SUPERINTENDENT'S REPORT AND AGENDA

Organizational 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, January 6, 2025
7 p.m. School Board Meeting

I. CALL TO ORDER OF THE BOARD ORGANIZATIONAL MEETING

A. Chair Cole to call Organizational Meeting to Order

B. Election of Chair

C. Election of Vice Chair

D. Election of Clerk

E. Election of Treasurer

II. REVIEW AND APPROVAL OF THE AGENDA

III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS

A. Superintendent Update

1. R-STEM Elementary School Presentation
2. Where We Are in Enrollment Report

IV. CONSENT AGENDA

A. Routine Matters

1. Minutes of the Regular Meeting held December 16, 2024
2. General Disbursements as of 12/30/24 in the Amount of $1,360,976.01
3. Investment Holdings

B. Personnel Items

V. OLD BUSINESS

A. Draft Policy 414: Staff Professional Boundaries & Draft Administrative Guidelines 414.1 & 414.2

B. RPS Legislative Platform 2025

C. Preschool & Prekindergarten Fees for 2025-2026

VI. NEW BUSINESS

A. Review 2024 Represent a School Assignments

B. Review 2024 Board Liaison Assignments

C. Set Honorarium for Board Members, Board Officers and Student Board Representatives

D. Draft Administrative Guideline 926.3: Language Access Plan

E. Policy 524: Promotion, Retention and Acceleration & Administrative Guideline 524.1

F. Donations

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Suggested/Future Agenda Items

D. Future Meeting Dates

*Tuesday, 1-21-2025	6 p.m.	Board Study Session with Local Legislators
*Tuesday, 1-21-2025	7 p.m.	Regular Board Meeting – Public Comment
2-3-2025	7 p.m.	Regular Board Meeting

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

Organizational Meeting, January 6, 2025

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
C&A:	Connect & Assess
CACR:	Comprehensive Achievement and Civic Readiness (previously World's Best Workforce)
CAREI:	Center for Applied Research & Educational Improvement
CASEL:	Collaborative for Academic, Social, and Emotional Learning
CBM:	Curriculum Based Measurement
CCR:	Career & College Readiness
CDC:	Centers for Disease Control

CE:	Community Education
CIS:	College in the Schools
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
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
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)
PLC:	Professional Learning Community
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
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
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:	Schoolwide Behavior Expectations
SY:	School Year
T&L:	Teaching & Learning
TMC:	Tri-Metro Conference
T Plus or T+	Transition Plus
TS GOLD:	Teaching Strategies GOLD® Assessment
UFARS:	Uniform Financial Accounting and Reporting Standards
VEBA:	Voluntary Employees' Beneficiary Association
VPK:	Voluntary PreKindergarten
WBWF:	World's Best Workforce (renamed Comprehensive Achievement and Civic Readiness)
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

Organizational Meeting, January 6, 2025

Subject: Ongoing Board Calendar

Upcoming Events to Attend:

Wednesday, January 15: RMS & RHS Advanced Band Concert, 7 p.m. @ RHS
Thursday, January 16: RMS Beginner & Intermediate Band Concert, 7 p.m.
Friday, January 17: RHS Fine Arts Festival, 6:30 p.m.
Tuesday, January 21: Board Meeting, 7 p.m.
Thursday, January 23: Kindergarten Open House, 5:30 p.m. @ Sheridan Hills

Monday, February 3: Board Meeting, 7 p.m.
Wednesday, February 5: Winter Walk to School Day
Thursday, February 6: Centennial Grades 4 & 5 Music Program, 1:15 p.m.
Friday, February 7: RDLS Family Night Friendship Dance, 5 p.m.

Upcoming Holidays, Heritage Months, and Appreciation Days:

January 20: Martin Luther King Jr. Day
January 20-24 (likely): Minnesota Paraprofessional Recognition Week

February 3-7: National School Counselor Week

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Superintendent Update

R-STEM Principal Kelly Woods will provide a presentation. Chief HR & Administrative Officer Craig Holje will present the annual Where We Are in Enrollment report.

Attachments:
R-STEM Presentation
Where We Are in Enrollment Presentation
Where We Are in Enrollment Report


Enriching and accelerating learning
RICHFIELD
PUBLIC SCHOOLS
STEM Student Leadership
Kelly Woods
Principal
Enriqueciendo y aceleranado el aprendizaje

STEM Student Leadership

RICHFIELD PUBLIC SCHOOLS

One of our schoolwide goals is to increase student voice and student leadership. We do this by giving our older students opportunities to be a member of the RSTEM Student Leadership Group.

The purpose of the RSTEM Leadership Group is to give students an opportunity to develop and strengthen their leadership skills by learning how to use their voice to be an advocate for their learning, their learning resources and their learning community.

The mission of the RSTEM Student Leadership Group is to help promote student voice, cultural diversity, a positive learning climate and academic productivity through student advocacy.

STEM Student Leadership

RICHFIELD PUBLIC SCHOOLS

- All interested 4th and 5th grade students are encouraged to “apply” to be a member of the Student Leadership Group
- Leadership Group students must be interested in increasing student involvement at the building through school wide activities or decision making
- Leadership Group students must attend bi-weekly after school meetings
- Our current Leadership Group consists of 25 students and is led by Ms. Gerten and Mr. McMillan

Student Leadership Volunteering

RICHFIELD PUBLIC SCHOOLS

Our Student Leadership Group members volunteer 20 times a year with a K-2 classroom teacher or specialist. This includes:

- Mentoring younger students
- Working with students one on one or small group (reading stories, listening to students read, etc.)
- Assisting in the Media Center supporting kindergarten students with book check-out
- Assisting in the cafeteria
- Assisting in the main office
- Serving on school patrol
- Making the Morning Announcements

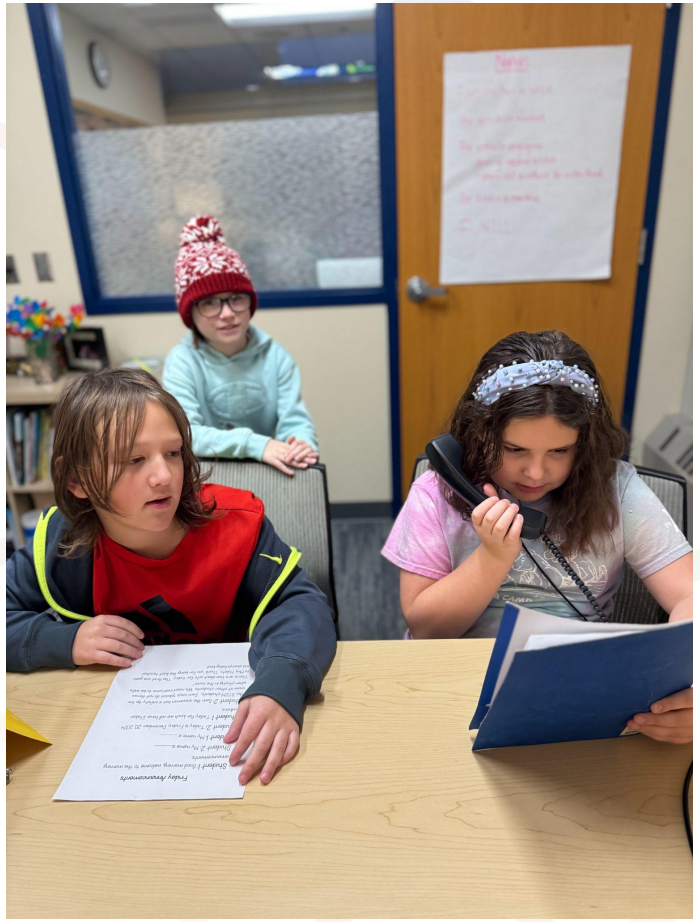


Student Morning Announcements

RICHFIELD PUBLIC SCHOOLS

Student morning announcements are done daily at 7:30 a.m.

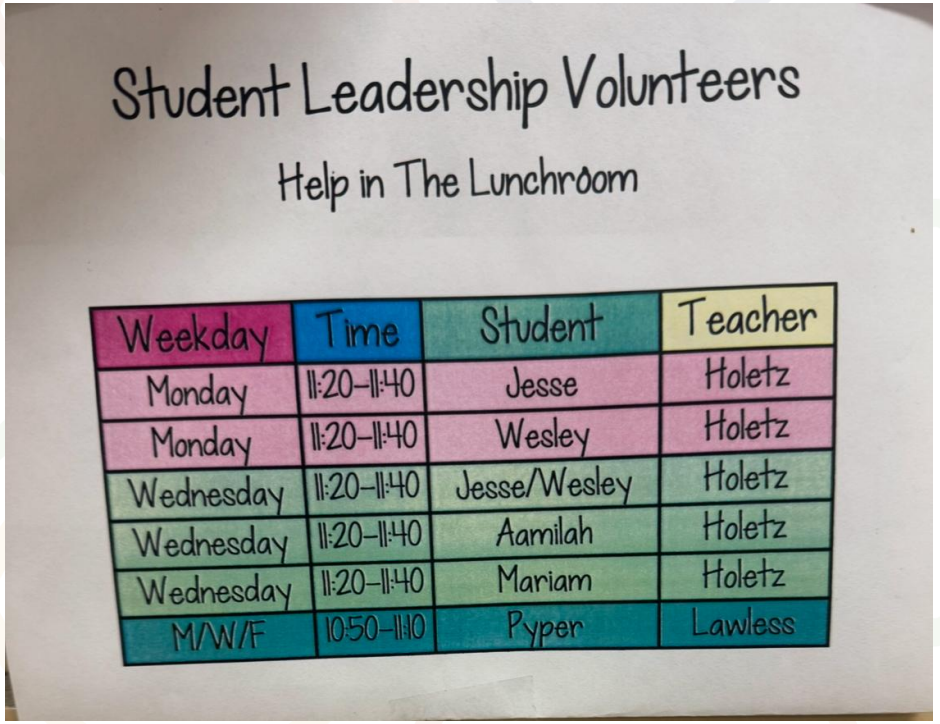
- Share school events
- Shout outs for students and staff



Other Student Leadership Opportunities

RICHFIELD PUBLIC SCHOOLS

- Classroom presentations
- Activities to reinforce our Schoolwide Behavior Expectations
  - ex: This month we are focusing on acts of kindness
- Gathering feedback from all students



Questions

RICHFIELD PUBLIC SCHOOLS

THANK YOU!

Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

Where We Are

Enrollment and Class Size Report

Presented to the Richfield Board of Education

January 6th, 2025

Enriqueciendo y acelerando el aprendizaje

Multi-Year Analysis

RICHFIELD PUBLIC SCHOOLS

RICHFIELD PUBLIC SCHOOLS
ENROLLMENT COUNT - October 1st, 2024

GRADE	Central & SEC	RDLS	CENT	SHER	STEM	RMS	RHS	RCEP	2024 1-Oct ACTUAL	2024 1-Oct PROJ	RDLS	CENT	SHER	STEM	RCEP RMS RHS	change		2023 1-Oct ACT	2024 1-Oct ACT	Variance
ECSE*	115								115	109						6	ECSE	119	115	-4
SEC	24								24	25						-1	SEC	20	24	4
Voluntary PreK (VPK)	49	35	16	18	36				154	161						-7	VPK	148	154	6
K		81	47	63	92				283	269	-3	5	2	10			K	321	283	-38
1		98	47	75	89				309	314	0	-2	4	-7			1	278	309	31
2		75	50	65	106				296	273	-2	7	1	17		32	2	281	296	15
3		92	52	56	100				300	281	-5	7	5	12			3	283	300	17
4		78	41	74	97				290	271	8	1	1	9			4	262	290	28
5		70	52	56	83				261	249	6	1	1	4		50	5	260	261	1
6						240			240	245					-5		6	287	240	-47
7						296			296	284					12		7	283	296	13
8						277			277	274					3	10	8	227	277	50
9							269	0	269	253					16		9	326	269	-57
10							334	1	335	324					11		10	304	335	31
11							298	23	321	313					8		11	319	321	2
12							287	60	347	329					18	53	12	355	347	-8
Voluntary PreK (VPK)	49	35	16	18	36				154											
Actual w/o VPK	139	494	289	389	567	813	1188	84	3963									4073	4117	44
Projection w/o VPK	134	490	270	375	522	803	1158	61	3813	3974	Includes VPK									
Difference w/o VPK	5	4	19	14	45	10	30	23												
Actual PreK-12	188	529	305	407	603	813	1188	84	4117											

	CURR.	DIFF		CURR.	DIFF		CURR.	DIFF
Prekindergarten	269	-1	Elem K-5	1739	82	Trans+	24	-1
Kindergarten	283	14	M.S 6-8	813	10	Kinder	283	14
Grades 1-2	605	18	S.H 9-12	1272	53	Grds 1-6	1696	63
Grades 3-5	851	50	K-12 Total	3824	145	Grds 7-12	1845	68

PreK-12 Projection 10/1/24	3974
PreK-12 Actual 10/1/2024	4117
Projection Variance	143
Last Year Enrollment 10/1/2023	4073
Change From Last Year	44

The enrollment counts include an average of the PSEO students attending colleges other than Normandale.

*18 of the ECSE Students are attending VPK in other buildings. They do not count towards our VPK allocation.

Online Full Time: 1-4th grader, 3-7th graders, 1-8th grader, 1-10th grader, 2-12th grader. They are included in the above count.

District Overview

RICHFIELD PUBLIC SCHOOLS

4,117 Students District-wide

- 3,963 Traditional Count
  - 1,739 Elementary (K-5)
  - 813 Middle (6-8)
  - 1,272 High (9-12)
  - 115 Pre-kindergarten (16 ECSE VPK)
  - 24 Transition +
- 154 Voluntary Pre-Kindergarten (VPK)

143 Students more than projection

44 Students more than 2023-24

2023-24 to 2024-25 Comparison

RICHFIELD PUBLIC SCHOOLS

Overall – Up 44 students

ECSE – Down 4 students

Elementary – Up 54 students

- Centennial – Up 5 students
- RDLS – Up 17 students
- RSTEM – Up 37 students
- Sheridan Hills – Down 5 students

PreK – VPK – Up 6 students

Richfield Middle School – Up 16 students

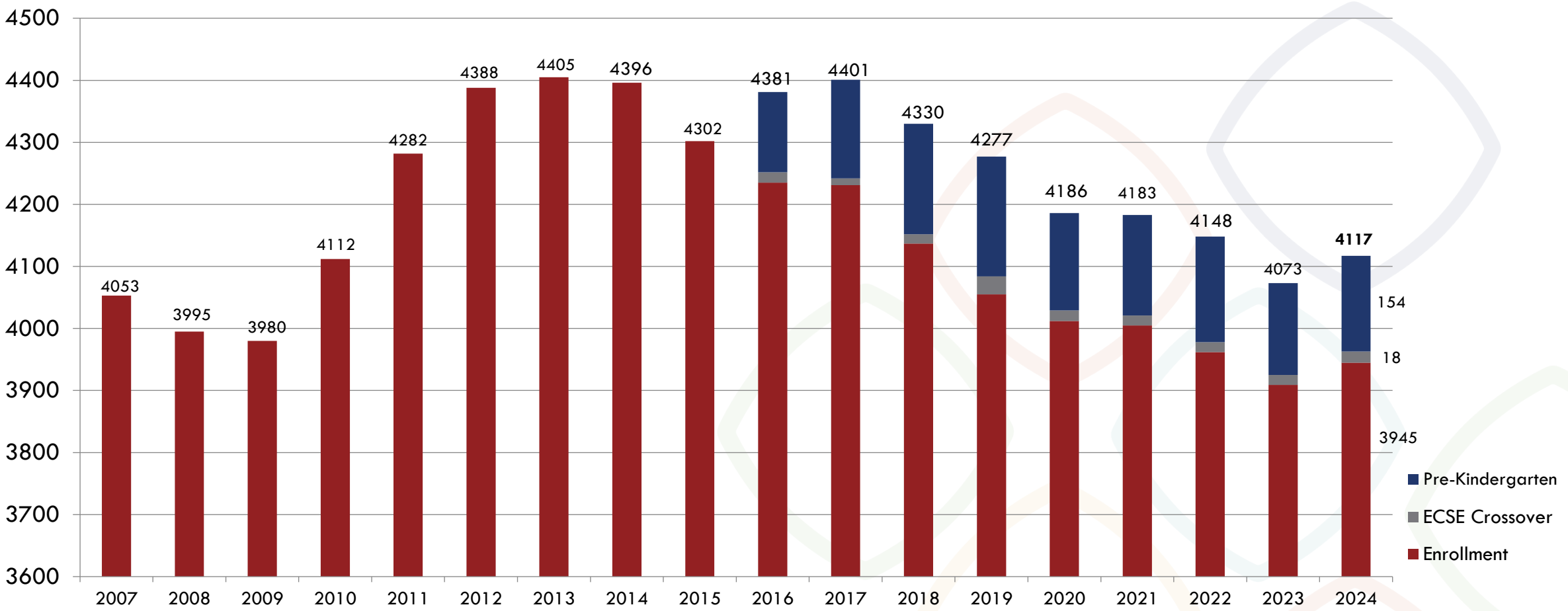
Richfield High School – Down 55 students

Richfield College Experience Program – Up 23 students

Transition+ - Up 4 students

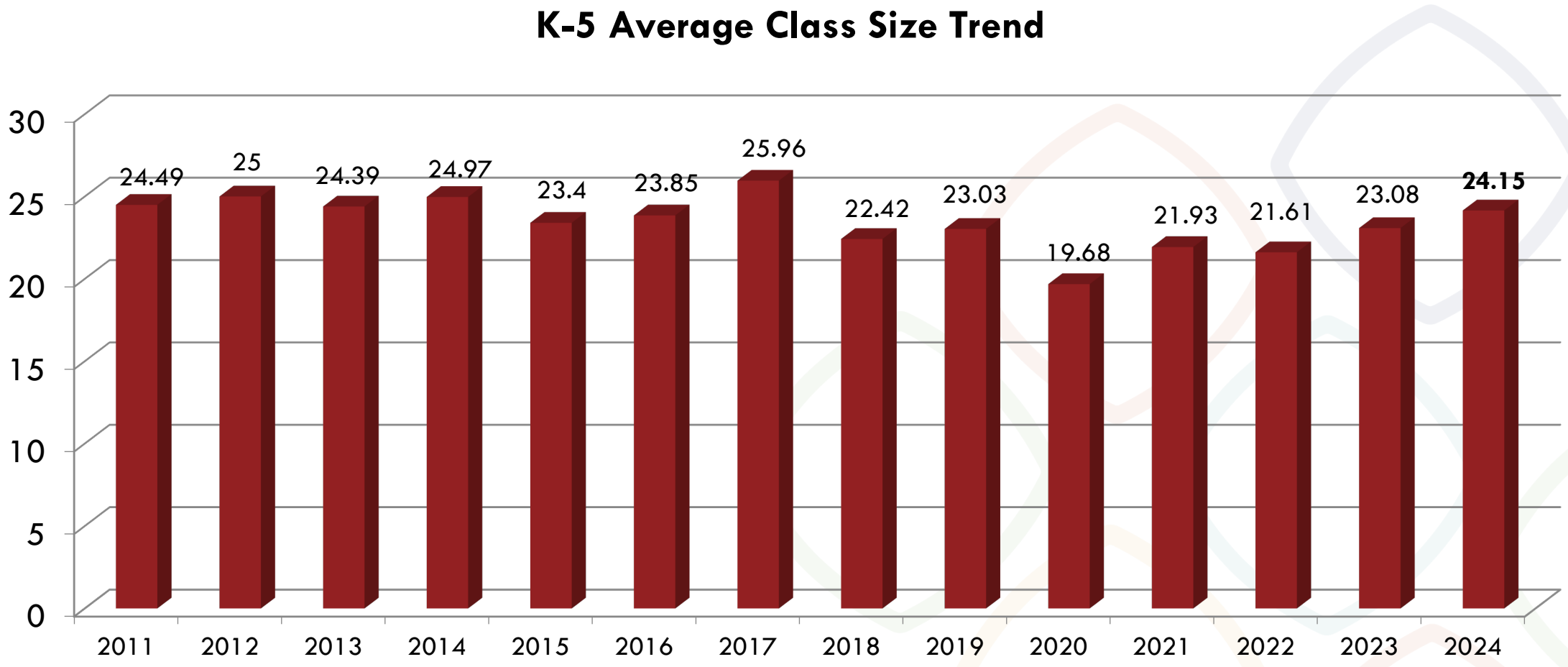
Multi-Year Analysis

RICHFIELD PUBLIC SCHOOLS



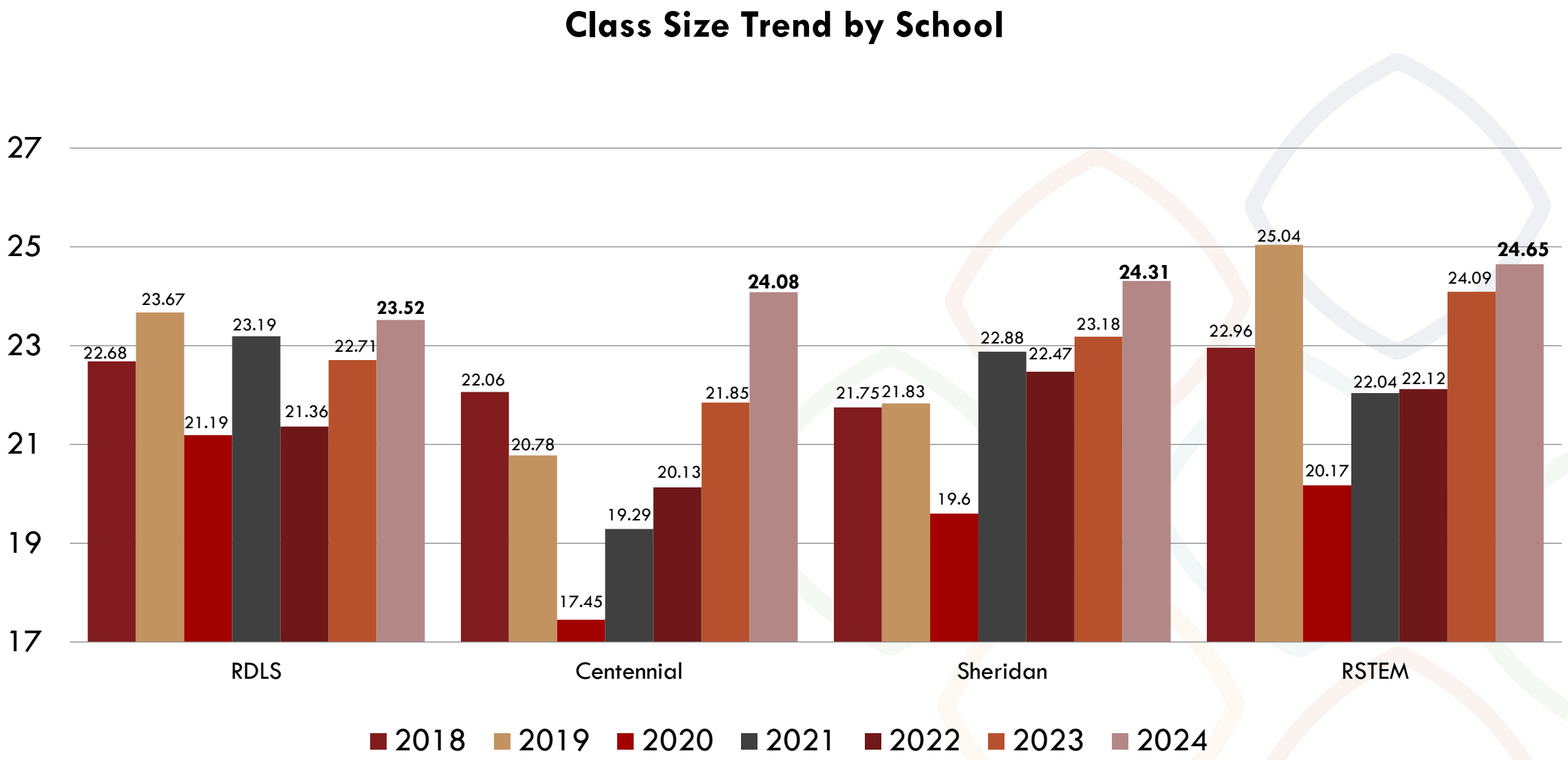
Elementary Class Size: K-5 Average Class Size Trend

RICHFIELD PUBLIC SCHOOLS



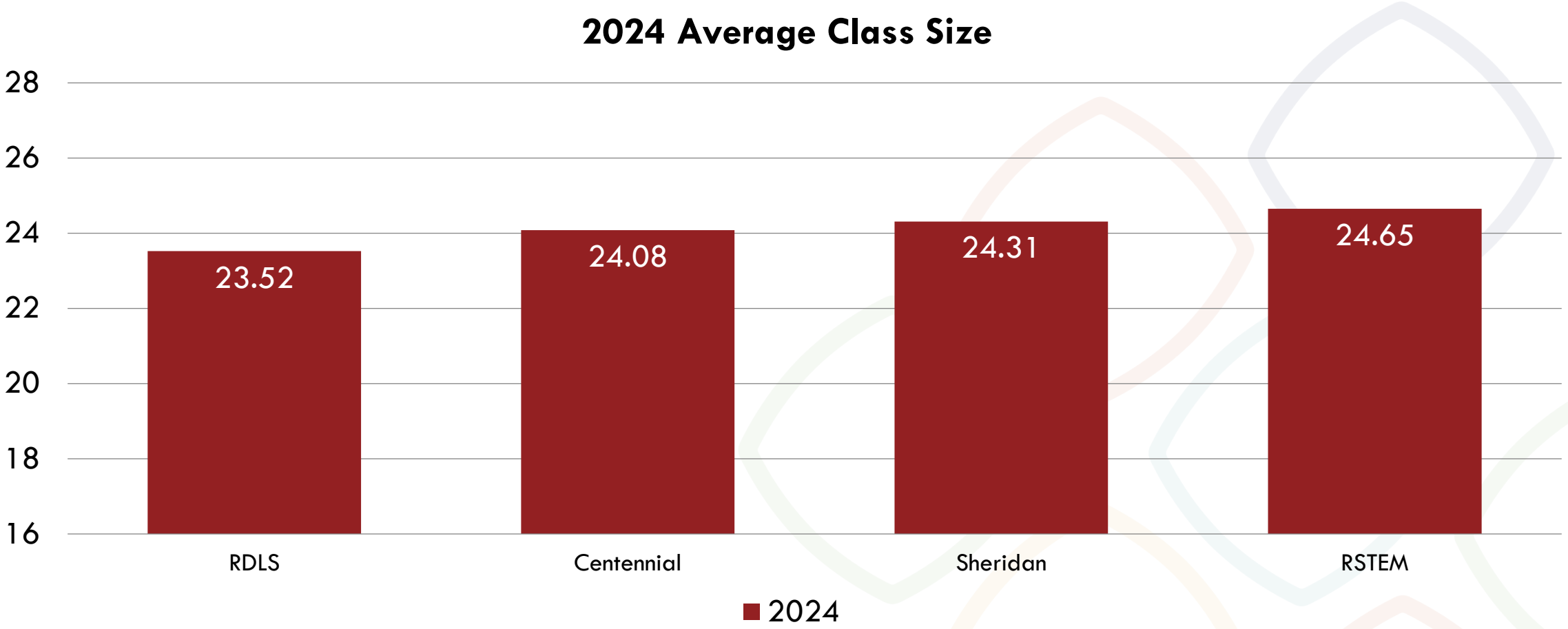
Elementary Class Size – Class Size Trend by School

RICHFIELD PUBLIC SCHOOLS



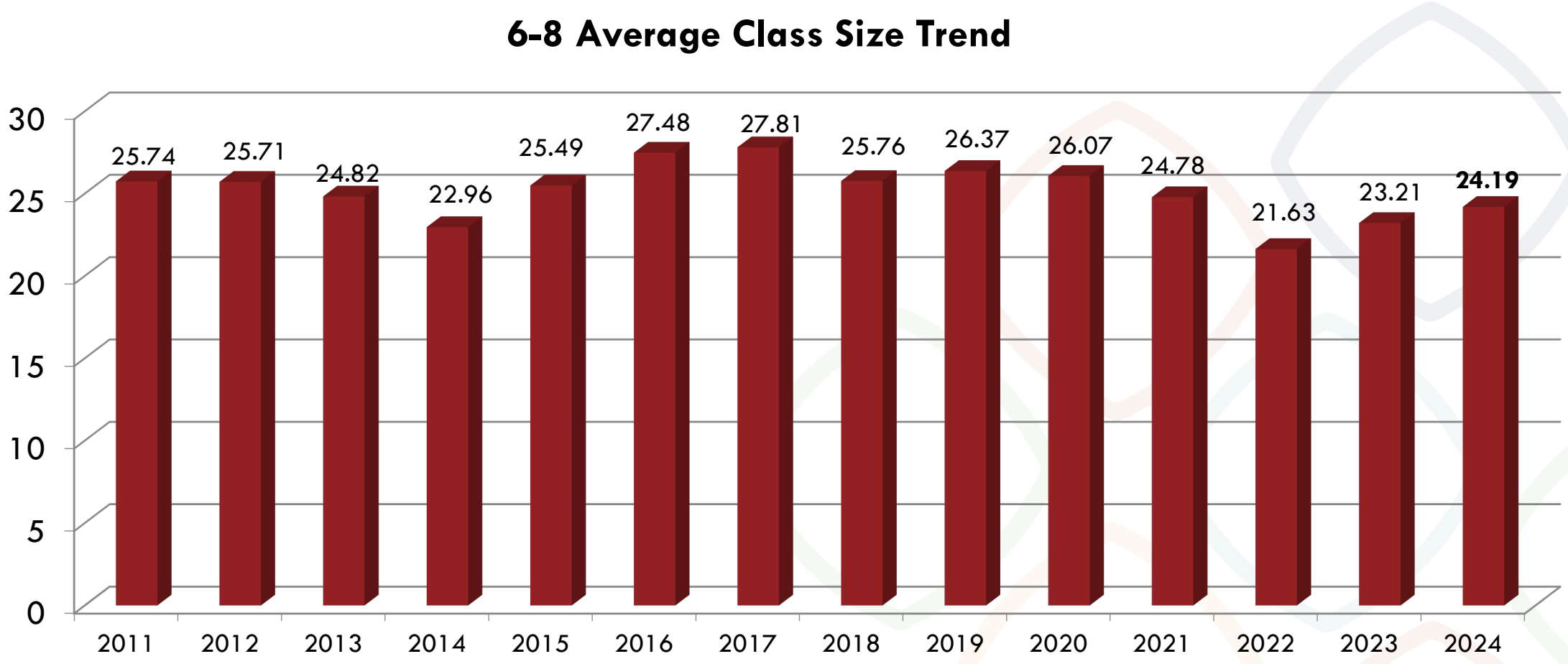
Elementary Class Size – 2024 Average Class Size

