SUPERINTENDENT'S REPORT AND AGENDA

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

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

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

Monday, November 10, 2025
7 p.m. School Board Meeting

I. CALL TO ORDER

II. REVIEW AND APPROVAL OF THE AGENDA

III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS

A. Public Comment

B. Superintendent Update (pages 9-39)

1. Richfield High School Presentation (pages 10-32)
2. Activities Update (pages 33-39)

C. Commendations (page 40)

IV. CONSENT AGENDA

A. Routine Matters (pages 41-57)

1. Minutes of the Regular Meeting held October 27, 2025 (pages 42-52)
2. General Disbursements as of 10/30/25 in the Amount of $1,343,361.14 (pages 53-56)
3. Investment Holdings (page 57)

B. Personnel Items (page 58)

V. OLD BUSINESS

A. Policy 201: Legal Status of the School Board (pages 59-65)

B. Policy 106: Students and Employees with Communicable and Infectious Diseases (pages 66-75)

VI. NEW BUSINESS

A. Resolution Canvassing Returns of Votes of School District General Election (pages 76-87)

B. Resolution Authorizing Issuance of Certificates of Election and Directing the School District Clerk to Perform Other Election-Related Duties (pages 88-96)

C. Outreach Workers Collective Bargaining Agreement 2024-2026 (pages 97-121)

D. Policy 116: Equity & Administrative Guideline 116.1 (pages 122-134)

E. Donations (page 135)

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Suggested/Future Agenda Items

D. Future Meeting Dates

12-1-2025	7 p.m.	Regular Board Meeting with Truth-in-Taxation
12-15-2025	7 p.m.	Regular Board Meeting – Public Comment

VIII. ADJOURN REGULAR MEETING

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Ongoing Data Reference List

Acronyms:

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

ABE:	Adult Basic Education
AC:	All Conference
ACCESS:	Assessing Comprehension & Communication in English State-to-State
ACHM:	All Conference Honorable Mention
ADA:	Americans with Disabilities Act
ADM:	Average Daily Membership
A.I.:	American Indian
A.I.:	Artificial Intelligence
A&I:	Achievement & Integration
ALC:	Area Learning Center
AMSD:	Association of Metropolitan School Districts
AP:	Advanced Placement
AP:	Assistant Principal
APBP:	Association of Pedestrian and Bicycle Professionals
BGC:	Background Check
BGC:	Boys & Girls Club
BIPOC:	Black, Indigenous, and People of Color
BILT or ILT:	(Building) Instructional Leadership Team
BLT:	Beacons Leadership Team
BOLT:	Building Operational Leadership Team
BPH:	Bloomington Public Health
C&A:	Connect & Assess
CACR:	Comprehensive Achievement and Civic Readiness (previously World's Best Workforce)
CAREI:	Center for Applied Research & Educational Improvement
CASEL:	Collaborative for Academic, Social, and Emotional Learning
CBM:	Curriculum Based Measurement

CCR:	Career & College Readiness
CDC:	Centers for Disease Control
CE:	Community Education
CIS:	College in the Schools
CPR & AED:	Cardiopulmonary Resuscitation & Automated External Defibrillator
DA:	Dream Act
D.O.:	District Office
DSLN:	District Summer Learning Network
EAP:	Employee Assistance Program
ECFE:	Early Childhood Family Education
ECSE:	Early Childhood Special Education
ELA:	English Language Arts
EL or ELL:	English Learner or English Language Learner
ESSA:	Every Student Succeeds Act
ESST:	Earned Sick and Safe Time
ESL:	English as a Second Language
ESY:	Extended School Year
FAFSA:	Free Application for Federal Student Aid
FFVP:	Fresh Fruit and Vegetable Program
F/R or FRP:	Free/Reduced or Free and Reduced Price (usually referring to eligible students)
FTE:	Full-Time Equivalent
FY:	Fiscal Year
GASB:	Governmental Accounting Standards Board
GLOW:	Gay, Lesbian or Whatever (LGBTQ+/allies student group)
GPA:	Grade Point Average
HHM:	Homeless/Highly Mobile
HR:	Human Resources
HSSC:	Hennepin South Services Collaborative
HVAC:	Heating, Ventilation, & Air Conditioning
IEP:	Individualized Education Plan
IHP:	Individual Healthcare Plan
IPAC:	Indigenous Parent/Guardian Advisory Committee
IT:	Instructional Technology
LAN:	Local Area Network
LETRS:	Language Essentials for Teachers of Reading and Spelling
LGBTQ+ or LGBTQIA+:	Lesbian, Gay, Bisexual, Transgender, Queer, and others or Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and others
LOR:	Local Optional Revenue
LTD:	Long Term Disability
LTFM:	Long-Term Facilities Maintenance
MASA:	Minnesota Association of School Administrators
MASMS:	Minnesota Educational Facilities Management Professionals Association

