to satisfy all academic standards in English language arts;

2. Three credits of mathematics sufficient to satisfy all of the academic standards in mathematics;

3. Three credits of science, including one credit to satisfy all the earth and space science standards for grades 9 through 12, one credit to satisfy all the life science standards for grades 9 through 12, and one credit to satisfy all the chemistry or physics standards for grades 9 through 12;

4. Three and one-half credits of social studies, encompassing at least United States history, geography, government and citizenship in either grade 11 or 12 for students beginning in grade 9 in the 2025-2026 school year and later or an advanced placement, international baccalaureate, or other rigorous course on government and citizenship under Minnesota Statutes, section 120B.21, subdivision 1a, and a combination of other credits encompassing at least United States history, geography, government and citizenship, world history, and economics sufficient to satisfy all of the academic standards in social studies;

   [NOTE: This revision includes the 2024 change on implementation of the government and citizenship requirement to the 2025-26 school year.]

5. One credit in the arts sufficient to satisfy all of the academic standards in the arts;

6. Credit sufficient to satisfy the state standards in physical education; and

7. A minimum of seven elective credits.

8. Students who begin grade 9 in the 2024-2025 school year and later must successfully complete a course for credit in personal finance in grade 10, 11, or 12. A teacher of a personal finance course that satisfies the graduation requirement must have a field license or out-of-field permission in agricultural education, business, family and consumer science, social studies, or math.

   [Note: The revisions above align the policy language with Minnesota law, including changes enacted by the 2024 Minnesota legislature concerning physical education credit and state standards in health. Paragraph 8 was enacted in 2023; it affects students who begin grade 9 in the 2024-25 school year.]

B. Credit equivalencies

1. A one-half credit of economics taught in a school's agricultural, food, and natural resources education or business education program or department may fulfill a one-half credit in social studies under Paragraph D., above, if the credit is sufficient to satisfy all of the academic standards in economics.

2. An agriculture science or career and technical education credit may fulfill the elective science credit required under Paragraph C., above, if the credit meets the state physical science, life science, earth and space science, chemistry, or physics academic standards or a combination of these academic standards as approved by the school district. An agriculture or career and technical education credit may fulfill the credit in chemistry or physics required under Paragraph C.,

above, if the credit meets the state chemistry or physics academic standards as approved by the school district. A student must satisfy either all of the chemistry academic standards or all of the physics academic standards prior to graduation. An agriculture science or career and technical education credit may not fulfill the required biology credit under Paragraph C., above.

3. A career and technical education credit may fulfill a mathematics or arts credit requirement under Paragraph B. or Paragraph E., above.

4. A computer science credit may fulfill a mathematics credit requirement under Paragraph B., above, if the credit meets state academic standards in mathematics.

5. A Project Lead the Way credit may fulfill a mathematics or science credit requirement under Paragraph B. or Paragraph C., above, if the credit meets the state academic standards in mathematics or science.

6. An ethnic studies course may fulfill a social studies, language arts, arts, math, or science credit if the course meets the applicable state academic standards. An ethnic studies course may fulfill an elective credit if the course meets applicable local standards or other requirements.

[Note: The revisions above align the policy language with Minnesota law, including changes enacted by the 2024 Minnesota legislature. Starting in the 2026-27 school year, a high school must offer an ethnic studies course; in elementary and middle schools by the 2027-28 school year.]

VII. GRADUATION STANDARDS REQUIREMENTS

A. All students must demonstrate their understanding of the following academic standards:

1. School District Standards, Health (K-12);

2. School District Standards, Career and Technical Education (K-12); and

3. School District Standards, World Languages (K-12).

B. Academic standards in health, world languages, and career and technical education will be reviewed on an annual basis.* A school district must use the current world languages standards developed by the American Council on the Teaching of Foreign Languages.

* Reviews are required to be conducted on a periodic basis. Therefore, this time period may be changed to accommodate individual school district needs.

C. All students must satisfactorily complete the following required Graduation Standards in accordance with the standards developed by the Minnesota Department of Education (MDE):

1. Minnesota Academic Standards, English Language Arts K-12;

2. Minnesota Academic Standards, Mathematics K-12;

3. Minnesota Academic Standards, Science K-12;

4. Minnesota Academic Standards, Social Studies K-12; and

5. Minnesota Academic Standards, Physical Education K-12.

D. State standards in the Arts K-12 are available, or school districts may choose to develop their own standards.

E. The academic standards for language arts, mathematics, and science apply to all students except the very few students with extreme cognitive or physical impairments for whom an IEP team has determined that the required academic standards are inappropriate. An IEP team that makes this determination must establish alternative standards.