RICHFIELD PUBLIC SCHOOLS



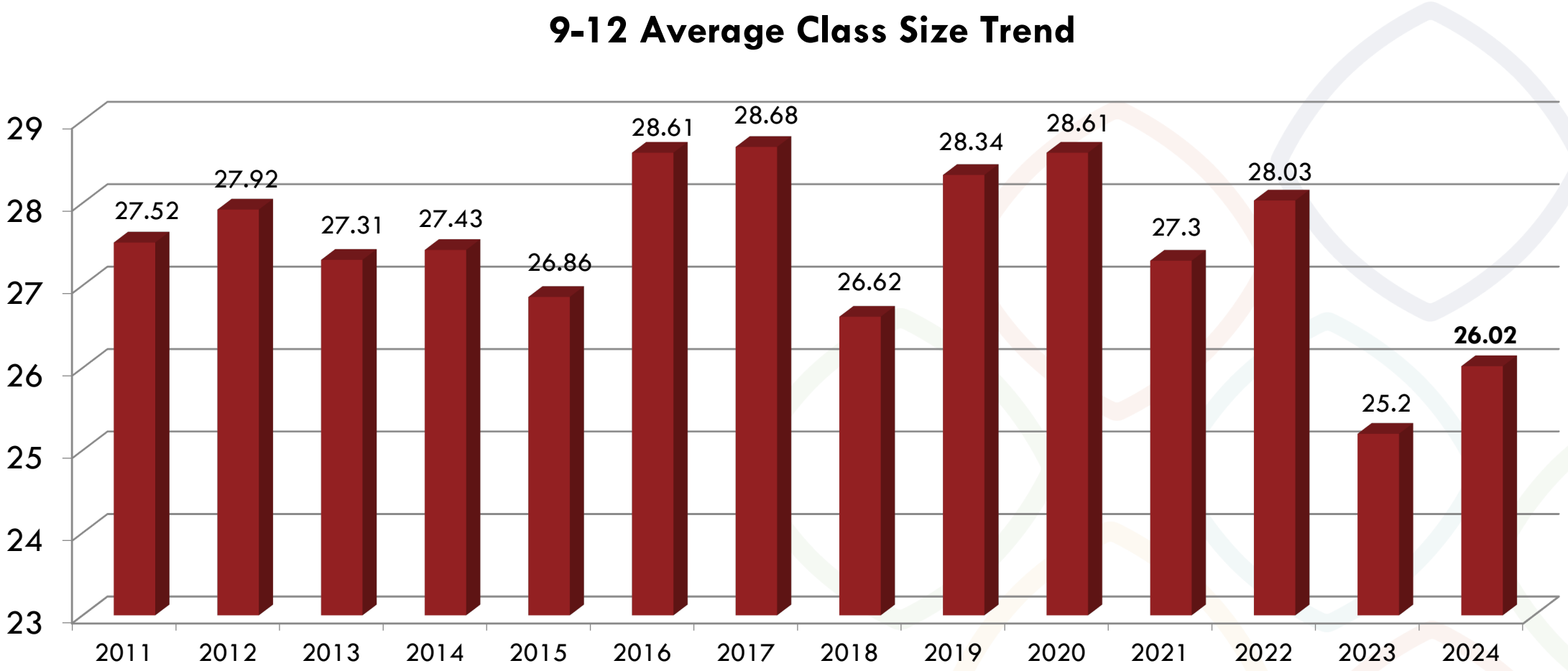
Middle School Class Size: 6-8 Average Class Size Trend

RICHFIELD PUBLIC SCHOOLS



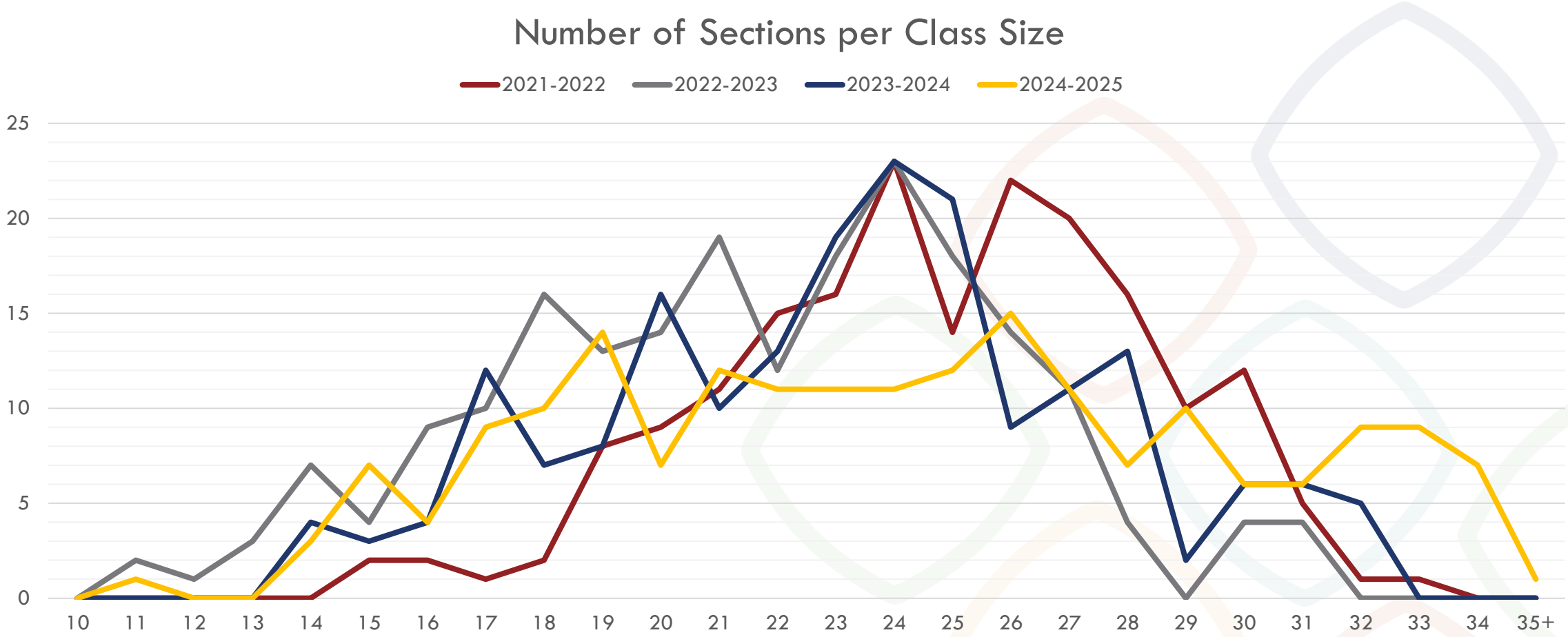
High School Class Size: 9-12 Average Class Size Trend

RICHFIELD PUBLIC SCHOOLS



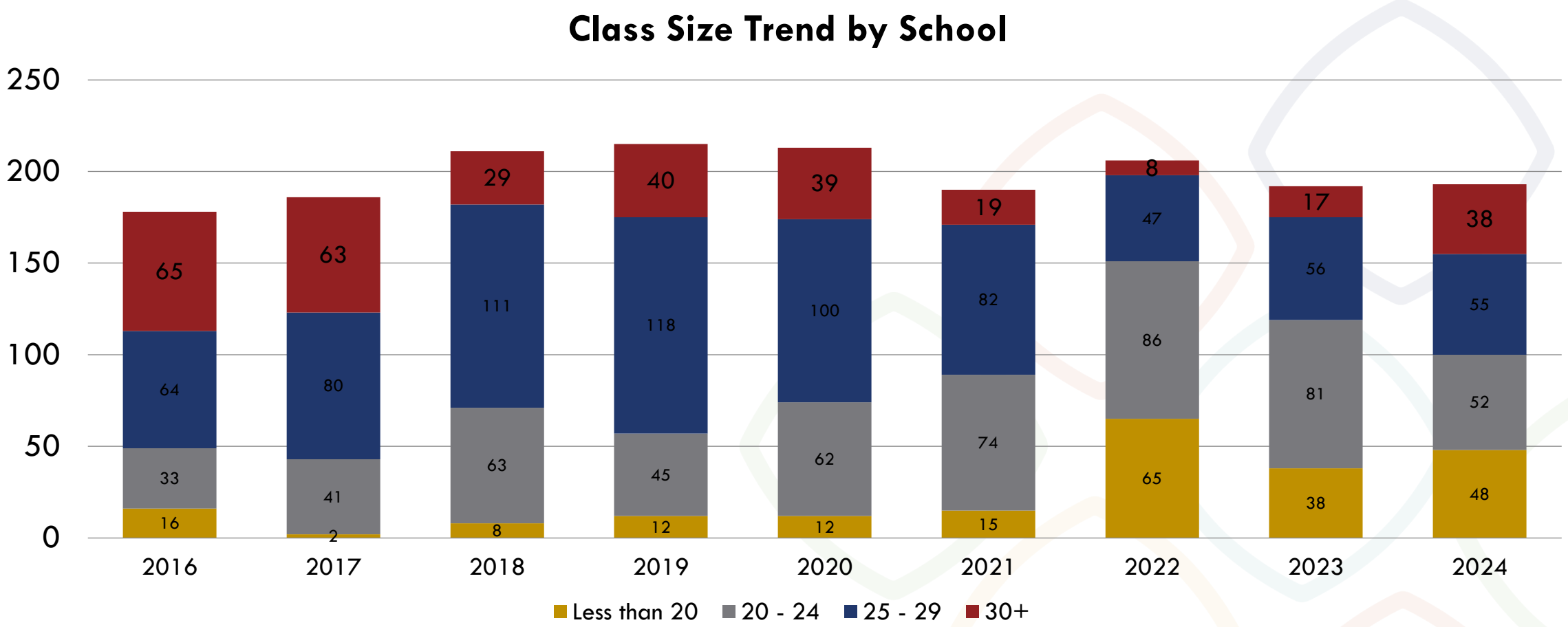
Middle School Class Size: Number of Sections per Class Size

RICHFIELD PUBLIC SCHOOLS



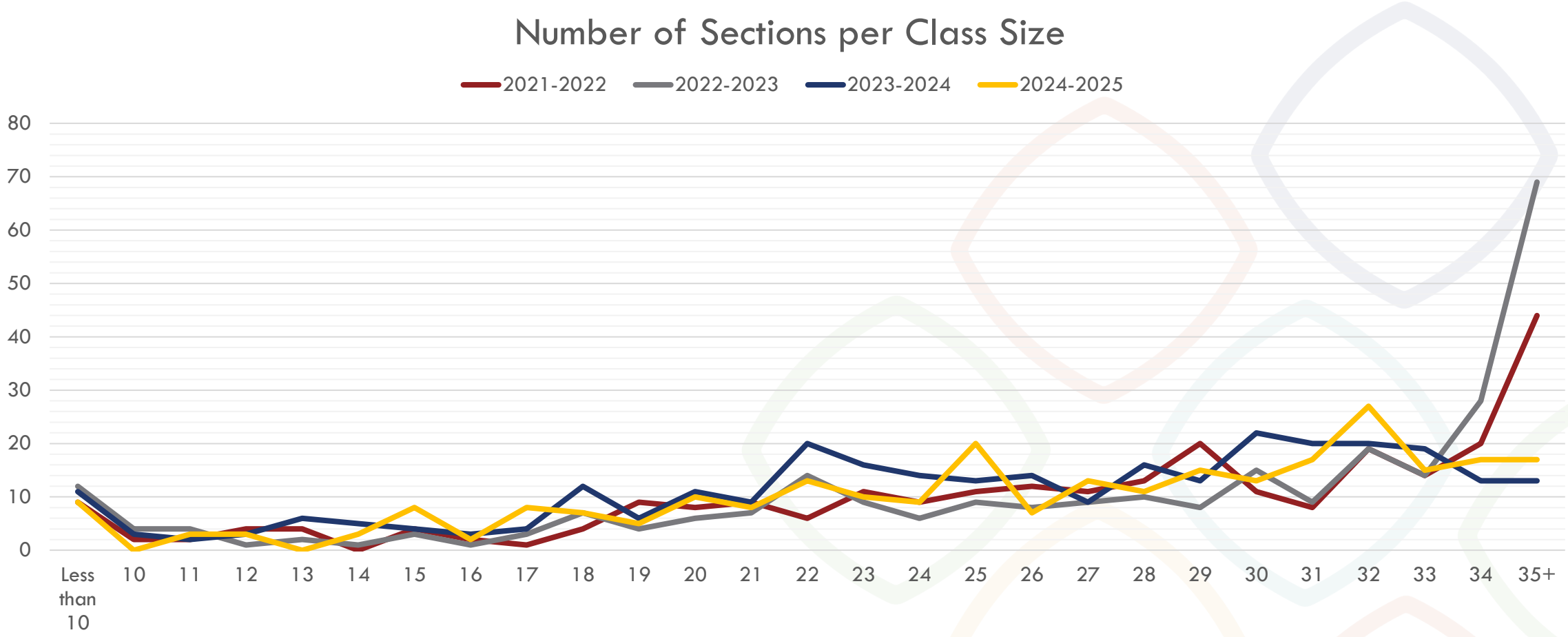
Middle School Class Size – Class Size Trend by School

RICHFIELD PUBLIC SCHOOLS



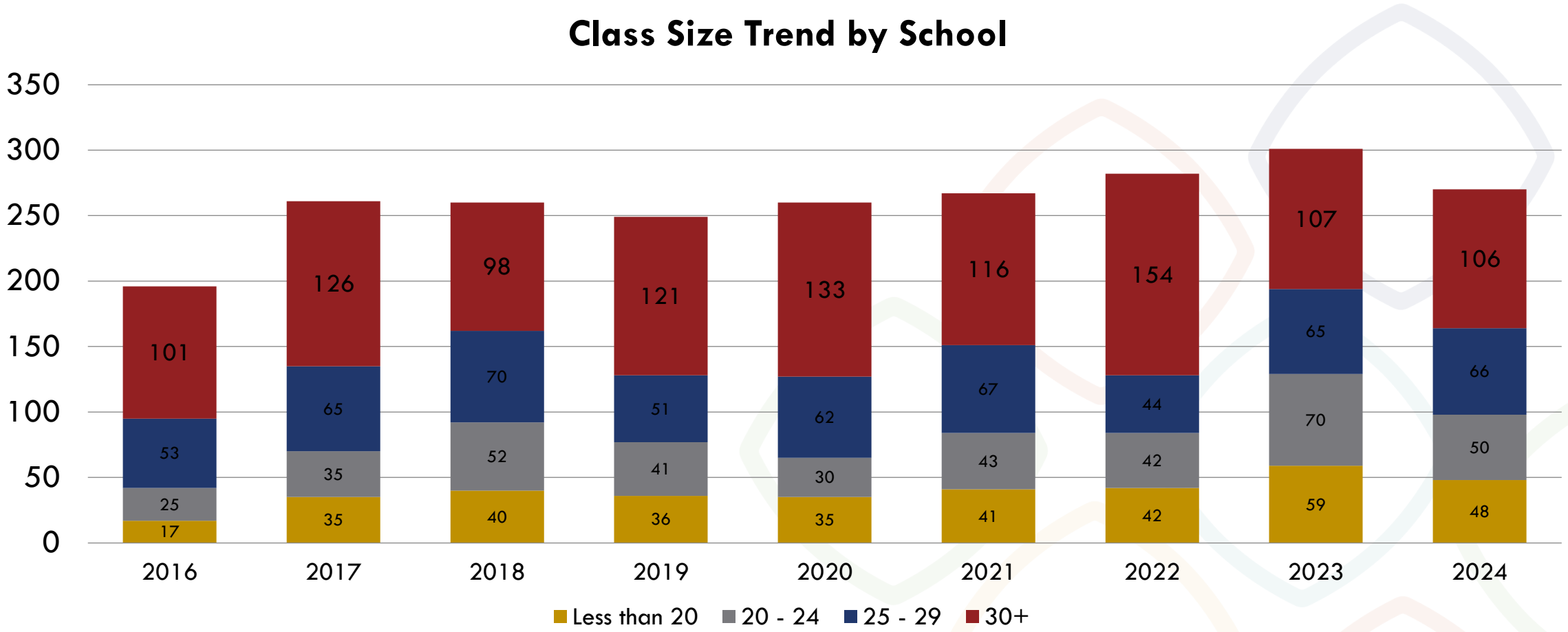
High School Class Size – Number of Sections per Class Size

RICHFIELD PUBLIC SCHOOLS



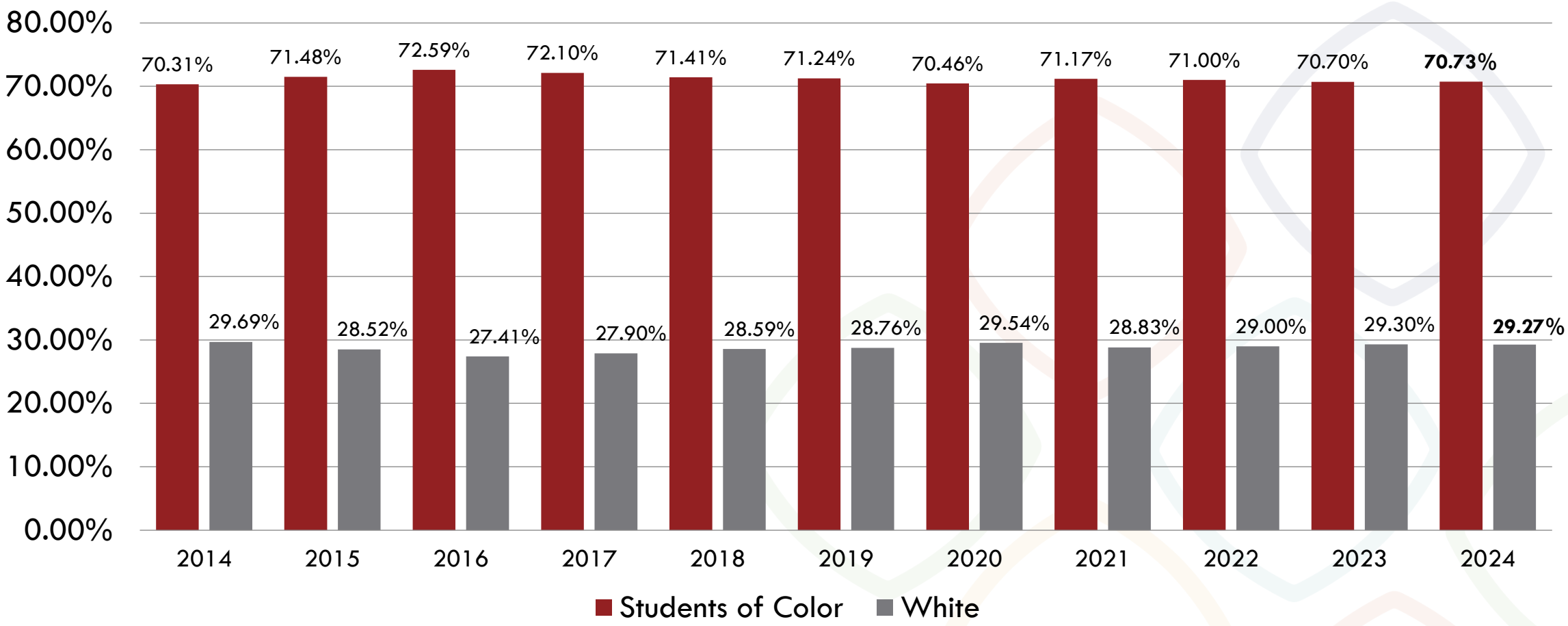
High School Class Size – Class Size Trend by School

RICHFIELD PUBLIC SCHOOLS



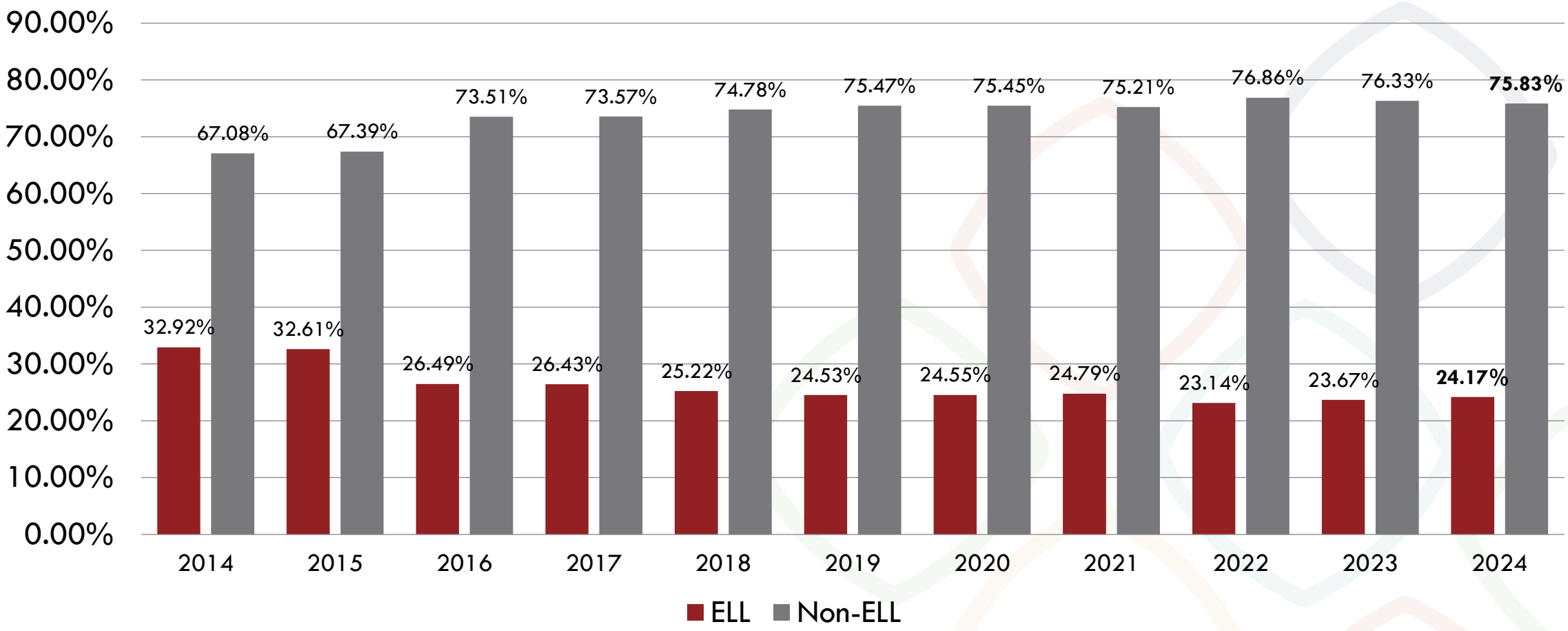
Student Diversity

RICHFIELD PUBLIC SCHOOLS



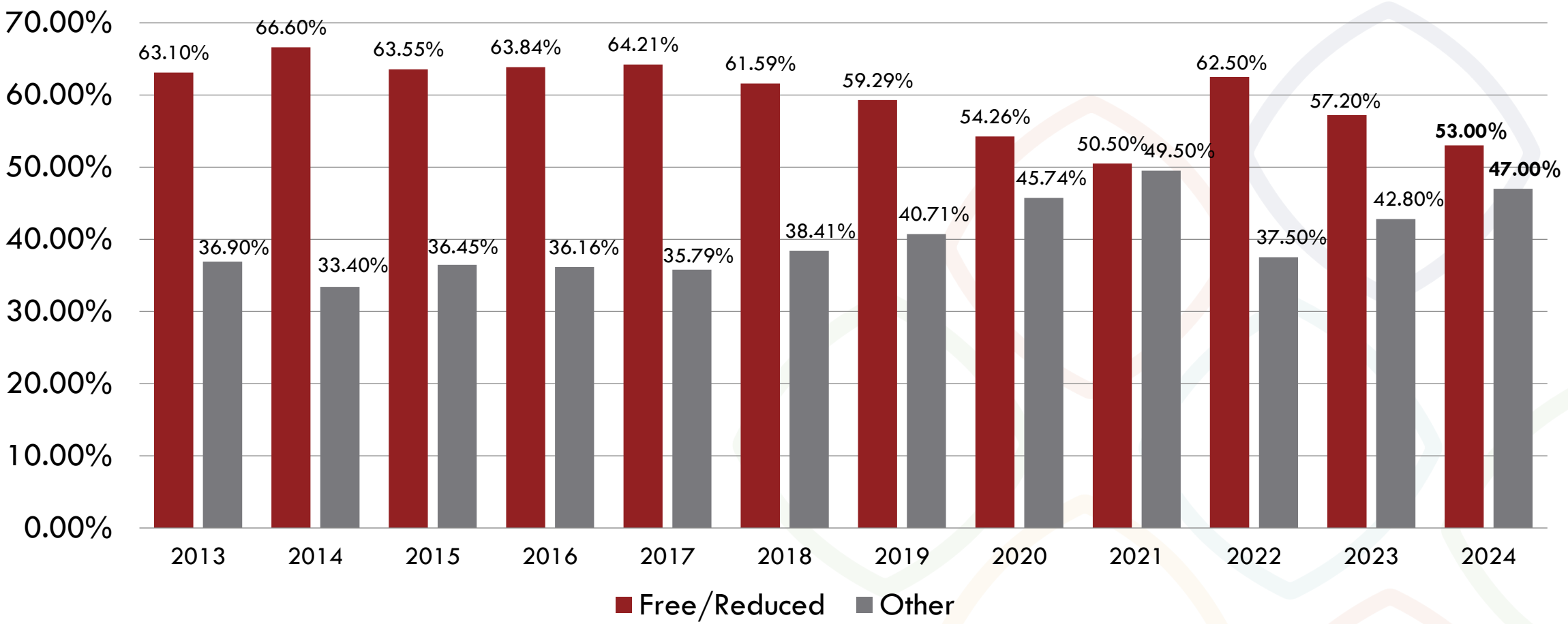
English Language Learner

RICHFIELD PUBLIC SCHOOLS



Free/Reduced Enrollment

RICHFIELD PUBLIC SCHOOLS

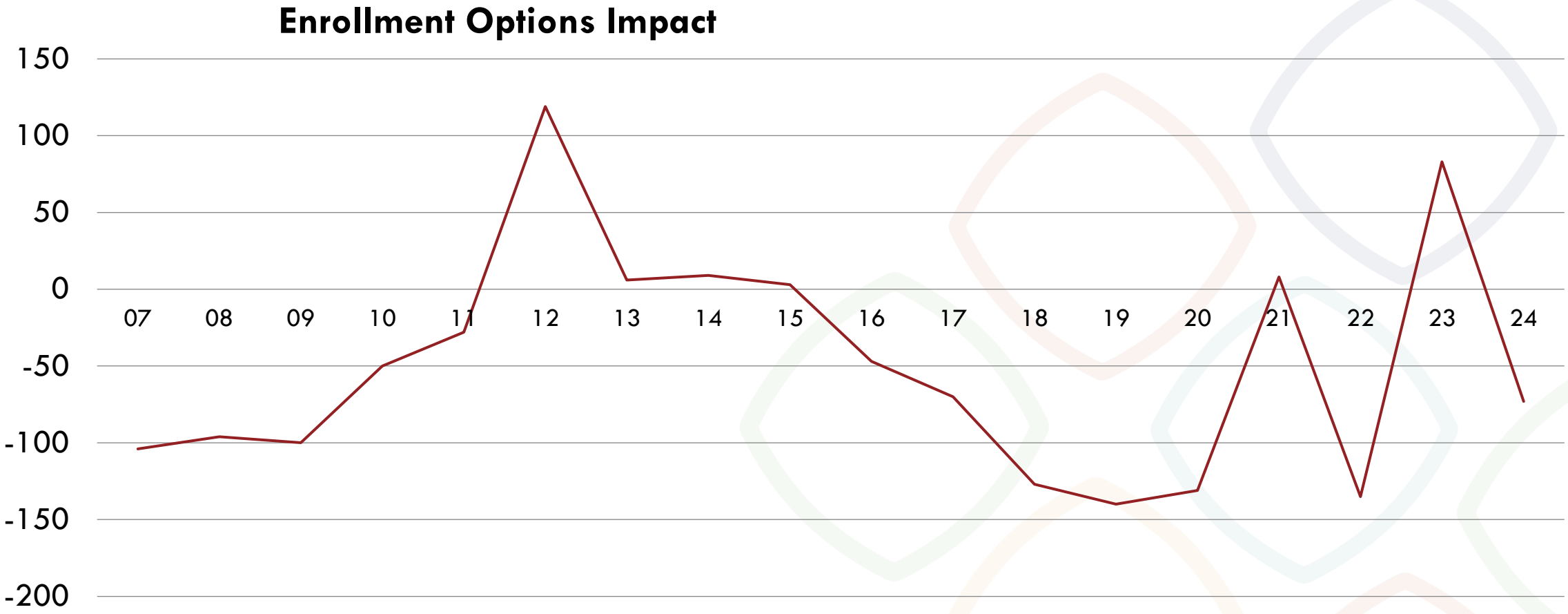


Enrollment Options

RICHFIELD PUBLIC SCHOOLS

Major Districts	23-24 In	23-24 Out	23-24 Net	24-25 In	24-25 Out	24-25 Net	Change
Bloomington	265	254	11	252	277	-25	-36
Burnsville	51	12	39	39	23	16	-23
Edina	37	276	-239	22	273	-251	-12
Minneapolis	308	42	266	269	62	207	-59
Rosemount	29	19	10	29	29	19	9
St. Paul	30	7	23	19	10	9	-14
SEC	0	23	-23	0	23	-23	0
Overall* Includes additional districts not listed above	809	726	83	706	779	-73	-156

Enrollment Options Impact



Non-Public and Charter

RICHFIELD PUBLIC SCHOOLS

Non-Public Schools

- 439 Total Students (decrease of 14 since 23-24)
- Blessed Trinity (115), Homeschool (90), Holy Angels (71), Cristo Rey (28), Annunciation (21) are the largest.

Charter Schools

- 807 Total Students (decrease of 46 from 23-24)
- Seven Hills Prep (283), Partnership Academy (161), Hiawatha Academies (68), Eagle Ridge Academy (37), SciTech Academy (27) and Horizon Science Academy (27) are the largest.