MCA:	Minnesota Comprehensive Assessments
MDE:	Minnesota Department of Education
MDH:	Minnesota Department of Health
MIEA:	Minnesota Indian Education Association
MIRA:	Módulo de información recursos y apoyo (CE partner)
MLL:	Multilingual Learning
MnDOT:	Minnesota Department of Transportation
MNEEP:	Minnesota Education Equity Partnership
MOA:	Memorandum of Agreement
MSBA:	Minnesota School Boards' Association
MSHSL:	Minnesota State High School League
MTSS:	Multi-Tiered Systems of Support
MVP:	Most Valuable Player
NA/I:	Native American/Indigenous
NCTM:	National Council of Teachers of Mathematics
NSBA:	National School Boards' Association
NSPRA:	National School Public Relations Association
NWEA-MAP	Northwest Evaluation Association-Measures of Academic Progress
OPEB:	Other Post-Employment Benefits
OSHA:	Occupational Safety and Health Administration
OW:	Outreach Worker
PAG:	Parent Advisory Group
PD:	Professional Development
PICA:	Parents in Community Action (Head Start organization)
PLC:	Professional Learning Community
PSEO:	Postsecondary Enrollment Options
PTO or PTSO:	Parent-Teacher Organization or Parent-Teacher-Student Organization
POS:	Point of Sale
POY:	Player of the Year
Q Comp:	Alternative Teacher Professional Pay System
RCEP:	Richfield College Experience Program
RDLS:	Richfield Dual Language School
READY:	Residents Encouraging Asset Development in Youth
RFP:	Request for Proposal
RHRC:	Richfield Health Resource Center
RHS:	Richfield High School
RLFA:	Richfield Latino Family Association
RMS:	Richfield Middle School
ROAR:	Rapid Online Assessment of Reading
RPS:	Richfield Public Schools
SAEBRS:	Social, Academic, and Emotional Behavior Risk Screener
SBG:	Standards-Based Grading
SEC:	South Education Center
SEIU:	Service Employees International Union

SEL:	Social-Emotional Learning
SLA:	Spanish Language Arts
SPED:	Special Education
SRTS:	Safe Routes to School
STAR:	Standardized Test for Assessment of Reading
STAT:	Student and Teacher Assistance Team
STEM:	Science, Technology, Engineering, and Math
SWBE:	Schoolwide Behavior Expectations
SY:	School Year
T&L:	Teaching & Learning
TMC:	Tri-Metro Conference
T Plus or T+	Transition Plus
TS GOLD:	Teaching Strategies GOLD® Assessment
UFARS:	Uniform Financial Accounting and Reporting Standards
VEBA:	Voluntary Employees' Beneficiary Association
VPK:	Voluntary Prekindergarten
WIDA:	World-Class Instructional Design & Assessment
WIN:	What I Need
YTD:	Year-to-Date

RPS Student and Staff Demographic Data 2024-2025:

4,117 Students Districtwide

- 3,963 Traditional Count
    - 1,739 Elementary (K-5) Average Class Size = 24.15
    - 813 Middle (6-8) Average Class Size = 24.19
    - 1,272 High (9-12) Average Class Size = 26.02
    - 115 Prekindergarten (16 ECSE VPK)
    - 24 Transition+
- 154 Voluntary Prekindergarten (VPK)

Student Diversity (based on state/federal categories)

- BIPOC: 70.73%
    - American Indian or Alaska Native: 1.02%
    - Asian: 3.3%
    - Hispanic: 44.74%
    - Black or African American: 14.04%
    - Native Hawaiian or Other Pacific Islander: 0.07%
    - 2 or More Races: 7.55%
- White: 29.27%

*Understanding state/federal student race categories: The federal data collection of race/ethnic data requires a two-part question. The first part asks if the student is Hispanic/Latino. The federal government considers Hispanic/Latino to be an ethnicity. The second part requests at least one of the following be selected: American Indian,

Asian, Black or African American, Native Hawaiian or Pacific Islander, or White. The federal government considers these groups to be races. If a family selects Hispanic/Latino, a student is reported as Hispanic/Latino to the federal level. For example, if a student is indicated as Hispanic/Latino and White, they would be reported as Hispanic/Latino in the state and federal data. If a family selects more than one of the following: American Indian, Asian, Black or African American, Native Hawaiian/Pacific Islander, or White, the student is reported to the federal level as "two or more races." For example, if a student is indicated as both American Indian or Alaska Native and White, they would be reported as "two or more races" in the state and federal data. If families do not fill out the race information, districts are required to decide the federal race/ethnicity questions based on the best information they have and to submit the information to MDE.

English Learners

- ELL: 24.17%
- Non-ELL: 75.83%

Free/Reduced Eligible

- Eligible: 53%
- Not Eligible: 47%

670 Total Staff Districtwide (634.142 FTE)

- 351 Teachers/Licensed Staff (Non-administrators)
- 116 Paraprofessionals
- 74 Facilities & Transportation
- 46 Administration & Classified Management
- 38 Nutrition Services
- 23 Administrative Support Professionals
- 11 Outreach Workers
- 11 Other

(Does not include casual, substitutes, or cocurricular assignments)

Staff Diversity (based on self-reported categories)

- BIPOC: 30.65%
    - Hispanic/Latino: 15.63%
    - Black/African American: 8.04%
    - Other: 3.27%
    - Asian: 2.83%
    - American Indian: 0.89%
- White: 69.35%

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Ongoing Board Calendar

Upcoming Events to Attend:

Wednesday, November 12: Explore RHS, 5:30 p.m.
Friday, November 14: Richfield Powwow, 5 p.m. at RHS
Friday, November 14: Sheridan Hills PTO Fall Family Movie Night, 6 p.m.
Thursday, November 20-Sunday, November 23: RHS Fall Play
Thursday, November 20: RDLS Family Literacy Night, 5:30 p.m.
Friday, November 21: RHS Social Studies Mock School Board Meeting, 9:30 a.m.

