

Monday, Sept. 29, 2025
Regular School Board - 6 p.m. at Dakota Ridge School

A. Call to Order and Pledge of Allegiance

1. Approval of Agenda

{Moment of Silence for 7th-grade Dakota Hills Middle School student Liam Raether, who passed away on September 15, and Jaylen Drackey, an Early Childhood Special Education student, who passed away on September 13.}

B. Recognition

1. Thomas Lake Elementary earns statewide recognition from MDE for its Positive Behavioral Interventions and Supports (PBIS)
- Presented by Jeremy Sorenson, Director of Elementary Education

C. Superintendent's Recognition

D. Special Communication Request

E. Consent

1. Minutes of Sept. 15, 2025 Regular School Board meeting
2. Minutes of the Sept. 15, 2025 Special School Board meeting
3. Gifts
4. Quarterly Gifts
5. Quarterly Advertising Revenue
6. Treasurer's Report July 2025
7. Revenues and Expenditures Report for July 2025
8. Wells Fargo OPEB Trust Fund Certificate of Incumbency
9. Principals and Assistant Principals Appreciation Week Oct. 6-10, 2025
10. Tuition Agreement Between Intermediate District 917 and Independent School District 196 for Dakota County Area Learning School (DCALS)
11. Substitute & Temporary Employee Wage Rates
12. Personnel
13. Employment Agreement- Additional FTE
14. Agreement for Clinical Experience with Eastern New Mexico University

F. Reports

1. Nov. 4 Technology Levy Election Report
- presented by Bruce Miller, principal of Eastview High School, Dr. Stacey Buchwald, principal of Valley Middle School, Ed Heier, Technology Coordinator, and Janet Swiecichowski, Director of Communications

2. Bond Construction Update
- presented by Christopher Onyango-Robshaw, Director of Finance and Operations, and Carol Hauschild, Coordinator of Project Management and Purchasing
3. District Staffing Report
- presented by Joel Milteer, Director of Human Resources

G. Old Business

H. New Business

I. Other Action

1. 2025 (Payable 2026) Property Tax Levy Limitation
- presented by Christopher Onyango-Robshaw, Director of Finance/Operations

J. Board Member and Superintendent Updates

K . Adjournment

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Minutes of the September 15, 2025, Regular School Board Meeting**

Presenter(s): **Kristen Powell**

Title(s): **Executive Assistant to the Superintendent and School Board**

Chairperson Cory Johnson called the regular School Board meeting to order at 6 p.m. on Sept. 15, 2025, at Dakota Ridge School.

Present: Robin Cerio, Catherine Diamond, Leah Gardner (treasurer), Cory Johnson (chairperson), Jackie Magnuson, Sakawdin Mohamed (clerk), Anna Williams (vice chairperson), and Superintendent Michael Bolsoni.

The School Board led the Pledge of Allegiance.

Recognition

Superintendent Bolsoni recognized District 196 staff for a strong start to the 2025-26 school year.

Bolsoni also recognized:

- Thomas Lake Elementary for earning statewide recognition from MDE for sustained excellence in PBIS implementation;
- The District 196 budget and finance team for receiving the ASBO Meritorious Budget Award for the 11th consecutive year;
- The 976 students who were named AP Scholars, a 19% increase from last year;
- The District 196 School Board. September is School Board Appreciation Month, and Bolsoni expressed gratitude for members' service and advocacy for students and public education.

Special Communications Request

A staff member spoke about union negotiations with the district's transportation employees.

A speaker asked the Board to reexamine district policy and to allow private school students to play on sports teams at District 196 high schools.

Consent Agenda

Motion by Magnuson, seconded by Cerio, and carried with seven members voting in favor, to approve the following consent items:

- Minutes of the August 11, 2025 Special School Board meeting;
- Minutes of the August 11, 2025 Regular School Board meeting;
- Minutes of the August 26, 2025 Special School Board meeting;
- Gifts;
- Grants;
- Schedule of investments for July 2025;
- Summary of claims for July 2025;
- Treasurer's report for June 2025;
- Permanent fund transfer for fiscal year 2025;
- Pay rates for substitute, temporary, and part-time community education employees;
- Minnesota State University Mankato Joint Powers Agreement;

- Addendum to Fiber IRU Agreement with City of Apple Valley;
- Fiber IRU Agreement with Dakota County;
- Appointments to the Community Education Advisory Council;
- Appointments to the Legislative Advisory Council;
- Appointments to the Budget Advisory Council;
- Personnel actions including request to hire non-licensed administrator, employment agreements, additional FTE, and additional services assignment for Transition Plus Coordinator;
- Eastview High School Activity Center;
- Rosemount High School addition and renovations;
- Apple Valley High School Activity Center and renovations;
- Appointment of election judges.

Summer Programming

Director of Secondary Education Eric Hansen, Director of Elementary Education Jeremy Sorenson, Rosemount Middle School Principal Brad Schafer, Special Education Specialist Jen York, Youth Programs Coordinator Marisa Schroht, and Director of Special Education Janet Fimmen provided an update on summer 2025 programming. Schools remain committed to supporting students socially and academically throughout the summer months. Summer programs offer students meaningful opportunities to continue learning, strengthen their academic skills, and build confidence as they prepare for the new school year. Programs also help students become more familiar with their school environment and develop positive relationships with teachers and peers.

Employee Experience Survey Results

Director of Communications Janet Swiecichowski reported on the Employee Experience Survey conducted in April 2025, which garnered responses from almost 3,000 staff members sharing their perspectives on working in the district. Results showed high levels of engagement, with 97% reporting that staff demonstrate care for students and 93% proud to work for the district. Areas for improvement included internal communication and employee appreciation.

Communications Report

Director of Communications Janet Swiecichowski provided updates on the implementation of the 2025–2028 Communications Plan, including system standardization, enhanced two-way communication, multilingual strategies, and increased social media use.

Career and Technical Education (CTE) Report

Director of Instruction and Achievement Rachel Hughes, 6-12 Content Coordinator Zach Eidelbes, and CTE Specialist Stephanie Hicks highlighted how Career and Technical Education (CTE) integrates academic and occupational skills, providing authentic learning experiences that connect students with future college, career, and life opportunities.

Collective Bargaining Agreement with the Support Staff Association of Independent School District 196

Negotiations between the school district and the Support Staff Association of Independent School District 196, representing custodial, grounds, maintenance, and warehouse employees, resulted in a tentative two-year agreement effective July 1, 2025, through June 30, 2027. On September 13, 2025, members of the bargaining unit approved the contract terms, along with other minor language modifications.

Motion by Cerio, seconded by Gardner, and carried with seven members voting in favor, to approve the collective bargaining agreement for 2025-2027.

Board Member and Superintendent Updates

Superintendent Bolsoni reported that the district will hold an election to renew and increase the technology levy for another 10 years. The levy, first approved in 2015, funds instructional technology, including 1:1 devices,

internet access, network reliability, and cybersecurity. Early voting begins Friday at the District Office in Rosemount and the Dakota County Western Service Center in Apple Valley.

Bolsoni also reported that fine arts and theater programs are preparing for fall performances, beginning with a senior preview at Eagan High School's *The Importance of Being Earnest*, followed by productions at Eastview in September, Rosemount in October, and Apple Valley in November.

Adjournment

Motion by Magnuson, seconded by Diamond and carried, with seven members voting in favor and no members in opposition, to adjourn at 8:03 p.m.

Cory Johnson, School Board Chairperson

Sakawdin Mohamed, School Board Clerk

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Minutes of the September 15, 2025, Special School Board Meeting**

Presenter(s): **Kristen Powell**

Title(s): **Executive Assistant to the Superintendent and School Board**

Chairperson Cory Johnson called the special School Board meeting to order at 5:15 p.m. on Sept. 15, 2025, at Dakota Ridge School.

Present: Robin Cerio, Catherine Diamond, Leah Gardner (treasurer), Cory Johnson (chairperson), Sakawdin Mohamed (clerk), Anna Williams (vice chairperson), and Superintendent Michael Bolsoni. Absent: Jackie Magnuson.

Approval of Agenda

Motion by Cerio, seconded by Williams and carried, with five members voting in favor and no member voting in opposition, to approve the agenda.

Mohamed arrived at 5:17 p.m.

Superintendent Evaluation Process and Goal Setting

The Board reviewed the superintendent evaluation process and goal setting for the 2025-2026 school year. The goals are based on feedback provided by the School Board and the district's ongoing priorities. The document follows the MSBA format from *A Goals- and Standards-Based Superintendent Evaluation (2023)*.

Three goals were defined with corresponding performance indicators and rubrics:

- **Goal 1: Governance** – Ensure information and guidance for the Board to govern effectively, with a focus on implementing the district's strategic priorities.
- **Goal 2: Achievement** – Provide aligned systems of academics, supports, services, co-curricular activities, and accommodations to meet the range of students' learning needs.
- **Goal 3: Communication** – Strengthen trust, engagement, and relationships with families, staff, and community members and increase awareness, understanding, and support for District 196 mission, vision, values, and strategic priorities.

Adjournment

Motion by Williams, seconded by Gardner and carried, with six members voting in favor and no member voting in opposition, to adjourn at 5:50 p.m.

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Gifts**

Presenter(s): **Christopher Onyango-Robshaw**

Title(s): **Director of Finance and Operations**

Background

The School Board may accept bequests, donations, and gifts according to Administrative Regulation 703.5.1AR, Gifts. The list below itemizes gifts valued at \$500 or more that were received by September 19, 2025.

DISTRICT GIFTS - \$176,439.85

Gift	Intended Use	Received From	Received By
\$800	Support students on their choir trip to New York City in March 2026	Catherine Hunter	William Blatzheim, arts and activities director, Apple Valley High School
\$14,072.96	Coaching stipends	AVHS Volleyball Booster Club	Cory Hanson, athletics director, Apple Valley High School
\$1,000	Support the speech team	Eagan High School Forensics Boosters	Polly Reikowski, principal, Eagan High School
\$1,000	Girls' soccer team expenses	Anonymous	Polly Reikowski, principal, Eagan High School
\$1,850	Softball expenses	Eagan Athletic Association	Polly Reikowski, principal, Eagan High School
\$7,020	Coaching stipends	Eagan High School Volleyball Booster Club	Polly Reikowski, principal, Eagan High School
\$9,000	Support the debate team	Eagan High School Forensics Boosters	Polly Reikowski, principal, Eagan High School
\$500	Support boys' football	Brad and Audra Simmering	Pete Roback, principal, Rosemount High School
Vehicle Engine Mounted on a Rolling Stand (estimated value \$500)	Demonstration purposes in the Vehicle Services course	Luther Automotive Group-Technical Training Center	Drew Storley, assistant principal, Rosemount High School
\$995.66	HUDL subscription for boys' lacrosse	Irish Boys Lacrosse Booster Club	Pete Roback, principal, Rosemount High School
\$995.66	HUDL subscription for girls' lacrosse	Rosemount Girls Lacrosse Booster Club	Pete Roback, principal, Rosemount High School
\$1,152.96	HUDL subscription for girls' soccer	Irish Girls Soccer Booster Club	Pete Roback, principal, Rosemount High School
\$1,296.66	HUDL subscription for boys' basketball	RHS Back Court Club	Pete Roback, principal, Rosemount High School

\$1,338.95	2024 transportation expenses for girls' tennis	Rosemount Girls Tennis Booster Club	Pete Roback, principal, Rosemount High School
\$1,795	HUDL subscription for girls' volleyball	Irish Girls Volleyball Booster Club	Pete Roback, principal, Rosemount High School
\$2,900	Coaching stipends	RHS Boys Soccer Boosters	Pete Roback, principal, Rosemount High School
\$4,000	HUDL subscription fees	RHS Irish Football Boosters	Pete Roback, principal, Rosemount High School
\$5,000	Purchase athletic training supplies	Infinite Health Collaborative, P.A.	Pete Roback, principal, Rosemount High School
\$13,946	Girls' volleyball coaching stipends	Rosemount VB Booster Club	Pete Roback, principal, Rosemount High School
\$55,362	Coaching stipends for boys' football	Irish Football Boosters	Pete Roback, principal, Rosemount High School
Getzen Severinsen Trumpet (estimated value \$1,000)	Band for All	John Heimerman	Dan Wilharber, principal, Scott Highlands Middle School
Two trumpets and one clarinet (estimated value \$1,050)	Band for All	Megan Rands	Dan Wilharber, principal, Scott Highlands Middle School
Bach trumpet and Yamaha trombone (estimated value \$1,200)	Band for All	Tricia Matzek	Dan Wilharber, principal, Scott Highlands Middle School
\$804	Transportation expenses for 4 th grade field trip to Dodge Nature Center	Echo Park Boosters	Logan Schultz, principal, Echo Park Elementary School of Leadership, Engineering and Technology
\$1,000	Fifth grade field trip to Deep Portage	William and Leah Asp	Melissa Griffin, principal, Northview Elementary School
\$3,980	Transportation expenses during the 2024-25 school year	R.E.S – PTO	Tom Idstrom, principal, Rosemount Elementary School
\$7,280	Support student needs	Shannon Park Site Council	Erik Davis, principal, Shannon Park Elementary School
\$33,750	Purchase grade level, specialist, recess, library, technology supplies and field trip transportation	Woodland Elementary School Council	Kristine McGuire, principal, Woodland Elementary School
AAC Table Mount and AAC Wheelchair Mount (estimated value \$1,850)	Use by special education students whom use AAC across the district	Anthony and Charolette Peterson	Janet Fimmen, director, Special Education

Alternatives

Do not accept some or all of the gifts.

Recommendation

Accept gifts totaling \$176,439.85.