Retain Richfield

RICHFIELD PUBLIC SCHOOLS

School Year	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Open Enrollment (out)	534	583	583	664	727	761	769	754	695	899	726	779
Charter + Non Public (out)	876	876	942	1,022	1,078	1,061	1,151	1,176	1,229	1,243	1,306	1,246
TOTAL Resident **OUT**	1,410	1,459	1,525	1,686	1,805	1,822	1,920	1,930	1,924	2,142	2,032	2,025
RPS Enrollment	4,405	4,396	4,302	4,381	4,401	4,330	4,277	4,186	4,183	4,148	4,073	4,117
Open Enrollment (in)	540	592	588	617	657	634	629	623	703	764	809	706
TOTAL Richfield Resident												
Students **IN** RPS	3,865	3,804	3,714	3,764	3,744	3,696	3,648	3,563	3,480	3,384	3,264	3,411
TOTAL Richfield												
Resident Students	5,275	5,263	5,239	5,450	5,549	5,518	5,568	5,493	5,404	5,526	5,296	5,436
"Market Share"	73.27%	72.28%	70.89%	69.06%	67.47%	66.98%	65.52%	64.86%	64.40%	61.24%	61.63%	62.75%

Questions

RICHFIELD PUBLIC SCHOOLS

RICHFIELD PUBLIC SCHOOLS
ENROLLMENT COUNT - October 1st, 2024

GRADE	Central & SEC	RDLS	CENT	SHER	STEM	RMS	RHS	RCEP	2024 1-Oct ACTUAL	2024 1-Oct PROJ	RDLS	CENT	SHER	STEM	RCEP RMS RHS	change		2023 1-Oct ACT	2024 1-Oct ACT	Variance
ECSE*	115								**115**	**109**						6	**ECSE**	119	115	-4
SEC	24								**24**	**25**						-1	**SEC**	20	24	4
Voluntary PreK (VPK)	49	35	16	18	36				**154**	**161**						-7	**VPK**	148	154	6
K		81	47	63	92				**283**	**269**	**-3**	**5**	**2**	**10**			**K**	321	283	-38
1		98	47	75	89				**309**	**314**	**0**	**-2**	**4**	**-7**			**1**	278	309	31
2		75	50	65	106				**296**	**273**	**-2**	**7**	**1**	**17**		32	**2**	281	296	15
3		92	52	56	100				**300**	**281**	**-5**	**7**	**5**	**12**			**3**	283	300	17
4		78	41	74	97				**290**	**271**	**8**	**1**	**1**	**9**			**4**	262	290	28
5		70	52	56	83				**261**	**249**	**6**	**1**	**1**	**4**		50	**5**	260	261	1
6						240			**240**	**245**					**-5**		**6**	287	240	-47
7						296			**296**	**284**					**12**		**7**	283	296	13
8						277			**277**	**274**					**3**	10	**8**	227	277	50
9							269	0	**269**	**253**					**16**		**9**	326	269	-57
10							334	1	**335**	**324**					**11**		**10**	304	335	31
11							298	23	**321**	**313**					**8**		**11**	319	321	2
12							287	60	**347**	**329**					**18**	53	**12**	355	347	-8
Voluntary PreK (VPK)	49	35	16	18	36				154											
Actual w/o VPK	139	494	289	389	567	813	1188	84	3963									4073	4117	44
Projection w/o VPK	134	490	270	375	522	803	1158	61	3813	3974	Includes VPK									
Difference w/o VPK	5	4	19	14	45	10	30	23												
Actual PreK-12	**188**	**529**	**305**	**407**	**603**	**813**	**1188**	**84**	4117											

	CURR.	DIFF		CURR.	DIFF		CURR.	DIFF
Prekindergarten	269	-1	Elem K-5	1739	82	Trans+	24	-1
Kindergarten	283	14	M.S 6-8	813	10	Kinder	283	14
Grades 1-2	605	18	S.H 9-12	1272	53	Grds 1-6	1696	63
Grades 3-5	851	50	K-12 Total	3824	145	Grds 7-12	1845	68

PreK-12 Projection 10/1/24	3974
PreK-12 Actual 10/1/2024	4117
Projection Variance	143
Last Year Enrollment 10/1/2023	4073
Change From Last Year	44

The enrollment counts include an average of the PSEO students attending colleges other than Normandale.

*18 of the ECSE Students are attending VPK in other buildings. They do not count towards our VPK allocation.

Online Full Time: 1-4th grader, 3-7th graders, 1-8th grader, 1-10th grader, 2-12th grader. They are included in the above count.

RICHFIELD PUBLIC SCHOOLS
Elementary & Voluntary PreK Enrollment
By School, Grade, and Class Size 2024-25

GRADE		RDLS		CENTENNIAL		SHERIDAN HILLS		STEM	GRADE TOTALS
K	81	20-20-20-21	47	23-24	63	19-20-24	92	22-23-23-24	283
1	98	24-24-25-25	47	22-25	75	24-25-26	89	22-22-22-23	309
2	75	25-25-25	50	25-25	65	21-21-23	106	26-26-26-28	296
3	92	22-23-23-24	52	26-26	56	28-28	100	25-25-25-25	300
4	78	26-26-26	41	20-21	74	23-25-25 1 OnLine	97	23-24-25-25	290
5	70	23-23-24	52	26-26	56	27-29	83	27-28-28	261
VPK	35	15-20	16	16	18	18	36	17-19	105
SCHOOL TOTALS	529		305		407		603		1844

STUDENT TO CLASSROOM TEACHER RATIO
BY SCHOOL (VPK & Online excluded)

	RDLS	CENTENNIAL	SHERIDAN	STEM	GRADE TOTALS
SCHOOL TOTALS	494	289	389	567	1739
CLASSROOM TEACHERS	21	12	16	23	72
STU/TCHR RATIO 2023-24	23.52	24.08	24.31	24.65	24.15
RATIO 2022-24	22.71	21.85	23.18	24.09	23.08

RICHFIELD PUBLIC SCHOOLS
Elementary & Voluntary PreK Enrollment
By School, Grade, and Class Size 2024-25

24-25 CLASS SIZE BREAKDOWN BY GRADE (VPK & Online excluded)

15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	STUDENT TOTAL	TEACHER TOTAL	STU/TCHR RATIO	GRADE LEVEL
				1	4	1	1	3	3						283	13	21.77	K
							4	1	3	4	1				309	13	23.77	1
						2		1		5	3		1		296	12	24.67	2
							1	2	1	4	2		2		300	12	25.00	3
					1	1		2	1	4	3				290	12	24.17	4
								2	1		2	2	2	1	261	10	26.10	5
0	0	0	0	1	5	4	6	11	9	17	11	2	5	1	1739	72	24.15	

RICHFIELD PUBLIC SCHOOL 2024-25

MIDDLE SCHOOL - NUMBER OF CLASSES BY SUBJECT AND CLASS SIZE - Q1

SUBJECT/CLASS SIZE	< 10	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35 +	STU / SESS	AVERAGE CLASS SIZE
ART																	**1**	**1**	**1**	**1**		**1**		**2**	**3**	**2**		**367 / 12**	**30.58**
Art 6																	1		1									52 / 2	26.00
Art 7 & 8																		1				1		1	2	1		188 / 6	31.33
Photograhy 7 & 8																				1				1	1	1		127 / 4	31.75
FAMILY & CONSUMER SCIENCE																				**1**			**2**	**2**				**154 / 5**	**30.80**
FACS 6																				1								28 / 1	28.00
FACS 7 & 8																							1	2				95 / 3	31.67
Unified FACS 7 & 8 Co-taught																							1					31 / 1	31.00
HEALTH																						**1**	**1**		**1**	**2**		**162 / 5**	**32.40**
Health 6																							1			1		65 / 2	32.50
Health 7																						1			1	1		97 / 3	32.33
PHYSICAL EDUCATION																		**1**	**1**			**2**	**1**	**2**	**2**	**1**	**1@35**	**343 / 11**	**31.18**
Phy Ed 6																		1	1							1	1@35	122 / 4	30.50
Phy Ed 7 & 8																						2	1		2			157 / 5	31.40
Phy Ed 7 & 8 Co-taught																								2				64 / 2	32.00
SPANISH																		**1**	**1**		**1**			**1**		**1**		**148 / 5**	**29.60**
Spanish Exploration 6																		1										26 / 1	26.00
Spanish 1A 7 & 8																			1					1		1		93 / 3	31.00
Spanish 1B 8																					1							29 / 1	29.00
STE(A)M																					**2**	**1**	**1**	**1**	**1**			**184 / 6**	**30.67**
STE(A)M 6																					1			1	1			94 / 3	31.33
STE(A)M 7 & 8																					1	1	1					90 / 3	30.00
TECH																**1**					**1**		**1**	**1**	**1**	**1**		**183 / 6**	**30.50**
Intro to Woodshop 7 & 8																1										1		58 / 2	29.00
Wood Shop 7 & 8																					1		1	1	1			125 / 4	31.25
LANGUAGE ARTS			**1**			**3**	**4**	**2**	**4**	**2**	**5**	**1**	**5**	**3**	**4**	**3**	**1**	**3**	**2**		**1**							**885 / 44**	**20.11**
Adv Lang Arts 6								1					1					1										63 / 3	21.00
Language Arts 6			1			3			1		1																	89 / 6	14.83
Language Arts 6 Co-taught															1		1											48 / 2	24.00
Spanish Language Arts 6								1						1	1													61 / 3	20.33
Adv Language Arts 7																1			1									51 / 2	25.50
Language Arts 7							3			1	1		1					1			1							158 / 8	19.75
Language Arts 7 Co-taught															1													23 / 1	23.00
Spanish Language Arts 7									1		1					2												84 / 4	21.00
Adv Language Arts 8												1	1															41 / 2	20.50
Language Arts 8							1		1				1	2	1			1	1									173 / 8	21.63
Language Arts 8 Co-taught													1															21 / 1	21.00
Spanish Language Arts 8									1	1	2																	73 / 4	18.25

RICHFIELD PUBLIC SCHOOL 2024-25
MIDDLE SCHOOL - NUMBER OF CLASSES BY SUBJECT AND CLASS SIZE - Q1

SUBJECT/CLASS SIZE	< 10	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35 +	STU / SESS	AVERAGE CLASS SIZE
MATHEMATICS							**1**	**1**	**2**	**3**	**3**	**1**	**3**	**3**	**3**	**4**	**3**	**1**	**1**	**1**	**2**				**1**			**737 / 33**	**22.33**
Compacted 6/7 Math, Gr 6									1				1															38 / 2	19.00
Math 6								1	1		2						2											121 / 6	20.17
Math 6 Co-taught															1													23 / 1	23.00
Compacted 7/8 Math, Gr 7										1	1						1		1									89 / 4	22.25
Math 7										1					1	3		1			1							168 / 7	24.00
Math 7 Co-Taught														1														22 / 1	22.00
Found Algebra 8							1			1		1	2	2						1	1							196 / 9	21.78
Found Algebra 8 Co-taught															1													23 / 1	23.00
Intermediate Algebra, Gr 8																1									1			57 / 2	28.50
SCIENCE							**2**		**2**	**2**	**5**	**3**	**2**	**3**		**1**	**6**	**2**	**3**	**1**	**1**							**727 / 33**	**22.03**
Science 6							2		1		2		2				1	1										178 / 9	19.78
Science 6 Co-taught											2																	38 / 2	19.00
Science 7									1	2				1			1		2	1	1							211 / 9	23.44
Science 7 Co-taught												1					1											45 / 2	22.50
Science 8											1	2		1			2	1	1									184 / 8	23.00
Science 8 Co-taught														1		1	1											71 / 3	23.67
SOCIAL STUDIES								**1**	**1**	**3**	**1**	**2**	**2**	**2**	**4**	**2**	**1**	**6**	**2**	**3**	**2**	**1**						**779 / 33**	**23.61**
Social Studies 6								1		2		1		2				1		1								170 / 8	21.25
Spanish Social Studies 6									1	1								1										61 / 3	20.33
Social Studies 7											1		1		1	1	1	1		1		1						196 / 8	24.50
Spanish Social Studies 7																			1	1	1							84 / 3	28.00
Global Studies 8												1			2	1		3	1									195 / 8	24.38
Spanish Global Studies 8													1		1						1							73 / 3	24.33
TOTAL MIDDLE SCHOOL			1			3	7	4	9	10	14	7	12	11	11	11	12	15	11	7	10	6	6	9	9	7			

THE CLASSES LISTED BELOW ARE NOT INCLUDED IN AVERAGE CLASS SIZE

STUDENTS/SESSIONS = AVG CLASS SIZE

Online	5/1 = 5	Special Ed	287/36 = 8.0	Read Tier	51/6 = 8.5
Band	213/6 = 35.5	ESL/ALD	204/21 = 9.7	Math Tier	58/6 = 9.7
Choir	130/4 = 32.5				

2024-25 Core Courses Only			
	Students / Sessions	AVERVAGE CLASS SIZE	ENROLL COUNT
	3128 / 143	21.87	813
GRADE 6	890 / 45	19.78	240
GRADE 7	1131 / 49	23.08	296
GRADE 8	1107 / 49	22.59	277
2024-25 All Courses			
	4669 / 193	24.19	813
GRADE 6	1277 / 58	22.02	240
GRADE 7 & 8	3392 / 135	25.13	573
2023-24 All Courses			
	4456 / 192	23.21	797
GRADE 6	1576 / 67	23.52	287
GRADE 7 & 8	2880 / 125	23.04	510

RICHFIELD PUBLIC SCHOOLS 2024-25

SENIOR HIGH - NUMBER OF CLASSES BY SUBJECT AND CLASS SIZE - S1

SUBJECT	< 10	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35 +	STU / SESS	CLASS SIZE
ART	**3@23**			**2**		**1**	**1**	**1**				**1**		**1**	**1**		**1**	**1**			**1**			**2**		**4**	**2@71**	**508 / 22**	**23.09**
Digit Drw & Dsgn Int	1@9																											9 / 1	9.00
Drw & Paint Beg-Int	1@6						1	1				1			1									2		2		212 / 9	23.56
Photo Beg-Int	1@8			1																	1						1@36	85 / 4	21.25
Pottery Beg-Int				1													1	1								2		131 / 5	26.20
Print Making Beg						1																						14 / 1	14.00
Sculpture Beg														1													1@35	57 / 2	28.50
BUS/TECH ED	**2@17**		**1**						**1**	**1**	**1**	**1**					**1**		**2**		**4**			**2**	**1**			**394 / 17**	**23.18**
Bus & Mktg Intro																	1				1							54 / 2	27.00
Bus Accounting																			1									27 / 1	27.00
Career Explorations											1								1									46 / 2	23.00
Comp Sci/Prg Intro			1																									11 / 1	11.00
Grph/Web Ds Beg																					1				1			62 / 2	31.00
Java Cdg/Prgmg																								1				32 / 1	32.00
Personal Finance	1@8,1@9								1																			34 / 3	11.33
Robotics Tech										1																		18 / 1	18.00
TV & Film												1																20 / 1	20.00
Wood Working 1																					2			1				90 / 3	30.00
FACS									**1**	**1**								**1**	**1**			**1**	**1**	**3**		**1**	**1@35**	**314 / 11**	**28.55**
Child Development									1										1									44 / 2	22.00
Culinary Arts 1,2,3																		1					1	3			1@35	188 / 6	31.33
Fashion 1										1																		18 / 1	18.00
Living on Own																						1				1		64 / 2	32.00
GLOBAL LANG							**1**		**1**	**1**	**1**	**1**	**1**	**2**	**1**	**1**	**1**	**1**	**2**	**2**				**1**	**1**			**427 / 18**	**23.72**
AP Span Lang/Cul															1					1								51 / 2	25.50
AP Spanish Lit														1														22 / 1	22.00
CIS French							1																					15 / 1	15.00
French 1													1							1								49 / 2	24.50
French 2																			1									27 / 1	27.00
French 3									1																			17 / 1	17.00
Hist/Cul Span&Latin																								1				32 / 1	32.00
Spanish 1											1						1	1										70 / 3	23.33
Spanish 2												1							1						1			80 / 3	26.67
Spanish 3														1														22 / 1	22.00
Spanish 4										1						1												42 / 2	21.00
LANGUAGE ARTS	**1@9**					**1**	**1**		**5**	**1**	**1**	**4**		**3**	**3**	**1**	**6**	**1**	**3**	**2**	**3**	**2**	**2**	**3**	**2**	**2**	**2@73**	**1224 / 49**	**24.98**
Aurean						1																						14 / 1	14.00
AP Lang & Comp																	1		1									52 / 2	26.00
CIS Intro to Lit									2			1																54 / 3	18.00
CIS Wrtg Studio												2																40 / 2	20.00
Creative Writing																										1		34 / 1	34.00
Drama	1@9																											9 / 1	9.00
English 9														1	1		1											70 / 3	23.33
Eng 9 Co-taught																								1	2			98 / 3	32.67
English 10																								2				64 / 2	32.00
Eng 10 Co-taught																							1			1	1@36,1@37	138 / 4	34.50
English 11																	1			1								53 / 2	26.50
Eng 11 Co-taught																			1	1	2							113 / 4	28.25

RICHFIELD PUBLIC SCHOOLS 2024-25

SENIOR HIGH - NUMBER OF CLASSES BY SUBJECT AND CLASS SIZE - S1

SUBJECT	< 10	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35 +	STU / SESS	CLASS SIZE
English 12															1			1	1				1					107 / 4	26.75
Eng 12 Co-taught												1				1						1						74 / 3	24.67
Honors Eng 9									1								1				1							71 / 3	23.67
Honors Eng 10														1			2					1						102 / 4	25.50
Honors Eng 10 Sem														1														22 / 1	22.00
Journalism									1																			17 / 1	17.00
Mythology							1			1																		33 / 2	16.50
Spn Lang Arts 9									1		1				1													59 / 3	19.67
MATH	**2@16**															**3**	**2**		**1**	**2**	**2**	**5**	**4**	**5**	**4**	**1**	**4@142**	**1021 / 35**	**29.17**
Adv Algebra																						2		2	2			190 / 6	31.67
Adv Alg Co-taught																								1	1			65 / 2	32.50
Adv Alg Seminar	1@7																											7 / 1	7.00
CIS Calculus																				1								28 / 1	28.00
CIS Coll Alg Model																	1											25 / 1	25.00
CIS Statistics																2	1											73 / 3	24.33
Geometry																					1	1	1	1	1		1@35,1@37	227 / 7	32.43
Geometry Co-taught																								1			1@35	67 / 2	33.50
Geometry Seminar	1@9																											9 / 1	9.00
Intmdt Algebra																			1	1	1	2	1					175 / 6	29.17
Intm Alg Co-taught																1										1		58 / 2	29.00
Pre Calculus																							2				1@35	97 / 3	32.33
PHYSICAL ED						**1**	**1**			**1**		**1**	**2**			**1**	**4**		**1**	**1**	**3**	**2**	**3**	**1**	**2**	**3**	**3@105**	**833 / 30**	**27.77**
Adv Weight Train																	1											25 / 1	25.00
Basketball										1						1			1									69 / 3	23.00
Health																							2		1	2		163 / 5	32.60
Lifetime Activities																				1	1						2@35	127 / 4	31.75
Soccer													1				1				1			1				107 / 4	26.75
Strength Training												1									1	2	1					140 / 5	28.00
Team Sports						1	1						1				2								1	1	1@35	202 / 8	25.25
SCIENCE			**1**	**1**			**3**			**2**		**2**	**5**	**3**	**4**	**2**	**2**	**1**	**1**	**4**	**1**		**1**	**3**	**3**	**5**	**1@38**	**1133 / 45**	**25.18**
AP Biology																				1				1				60 / 2	30.00
Astronomy										1																1		52 / 2	26.00
Biology							2					2	1		1		1				1							168 / 8	21.00
Biology Co-taught															1													23 / 1	23.00
Chemistry										1			1	1	1													84 / 4	21.00
Chem Co-taught													1							1								49 / 2	24.50
CIS Climate Crisis																1												24 / 1	24.00
CIS Intro Physics				1																								12 / 1	12.00
CIS Physics Inq														1		1	1											71 / 3	23.67
CIS Physiology			1																									11 / 1	11.00
Environ Science																								1	2	3		200 / 6	33.33
Envr Sci Co-taught																							1				1@38	69 / 2	34.50
Forensics							1						1		1									1				91 / 4	22.75
Honors Chemistry														1				1	1	2					1			164 / 6	27.33
Honors Chem Sem																										1		34 / 1	34.00
Physics													1															21 / 1	21.00

RICHFIELD PUBLIC SCHOOLS 2024-25

SENIOR HIGH - NUMBER OF CLASSES BY SUBJECT AND CLASS SIZE - S1

SUBJECT	< 10	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35 +	STU / SESS	CLASS SIZE
SOCIAL STUDIES	**1@5**		**1**				**1**	**1**			**2**			**4**	**1**	**1**	**3**	**2**	**2**		**1**	**3**	**6**	**7**	**2**	**1**	**4@142**	**1172 / 43**	**27.26**
American Gov't																						1	1	2				125 / 4	31.25
Am Govt Co-taught																							1					31 / 1	31.00
AP Human Geo																					1		1	1				92 / 3	30.67
AP HG Co-taught																						1	1		1			94 / 3	31.33
AP Psychology																			1									27 / 1	27.00
AP World Hist																											1@35,2@36	107 / 3	35.67
CIS Am History											1							2										71 / 3	23.67
CIS Education														1			1											47 / 2	23.50
CIS Pol Science														1			1		1									74 / 3	24.67
Ethnic Studies							1																					15 / 1	15.00
History Thru Film	1@5							1																				21 / 2	10.50
Psychology			1																									11 / 1	11.00
Span AP Hum Geo											1			1	1													64 / 3	21.33
Span Wrld Hist																1							1					55 / 2	27.50
US History																								2		1	1@35	133 / 4	33.25
US Hist Co-taught																								1	1			65 / 2	32.50
World History														1			1						1	1				110 / 4	27.50
World Hist Co-taught																						1						30 / 1	30.00
TOTAL SENIOR HIGH		0	3	3	0	3	8	2	8	7	5	10	8	13	10	9	20	7	13	11	15	13	17	27	15	17		**2024-25** Stu 7026 / Sess 270	Class Size 26.02

THE CLASSES LISTED BELOW ARE NOT INCLUDED ABOVE:

Class	Stdnt/Sess	Class Size
Special Education	318/48	6.6
ESL	299/27	11.1
Acc English	12/1	12.0
Acc Math	0/0	0.0
Credit Recovery	57/2	28.5
Band	37/1	37.0
Inst & Perc Studio	38/3	12.7
Jazz	14/2	7.0
Symphonic Winds	38/1	38.0
Richfield Singers	35/1	35.0
Study Hall	177/6	29.5
Online	4	
PSEO	27 full time, 39 part time	
Student Aide	114	
Genesys Works	2	
Hennepin Tech	13	

2023-24

Stu	Sess	Class Size
7585	/ 301	25.20

Gender and Ethnic Enrollment - ESCE, Elementary & Voluntary PreK

RICHFIELD PUBLIC SCHOOLS 2024-25

SCHOOL	NUMBER OF STUDENTS BY ETHNICITY														TOTALS				
by Grade	*AMER IND ALASKAN		ASIAN		HISPANIC		BLACK		HAWAIIAN		2 OR MORE RACES		WHITE		Students of Color		Gender (state report)		Student Count
Central	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
ECSE*	0	0	2	3	30	11	8	6	0	0	7	1	28	19	47	21	75	40	115
VPK	1	0	0	2	7	14	5	3	0	0	2	2	9	4	15	21	24	25	49
*16 of the ECSE students are VPK served in other schools	**1**	**0**	**2**	**5**	**37**	**25**	**13**	**9**	**0**	**0**	**9**	**3**	**37**	**23**	**62**	**42**	**99**	**65**	**164**
Total	**1**		**7**		**62**		**22**		**0**		**12**		**60**		**104**				
Percent	**0.61%**		**4.27%**		**37.80%**		**13.41%**		**0.00%**		**7.32%**		**36.59%**		**63.41%**		**60.37%**	**39.63%**	
RDLS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
VPK	0	0	0	0	12	14	1	0	0	0	0	0	5	3	13	14	18	17	35
K	1	0	0	0	27	30	3	2	0	1	1	2	4	10	32	35	36	45	81
1	0	0	0	1	33	32	3	2	0	0	6	1	9	11	42	36	51	47	98
2	0	0	0	0	27	26	0	0	0	0	0	1	10	11	27	27	37	38	75
3	1	1	2	0	21	38	1	1	0	0	3	2	10	12	28	42	38	54	92
4	0	0	1	0	25	34	0	2	0	0	0	1	6	9	26	37	32	46	78
5	0	0	0	0	25	25	1	0	0	0	0	1	7	11	26	26	33	37	70
	2	**1**	**3**	**1**	**170**	**199**	**9**	**7**	**0**	**1**	**10**	**8**	**51**	**67**	**194**	**217**	**245**	**284**	**529**
Total	**3**		**4**		**369**		**16**		**1**		**18**		**118**		**411**				
Percent	**0.57%**		**0.76%**		**69.75%**		**3.02%**		**0.19%**		**3.40%**		**22.31%**		**77.69%**		**46.31%**	**53.69%**	
CENTENNIAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
VPK	0	0	0	0	4	2	2	0	0	0	0	0	4	4	6	2	10	6	16
K	0	0	2	0	9	11	4	4	0	0	2	1	5	9	17	16	22	25	47
1	0	0	1	0	18	12	5	3	0	0	0	1	3	4	24	16	27	20	47
2	1	0	1	1	12	13	6	4	0	0	2	0	6	4	22	18	28	22	50
3	0	2	0	0	15	12	5	4	0	0	3	4	0	7	23	22	23	29	52
4	0	0	1	1	12	10	4	4	0	0	2	1	5	1	19	16	24	17	41
5	0	0	0	2	10	16	6	9	0	0	0	1	4	4	16	28	20	32	52
	1	**2**	**5**	**4**	**80**	**76**	**32**	**28**	**0**	**0**	**9**	**8**	**27**	**33**	**127**	**118**	**154**	**151**	**305**
Total	**3**		**9**		**156**		**60**		**0**		**17**		**60**		**245**				
Percent	**0.98%**		**2.95%**		**51.15%**		**19.67%**		**0.00%**		**5.57%**		**19.67%**		**80.33%**		**50.49%**	**49.51%**	
SHERIDAN	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
VPK	0	0	3	2	2	2	2	1	0	0	0	1	3	2	7	6	10	8	18
K	0	0	1	0	6	5	7	5	0	0	2	1	19	17	16	11	35	28	63
1	0	1	1	3	6	7	8	10	0	0	1	4	17	17	16	25	33	42	75
2	0	0	1	4	9	8	6	5	0	0	4	0	13	15	20	17	33	32	65
3	0	1	1	1	12	8	3	9	0	0	3	1	12	5	19	20	31	25	56
4	1	2	2	0	10	12	4	7	0	0	1	1	11	23	18	22	29	45	74
5	0	1	1	1	9	7	5	8	0	0	6	4	7	7	21	21	28	28	56
	1	**5**	**10**	**11**	**54**	**49**	**35**	**45**	**0**	**0**	**17**	**12**	**82**	**86**	**117**	**122**	**199**	**208**	**407**
Total	**6**		**21**		**103**		**80**		**0**		**29**		**168**		**239**				
Percent	**1.47%**		**5.16%**		**25.31%**		**19.66%**		**0.00%**		**7.13%**		**41.28%**		**58.72%**		**48.89%**	**51.11%**	
STEM	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
VPK	0	0	0	1	3	4	2	3	0	0	1	1	7	14	6	9	13	23	36
K	0	1	3	0	13	12	9	7	0	0	3	2	27	15	28	22	55	37	92
1	1	0	1	2	15	5	4	5	0	0	3	8	21	24	24	20	45	44	89
2	0	1	1	1	15	16	8	9	0	0	8	4	25	18	32	31	57	49	106
3	0	2	0	1	17	17	5	11	0	0	5	11	21	10	27	42	48	52	100
4	4	1	1	2	19	13	9	5	0	0	7	2	14	20	40	23	54	43	97
5	0	0	3	4	10	12	3	6	0	0	4	4	19	18	20	26	39	44	83
	5	**5**	**9**	**11**	**92**	**79**	**40**	**46**	**0**	**0**	**31**	**32**	**134**	**119**	**177**	**173**	**311**	**292**	**603**
Total	**10**		**20**		**171**		**86**		**0**		**63**		**253**		**350**				
Percent	**1.66%**		**3.32%**		**28.36%**		**14.26%**		**0.00%**		**10.45%**		**41.96%**		**58.04%**		**51.58%**	**48.42%**	
PRE K - Grade 5	**10**	**13**	**29**	**32**	**433**	**428**	**129**	**135**	**0**	**1**	**76**	**63**	**331**	**328**	**677**	**672**	**1008**	**1000**	**2008**
Total	**23**		**61**		**861**		**264**		**1**		**139**		**659**		**1349**				
Percent	**1.15%**		**3.04%**		**42.88%**		**13.15%**		**0.05%**		**6.92%**		**32.82%**		**67.18%**		**50.20%**	**49.80%**	

Gender and Ethnic Enrollment - SEC, RCEP, Secondary & District-Wide

RICHFIELD PUBLIC SCHOOLS 2024-25

SCHOOL	NUMBER OF STUDENTS BY ETHNICITY														TOTALS				
by Grade	*AMER IND ALASKAN		ASIAN		HISPANIC		BLACK		HAWAIIAN		2 OR MORE RACES		WHITE		Students of Color		Gender (state report)		Student Count
SEC-TRAN/CONN	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
	0	0	2	0	5	3	2	2	0	0	2	1	7	0	11	6	18	6	24
Total	0		2		8		4		0		3		7		17				
Percent	0.00%		8.33%		33.33%		16.67%		0.00%		12.50%		29.17%		70.83%		75.00%	25.00%	
RMS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
6	0	1	4	2	61	53	10	11	0	0	8	8	40	42	83	75	123	117	240
7	2	1	8	2	74	54	28	24	1	0	11	17	40	34	124	98	164	132	296
8	0	1	6	4	60	66	20	24	0	0	9	9	38	40	95	104	133	144	277
	2	3	18	8	195	173	58	59	1	0	28	34	118	116	302	277	420	393	813
Total	5		26		368		117		1		62		234		579				
Percent	0.62%		3.20%		45.26%		14.39%		0.12%		7.63%		28.78%		71.22%		51.66%	48.34%	
RHS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
9	0	3	9	4	64	55	23	19	0	0	13	12	35	32	109	93	144	125	269
10	0	3	5	4	86	81	29	22	0	0	18	12	46	28	138	122	184	150	334
11	1	0	7	3	74	67	23	24	0	1	11	14	38	35	116	109	154	144	298
12	2	0	6	8	59	70	16	21	0	0	16	6	43	40	99	105	142	145	287
	3	6	27	19	283	273	91	86	0	1	58	44	162	135	462	429	624	564	1188
Total	9		46		556		177		1		102		297		891				
Percent	0.76%		3.87%		46.80%		14.90%		0.08%		8.59%		25.00%		75.00%		52.53%	47.47%	
RCEP	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	1-Oct
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	0	1
11	0	2	0	1	5	4	5	4	0	0	0	0	0	2	10	11	10	13	23
12	0	3	0	0	21	18	3	4	0	0	1	4	4	2	25	29	29	31	60
	0	5	0	1	27	22	8	8	0	0	1	4	4	4	36	40	40	44	84
Total	5		1		49		16		0		5		8		76				
Percent	5.95%		1.19%		58.33%		19.05%		0.00%		5.95%		9.52%		90.48%		47.62%	52.38%	
Grade 6 - 12	5	14	47	28	510	471	159	155	1	1	89	83	291	255	811	752	1102	1007	2109
Total	19		75		981		314		2		172		546		1563				
Percent	0.90%		3.56%		46.51%		14.89%		0.09%		8.16%		25.89%		74.11%		52.25%	47.75%	
PRE-K to Grade 12	15	27	76	60	943	899	288	290	1	2	165	146	622	583	1488	1424	2110	2007	4117
TOTAL	42		136		1842		578		3		311		1205		2912				
PERCENT	1.02%		3.30%		44.74%		14.04%		0.07%		7.55%		29.27%		70.73%		51.25%	48.75%	

The minority student enrollment has decreased from 70.70% to 70.73%, an increase .03% since October 1, 2023.

*155 students are identified as American Indian/Alaskan for MN state reporting.
*The Federal Resolved Race breakdown is: 42-Am Ind/Alsk, 46-Hispanic, 67-Two or More.