Monday, December 1: School Board Meeting, 7 p.m.
Thursday, December 11: RMS Choir Concert, 7 p.m.
Monday, December 15: School Board Meeting, 7 p.m.
Tuesday, December 16: RHS Choir Concert, 7 p.m.
Thursday, December 18: RMS Advanced Band Concert, 11 a.m. at Southdale Mall

Upcoming Holidays, Heritage Months, and Appreciation Days:

November 13: National Community Education Day
November 21: Substitute Educators Day

November is Native American Heritage Month

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Superintendent Update

RHS Principal Stacy Theien-Collins will present on college credit attainment. Director of Activities Chris Peterson will share an update.

Attachments:
Richfield High School Presentation
Activities Presentation

College Credit Opportunities at Richfield High School



Believe in the Best!

College Credit Opportunities at RHS

RICHFIELD HIGH SCHOOL

- **Concurrent Enrollment / Dual Credit** — college courses taught in high school
  - **CIS (College in the Schools)** — via University of Minnesota
  - **PSEO (Post-Secondary Enrollment Options)** — e.g. Hennepin Technical College, Normandale, U of M, etc.
- **Advanced Placement (AP)** — exam-based college credit
- **Minnesota Bilingual / Multilingual Seal / Seal of Biliteracy** — language proficiency credit



Why would high schools want to offer college credit in high school?

RICHFIELD HIGH SCHOOL

- Courses offered to students in a familiar setting with accredited RHS teachers
- No transportation needed to college campus
- Seamless “bridge” to college
- Save time and tuition costs for families
- Experience college-level expectations in a supportive environment
- Improve college readiness by accelerating progress
- Strengthen future college applications with demonstrated academic readiness
- Build student confidence through challenging coursework
- Value multilingualism and provide a pathway for all learners

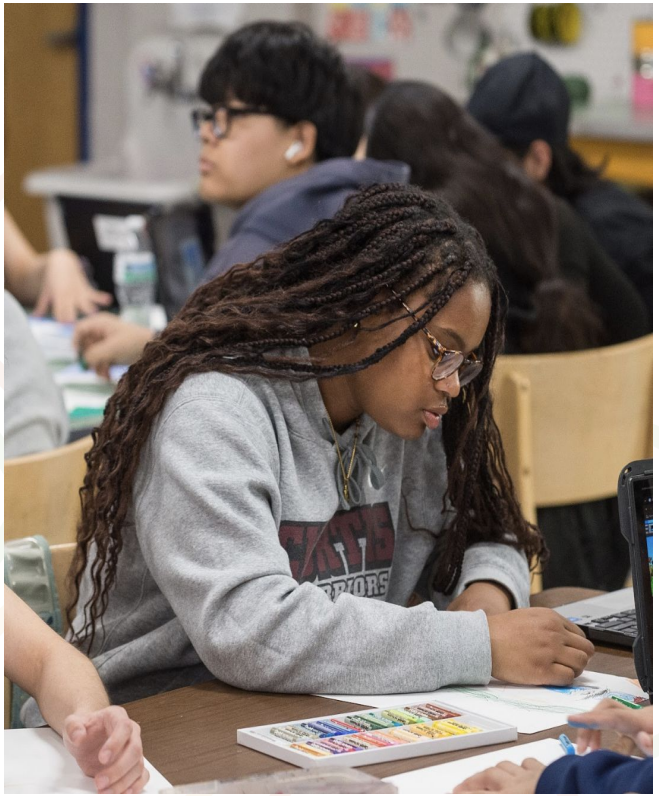


CIS

RICHFIELD HIGH SCHOOL

How it works

- Courses are taught by high school teachers who are credentialed/trained as UMN “Teaching Specialists”
- Grades appear both on high school transcript and U of M transcript
- Credits transferability
    - Credits within the state college or university system are transferable.
    - Out of state and private colleges have different rules/standards of credit transfer



Benefits & Considerations

- Familiar setting (Classes held at RHS, taught by our teachers)
- No transportation to college campus
- Seamless “bridge” to college

CIS at RHS

RICHFIELD HIGH SCHOOL

Courses Available

- Math:
  - College Algebra through Modeling
  - Applied Statistics
  - Calculus
- Science
  - Climate Crisis Implementing Solutions
  - Human Physiology Technology and Medical Devices
  - Introductory College Physics
  - Physics by Inquiry
- English Language Arts:
  - Writing Studio
  - Introduction to Literature
- Social Studies
  - American History
  - Political Science
- Electives
  - Creative Problem Solving
  - French

Advanced Placement

RICHFIELD HIGH SCHOOL

What is AP?