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Quarterly Gifts**

Presenter(s): **Christopher Onyango-Robshaw**

Title(s): **Director of Finance and Operations**

Background

Bequests, donations, and gifts may be accepted by the School Board according to Administrative Regulation 703.5.1AR, Gifts. Gifts under \$500 in value received by individual schools are presented to the School Board on a quarterly basis (December, March, June, and September). The list below summarizes gifts received by Sept. 19, 2025.

Gifts Received	Received By
Cash/check donations (\$250)	Andrea Engstrom, coordinator, Dakota Ridge School
Cash/check donations (\$10, 6@\$20, \$30, \$260)	William Blatzheim, arts and activities director, Apple Valley High School
Cash/check donations (\$15, 4@\$19.41, 3@\$20, 4@\$80.86, \$243)	Polly Reikowski, principal, Eagan High School
Cash/check donations (\$38.46, \$134.61, \$178, \$200)	Lauren Haisting, principal, School of Environmental Studies
Cash/check donations (3@\$12, \$18, \$150, \$185.40, \$250, \$351.30)	Dan Wilharber, principal, Scott Highlands Middle School
Cash/check donations (\$20, 3@\$30, \$50)	Stacey Buchwald, principal, Valley Middle School of STEM
Cash/check donations (\$250, \$303.80)	John Garcia, principal, Cedar Park Elementary School of Science, Technology, Engineering and Math
Cash/check donations (\$50)	Tyra Raasch, principal, Deerwood Elementary School
Cash/check donations (\$4.60, 6@\$20, 4@\$30, 2@\$40, 2@\$56, 2@\$80)	Rob Nelson, principal, Diamond Path Elementary School of International Studies
Cash/check donations (\$73.77, \$77.97, \$180, \$468)	Logan Schultz, principal, Echo Park Elementary School of Leadership, Engineering and Technology
Cash/check donations (\$80)	Adriana Henderson, principal, Glacier Hills Elementary School of Arts and Science
Cash/check donations (\$300)	Sally Soliday, interim principal, Greenleaf Elementary School
Cash/check donations (\$12, 2@\$30, \$65, 2@\$75)	Mark Aronson, principal, Highland Elementary School
Cash/check donations (2@\$25, 7@\$48.51, 3@\$50, \$50.01, \$72.77, 3@\$137.80, 3@\$162.80, \$200, \$250, 2@\$413.40)	Melissa Griffin, principal, Northview Elementary School
Cash/check donations (\$72.58, \$125, \$151.24)	Nicole Garcia, principal, Parkview Elementary School
Cash/check donations (5@\$48.51, \$72.77, \$114.93, \$148.50, \$300, \$314.88, \$463.77, \$504.65, \$510.46, \$535.71)	Leah Hack, principal, Pinewood Community School
Cash/check donations (2@\$20)	Tom Idstrom, principal, Rosemount Elementary School
Cash/check donations (\$16, \$50, \$100, \$300)	Erik Davis, principal, Shannon Park Elementary School

Cash/check donations (\$12, \$15, \$18, 2@\$19.41, \$50)	Dave Lostetter, principal, Thomas Lake Elementary School
Cash/check donations (\$50, \$220, \$250)	Christopher Onyango-Robshaw, director, Finance and Operations
Cabinets and manual folding machine.	Rebecca Berry-Young, supervisor, Print Shop
Cash/check donations (\$250)	Shekinah Dillon, coordinator, Transition Plus

Alternatives

Do not accept some or all of the gifts.

Recommendation

Accept gifts totaling \$13,565.80.

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Quarterly Advertising Revenue**

Presenter(s): **Christopher Onyango-Robshaw**

Title(s): **Director of Finance and Operations**

Background

According to Administrative Regulation 801.6.2AR, Advertising, a periodic report shall be made to the School Board regarding the scope and amount of advertising revenues. The items listed below reflect advertising revenue of less than \$500 received by Sept. 19, 2025.

Location of Advertisement	Organization	Revenue	Received By
Quarter page-Fall 2025 catalog	Girl Scouts	\$359	Michelle Glynn, communications coordinator, Community Education
Quarter page-Fall 2025 catalog	Darts	\$359	Michelle Glynn, communications coordinator, Community Education
Quarter page-Fall 2025 catalog	Nancy Lipke	\$359	Michelle Glynn, communications coordinator, Community Education

Alternatives

Do not accept the advertising revenue as presented.

Recommendation

Accept the advertising revenue totaling \$1,077.

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Treasurer's Report July 2025**

Presenter(s): **Danny DuChene**

Title(s): **Coordinator of Finance**

Background

Presented for approval is the district's treasurer's report for the month ending July 31, 2025. There are no unusual activities to make note of in the report.

Alternatives

Do not approve the treasurer's report.

Recommendation

Approve the treasurer's report for the month ending July 31, 2025.

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Treasurer's Report
 For Period Ending July 31, 2025

FUND	TITLE	Beginning Balance	Receipts	Disbursements	Payroll	Ending Balance
General Fund		7/1/2025				7/31/2025
01	General Operating	265,492,463.26	90,326,570.81	(91,769,073.37)	(17,656,170.43)	246,393,790.27
21	Special Education	(92,413,348.93)	5,804,162.78	(7,128,116.59)	(5,516,426.37)	(99,253,729.11)
31	Q Compensation	(1,102,983.64)	326,740.88	(2,216,472.04)	(200,052.34)	(3,192,767.14)
03	Transportation A/C	(659,325.96)	698,793.56	(1,805,590.42)	(423,375.32)	(2,189,498.14)
05	Capital Exp. A/C	7,158,471.82	67,163.63	(1,781,239.76)	-	5,444,395.69
13	LTFM	2,977,480.58	179,278.94	(1,348,322.48)	(24,535.28)	1,783,901.76
50	Student Activities	329,673.78	382.57	(3,607.77)	-	326,448.58
Special Revenue						
02	Food Service	9,114,675.31	1,362,622.38	(602,387.84)	(293,983.54)	9,580,926.31
04	Community Svc	5,517,426.71	1,108,034.27	(1,007,932.94)	(687,277.41)	4,930,250.63
Debt Service						
07	Debt Redemption	25,292,073.62	2,398,426.92	(7,791,700.00)	-	19,898,800.54
47	OPEB Debt Service	-	-	-	-	-
Building Funds						
06	Building Construction	(31.71)	-	-	-	(31.71)
66	2023A Bonds	235,735,042.69	27,928,949.88	(44,095,902.83)	(2,666.66)	219,565,423.08
Internal Service						
20	Severance Pay	10,887,379.19	-	-	-	10,887,379.19
23	Self-Insured Health	23,693,337.10	177,460.24	(6,642,692.20)	-	17,228,105.14
24	Self-Insured Dental	392,709.05	2,257.48	(44,547.18)	-	350,419.35
Fiduciary Funds						
45	OPEB Trust	65,529,245.90	115,204.90	-	-	65,644,450.80
		557,944,288.77	130,496,049.24	(166,237,585.42)	(24,804,487.35)	497,398,265.24

7/31/2025

Cash Accounts

88,926,010.52

Investment Accounts

409,979,329.64

498,905,340.16

Reconciling Items

Outstanding Checks/Acct-Pending Adjustments

US Bank Operating (1,213,244.29)
 US Bank Payroll (292,116.20)
 Pending Transactions (1,714.43)

(1,507,074.92)

Grand Total 497,398,265.24 -

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Meeting Date: **09/27/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Revenues and Expenditures Report for July 2025**

Presenter(s): **Danny DuChene**

Title(s): **Coordinator of Finance**

Background

Presented for approval is the district's general fund revenues and expenditures report for the month ending July 31, 2025.

Through May, the district had received \$63,615,600 in revenues, representing 12.67% of the projected general fund budget, and expended \$14,060,600, representing 2.77% of the general fund budget, not including operating capital or Long-Term Facility Maintenance transactions.

Supplemental information added to this report includes the graphical representation of the numerical figures reported and summarized year-to-date activity across all district funds.

Alternatives

Do not approve the report.

Recommendation

Approve the general fund revenues and expenditures report for the month ending July 31, 2025

Rosemount-Apple Valley-Eagan Public Schools

**General Fund Revenues and Expenditures
For Period Ending July 31, 2025**

REVENUES/TRANSFERS IN BY SOURCE CODE

SOURCE	DESCRIPTION	MONTH TO DATE RECEIVED	YEAR TO DATE RECEIVED	CURRENT FULL YEAR PROJECTION	THIS YEAR % RECEIVED	LAST YEAR % RECEIVED
001-020	TAXES	62,023,200	62,023,200	101,831,300	60.91%	59.95%
021-089	FEES & TUITION COLLECTIONS	327,900	327,900	4,222,400	7.77%	6.92%
090-199	MISCELLANEOUS REVENUE	1,244,700	1,244,700	15,273,900	8.15%	8.38%
200-399	STATE AID	0	0	369,750,100	0.00%	0.00%
400-599	FEDERAL PROGRAMS	0	0	10,548,000	0.00%	0.00%
600-649	RESALE	19,800	19,800	599,400	3.30%	1.39%
		63,615,600	63,615,600	502,225,100	12.67%	13.12%
	OPERATING CAPITAL	0	0	12,997,500	0.00%	0.00%
	LONG-TERM FACILITIES MAINTENANCE	100,300	100,300	12,632,500	0.79%	9.39%

Revenue Notes

Resale - Due to the cyclical and unpredictable nature of this revenue stream, the comparison to prior year's collections will continue to fluctuate dependent on actual sales.

Expenditure Notes

Supplies & Equipment - current year includes increase in technology based subscription agreements and iPad purchases for the district 1:1 device program.

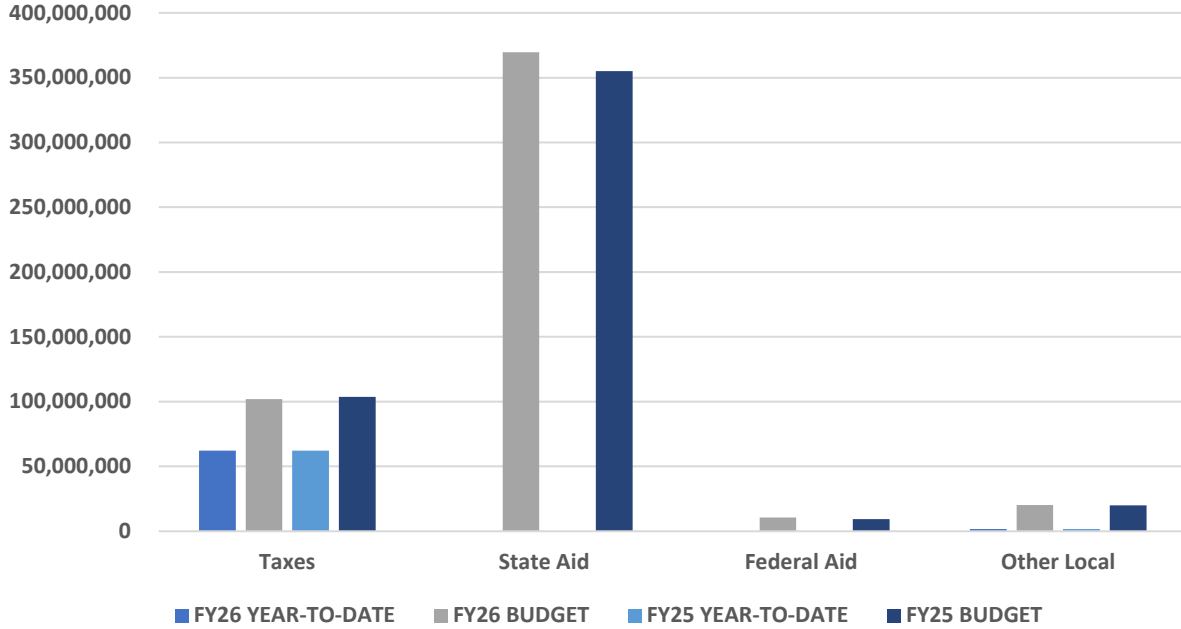
EXPENDITURES/TRANSFERS OUT BY OBJECT CODE

OBJECT	DESCRIPTION	MONTH TO DATE EXPENDED	YEAR TO DATE EXPENDED	CURRENT FULL YEAR PROJECTION	THIS YEAR % EXPENDED	LAST YEAR % EXPENDED
100	SALARIES	3,902,000	3,902,000	319,570,300	1.22%	1.20%
200	BENEFITS	2,113,900	2,113,900	127,195,700	1.66%	1.53%
300	PURCHASED SVCS	3,821,500	3,821,500	34,808,000	10.98%	5.98%
400	SUPPLIES & EQUIPMENT	4,142,800	4,142,800	24,849,000	16.67%	4.91%
800	OTHER EXPENSES	80,400	80,400	576,000	13.96%	10.12%
900	TRANSFERS & CONTINGENCY	0	0	206,000	0.00%	0.00%
		14,060,600	14,060,600	507,205,000	2.77%	1.90%
	OPERATING CAPITAL	1,467,900	1,467,900	13,358,200	10.99%	9.39%
	LONG-TERM FACILITIES MAINTENANCE	1,152,500	1,152,500	12,045,000	9.57%	0.91%