LEP Enrollment - PreK & Elementary

RICHFIELD PUBLIC SCHOOLS 2024-25

SCHOOL	NUMBER OF STUDENTS BY ETHNICITY																	
by Grade	AMER IND ALASKAN		ASIAN		HISPANIC		BLACK		HAWAIIAN		2 OR MORE RACES		WHITE		LEP Total			Student Count
Central	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
ECSE VPK	0	0	0	0	2	1	0	0	0	0	0	0	0	0	2	1	3	**115**
VPK	0	0	0	1	3	13	2	0	0	0	0	0	0	0	5	14	19	**49**
	0	**0**	**0**	**1**	**5**	**14**	**2**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**7**	**15**	**22**	**164**
Total	**0**		**1**		**19**		**2**		**0**		**0**		**0**					
Percent	**0.00%**		**0.61%**		**11.59%**		**1.22%**		**0.00%**		**0.00%**		**0.00%**		**13.41%**			
RDLS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
VPK	0	0	0	0	5	7	0	0	0	0	0	0	0	0	5	7	12	35
K	0	0	0	0	17	18	0	0	0	0	0	0	0	0	17	18	35	81
1	0	0	0	0	21	17	0	0	0	0	0	0	0	0	21	17	38	98
2	0	0	0	0	19	15	0	0	0	0	0	0	0	0	19	15	34	75
3	0	0	0	0	11	23	0	0	0	0	0	0	0	0	11	23	34	92
4	0	0	0	0	17	17	0	0	0	0	0	0	0	0	17	17	34	78
5	0	0	0	0	12	11	0	0	0	0	0	0	0	0	12	11	23	70
	0	**0**	**0**	**0**	**102**	**108**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**102**	**108**	**210**	**529**
Total	**0**		**0**		**210**		**0**		**0**		**0**		**0**					
Percent	**0.00%**		**0.00%**		**39.70%**		**0.00%**		**0.00%**		**0.00%**		**0.00%**		**39.70%**			
CENTENNIAL	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
VPK	0	0	0	0	0	0	0	0	3	0	0	0	0	0	3	0	3	16
K	0	0	1	0	0	0	2	0	7	8	0	0	1	0	11	8	19	47
1	0	0	0	0	0	0	2	0	12	8	0	0	0	0	14	8	22	47
2	0	0	0	0	0	0	1	1	7	12	0	0	0	0	8	13	21	50
3	0	0	0	0	0	0	1	0	9	6	0	1	0	1	10	8	18	52
4	0	0	1	0	0	0	0	0	7	8	0	1	0	0	8	9	17	41
5	0	0	0	0	0	0	1	0	1	9	0	0	0	0	2	9	11	52
	0	**0**	**2**	**0**	**0**	**0**	**7**	**1**	**46**	**51**	**0**	**2**	**1**	**1**	**56**	**55**	**111**	**305**
Total	**0**		**2**		**0**		**8**		**97**		**2**		**2**					
Percent	**0.00%**		**0.66%**		**0.00%**		**2.62%**		**31.80%**		**0.66%**		**0.66%**		**36.39%**			
SHERIDAN	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
VPK	0	0	1	1	1	2	2	0	0	0	0	0	0	0	4	3	7	18
K	0	0	0	0	4	4	2	1	0	0	0	0	1	0	7	5	12	63
1	0	0	1	1	6	3	0	3	0	0	0	2	0	1	7	10	17	75
2	0	0	1	1	5	7	2	0	0	0	1	0	1	0	10	8	18	65
3	0	0	0	1	9	4	1	2	0	0	0	0	0	0	10	7	17	56
4	0	0	1	0	4	2	0	1	0	0	0	0	1	2	6	5	11	74
5	0	0	1	1	7	1	1	0	0	0	0	0	0	0	9	2	11	56
	0	**0**	**5**	**5**	**36**	**23**	**8**	**7**	**0**	**0**	**1**	**2**	**3**	**3**	**53**	**40**	**93**	**407**
Total	**0**		**10**		**59**		**15**		**0**		**3**		**6**					
Percent	**0.00%**		**2.46%**		**14.50%**		**3.69%**		**0.00%**		**0.74%**		**1.47%**		**22.85%**			
STEM	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
VPK	0	0	0	0	1	3	0	0	0	0	0	0	0	1	1	4	5	36
K	0	0	1	0	9	4	1	1	0	0	0	0	2	0	13	5	18	92
1	0	0	1	1	10	3	1	0	0	0	1	0	0	1	13	5	18	89
2	0	0	1	0	8	12	0	0	0	0	0	1	0	1	9	14	23	106
3	0	0	0	1	13	9	0	1	0	0	0	0	3	1	16	12	28	100
4	1	0	0	1	8	11	0	0	0	0	0	0	1	1	10	13	23	97
5	0	0	1	1	8	4	0	0	0	0	0	0	2	0	11	5	16	83
	1	**0**	**4**	**4**	**57**	**46**	**2**	**2**	**0**	**0**	**1**	**1**	**8**	**5**	**73**	**58**	**131**	**603**
Total	**1**		**8**		**103**		**4**		**0**		**2**		**13**					
Percent	**0.17%**		**1.33%**		**17.08%**		**0.66%**		**0.00%**		**0.33%**		**2.16%**		**21.72%**			
PRE K - Grade 5	**1**	**0**	**11**	**10**	**200**	**191**	**19**	**10**	**46**	**51**	**2**	**5**	**12**	**9**	**291**	**276**	**567**	**2008**
Total	**1**		**21**		**391**		**29**		**97**		**7**		**21**					
Percent	**0.05%**		**1.05%**		**19.47%**		**1.44%**		**4.83%**		**0.35%**		**1.05%**		**28.24%**			

LEP Enrollment - Secondary & District-Wide

RICHFIELD PUBLIC SCHOOLS 2024-25

SCHOOL	NUMBER OF STUDENTS BY ETHNICITY																	
by Grade	AMER IND ALASKAN		ASIAN		HISPANIC		BLACK		HAWAIIAN		2 OR MORE RACES		WHITE		LEP Total			Student Count
SEC-TRAN/CONN	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
	0	0	1	0	1	2	0	1	0	0	0	0	0	0	2	3	5	24
Total	0		1		3		1		0		0		0					
Percent	0.00%		4.17%		12.50%		4.17%		0.00%		0.00%		0.00%		20.83%			
RMS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
6	0	0	0	0	28	15	1	0	0	0	0	0	1	0	30	15	45	240
7	0	0	1	1	35	20	3	0	0	0	0	0	1	0	40	21	61	296
8	0	0	0	2	25	30	4	1	0	0	0	0	1	0	30	33	63	277
	0	0	1	3	88	65	8	1	0	0	0	0	3	0	100	69	169	813
Total	0		4		153		9		0		0		3					
Percent	0.00%		0.49%		18.82%		1.11%		0.00%		0.00%		0.37%		20.79%			
RHS	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
9	0	0	1	1	33	26	2	1	0	0	1	0	1	0	38	28	66	269
10	0	0	0	0	41	33	1	4	0	0	0	0	1	0	43	37	80	334
11	0	0	0	0	23	24	3	2	0	0	0	0	0	0	26	26	52	298
12	0	0	1	0	13	14	3	0	0	0	0	0	0	0	17	14	31	287
	0	0	2	1	110	97	9	7	0	0	1	0	2	0	124	105	229	1188
Total	0		3		207		16		0		1		2					
Percent	0.00%		0.25%		17.42%		1.35%		0.00%		0.08%		0.17%		19.28%			
RCEP	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total	1-Oct
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
11	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	2	23
12	0	0	0	0	13	8	1	1	0	0	0	0	0	0	14	9	23	60
	0	0	0	0	14	9	1	1	0	0	0	0	0	0	15	10	25	84
Total	0		0		23		2		0		0		0					
Percent	0.00%		0.00%		27.38%		2.38%		0.00%		0.00%		0.00%		29.76%			
Grade 6 - 12	0	0	4	4	213	173	18	10	0	0	1	0	5	0	241	187	428	2109
Total	0		8		386		28		0		1		5					
Percent	0.00%		0.38%		18.30%		1.33%		0.00%		0.05%		0.24%		20.29%			
PRE-K to Grade 12	1	0	15	14	413	364	37	20	46	51	3	5	17	9	532	463	995	4117
TOTAL	1		29		777		57		97		8		26					
PERCENT	0.02%		0.70%		18.87%		1.38%		2.36%		0.19%		0.63%		24.17%			

The LEP student enrollment has increased from 23.67% to 24.17%, an increase of .5% since October 1, 2023.

Compensatory Enrollment Summary

Richfield Public Schools

School Years 2023-2025

October 1, 2024 Applications					SCHOOL YEAR		
					24-25	23-24	22-23
	Free	Reduced	Total F/R	Enrolled			
Richfield High	515	123	638	1188	53.7%	59.8%	63.8%
Richfield Middle	389	74	463	813	56.9%	56.7%	67.5%
STEM	239	33	272	603	45.1%	49.6%	52.2%
Centennial	187	37	224	305	73.4%	79.3%	83.2%
Sheridan Hills	171	25	196	407	48.2%	49.8%	54.0%
RDLS	181	60	241	529	45.6%	50.5%	55.6%
RCEP	44	4	48	84	57.1%	72.1%	94.0%
Central ECSE & VPK	75	11	86	164	52.4%	57.3%	51.0%
SEC Transitions	14	1	15	24	62.5%	75.0%	84.0%
District Totals	1815	368	2183	4117	53.0%	57.2%	62.5%

Compensatory Enrollment - Elementary

RICHFIELD PUBLIC SCHOOLS 2024-25

SCHOOL	NUMBER OF STUDENTS BY ETHNICITY - FR = FREE LUNCH, RE = REDUCED LUNCH																	
by Grade	AMER IND ALASKAN		ASIAN		HISPANIC		BLACK		HAWAIIAN		2 OR MORE RACES		WHITE		Compensatory Total			Student Count
Central	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**Total**	**1-Oct**
ECSE*	1	0	2	0	27	4	10	3	0	0	4	0	7	0	51	7	58	115
VPK	0	0	1	0	16	2	2	1	0	0	2	0	3	1	24	4	28	49
	1	**0**	**3**	**0**	**43**	**6**	**12**	**4**	**0**	**0**	**6**	**0**	**10**	**1**	**75**	**11**	**86**	**164**
Total	**1**		**3**		**49**		**16**		**0**		**6**		**11**					
Percent	**0.61%**		**1.83%**		**29.88%**		**9.76%**		**0.00%**		**3.66%**		**6.71%**		**52.4%**			
RDLS	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**Total**	**1-Oct**
VPK	0	0	0	0	10	4	0	0	0	0	0	0	1	0	11	4	15	35
K	0	0	0	0	22	14	2	2	1	0	1	0	1	0	27	16	43	81
1	0	0	0	0	32	9	3	0	0	0	2	0	5	0	42	9	51	98
2	0	0	0	0	31	5	0	0	0	0	1	0	0	0	32	5	37	75
3	0	0	0	0	20	10	1	0	0	0	0	0	3	0	24	10	34	92
4	0	0	0	0	26	6	0	0	0	0	0	1	1	1	27	8	35	78
5	0	0	0	0	18	8	0	0	0	0	0	0	0	0	18	8	26	70
	0	**0**	**0**	**0**	**159**	**56**	**6**	**2**	**1**	**0**	**4**	**1**	**11**	**1**	**181**	**60**	**241**	**529**
Total	**0**		**0**		**215**		**8**		**1**		**5**		**12**					
Percent	**0.00%**		**0.00%**		**40.64%**		**1.51%**		**0.19%**		**0.95%**		**2.27%**		**45.6%**			
CENTENNIAL	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**Total**	**1-Oct**
VPK	0	0	0	0	5	0	0	0	0	0	0	0	0	0	5	0	5	16
K	0	0	1	1	12	5	5	1	0	0	1	0	4	2	23	9	32	47
1	0	0	1	0	22	4	5	3	0	0	1	0	3	3	32	10	42	47
2	0	0	3	0	20	1	7	1	0	0	1	0	2	0	33	2	35	50
3	1	1	0	0	16	3	4	2	0	0	4	0	5	0	30	6	36	52
4	0	0	0	0	18	2	6	1	0	0	2	0	2	1	28	4	32	41
5	0	0	2	0	18	5	12	1	0	0	1	0	3	0	36	6	42	52
	1	**1**	**7**	**1**	**111**	**20**	**39**	**9**	**0**	**0**	**10**	**0**	**19**	**6**	**187**	**37**	**224**	**305**
Total	**2**		**8**		**131**		**48**		**0**		**10**		**25**					
Percent	**0.66%**		**2.62%**		**42.95%**		**15.74%**		**0.00%**		**3.28%**		**8.20%**		**73.4%**			
SHERIDAN	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**Total**	**1-Oct**
VPK	0	0	0	0	3	0	1	0	0	0	0	0	1	1	5	1	6	18
K	0	0	0	0	7	0	8	0	0	0	0	0	3	1	18	1	19	63
1	1	0	1	0	7	3	11	0	0	0	2	0	7	1	29	4	33	75
2	0	0	1	0	13	3	9	2	0	0	1	0	4	0	28	5	33	65
3	1	0	1	0	15	2	10	0	0	0	3	0	4	0	34	2	36	56
4	2	1	0	0	10	5	9	0	0	0	0	0	6	3	27	9	36	74
5	1	0	1	0	12	2	10	1	0	0	5	0	1	0	30	3	33	56
	5	**1**	**4**	**0**	**67**	**15**	**58**	**3**	**0**	**0**	**11**	**0**	**26**	**6**	**171**	**25**	**196**	**407**
Total	**6**		**4**		**82**		**61**		**0**		**11**		**32**					
Percent	**1.47%**		**0.98%**		**20.15%**		**14.99%**		**0.00%**		**2.70%**		**7.86%**		**48.2%**			
STEM	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**FR**	**RE**	**Total**	**1-Oct**
VPK	0	0	0	0	4	0	4	1	0	0	1	0	5	1	14	2	16	36
K	1	0	1	0	13	2	12	1	0	0	2	1	6	1	35	5	40	92
1	1	0	1	0	11	2	8	0	0	0	3	1	7	2	31	5	36	89
2	1	0	1	0	17	4	14	0	0	0	1	1	8	0	42	5	47	106
3	2	0	1	0	19	5	8	1	0	0	5	1	9	0	44	7	51	100
4	4	1	2	0	13	4	9	1	0	0	4	1	6	0	38	7	45	97
5	0	0	5	0	12	1	6	0	0	0	3	0	9	1	35	2	37	83
	9	**1**	**11**	**0**	**89**	**18**	**61**	**4**	**0**	**0**	**19**	**5**	**50**	**5**	**239**	**33**	**272**	**603**
Total	**10**		**11**		**107**		**65**		**0**		**24**		**55**					
Percent	**1.66%**		**1.82%**		**17.74%**		**10.78%**		**0.00%**		**3.98%**		**9.12%**		**45.1%**			
PRE K - Grade 5	**16**	**3**	**25**	**1**	**469**	**115**	**176**	**22**	**1**	**0**	**50**	**6**	**116**	**19**	**853**	**166**	**1019**	**2008**
Total	**19**		**26**		**584**		**198**		**1**		**56**		**135**					
Percent	**0.95%**		**1.29%**		**29.08%**		**9.86%**		**0.05%**		**2.79%**		**6.72%**		**50.7%**			

Compensatory Enrollment - Secondary & District-Wide

RICHFIELD PUBLIC SCHOOLS 2024-25

SCHOOL	NUMBER OF STUDENTS BY ETHNICITY - FR = FREE LUNCH, RE = REDUCED LUNCH																	
by Grade	AMER IND ALASKAN		ASIAN		HISPANIC		BLACK		HAWAIIAN		2 OR MORE RACES		WHITE		Compensatory Total			Student Count
SEC-TRAN/CONN	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	Total	1-Oct
	0	0	0	1	5	0	4	0	0	0	1	0	4	0	14	1	15	24
Total	0		1		5		4		0		1		4					
Percent	0.00%		4.17%		20.83%		16.67%		0.00%		4.17%		16.67%		62.5%			
RMS	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	Total	1-Oct
6	1	0	3	0	63	19	15	2	0	0	7	3	12	1	101	25	126	240
7	1	2	6	1	80	17	40	2	0	0	12	1	11	3	150	26	176	296
8	0	1	4	2	80	14	33	0	0	0	7	4	14	2	138	23	161	277
	2	3	13	3	223	50	88	4	0	0	26	8	37	6	389	74	463	813
Total	5		16		273		92		0		34		43					
Percent	0.62%		1.97%		33.58%		11.32%		0.00%		4.18%		5.29%		56.9%			
RHS	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	Total	1-Oct
9	2	0	5	4	59	19	28	2	0	0	13	2	17	1	124	28	152	269
10	0	0	3	2	92	22	33	6	0	0	14	3	9	5	151	38	189	334
11	1	0	1	0	76	17	25	4	0	0	8	6	10	1	121	28	149	298
12	1	0	6	3	73	17	23	2	0	0	5	4	11	3	119	29	148	287
	4	0	15	9	300	75	109	14	0	0	40	15	47	10	515	123	638	1188
Total	4		24		375		123		0		55		57					
Percent	0.34%		2.02%		31.57%		10.35%		0.00%		4.63%		4.80%		53.7%			
RCEP	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	FR	RE	Total	1-Oct
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1	0	1	1
11	0	1	0	0	7	0	9	0	0	0	0	0	0	0	16	1	17	23
12	1	0	0	0	18	1	5	2	0	0	1	0	2	0	27	3	30	60
	1	1	0	0	26	1	14	2	0	0	1	0	2	0	44	4	48	84
Total	2		0		27		16		0		1		2					
Percent	2.38%		0.00%		32.14%		19.05%		0.00%		1.19%		2.38%		57.1%			
Grade 6 - 12	7	4	28	13	554	126	215	20	0	0	68	23	90	16	962	202	1164	2109
Total	11		41		680		235		0		91		106					
Percent	0.52%		1.94%		32.24%		11.14%		0.00%		4.31%		5.03%		55.2%			
PRE-K to Grade 12	23	7	53	14	1023	241	391	42	1	0	118	29	206	35	1815	368	2183	4117
TOTAL	30		67		1264		433		1		147		241					
PERCENT	0.73%		1.63%		30.70%		10.52%		0.02%		3.57%		5.85%		53.0%			

The percent of students on Free/Reduced lunch has decreased from 57.2% to 53.0%, an decrease of 4.2% since October 1, 2023.

RICHFIELD PUBLIC SCHOOLS

Enrollment Options - Summary by District and by Grade Level 2024-25

DISTRICT	PreK		K		1		2		3		4		5		6		7		8		9		10		11		12		TOTAL	
	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT
Anoka					1												1												2	0
Bloomington	12	4	17	9	9	19	20	9	14	11	18	15	20	9	15	19	15	17	24	19	15	38	24	26	24	38	25	44	252	277
Brooklyn Center																				2									0	2
Burnsville			6	1	2	1	3	2	7	1	3	3	6	2	4	3	1	2	1			2	1	2	4	1	1	3	39	23
Cambridge-Isanti															1														1	0
Eden Prairie	1		1	1			1	1		2	2		1	2		1	1	1	1	1		2		2	2	5		4	10	22
Edina	2	5	1	18		16		18		29		17	2	18	2	22	1	19	2	17	4	28	2	17	3	27	3	22	22	273
Farmington					1				1								1												3	0
Fergus Falls																										1			0	1
Fridley			1				1		2								2												6	0
Hastings																											1		1	0
Hopkins			2				1	1		1								1								2		1	3	6
Houston								1		1		1		2		2				1		1		1		1		2	0	13
Inver Grove Hghts											1						2												3	0
Lakeville	1		1		1	1		1	2		1		1										1		1				9	2
Minneapolis	8		16	1	16	3	20	5	27	1	19	3	16	6	9	3	16	3	15	2	17	2	30	6	25	9	35	18	269	62
Minnetonka				3		1				3				1		2						1						1	0	12
Moundsview																										1			0	1
Osseo			3														3								2		2		10	0
Prior Lake						1		1		1							1							1					1	4
Robbinsdale	1			1	1				4							1	1	1				1		1				1	7	6
Rosemount	3	1	3	2	6		4	1	2		2	1	3	1		1		1		1	1	3	2	1	1	3	2	3	29	19
Roseville									1		1																		2	0
SEC Academy-287																						2		1		5		15	0	23
Shakopee																										2			0	2
South Washington																	1		1			1	1						3	1
St Louis Park							2				1		1				1									1	1		6	1
St Michael																												1	0	1
St Paul	1	1	1		4	1		3		2	2		1	1	3	1	3	1	2						1		1		19	10
St Paul - South						1							1												1				2	1
St Paul - West						2	1	1		1		1	1				1	1				2	1	2		1	1	1	5	12
Stillwater																											1		1	0
Wabasha																												1	0	1
Wayzata						1								1		1					1	1							1	4
	29	11	52	36	41	47	53	44	60	53	50	41	53	43	34	56	51	47	46	43	38	84	62	60	64	97	73	117	706	779

"In" means a student coming in from another district - attending Richfield.
"Out" means a Richfield resident - attending another district.

RICHFIELD PUBLIC SCHOOLS

Enrollment Options History School Years 2015 - 2025

	14-15		15-16		16-17		17-18		18-19		19-20		20-21		21-22		22-23		23-24		24-25	
	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT
Pre-K - Grade 2 Total	182	129	169	131	160	132	151	145	139	140	142	139	169	143	179	125	196	156	215	130	175	138
Difference, "In" minus "Out"	53		38		28		6		-1		3		26		54		40		85		37	
Grade 3-5 Total	119	118	142	134	162	155	177	157	158	160	145	143	125	144	153	118	150	144	160	134	163	137
Difference, "In" minus "Out"	1		8		7		20		-2		2		-19		35		6		26		26	
Grade 6-8 Total	81	111	81	90	103	119	126	151	146	159	148	167	149	145	136	124	139	147	126	131	131	146
Difference, "In" minus "Out"	-30		-9		-16		-25		-13		-19		4		12		-8		-5		-15	
Grade 9 - 12 Total	210	225	196	228	192	258	203	274	191	302	194	320	180	322	235	328	279	452	308	331	237	358
Difference, "In" minus "Out"	-15		-32		-66		-71		-111		-126		-142		-93		-173		-23		-121	
Total Difference	9		5		-47		-70		-127		-140		-131		8		-135		83		-73	

NOTES:

(A) "In" means a student coming in from another district - attending Richfield.

(B) "Out" means a Richfield resident attending another district.

RICHFIELD RESIDENTS ATTENDING CHARTER SCHOOLS - School Years 2023-2025																		
Name of School	**City**	**PreK**	**K**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**24-25**	**23-24**	**22-23**
Academias La Paz	St Paul											1				1	0	0
Agamin Classical Acad.	Edina		2	3	3			3	1	1	1					14	10	5
Aim Academy	Minneapolis									1		1	2	2		6	2	2
Athlos Leadership Acad.	Brooklyn Park															0	1	0
Augsburg Fairview Acad.	Minneapolis												1			1	1	0
Aurora Charter School	Minneapolis				1	1		1		1	1					5	5	3
Avalon School	St. Paul											1				1	1	0
Best Academy	Golden Valley			1	1	1										3	2	4
Blue Sky Charter	St. Paul											1	1			2	2	2
Bultum Acaemy	Columbia Heights			1		1	1									3	1	0
City Academy	St Paul														1	1	0	0
Compass Academy	St Paul															0	5	0
Cosmos Montessori	Minneapolis															0	2	1
Cyber Village Academy	St. Paul						1			1			1			3	2	2
Eagle Ridge Academy	Eden Prairie		4	3	4	4	2	1	1	2		3	4	4	5	37	45	48
Edvisions Charter	Henderson															0	1	0
El Colegio Charter School	Minneapolis															0	0	2
Escuela Exitos Charter	New Hope															0	1	0
Excell Academy Charter	Brooklyn Park			1												1	1	0
FIT Academy	Apple Valley		1	1			1	1	2							6	9	1
Friendship Academy	Minneapolis					1	1									2	3	5
Gateway STEM Academy	Burnsville		1								1					2	0	1
Great Oaks Academy	Farmington			1												1	1	0
Great River School	St. Paul			1												1	2	4
Hennepin Schools	Minneapolis		2	2	1	1	2	2	1	1	4					16	13	10
HS for Recording Arts	St. Paul															0	0	1
Higher Ground Academy	St. Paul		1							1	1			1	2	6	6	4
Hiawatha Academies	Minneapolis		2		2	6	3	5	9	8	10	9	5	5	4	68	70	65
Horizon Science Academy	Richfield		2	5	3	1	4	6	4	2						27	19	12
International Spanish Acad.	Minnetonka		5	8	4	4	1	1								23	17	8
LILA Upper School	Forest Lake															0	0	1
Jennings Community	St Paul											1				1	0	0
Lincoln International Sch.	Minneapolis															0	2	1
Lionsgate Academy	Crystal										1		2		2	5	6	8
LoveWorks Academy	Minneapolis															0	3	9
MN Math & Science	St Paul			1						1	1	1				4	1	0
MN Online High School	St. Paul															0	3	1
MN Transitions Charter	Minneapolis			1		3			2		1	2	1	9	5	24	25	16
Nasha Shkola Charter	Brooklyn Park							1								1	1	0
New Century School	St. Paul		1	1	1	1	1		1						1	7	2	3
Notre Ecole Academy	Golden Valley					1		1								2	2	2
Nova Classical Acad.	St. Paul			1	1			1				1			1	5	4	4
Partnership Academy	Richfield	10	15	15	16	15	13	14	24	22	17					161	158	181
Phoenix Academy	North Branch															0	0	1
PIM Arts High Sch.	Eden Prairie											1	2	5	2	10	10	9

RICHFIELD RESIDENTS ATTENDING CHARTER SCHOOLS - School Years 2023-2025																		
Prairie Creek Academy	Northfield															0	0	2
Prodeo Academy	Minneapolis		1													1	1	6
SciTech Academy	Richfield		1	5	4	6	3	3		3	2					27	30	20
Seven Hills Prep Academy	Richfield/Burnsville		25	27	31	31	36	31	24	44	34					283	317	324
Skyline Math & Science	Minneapolis			1												1	0	3
SOAR Campus	Lindstrom															0	0	1
Southside Family Charter	Minneapolis															0	1	0
Spero Academy	Minneapolis				1	1	1	1								4	5	5
St. Paul Conservatory	St. Paul											1				1	2	3
Step Academy Charter	Inver Grv Hgts		1		1	2	1				1				1	7	7	7
StoneBridge World Sch.	Minneapolis			1		2	1									4	8	4
Success Academy	Bloomington			1	2		1									4	11	21
The Journey School	St. Paul															0	2	2
TC German Immersion	St Paul		1													1	0	0
Twin Cities Intl Schools	Minneapolis										1					1	1	0
Ubah Medical Academy	Minneapolis												1	2	1	4	4	1
Universal Academy	Minneapolis															0	0	5
Upper Mississippi Acad.	St Paul-Closed															0	2	2
Venture Academy	Minneapolis									1			1			2	1	2
Watershed Academy	Richfield												2	6	8	16	21	17
Yinghua Academy	Minneapolis				1											1	1	1
Total Students		**10**	**65**	**81**	**77**	**82**	**73**	**72**	**69**	**89**	**76**	**23**	**23**	**34**	**33**	**807**	**853**	**842**

RICHFIELD RESIDENTS ATTENDING NON-PUBLIC SCHOOLS - School Years 2023-2025																		
Name of School	**City**	**PreK**	**K**	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**24-25**	**23-24**	**22-23**
Academy of Holy Angels	Richfield											18	11	24	18	71	74	71
Al-Amal School	Fridley	1	1	1												3	0	0
Annunciation	Minneapolis		3	2	1	3	2	3		3	4					21	19	28
Avail Academy (Calvin)	Edina			2		1				2						5	6	3
Baitul Hikmah Academy	Prior Lake		1		1					1						3	7	0
Benilde-St. Margaret	St. Louis Pk											1		1		2	4	4
Blake	Hopkins						1									1	1	2
Blessed Trinity	Richfield		8	13	7	11	14	13	16	16	17					115	135	102
Bloomington Lutheran	Bloomington		3				1		1							5	0	0
Breck	Minneapolis	1						1			1					3	2	2
Carondelet Catholic School	Minneapolis			1	1				1							3	0	0
Cesar Chavez Academia	St Paul								1							1	0	0
Chesterton Academy	Hopkins												1		1	2	2	2
City of Lakes Waldorf	Minneapolis															0	0	3
Concordia Academy	Minneapolis														2	2	2	2
Cristo Rey	Minneapolis											10	8	4	6	28	36	23
DeLaSalle	Minneapolis											1	4	4	5	14	12	5
First Baptist	Rosemount						1					1				2	2	2
Fourth Baptist Christian	Plymouth				1		1	1	1	1						5	5	5
Groves Academy	St. Louis Pk						1		1	1		1	1			5	5	3
Hikmah Academy	Burnsville			1	1	1										3	2	0
Homeschool	Richfield		1	3	12	12	8	7	7	3	8	5	8	4	12	90	94	89
Hope Academy	Minneapolis															0	2	2
The International School	Eden Prairie											1				1	2	8
Maplewood Academy	Hutchinson															0	1	0
Maranatha Christian Acad	Brooklyn Park															0	0	3
Minnehaha Academy	Minneapolis		1	2	1			1			3	2	2	4	1	17	13	15
Nativity of Mary	Bloomington	2	1	1	1	1	1			1						8	5	3
Our Lady of Grace	Edina		2		2				2							6	0	0
Providence Academy	Plymouth															0	1	1
Southwest Christian	Chaska												1			1	2	1
St. Croix Lutheran	W St Paul														1	1	2	2
St Paul Academy & Summit	St Paul										1			1		2	0	0
St Therese Catholic	Deephaven															0	0	3
St Thomas Academy	Mendota Hgts											2	1	1		4	0	0
Totino Grace HS	Fridley													1		1	0	0
Trinity School @ River Ridge	Eagan								1							1	0	0
United Christian (Bethany)	St Paul		1	2		3		1		1	1		3		1	13	16	16
Visitation	St Paul									1		1		1		3	0	0
Total Students		**4**	**22**	**28**	**28**	**32**	**30**	**27**	**31**	**29**	**35**	**42**	**40**	**44**	**47**	**439**	**453**	**400**

School Year	**2013**	**2014**	**2015**	**2016**	**2017**	**2018**	**2019**	**2020**	**2021**	**2022**	**2023**	**2024**
Open Enrollment (out)	534	583	583	664	727	761	769	754	695	899	726	779
Charter + Non Public (out)	876	876	942	1,022	1,078	1,061	1,151	1,176	1,229	1,243	1,306	1,246
TOTAL Resident **OUT**	1,410	1,459	1,525	1,686	1,805	1,822	1,920	1,930	1,924	2,142	2,032	2,025
RPS Enrollment	4,405	4,396	4,302	4,381	4,401	4,330	4,277	4,186	4,183	4,148	4,073	4,117
Open Enrollment (in)	540	592	588	617	657	634	629	623	703	764	809	706
TOTAL Richfield Resident												
Students **IN** RPS	3,865	3,804	3,714	3,764	3,744	3,696	3,648	3,563	3,480	3,384	3,264	3,411
TOTAL Richfield												
Resident Students	5,275	5,263	5,239	5,450	5,549	5,518	5,568	5,493	5,404	5,526	5,296	5,436
"Market Share"	73.27%	72.28%	70.89%	69.06%	67.47%	66.98%	65.52%	64.86%	64.40%	61.24%	61.63%	62.75%

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Routine Matters

(Recommended by the superintendent)

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

Attachments:

1. Minutes of the Regular Meeting held December 16, 2024
   - Disbursements from the December 16, 2024 Meeting
   - Checks & E-pay Register from the December 16, 2024 Meeting
   - Superintendent's Report and Agenda Meeting Minutes from December 16, 2024
2. General Disbursements as of 12/30/24 in the Amount of $1,360,976.01
   - Disbursements for the January 6, 2025 Meeting
   - Checks & E-pay Register for the January 6, 2025 Meeting
3. Investment Holdings as of December 23, 2024