- AP courses are rigorous high school courses aligned with college curricula, culminating in a standardized exam administered by the College Board
- If students score well (often 3, 4, or 5), many colleges award credit or advanced placement

Credit & Transferability

- The college credit or placement awarded depends on the college's AP credit policy
- e.g., Hennepin Technical College publishes which AP exam scores earn college credit Hennepin Technical College

Pros & Cons

- **Pros**: widely recognized, available in many high schools, familiar model
- **Cons**: college credit depends on exam performance, may not fully replace college courses, exam fees

AP Courses at RHS

RICHFIELD HIGH SCHOOL

Courses Available

- English Language Arts:
  - English Language and Composition
  - Introduction to Literature
- Social Studies
  - Human Geography
  - Human Geography in Spanish
  - Microeconomics
  - World History
- Electives
  - Computer Science
  - Drawing
  - Spanish Language and Culture
  - Spanish Literature and Culture
  - Psychology
- Science
  - Biology



Enrollment Totals

RICHFIELD HIGH SCHOOL

AP & CIS Enrollment Totals	23-24		24-25	
RHS Enrollment Totals (End of Yr Total)	1,200		1,167	
Total students enrolled in an AP/CIS Course (repeated students)	2,174		2,147	
Students enrolled in AP Courses (repeated students)	1,178		1,142	
Students enrolled in AP Courses **(% of all RHS Students)**	590	49%	539	46%
Students enrolled in CIS Courses (repeated students)	996		1,005	
Students enrolled in CIS Courses **(% of all RHS Students)**	262	22%	272	23%
Students taking **at least 1** AP or CIS Course **(% of all RHS Students)**	734	61%	703	60%
Students taking **more than 1** AP/CIS Course **(% of all RHS Students)**	186	16%	214	18%
Students taking **ONLY 1** AP/CIS Course **(% of all RHS Students)**	558	47%	489	42%
Grades earned above a C **(% of all CIS/AP Classes taken)**	1,853	85%	1,932	90%
AP & CIS RHS Credits Earned	2,101		2,103	
CIS U of M Credits Earned	1,958		N/A	

CIS Course Grades and AP Exam Results

RICHFIELD HIGH SCHOOL

CIS - U of M Twin Cities	23-24 U of M	24-25 RHS	MN Advanced Placement Test Scores	23-24 (383)	24-25 (415)
% of course registrations resulting in a grade of C or better	90%	90%	% of MN AP tests taken resulting in scores of 3 or higher	26%	36%
% of course registrations by students of color	36%	58%	% of MN AP tests taken by students of color	66%	60%
% of course registrations by students of color resulting in a grade of C or better	85%	53%	% of MN AP tests taken by students of color resulting in scores of 3 or higher	14%	15%

Enrollment by Race/Ethnicity 24-25 (AP/CIS)

RICHFIELD HIGH SCHOOL

24-25 Student Race/Ethnicity	RHS Totals (GR. 9-12)		CIS Totals		AP Totals	
American Indian or Alaskan Native	12	1%	0	0%	2	0.3%
Asian	45	4%	7	3%	21	4%
Black or African American	165	14%	38	14%	73	14%
Hispanic or Latino	547	47%	98	36%	213	40%
Two or More Races	101	9%	26	10%	46	9%
White	297	25%	103	38%	184	34%
TOTAL	**1,167**		**272**		**539**	

Post-Secondary Enrollment Options

RICHFIELD HIGH SCHOOL

What is PSEO?

- PSEO is a program that lets eligible high school sophomores, juniors, or seniors take college courses at a postsecondary institution and earn credit that counts for both high school and college.

Eligibility & Requirements

- Students must meet academic performance criteria (GPA, class rank) and show readiness for college work.
- There is an application process; classes may be held on campus or online
- Some courses may be limited by space availability

Pros & Cons

- **Pros**: full access to college courses, broader course selection, potentially stronger credit recognition
- **Cons**: travel / transportation, adjusting to college schedule and expectations, time management challenges

PSEO Enrollment Totals

RICHFIELD HIGH SCHOOL

PSEO Enrollment Totals	23-24		24-25	
RHS Enrollment Totals (End of Yr Total) **Percentages shown are out of all RHS Students*	1,200		1,167	
Part-time PSEO	37	3%	43	4%
Full-time PSEO	22	2%	28	2%
PSEO Totals	59		71	

Enrollment Data 24-25 (full time/part time)

RICHFIELD HIGH SCHOOL

24-25 Student Race/Ethnicity	RHS Totals (GR. 9-12) (Active only)		PSEO PT Totals		PSEO FT Totals	
American Indian or Alaskan Native	12	1%	0	0%	0	0%
Asian	45	4%	4	9%	1	4%
Black or African American	165	14%	5	12%	8	29%
Hispanic or Latino	547	47%	15	35%	8	29%
Two or More Races	101	9%	2	5%	1	4%
White	297	25%	17	40%	10	36%
TOTAL	**1,167**		**43**		**28**	

Minnesota Bilingual / Multilingual Seals (Seal of Biliteracy)

RICHFIELD HIGH SCHOOL

What is SEAL of Biliteracy?