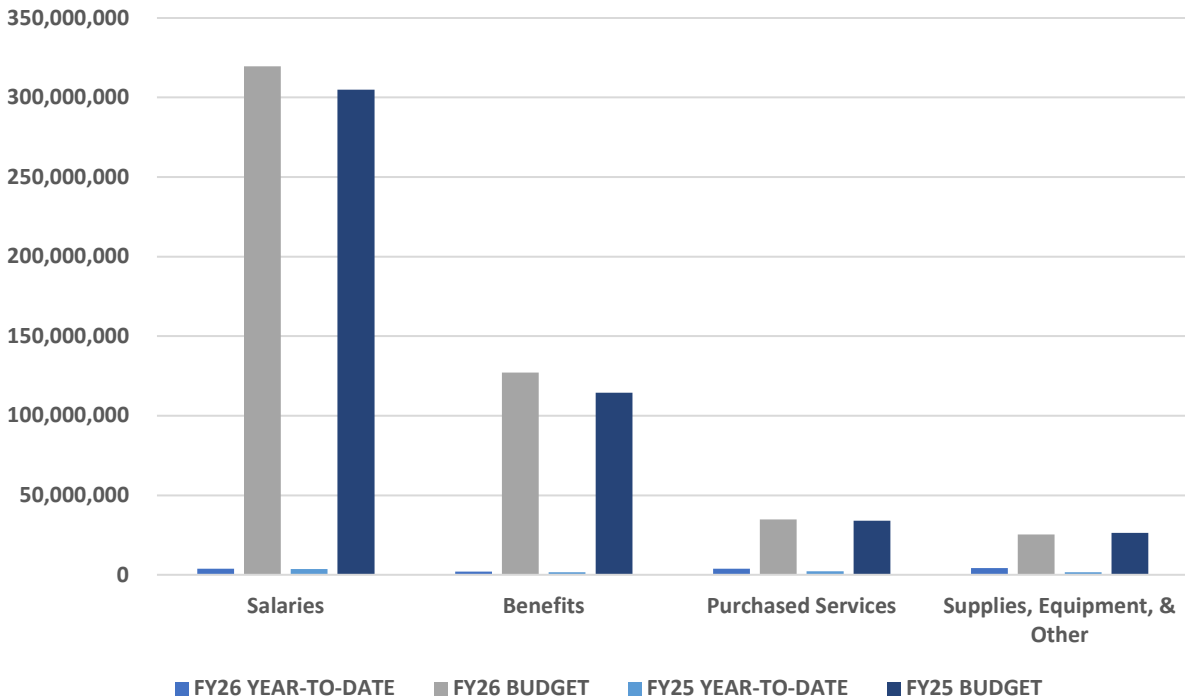
Rosemount-Apple Valley-Eagan Public Schools

General Fund Revenues and Expenditures
For Period Ending July 31, 2025

REVENUE SUMMARY BY SOURCE



EXPENDITURE SUMMARY BY OBJECT



Rosemount-Apple Valley-Eagan Public Schools

**All Funds Activity Summary
For Period Ending July 31, 2025**

	Revenues		Expenditures	
	Budgeted Amounts	Year-to-date Activity	Budgeted Amounts	Year-to-date Activity
General Fund				
General Operations	384,290,326	63,569,217	352,519,565	11,980,916
Special Education	80,763,591	438	118,205,484	1,120,880
Quality Compensation	7,454,058	-	8,246,050	1,719
Capital Expenditures	25,630,056	100,250	25,403,223	2,620,435
Pupil Transportation	29,717,111	45,937	28,233,849	957,261
Total General Fund	527,855,142	63,715,842	532,608,171	16,681,211
Special Revenue Funds				
Food Service	24,041,002	12,456	27,340,750	293,508
Community Service	11,343,707	1,183,837	11,318,409	472,248
Total Special Revenue Funds	35,384,709	1,196,292	38,659,159	765,756
Building Construction Fund	8,861,133	700,711	200,111,800	15,619,151
Debt Service Funds				
Regular	35,785,291	18,528,516	35,203,400	7,791,700
Total Debt Service Funds	35,785,291	18,528,516	35,203,400	7,791,700
Internal Service Funds				
GASB #16 - Severance	1,200,000	-	699,999	-
Self-Insured Dental	477,000	2,257	460,000	44,547
Self-Insured Health	88,428,000	177,460	82,747,000	6,612,962
Total Internal Service Funds	90,105,000	179,718	83,906,999	6,657,510
Fiduciary Funds				
OPEB Irrevocable Trust	3,000,000	115,205	3,500,000	-
Total Fiduciary Funds	3,000,000	115,205	3,500,000	-
Total All Funds	<u>700,991,275</u>	<u>84,436,283</u>	<u>893,989,529</u>	<u>47,515,327</u>

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Wells Fargo OPEB Trust Fund Certificate of Incumbency**

Presenter(s): **Danny DuChene**

Title(s): **Coordinator of Finance**

Background

Wells Fargo Bank acts as the trustee for the District 196 Other Post-Employment Benefits (OPEB) trust fund. With change in administrative functions in the district's finance department, a revised Certificate of Incumbency is needed to provide continuity of service with respect to the trust having multiple individuals designated as authorized entity representatives.

This resolution authorizes the superintendent, the director of finance and operations, the coordinator of finance, and the controller to be designated as authorized entity representatives.

Alternatives

Do not approve the authorized entity representatives.

Recommendation

Approve the authorized entity representatives for the Wells Fargo OPEB trust fund.



Resolution of Board of Directors Certificate of Incumbency

Regarding Authorized Entity Representatives

1. Corporation Name (and capacity, if applicable; e.g., ABC, Inc. as General Partner of XYZ Partnership; ABC, Inc. as Trustee of XYZ Trust) ("Corporation"):

Independent School District No. 196 Rosemount, Minnesota

2. WHEREAS the Corporation is authorized to appoint **Wells Fargo Bank, N.A.**

("Wells Fargo") in Wells Fargo's capacity as (choose one):





Agent

Trustee or Co-Trustee

Custodian Only

and the Corporation's Board of Directors ("Board") has delegated certain functions to individuals ("Authorized Entity Representatives") to act on the Corporation's behalf;

3. RESOLVED that the following are Authorized Entity Representatives and a minimum of _____ [provide number; if left blank, any one Authorized Entity Representative may act] of them is/are required in order to take such actions and execute such documents on behalf of the Corporation with respect to its agreement with Wells Fargo:

Full Legal Name 1 Christopher Onyango-Robshaw	
Signature 1  X	Title 1 Director of Finance & Operations
Full Legal Name 2 Michael Bolsoni	
Signature 2  X	Title 2 Superintendent
Full Legal Name 3 Seth Mader	
Signature 3  X	Title 3 Controller
Full Legal Name 4 Danny DuChene	
Signature 4  X	Title 4 Coordinator of Finance

Full Legal Name 5	
Signature 5	Title 5
X	

Full Legal Name 6	
Signature 6	Title 6
X	

4. RESOLVED that Wells Fargo shall be fully protected by relying upon this Resolution and shall be indemnified and held harmless from any and all claims, demands, expenses, losses, or damages, including reasonable attorney fees related to Wells Fargo's reliance on this Resolution.
5. RESOLVED that this Resolution shall replace and supersede any prior Resolution on this subject in conflict herewith.
6. I certify that I am the duly elected and qualified Corporate Secretary authorized to certify the Resolutions of the Board; that the above is a true and correct copy of Resolutions adopted by the Board; and that said Resolutions are in full force and effect and have not been repealed, amended, or canceled.
7. I further certify that the Board, by said Resolutions, has conferred on the Authorized Entity Representative(s) full authority to exercise the powers granted; that the signature appearing opposite each Authorized Entity Representative's name is such individual's signature; and that the authority of such persons may be relied upon until Wells Fargo receives further notice from me (or my successor in office).

Signature of Corporate Secretary	Date
X	
Full Legal Name of Corporate Secretary	

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Principals and Assistant Principals Appreciation Week: Oct. 6-10, 2025**

Presenter(s): **Michael Bolsoni**

Title(s): **Superintendent**

Background

District 196 annually observes Principals and Assistant Principals Appreciation Week. To honor their impactful contributions, the administration recommends that the School Board approve the following resolution:

District 196 Principals and Assistant Principals Appreciation Week

Whereas: Principals and assistant principals provide leadership to staff members, support to parents, and guidance for our students;

Whereas: Principals and assistant principals serve in vital roles that support and develop students' lifelong love of learning;

Whereas: Principals and assistant principals are dedicated to providing high-quality educational opportunities for students of all ages, and

Whereas: Principals and assistant principals work with students, parents/guardians, staff members, and other administrators as an essential part of the District 196 team.

Therefore, be it resolved: The School Board of Independent School District 196, Rosemount-Apple Valley-Eagan Public Schools, hereby extends its appreciation to principals and assistant principals for the vital role they play in educating, developing, and inspiring students for lifelong success and declares Oct. 6-10, 2025, to be Principals and Assistant Principals Appreciation Week in District 196.

Alternatives

1. Request changes to the resolution.
2. Do not approve the resolution.

Recommendation

Approve the resolution as presented.

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Tuition Agreement Between Intermediate District 917 and Independent School District 196 for Dakota County Area Learning School (DCALS)**

Presenter(s): **Eric Hansen**

Title(s): **Director of Secondary Education**

Background

Pursuant to Minnesota Statute § 124D.68, eligible District 196 students may choose to enroll in the Dakota County Area Learning School (DCALS) operated by Intermediate District 917. DCALS is a Minnesota state-approved credit recovery alternative learning program that offers alternative education to students in Dakota County. Approval of the resident district is not generally required for enrollment. Pursuant to state law, District 196 is responsible for the cost of tuition for District 196 resident students enrolled at DCALS. Intermediate District 917 provides billing statements and a list of enrolled students.

The administration recommends approving the payment of tuition for eligible District 196 resident students who enroll in DCALS.

Alternatives

Do not approve the payment of tuition.

Recommendation

Authorize the payment of tuition to Intermediate District 917 for eligible District 196 resident students enrolled at DCALS.

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Substitute & Temporary Employee Wage Rates**

Presenter(s): **Joel Milteer**

Title(s): **Director of Human Resources**

Background

The district occasionally needs temporary or substitute employees in specific positions. Since collective bargaining agreements do not set pay rates for temporary and substitute employees, there is a need to review them administratively.

The attached document contains a list of rates previously approved by the Board, with proposed changes listed in red and underlined.

Alternatives

Do not approve one or more of the recommended rates.

Recommendation

Approve the recommended rates as presented.

INDEPENDENT SCHOOL DISTRICT 196
ROSEMOUNT, MN 55068

SUBSTITUTE AND TEMPORARY EMPLOYEE WAGE RATE
9/29/25 Proposed

The following are the only approved rates for substitute and temporary employees. If you do not see a rate listed for a position you should contact Human Resources.

<u>CATEGORY</u>	<u>RATES</u>
<u>General</u>	
Bus Driver Substitute	
ISD 196 Retired Bus Driver	\$24.95/hr ⁸
Bus Driver Substitute	\$24.15/24.95 ¹
Bus Driver Charter Substitute	\$24.15
Bus Chaperone	\$19.40/19.93 ¹
Transportation Casual	\$20.00/22.00/hr ⁷
Transportation Body Repair Technician	\$24.00/25.00/hr ⁷
Building Engineer Substitutes	
Districtwide Maintenance Engineer	\$30.00/hr
Building Engineer / Retired Building Engineer	\$26.50/hr
Custodian / Retired Custodian	\$20.00/hr
Warehouse Casual	\$20.00/hr
Groundskeeper	\$20.00/hr
Mail Van Driver	\$24.00/hr
Truck Driver (freight delivery)	\$24.95/hr
Nutrition Services Associate	\$15.50 18.25 16.25 <u>\$19.00</u> /hr ²
Graphics Assistant & Print Room Worker	\$18.00/hr
Secretary/Para/Clerical Rate (ISD 196 Retiree)	\$20.00/hr
Secretary (Group I & II)	\$19.00/hr
Accounting Clerk (Group III)	\$18.00/hr
Secretary (Group IV)	\$17.00/hr
Paraprofessional (Group V)	\$16.50/hr/18.00/hr ³
Instructional/Library Clerk/Typist (Group VI)	\$15.00/hr
Instructor (District Graduate Credits)	\$500 - \$5,000 (Depending upon participants)
Teaching Assistant (ECFS)	\$16.50/\$18.00/hr ³
Bridge-to-School Summer Program	
ECFE Teaching Assistant	\$16.50/\$18.00/hr ^{3,6}
Special Education Extended School Year	
Program Special Education Paraprofessional	\$16.50/\$18.00/hr ^{3,6}
Teacher Additional Period	\$40.00/hr
Nurse Substitute	\$29.00/hr
Summer School Program Nurse	\$35.00/hr
School Psychologist (early entrance assessments)	\$131.80 per child
Early Childhood Screening Nurse	\$24.00/hr
Early Childhood Screener	\$30.00/hr
Campus Security Specialist	\$15.50/hr
Building Tech Support	\$12.00/hr
<u>Miscellaneous</u>	
Academic Coaches (non-licensed) Leader	\$23.99/hr
Academic Coaches (non-licensed)	\$15 - \$18.23/hr
American Indian Education Academic Coach	\$25.75/hr
American Indian Education Academic Coach (licensed)	\$30.00/hr
Backstage Arts Event Supervisor	\$25.00/hr
Cable TV Coordinator	\$15.00/hr
Chemical Hygiene Officer	\$32.00/hr
Choral Accompanist	\$25.25/hr
Cued Language Transliterater	\$25.00/hr
Deaf/Hard of Hearing Assistant	\$25.00/hr
Debate/Speech Judge	\$100.00/day
Driver's Training	\$35.34/hr
Election	
Absentee Ballot Board Judge	\$14.00/hr
Election Assistant I	\$20.25/hr