P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 12/16/2024 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	11/27/2024	1,027,617.64
	12/4/2024	582,969.79
	12/9/2024	63,010.39
Scholarship	12/9/2024	1,500.00
P-Cards November 24	12/5/2024	64,074.92
E-Pays	12/5/2024	5,055.94
CHECK REGISTER BANK 05 TOTAL =		**1,744,228.68**

BREAKDOWN	
01-206-00	309,704.29
02-206-00	59,851.43
03-206-00	830,012.04
04-206-00	45,678.84
06-206-00	350,000.00
07-206-00	-
18-206-00	-
20-206-00	148,134.80
21-206-00	847.28
47-206-00	
BANK TOTAL =	**1,744,228.68**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	313397	11/27/2024	ACT RESTORATION INC.	R	800.00
01	313398	11/27/2024	ADVANCED COMMERCIAL KITCHENS	R	3,252.44
01	313399	11/27/2024	AIM ELECTRONICS INC	R	136.39
01	313400	11/27/2024	ALLIED PROFESSIONALS, INC.	R	483.00
01	313401	11/27/2024	ANTHOLOGIE, LLC	R	825.00
01	313402	11/27/2024	NEWBERN LLC	R	80.00
01	313403	11/27/2024	BIX FRUIT COMPANY	R	4,846.20
01	313404	11/27/2024	CANON USA	R	4,578.42
01	313405	11/27/2024	CAPITAL ONE TRADE CREDIT	R	60.00
01	313406	11/27/2024	CDW GOVERNMENT INC	R	20,113.43
01	313407	11/27/2024	CEP ART & DESIGN	R	558.00
01	313408	11/27/2024	CITY OF RICHFIELD	R	305.17
01	313409	11/27/2024	CITY OF RICHFIELD	R	1,358.96
01	313410	11/27/2024	CONTINENTAL RESEARCH CORP	R	1,647.73
01	313411	11/27/2024	CURTIS NEAL BARKER	R	80.00
01	313412	11/27/2024	DASH SPORTS, LLC	R	1,105.00
01	313413	11/27/2024	DAY ROGER ANTHONY	R	80.00
01	313414	11/27/2024	ECM PUBLISHERS INC	R	371.20
01	313415	11/27/2024	ELLIOTT MATTHEW	R	80.00
01	313416	11/27/2024	ETTEL & FRANZ ROOFING CO	R	2,980.00
01	313417	11/27/2024	WW GRAINGER INC	R	380.57
01	313418	11/27/2024	HARRIS DENNIS	R	80.00
01	313419	11/27/2024	HAWKINS INC	R	4,878.06
01	313420	11/27/2024	HILLYARD MINNEAPOLIS	R	6,172.74
01	313421	11/27/2024	HOYO, SBC	R	2,100.00
01	313422	11/27/2024	HIPPIE DOG	R	250.00
01	313423	11/27/2024	INNOVATIVE OFFICE SOLUTIONS LLC	R	2,280.28
01	313424	11/27/2024	INTERMEDIATE DISTRICT 287	R	14,799.67
01	313425	11/27/2024	INTERSTATE ALL BATTERY CENTER	R	64.95
01	313426	11/27/2024	JULIE L DAVIS	R	200.00
01	313427	11/27/2024	JW PEPPER & SON INC	R	40.30
01	313429	11/27/2024	KEMPS LLC	R	3,429.44
01	313430	11/27/2024	KINECT ENERGY INC	R	22,180.34
01	313431	11/27/2024	LAKE COUNTRY SCALE WORKS INC	R	340.00
01	313432	11/27/2024	LEROY'S GREAT BEAR	R	19.99
01	313433	11/27/2024	LIGHTSPEED SOLUTIONS, LLC	R	13,840.00
01	313434	11/27/2024	LOFFLER COMPANIES	R	491.38
01	313435	11/27/2024	MADISON NATIONAL LIFE INS CO INC	R	18,329.01
01	313436	11/27/2024	MALLOY MONTAGUE KARNOWSKI & RADO	R	7,350.00
01	313437	11/27/2024	MARKS TOWING	R	253.00
01	313438	11/27/2024	MATRIX COMMUNICATIONS, INC	R	946.45
01	313439	11/27/2024	MAXORPLUS, LTD	R	99,772.51
01	313440	11/27/2024	MELVIN NEWBERN JR	R	80.00
01	313441	11/27/2024	METROPOLITAN MECHANICAL CONTRACTORS	R	3,951.43
01	313442	11/27/2024	METROPOLITAN TILE & MARBLE, INC.	R	1,785.00
01	313443	11/27/2024	MIDWEST BUS PARTS INC	R	313.37
01	313444	11/27/2024	MOORE CHARLES	R	80.00
01	313445	11/27/2024	MPLS PUBLIC SCHOOL SPECIAL DIST 1	R	237.60
01	313446	11/27/2024	MTI DISTRIBUTING CO	R	674.43
01	313447	11/27/2024	MTN-METROPOLITAN TRANSP NETWORK	R	525,798.83
01	313448	11/27/2024	MULTILINGUAL WORD INC	R	4,446.02
01	313449	11/27/2024	NAPA AUTO PARTS	R	235.80
01	313450	11/27/2024	NEI ELECTRIC, INC.	R	3,908.33
01	313451	11/27/2024	NORTH CENTRAL INTERNATIONAL, LLC	R	856.20
01	313452	11/27/2024	NUSS TRUCK & EQUIPMENT	R	3,400.00
01	313453	11/27/2024	OLIVE MATT	R	80.00
01	313454	11/27/2024	PAN O GOLD BAKING CO	R	541.15
01	313455	11/27/2024	PHOENIX SCHOOL COUNSELING	R	24,000.00

01	313456	11/27/2024	PROPIO LS, LLC	R	761.89
01	313457	11/27/2024	ROSA RUBIO ESCODA	R	552.50
01	313458	11/27/2024	SCHOOL SERVICE EMPLOYEES UNION	R	8,348.48
01	313459	11/27/2024	STONE ARCH STUDIO LLC	R	200.00
01	313460	11/27/2024	TAYLOR BRANDON	R	80.00
01	313461	11/27/2024	TRIO SUPPLY COMPANY	R	3,175.16
01	313462	11/27/2024	LAMAR WILLIS	R	80.00
01	313463	11/27/2024	TURNBULL BLAINE	R	80.00
01	313464	11/27/2024	TWIN CITY TRANSPORTATION	R	141,907.04
01	313465	11/27/2024	UPPER LAKES FOODS	R	35,896.23
01	313466	11/27/2024	VSP INSURANCE CO. (CT)	R	3,453.45
01	313467	11/27/2024	ALLSTATE PETERBILT OF S ST PAUL	R	472.31
01	313468	11/27/2024	WESTERN SPECIALTY CONTRACTORS INC	R	3,950.00
01	313469	11/27/2024	WHITE CARLTON A	R	80.00
01	313470	11/27/2024	XCEL ENERGY	R	15,717.29
01	313471	11/27/2024	YOUNG AMERICANS SCHL SELF-DEFENSE	R	535.50
01	313472	12/04/2024	4IMPRINT, INC.	R	774.75
01	313473	12/04/2024	ALL STATE COMMUNICATIONS INC	R	220.00
01	313474	12/04/2024	ANDERSON, LONNIE ALLEN	R	82.00
01	313475	12/04/2024	ASTLEFORD INTERNATIONAL	R	284.86
01	313476	12/04/2024	BACHAND BRYAN	R	64.00
01	313477	12/04/2024	BCN TELECOM, INC TBS	R	920.79
01	313478	12/04/2024	BOTSFORD CODY W	R	82.40
01	313479	12/04/2024	BUILDING CONTROLS & SOLUTIONS	R	83.60
01	313480	12/04/2024	CDW GOVERNMENT INC	R	9,490.00
01	313481	12/04/2024	CENTURYLINK	R	49.72
01	313482	12/04/2024	CINTAS CORPORATION NO 2	R	286.82
01	313483	12/04/2024	CITY OF RICHFIELD	R	10,448.00
01	313484	12/04/2024	CONTEMPORARY TRANSPORTATION LLC	R	25,545.00
01	313485	12/04/2024	CONTINENTAL RESEARCH CORP	R	219.25
01	313486	12/04/2024	DICKS SANITATION SERVICE, INC (DSI)	R	8,289.99
01	313487	12/04/2024	DOOR SERVICE COMPANY OF THE TWIN CI	R	1,390.00
01	313488	12/04/2024	ETTEL & FRANZ ROOFING CO	R	2,802.00
01	313489	12/04/2024	FASTEST LABS OF BLOOMINGTON	R	919.00
01	313490	12/04/2024	FINANGER PHILLIP J	R	41.20
01	313491	12/04/2024	WW GRAINGER INC	R	570.32
01	313492	12/04/2024	HAWKINS INC	R	10.00
01	313493	12/04/2024	HILLYARD MINNEAPOLIS	R	7,499.48
01	313494	12/04/2024	ICS CONSULTING, LLC - 138006	R	350,000.00
01	313495	12/04/2024	IIX INSURANCE INFORMATION EXCHANGE	R	41.95
01	313496	12/04/2024	INNOVATIVE OFFICE SOLUTIONS LLC	R	60.24
01	313497	12/04/2024	INSTITUTE FOR ENVIROMENTAL	R	3,386.50
01	313498	12/04/2024	KENDALL MARIEY	R	64.00
01	313499	12/04/2024	KINECT ENERGY INC	R	558.00
01	313500	12/04/2024	KREMER SERVICES LLC	R	7,562.74
01	313501	12/04/2024	MCEA	R	1,989.00
01	313502	12/04/2024	MIDWEST BUS PARTS INC	R	118.95
01	313503	12/04/2024	MINUTEMAN PRESS EDINA	R	476.31
01	313504	12/04/2024	MTI DISTRIBUTING CO	R	64.16
01	313505	12/04/2024	NAPA AUTO PARTS	R	281.18
01	313506	12/04/2024	NEI ELECTRIC, INC.	R	790.00
01	313507	12/04/2024	NORTH CENTRAL INTERNATIONAL, LLC	R	3,200.61
01	313508	12/04/2024	OKEY CHRIS	R	66.95
01	313509	12/04/2024	POMPS TIRE SERVICE	R	900.00
01	313510	12/04/2024	PROFESSIONAL WIRELESS COMMUNICATION	R	184.13
01	313511	12/04/2024	SHERWIN WILLIAMS CO	R	88.21
01	313512	12/04/2024	SQUIRES, WALDSPURGER & MACE, P.A.	R	8,884.10
01	313513	12/04/2024	SULLIVAN LAMARR	R	82.00
01	313514	12/04/2024	TAFFE SARAH ANN	R	9,750.00

01	313515	12/04/2024	TURNBULL BLAINE	R	82.00
01	313516	12/04/2024	TWIN CITY TRANSPORTATION	R	121,102.62
01	313517	12/04/2024	UHL COMPANY INC	R	779.63
01	313518	12/04/2024	VERIZON WIRELESS	R	360.09
01	313519	12/04/2024	ALLSTATE PETERBILT OF S ST PAUL	R	150.24
01	313520	12/04/2024	WHELAN, JENNIFER C	R	1,240.19
01	313521	12/04/2024	XCEL ENERGY	R	53.16
01	313522	12/04/2024	ZACK'S INC.	R	579.65
01	V614339	12/05/2024	ANNA ACOSTA SANCHEZ	R	49.94
01	V614340	12/05/2024	MEGAN AMBROSIUS	R	221.76
01	V614341	12/05/2024	MATTHEW ARNOLD	R	70.00
01	V614342	12/05/2024	MICHELLE L AXELL	R	70.00
01	V614343	12/05/2024	ERICA T BARLOW	R	70.00
01	V614344	12/05/2024	DAVID H BIPES	R	19.68
01	V614345	12/05/2024	MARY L CLARKSON	R	70.00
01	V614346	12/05/2024	RACHEL U CORNES	R	47.55
01	V614347	12/05/2024	LATANYA R DANIELS	R	70.00
01	V614348	12/05/2024	KIM M DARAITIS	R	47.21
01	V614349	12/05/2024	BRIT L EISELE	R	61.10
01	V614350	12/05/2024	ANGELA M FISH	R	25.19
01	V614351	12/05/2024	PETER J FITZPATRICK	R	40.00
01	V614352	12/05/2024	RACHEL GENS	R	70.00
01	V614353	12/05/2024	AREND J GEURINK	R	70.00
01	V614354	12/05/2024	JAMES A GILLIGAN	R	70.00
01	V614355	12/05/2024	CHRISTINA M GONZALEZ	R	70.00
01	V614356	12/05/2024	AMY E HAGER	R	70.00
01	V614357	12/05/2024	KEVIN D HARRIS	R	40.00
01	V614358	12/05/2024	MICHAEL G HARRIS	R	70.00
01	V614359	12/05/2024	JONATHAN W HEYER	R	70.00
01	V614360	12/05/2024	STEPHANIE M HEYER-WALSH	R	44.38
01	V614361	12/05/2024	JAMES L HILL	R	40.00
01	V614362	12/05/2024	JESSICA M HOFFMAN	R	40.00
01	V614363	12/05/2024	CRAIG D HOLJE	R	70.00
01	V614364	12/05/2024	SARAH M E HUTTON	R	40.00
01	V614365	12/05/2024	ALEXANDER S KALBOW	R	384.83
01	V614366	12/05/2024	DANIEL E KRETSINGER	R	70.00
01	V614367	12/05/2024	JENNIFER KRUEGER	R	310.53
01	V614368	12/05/2024	ANOOP KUMAR	R	40.00
01	V614369	12/05/2024	JOHN M LORENZINI	R	70.00
01	V614370	12/05/2024	COLLEEN M MAHONEY	R	70.00
01	V614371	12/05/2024	MICHAEL A MANNING	R	70.00
01	V614372	12/05/2024	DANIEL P MCGINN	R	40.00
01	V614373	12/05/2024	DOUG R MCMEEKIN	R	70.00
01	V614374	12/05/2024	KENT D MEYER	R	70.00
01	V614375	12/05/2024	KATRINA L MORGAN	R	40.00
01	V614376	12/05/2024	ERIN H NEILON	R	40.00
01	V614377	12/05/2024	STEPHANIE NICHOLS	R	45.00
01	V614378	12/05/2024	ROBERT G OLSON	R	40.00
01	V614379	12/05/2024	LAURA B OTTERNESS	R	70.00
01	V614380	12/05/2024	CHRISTOPHER A PETERSON	R	70.00
01	V614381	12/05/2024	CASSANDRA QUAM	R	70.00
01	V614382	12/05/2024	RENEE C REED-KARSTENS	R	40.00
01	V614383	12/05/2024	ASHLEY SCHAEFER	R	70.00
01	V614384	12/05/2024	AMY B SKARE-KLECKER	R	70.00
01	V614385	12/05/2024	NANCY J STACHEL	R	70.00
01	V614386	12/05/2024	JUSTIN STEELE	R	70.00
01	V614387	12/05/2024	ANGELA TAYLOR	R	70.00
01	V614388	12/05/2024	STACY THEIEN-COLLINS	R	70.00
01	V614389	12/05/2024	VLADIMIR S TOLEDO	R	40.00

01	V614390	12/05/2024	STEVEN P UNOWSKY	R	270.00
01	V614391	12/05/2024	CARRIE A VALA	R	70.00
01	V614392	12/05/2024	JENNIFER K VALLEY	R	70.00
01	V614393	12/05/2024	REBECCA S WALD	R	40.00
01	V614394	12/05/2024	ALEXANDER WARD	R	70.00
01	V614395	12/05/2024	SAMANTHA WEAVER	R	511.69
01	V614396	12/05/2024	MICHELLE R WHITESIDE	R	132.08
01	V614397	12/05/2024	KASYA L WILLHITE	R	125.00
01	V614398	12/05/2024	KELLY L WOODS	R	70.00
01	V2502081	12/05/2024	P-CARD BAIRD LISA	R	4,363.75
01	V2502082	12/05/2024	P-CARD BARLOW ERICA	R	5,071.92
01	V2502083	12/05/2024	P-CARD BLUMA, MEGAN BOLLIG	R	426.66
01	V2502084	12/05/2024	P-CARD BROWN MATTHEW	R	835.84
01	V2502085	12/05/2024	P-CARD BRUNNER PATTI	R	2,745.10
01	V2502086	12/05/2024	P-CARD CARUSO MATTHEW	R	570.73
01	V2502087	12/05/2024	P-CARD CRUZ ESTEVA JENNIFER	R	2,408.18
01	V2502088	12/05/2024	P-CARD EDWARDS NATHAN	R	1,794.06
01	V2502089	12/05/2024	P-CARD GEURINK AREND	R	1,774.73
01	V2502090	12/05/2024	P-CARD HUERTA-ANAYA ALICIA	R	2,428.87
01	V2502091	12/05/2024	P-CARD KRETSINGER DAN	R	4,757.46
01	V2502092	12/05/2024	P-CARD LEIKNES LISA	R	582.18
01	V2502093	12/05/2024	P-CARD LEWIS JENNIFER	R	1,813.65
01	V2502095	12/05/2024	P-CARD LUNDY MICHELLE	R	11,389.35
01	V2502096	12/05/2024	P-CARD MAHONEY COLLEEN	R	536.43
01	V2502097	12/05/2024	P-CARD MANNING MICHAEL	R	281.16
01	V2502098	12/05/2024	P-CARD MCCLENDON LAURA	R	114.48
01	V2502099	12/05/2024	P-CARD MCGINN DAN	R	1,265.74
01	V2502100	12/05/2024	P-CARD MORALES LIZETTE	R	8,621.12
01	V2502101	12/05/2024	P-CARD PETERSON CHRIS	R	110.19
01	V2502102	12/05/2024	P-CARD SACHER GRACE	R	378.84
01	V2502103	12/05/2024	P-CARD SETZER ALEXIS	R	75.13
01	V2502104	12/05/2024	P-CARD SKARE-KLECKER AMY	R	3,900.20
01	V2502105	12/05/2024	P-CARD SMITH DANE	R	18.01
01	V2502106	12/05/2024	P-CARD STACHEL NANCY	R	446.31
01	V2502107	12/05/2024	P-CARD VALLEY JENNIFER	R	1,913.47
01	V2502108	12/05/2024	P-CARD VENTURA PEREZ RAMIRO	R	135.80
01	V2502109	12/05/2024	P-CARD WILLHITE KASYA	R	920.40
01	V2502110	12/05/2024	P-CARD WOODS KELLY	R	727.17
01	V2502111	12/05/2024	P-CARD YUNKER AUBREE	R	3,667.99
01	313523	12/09/2024	AMINGA, ESTHER	R	11.85
01	313524	12/09/2024	ANDERSON, LONNIE ALLEN	R	13.00
01	313525	12/09/2024	ARVIG ENTERPRISES INC	R	1,307.90
01	313526	12/09/2024	BACHAND BRYAN	R	3.00
01	313527	12/09/2024	BIX FRUIT COMPANY	R	994.78
01	313528	12/09/2024	BRAND FARMS	R	1,800.00
01	313529	12/09/2024	BSN SPORTS, LLC	R	355.50
01	313530	12/09/2024	CENTURYLINK	R	71.00
01	313531	12/09/2024	COMCAST BUSINESS	R	414.80
01	313532	12/09/2024	DREPAUL NERICA	R	11.85
01	313533	12/09/2024	ECM PUBLISHERS INC	R	154.40
01	313534	12/09/2024	FINANGER PHILLIP J	R	41.20
01	313535	12/09/2024	HILLYARD MINNEAPOLIS	R	318.00
01	313536	12/09/2024	KELM ANTHONY	R	95.00
01	313537	12/09/2024	KEMPS LLC	R	1,051.24
01	313538	12/09/2024	KENDALL MARIEY	R	3.00
01	313539	12/09/2024	MANIRATH, ALIYAH	R	11.85
01	313540	12/09/2024	MAXORPLUS, LTD	R	43,513.45
01	313541	12/09/2024	MCDONALD DANIEL	R	95.00
01	313542	12/09/2024	MOORE KENAN	R	95.00

01	313543	12/09/2024	MRI SOFTWARE LLC	R	189.00
01	313544	12/09/2024	NORMANDALE COMMUNITY COLLEGE	R	1,500.00
01	313545	12/09/2024	OKEY CHRIS	R	66.95
01	313546	12/09/2024	ONEBRIDGE BENEFITS INC.	R	5,295.50
01	313547	12/09/2024	ORDWAY CENTER FOR THE PERFORMING	R	1,200.00
01	313548	12/09/2024	PAN O GOLD BAKING CO	R	228.50
01	313549	12/09/2024	PARKER NINA	R	11.85
01	313550	12/09/2024	PAYDHEALTH	R	3,048.37
01	313551	12/09/2024	PETERSON GARY	R	134.00
01	313552	12/09/2024	PITNEY BOWES BANK PURCHASE POWER	R	225.10
01	313553	12/09/2024	PITTMAN DARIAN	R	67.00
01	313554	12/09/2024	PREMIUM WATERS INC	R	39.00
01	313555	12/09/2024	PROFESSIONAL WIRELESS COMMUNICATION	R	793.17
01	313556	12/09/2024	SMITH QUINCY	R	67.00
01	313557	12/09/2024	SNA-SCHOOL NUTRITION	R	14.00
01	313558	12/09/2024	STARK MOLLY	R	61.80
01	313559	12/09/2024	SULLIVAN LAMARR	R	13.00
01	313560	12/09/2024	TAHAR ANIS	R	134.00
01	313561	12/09/2024	THOMPSON MARGARET	R	11.85
01	313562	12/09/2024	TRIO SUPPLY COMPANY	R	716.53
01	313563	12/09/2024	TURNBULL BLAINE	R	13.00
01	313564	12/09/2024	WOODCRAFT	R	318.95
			Total Checks, Epays & Pcards Register		**1,744,228.68**

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, December 16, 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, December 16, 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: Carter, Liss, Pollis and Spencer. Banks Kupcho was not able to attend.

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

II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Carter, seconded by Liss, and unanimously carried, the board of education approved the agenda.

III. INFORMATION AND PROPOSALS - NON-ACTION ITEMS

A. Public Comment
B. Superintendent Update
    1. Reminder About Board Reorganization in January
    2. Audit Report
    3. Comprehensive Achievement and Civic Readiness Report
C. Commendations

IV. CONSENT AGENDA

A. Routine Matters
    1. Minutes of the Regular Meeting held December 2, 2024
    2. General Disbursements as of 12/9/24 in the Amount of $1,744,228.68
    3. Year-to-Date Finance Update
B. Personnel Items

Classified Management Retirement
Pam Olson - Human Resources Manager – District Office
Effective: 4/04/2025
Yrs. Of Service: 3

Certified Full Time Year 1 of 1
Suzanne Hiller – School Social Worker 0.2 FTE - South Education Center
Effective: 11/20/2024

Certified Full Time Return to Work Agreement
Terry Meryhew – Math Interventionist 0.5 FTE – STEM Elementary
Effective: 11/25/2024

Classified Full-Time Food and Nutrition Services for Employment
Armando Perez - Production Cook – Centennial Elementary School
Effective: 12/16/2024

Classified Full-Time Facilities and Transportation Reassignment
Bradley BaDour - High School Engineer – Richfield High School
Effective: 12/09/2024

Classified Full-Time Community Education Resignation
Ava Cipowski – Nurse – Academy of Holy Angels
Effective: 12/17/2024
Yrs. of Service: 0.5

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

V. OLD BUSINESS

A. Policy 979: Community Use of School Facilities and Grounds - final read

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

B. Policy 521: Graduation Requirements & Administrative Guidelines 521.1 & 521.2 - third read

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

C. Policy 606: Home Schooling & Administrative Guideline 606.1 - third read

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

D. Draft Policy 414: Staff Professional Boundaries & Draft Administrative Guideline 414.1 - second read

E. Draft RPS Legislative Platform 2025 - second read

VI. NEW BUSINESS

A. Resolution Designating Polling Places for 2025

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

B. Preschool & Prekindergarten Fees for 2025-2026

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

VII. ADVANCE PLANNING

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

1-6-2025	7 p.m.	Board Organizational Meeting
*Tuesday, 1-21-2025	6 p.m.	Board Study Session with Local Legislators
*Tuesday, 1-21-2025	7 p.m.	Regular Board Meeting - Public Comment

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

Motion by Pollis, seconded by Carter, and unanimously carried, the board of education moved into closed session at 9:12 p.m. Attending the closed session were Carter, Liss, Pollis and Spencer. Superintendent Unowsky, Chief HR and Administrative Officer Holje and Director of HR Axell were also present.

IX. REOPEN MEETING

Motion by Pollis, seconded by Spencer, and unanimously carried, the board of education moved into open session at 9:51 p.m. with the following board members present: Carter, Liss, Pollis and Spencer. Superintendent Unowsky and Chief HR and Administrative Officer Holje were also present.

X. ADJOURN REGULAR MEETING

Chair Cole adjourned the meeting at 9:52 p.m.

P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 01/06/2025 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	12/12/2024	107,068.18
	12/13/2024	59,863.74
	12/18/2024	252,176.44
	12/20/2024	635,406.78
	12/27/2024	201,971.09
	12/30/2024	102,090.25
E-Pays	12/12/2024	899.53
SCHOLARSHIPS	12/12/2024	1,500.00

CHECK REGISTER BANK 05 TOTAL =	**1,360,976.01**

BREAKDOWN	
01-206-00	495,059.91
02-206-00	161,403.05
03-206-00	507,456.27
04-206-00	49,158.11
06-206-00	-
07-206-00	-
18-206-00	-
20-206-00	147,179.37
21-206-00	719.30
47-206-00	
BANK TOTAL =	**1,360,976.01**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	313565	12/12/2024	ADVANCED COMMERCIAL KITCHENS	R	339.00
01	313566	12/12/2024	ALERUS RETIREMENT AND BENEFITS	R	888.60
01	313567	12/12/2024	ANOKA-HENNEPIN SCHOOL DIST #11	R	100.00
01	313568	12/12/2024	ANTHOLOGIE, LLC	R	1,188.00
01	313569	12/12/2024	AI TECHNOLOGIES LLC	R	240.00
01	313570	12/12/2024	ASTLEFORD INTERNATIONAL	R	337.10
01	313571	12/12/2024	BEST PLUMBING SPECIALTIES, INC.	R	679.92
01	313572	12/12/2024	BCBS OF MINNESOTA & BLUE PLUS	R	9,588.00
01	313573	12/12/2024	BRIDGING, INC.	R	275.00
01	313574	12/12/2024	CAPTIVATE MEDIA & CONSULTING	R	1,540.50
01	313575	12/12/2024	CATALYST BUYING GROUP LLC	R	294.67
01	313576	12/12/2024	CDW GOVERNMENT INC	R	3,907.31
01	313577	12/12/2024	CEDAR SMALL ENGINE	R	89.99
01	313578	12/12/2024	CHARACTER KIDS, LLC	R	4,620.00
01	313579	12/12/2024	CINTAS CORPORATION NO 2	R	143.41
01	313580	12/12/2024	MIDPOINT INTERNATIONAL INC	R	976.80
01	313581	12/12/2024	COMCAST BUSINESS	R	550.10
01	313582	12/12/2024	CULLIGAN SOFT WATER	R	10.95
01	313583	12/12/2024	CYBER ADVISORS LLC	R	3,407.50
01	313584	12/12/2024	ETTEL & FRANZ ROOFING CO	R	2,560.00
01	313585	12/12/2024	WW GRAINGER INC	R	479.58
01	313586	12/12/2024	GROTH MUSIC COMPANY	R	657.51
01	313587	12/12/2024	GROUP HEALTH NON-PATIENT A/R	R	5,505.00
01	313588	12/12/2024	HAAS MUSICAL INSTRUMENT REPAIR, INC	R	145.00
01	313589	12/12/2024	HAWKINS INC	R	66.85
01	313590	12/12/2024	HENNEPIN TECHNICAL COLLEGE	R	1,500.00
01	313591	12/12/2024	HILLYARD MINNEAPOLIS	R	4,165.14
01	313592	12/12/2024	IMPROVE YOUR TOMORROW, INC.	R	2,775.00
01	313593	12/12/2024	INNOVATIVE OFFICE SOLUTIONS LLC	R	634.00
01	313594	12/12/2024	INTERNATIONAL E-Z UP, INC.	R	3,616.50
01	313595	12/12/2024	KELLY JOHNSON	R	217.24
01	313596	12/12/2024	JW PEPPER & SON INC	R	118.99
01	313597	12/12/2024	LEARNING ALLY	R	2,599.00
01	313598	12/12/2024	LEROY'S GREAT BEAR	R	534.89
01	313599	12/12/2024	LESSONPIX INC	R	1,193.40
01	313600	12/12/2024	LOFFLER	R	994.64
01	313601	12/12/2024	METROPOLITAN MECHANICAL CONTRACTORS	R	6,826.17
01	313602	12/12/2024	MIDWEST VOLLEYBALL WAREHOUSE	R	462.53
01	313603	12/12/2024	MINUTEMAN PRESS EDINA	R	1,349.29
01	313604	12/12/2024	NAPA AUTO PARTS	R	17.42
01	313605	12/12/2024	NORTH CENTRAL INTERNATIONAL, LLC	R	76.36
01	313606	12/12/2024	PLUNKETT'S /VARMENT GUARD	R	1,159.37
01	313607	12/12/2024	SAFEWAY DRIVING SCHOOL	R	1,050.00
01	313608	12/12/2024	SCHUMACHER ELEVATOR COMPANY	R	186.75
01	313609	12/12/2024	SEPTRAN STUDENT TRANSPORTATION	R	7,836.66
01	313610	12/12/2024	SQUIRES, WALDSPURGER & MACE, P.A.	R	11,969.20
01	313611	12/12/2024	ST MARY UNIVERSITY	R	660.00
01	313612	12/12/2024	STEM SMART LLC	R	350.00
01	313613	12/12/2024	TOLL COMPANY	R	12.75
01	313614	12/12/2024	TWIN CITY FILTER SERVICE INC	R	82.00
01	313615	12/12/2024	UNITED HEALTHCARE/AARP MEDICARE RX	R	92.20
01	313616	12/12/2024	UNITED HEARTHCARE /AARP MEDICARE RX	R	92.20
01	313617	12/12/2024	UNITEDHEALTHCARE	R	590.91
01	313618	12/12/2024	VANESSA MERRY	R	120.00
01	313619	12/12/2024	VELOCITYEHS INC.	R	7,462.35
01	313620	12/12/2024	WORLD FUEL SERVICES, INC.	R	2,598.67
01	313621	12/12/2024	YOUNG AMERICANS SCHL SELF-DEFENSE	R	993.30
01	313622	12/12/2024	YOUTH ENRICHMENT LEAGUE (YEL!)	R	3,240.50