- In Minnesota, the **Minnesota Bilingual and Multilingual Seals** are awarded to high school graduates who demonstrate proficiency in a language other than English in the four domains (listening, reading, speaking, writing) at certain levels. Minnesota Department of Education

College Credit Incentives

- Minnesota State Colleges & Universities (MnSCU) may award free college credits to qualified students with the seal or certificate, if requested within three years after high school graduation. Minnesota Department of Education

HS Credit Attainment

- RHS awards elective credits based on outcome of seal via approved assessments

Requirements & Notes

- Students must earn the seal via approved assessments
- Calculated in grades 10, 11, or 12 (not grade 9, if the goal is college credit) Minnesota Department of Education
- Students must ask the college after high school to request credit

Seal of Biliteracy Data - World Certificate

RICHFIELD HIGH SCHOOL

Equivalent to 2 Semesters College Credit

School Year	Award	Language(s)	Number of Awards
2022-23	World Certificate	Spanish	24
2023-24	World Certificate	Spanish, French, Dari, Somali	33
2024-25	World Certificate	Spanish	37

Seal of Biliteracy Data - Gold Seal

RICHFIELD HIGH SCHOOL

Equivalent to 3 Semesters College Credit

School Year	Award	Language(s)	Number of Awards
2022-23	Gold Seal	Spanish	36
2023-24	Gold Seal	Spanish	16
2024-25	Gold Seal	Spanish	22

Seal of Biliteracy Data - Platinum Seal

RICHFIELD HIGH SCHOOL

Equivalent to 4 Semesters College Credit

School Year	Award	Language(s)	Number of Awards
2022-23	Platinum Seal	Spanish	9
2023-24	Platinum Seal	Spanish, Amharic	10
2024-25	Platinum Seal	Spanish	12

Seal of Biliteracy Data - Total Credits

RICHFIELD HIGH SCHOOL

Total Students Receiving an Award and Potential Credits Awarded

School Year	Number of Students	Language(s)	Credit Potential
2022-23	69	Spanish	192
2023-24	59	Spanish, French, Dari, Somali, Amharic	154
2024-25	71	Spanish	188

Articulation Agreements

RICHFIELD HIGH SCHOOL

What Are Articulation Agreements?

Partnerships between high schools and postsecondary institutions that allow students to earn college credit for completing specific Career and Technical Education (CTE) courses with demonstrated proficiency.

How It Works:

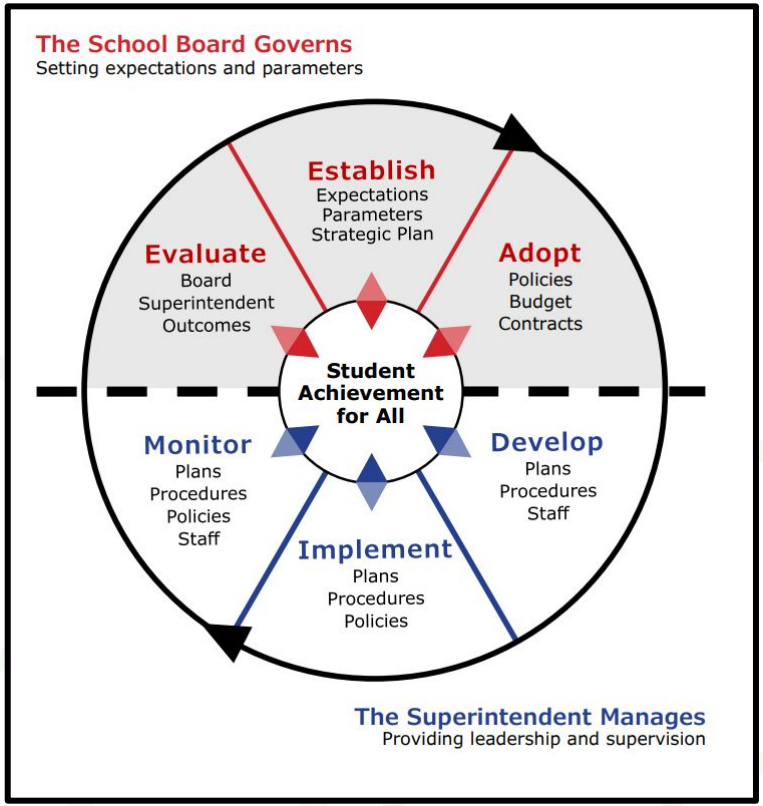
- Students complete designated CTE courses with a grade of B or higher.
- Upon enrollment in the partner college, the student's high school coursework transfers as college credit.
- Credits apply toward certificates, diplomas, or degree pathways in related career fields.

Richfield currently has 15 articulation agreements

Share Out - 2025 MSBA Student School Board Representative Event

RICHFIELD HIGH SCHOOL

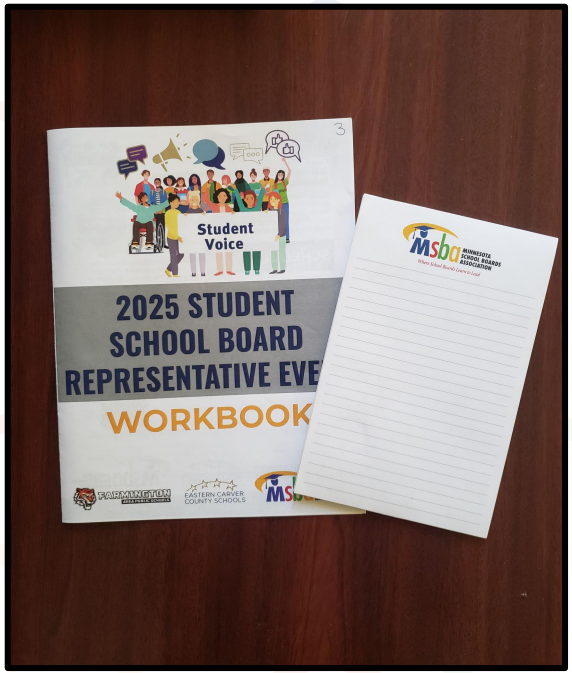
- An opportunity for student school board representatives to **connect, collaborate and learn** alongside peers from across the state.
- An opportunity for school board members, superintendents, administrators and those who support student school board representatives to strengthen their **commitment to gather student voice, learn from each other, and continue maximizing their impact** in service to students.
- Program included education, group discussion, reflection, and planning for next steps