Election Assistant II	\$26.00/hr
Election Judge	\$15.00/hr
Head Election Judge	\$17.00/hr
ELL Tutors	\$11.13/hr
Language Interpreter (non-teacher)	\$30.00/hr
High School Officials	See attached rates ⁵
Instrumental Music Summer Lessons	\$19 - \$25.00 per student per lesson
Intramural Coaches (HS only)	\$600 - \$2,500 range
Intramural Officials (HS only)	\$30.00/game
Title III Summer Programs (non-licensed)	\$33.00/hr
Parent Involvement Coordinator	\$11.13 - \$15.00/hr
ACT camp Instructor	\$30.00/hr
School Board Meeting Production	
Camera Operator	\$15.00/hr
Assistant	\$18.00/hr
Co-Lead	\$20.00/hr
SES Field Experience Instructor	\$800
Site Managers	\$25.00, 2 hour min
Student Dance Chaperone	\$25.00/hr
Student Employee I (Work Exper. Prog in district)	\$11.13/hr
Student Employee II	\$11.13 - \$15.00/hr
Student Employee III (college student)	\$11.13 - \$18.00/hr
Student Official	\$11.13/hr/game
Student Workers (auditorium)	\$12.00/hr
Summer School Coordinator (Non-licensed)	\$25.00/hr
Supervisor for Activities and Athletic Events	\$20.00/hr ⁴ , 2 hr minimum
Tech Workers (College)	\$14.50/hr - \$18.00/hr
Tech Workers (HS)	\$12.50/hr - \$15.00/hr
Test proctoring (non-licensed)	\$20.00/hr
Test Proctoring (licensed or retired teacher)	\$35.00/hr (effective 7/1/25)
Theatre Ticket Booth Worker (non-employee)	\$12.00 - \$14.00/hr
Tutors	\$11.13/hr
Vocal Music Summer Lessons	\$20 - \$25.00 per student per lesson
Voice Lessons (6 one-half hour lessons in summer)	\$145.00
Weekend/after-hours supervision	\$25.00/hr

Middle School Officials

Student Referees (Grade 7/8)	\$25.00/game
Declam	\$48.50/half day contest
Basketball	\$70.00/2 games
Volleyball	\$40.00/match
Track/Clerk of Course	\$60.00/meet
Track Workers/Timers/Starters/PA Announcer	\$55.00/meet
Swimming - Starter	\$77.00/meet
Soccer	\$50.00/game
Intramural Supervisor	\$25.00/hr
Intramural Student Assistant	\$11.13/hr

Summer Camps/Programs

Instrumental Music Summer Ensemble	\$60 - \$75.00/student
Performing Arts Camp Director	\$750.00 per one week camp
Performing Arts Camp Coordinator	\$600 per one week camp
Performing Arts Camp College Students	\$14.50 - \$16.50/hr
Performing Arts Camp HS Students	\$12.50 - \$14.50/hr
Showtime! Camp Director	\$2,000/two week camp
Showtime! Camp Coordinator	\$1,500 per two week camp
Summer Science Institute Director	\$1,000/\$2,500/camp
Summer Science Institute Teacher	\$500 - \$1,000/camp (faculty member)
Weight Training Camp Director	Up to \$7,000/camp
Weight Training Camp Workers	Up to \$4,500/camp (faculty member)
Weight Training Camp Workers	\$15 - \$25.00/hr (non-faculty member)
Summer Camps (SES)	\$200.00/day
Speech - Adult Coaches	\$20.00/hr
Speech - College Student Coach	\$13.00/hr
Speech - High School Grads	\$11.13/hr

Video Producer (Showtime Camp)	\$200 - \$300/camp
<u>Summer Musical Theatre</u>	
Head Director	\$6,000 - \$7,500/camp
Orchestra Director	\$3,800 - \$4,800/camp
Vocal Director	\$3,800 - \$4,800/camp
Technical and Special Effects Director	\$3,000 - \$4,000/camp
Set Construction	\$2,000 - \$2,500/camp
Choreographer	\$2,500 - \$4,000/camp
Assistant Choreographer/Dance Captain	\$750 - \$1,500
Lighting Assistant	\$1,000 - \$1,500/camp
Sound Assistant/Board Operator	\$500 - \$1,000/camp
Costumer/Properties	\$3,000 - \$4,000/camp
Assistant Costumes/ Hand Props	\$750 - \$1,500
Asst to Director/Stage Manager	\$2,000 - \$3,500
Scene Painter	\$2,000 - \$3,000
Box Office/Concessions/Cashier	\$11.13 - \$16.00/hr
Video Producer	\$1,000 - \$2,500/production
Filming	\$150/performance
Backstage Lead	\$500 - \$1,500
Stage Properties	\$750 - \$1,000
Social Media/Advertising/Promotion	\$500 - \$1,000
Rehearsal and Performance Pianist	\$800 - \$1,500

¹ Substitute Bus Drivers and Chaperones must have substituted for 30 or more days in the previous school year to receive the higher pay rate.

² Positions with a dual rate structure shall receive the lower rate during the first 30 days of service. After 30 days of service the substitute or temporary employee, shall be paid the higher rate for as long as they work in that substitute or temporary category. If you subbed in the previous school year, your balance will be carried over to the following school year.

³ Positions with a dual rate structure shall receive the lower rate during the first 30 work days within a school year. After 30 work days, the substitute shall be paid the higher rate as long as they continue to work more than 30 days each school year. The higher rate will be carried over to the following school year provided the substitute worked a minimum of 30 days in the previous school year.

⁴ This includes Activities and Athletic Event workers.

⁵ High School Athletic officials follow the rates on the Metro Officials' Fee Structure which are agreed to by South Suburban Athletic Directors.

⁶ ECFE teaching assistant, if currently employed by District 196 as an ECFE teaching assistant is paid their current hourly rate. Special Education paraprofessional, if currently employed by District 196 as a special education paraprofessional is paid their current hourly rate.

⁷ Positions with a dual rate structure shall receive the lower rate during the first 60 days of service. After 60 days of service the substitute or temporary employee, shall be paid the higher rate for as long as they work in that substitute or temporary category. If you subbed in the previous school year, your balance will be carried over to the following school year.

⁸ This category would be for licensed bus drivers with 1 or more years of bus driving experience with ISD 196

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Personnel**

Presenter(s): **Tiffany Weiler**

Title(s): **Coordinator of Human Resources**

Background

The attached list of proposed personnel separations, leaves of absence, and new staff is presented for Board action.

Alternatives

Do not approve one or more of the actions.

Recommendation

Approve the actions as presented.

Separations: Non-Licensed

Date of Board Meeting - September 29, 2025

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Effective Date</i>	<i>Reason</i>
Daklin Wren 147111	Gareth	Special Education Paraprofessional Northview Elementary	9/5/2025	9/8/2025	Resignation
Davies 144359	Georgianna	Special Education Paraprofessional Dakota Hills Middle	8/31/2022	9/17/2025	Resignation
Green 146989	Jessica	Special Education Paraprofessional Highland Elementary	9/2/2025	9/23/2025	Resignation
Grunklee 34719	Patricia	Elementary Technology Support Clerk Parkview Elementary	9/25/2012	8/28/2025	Resignation
Hamann 20697	Peggy	Special Education Paraprofessional Apple Valley High	12/6/1999	9/30/2025	Retirement
Lane 145893	Ryan	Custodian School of Environmental Studies	7/9/2024	9/19/2025	Resignation
Marotzke 11545	Cheri	Bus Driver Transportation	7/7/1988	12/19/2025	Revised Retirement
McWilliam 43051	Matthew	Special Education Paraprofessional Dakota Hills Middle	9/1/2021	6/5/2025	Resignation
Olstad 38566	Rachel	Instructional Clerk Thomas Lake Elementary	9/6/2016	9/12/2025	Resignation
Peery 42582	Jennifer	Bus Driver Transportation	10/29/2021	9/4/2025	Resignation
Reyes Portocarrero 146638	Lorena	Custodial Aide Blawk Hawk Middle	5/5/2025	9/8/2025	Resignation
Ruiz Plaza 146475	Pablo	Special Education Paraprofessional Falcon Ridge Middle	1/13/2025	9/3/2025	Resignation
Schnoor 27752	Diane	Bus Driver Transportation	2/12/2004	10/10/2025	Retirement
Sieja 146588	Stephanie	Nutrition Services Associate Rosemount Elementary	4/7/2025	9/12/2025	Resignation

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Effective Date</i>	<i>Reason</i>
Thielbar 146920	Destinee	Special Education Paraprofessional Red Pine Elementary	9/2/2025	8/20/2025	Resignation
Vrooman 44095	Charles	Bus Driver Transportation	8/31/2022	10/2/2025	Retirement
Walie 144426	Sadiya	Custodian Oak Ridge Elementary	9/13/2022	9/4/2025	Termination
Webster 146398	Morgan	Special Education Paraprofessional Parkview Elementary	12/3/2024	9/8/2025	Resignation

Separations: Licensed

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Effective Date</i>	<i>Reason</i>
Lehmann 37014	Emily	Music Teacher Echo Park Elementary	9/8/2016	9/19/2025	Resignation
Miller 39199	Amy	Instruction & Achievement Educator Development Coordinator District Office	6/30/2021	12/8/2025	Resignation
Sullivan 25137	Beth	Instruction & Achievement Assessment Analyst District Office	10/15/2001	1/23/2026	Retirement

Leaves of Absence Without Pay Recommended: Non-Licensed Staff

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Dates of Leave</i>
Alicea 145192	Aida	Nutrition Services Associate Apple Valley High	8/30/2023	Beginning noon September 9, 2025 to the beginning of the day September 17, 2025
Fischer 11517	Jorjean	Special Education Paraprofessional Eastview High	8/30/2021	Beginning of the day September 5, 2025 to the beginning of the 2026-27 school year
Geiken 146509	Alyssa	Special Education Paraprofessional Dakota Ridge School	1/30/2025	Beginning of the day September 4, 2025 to the beginning of the day January 5, 2026
Gonzalez 146564	Guadalupe	Chaperone Transportation	3/20/2025	Beginning of the day September 4, 2025 to the beginning of the 2026-27 school year
Lehmann 41420	Bruce	Bus Driver Transportation	9/3/2019	Beginning noon September 17, 2025 to the beginning of the 2026-27 school year
Owusu 34232	Verena	Secretary District Office	1/5/2015	Beginning noon on October 16, 2025 to the beginning of the day November 20, 2025
Pearson 43523	Jessica	Nutrition Services Associate Black Hawk Middle	12/31/2021	Intermittent beginning September 15, 2025 to the beginning of the day February 2, 2026
Salzer 40042	Paul	Building Engineer Parkview Elementary	2/20/2018	Beginning noon on January 2, 2026 to the beginning of the day January 20, 2026
Walker 37374	Kierra	Special Education Paraprofessional Parkview Elementary	2/12/2024	Beginning of the 2025-26 school year to the beginning of the 2026-27 school year
Ziegler 145337	Dillon	Special Education Paraprofessional Pinewood Elementary	9/21/2023	Beginning of the day September 3, 2025 to the beginning of the 2026-27 school year

Leaves of Absence Without Pay Recommended: Licensed Staff

<i>Last Name</i>	<i>First Name</i>	<i>Assignment</i> <i>Location</i>	<i>Employment Date</i>	<i>Dates of Leave</i>
Achu 146023	Margaret	Occupational Therapist Dakota Valley Learning Center	8/21/2024	Beginning noon September 16, 2025 to the beginning of the day December 2, 2025
Flores 17555	Carmen	Speech Language Pathologist Parkview Elementary	8/29/1994	.2 FTE beginning of the 2025-26 school year to the beginning of the 2026-27 school year
Halvorson 146975	Jamie	Grade 4 Teacher Diamond Path Elementary	8/20/2025	Beginning noon September 22, 2025 to the beginning of the day October 30, 2025

New Staff: Non-Licensed

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Reason</i>	<i>Salary</i>
Anderson 146743	George	Special Education Paraprofessional Highland Elementary	9/19/2025	Allocated position	21.65/hr, 31.25 hrs/wk, school term
Barnhill 147145	Cordelia	Special Education Paraprofessional (Temporary) Oak Ridge Elementary	9/18/2025	Replacement	21.65/hr, 31.25 hrs/wk
Baumann 147099	Lezlie	Chaperone Transportation	9/12/2025	Allocated position	19.40/hr, 35.67 hrs/wk, school term
Becker 147120	Logan	Special Education Paraprofessional Dakota Ridge School	9/8/2025	Allocated position	21.65/hr, 33.75 hrs/wk, school term
Bensussan 147134	Heather	Instructional Clerk Thomas Lake Elementary	9/15/2025	Replacement	20.19/hr, 20 hrs/wk, school term
Buckner 37572	Anthony	Student Support Specialist Apple Valley High	9/15/2025	Allocated position	52,386 (prorated)
Coulson 147123	Linda	Nutrition Services Associate Dakota Hills Middle/ Eagan High	9/16/2025	Replacement	20.23/hr, 25 hrs/wk, school term
Crepeau 147122	Avery	Nutrition Services Associate East Lake Elementary	9/11/2025	Replacement	20.23/hr, 20 hrs/wk, school term
Edao 147147	Berhanu	Custodian Rosemount Middle	9/18/2025	Replacement	21.97/hr, 40 hrs/wk, 12 month
Encalada 147117	Miriam	Instructional Clerk Westview Elementary	9/8/2025	Replacement	20.19/hr, 15 hrs/wk, school term
Fabel 147129	Jillane	Special Education Paraprofessional Red Pine Elementary	9/9/2025	Allocated position	24.16/hr, hours vary, school term
Gunderson 147124	Kayla	Nutrition Services Associate Apple Valley High	9/15/2025	Replacement	20.23/hr, 25 hrs/wk, school term
Isaacson 147144	Nicole	Instructional Clerk Shannon Park Elementary	9/17/2025	Allocated position	21.44/hr, 25 hrs/wk, school term
Jameson 147142	Justine	Basic Skills Clerk Eagan High	9/17/2025	Allocated position	20.65/hr, hours vary, school term

These conditional offers of employment are subject to successful completion of a criminal background check and I-9 Employment Eligibility Verification.