01	313623	12/12/2024	ZIEGLER INC.	R	4,399.96
01	V614399	12/12/2024	BRADLEY BADOUR	R	40.00
01	V614400	12/12/2024	GALE DEVITA	R	20.00
01	V614401	12/12/2024	HEATHER HAUCK	R	20.00
01	V614402	12/12/2024	BAILEY D KRETSINGER	R	62.65
01	V614403	12/12/2024	MICHAEL A MANNING	R	71.88
01	V614404	12/12/2024	CHRISTIAN SCHEMPP	R	40.00
01	V614405	12/12/2024	STACY THEIEN-COLLINS	R	645.00
01	313624	12/13/2024	ADVANCED COMMERCIAL KITCHENS	R	606.75
01	313625	12/13/2024	BIX FRUIT COMPANY	R	6,244.51
01	313626	12/13/2024	BRAND FARMS	R	1,800.00
01	313627	12/13/2024	CONSOLIDATED COMMUNICATIONS	R	3,171.71
01	313628	12/13/2024	INTERMEDIATE DISTRICT 287	R	823.24
01	313630	12/13/2024	KEMPS LLC	R	4,448.94
01	313631	12/13/2024	PAN O GOLD BAKING CO	R	157.50
01	313632	12/13/2024	SNA-SCHOOL NUTRITION	R	20.00
01	313633	12/13/2024	TRIO SUPPLY COMPANY	R	1,691.58
01	313635	12/13/2024	UPPER LAKES FOODS	R	40,899.51
01	313636	12/18/2024	ALL VOLLEYBALL INC.	R	497.00
01	313637	12/18/2024	ALTMAN ADAM	R	420.00
01	313638	12/18/2024	ANDERSON JULIE R	R	240.00
01	313639	12/18/2024	BOTSFORD CODY W	R	144.20
01	313640	12/18/2024	BSN SPORTS, LLC	R	250.16
01	313641	12/18/2024	BUCHANAN PATRICK	R	67.00
01	313642	12/18/2024	BUCK HILL INC.	R	3,136.95
01	313643	12/18/2024	CDW GOVERNMENT INC	R	9,490.00
01	313644	12/18/2024	CITY OF RICHFIELD	R	123.75
01	313645	12/18/2024	COMCAST	R	404.36
01	313646	12/18/2024	CROY GABRIELA R	R	11.85
01	313647	12/18/2024	CUB FOODS	R	426.06
01	313648	12/18/2024	DIGITAL INSURANCE LLC	R	3,607.00
01	313649	12/18/2024	ECM PUBLISHERS INC	R	495.00
01	313650	12/18/2024	EDUCATORS BENEFIT CONSULTANTS LLC	R	512.04
01	313651	12/18/2024	FINANGER PHILLIP J	R	108.15
01	313652	12/18/2024	FOX ERIK	R	95.00
01	313653	12/18/2024	FREEWHEEL BIKE RICHFIELD	R	318.83
01	313654	12/18/2024	WW GRAINGER INC	R	189.89
01	313655	12/18/2024	GROUP HEALTH NON-PATIENT A/R	R	4,140.00
01	313656	12/18/2024	HANSON MICHAEL	R	115.00
01	313657	12/18/2024	HAWKINS, CLAUDE	R	95.00
01	313658	12/18/2024	HOME DEPOT U.S.A.	R	1,415.37
01	313659	12/18/2024	HOOKS, DESMOND	R	95.00
01	313660	12/18/2024	IDEAL ENERGIES SOLAR LEASE 2021,LLC	R	7,715.32
01	313661	12/18/2024	INNOVATIVE OFFICE SOLUTIONS LLC	R	54.48
01	313662	12/18/2024	INTERMEDIATE DISTRICT 287	R	126,767.13
01	313663	12/18/2024	JENSEN RANDAL	R	95.00
01	313664	12/18/2024	JW PEPPER & SON INC	R	218.00
01	313665	12/18/2024	KELSEY CHARLEMAGNE	R	35.97
01	313666	12/18/2024	KUSNIER MELANIE	R	61.80
01	313667	12/18/2024	LOFFLER COMPANIES	R	150.00
01	313668	12/18/2024	MACKIN BOOK COMPANY	R	777.49
01	313669	12/18/2024	MADISON PAUL	R	95.00
01	313670	12/18/2024	MAXORPLUS, LTD	R	52,369.41
01	313671	12/18/2024	NICHE.COM, INC.	R	4,995.00
01	313672	12/18/2024	OKEY CHRIS	R	66.95
01	313673	12/18/2024	PHOENIX SCHOOL COUNSELING	R	24,000.00
01	313674	12/18/2024	PIKET, JOSEPH	R	67.00
01	313675	12/18/2024	PLOY KHUNISOM	R	40.00
01	313676	12/18/2024	PROPIO LS, LLC	R	146.15

01	313677	12/18/2024	REED BEHAVIORAL HEALTH LLC	R	2,080.00
01	313678	12/18/2024	RICHFIELD GIRLS SWIM & DIVE BOOSTER	R	1,500.00
01	313679	12/18/2024	RUFFIN MATTHEW J	R	67.00
01	313680	12/18/2024	SCHMITT MUSIC	R	866.97
01	313681	12/18/2024	SMITH CAITLIN	R	11.85
01	313682	12/18/2024	SULLIVAN LAMARR	R	95.00
01	313683	12/18/2024	SWANK MOTION PICTURES, INC.	R	1,588.00
01	313684	12/18/2024	W.W. NORTON & COMPANY INC.	R	1,606.80
01	313685	12/18/2024	WASHINGTON TYREE	R	67.00
01	313686	12/18/2024	WETHINGTON, AUDREY	R	144.20
01	313687	12/18/2024	XCEL ENERGY	R	97.31
01	313688	12/20/2024	BEST PLUMBING SPECIALTIES, INC.	R	22.35
01	313689	12/20/2024	BOTSFORD CODY W	R	61.80
01	313690	12/20/2024	BRIN GLASS COMPANY	R	1,470.00
01	313691	12/20/2024	BSN SPORTS, LLC	R	159.98
01	313692	12/20/2024	CANON USA	R	4,674.02
01	313693	12/20/2024	CDW GOVERNMENT INC	R	1,595.00
01	313694	12/20/2024	CINTAS CORPORATION NO 2	R	143.41
01	313695	12/20/2024	DELGADO MICHEAL	R	95.00
01	313696	12/20/2024	DEMOREST CONNOR	R	134.00
01	313697	12/20/2024	DREPAUL NERICA	R	11.85
01	313698	12/20/2024	DZIERZAK LOUIS	R	27.82
01	313699	12/20/2024	ECM PUBLISHERS INC	R	154.40
01	313700	12/20/2024	FORTIER SEAN	R	27.82
01	313701	12/20/2024	GARCIA ERIKA	R	27.82
01	313702	12/20/2024	WW GRAINGER INC	R	332.21
01	313703	12/20/2024	HAWKINS INC	R	20.00
01	313704	12/20/2024	HILLYARD MINNEAPOLIS	R	5,856.51
01	313705	12/20/2024	INSTITUTE FOR ENVIROMENTAL	R	4,702.61
01	313706	12/20/2024	KEE-BOWLING BONNIE	R	82.00
01	313707	12/20/2024	KREMER SERVICES LLC	R	1,000.00
01	313708	12/20/2024	MACKIN BOOK COMPANY	R	552.01
01	313709	12/20/2024	MADISON NATIONAL LIFE INS CO INC	R	5,726.46
01	313710	12/20/2024	MAHADY SHAWN	R	67.00
01	313711	12/20/2024	MANIRATH, ALIYAH	R	11.85
01	313712	12/20/2024	MAXORPLUS, LTD	R	37,889.49
01	313713	12/20/2024	MAYER CHAD	R	51.50
01	313714	12/20/2024	MAYER VALERIE	R	51.50
01	313715	12/20/2024	MEDSOURCE SALES LLC	R	263.95
01	313716	12/20/2024	MELVIN NEWBERN JR	R	134.00
01	313717	12/20/2024	METRO TRANSIT	R	194.00
01	313718	12/20/2024	METROPOLITAN MECHANICAL CONTRACTORS	R	1,732.96
01	313719	12/20/2024	MIDWEST BUS PARTS INC	R	386.88
01	313720	12/20/2024	MOBILE RADIO ENGINE	R	156.50
01	313721	12/20/2024	MOLLY ANTHONY	R	648.00
01	313722	12/20/2024	MOOK CHRISTOPHER	R	27.82
01	313723	12/20/2024	MOREY ANNE	R	27.82
01	313724	12/20/2024	MTN-METROPOLITAN TRANSP NETWORK	R	469,830.71
01	313725	12/20/2024	NAPA AUTO PARTS	R	412.87
01	313726	12/20/2024	NATALIE D RASMUSSEN	R	6,000.00
01	313727	12/20/2024	NOONAN JACOB	R	27.82
01	313728	12/20/2024	NUSS TRUCK & EQUIPMENT	R	2,950.00
01	313729	12/20/2024	OKEY CHRIS	R	66.95
01	313730	12/20/2024	PARKER NINA	R	11.85
01	313731	12/20/2024	POMPS TIRE SERVICE	R	3,657.97
01	313732	12/20/2024	RISDALL PAUL	R	95.00
01	313733	12/20/2024	ROBERT W KOHLMEYER JR	R	67.00
01	313734	12/20/2024	SONNENBURG GARY	R	95.00
01	313735	12/20/2024	SQUIRES, WALDSPURGER & MACE, P.A.	R	435.60

01	313736	12/20/2024	STIERS ERIN	R	82.00
01	313737	12/20/2024	STOESZ MAUREEN	R	27.82
01	313738	12/20/2024	TAYLOR JASON	R	51.50
01	313739	12/20/2024	THOMPSON MARGARET	R	11.85
01	313740	12/20/2024	TOM HOGAN	R	249.99
01	313741	12/20/2024	WALZ JEFFREY	R	27.82
01	313742	12/20/2024	ALLSTATE PETERBILT OF S ST PAUL	R	481.20
01	313743	12/20/2024	WETHINGTON, AUDREY	R	83.40
01	313744	12/20/2024	WORLD FUEL SERVICES, INC.	R	17,305.32
01	313745	12/20/2024	XCEL ENERGY	R	1,362.83
01	313746	12/20/2024	BIX FRUIT COMPANY	R	4,767.08
01	313747	12/20/2024	CITY OF RICHFIELD	R	4,800.00
01	313749	12/20/2024	KEMPS LLC	R	5,865.00
01	313750	12/20/2024	LISA STOCCO	R	500.00
01	313751	12/20/2024	MALLOY MONTAGUE KARNOWSKI & RADO	R	9,400.00
01	313752	12/20/2024	PAN O GOLD BAKING CO	R	1,029.90
01	313753	12/20/2024	TRIO SUPPLY COMPANY	R	2,451.05
01	313755	12/20/2024	UPPER LAKES FOODS	R	34,738.91
01	313668	12/27/2024	MACKIN BOOK COMPANY	V	-777.49
01	313756	12/27/2024	ALL STATE COMMUNICATIONS INC	R	18,427.00
01	313757	12/27/2024	ALLIED PROFESSIONALS, INC.	R	1,983.75
01	313758	12/27/2024	AMINGA, ESTHER	R	11.85
01	313759	12/27/2024	ANDERSON SHEILA K	R	47.40
01	313760	12/27/2024	ASTLEFORD INTERNATIONAL	R	339.41
01	313761	12/27/2024	AZURE ADLER	R	312.00
01	313762	12/27/2024	BILINGUAL LEARNING CENTER	R	1,268.00
01	313763	12/27/2024	BIX FRUIT COMPANY	R	6,010.11
01	313764	12/27/2024	BOTSFORD CODY W	R	61.80
01	313765	12/27/2024	BRATTON DONALD	R	95.00
01	313766	12/27/2024	BRITT KEVIN	R	95.00
01	313767	12/27/2024	CAPITAL ONE TRADE CREDIT	R	275.05
01	313768	12/27/2024	CENGAGE LEARNING INC	R	1,102.50
01	313769	12/27/2024	CHURCHILL LEE	R	67.00
01	313770	12/27/2024	CINTAS CORPORATION NO 2	R	360.00
01	313771	12/27/2024	CITY OF RICHFIELD	R	44.22
01	313772	12/27/2024	DASH SPORTS, LLC	R	1,560.00
01	313773	12/27/2024	DREPAUL NERICA	R	11.85
01	313774	12/27/2024	FASTENAL INDUSTRIAL	R	124.64
01	313775	12/27/2024	GILLUND, TOM	R	95.00
01	313776	12/27/2024	WW GRAINGER INC	R	1,415.28
01	313777	12/27/2024	GROUP MEDICAREBLUE RX	R	8,325.00
01	313778	12/27/2024	HEALTHJOY LLC	R	10,744.50
01	313779	12/27/2024	HOUSE OF PRINT	R	4,517.36
01	313780	12/27/2024	IMAGINE LEARNING LLC	R	56,000.00
01	313781	12/27/2024	JW PEPPER & SON INC	R	198.74
01	313783	12/27/2024	KEMPS LLC	R	4,228.50
01	313784	12/27/2024	LAMONT FONDERN	R	134.00
01	313785	12/27/2024	LAURSEN PIANO SERVICE	R	130.00
01	313786	12/27/2024	LOMAX CARLA	R	192.00
01	313787	12/27/2024	LVC COMPANIES INC	R	430.00
01	313788	12/27/2024	MACKIN BOOK COMPANY	R	777.49
01	313789	12/27/2024	MADISON NATIONAL LIFE INS CO INC	R	12,513.81
01	313790	12/27/2024	MANIRATH, ALIYAH	R	11.85
01	313791	12/27/2024	MCDONOUGH'S SEWER SERVICES, INC.	R	2,763.61
01	313792	12/27/2024	METROPOLITAN MECHANICAL CONTRACTORS	R	1,757.00
01	313793	12/27/2024	MIDWEST BUS PARTS INC	R	100.35
01	313794	12/27/2024	MULTILINGUAL WORD INC	R	3,415.76
01	313795	12/27/2024	MUSKA ELECTRIC CO.	R	249.40
01	313796	12/27/2024	NEI ELECTRIC, INC.	R	2,057.08

01	313797	12/27/2024	NORTH CENTRAL INTERNATIONAL, LLC	R	30.70
01	313798	12/27/2024	PAN O GOLD BAKING CO	R	497.45
01	313799	12/27/2024	PARKER NINA	R	11.85
01	313800	12/27/2024	PETERSON BROOKS	R	66.95
01	313801	12/27/2024	PITNEY BOWES BANK PURCHASE POWER	R	1,940.67
01	313802	12/27/2024	PROPIO LS, LLC	R	5,513.39
01	313803	12/27/2024	RIEMERSMA TYLER J	R	67.00
01	313804	12/27/2024	ROSA RUBIO ESCODA	R	975.00
01	313805	12/27/2024	SCHOOL SERVICE EMPLOYEES UNION	R	8,271.46
01	313806	12/27/2024	SKOF BRYAN	R	123.60
01	313807	12/27/2024	STONE ARCH STUDIO LLC	R	200.00
01	313808	12/27/2024	STRATEGIC STAFFING SOLUTIONS	R	300.00
01	313809	12/27/2024	TAYLOR BRANDON	R	134.00
01	313810	12/27/2024	THE MPX GROUP	R	280.79
01	313811	12/27/2024	THOMPSON MARGARET	R	11.85
01	313812	12/27/2024	TRIO SUPPLY COMPANY	R	576.71
01	313813	12/27/2024	TRUSTED METRO OFFICIALS	R	600.00
01	313814	12/27/2024	UNITED STATES TREASURER	R	400.00
01	313815	12/27/2024	UPPER LAKES FOODS	R	39,699.85
01	313816	12/27/2024	ALLSTATE PETERBILT OF S ST PAUL	R	670.40
01	313817	12/27/2024	WETHINGTON, AUDREY	R	61.80
01	313818	12/27/2024	WETHINGTON, MADELINE	R	61.80
01	313819	12/30/2024	CITY OF RICHFIELD	R	6,343.08
01	313820	12/30/2024	KINECT ENERGY INC	R	22,006.49
01	313821	12/30/2024	MAXORPLUS, LTD	R	44,647.47
01	313822	12/30/2024	PEDIATRIC HOME SERVICE	R	6,187.50
01	313823	12/30/2024	POWERSCHOOL GROUP LLC	R	18,852.30
01	313824	12/30/2024	VSP INSURANCE CO. (CT)	R	3,403.77
01	313825	12/30/2024	XCEL ENERGY	R	649.64
			TOTAL CHECK, EPAY & SCHOLARSHIP REGISTER		**1,360,976.01**

RICHFIELD PUBLIC SCHOOLS

Investment Holdings as of

December 23, 2024

Description	Matures	Rate	Cost	General Operating	2024A Cap Fac Bond	2018A Bond	OPEB Bond
MN TRUST TERM SERIES	01/27/25	4.97%	4,500,000.00	4,500,000.00	-	-	-
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	-	-	-
TREASURY BILL	07/10/25	4.18%	999,739.31	999,739.31	-	-	-
US TREASURY N/B	09/30/25	4.22%	748,874.02	748,874.02	-	-	-
Susquehanna Community Bank	10/02/25	4.25%	240,900.00	240,900.00	-	-	-
MN TRUST TERM SERIES	01/07/26	4.82%	3,000,000.00	3,000,000.00	-	-	-
MNTrust TERM SERIES	01/26/26	4.25%	2,000,000.00	2,000,000.00	-	-	-
MN TRUST TERM SERIES	05/18/26	4.70%	1,000,000.00	1,000,000.00	-	-	-
STRIPS	11/15/26	4.19%	499,807.02	499,807.02	-	-	-
Federated Institutional Tax-Free Cash Trust		2.74%	286,121.30	-	-	286,121.30	-
Western Alliance Bank	03/03/25	5.07%	239,450.00	-	239,450.00	-	-
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	-	-
GOLDMAN SACHS GOVERNMENT MONEY MARKET		4.96%	4,349,063.85	-	-	-	4,349,063.85
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
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			**22,070,903.34**	**13,940,154.85**	**713,800.00**	**286,121.30**	**7,130,827.19**

ppd:Finance

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: PERSONNEL ITEMS

(Recommended by superintendent)

That the board of education approve the following personnel items:

Management Full Time Retirement
Nancy Stachel – Elementary Principal - Sheridan Hills Elementary
Effective: 7/15/2025
Yrs. Of Service: 9

Certified Full Time Retirement
Joann Chiappetta Baumgardner – Psychologist – RDLS
Effective: 6/6/2025
Yrs. Of Service: 27

Classified Full-Time Paraprofessional for Employment
Laura Pena Granados – Instructional – Richfield Dual Language Elementary
Effective: 12/16/2024
Margarita Sanchez - Special Education – Richfield High School
Effective: 01/02/2025

Classified Full-Time Outreach Worker for Employment
Kimberly Hernandez Xochipiltecalt - Bilingual Outreach – RDLS
Effective: 01/02/2025

Classified Full-Time Paraprofessional Resignation
Kimberly Hernandez Xochipiltecalt - Special Education – Centennial Elementary
Yrs. of Service: 2.25
Effective: 12/20/2024

Classified Part-Time Paraprofessional Leave of Absence
Amal Mohamud – Instructional – Central Education Center
Effective: 12/20/2024

Classified Part-Time Food & Nutrition Services Probationary Termination
Anna Acosta Sanchez - Kitchen Assistant – Richfield High School
Yrs of Service: 0.25
Effective: 12/17/2024

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Staff Professional Boundaries

(Recommended by the superintendent)

A third read of Draft Policy 414: Staff Professional Boundaries & Draft Administrative Guidelines 414.1 & 414.2. Based on staff feedback, the policy draft has been split so that there is now a policy and two guidelines. The policy details the type of employee-student relationships that are not acceptable. Guideline 414.1 encourages best practices for staff to maintain positive relationships with students, parents/guardians and other staff members. Guideline 414.2 lays out expectations for staff members who choose to be privately employed as paid tutors outside of their role in the District.

The draft policy and guidelines have been reviewed by the HR department, the Safe & Supportive Schools parent/guardian, RHS student, RMS student and RCEP student groups, as well as Education Richfield to gather input.

Attorneys are still reviewing these drafts. Final versions will be brought back to the board on 1/21/25 or later.

Changes from the second draft shared with the board on 12/16/24 have been included as redlines.

Attachments:
Draft Policy 414: Staff Professional Boundaries - redlined
Draft Administrative Guideline 414.1: Best Practices for Staff to Build Positive Relationships - redlined
Draft Administrative Guideline 414.2: Tutoring of Students - redlined
MSBA Model Policy 423: Employee-Student Relationships

RICHFIELD PUBLIC SCHOOLS

STAFF PROFESSIONAL BOUNDARIES

I. PURPOSE

Richfield Public Schools is committed to an educational environment in which all people are treated with respect and dignity. Every District employee is to provide students with appropriate guidance, understanding, and direction while maintaining a standard of professionalism and acting within accepted standards of conduct. Additionally, cultivating respectful and professional relationships among staff members is essential to maintaining a safe working environment and acting as role models for students.

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II. DEFINITIONS

A. Professionalism is defined as conducting oneself with responsibility, integrity, accountability and appropriate behavior.

III. GENERAL STATEMENT OF POLICY

A. This policy applies to all District employees at all times, whether on or off duty and on or off of ~~school district~~ District ~~locations~~property. While employees have a reasonable expectation of privacy in their personal lives, this policy primarily governs employee-student relationships, which affect the safety and well-being of students regardless of where and when these interactions take place.

B. At all times, students, parents/guardians, and RPS community members will be treated by all District employees with respect, courtesy, and consideration and in a professional manner, with the understanding that cultural differences may include varying assumptions about what constitutes polite or respectful communication. Each District employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must remain on an employee-student basis with an understanding of appropriate self-disclosure, physical boundaries and decision-making.

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C. Employees must be mindful of their inherent positions of authority and influence over students. While the role of an RPS teacher is to inspire and empower students to learn, grow and excel, employees must also be cautious to avoid promoting a specific personal or political agenda to students.

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D. Sexual relationships between District employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.

E. Other actions that violate this policy include, but are not limited to, the following:

1. Dating students, regardless of the age of the student.

2. Having any interaction/activity of a sexual nature with a student.

3. Committing or attempting to induce students or others to commit an illegal act or act ~~of immoral conduct which may be harmful to others or bring discredit to the District.~~that endangers the health, welfare, safety or education of any student.

4. Supplying alcohol or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring.

5. Using a personal vehicle to transport one or more students, except in the event of an emergency or unforeseen circumstance as described in Policy 653: Field Trips.

6. Allowing a student to use an employee's personal vehicle for any purpose.

~~5.~~7. Giving personal gifts, cards or letters that are unrelated to school activities to an individual student.

F. District employees shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships. Such safeguards may include minimizing physical contact and keeping doors open when meeting with students one-on-one if appropriate.

G. Excessive informal and social involvement with individual students is unprofessional, is not compatible with employee-student relationships, and is inappropriate. Examples of excessive informal and social involvement could include making plans with students outside of school, disclosing unnecessarily personal information to students, complimenting students on factors unrelated to school, using overly familiar nicknames, etc.

1. When an employee has a social connection to a student outside of school that arises from a familial or friend relationship with the student's parent/guardian or neighborhood/community involvement

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with the student's family, that connection is not, in and of itself, considered to be excessive. Employees with this type of social connection to a student's family must be particularly cautious about maintaining professional boundaries with the student at school in order to prevent any appearance of favoritism.

~~1.~~a. An employee who has this type of social connection with a student outside of school may use a personal vehicle to transport the student with prearranged, documented parent/guardian permission. This stipulation is not meant to be used as a substitute for District-provided transportation, but rather to acknowledge that parents/guardians may arrange carpools and other forms of transportation for their own students, and RPS employees need not be excluded from supporting their friends or family in this way simply because they are employees.

2. Employees may encounter students outside of school and need not hide their personal lives, including political activities, from students in these types of coincidental interactions. However, employees should be aware that the political opinions they express in their personal lives could still have a significant impact on their professional relationships with students if those opinions become known.

~~2.~~3. Employees should be mindful that even after a student graduates or leaves the District and becomes an adult, there may still be an uneven power dynamic between the employee and the former student. While friendships with adult former students are allowable, they should be undertaken with caution.

H. Employees must maintain the confidentiality of private student information at all times. Further detail is provided in Policy 581: Protection and Privacy of Pupil Records. Conversations between employees must also protect student dignity (e.g., not gossiping about students with other employees).

I. Employees should not communicate with students using their personal phone numbers ~~or,~~ personal email addresses or any private messaging platform that is not approved by the District. Employees are strongly discouraged from engaging in any social media interaction with students, unless it is through a social media account set up solely to share educational or school-related information. Additional expectations for staff use of social media are outlined in Administrative Guideline 107.2: Social Media.

J. If an employee uses a personal device to take photos of students for school social media or marketing purposes, classroom community building or

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teaching purposes, the employee should delete the photos from their personal device as soon as the photos are shared/used. Exceptions can be made for a limited number of photos of school events to be retained by an employee as keepsakes. Employees must not post identifiable photos of RPS students to their personal social media accounts without documented permission from the student's parent/guardian.

K. Employees should not ~~use~~ leverage their professional relationships with students, parents/guardians, and/or colleagues to ~~private~~ gain personal benefits or advantages. Examples of this could include employees selling items to students, requiring students to complete personal tasks or errands as a form of discipline, asking coworkers to patronize their small business in return for support at work, etc. Delineation of when tutoring students for pay is prohibited or allowable is outlined in Administrative Guideline 414.2: Tutoring of Students.

L. District employees will adhere to applicable standards of ethics and professional conduct ~~in~~ under Minnesota law. Employees who hold professional licenses are also expected to adhere to their governing board's code of ethics related to professional practice.

~~L.~~M. Emergency situations may arise that necessitate the crossing of employee-student boundaries in order to prevent immediate harm to a student or render emergent medical assistance.

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IV. REPORTING AND INVESTIGATION

A. Complaints and/or concerns regarding alleged violations of this policy shall be brought to the building principal, director or supervisor. If the complaint involves the building leader, it shall be brought to the superintendent.

B. All employees shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

V. SCHOOL DISTRICT ACTION

Upon receipt of a report, the District will take appropriate action. Such action may include, but is not limited to, providing expectations and/or directives, warning, suspension, ~~exclusion, expulsion,~~ transfer, remediation, termination, or discharge. It also may include reporting to appropriate state or federal authorities, including the Minnesota Professional Educator Licensing and Standards Board or the appropriate licensing authority and appropriate agencies responsible for investigating reports of maltreatment of minors and/or vulnerable adults. District action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and District policies.

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VI. SCOPE OF LIABILITY

Employees are placed on notice that if an employee acts outside the performance of the duties of the position for which the employee is employed or is guilty of ~~malfeasance,~~ willful neglect of duty~~,~~ or bad faith, the District is not required to ~~defend and indemnify the employee for damages in school related litigation.~~provide legal defense for the employee.

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Legal References:
Minn. Stat. § 13.43, Subd. 16 (Personnel Data)
Minn. Stat. § 122A.20, Subd. 2 (Suspension or Revocation of Licenses)
Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Employment; Contracts; Termination)
Minn. Stat. §§ 609.341-609.352 (Definitions)
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)
Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

Cross References:
Policy 103: Harassment Prohibition
Policy 107: Electronic Use and Communication
Policy 408: Gifts to Employees
Policy 409: Mandated Reporting of Child Neglect or Physical or Sexual Abuse
Policy 410: Mandated Reporting of Maltreatment of Vulnerable Adults
Policy 581: Protection and Privacy of Pupil Records
Policy 926: Public Relations/Involvement

RATIFIED BY THE BOARD OF EDUCATION:

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RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

BEST PRACTICES FOR STAFF TO BUILD POSITIVE RELATIONSHIPS

I. BEST PRACTICES IN BUILDING POSITIVE RELATIONSHIPS WITH STUDENTS

Working together to establish a District culture that respects and accepts differences is a shared responsibility. Relationships and interactions with students should be primarily focused on student success, academic achievement and engagement in school activities. Employees are encouraged to follow these best practices in order to build positive relationships with students:

A. Greet students daily.

B. Engage in classroom and school community-building activities.

C. Learn about students' interests and engage in conversations with them as time allows.

D. Provide positive feedback to students and their parents/guardians for achievements and positive behavior.

~~D.~~E. Take care to create positive interactions with students who have had negative interactions with you in the past.

~~E.~~F. When students are sharing appropriately, ~~Listen~~ listen to ~~students~~ them without judgment or interruption.

G. Encourage student voice and participation in class. Ensure that students are allowed to share differing viewpoints from others.

~~F.~~H. Keep in mind that cultural differences may include varying assumptions about what constitutes polite or respectful communication.

~~G.~~I. Communicate with students outside of class using a District-approved communication platform.

~~H.~~J. Notice and encourage students' unique strengths.

~~I.~~K. Be aware of the impact your communication may have on students, not solely the intent.

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~~J.~~L. Obtain permission before engaging in appropriate physical contact or encroaching on a student's physical space.

~~K.~~M. Share information authentically with students as relevant and appropriate for the activity.

~~L.~~N. Communicate to students that they are valued members of the school and classroom community.

II. BEST PRACTICES IN BUILDING POSITIVE RELATIONSHIPS WITH PARENTS/GUARDIANS

It is the responsibility of each employee of Richfield Public Schools to actively communicate in a way that highlights the educational experiences in the District and promotes effective partnerships between school, home and the community. This responsibility is detailed in Policy 926: Public Relations/Involvement. Additionally, employees are encouraged to follow these best practices in order to build positive relationships with parents/guardians:

A. Welcome all visitors who enter the front office of a school.

B. Use respectful language when communicating with parents/guardians.

C. Communicate with parents/guardians on a regular basis using a District-approved platform.

D. Provide positive feedback to parents/guardians for student achievements and positive behavior.

E. Ensure that trained spoken language interpreters are available and utilized as needed for communication with parents/guardians who speak a language other than English.

F. Keep in mind that cultural differences may include varying assumptions about what constitutes polite or respectful communication.

III. BEST PRACTICES IN MAINTAINING POSITIVE COLLEGIAL RELATIONSHIPS

A safe and positive work environment requires respectful and professional collaboration among colleagues. Employees are encouraged to follow these best practices in order to build positive relationships with coworkers:

A. Use respectful language in communicating with other employees, particularly in front of students.

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B. Address any conflicts or concerns with polite and honest communication, and enlist the help of your supervisor if needed.

C. Welcome new employees.

D. Keep personal devices put away during meetings and active work times in order to be respectful of your colleagues' time.

E. Keep in mind that cultural differences may include varying assumptions about what constitutes polite or respectful communication.

F. Limit conversations with coworkers about private student and staff information to an as needed basis.

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RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

TUTORING OF STUDENTS

I. INTRODUCTION

Richfield Public Schools inspires and empowers each individual to learn, grow and excel. RPS is committed to effectively utilizing the resources of the District in a manner that is equitable for all students. The District strives to provide a variety of academic supports and enriching experiences to accommodate all students' educational needs and interests. Nevertheless, it is accepted that some students may seek out and/or benefit from additional tutoring or private lessons beyond what is offered by the District.

RPS staff members may be privately employed as paid tutors or private teachers outside of their role in the District. If RPS staff members are compensated to teach or tutor RPS students outside of their role in the District, they must adhere to these administrative guidelines in order to avoid a conflict of interest.

II. DEFINITIONS

A. "Tutor" means an instructor or other employee who gives additional, special, or remedial instruction to students.

B. "Volunteer tutor" means an instructor or other employee who gives additional, special, or remedial instruction to students at no cost to the student, to the student's family, or to the ~~district~~District, and who receives no financial ~~remuneration~~ compensation for tutoring.

C. "Paid tutor" means an instructor or other employee who gives additional, special, or remedial instruction to students, and receives some financial ~~remuneration~~ compensation for tutoring, from any source, which could include the student, the student's family, the District, or a third party.