MSBA Share Out - 2025 Student School Board Representative Event

RICHFIELD HIGH SCHOOL

- Welcomed with breakfast and provided a workbook and notepad upon arrival
- Seated with two other high schools and had the opportunity to meet administrators and student representatives
- Participated in breakout group sessions to learn about the roles of school representatives
- Gained insight into being a **reliable, present, and open-minded** member of the school community
- Enjoyed engaging activities and meeting new students, making the experience memorable and fun



RICHFIELD HIGH SCHOOL

BIG THANK YOU TO VANESSA ROSAS MIGUEL & CARRIE VALA!!!

Questions?

RICHFIELD
HIGH SCHOOL




Enriching and accelerating learning
Athletics & Activities
Enriqueciendo y acelerando el aprendizaje

Athletics and Activities

RICHFIELD HIGH SCHOOL

Spring MSHSL Participation

Sport	Grades	2023 Participants	2024 Participants	2025 Participants
Baseball	8-12	43	46	47
Softball	7-12	21	25	26
Boys Tennis	7-12	26	17	13
Boys Volleyball	7-12	15 (intramural)	14 (intramural)	29 (MSHSL-1st year)
Girls Track and Field	9-12	64	68	82
Boys Track and Field	9-12	62	66	71
Adapted Bowling	7-12	8	5	8
Synchronized Swimming	7-12	11	8	11
Golf	7-12	12	11	9

Athletics and Activities

RICHFIELD HIGH SCHOOL

Spring Sports Highlights - 2025

Adapted Bowling - State Qualifiers: Willie Gustafson, Raymond Welnetz, Henry Vuong, Louis Vuong, Samir Salaam and Dylan Fonseca

Synchronized Swimming - State Qualifiers: Renata Medina, Samantha Krueger and Norah Peterson

Boys Track and Field - State Qualifiers: Kendrick Harris, Calvin Armstrong, Spencer Lewis, Kenneth Lindberg, Drew Bartle and Jarrell Allen

Girls Track and Field - State Qualifiers: Lucy Porter, Maddie Munro, Desi Chappell, Jazara Moore, Addy Taylor and Gabby Croy

Boys Volleyball won their first game in playoffs with a reverse sweep!

Athena Award Winner = Audrey Olson

Tom Spooner Winner = Spencer Lewis

Athletics and Activities

RICHFIELD HIGH SCHOOL

Fall MSHSL Participation

Sport	Grades	2023 Participants	2024 Participants	2025 Participants
Girls Tennis	8-12	18	18	24
Boys Soccer	8-12	77	67	69
Girls Soccer	7-12	57	38	46
Cross Country Running	7-12	47	61	62
Football	9-12	71	71	53
Girls Volleyball	9-12	38	46	41
Girls Swimming & Diving	7-12	15	16	27

Athletics and Activities

RICHFIELD HIGH SCHOOL

Looking ahead…

Winter sports that have already started = Dance team and Girls Hockey.

Beginning on November 10th = Alpine Skiing, Nordic Skiing, Gymnastics, Girls Basketball.

Beginning on November 17th = Wrestling and Boys Basketball

Beginning on November 24th = Boys Swimming and Diving

Spring Seasons sports are:

- Adapted bowling on 2/23
- Synchronized Swimming on 3/2
- Girls Softball, Track and Field (boys and girls), Baseball, Adapted Softball on 3/9
- Golf (boys and girls) on 3/16
- Boys Tennis on 3/23
- Lacrosse (boys and girls) on 3/30

New Ticketing System: GoFan is Here!

RICHFIELD HIGH SCHOOL

Introducing GoFan: A faster way to get into the game!

- Richfield is now using GoFan for athletic and theatre event ticket sales.
- Buy tickets in advance through the GoFan app or at the gate with a credit card.
- Most TriMetro schools are also using GoFan, as is the MSHSL.
- Faster entry – your phone is your ticket!

  Find games & tickets easily through TriMetro.
- Cash still accepted for all regular-season MSHSL events hosted at Richfield.



Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

Questions?

Enriqueciendo y acelerando el aprendizaje

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Commendations

RPS would like to commend RHS student Signe Linne for qualifying for the Girls State Cross Country championship meet for the second year in a row! We are proud of Signe for her hard work and dedication and for representing RPS at the meet on November 1. Congratulations, Signe!

Employee Appreciation Days

November 3-7 was National School Psychology Week. School psychologists play a vital role in supporting the social and emotional well-being of students. Their dedication to understanding each child's unique needs helps create safe, inclusive, and thriving learning environments. We deeply appreciate their compassion, expertise, and commitment to helping every student reach their full potential.

November 13 is National Community Education Day. Community education empowers lifelong learning and strengthens connections among individuals of all ages and backgrounds. We deeply appreciate the RPS community education staff who create opportunities for growth, collaboration, and personal enrichment beyond the traditional classroom.