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Reason</i>	<i>Salary</i>
Jamison 38733	Bunny	Special Education Paraprofessional Oak Ridge Elementary	9/29/2025	Replacement	21.65/hr, 31.25 hrs/wk, school term
Jensen 146957	Steven	Bus Driver Transportation	9/9/2025	Replacement	24.15/hr, 32.5 hrs/wk, school term
Jones 147152	Katherine	Special Education Paraprofessional Dakota Valley Learning Center	9/22/2025	Replacement	21.65/hr, 19.5 hrs/wk, school term
Jorde 147143	Aiya	Basic Skills Clerk Eagan High	9/15/2025	Allocated position	20.65/hr, hours vary, school term
Landgrebe 144335	Neil	Chaperone Transportation	9/12/2025	Replacement	19.40/hr, 27 hrs/wk, school term
Larson 43061	Brandon	Special Education Paraprofessional Eagan High	9/12/2025	Replacement	21.65/hr, 17.5 hrs/wk, school term
Lawrence 147080	Laura	Chaperone Transportation	9/15/2025	Allocated position	19.40/hr, 24.17 hrs/wk, school term
Marrone 147138	Ashley	Nutrition Services Associate Pinewood Elementary	9/19/2025	Replacement	20.23/hr, 20 hrs/wk, school term
McDaniel 147132	Molly	Special Education Paraprofessional Diamond Path Elementary	9/12/2025	Replacement	21.65/hr, 31.25 hrs/wk, school term
Meckley 30530	Sandra	Receptionist District Office	9/15/2025	Replacement	24.90/hr, 22.5 hrs/wk, 12 month
Mendez 147154	Mario	Nutrition Services Assistant Manager Black Hawk Middle	9/23/2025	Replacement	22.01/hr, 35 hrs/wk, school term
Meza De La Cruz 147146	Angelica	Custodian District Office East	9/18/2025	Replacement	21.97/hr, 20 hrs/wk, 12 month
Montgomery 146535	Dylan	Custodian District Services Center	9/22/2025	Replacement	21.97/hr, 40 hrs/wk, 12 month
Mursal 147119	Nimo	Special Education Paraprofessional Red Pine Elementary	9/8/2025	Replacement	22.91/hr, hours vary, school term
Ohmann 147148	Debra	Nutrition Services Associate Diamond Path Elementary	9/22/2025	Replacement	20.23/hr, 22.5 hrs/wk, school term

These conditional offers of employment are subject to successful completion of a criminal background check and I-9 Employment Eligibility Verification.

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Reason</i>	<i>Salary</i>
O'Neal 147118	Miles	Custodial Aide Red Pine Elementary	9/8/2025	Allocated position	18.28/hr, 20 hrs/wk, school term
Reiman 145227	Meagan	Special Education Paraprofessional Highland Elementary	9/19/2025	Allocated position	21.65/hr, 31.25 hrs/wk, school term
Sabio 147133	Ma Isabel	Special Education Paraprofessional Glacier Hills Elementary	9/16/2025	Replacement	21.65/hr, 31.25 hrs/wk, school term
Sexton 147139	Denise	Nutrition Services Associate Emerald Trail Elementary	9/25/2025	Allocated position	20.23/hr, 27.5 hrs/wk, school term
Sherstiuk 147116	Oksana	Nutrition Services Associate Black Hawk Middle	9/8/2025	Replacement	20.23/hr, 22.5 hrs/wk, school term
Shrewsbury 147128	Benjamin	Special Education Paraprofessional Rosemount Elementary	9/11/2025	Replacement	21.65/hr, 31 hrs/wk, school term
Skinn 21755	Jami	Special Education Paraprofessional East Lake Elementary	9/8/2025	Replacement	22.91/hr, 31.25 hrs/wk, school term
Stadther 37298	Timothy	Bus Driver Transportation	9/8/2025	Replacement	26.53/hr, 27.08 hrs/wk, school term
Tran 145709	Jonathan	Instructional Clerk Emerald Trail Elementary	9/16/2025	Allocated position	20.19/hr, 12.5 hrs/wk, school term
Warner 147130	Jacqueline	Special Education Paraprofessional (Temporary) Parkview Elementary	9/11/2025	Replacement	21.65/hr, 31.25 hrs/wk
Watson 38901	Robert	Campus Security Specialist Eagan High	9/22/2025	Allocated position	29,553 (prorated)
Winchester 144485	Amanda	Special Education Paraprofessional Parkview Elementary	9/17/2025	Replacement	22.91/hr, 15 hrs/wk, school term

These conditional offers of employment are subject to successful completion of a criminal background check and I-9 Employment Eligibility Verification.

New Staff: Licensed

<i>Last Name</i>	<i>First Name</i>	<i>Assignment Location</i>	<i>Employment Date</i>	<i>Reason</i>	<i>Salary</i>
Bailey 147091	Suzanne	Early Childhood Teacher Diamond Path Elementary	8/27/2025	Replacement	80,600 (prorated)
Berkness 33941	Benjamin	Special Education Centerbased Teacher Greenleaf Elementary	9/4/2025	Allocated position	89,328 (prorated)
Carlton 147105	Ana	English Teacher Scott Highlands Middle	9/3/2025	Replacement	54,157 (prorated)
Fischer 11517	Jorjean	Special Education Centerbased Teacher Eastview High	9/5/2025	Allocated position	97,386 x .5 FTE (prorated)
Ghirmai 38420	Samson	Social Studies Teacher Dakota Hills Middle	8/20/2025	Allocated position	56,155
Head 147096	Maggie	Grade 4 Teacher Westview Elementary	9/2/2025	Replacement	50,266 (prorated)
Summers 146960	Katherine	English Teacher/ Study Skills Teacher Rosemount High	8/20/2025	Allocated position	92,204
Tobias 40985	Chaka	Kindergarten Teacher Oak Ridge Elementary	8/20/2025	Allocated position	72,722

These conditional offers of employment are subject to successful completion of a criminal background check, I-9 Employment Eligibility Verification and, where applicable, the issuance of the required license. Salary subject to change upon verification of correct step and lane placement.

Rosemount • Apple Valley • Eagan Public Schools

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Employment Agreement - Additional FTE**

Presenter(s): **Joel Milteer**

Title(s): **Director of Human Resources**

Background

The administration seeks to enter into a separate employment agreement with a teacher who has a continuing contract with the district. The agreement provides the employee with additional hours of paid time work (FTE) during the 2025-26 school year, in excess of their continuing contract. Because the work may not be available in future years, the administration does not want to offer the additional FTE if the employee will gain continuing contract rights to the additional FTE pursuant to Minn. Stat. § 122A.40. The employee would like to provide the additional FTE of service during the 2025-26 school year, and is willing to waive continuing contract rights to the additional FTE. The agreement allows the district to obtain the additional service from the employee without making the additional hours of employment part of the employee's continuing contract.

A template agreement is attached for the School Board's review. A similar agreement was presented to the employee for their review and signature. The agreement was developed by the school district's general counsel. The employee and Dakota County United Educators have agreed to the terms of the agreement.

Alternatives

1. Do not approve the agreement.
2. Suggest changes to the agreement.

Recommendation

Approve the agreement as presented.

EMPLOYMENT AGREEMENT

WHEREAS, XXX XXX (hereinafter referred to as “XXX”) is employed by Independent School District No. 196, Rosemount, Minnesota, (hereinafter referred to as “School District”) as a XX Full Time Equivalent (“FTE”) teacher; and

WHEREAS, XXX has earned continuing contract rights as a XX FTE teacher in the School District; and

WHEREAS, the School District has an additional FTE position for which XXX is licensed, but the position may only be available during all or portions of the 2025-26 school year; and

WHEREAS, the School District would like to offer XXX an additional XX FTE position on a temporary basis during all or portions of the 2025-26 school year, but does not want to offer the additional XX FTE if XXX will gain continuing contract rights as a XX FTE teacher in the School District pursuant to Minn. Stat. § 122A.40; and

WHEREAS, XXX would like to provide the additional XX FTE of teaching service during all or portions of the 2025-26 school year and is willing to waive any claim to continuing contract rights for the additional XX FTE; and

WHEREAS, XXX is a member of Dakota County United Educators (DCUE), the local exclusive representative for teachers in the School District; and

WHEREAS, the parties have been given the opportunity to consult with legal counsel and the exclusive representative and understand their rights and obligations under Minnesota Statute § 122A.40 and the teachers’ collective bargaining agreement; and

WHEREAS, XXX understands that the intention of this Agreement is to waive any claim of continuing contract rights with respect to the additional XX FTE teaching position.

NOW THEREFORE, the School District, XXX and DCUE hereby agree as follows:

1. The parties to this Agreement have determined that it is in the best interests of XXX and the School District for XXX to provide an additional XXFTE of teaching during all or portions of the 2025-26 school year.
2. The School District agrees to employ XXX to provide the additional XX FTE of teaching service during all or portions of the 2025-26 school year. The additional XX FTE of employment will automatically expire at the end of the 2025-26 school year without further action of the School Board.
3. XXX voluntarily agrees that XXX has no continuing contract rights pursuant to Minnesota Statute § 122A.40 or any other law with respect to the additional XX FTE of employment with the School District and hereby waives any claim of continuing contract rights with respect to this employment.

4. XXX acknowledges that XXX waiver and relinquishment of rights under Minnesota Statute § 122A.40 and other relevant law is in consideration of the School District's agreement to employ XXX for an additional XX FTE for a limited period of time and XXX acknowledges that there has been no coercion by the School District, its School Board, superintendent, principals or any other person, and that this choice is made voluntarily.

5. XXX acknowledges that by executing this Agreement that there are no mutual covenants, promises, undertakings or understandings outside of this Agreement with regard to the additional XX FTE of service, other than those specifically set forth herein.

6. The parties agree that nothing contained in this Agreement shall be deemed to establish a precedent or past practice and the parties waive any right to file a grievance related to or arising out of the terms of this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as set forth above.

Dated: _____, 2025

XXX XXX

Dated: _____, 2025

President
Dakota County United Educators

Dated: _____, 2025

Chair of the School Board
Independent School District No. 196
Rosemount, Minnesota

Dated: _____, 2025

Clerk of the School Board
Independent School District No. 196
Rosemount, Minnesota

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Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **Agreement for Clinical Experience with Eastern New Mexico University**

Presenter(s): **Joel Milteer**

Title(s): **Director of Human Resources**

Background

In accordance with Administrative Regulation 404.2AR, Placement of Student Teachers and Interns, the School Board must approve student teacher agreements between the school district and the colleges and universities from which it receives student teachers/interns. The attached agreement with Eastern New Mexico University follows the district's student teacher/intern contract guidelines.

Alternatives

1. Do not approve the agreement.
2. Suggest changes to the agreement.

Recommendation

Approve the agreement as presented.

AGREEMENT FOR CLINICAL EXPERIENCE

This Agreement is entered into between Eastern New Mexico University Communicative Disorders Program and ENMU Clinical, 1500 S Avenue K, Portales, NM 88130, (“the School”) and Independent School District 196, 3455 153rd Street West, Rosemount, Minnesota 55068 (“ISD 196”). This Agreement is based upon the parties’ common goal of education and the wish of the parties to facilitate a relationship for the purpose of providing clinical educational experiences at ISD 196 sites for School’s students.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Responsibilities of the Parties

A. Joint Responsibilities

1. The School and ISD 196 will each identify a person or persons responsible for liaison during the course of this Agreement. The appointment of liaisons shall be subject to mutual approval of the parties.
2. The persons responsible for the liaison will jointly plan for:
 - Selection, assignment and orientation of the student;
 - Periodic review and preparation of objectives for the clinical experience program (“program”); and
 - Evaluation of student performance in the program.

Although the persons responsible for liaison will jointly plan for selection and assignment of the student, ISD 196 has final authority to determine whether a student may participate in the program and the ISD 196 site(s) to which the student is assigned.

ISD 196 shall be under no obligation to accept a student under this Agreement.

3. The School has authority to withdraw, suspend or terminate a student from the program for academic deficiencies, behavioral violations or other sufficient reason subject to certain procedures afforded to the student. ISD 196 may unilaterally suspend or terminate a student’s participation in the program at ISD 196 site(s) for any reason. The ISD 196 liaison will consult the School liaison before suspending or terminating a student’s participation, except where consultation is not reasonably possible under the circumstances.
4. The student is a participant in an educational program, and for purposes of this Agreement, shall not be considered an employee of either the ISD 196 or the School and neither party shall have responsibility for payment of workers compensation benefits to the student, nor shall the student be entitled or eligible to participate in any benefits or privileges given or extended to employees of ISD 196 or the School, except as otherwise required by law.

B. The School’s Responsibilities

1. The School shall assume overall responsibility for the general educational experience of the student assigned to ISD 196 sites. That responsibility includes the following:
 - Determination of educational goals for the student;
 - Establishing a prerequisite criteria for placement of the student at ISD 196 which shall include a requirement that the student has made substantial progress toward their degree;
 - Determination of completion of the assignment;
 - On site supervision and evaluation as coordinated by the liaisons; and
 - Final evaluation of student performance.

Notwithstanding the School's responsibility to determine educational goals for the program, ISD 196 has full authority to prohibit the implementation of any goal that is not compatible with ISD 196 programs and practices or its professional responsibilities to ISD 196 pupils.