VIII. EARLY GRADUATION

Students may be considered for early graduation, as provided for within Minnesota Statutes, section 120B.07, upon meeting the following conditions:

A. All course or standards and credit requirements must be met;

B. The principal or designee shall conduct an interview with the student and parent or guardian, familiarize the parties with opportunities available in post-secondary education, and arrive at a timely decision; and

C. The principal's decision shall be in writing and may be subject to review by the superintendent and school board.

Legal References:
Minn. Stat. § 120B.018 (Definitions)
Minn. Stat. § 120B.02 (Educational Expectations and Graduation Requirements for Minnesota's Students)
Minn. Stat. § 120B.021 (Required Academic Standards)
Minn. Stat. § 120B.023 (Benchmarks)
Minn. Stat. § 120B.024 (Credits)
Minn. Stat. § 120B.07 (Early Graduation)
Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement Goals; Striving for Comprehensive Achievement and Civic Readiness)
Minn. Stat. § 120B.125 (Planning for Students' Successful Transition to Postsecondary Education and Employment; Personal Learning Plans)
Minn. Stat. § 120B.30 (General Requirements; Statewide Assessments)
Minn. Stat. § 120B.303 (Assessment Graduation Requirements)
Minn. Stat. § 120B.307 (College and Career Readiness)
Minn. Rules Part 3501.0660 (Academic Standards For Kindergarten through Grade 12)
Minn. Rules Parts 3501.0700-3501.0745 (Academic Standards for Mathematics)
Minn. Rules Part 3501.0820 (Academic Arts Standards for Kindergarten through Grade 12)
Minn. Rules Parts 3501.0900-3501.0960 (Academic Standards in Science)
Minn. Rules Parts 3501.1200-1210 (Academic Standards for English Language Development)
Minn. Rules Parts 3501.1300-3501.1345 (Academic Standards for Social Studies)
Minn. Rules Parts 3501.1400-3501.1410 (Academic Standards for Physical Education)
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)

Cross References: MSBA/MASA Model Policy 104 (School District Mission Statement)
MSBA/MASA Model Policy 601 (School District Curriculum and Instruction Goals)
MSBA/MASA Model Policy 614 (School District Testing Plan and Procedure)
MSBA/MASA Model Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students)
MSBA/MASA Model Policy 616 (School District System Accountability)

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 2024

Subject: Commencement Participation

(Recommended by the superintendent)

A first read of Policy 522: Commencement Participation. This policy explains the requirements senior students must fulfill in order to participate in commencement and other year-end activities.

Attachments:
Policy 522: Commencement Participation

RICHFIELD PUBLIC SCHOOLS

COMMENCEMENT PARTICIPATION

I. PURPOSE

The purpose of this policy is to set forth requirements for commencement participation.

II. GENERAL STATEMENT OF POLICY

It is the policy of the school district that all students who participate in commencement have completed the requirements for graduation. Except as noted in Section III of this policy, no senior will be allowed to participate in the Commencement Exercises of the Richfield High School unless all qualifications are met for receiving a diploma as outlined in Board Policy 521, Requirements for Graduation.

III. COMMENCEMENT PARTICIPATION

Seniors meeting the requirements specified in Section II of this policy will be eligible to participate in the Commencement Ceremony with the exception of students who are ineligible to participate for disciplinary reasons that have been reviewed by the Richfield High School Principal and the Superintendent. Participating students will be required to wear the prescribed cap and gown.

IV. PARTICIPATION IN OTHER YEAR-END ACTIVITIES

Seniors who do not participate in commencement may still participate in all other senior class year-end activities unless participation is denied for appropriate reasons, which may include discipline. The decision for students determined to be ineligible for other year-end activities will also undergo review by the Richfield High School Principal and the Superintendent.

APPROVED BY THE BOARD OF EDUCATION: February 26, 1962

AMENDED BY THE BOARD OF EDUCATION: April 20, 1970, July 21, 1986, June 1, 1998, September 16, 2002, June 24, 2003, May 1, 2017, September 3, 2019

Cross References: Board Policy 521 Requirements for Graduation from Richfield Senior High School

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 4, 2024

Subject: Donations

(Recommended by the superintendent)

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

The Richfield Middle School Music Department received a donation of a flute valued at $500.00 from Mark Relson of Minneapolis.