November 21 is Substitute Educators Day. Substitute educators play an essential role in keeping learning on track and classrooms running smoothly when staff are absent. Their flexibility, dedication, and ability to adapt quickly ensure that students continue to learn and thrive. We are deeply grateful for their commitment to supporting RPS schools and students whenever they are needed most.

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Routine Matters

(Recommended by the superintendent)

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

Attachments:

1. Minutes of the Regular Meeting held October 27, 2025
   - Disbursements from the October 27, 2025 Meeting
   - Checks & E-pay Register from the October 27, 2025 Meeting
   - Superintendent's Report and Agenda Meeting Minutes from October 27, 2025
2. General Disbursements as of 10/30/25 in the Amount of $1,343,361.14
   - Disbursements for the November 10, 2025 Meeting
   - Checks & E-pay Register for the November 10, 2025 Meeting
3. Investment Holdings
   - Investment Holdings as of November 4, 2025

Checks, E-Pays, PCards & Scholarships
10/27/2025 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	10/1/2025	394,941.20
	10/7/2025	2,637.25
	10/8/2025	89,572.14
	10/9/2025	839,870.10
	10/15/2025	404,087.81
	10/16/2025	61,050.23
P-Cards September 2025	10/4/2025	72,923.00
E-Pays	10/2/2025	5,448.85
	10/9/2025	478.33
Scholarships	10/9/2025	2,000.00
	10/15/2025	2,000.00
	10/16/2025	1,494.26

CHECK REGISTER BANK 05 TOTAL =	**1,876,503.17**

BREAKDOWN	
01-206-00	1,248,437.81
02-206-00	163,468.95
03-206-00	218,165.66
04-206-00	77,585.26
06-206-00	17,021.60
07-206-00	-
18-206-00	-
20-206-00	150,736.67
21-206-00	1,087.22
47-206-00	
BANK TOTAL =	**1,876,503.17**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	316530	10/01/2025	ALL STATE COMMUNICATIONS LLC	R	1,240.00
01	316531	10/01/2025	BRAND FARMS	R	1,798.00
01	316532	10/01/2025	BSI MECHANICAL, INC.	R	177.50
01	316533	10/01/2025	BUILDING CONTROLS & SOLUTIONS	R	249.66
01	316534	10/01/2025	CINTAS CORPORATION NO 2	R	315.02
01	316535	10/01/2025	CITY OF RICHFIELD	R	1,545.07
01	316536	10/01/2025	CONTINENTAL RESEARCH CORP	R	697.16
01	316537	10/01/2025	CONSORTIUM ON REACHING EXCELL IN ED	R	9,600.00
01	316538	10/01/2025	FLASHLIGHT LEARNING, INC.	R	39,910.00
01	316539	10/01/2025	WW GRAINGER INC	R	901.76
01	316540	10/01/2025	GRAYBAR ELECTRIC CO	R	12.41
01	316541	10/01/2025	GROTH MUSIC COMPANY	R	151.85
01	316542	10/01/2025	HAWKINS INC	R	20.00
01	316543	10/01/2025	HILLYARD MINNEAPOLIS	R	11,723.12
01	316544	10/01/2025	INNOVATIVE OFFICE SOLUTIONS LLC	R	870.00
01	316545	10/01/2025	INSTITUTE FOR ENVIROMENTAL	R	522.00
01	316546	10/01/2025	INTERMEDIATE DISTRICT 287	R	727.87
01	316547	10/01/2025	ISD #271	R	94,644.66
01	316548	10/01/2025	KEMPS LLC	V	0.00
01	316549	10/01/2025	KEMPS LLC	V	0.00
01	316550	10/01/2025	KEMPS LLC	R	5,052.80
01	316551	10/01/2025	KINECT ENERGY INC	R	13,527.25
01	316552	10/01/2025	LEXIA LEARNING SYSTEMS LLC	R	1,485.00
01	316553	10/01/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	3,734.13
01	316554	10/01/2025	MAGERS & QUINN BOOKSELLERS	R	5,505.70
01	316555	10/01/2025	MAXORPLUS, LTD	R	55,884.62
01	316556	10/01/2025	MCGRAW-HILL EDUCATION, INC.	R	5,514.71
01	316557	10/01/2025	METROPOLITAN MECHANICAL CONTRACTORS	R	11,479.76
01	316558	10/01/2025	MIDWEST BUS PARTS INC	R	134.98
01	316559	10/01/2025	MSHSL REGION 4AA	R	300.00
01	316560	10/01/2025	NAPA AUTO PARTS	R	491.64
01	316561	10/01/2025	NORTH CENTRAL INTERNATIONAL, LLC	R	1,837.20
01	316562	10/01/2025	ON SITE SANITATION	R	1,116.00
01	316563	10/01/2025	PAN O GOLD BAKING CO	R	471.80
01	316564	10/01/2025	PRIMEX WIRELESS INC	R	3,561.41
01	316565	10/01/2025	PROFESSIONAL WIRELESS COMMUNICATION	R	2,837.52
01	316566	10/01/2025	ROSEMOUNT SAW & TOOL	R	130.20
01	316567	10/01/2025	SCHUMACHER ELEVATOR COMPANY	R	510.00
01	316568	10/01/2025	SHERWIN WILLIAMS CO	R	77.65
01	316569	10/01/2025	STEVE WEISS MUSIC INC	R	4,058.95
01	316570	10/01/2025	STONE ARCH STUDIO LLC	R	400.00
01	316571	10/01/2025	TORTILLERIA LA PERLA	R	157.86
01	316572	10/01/2025	TRAVELERS CL REMIT CENTER	R	3,334.00
01	316573	10/01/2025	TREVIPAY	R	179.00
01	316574	10/01/2025	TRIO SUPPLY COMPANY	R	287.22
01	316575	10/01/2025	UNIVERSITY LANGUAGE CENTER	R	206.07
01	316576	10/01/2025	UPPER LAKES FOODS	R	36,357.94
01	316577	10/01/2025	VANESSA MERRY	R	315.00
01	316578	10/01/2025	VISTA HIGHER LEARNING	R	9,737.50
01	316579	10/01/2025	VSP INSURANCE CO. (CT)	R	3,529.35
01	316580	10/01/2025	XCEL ENERGY	R	57,619.86
01	V2600255	10/02/2025	MATTHEW ARNOLD	R	70.00
01	V2600256	10/02/2025	MICHELLE L AXELL	R	70.00
01	V2600257	10/02/2025	BRADLEY BADOUR	R	40.00
01	V2600258	10/02/2025	ERICA T BARLOW	R	70.00