2. ISD 196 requires the student to undergo criminal/maltreatment background studies pursuant to Minn. Stat. § 123B.03 and 299C.60 et. seq. as a pre-requisite to participation in the program. The School must reimburse ISD 196 for the actual cost of the background study, although it may pass the cost to the individual student. The participating student must complete ISD 196's background study consent form and submit to a background study performed by ISD 196 or its agent.
3. The School certifies that its students have been instructed on the confidentiality of information related to pupils.
4. The School shall pay an honorarium or stipend for the placement of its student interns in the amount of \$0 per student intern.
[Insert dollar amount]

C. ISD 196 Responsibilities

1. ISD 196 shall assume full responsibility for the care and welfare of its pupils. It is understood that individual pupil care and education is not controlled, supervised, or paid for by the School.
2. ISD 196 agrees to provide educational opportunities for the student in ISD 196 sites. In this regard, ISD 196 will provide the equipment, facilities, supplies and services necessary to meet the objectives of the program. Licensed ISD 196 employees will oversee the student and such employees will have full authority to restrict and set limits upon the conduct and actions of the student participating in the program.
3. ISD 196 agrees that it will not replace any of its employees nor fill any vacancies normally filled by an employee with the student assigned under this Agreement. The student shall not act as a substitute educational service provider.
4. ISD 196 agrees to provide the School with a current copy of its regulation and procedure with regard to student interns. Copies are attached as Appendix A.
5. ISD 196 may provide the student with an introductory orientation to ISD 196 if determined to be necessary by ISD 196. The Student will be required to adhere to the internal policies, regulations and procedures of ISD 196 and ISD 196 will communicate relevant policies, regulations and procedures to the student as appropriate and necessary, including ISD 196's regulation on student bullying.

II. Term

This Agreement shall be effective September 15, 2025 and shall remain in effect until June 30, 2028. It may be terminated as provided by this Agreement.

III. Insurance and Indemnity

The School shall carry and/or ensure students carry insurance coverage to cover any claims arising out of student participation in the program provided for in this Agreement. A certificate evidencing insurance shall be furnished to ISD 196 upon request. The School and/or student shall carry the following minimum insurance coverage in a form acceptable to ISD 196 at the School's expense during the term of this Agreement.

- General Liability Insurance, with limits of not less than \$500,000 per person and \$1,500,000 per occurrence, minimum.
- School agrees to ensure that students carry Professional Liability Insurance, \$2,000,000 per occurrence, minimum.

The insurance coverage carried by the School under this Agreement must be provided by a financially solvent company licensed to do business in the United States of America. Said insurance will be primary and noncontributory notwithstanding any other insurance carried by ISD 196 and shall contain an endorsement that designates ISD 196 as an additional insured with respect to claims related to the program referenced in this Agreement.

IV. Data Privacy

The School agrees that the School and all students participating in the program will comply with the requirements of the Minnesota Government Data Practices Act, Minnesota Statute Chapter 13 and the Federal Educational Rights and Privacy Act (FERPA), 20 USC 1232g with respect to data related to this Agreement. This provision includes the educational data of pupils in ISD 196 to the extent that the implementation of this Agreement requires students or the School to have access to such data.

The student participating in the program will be required to sign an authorization to allow the School and ISD 196 to exchange information about the student's participation and performance in the program. An authorization is attached as Appendix B.

V. Termination

This Agreement may be terminated by either party at any time upon providing thirty (30) days written notice. ISD 196 may also reject a student that the School has proposed for participation in the program and may also immediately terminate a student's participation in the program as provided in section I.A.3 of this Agreement.

VI. Compliance with Applicable Laws

The parties warrant that they will comply with all applicable federal, state and local laws. If any portion of this Agreement is declared by a court to be illegal or in conflict with any law, the validity of the remaining terms and conditions shall not be affected and the rights and obligations of the parties under this Agreement shall be construed and enforced as if the Agreement did not contain the particular provision held to be invalid. Minnesota law shall be used to construe and interpret this Agreement, without giving effect to the principles of conflict of laws. All court proceedings related to this Agreement shall be venued in the State of Minnesota, County of Dakota and each of the parties irrevocably submits to the exclusive jurisdiction of said court and waives any objection to venue or convenience of forum and agrees not to bring any proceeding related to this Agreement in any other jurisdiction.

VII. Non-Discrimination

Neither the School nor ISD 196 shall discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, familial status, membership or activity in a local human rights commission, disability, sexual orientation, gender identity, age, genetic information or veteran status.

VIII. State Audit

The books, records, documents, and accounting procedures and practices of the parties that are relevant to this Agreement or transaction are subject to examination by the School and either the Legislative Auditor or the State Auditor as appropriate for a minimum of six years.

IX. Costs

It is specifically agreed that neither party shall be responsible for costs or expenditures incurred by the other in the conduct of the program, except as expressly provided in this Agreement. The parties

specifically agree that the student participating in the program is not entitled to or eligible for compensation of any kind as a result of their participation in the program.

X. Successors

All covenants, stipulations and promises in this Agreement will be binding upon and inure to the benefit of the parties hereto and their respective successors, assigns and legal representatives. The School does not have the right to assign or otherwise transfer its rights or obligations under this Agreement except with the written consent of ISD 196. Any prohibited assignment will be null and void.

XI. Governing Law

This Agreement will be governed by and construed pursuant to the laws of the state of Minnesota.

XII. Waivers

No failure on the part of either party to exercise and no delay in exercising any right or remedy hereunder shall operate as a waiver thereof.

XII. Amendments

This Agreement may not be modified, amended, rescinded, canceled or waived in whole or in part, except by a written instrument signed by both parties or as provided in section V, Termination.

XIII. Entire Agreement

This Agreement, including any appendices attached hereto and made a part hereof, constitutes and expresses the entire agreement and understanding between the parties relative to the services. This Agreement supersedes all other prior between the parties.

IN WITNESS WHEREOF, the parties hereto execute this agreement as follows:

Eastern New Mexico University Communication Disorders Program and ENMU Clinical

Date: _____

By: _____

Name Dr. Suzanne H. Swift

Title ENMU CDIS Program Director

Independent School District No. 196

Date: _____

By: _____

Cory Johnson

Chairperson of the School Board

Date: _____

By: _____

Sakawdin Mohamed

Clerk of the School Board

APPENDIX A
INDEPENDENT SCHOOL DISTRICT 196
Rosemount-Apple Valley-Eagan Public Schools
Educating our students to reach their full potential

Series Number 404.2AR Adopted December 1977 Revised October 2023

Title **Placement of Student Teachers and Interns**

1. Definitions

1.1 A student teacher is someone who is enrolled in an approved teacher preparation program and seeks to obtain classroom teaching experience as part of a university/college requirement for their teaching degree.

1.2 An intern is someone who has made substantial progress toward a degree in the education field such as a school counselor, school social worker or school psychologist and seeks to obtain practical experience as part of a university or college requirement for their degree or licensure program.

An intern also includes someone who has made substantial progress toward a degree in a field that provides support to students and school districts and requires practical experience for their degree or licensure program. Examples include, but are not limited to, nursing, food and nutrition, human resources, finance and technology.

Current employees who seek intern experiences within the district may not be covered by this regulation. Supervising administrators will make arrangements for such internship experiences on a case-by-case basis based on building, district and employee needs.

1.3 Cooperating employees include the teacher or other district employee who will be directly supervising the student teacher or intern.

2. Process for placement of student teachers and interns:

2.1 Placement discussions should be between the college or university and the cooperating employee and their supervisor.

2.2 When colleges or universities express interest in entering into an agreement for the placement of student teachers or interns, the college or university will be sent a copy of:

2.2.1 Administrative Regulation 404.2AR, Placement of Student Teachers and Interns;

2.2.2 A list of district schools, principals and directors (including mailing addresses and phone numbers); and

2.2.3 An agreement to be executed by the parties.

2.3 The principal or appropriate supervisor will provide notice of the student teacher or intern to his or her director and to the Director of Human Resources. Student teacher placement must be with a cooperating licensed teacher who has at least three years of teaching experience and is not in the improvement process.

2.4 The director of elementary, secondary or special education (as appropriate) may be contacted regarding problems and issues concerning student teacher or intern placements.

- 2.5 All student teachers and interns will receive an orientation conducted by the Human Resources Department unless school district administration, at its discretion, determines that such an orientation is not necessary due to the length of the placement.
3. **Honorariums or stipends** - The college or university may provide an honorarium or stipend to the cooperating employee. The honorarium or stipend may be paid directly to the cooperating employee or may be paid to District 196, to be added to the cooperating employee's salary by the district subject to withholding. The college or university shall provide documentation to the district of the amount of the honorarium or stipend, the name of the student teacher or intern and the name of the cooperating employee to receive the honorarium or stipend.
 4. **Supervision of a student teacher or intern** – Students teachers or interns will be supervised by a fully qualified and full-time tenured teacher or supervisor with at least three years of experience and who are not in the improvement process.
 5. **Criminal background check** - All student teachers and interns will undergo a criminal background check in accordance with District 196 policy unless school district administration, at its discretion, determines that a criminal background check is not necessary due to the length of the placement or the lack of direct contact with students of District 196.
 6. **The School Board must approve all agreements** with colleges and universities attempting to place student teachers or interns in District 196.

References: - Minnesota Statute 122A.69, Practice or Student Teachers

APPENDIX B

AUTHORIZATION FOR THE EXCHANGE OF INFORMATION

I authorize employees and agents of my school, and employees and agents of Independent School District 196 (“ISD 196”), 3455 153rd Street West, Rosemount, MN 55068-4946 to exchange information regarding my participation and performance in the clinical experience program. The purpose of this exchange of information is to allow the School and ISD 196 to plan for my participation in the program and to discuss issues relative to my placement and performance in the program. I agree that this authorization is willing and voluntary. I understand that this authorization automatically expires upon my completion of the program unless I revoke it prior to my completion of the program. I understand that if I revoke this authorization before my completion of the program, I may no longer be eligible to participate in the program.

Date: _____

Student’s Name

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Meeting Date: **09/11/2025**

Place on Agenda: **Reports**

Action Requested: **None**

Topic: **Nov. 4 Technology Levy Election Report**

Presenter(s): **Ed Heier
Bruce Miller
Stacey Buchwald
Janet Swiecichowski**

Title(s): **Technology Coordinator
Eastview High School Principal
Valley Middle School Principal
Director of Communications**

Background

In 2015, District 196 voters approved a Capital Projects Technology Levy to provide dedicated funding for instructional technology. The district is required to seek voter approval every 10 years to maintain the funding. Without voter approval, the levy will expire this year, and the district will face at least \$9.1 million in future budget cuts. On Aug. 11, 2025, the Board approved a resolution to hold a special election to renew and increase the funding.

Over the last 10 years, technology has changed and grown exponentially. It is an essential tool in learning, everyday life, and every industry, profession, and future career for students.

In recent years, curriculum resources and digital materials have increased budget expenditures by more than \$5.2 million, due to annual digital subscriptions that accompany textbook purchases, digital assessments, and diagnostic tests that provide more immediate and accurate information to teachers to personalize learning for students. There is a growing demand for digital access to data and on-demand reporting and analysis to improve student outcomes. Even traditional tests, such as the ACT, MCAs, and multilingual exams, are now all administered digitally. Teachers have faster access to data to inform instructional decisions. While technology should never replace the relationship between teacher and student, there is every indication that technology and digital tools will continue to require more funding.

The revenue from the increased capital project technology levy authorization will be used to provide funds for school district technology, including systems related to cybersecurity, digital curriculum, classroom and building technology, technology support and maintenance, network infrastructure, and preparing students for high-demand, high-tech careers.

Tonight, school leaders will discuss the importance of technology for learning and the changing expectations of business partners and future employers as technology rapidly transforms every industry.

District leaders will also address questions submitted online regarding the technology levy.

Recommendation

This report is for information only. No action is required.

Technology & Learning

Report to the School Board

September 29, 2025

DISTRICT196

One District. Infinite Possibilities.





+GF+

EDUCATE. DEVELOP. INSPIRE.

High School Opportunities



EDUCATE. DEVELOP. INSPIRE.

Middle School Exploration



Balance and Connection



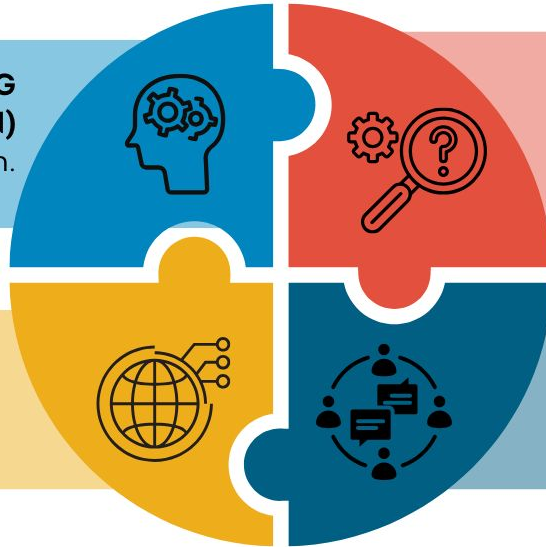
District 196 Technology Levy

IT'S TIME TO RENEW

LEARNING AND TECHNOLOGY FRAMEWORK

LEARNING DRIVES DECISION MAKING (ACCESS & ANALYZE INFORMATION)

Critically thinking about information.



CREATIVITY SPARKS CURIOSITY (INNOVATE, CREATE, PUBLISH)

Learners creating, publishing, and presenting to an authentic audience.

EDUCATING CONSUMERS (DIGITAL CITIZENSHIP)

Learning about our decisions and behaviors when using technology.

COMMUNICATION AND COLLABORATION

Hear student voice and gain understanding/perspective.