III. GUIDELINES FOR PAID TUTORING OF STUDENTS

A. Private Pay Tutoring of Assigned Students Outside Regular Hours is Prohibited

~~A.~~ Tutoring instruction provided to RPS students by a licensed staff member is prohibited if the student is ~~who are~~ assigned to ~~a~~ the licensed staff member's RPS class and the tutoring is for private pay and/or outside of regular duty hours ~~is prohibited~~.

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B. Tutoring During Regular Duty Hours is Encouraged (No Extra Pay)

~~B.~~ Tutoring instruction provided to RPS students before or after school but during the licensed staff member's regular duty hours is encouraged~~.~~, ~~No~~ but no extra pay ~~is authorized~~will be provided~~, because such help~~. This type of tutoring is considered part of the staff member's regular contract duties.

C. Private Pay Tutoring Outside School Facilities for Unassigned Students is Allowed

~~C.~~ Tutoring instruction provided to RPS students who are not assigned to ~~a~~ the licensed staff member's RPS class is allowed for private pay, but it must occur outside of regular duty hours ~~is permitted, as long as it takes place~~ and outside of school facilities. Staff members are ~~advised to disclose their plans in advance to~~asked to notify their RPS supervisor about their plans in advance.

D. RPS staff members are not permitted to use District resources or parent/guardian contact information to advertise any private tutoring services.

E. RPS staff members are encouraged to apply for additional casual work assignments through RPS Community Education and/or Extended Learning (Beacons, DREAMS Academy, Credit Recovery, etc.) as tutors or private instructors.

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423 EMPLOYEE-STUDENT RELATIONSHIPS

I. PURPOSE

The school district is committed to an educational environment in which all students are treated with respect and dignity. Every school district employee is to provide students with appropriate guidance, understanding, and direction while maintaining a standard of professionalism and acting within accepted standards of conduct.

II. GENERAL STATEMENT OF POLICY

A. This policy applies to all school district employees at all times, whether on or off duty and on or off of school district locations.

B. At all times, students will be treated by teachers and other school district employees with respect, courtesy, and consideration and in a professional manner. Each school district employee is expected to exercise good judgment and professionalism in all interpersonal relationships with students. Such relationships must be and remain on a teacher-student basis or an employee-student basis.

C. Teachers must be mindful of their inherent positions of authority and influence over students. Similarly, other school district employees also may hold positions of authority over students of the school district and must be mindful of their authority and influence over students.

D. Sexual relationships between school district employees and students, without regard to the age of the student, are strictly forbidden and may subject the employee to criminal liability.

E. Other actions that violate this policy include, but are not limited to, the following:

1. Dating students.

2. Having any interaction/activity of a sexual nature with a student.

3. Committing or attempting to induce students or others to commit an illegal act or act of immoral conduct which may be harmful to others or bring discredit to the school district.

4. Supplying alcohol or any illegal substance to a student, allowing a student access to such substances, or failing to take reasonable steps to prevent such access from occurring.

F. School district employees shall, whenever possible, employ safeguards against improper relationships with students and/or claims of such improper relationships.

[Note: Such safeguards may include the following: avoiding altogether or minimizing physical contact, keeping doors open when talking or meeting with students one-on-one, and/or making sure that such meetings with a student take place in rooms with windows and/or others nearby.]

G. Excessive informal and social involvement with individual students is unprofessional, is not compatible with employee-student relationships, and is inappropriate.

H. School district employees will adhere to applicable standards of ethics and professional conduct in Minnesota law.

III. REPORTING AND INVESTIGATION

A. Complaints and/or concerns regarding alleged violations of this policy shall be handled in accordance with MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons) unless other specific complaint procedures are provided within any other policy of the school district.

B. All employees shall cooperate with any investigation of alleged acts, conduct, or communications in violation of this policy.

IV. SCHOOL DISTRICT ACTION

Upon receipt of a report, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. It also may include reporting to appropriate state or federal authorities, including the Minnesota Professional Educator Licensing and Standards Board or the appropriate licensing authority and appropriate agencies responsible for investigating reports of maltreatment of minors and/or vulnerable adults. School district action taken for violation of this policy will be consistent with requirements of applicable collective bargaining agreements, Minnesota and federal law, and school district policies.

V. SCOPE OF LIABILITY

Employees are placed on notice that if an employee acts outside the performance of the duties of the position for which the employee is employed or is guilty of malfeasance, willful neglect of duty, or bad faith, the school district is not required to defend and indemnify the employee for damages in school-related litigation.

Legal References:
Minn. Stat. § 13.43, Subd. 16 (Personnel Data)
Minn. Stat. § 122A.20, Subd. 2 (Suspension or Revocation of Licenses)
Minn. Stat. § 122A.40, Subds. 5(b) and 13(b) (Employment; Contracts; Termination)
Minn. Stat. §§ 609.341-609.352 (Definitions)
Minn. Stat. Ch. 260E (Reporting of Maltreatment of Minors)
Minn. Stat. § 626.557 (Reporting of Maltreatment of Vulnerable Adults)
Minn. Rules Part 3512.5200 (Code of Ethics for School Administrators)
Minn. Rules Part 8710.2100 (Code of Ethics for Minnesota Teachers)

Cross References:
MSBA/MASA Model Policy 103 (Complaints – Students, Employees, Parents, Other Persons)
MSBA/MASA Model Policy 211 (Criminal or Civil Action Against School District, School Board Member, Employee, or Student)
MSBA/MASA Model Policy 306 (Administrator Code of Ethics)
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSBA/MASA Model Policy 414 (Mandated Reporting of Child Neglect or Physical or Sexual Abuse)
MSBA/MASA Model Policy 415 (Mandated Reporting of Maltreatment of Vulnerable Adults)
MSBA/MASA Model Policy 421 (Gifts to Employees and School Board Members)
MSBA/MASA Model Policy 507 (Corporal Punishment)

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Legislative Platform

(Recommended by the superintendent)

Passage upon a third read of the RPS 2025 legislative platform. The purpose of a legislative platform is to define the areas that Richfield Public Schools will advocate for at a state policy level. This could include board members meeting with local legislators to communicate these priorities, as well as board or staff members testifying to the legislature when these advocacy areas are addressed.

The highlighted items have been carried over with no changes from the RPS 2024 legislative platform.

Attachments:
RPS Draft 2025 Legislative Platform
RPS Draft 2025 Legislative Platform with Additional Notes
AMSD 2025 Legislative Platform
MSBA 2025 Legislative Platform
Draft MASA 2025 Legislative Platform

RICHFIELD PUBLIC SCHOOLS

Enriching and accelerating learning

Enriqueciendo y acelerando el aprendizaje

Richfield Public Schools 2025 Legislative Platform

CONTINUE TO SUPPORT FULL FUNDING OF REQUIREMENTS

- Provide permanent funding for future compensatory revenue left in jeopardy due to universal free meals.[1,2,3]
- Establish ongoing funding for unemployment insurance and paid family medical leave costs.[1,2,3]
- Fully close the gaps in funding for English Learner and Special Education programming.[1,3]
- Provide for universal prekindergarten through a single, unified funding source.[3]

DIVERSIFY STAFF WORKFORCE AND PROMOTE EQUITABLE OUTCOMES

- Enact protections for immigrant and refugee families in MN.
- Ensure that districts can maintain student and staff data privacy.
- Continue to expand programs and incentives to attract, develop and retain teachers of color. [1]
- Increase funding for targeted services and allow funding to cover culturally responsive and innovative summer programming. [1]

REDUCE MANDATES AND ENHANCE LOCAL CONTROL

- Protect school districts' ability to support all students, particularly those who could be negatively impacted by new federal policies.
- Fund existing mandates and oppose new unfunded mandates. [1,2]
- Allow districts to choose which standardized tests to complete at the high school level. [1,2]
- Reduce special education paperwork requirements to allow teachers to spend more time with students.

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[1] Aligned to the AMSD Legislative Platform
[2] Aligned to the MSBA Legislative Platform
[3] Aligned to the MASA Legislative Platform
Items highlighted in blue remain the same from the RPS 2024 Legislative Platform.

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RICHFIELD PUBLIC SCHOOLS

Enriching and accelerating learning

Enriqueciendo y acelerando el aprendizaje

Richfield Public Schools 2025 Legislative Platform Additional Notes Document

CONTINUE TO SUPPORT FULL FUNDING OF REQUIREMENTS

- Provide permanent funding for future compensatory revenue left in jeopardy due to universal free meals. [1,2,3]
    - During COVID, free/reduced eligibility dropped 9% in RPS due to universal free meals, resulting in about a $1 million reduction in annual compensatory funding. This flipped back in the 22-23 year with the return to the previous meal model.
    - In 23-24, with universal free meals, there was a 5% drop in free/reduced eligibility, with funding temporarily held harmless.
    - In 24-25, there was a further 4.2% drop in eligibility, which will bring a projected $1.4 million decrease in compensatory funding compared to the 22-23 year.
- Establish ongoing funding for unemployment insurance and future paid family medical leave costs.[1,2,3]
    - In the summer of 2024, 74 RPS employees claimed unemployment benefits, for a total cost of $205,982.78.
    - The costs of future paid family medical leave are unknown.
    - Short-term funding has been allocated, but in the long term, districts and staff members will have to shoulder the cost.
- Fully close the gaps in funding for English Learner and Special Education programming.[1,3]
    - Despite increased funding last year, RPS still has a shortfall of $3.1 million for special education and EL programming that must be covered by the general education budget.
- Provide for universal prekindergarten through a single, unified funding source.[3]
    - RPS had been offering free half-day PreK, but families must now pay a fee for PreK unless their student meets the eligibility criteria for free programming.

- PreK funding is currently accessed through a combination of program sources that are separated from K-12 funding.

DIVERSIFY STAFF WORKFORCE AND PROMOTE EQUITABLE OUTCOMES

- Enact protections for immigrant and refugee families in MN.
  - RPS enrollment of new-to-country students has increased significantly in the past two years.
- Ensure that districts can maintain student and staff data privacy.
  - RPS collects private family identification data through free/reduced eligibility forms, student health data through RHRC, student behavior data, etc.
  - We would not be able to serve our students as effectively if we cannot ensure that this data will remain private.
- Continue to expand programs and incentives to attract, develop and retain teachers of color.[1]
  - Despite funding support and programming, Minnesota has only increased from 4% to 6% teachers of color.
  - RPS teachers of color have increased from 11% (2018) to 18.5% (2024).
- Increase funding for targeted services and allow funding to cover culturally responsive and innovative summer programming.[1]
  - RPS has cultivated partnerships that provide culturally relevant and engaging programming during the summer. These partnerships cannot be covered by current targeted services funding.
  - RPS must write grants and find external funding to support relevant, engaging and enriching programming, such as the 21st Century grant (approx. $50,000 for last summer).

REDUCE MANDATES AND ENHANCE LOCAL CONTROL

- Protect school districts' ability to support all students, particularly those who could be negatively impacted by new federal policies.
  - RPS has an equity policy and a gender inclusion policy that have been approved by the board. Our autonomy as a district to enact and carry out these policies should be protected by the state.
- Fund existing mandates and oppose new unfunded mandates.[1,2]

    - ESST, universal free meals, summer unemployment, family medical leave, READ Act, period products, etc. are all new requirements that have not had full funding behind them.
- Allow districts to choose which standardized tests to complete at the high school level.[1,2]
    - The high school MCA has few, if any direct benefits to students (could be used for course placement at some post-secondary institutions). Overall, it is designed to assess the school, not the individual student.
    - The ACT and SAT are no longer consistently required by most postsecondary institutions. A shorter version of the ACT is scheduled to come out this spring, which may be more utilized.
- Reduce special education paperwork requirements to allow teachers to spend more time with students.
    - Current requirements from the state include additional paperwork beyond federal expectations.

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[1] Aligned to the AMSD Legislative Platform
[2] Aligned to the MSBA Legislative Platform
[3] Aligned to the MASA Legislative Platform

Association of Metropolitan School Districts

LEGISLATIVE PLATFORM

2025

Keeping Students at the Center

Public education is foundational to Minnesota's future prosperity.

Our ability to compete in the global economy is directly tied to our success in closing the significant racial and socioeconomic disparities in our educational outcomes. All students, and all Minnesotans, will benefit when each and every student has access to an equitable and excellent education.

The AMSD Board of Directors has identified the following priorities to help stabilize school budgets and create more equitable academic opportunities for all students.





ABOUT AMSD

The Association of Metropolitan School Districts represents 47 K-12 school districts and six intermediate / cooperative districts. AMSD member school districts enroll more than one-half of all public school students in Minnesota, with the mission to lead the transformation of public education.

AMSD stands ready to assist state policymakers by providing current research and data to help them make informed decisions.

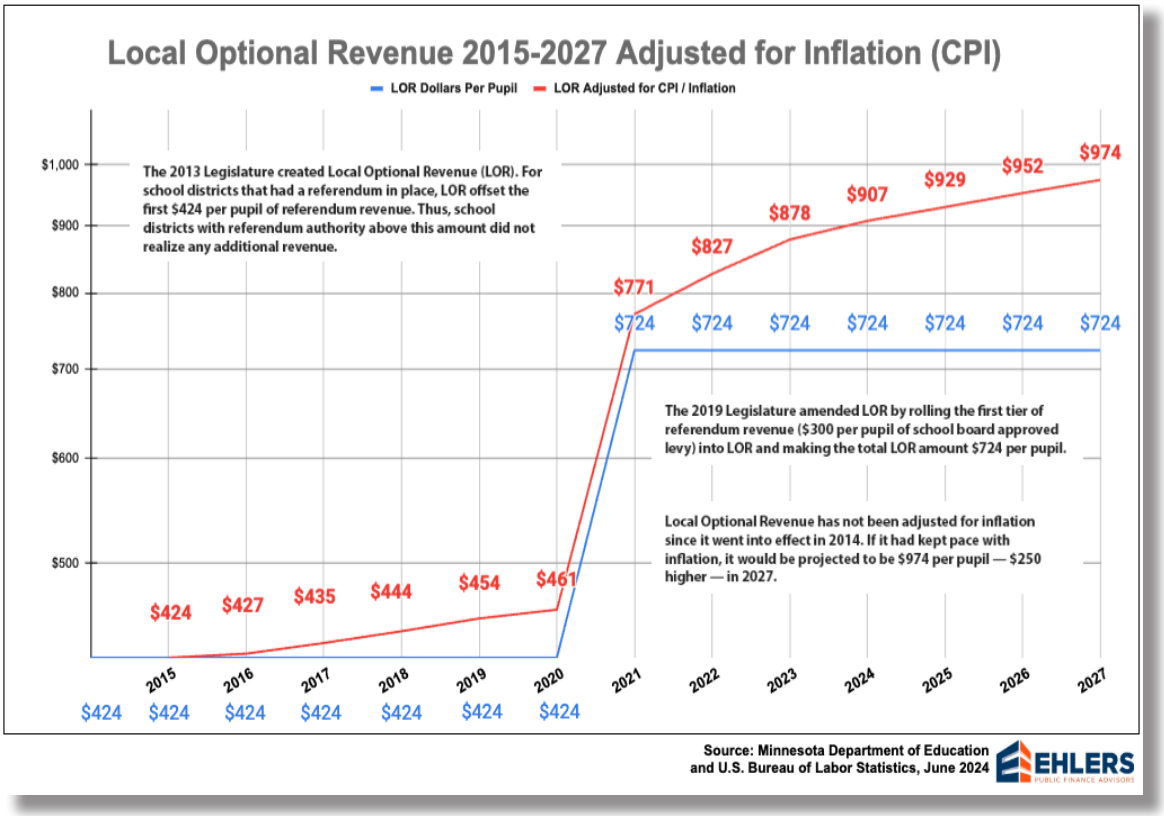
AMSD

Association of Metropolitan School Districts

FUNDING PRIORITIES

A stable and equitable system must provide the resources necessary to meet state mandates and recognize real inflationary cost pressures. AMSD member school districts are facing major budget shortfalls in the wake of rising costs and expansive new requirements and expectations for our schools.

To help stabilize school budgets and mitigate significant staff layoffs, the Governor and Legislature should:



- Increase the formula allowance by 3 percent over current law for FY26 and FY27;
- Increase Local Optional Revenue from $724 to $974 per pupil to recover ground lost to inflation since the program was established in 2014 and link it to the formula;
- Provide funding to cover the state mandated costs of the Minnesota Unemployment Insurance and Paid Leave programs;
- Provide additional funding for teacher training and curriculum to ensure a successful implementation of the Read Act;
- Stabilize the compensatory funding formula by including additional criteria to identify families and students eligible for compensatory services;
- Increase the allowance for the Extended Time program so school districts can extend the school day, week and/or year to help all students succeed;
- Reduce the cross-subsidies in the special education and English learner programs;
- Strengthen programs such as the Grow Your Own and teacher apprenticeship programs to recruit and retain teachers of color and teachers in shortage areas, and maintain and expand pathways to teacher licensure; and
- Increase equalization of the operating referendum, local optional, and debt service levies in the omnibus tax bill to reduce taxpayer and education funding disparities.

AMSD

Association of Metropolitan School Districts

ENHANCE STUDENT-CENTERED LEARNING

State policymakers should expand student-centered learning opportunities to allow school districts to create meaningful and personalized experiences that prepare students for future success. Specifically, the Governor and Legislature should:



- Broaden the definition of hours of instruction to allow students to earn credit for learning wherever it occurs;
- Create a legislative working group to study existing barriers to student-centered learning and craft recommendations for improvement;
- Replace the high school MCA exams with a nationally recognized college entrance exam; and
- Direct the Minnesota Department of Education to appoint a working group to build on the Future Assessment Design Working Group recommendations from 2017 and leverage existing state expertise, including researchers, practitioners, and stakeholders, to develop an assessment system that better supports student-centered learning.



ENSURE SAFE SCHOOLS FOR STUDENTS AND STAFF

To protect public assets and ensure safe and secure learning environments for students and staff, state policymakers should:

- Increase the per pupil allocation for the Long-Term Facilities Maintenance (LTFM), Operating Capital, and Lease Levy programs to recover ground lost to inflation since 2014 and expand the allowable uses of LTFM revenue to include security modifications and additions for instructional space;
- Allow limited removal time from class within Non-Exclusionary Discipline (NED) to enable schools to plan effective reentry supports and interventions to ensure safe classrooms; and
- Increase the Safe Schools Levy.

Association of Metropolitan School Districts

MEMBER DISTRICTS

Anoka Hennepin Schools • Bloomington Public Schools • Brooklyn Center Community Schools • BrightWorks • Buffalo-Hanover-Montrose Schools • Burnsville-Eagan-Savage School District • Centennial School District • Columbia Heights Public Schools • Duluth Public Schools • Eastern Carver County Schools • Eden Prairie Schools • Edina Public Schools • Elk River Area Schools • Farmington Area Public Schools • Fridley Public Schools • Hastings School District • Hopkins Public Schools • Intermediate School District 287 • Intermediate School District 917 • Inver Grove Heights Schools • Lakeville Area Public Schools • Mahtomedi Public Schools • Mankato Area Public Schools • Minneapolis Public Schools • Minnetonka Public Schools • Mounds View Public Schools • Northeast Metro Intermediate School District 916 • North St. Paul-Maplewood-Oakdale School District • Northwest Suburban Integration School District • Orono Schools • Osseo Area Schools • Prior Lake-Savage Area Schools • Richfield Public Schools • Robbinsdale Area Schools • Rochester Public Schools • Rockford Area Schools • Rosemount-Apple Valley-Eagan Public Schools • Roseville Area Schools • Shakopee Public Schools • South St. Paul Public Schools • South Washington County Schools • SouthWest Metro Intermediate District • Spring Lake Park Schools • St. Anthony-New Brighton School District • St. Cloud School District • St. Louis Park Public Schools • St. Michael-Albertville Schools • St. Paul Public Schools • Stillwater Area Public Schools • Wayzata Public Schools • West St. Paul-Mendota Heights-Eagan School District • Westonka Public Schools • White Bear Lake Schools

RESTORE MANAGERIAL RIGHTS AND ENHANCE LOCAL CONTROL

School districts need time to implement the new programs and requirements adopted during the last biennium. AMSD urges state policymakers to refrain from enacting any new mandates and:

- Repeal the requirement that locally elected school boards negotiate e-learning days, student testing, and student-to-staff ratios;
- Allow locally elected school boards to renew an existing capital project levy at the same rate after a public hearing;
- Require any individual submitting a data request to identify themself and the organization they represent and allow districts to recover the rapidly escalating costs, including legal costs, associated with these requests;
- Allow school boards to establish the school calendar that best meets the needs of their students, staff, and community;
- Allow school districts to publish official proceedings on the district website in lieu of publishing them in a newspaper; and
- Eliminate the state requirement of a three day notice for remote school board meeting access.



STAY CONNECTED WITH AMSD

Website: www.amsd.org
X: @amsdmn
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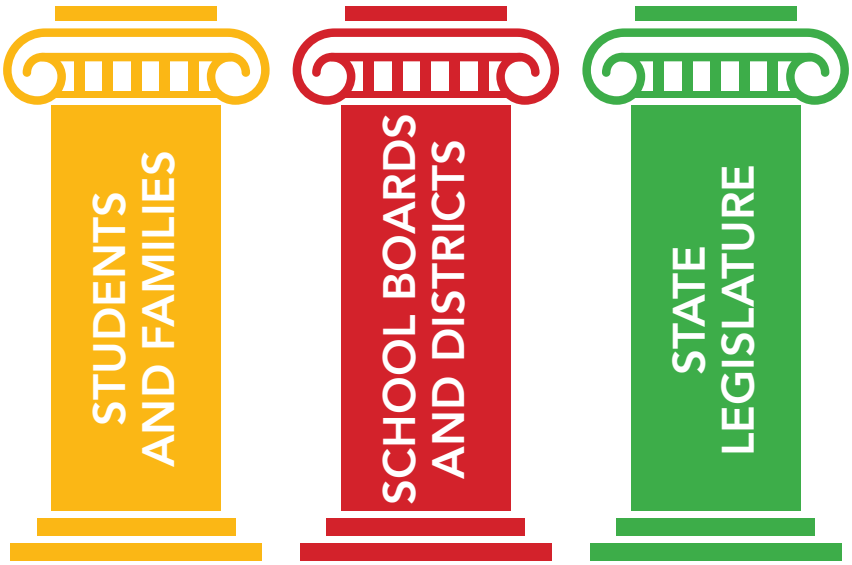
  Lori Grivna
  lori@amundsonstrategies.com

LEGISLATIVE PLATFORM FOR 2025

Pillars to Strong Minnesota Public Schools

Public education is one of the fundamental pillars of a thriving community and state. Every day, our schools open their doors to a diverse body of students with unique dreams, goals and aspirations. In these classrooms, students develop essential skills in - reading, math, writing, critical thinking and civic engagement – tools that prepare them for success in an increasingly complex world whether their path leads to college, careers or community service.

Public education is an important investment in our students and in the future of our state. It is our school districts' duty to prepare students for a multi-cultural world and workplace.



The difficult reality is our Minnesota public schools are underfunded. Despite recent funding, districts continue to experience budget shortfalls that lead them to go to the taxpayers for operating levies, tap into budget reserves, and unfortunately, make cuts that negatively impact student learning. Now is the time to build on the past progress and address funding gaps worsened by inflation, new requirements, declining enrollment and the expiration of federal funds.

The Minnesota School Boards Association (MSBA) is a statewide advocate for public education, representing 331 school districts and over 2,450 elected school board members. Our school boards serve a diverse body of nearly 870,000 students in districts ranging in size from fewer than 100 students to over 38,000.

38.6%
students of color

42.4%
low-income

1.2%
homeless

9.7%
English learners

18.5%
special education

MSBA Funding Priorities for 2025

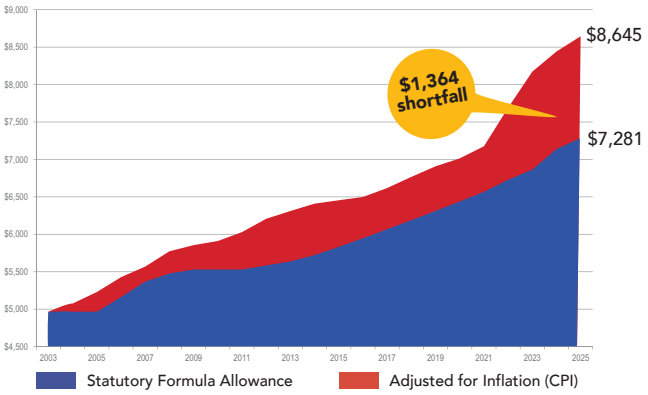
Increase the General Education Formula

An increase in the general education formula benefits all districts, including other formulas – English learner (EL), compensatory, declining enrollment, sparsity, and transportation sparsity.

Our school districts require an additional 3 percent (approximately $673 million for the biennium) to address the rising costs of basic school operations (energy, transportation, insurance, curriculum, food, wages and benefits).

Without inflationary dollars since 2003, districts have lost the buying power of the formula, creating a shortfall of $1,364 per pupil. Increased dollars on the general education formula would provide all schools with approximately $223/$227 per pupil FY26/FY27.

Inflationary Shortfall of the General Education Formula Allowance, 2003-2025



Compensatory Funding Formula

Ensure school districts are held harmless in compensatory funding allocations while expanding the criteria beyond direct certification and free and reduced-price lunch forms. Incorporate additional measures to better identify and address students' needs for services.

Long-term Facilities Maintenance Revenue (LTFM)

Remove the cap on LTFM, allowing all districts, not just a handful, to access funding for essential facilities maintenance based on a 10-year plan, approved by the school board and the Commissioner. If the cap is not lifted, we ask that roofs, pavement and security be added as allowable expenditures. This will provide fair and adequate resources for all schools to maintain safe and functional school facilities – a fundamental expectation of the public.

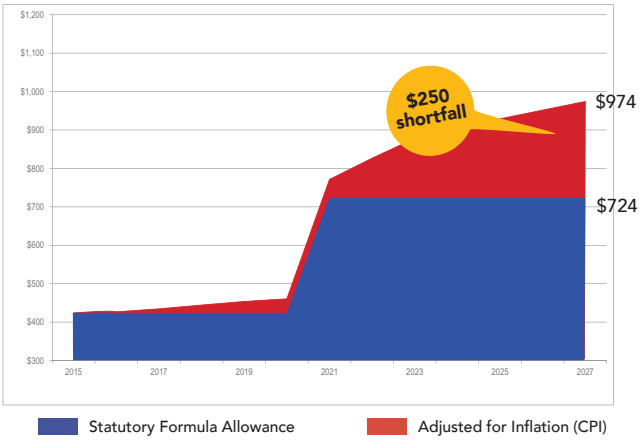
Funding for New Benefits

Fully fund the new Paid Leave statewide initiative. Fully fund summer unemployment insurance for non-licensed staff or repeal the law. Maintain ESST as a separate benefit to uphold its intended purpose while allowing for reasonable employer safeguards.

Local Optional Revenue Levy Adjustment (LOR)

Increase the LOR school board levy authority from $724 per student to $974 per student to adjust for inflation beginning with its inception. The additional $250 per pupil would significantly reduce financial burdens for districts.

Inflationary Shortfall of the Local Optional Revenue (LOR) Allowance, 2015-2027



MSBA Policy Priorities for 2025

Local School Board Authority
Maintain local decision-making. Review, modify, or repeal existing unfunded mandates where possible. Resist any new mandates. Allow school boards greater flexibility to: transfer fund balances, expand uses of Fund 2 dollars, continue the substitute teacher pilot program but eliminate the $200 minimum pay, modify the qualifications for student support personnel aid, and/or broaden the classification of Type III vehicles.

Restore Managerial Rights
Repeal the requirement that local school boards negotiate "adult to student ratios" in classrooms, "student testing" and "student to personnel ratios" as terms and conditions in collective bargaining. Reinstate the "number of personnel" in matters of inherent managerial policy.

Capital Projects Levy
Grant school boards the authority to renew a capital projects levy one time, enabling stability in funding for equipment, facilities, supplies and technology related initiatives. This request is modeled after the 2023 operating referendum renewal.

Data Requests
Amend Minnesota Government Data Practices Act to authorize school districts to assess and recover actual costs of searching and retrieving government data if the requesting individual abandons or fails to inspect the data once it has been prepared.

Open Meeting Law
Eliminate the three-day notice requirement for remote meetings to allow board members to participate in meetings remotely in case someone is sick or can't attend in person after the three-day posting.

School Attendance Initiatives
Launch a statewide campaign to promote and engage families and students in the benefits of consistent school attendance. Extend the enrollment drop period for student absences from 15 days to at least 20 days, facilitating continued support for students facing barriers to attendance.

Standardized Testing for High School Students
Minnesota should transition from the high school Minnesota Comprehensive Assessment (MCA) to the widely accepted, nationally recognized ACT, aligning assessments more closely with career and college readiness. The ACT not only helps students see the direct connection between their efforts in high school and future career paths, but it opens doors to those who may not have considered post-secondary education a path forward.

Broaden Definition of Instructional Hours
To better prepare students for future careers and post-secondary options, we must broaden the definition of instructional hours. This change would allow students to access more electives and courses that aligns with students' interests and career goals.

Recent legislative changes in credit requirements for graduation limit the valuable career pathways to meaningful coursework. By offering more flexibility in instructional hours, we can provide a wider range of electives and hands-on learning experiences that support students' individual paths, whether toward college or vocational careers. This approach ensures students earn credit for their efforts and schools receive funding for offering meaningful educational opportunities.

Voluntary Pilot Program for Extended School Year
Allow school districts to voluntarily explore extending the school year, aimed at improving student achievement and addressing workforce challenges.

Stabilize Workforce
Support policies to address the shortage of staff by reducing barriers to licensing and hiring.

Minnesota Association of School Administrators

2025 Legislative Priorities

Ensuring Ongoing Support for Public Education

In 2023, the legislature made strides in addressing the financial challenges faced by school districts. However, school districts continue to struggle due to years of underfunding, persistent staff shortages, and the introduction of new mandates.

For the 2025 legislative session, MASA urges the legislature to build on that progress by continuing to close the remaining funding gaps, fully funding the new mandates passed over the past two years, and granting schools the flexibility they need to effectively support students and expand the educator workforce.

Local Control and Flexibility

- **Renew capital levies locally**
- **Promote effective discipline policies**
- **Allow for flexible learning environments**

Adequate Funding

- **Increase the basic formula**
- **Fund unemployment insurance**
- **Eliminate cross-subsidies**
- **Fix compensatory funding**

Expand Educator Workforce

- **Broaden licensure & alternative pathways**
- **Improve educator pension benefits**
- **Require teacher preparation programs to train teacher candidates in the science of reading**

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Minnesota Association of School Administrators

2025 Legislative Priorities

Adequate Funding

- Provide a 3% basic formula increase over current law.
- Permanently fund summer term unemployment insurance.
- Establish a district-level hold harmless for compensatory funding and direct a study group to recommend a long-term solution.
- Eliminate the cross-subsidies for English learner programming and special education.
- Increase local optional revenue to $974 per pupil.
- Increase long-term facilities maintenance revenue and provide additional flexibility in its uses.
- Expand access to voluntary pre-kindergarten.
- Provide funding for staff training for non-exclusionary discipline and restorative practices.
- Increase Safe Schools funding to provide resources for addressing cybersecurity concerns.