District 196 Technology Levy

IT'S TIME TO RENEW



BE A VOTER. VOTE ON OR BEFORE NOV. 4!

District 196 Technology Levy

IT'S TIME TO RENEW



WHAT IS THE TECHNOLOGY LEVY?

- Approved by voters in 2015 as a 10-year capital levy
- Dedicated to **instructional technology**
- Funds technology systems that support **learning and digital citizenship and cyber safety**
- Generates approximately **\$9.1 million in FY 2025**
- **Expires in 2025** unless renewed by voters

Vote on or before November 4.

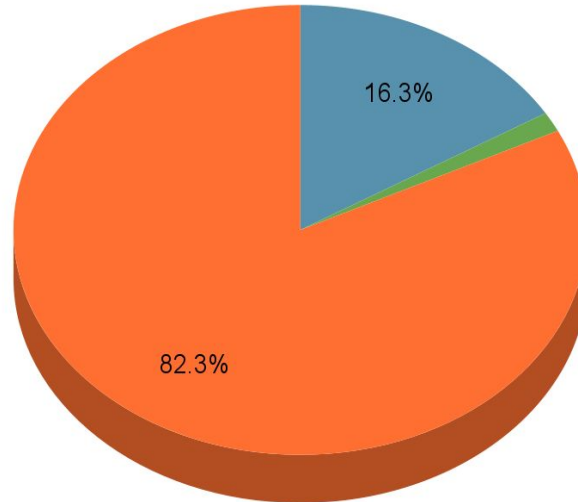


District 196 Technology Levy

IT'S TIME TO RENEW

How have 2015 funds been spent?

- Salaries & Benefits
- Services
- Supplies & Equipment



- 1: 1 Student Devices
- Instructional Devices
- Instructional Software
- Network Infrastructure
- Mobile Tech Support Personnel
- Cyber Security



Cyber Threat: Phishing

Most common data breach



80-95%	\$4.88 million	4,151%
Of cyber-attacks begin with a phish	Avg. cost of a phishing breach	Increase in phishing attacks since ChatGPT in November 2022
<i>Comcast Business Cybersecurity Threat Report</i>	<i>IBM/Ponemon Cost of a Data Breach Report</i>	<i>SlashNext State of Phishing Report</i>



Cyber Security

District 196 Monthly Statistics

700,000

spam or
malicious
emails per
month
blocked

1.5 Billion

websites
processed
per month

18,400

blocked

86

attempts
per day
of malicious
staff logins
blocked

District 196 Technology Levy

IT'S TIME TO RENEW



November 4 Ballot Question

Renew & increase to
5.015% tax rate for 10 years
\$15.5 million annually

www.district196.org/techlevy

Tax impact: **\$7 per month**
(on a \$400,000 home)

- Student learning devices
- Classroom & building technology
- Strong cybersecurity, network reliability, and communication systems
- Technology support and maintenance
- Preparing students for high-tech careers of the future

Questions & Answers

District196.org/techlevy#faq



Why is an increase needed?

What if it does not pass?

Is the District talking about AI in education?

District 196 Technology Levy

IT'S TIME TO RENEW

3 Ways to Vote



EARLY BY MAIL

BEGINS SEPTEMBER 19



EARLY IN PERSON

BEGINS SEPTEMBER 19

(3 locations)



ON ELECTION DAY

TUESDAY, NOVEMBER 4

7 a.m to 8 p.m.



FIND YOUR
POLLING PLACE!

mnvotes.gov

For more information, district196.org/vote

District 196 Technology Levy

IT'S TIME TO RENEW



THANK YOU!

Rosemount • Apple Valley • Eagan Public Schools

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Meeting Date: **09/29/2025**

Place on Agenda: **Reports**

Action Requested: **No Action**

Topic: **Bond Construction Update**

Presenter(s): **Carol Hauschild**
Christopher Onyango-Robshaw

Title(s): **Coordinator of Project Management and Purchasing**
Director of Finance and Operations

Background

As part of the bond referendum approved by voters in May 2023, projects are underway at various stages of development, including design, initial construction stages, and ongoing construction. Tonight's report will focus on the following projects:

1. Safety and Security Updates
2. Furniture Refresh
3. Current Projects
4. Budget Overview
5. Upcoming Planning Items

Recommendation

No action is required.

Building Our Future Bond Update

*School Board Meeting
September 29, 2025*

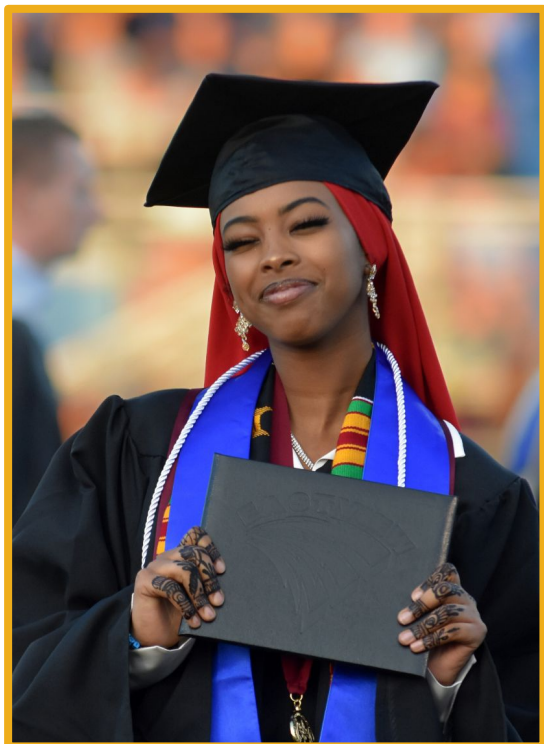
DISTRICT196

One District. Infinite Possibilities.





STRATEGIC ROADMAP



MISSION

Educating, developing, and inspiring our students for lifelong success.



VISION

- Developing the whole student and honoring diverse needs and cultures.
- Engaging students with opportunities in academics, arts and athletics.



CORE VALUES

Student-Centered • Empathy • Wellness • Integrity • Achievement
Collaboration • Community • Lifelong Learning



STRATEGIC PRIORITIES

Wellbeing • Achievement • Equity • Resources

Emerald Trail - Thank you!



Emerald Trail - Thank you!



Knutson Construction

- Josh Cooper – Director of Operations
- Ike McWaters – Senior Project Manager
- Aspen Hilke – Senior Project Coordinator
- Dan Kruger – Senior Project Superintendent
- George Sullivan – Project Manager
- Jay Yankowiak – Project Engineer
- Andrew Randall – Project Manager
- Carolyn Wood – Superintendent

Wold Architects and Engineers

- Sean Kelly - Project Manager
- Joe Patton - O'Connor -Job Captain
- Sarah Hicks - Interior designer
- Brian Hicks - Architectural designer
- Paul Rhode - Architect
- Jenna Pinkney - Architectural designer
- Mike Freeman - Associate/Lead Mechanical Engineer
- Brady Meister - Associate/geothermal design Engineer
- Noa Nelson - lead Mechanical designer
- Brad Johannsen - Associate/Lead Electrical Engineer
- Anders Nilson - Electrical designer
- Nick Thompson - Associate/CA Specialist
- Brennan Daily - Construction Administration

Safety and Security



\$460,000
Door
Security

\$180,000
Detectors

\$5.9 M
Improved
Communication

\$3.1 M
Security
Cameras

Door Safety



Community support – Referendums funded expanded security measures

Focus on entry points – Propped/unsecured doors are a top national safety concern

Door prop alarms – Alert staff if doors remain open too long

Secure vestibules – Controlled, monitored front office entry

iPhone systems – Verify deliveries/vendors at loading docks and service doors

Key card access – Keeps high-traffic doors locked while allowing secure staff entry

Result – Safer, more secure schools while remaining welcoming and functional

Halo Detectors



Promote student health – detect vaping, smoking, and air quality changes

Enhance safety – identify unusual sound levels (shouting, aggression) without recording conversations

Protect privacy – no audio or video recording, only detection

Fill supervision gaps – provide monitoring in areas where staff cannot be present

Support positive behavior – discourage unsafe or disruptive activities

Strengthen overall security – add another protective layer to our schools



Construction Project Updates



Thomas Lake Bus Loop

Dakota Ridge

Scott Highlands Middle School - Addition

New Rosemount Middle School

Apple Valley High School - Activity Center

Eastview High School - Activity Center

Rosemount High School - Addition and Activity Center

Thomas Lake Bus Loop



Dakota Ridge



Scott Highlands Middle School



Rosemount Middle School



Rosemount Middle School



Apple Valley - Activity Center



Eastview Activity Center



Rosemount High School



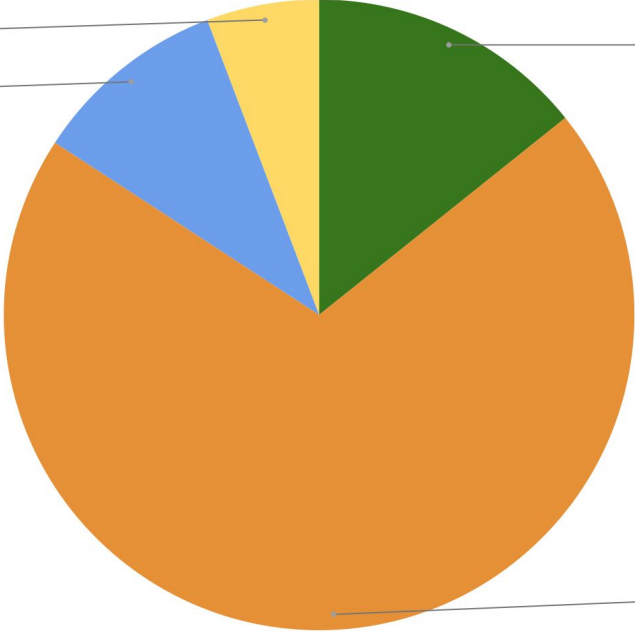
Rosemount High School



Bond Funding Overview



Non-construction
5.8%
Projects In design
10.0%



Completed Projects
14.3%

Bond Budget \$538 million
Projects Bid \$365 million
Amount Expended \$137 million

Bid Projects
69.9%

Budget Overview



\$538 M

Approved Bond
Budget

\$300 M

2023 Bond
Issuance

\$137 M

Expended
Amount

\$18 M

Interest
Earnings



Upcoming Planning Items



Fall 2025 – Facilities Steering Committee to review the bond budget, timeline for remaining projects, repurposing of Rosemount Middle School, and other facility needs



Spring 2026 – Sale of bonds to finance remaining projects



Summer/Fall 2026 – Completion of projects split over two summers & the first two activity centers



THANK YOU!



Rosemount • Apple Valley • Eagan Public Schools

Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **09/29/2025**

Place on Agenda: **Consent**

Action Requested: **Approval**

Topic: **District Staffing Report**

Presenter(s): **Joel Milteer**

Title(s): **Director of Human Resources**

Background

Tonight, our administration will provide an update on district staffing for the 2025-26 school year and review recruitment and retention strategies for the upcoming 2026-27 staffing season. This presentation will provide a broader perspective on various positions in our district, as well as recruiting and retention strategies to ensure that our students have high-quality staff supporting their needs as they learn and grow within our district.

Recommendation

This report is for informational purposes only. No action is required.

District Staffing

Joel Milteer

Director of Human Resources

September 29, 2025

DISTRICT196

One District. Infinite Possibilities.



STRATEGIC ROADMAP



DISTRICT 196

STRATEGIC ROADMAP

ADOPTED JUNE 26, 2023



MISSION

OUR CORE PURPOSE WITH DISTINCTION

Educating, developing, and inspiring our students for lifelong success.



VISION

WHAT WE INTEND TO CREATE

District 196 provides the experiences that our students, families and employees desire by:

- Developing the whole student and honoring diverse needs and cultures;
- Engaging students with opportunities in academics, arts and athletics, and
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FOCUS OF OUR CONTINUOUS IMPROVEMENT

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Collaboration • Community • Lifelong Learning

STRATEGIC PRIORITIES

Well-being • Achievement • Equity • Resources



District Employees

Who works in the district?



Non-Bargaining

- Superintendent
- Directors
- Special Staff
- Non-Cabinet District Office Administrators
- Assistant Administrators and Deans
- Non-licensed Specialists

Bargaining Groups

- Teachers
- Clerical (includes paraprofessionals)
- Custodial, Grounds, Maintenance, Warehouse
- Nutrition Services
- Bus Drivers, Chaperones, Crossing Guards
- Building Engineers
- Principals
- Vehicle Technicians
- Cultural Family Advocates

Staffing by the Numbers

Five year comparison of staffing



	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026
All Staff	4076	4158	4274	4378	4419
Teachers	2344	2386	2432	2465	2470
Paras	443	463	484	512	545

Employee Representation

Diversity of District 196 Staff



	2024 - 2025	2025- 2026	Increase/ Decrease	% Increase/ Decrease	% of Staff 24-25	% of Staff 25-26
District Staff (all staff)	4378	4419	+41	+.94%	100%	100%
District Staff of Color	497	530	+33	+6.64%	11.35%	11.99%
Licensed Teacher	2465	2470	+5	+2.02%	56.30%	55.89%
Licensed Teachers of Color	137	156	+19	+11.68%	5.56%	6.32%

Educator Experience

Teaching years in District 196



62% with 6+ years of experience

0-5 Years	6-10 Years	11-15 Years	16-20 Years	20-25 Years	25+ Years
979	518	249	209	249	393

2024-2025 Recruitment Goals

Our Pathway to Present Staffing



In-District Job Fairs: Non-Licensed Positions & Substitutes

- **August 5, 2024 - Support Staff:** Hired 15 paraprofessionals, 7 clerical substitutes, 3 custodians, 3 nutrition services associates, 2 transportation **TOTAL=30**
- **November 14, 2024 - Paraprofessionals:** Hired 8 paraprofessionals and 4 clerical substitutes **TOTAL=12**
- **July 9, 2025 - Custodians and Transportation:** Hired 7 custodians, 3 transportation **TOTAL=10**
- **August 4, 2025:** Hired 12 paraprofessionals, 3 clerical substitutes, 6 nutrition services associates, 1 nutrition services substitute **TOTAL=22**

74 Total
Hires

2024-2025 Recruitment Goals



A recruitment poster for Rosemount-Apple Valley-Eagan Public Schools. The top left corner features the district logo. The top right corner has the text "ROSEMOUNT-APPLE VALLEY-EAGAN PUBLIC SCHOOLS" in white on a red background. A large blue box on the left contains the text "JOIN OUR TEAM!" in white. To the right of this box, the text "We're hiring" is followed by a list of job roles: Special Ed Paraprofessionals, Nutrition Services Associates, Bus Drivers, Bus Chaperones, and Custodians. Below the list are four icons representing benefits: a dollar sign for "Competitive pay", a heart for "Excellent benefits", an alarm clock for "Paid time off", and a calendar for "Family-friendly schedules". The background of the poster shows a yellow school bus with "ROSEMOUNT SCHOOL DISTRICT 196" written on its side and a person walking towards it.

Attend In-Person and Virtual Teacher Job Fairs

- February 27, 2025 - Virtual Educator Job Fair
 - 4 teacher hires
 - 9 Special Education Referrals - 1 hire
- April 1, 2025 - In-Person Job Fair
 - Saw 97 candidates
 - 7 teacher hires

Recruitment Communication

- Include upcoming events on employment web page
- Create recruitment communication
- Social media platforms

2024-2025 Recruitment Goals



Exit Survey

- Implemented exit survey to identify reasons for turnover
- 26 Responses out of 332 surveys - 7.8% response rate
 - Highest response: general ed teachers & paraprofessionals
 - 21 would recommend District 196 as a good place to work
 - 21 rate their overall employment experience as good

Reporting and Tracking

- Create consistent annual report of race/ethnicity of staff

Retention Rates 2024-25



93% Retention Rate

Employee Group	2024-25 Resignations & Terminations	Turnover Percentage
Teachers	88	4%
Clerical*	153	13%
Nutrition Services	28	11%
Transportation	30	9%

*includes paraprofessionals

Job Openings

Posting Data for 2025-26



95%

Positions Filled

Position	Postings	Unfilled
Teachers General Education	260	0
Teachers Special Education	97	1
Nutrition Services	49	2
Paraprofessionals	108	7
Clerical	56	1
Bus Drivers	21	13
Bus Chaperones	9	4



Future Opportunities

2025-26 Recruitment & Retention Planning & Strategy



Start

Stop

Continue



QUESTIONS?



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Meeting Date: **09/29/2025**

Place on Agenda: **Other Action**

Action Requested: **Approval**

Topic: **2025 (Payable 2026) Property Tax Levy Limitation**

Presenter(s): **Christopher Onyango-Robshaw**

Title(s): **Director of Finance and Operations**

Background

State law requires that the School Board adopt a proposed property tax levy for taxes payable in 2026 by Sept. 30, 2025. This is the first step in the setting of property tax levies for next school year. Other steps in the process are outlined below and are similar to the timeline followed in previous years.

Mid-November: Dakota County will mail estimated property tax statements, typically called “truth-in-taxation notices,” to all taxpayers. These notices will show the estimated 2026 property taxes on each individual parcel of property, based on a combination of proposed levies adopted by the school district, county, cities, and other taxing jurisdictions.

Dec. 8: During the School Board meeting, the district will hold its Truth in Taxation Hearing, and the public will be given an opportunity to address the School Board on the district’s levy. The School Board will certify the final levy at the Dec. 8 meeting.

The district’s total levy is made up of many separate levies within three funds: general, community service, and debt service. The district levy also includes adjustments to levies certified in prior years. These adjustments are made to correct changes in prior certified levies where estimated data had been used or to compensate for legislative changes in funding formulas. A separate set of adjustments is allowed to make up for abatements of prior years’ taxes, such as reductions in taxes on individual parcels of property that were approved after levies were set.

The 2025 (payable 2026) property tax levy will contribute to revenue for the 2026-27 school year. Several of the levy categories include a corresponding state aid. Thus, the amounts levied affect both the district’s property tax and state aid revenue for 2026-27.

Based on the data provided by MDE as of Sept. 25, 2025, the total levy being proposed for 2025 (payable 2026), including formulaic adjustments and excluding anticipated election outcomes, is anticipated to be \$153,354,315. This represents a decrease of \$2.7 million or 1.7 percent, compared to the 2024 (payable 2025) levy.

Alternatives

Adopt a proposed 2025 (payable 2026) property tax levy that is less than the maximum limitation.

Recommendation

Adopt the proposed 2025 (payable 2026) property tax levy at the state maximum levy limitation in every category, as presented.

Proposed 2025 Payable 2026 Property Tax Levy

*Christopher Onyango-Robshaw
Director of Finance & Operations*

September 29, 2025

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DISTRICT 196

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ADOPTED JUNE 26, 2023



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STRATEGIC PRIORITIES

Wellbeing • Achievement • Equity • Resources





Annual Levy Timeline



September 29 – School Board approves proposed levy limitation



October 1 – Proposed levy limitation submitted to Dakota County to calculate taxes on individual properties



Mid-November – Dakota County mails proposed tax notices to property owners

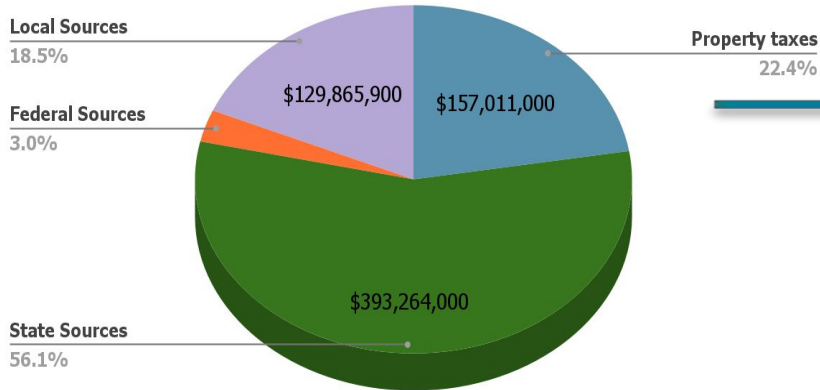


December 8 – School Board certifies final levy

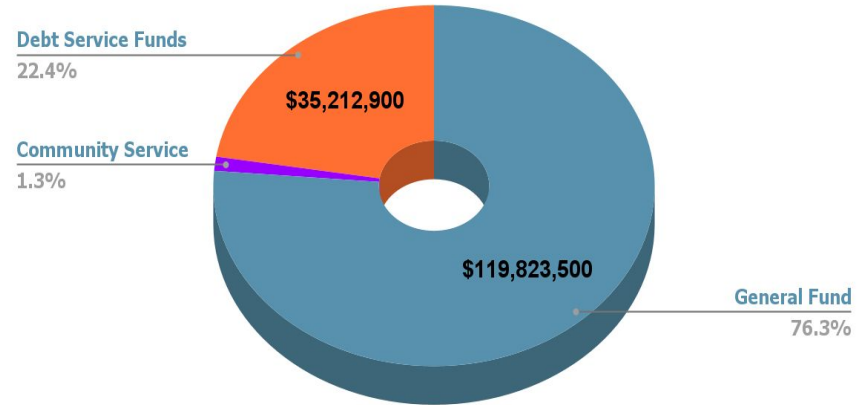
District Revenue Sources – FY 2026 Budget



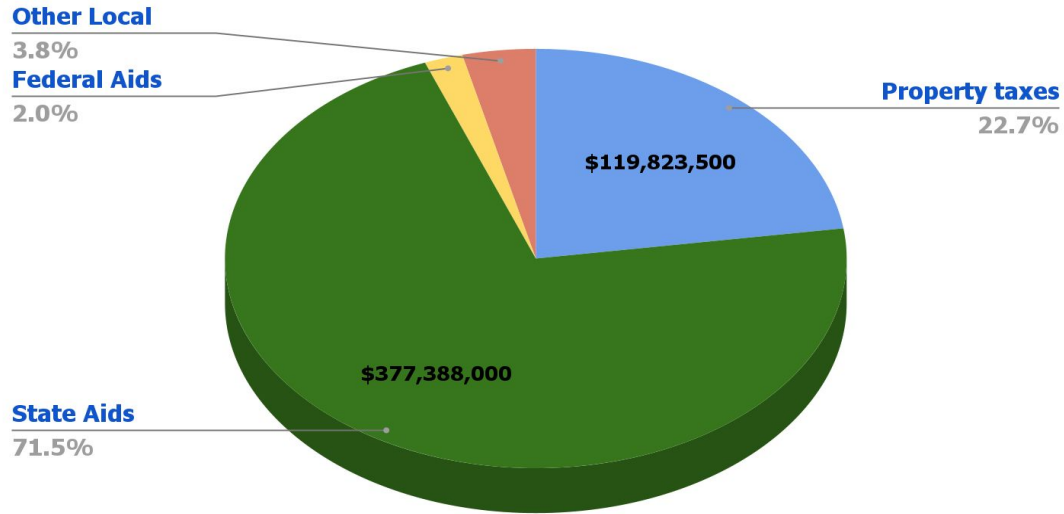
Total Revenues - All Funds



Property Taxes by Fund



General Fund Revenue Sources FY 2026 Budget



BY THE NUMBERS



\$26.9 b
RMV

\$328 b
ANTC

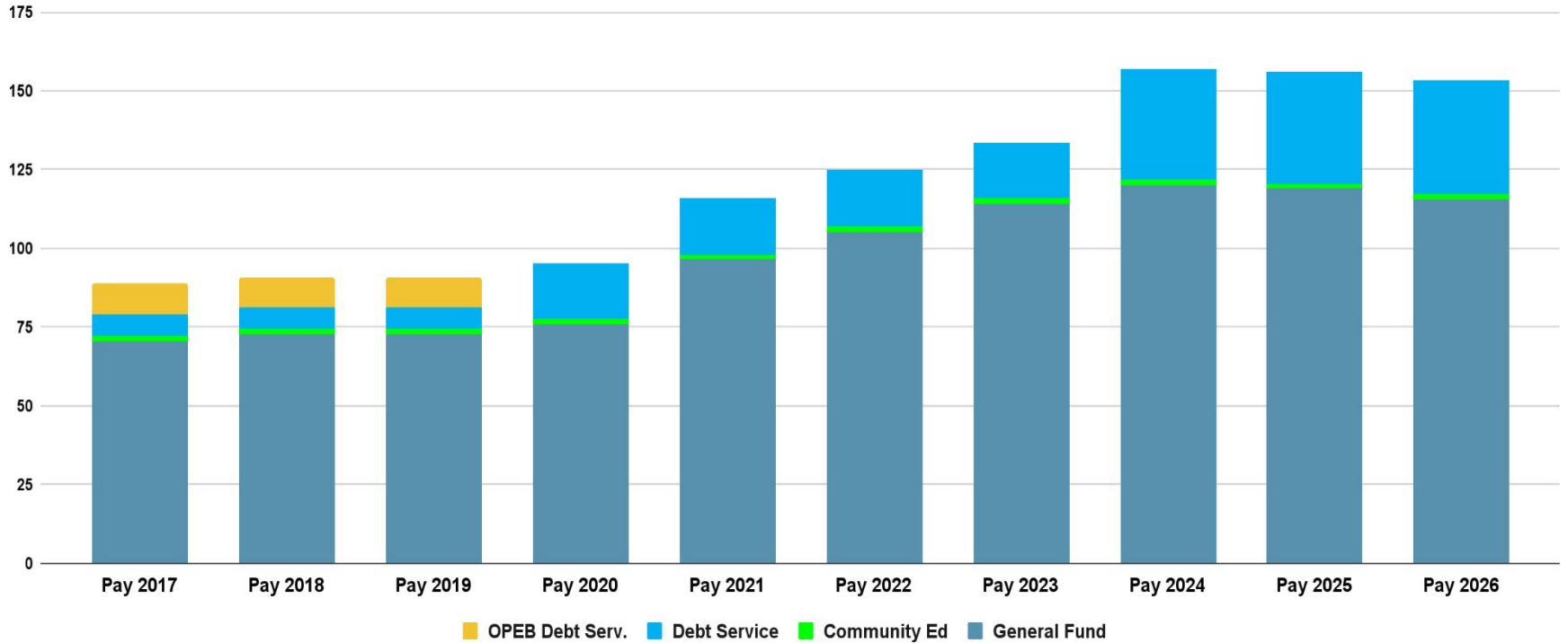
\$407,600
Median Market
Value

29,000
STUDENTS

RMV: Referendum Market Value

ANTC: Adjusted Net Tax Capacity

Total Local Levy Trend



Pay 2026 Calculated Levy Limitation



\$153,354,315 (Maximum Levy)

Estimated decrease of 1.7%

Total levy decrease \$2.7 million

(before credits & capital projects levy election)

General Fund - \$3.4 Million or 2.9% decrease

Community Education - \$197,300 or 11.1% decrease

Debt Service - \$945,757 or 2.7% increase

Recommendation

Adopt the maximum levy limit for Pay 2026



- ★ Allows for adjustments from the state to be sent directly to the county
- ★ Final certification in December to reflect the proposed levy & election results





QUESTIONS?