Educator Workforce

- Improve pension benefits including establishing a career 60 and 30 rule, reducing the early retirement penalty from 7% to 5%, and removing the TIER II retiree cost of living adjustment delay.
- Increase funding for programs that expand the educator workforce and broaden pathways for hard-to-fill subject areas such as science, special education, and career and technical education.
- Expand alternative pathways to teacher licensure, including movement between tiers and paraprofessional-to-teacher training programs.
- Remove caps on out-of-field permissions and remove posting deadlines.
- Support restorative practices and student discipline through locally determined policies.
- Require teacher preparation programs to train teacher candidates in the science of reading.

Local Control and Flexibility

- Allow districts to design school calendars aligned with community needs.
- Focus on learning outcomes instead of seat time.
- Permit school boards to renew existing capital project levies after a public hearing.
- Enable school districts to recover expenses for staffing and legal fees tied to data requests.
- Refine earned safe and sick time (ESST) and Paid Leave (PL) to ensure alignment with locally negotiated contracts.
- Support non-exclusionary discipline and restorative practices through locally determined policies.
- Establish a study group to review and recommend updates to state laws concerning homeschooling and the Post-Secondary Enrollment Options (PSEO) program.

About MASA

As advocates of a world-class education for Minnesota's learners, MASA's members serve as the leading voice for public education, shape and influence the state and national education agenda, and empower leaders through high-quality professional learning, services, and support. MASA members include more than 600 superintendents, directors of special education, curriculum and technology leaders, other central office administrators, service providers, business partners, and retirees.

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OLD BUSINESS – For Action **Agenda Item V.C.**

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

SUBJECT: Updated Preschool sliding scale fee

(Recommended by the superintendent)

That the board approves the proposed changes to preschool and prekindergarten fees for the 2025-2026 school year. This item was approved by the board at the meeting on December 16, 2024 with the understanding that these additional changes would be forthcoming.

Background Information

(Prepared by Amy Skare-Klecker & Mary Clarkson)

We previously provided access to free prekindergarten for 4 year olds through the state's voluntary prekindergarten (VPK) program. However, new legislation requires students/families to meet eligibility requirements to participate in free preschool programs funded through VPK.

We will work closely with families to determine eligibility and many families will still qualify for free VPK. For those that don't meet eligibility, we need to establish a sliding fee scale for our 4 year old, half-day preschool. In order to keep pace with rising costs, we also are updating the pricing for 3 year old preschool. The last change to those fees was in FY23.

These fee changes are in line with other area preschools and represent about a 4% increase to our current pricing. Please note changes after the December 16 board meeting.

- Fixed typo errors in annual income guidelines.
- Provided formula for the income guidelines as they will change along with the federal poverty guidelines

- Adding pricing comparisons to other districts

District	Two day a week	Three day a week	5 day a week
Bloomington	$164	$246	$410
Roseville	$168	$220	NA
St Louis Park	$220	$295	$455
Hopkins	NA	$290	$453
West St Paul	$176	$246	$396
North St Paul/Maplewood/ Oakdale	$166	$249	NA
Edina	$280	$425	$680

USE THIS CHART TO DETERMINE YOUR TUITION LEVEL AND COST ***Eligibility for free or reduced-price preschool can also be based on other factors***			
HOUSEHOLD SIZE	**Level 1 (annual income) Educational Benefits 185% of Federal Poverty Guidelines**	**Level 2 (annual income) 240% of Federal Poverty Guidelines**	**Level 3 (annual income)**
2	$0 - $37,814	$37, 815 - $49,056	$49,057 +
3	$0 - $47,767	$47,768 - $61,968	$61,969 +
4	$0 - $57,720	$57,721 - $74,880	$74,881 +
5	$0 - $67,673	$67,674 - $87,792	$87,793 +
6	$0 - $77,626	$77,627 - $100,704	$100,705 +

7	$0 - $87,579	$87,580 - $113,616	$113,617+
8	$0-$97,532	$97,533- $126,528	$126,529+
Continue Formula for additional family members. Add $5380 to federal poverty guidelines and multiply by percentages above			
MONTHLY TUITION FEE (all programs are half day)			
Preschool for 3's, 2 days per week	$0	$120	$160
Preschool for 3's, 3 days per week	$0	$172.50	$230
Prekindergarten for 4's 5 days per week	$0	$292.50	$370

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Review 2024 Board Member Represent a School Assignments

(Recommended by superintendent)

That the board review the 2024 Represent a School Assignments.

Represent a School Assignments	2024 Appointments
Central Education Center	Kirk Spencer
Centennial Elementary	Paula Cole
Sheridan Hills Elementary	Tim Pollis
R-STEM Elementary	Rachel Banks Kupcho
RDLS	Paula Cole
Richfield Middle School	Kirk Spencer
Richfield High School	Eric Carter
RCEP	Ken Liss
South Education Center	Tim Pollis

Attached:
Administrative Guideline 926.2: Represent a School Program

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINE

REPRESENT A SCHOOL PROGRAM

One of the objectives of the board of education is to foster a positive climate by increasing board member visibility in the schools. One way by which this objective can be accomplished is to have each board member "represent a school," attempting to schedule occasional visits during the school day and participating in selected school activities throughout the school year.

A. PURPOSE OF "REPRESENTING A SCHOOL"

1. To provide increased opportunities for face-to face contact between individual board members and students, teachers, and parents.

2. To provide an opportunity for a more direct, in-depth exposure to Richfield Public Schools programs and activities than can be obtained through written and oral reports or through occasional visits to a variety of schools.

3. To ensure that all buildings are visited, without placing an undue burden on any one board member.

B. ROLE OF BOARD MEMBER IN "REPRESENTING A SCHOOL"

1. In "representing" a building, each board member will try (as their schedule permits) to attend late afternoon or evening functions that facilitate exposure to students, staff, and parents. From time to time, a board member liaison may also wish to visit during school hours, as arranged with the principals.

2. The "representation" is not meant to be a burden either to the board member or to the school which the board member is representing. The representation is not intended to alter the respective roles of board members as districtwide policymakers; principals as building managers and leaders; and the superintendent as the conduit for bringing issues and concerns which have policy, personnel or financial implications to the board for discussion and action.

C. PRINCIPAL'S ROLE IN FACILITATING THE REPRESENTATION

1. The principal can keep the board member informed by placing them on the school mailing list, so that any material a parent would receive would likewise be sent to the board member (e.g. parent group materials, school newsletter, special announcements, etc.)

2. If the board member wishes to visit during the school day, the principal would be expected to facilitate the visit in the same manner as the principal would facilitate a parent visit. Any guidelines for visitations that apply to parents or other visitors would also be expected to apply to board member visits.

D. ASSIGNMENT OF BOARD MEMBERS TO BUILDINGS

On a yearly basis, board members will collaboratively discuss and agree upon “represent-a-school” assignments for the upcoming calendar year.

Dated: August 7, 2000
Reviewed: March 5, 2007
Revised: December 3, 2018; May 1, 2023

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Review 2024 Board Liaison Assignments

(Recommended by superintendent)

That the board review the 2024 Board Liaison Assignments.

ORGANIZATION	PURPOSE	MEETING SCHEDULE & LOCATION	2024 Assignments
Activities Advisory and Fundraising Advisory Committees	Provides students, families, and Richfield community opportunities for learning & participating beyond the classroom.	District boardroom, typically 2nd Monday of the month, 6:30 – 8 p.m. Activities Advisory – February 12, April 8 Fundraising Advisory – January 29, March 11	Carter Peterson Unowsky
Association of Metropolitan School Districts (AMSD)*	AMSD's primary task is to lobby at the state level for the needs of metropolitan school districts.	7 – 9 a.m. Quora Education Center (70 W. Cty Rd B2, Little Canada 55117) February 2, March 1, April 5, May 3, May 24	Carter Unowsky Cole (Alternate) Daniels (Alternate)
Business/Career & Technical Education Advisory Board	Provide input to align RPS career & technical education programming to the needs of the community.	Meets quarterly.	Carter Ward
Community Education Advisory Council*	The mission of Community Ed is to bring together school and community services.	Last Monday of the month, 6 - 7:30 p.m. Central Education Center January 29, February 26, April 22	Cole Skare-Klecker
District Construction Committee	Reviews construction project proposals and progress updates.	Meets as needed	Pollis Holje
District Curriculum Advisory Committee*	Parents, administration, and school staff – advise & support the implementation of the curriculum.	Meets quarterly on Wednesdays, 5 – 6:30 p.m. Virtual February 7, April 17	Liss Daniels Ward Gens
District Insurance Advisory Committee & Negotiations Representatives	Insurance Advisory Committee provides input on employee benefits programs.	Insurance Committee: Typically 2nd Wednesday of the month, 3:45 – 5 p.m. February 7, March 6, April 3 Negotiations Team meets as needed	Pollis (Insurance & Negotiations) Spencer (Negotiations) Holje
District Technology Advisory Committee	Provides input on our technology infrastructure project, K-12 digital and media literacy standards, digital learning model, etc.	Meets 4 times per year, 5 – 6:30 p.m. District Office Boardroom February 21, April 18	Carter Klinge

Fiscal Planning Advisory Committee*	The purpose of FPAC is to provide advice to the superintendent in areas of budget and finance planning.	2nd Monday of the month 6:30 – 8 p.m. District Office boardroom February 12, March 11, April 8, May 13	Spencer Holje Gilligan
Friends of Wood Lake (FOWL) Board of Directors	Advocacy and fundraising group in support of the nature center.	Typically 3rd Thursday of the month, 4:30 p.m. Hybrid meetings – Wood Lake or online Feb. 15, Mar. 15, Apr. 18, May 6, June 20, Aug. 15, Sept. 19, Oct. 17, Nov. 21	Liss
Headway Emotional Health Services	Experienced emotional and mental health care professionals		Banks Kupcho
Health, Wellness & Safety Committee*	Reviews efforts to ensure a safe workplace and healthy place to learn.	Meets quarterly, 7:15 – 8 a.m. District Office boardroom February 8, April 11	Carter Holje
Intermediate District 287 School Board*	Educational partner providing innovative specialized services to meet the unique learning needs students.	2nd and 4th Thursdays of the month, 6:30 p.m.	Brakke
Minnesota State High School League	Provides opportunities for athletics and fine arts competition.	MSHSL League Office (2100 Freeway Boulevard, Brooklyn Center) 9:30 a.m. – 1 p.m. February 1, April 4, June 4	Pollis Unowsky Peterson
MSBA Delegate Assembly	MSBA supports, promotes and enhances the work of public school boards and public education.	Meets once yearly (December)	Cole
Richfield City Council (Planning Commission if appropriate)	Guides Richfield development.	2nd & 4th Tuesday of the Month, 7 p.m. Richfield Municipal Center, Council Chambers	Spencer
Richfield Historical Society	Collects, preserves and shares the story of Richfield	3rd Monday of the month, 7 p.m. Richfield History Center, 6901 Lyndale Ave.	Cole
Richfield Human Rights Commission	Helps to secure human rights and equal opportunity for residents of Richfield	1st Tuesday of the month, 6:30 p.m. Richfield City Hall	Banks Kupcho
Richfield Spartan Foundation	Supports the youth of Richfield – golf tournament, scholarships	Meets on an as needed basis	Pollis Valley
Safe & Supportive Schools Advisory Committee	Provide input to improve school climate and school safety ensuring that all Richfield students have a safe and supportive learning environment that maximizes each student's learning potential.	Parent Mtgs: Quarterly, 5:30 – 7:30 p.m. February 13, May 7 Student Mtgs: Quarterly, 9 – 11 a.m. February 15, May 2	Liss Clarkson Gonzalez
Work Experience Advisory Committee	Advises RPS work-based learning program	Typically 2nd Tuesday of the month 4 - 5 p.m. District Office Boardroom February 14, March 14, April 11, May 9	Pollis

*It has been determined that a board representative is essential to the groups indicated by the asterisk, either because it is a requirement of membership in the organization or because Minnesota statute requires the committee/council to report to the board regularly.

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: HONORARIUM FOR BOARD

(Recommended by superintendent)

1. That the board of education sets the board honorarium at $600 per month, with an additional $300 per year for the clerk and $900 per year for the chair.

2. That the board of education sets an honorarium for student board representatives at $600 per calendar year that they serve on the board. Each student board representative will have the option to accept the honorarium or document their time serving on the board as volunteer service hours instead.

Background Information

According to Minnesota Statute 123B.09 Subd. 12., school boards establish their own compensation levels. Since 2023, the RPS board honorarium has been set at $600 per month, with an additional $300 per year for the clerk and $900 per year for the chair. An examination of metro district honorariums has occurred with the RPS board of education honorarium remaining near the median dollar figure. The honorarium for student board representatives has been set at $600 per calendar year since 2024. There is no comparison data for this figure, as it is not a common practice to provide a stipend for student board representatives in other districts.

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Language Access Plan

(Recommended by the superintendent)

A first read of Draft Administrative Guideline 926.3: Language Access Plan.

A change to Minnesota statute requires the board to approve a language access plan that specifies the District's process and procedures to render effective language assistance to students and adults who communicate in a language other than English. This must be approved by the 2025-2026 school year and reviewed by the board every two years.

The proposed administrative guideline will be associated with Policy 926: Public Relations/Involvement since most of the procedures are related to schoolwide and districtwide communications and events. The drafted guideline details the procedures that are ***already in place*** in RPS to ensure effective two-way communication with students and families who prefer to use a language other than English.

The guideline has been reviewed by the Communications Department, Student Support Services Department, and the Richfield Latino Family Association.

Attachments:
Draft Administrative Guideline 926.3: Language Access Plan
Policy 926: Public Relations/Involvement (for reference)

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

LANGUAGE ACCESS PLAN

I. GENERAL STATEMENT OF PURPOSE

Richfield Public Schools views multilingualism as a strength and is committed to effectively communicating with all students, staff and families. This Language Access Plan provides procedures to ensure effective two-way communication with students and families who prefer to use a language other than English.

II. INTERPRETATION PROCEDURES

The District will use trained or certified spoken language interpreters for communication with parents/guardians who speak a language other than English when discussing topics related to student academic outcomes, progress and placement of students in specialized programs and services. This may take place at conferences, special education meetings, other parent/guardian meetings with staff, and phone conversations between staff and parents/guardians.

Staff members can request Spanish or Somali interpretation for a parent/guardian meeting through the following process:

1. For all Spanish interpreting requests, support should first be requested from the outreach worker(s) in the building. For Somali interpreting requests, support should first be requested from the districtwide Somali outreach worker.

2. Outreach workers should be provided at least four working days of notice for scheduled meetings where interpretation is needed. Outreach workers are expected to modify their schedules to meet the needs of families for planned meetings and for school-related activities. Building principals are expected to adjust the work hours of outreach workers to ensure that their hours are flexed.

3. In the event that the building outreach worker or districtwide Somali outreach worker is not available, please contact the director of student support services to request coverage from another outreach worker within the District.

4. The outreach worker should be provided with a brief overview of the meeting's purpose, and any documentation that needs interpretation should be provided in advance of the meeting.

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5. Outreach workers have been trained on best practices for interpreting. Allow the outreach worker a few minutes at the beginning of the meeting to articulate their role as a neutral, word-for-word interpreter. The outreach worker is solely there to interpret.

For meetings or events requiring more than one interpreter or languages other than Spanish or Somali (including American Sign Language), staff can contact the following agencies to provide interpreters:

- Kim Tong Translation Service
- ARCH Intelligere - Propio
- Multilingual Word
- University Language Center

For on-demand over-the-phone interpreting or on-demand video remote interpreting, staff can contact ARCH Intelligere - Propio using the assigned school phone number and user code.

Each building has an assigned budget to cover costs of interpretation that is based on historical usage, student enrollment counts, and the percentage of families who speak a language other than English. Buildings are expected to manage their own budgets and ensure the funds are not overspent. Any request for additional funds outside of the allocated building budget should be submitted to the director of student support services.

Interpretation for meetings and phone calls related to special education services has additional documentation requirements. All records must include the student's name and the purpose of the meeting/call to reflect services related to the student's IEP. Special education lead teachers are responsible for ensuring that these services get documented appropriately and verify the information on invoices before they are sent to the District Office for coding and processing.

III. TRANSLATION PROCEDURES

All districtwide and schoolwide communications to parents/guardians will be distributed in both English and Spanish. Parents/guardians can indicate their language preference both through the student enrollment process and in the settings of the parent/guardian communication platform used by the District. Important or complex communications will be manually translated into Spanish. Simple or short communications may rely on auto-translation. Languages other than Spanish will be auto-translated from English into the language the parent/guardian selects.

Documents that will be communicated districtwide will be translated through the District Office. Buildings are responsible for school-specific translations. Larger

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and more complicated written translations can be completed by the district translation coordinator following the approval of the director of student support services. Staff can request written translation for a communication they will be sending by following this procedure:

1. All written Spanish translation requests must be made using the designated online form.

2. The requested document must be attached in an editable format.

3. For written translation requests for languages other than Spanish, please contact the director of student support services for approval.

IV. DISSEMINATION OF INFORMATION

This administrative guideline will be published on the District website and included in each school's handbook.

V. BIENNIAL REVIEW

The board must review this administrative guideline every two years and update the language access plan as appropriate.

Legal References:
Minn. Stat. 123B.32 (Language Access Plan)

Dated:

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RICHFIELD PUBLIC SCHOOLS

PUBLIC RELATIONS/INVOLVEMENT

I. GENERAL STATEMENT OF POLICY

The board of education believes it is the responsibility of each board member, as well as each employee of Richfield Public Schools to actively communicate in a way that highlights the educational experiences in the District and promotes effective partnerships between school, home and the community.

The board believes that residents have a right to know what is occurring in their public school system; that board members and all school administrators have an obligation to systematically and adequately inform all stakeholders; and that the District will benefit from providing residents with information, good and bad, directly from the system itself.

The board of education also recognizes the value of parent, student, and community involvement at the building and district level to enhance and support school effectiveness, student achievement and positive public relationships. In order to facilitate a collaborative partnership, the board, working through the administration, is committed to:

II. OBJECTIVES OF PUBLIC RELATIONS/INVOLVEMENT PROGRAM

A. To maintain an effective two-way communication system between the District and its various stakeholders, which promotes:

   1. Dissemination of accurate, timely information about school policies, programs, procedures, achievements, decisions, and critical issues;

   2. Interpretation of decisions and actions;

   3. Elimination of rumors and misinformation;

   4. Programs and practices designed to provide an open climate which will elicit ideas, suggestions, and reactions from the community and employees alike; and

   5. An effective working relationship with the news media.

B. To provide for coordination of the District's communication efforts.

C. To develop and maintain an organizational environment where all District staff members are aware that they share the responsibility for communication of school policies, programs and activities to students, parents, residents, the

educational community and others who have an interest in Richfield Public Schools.

D. To allocate human and financial resources to support a public relations program based on need and the availability of resources.

E. To provide for the periodic review and evaluation of districtwide two-way communication efforts.

III. LIMITATIONS OF PUBLIC RELATIONS/INVOLVEMENT PROGRAM

The board of education authorizes the expenditure of funds for the purpose of preparing and distributing information to the general public to explain the instructional program, operation and maintenance of the schools of the District: Provided, that nothing contained herein shall be construed to authorize preparation and distribution of information to the general public for the purpose of advocating on behalf of a candidate for elected office or to influence the outcome of a school district election.

IV. ADVISORY COMMITTEES IN PUBLIC RELATIONS/INVOLVEMENT PROGRAM

The board of education recognizes the value of including parent, student, and community representatives on advisory committees at the school and district level. Such committees must operate within clearly defined parameters that are consistent with the mission, goals, and policies of Richfield Public Schools. The superintendent is authorized to develop administrative guidelines pertaining to the organization and operation of advisory committees.

V. SURVEYS AND FEEDBACK IN PUBLIC RELATIONS/INVOLVEMENT PROGRAM

On a periodic basis, the board of education will solicit community input regarding matters of board concern through such means as written surveys, phone surveys, and focus group discussions, designed and conducted in a way that ensures reasonable accuracy. Following board review, a summary of the input received will be shared with the public.

VI. RESPONSIBILITY FOR IMPLEMENTATION

The overall responsibility for developing and maintaining an effective public relations/involvement program rests with the superintendent. The superintendent is directed to develop administrative guidelines to carry out the intent of this policy. Responsibility for effective implementation is shared among the superintendent, board of education, and all District employees.

CROSS REFERENCES:
Board Policy 107: Electronic Use and Communications
Board Policy 208: Open Meetings and Closed Meetings
Board Policy 203: Organization of the Board of Education

RATIFIED BY THE BOARD OF EDUCATION: November 1, 1999
REVISED BY THE BOARD OF EDUCATION: March 5, 2007; October 16, 2017; May 1, 2023
REVIEWED AND REAFFIRMED BY THE BOARD OF EDUCATION: March 1, 2004; October 16, 2017

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Promotion, Retention and Acceleration

(Recommended by the superintendent)

A first read of Policy 524: Promotion, Retention and Acceleration & Administrative Guideline 524.1. The policy provides guidance about students moving from one grade level to the next. The guideline gives further detail about when students may be considered for retention in a grade level, accelerating to through grade levels more quickly, and/or advanced academics or enrichment programming.

The draft policy and guideline are being reviewed by the Teaching & Learning Department.

Attachments:
Draft Policy 524: Promotion, Retention and Acceleration
Draft Administrative Guideline 524.1
MSBA Model Policy 513: Student Promotion, Retention, and Program Design

RICHFIELD PUBLIC SCHOOLS

PROMOTION, RETENTION AND ACCELERATION

I. PURPOSE

The purpose of this policy is to provide guidance to professional staff, families and students regarding student promotion, retention, and acceleration.

II. GENERAL STATEMENT OF POLICY

Because the public schools of the District are dedicated to the best total and continuous development of each student enrolled, the professional staff is expected to place students at the instructional level for which they are best suited academically, socially and emotionally.

III. DEFINITIONS

A. Promotion
Promotion is the system of students moving from grade level to the next grade level in school.

B. Retention
Retention is the practice of repeating an academic year of school.

C. Acceleration
Acceleration is the practice of moving students through traditional curriculum at a rate faster than is typical. Acceleration can include single subject acceleration (e.g. learning fifth grade math as a fourth grader), grade skipping (e.g. going from first to third grade), early entrance to kindergarten, compacted curriculum or classes (e.g. learning all sixth grade math standards and half of seventh grade math standards in a single year), or college-credit bearing courses at high school (e.g. College in the Schools, Advanced Placement).

D. Twice-exceptional
The term “twice-exceptional”, also referred to as 2E, is used to describe gifted children who have the characteristics of gifted students with the potential for high achievement, and who also give evidence of one or more disabilities as defined by federal or state eligibility criteria (National Association of Gifted Children [NAGC]).

IV. PROGRAM DESIGN

A. Students will normally progress annually from grade to grade through achievement or by meeting the goals set in a special education program and described in the considered when, in the judgment of the professional staff, such decisions are in the best educational interest of

the pupils involved. Any consideration for retention or acceleration will involve consultation with the student's parent/guardian and the professional staff, but the final decision will rest with the school administration. The Superintendent is directed to establish regulations for retention or acceleration of students to insure the required consultation with parents/guardians and the necessary involvement of various professional staff members leading to such decisions.

B. The School District will develop guidelines for assessing and identifying students for participation in gifted and talented programs. The guidelines will include the use of multiple objective criteria; assessments that are based on current theory and research; assessments and procedures that are sensitive to historically under-represented groups including, but not limited to, students of color, English learners, students of limited economic means, and twice-exceptional students.

RATIFIED BY THE BOARD OF EDUCATION: April 7, 1997

REAFFIRMED BY THE BOARD OF EDUCATION: December 17, 2001, May 1, 2017

CROSS REFERENCE: Board Policy 501 - Initial Entrance into the School System

REVISED BY THE BOARD OF EDUCATION: November 18, 2019

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

PROMOTION, RETENTION AND ACCELERATION

The administrative guidelines below provide direction regarding promotion, retention, and acceleration in Richfield Public Schools and are consistent with Board Policy 524.

I. DEFINITIONS

A. Promotion
Promotion is the system of students moving from grade level to the next grade level in school.

B. Retention
Retention is the practice of repeating an academic year of school.

C. Acceleration
Acceleration is the practice of moving students through traditional curriculum at a rate faster than is typical. Acceleration can include single subject acceleration (e.g. learning fifth grade math as a fourth grader), grade skipping (e.g. going from first to third grade), early entrance to kindergarten, compacted curriculum or classes (e.g. learning all sixth grade math standards and half of seventh grade math standards in a single year), or college-credit bearing courses at high school (e.g. College in the Schools, Advanced Placement).

D. Twice-exceptional
The term “twice-exceptional”, also referred to as 2E is used to describe gifted children who have the characteristics of gifted students with the potential for high achievement, and who also give evidence of one or more disabilities as defined by federal or state eligibility criteria (National Association of Gifted Children [NAGC]).

E. Enrichment
Enrichment consists of activities that add to, deepen, or go beyond the existing curriculum (National Association of Gifted Children [NAGC]).

F. Intervention
An intervention is a specific and intentional educational opportunity which provides students with the support they need to acquire a certain skill needed to be successful at grade level.

II. GUIDELINES

The Board of Education expects all students to achieve at acceptable levels of proficiency, thereby being promoted to the next grade level at the completion of each school year. Parental assistance, enrichment and intervention programs, counseling and other appropriate services shall be coordinated and utilized to the greatest extent possible to help students succeed in school. There can be exceptions to annual grade level promotion, when these exceptions are in the best educational interest of the student. Parents/guardians, and teachers should initiate the process for student promotion, retention, or acceleration.

A student's readiness for promotion, retention, or acceleration must be considered.

A. Promotion
Students who achieve at levels deemed acceptable by local and state standards shall be promoted to the next level at the completion of each school year.

B. Retention
Retention of a student is not supported by research in most cases and is rarely recommended. Retention of a student will only be considered in extreme instances when school and district professionals, in close collaboration with parents, utilizing multiple data points to determine it is in the best social, emotional, and academic interest of the student; further, it must be determined that the student is likely, if retained, to achieve and maintain academic and/or social proficiencies at grade level or above throughout their schooling. Physical development and health, maturity, emotional factors, birthdate, and family situation (such as sibling grade level) shall be considered along with academic achievement. The superintendent shall make the final determination, and that decision will be deemed final.

C. Acceleration
The school district will implement guidelines for assessing and identifying students for participation in talent development programs, advanced academics, and acceleration. The guidelines will utilize the use of:

i. Multiple objective criteria;
ii. Assessments and procedures that are valid, reliable, fair, based on current theory and research. Procedures will be sensitive to under-represented groups of students, including, but not limited to, students of color, English

learners, twice-exceptional students, and students of limited economic means.

iii. The school district will implement procedures for academic acceleration of academically advanced students. The acceleration process is a collaborative effort between school district staff and family, including parents/guardians and, when developmentally appropriate, from the student. The procedures will include a plan on how the school district will match the level, complexity, and pace of the curriculum to a student to achieve the best type of academic acceleration for that student. These procedures include, but are not limited to:

iv. Differentiation in the student's core or grade level class

v. Subject or course acceleration
If full subject acceleration is implemented through a sequential content area, a plan must be created that accommodates the potential for continued sequential implementation beyond the year that the subject acceleration is instituted. Teachers and families will work with the building administrator and the Superintendent or Designee to create a plan that is beneficial for the student.

vi. Full grade level acceleration
The school district recognizes that, in rare cases, some students demonstrate the great need for grade level acceleration. Grade level acceleration may be considered for students who exhibit superior levels of aptitude and have demonstrated high levels of competency in multiple academic areas. In these cases, full grade level acceleration may be considered. Teachers and families will work with the building administrator and the Superintendent or Designee to create a plan that is beneficial for the student.

Dated: April 7, 1997

Revised: November 18, 2019

Adopted: _____ *MSBA/MASA Model Policy 513*
Orig. 1995
Revised: _____ *Rev. 2024~~3~~*

513 STUDENT PROMOTION, RETENTION, AND PROGRAM DESIGN

I. PURPOSE

The purpose of this policy is to provide guidance to professional staff, parents, and students regarding student promotion, retention, and program design.

II. GENERAL STATEMENT OF POLICY

The school board expects all students to achieve at an acceptable level of proficiency. Parental assistance, tutorial and remedial programs, counseling, and other appropriate services shall be coordinated and utilized to the greatest extent possible to help students succeed in school.

A. Promotion

Students who achieve at levels deemed acceptable by local and state standards shall be promoted to the next grade level at the completion of each school year.

B. Retention

Retention of a student may be considered when professional staff and parents feel that it is in the best interest of the student. Physical development, maturity, and emotional factors shall be considered, as well as scholastic achievement. The superintendent's decision shall be final.

C. Program Design

1. The superintendent, with participation of the professional staff and parents, shall develop and implement programs to challenge students that are consistent with the needs of students at every level. A process to assess and evaluate students for program assignment shall be developed in coordination with such programs. Opportunities for special programs and placement outside of the school district shall also be developed as additional options. All programs will be aligned with creating comprehensive achievement and civic readiness.~~the World's Best Workforce~~.

2. The school district may identify students, locally develop programs and services addressing instructional and affective needs, provide staff development, and evaluate programs to provide gifted and talented students with challenging and appropriate educational programs and services.

3. The school district must adopt guidelines for assessing and identifying students for participation in gifted and talented programs and services consistent with Minnesota Statutes, section 120B.11. The guidelines should include the use of:

   a. multiple objective criteria; and

   b. assessments and procedures that are valid and reliable, fair, and based on current theory and research. Assessments and procedures should

be sensitive to under-represented groups, including, but not limited to, low-income, minority, twice-exceptional, and English learners.

4. The school district must adopt procedures for the academic acceleration of gifted and talented students. These procedures will include how the school district will:

   a. assess a student's readiness and motivation for acceleration; and

   b. match the level, complexity, and pace of the curriculum to a student to achieve the best type of academic acceleration for that student.

5. The school district must adopt procedures consistent with Minnesota Statutes, section 124D.02 for early admission to kindergarten or first grade of gifted or talented learners consistent with Minnesota Statutes, section 120B.11, subdivision 2, clause (2). The procedures must be sensitive to underrepresented groups.

Legal References: Minn. Stat. § 120B.15 (Gifted and Talented Students Program)
Minn. Stat. § 123B.143, Subd. 1 (Superintendent)

Cross References: MSBA/MASA Model Policy 613 (Graduation Requirements)
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 617 (School District Ensurance of Preparatory and High School Standards)
MSBA/MASA Model Policy 618 (Assessment of Student Achievement)
MSBA/MASA Model Policy 620 (Credit for Learning)

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

Board of Education
Independent School District 280
Richfield, Minnesota

Organizational Meeting, January 6, 2025

Subject: Donations

(Recommended by the superintendent)

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

The RHS Spartan Food Shelf received a donation of $20.00 from Kristi Carr of Richfield.

The RHS Music Department received an anonymous donation of $1,000.00 for band.

The RMS Music Department received an anonymous donation of $1,000.00 for band.

The RPS Football Team received the following donations in memory of Ted Johnson:

- $100.00 from Mr. & Mrs. Steve Hannes of Georgetown, TX
- $25.00 from Mr. & Mrs. Anderson Montgomery of St. Paul
- $40.00 from Ann Sweeney of Plymouth, MN
- $20.00 from Mr. & Mrs. Jack Hintz of Richfield
- $20.00 from Linda Farrell of Minneapolis
- $20.00 from Sue Eder of Hopkins, MN