01	V2600259	10/02/2025	NIKOLAS BAUZA	R	40.00
01	V2600260	10/02/2025	MARY L CLARKSON	R	70.00
01	V2600261	10/02/2025	AMY L COUGHLIN	R	33.25
01	V2600262	10/02/2025	PETER J FITZPATRICK	R	40.00
01	V2600263	10/02/2025	YVETTE GARCIA	R	70.00
01	V2600264	10/02/2025	EUNICE GARZA	R	22.39
01	V2600265	10/02/2025	RACHEL GENS	R	70.00
01	V2600266	10/02/2025	AREND J GEURINK	R	70.00
01	V2600267	10/02/2025	CHRISTINA M GONZALEZ	R	70.00
01	V2600268	10/02/2025	AMY E HAGER	R	70.00
01	V2600269	10/02/2025	KEVIN D HARRIS	R	40.00
01	V2600270	10/02/2025	MICHAEL G HARRIS	R	70.00
01	V2600271	10/02/2025	LANA HENDRICKS LEUNING	R	40.00
01	V2600272	10/02/2025	JONATHAN W HEYER	R	70.00
01	V2600273	10/02/2025	JAMES L HILL	R	40.00
01	V2600274	10/02/2025	JESSICA M HOFFMAN	R	40.00
01	V2600275	10/02/2025	CRAIG D HOLJE	R	70.00
01	V2600276	10/02/2025	CHRISTINE KEELEY	R	479.42
01	V2600277	10/02/2025	DANIEL E KRETSINGER	R	70.00
01	V2600278	10/02/2025	JENNIFER KRUEGER	R	70.00
01	V2600279	10/02/2025	ANOOP KUMAR	R	40.00
01	V2600280	10/02/2025	STEVEN J LEDUC	R	400.00
01	V2600281	10/02/2025	MIGUEL A LIMA	R	35.77
01	V2600282	10/02/2025	JOHN M LORENZINI	R	70.00
01	V2600283	10/02/2025	DAVANAND MAHADEO	R	40.00
01	V2600284	10/02/2025	COLLEEN M MAHONEY	R	70.00
01	V2600285	10/02/2025	MARTHA MALAGON AVILA	R	170.46
01	V2600286	10/02/2025	MICHAEL A MANNING	R	70.00
01	V2600287	10/02/2025	DANIEL P MCGINN	R	40.00
01	V2600288	10/02/2025	DOUG R MCMEEKIN	R	70.00
01	V2600289	10/02/2025	KENT D MEYER	R	70.00
01	V2600290	10/02/2025	JOSE ANTONIO MONTEJO MAGANA	R	23.18
01	V2600291	10/02/2025	KATRINA L MORGAN	R	40.00
01	V2600292	10/02/2025	ERIN H NEILON	R	154.94
01	V2600293	10/02/2025	STEPHANIE NICHOLS	R	45.00
01	V2600294	10/02/2025	ROBERT G OLSON	R	40.00
01	V2600295	10/02/2025	CHRISTOPHER A PETERSON	R	70.00
01	V2600296	10/02/2025	CASSANDRA QUAM	R	70.00
01	V2600297	10/02/2025	YONG HUA QUAN	R	175.00
01	V2600298	10/02/2025	LAURA RAMSBORG	R	70.00
01	V2600299	10/02/2025	RENEE C REED-KARSTENS	R	132.33
01	V2600300	10/02/2025	KATHIE REESE	R	175.00
01	V2600301	10/02/2025	HEIDI SAVATDY	R	70.00
01	V2600302	10/02/2025	CHRISTIAN SCHEMPP	R	40.00
01	V2600303	10/02/2025	AMY B SKARE-KLECKER	R	70.00
01	V2600304	10/02/2025	JUSTIN STEELE	R	70.00
01	V2600305	10/02/2025	STACY THEIEN-COLLINS	R	70.00
01	V2600306	10/02/2025	RICKY THOMPSON	R	40.00
01	V2600307	10/02/2025	VLADIMIR S TOLEDO	R	40.00
01	V2600308	10/02/2025	STEVEN P UNOWSKY	R	270.00
01	V2600309	10/02/2025	CARRIE A VALA	R	70.00
01	V2600310	10/02/2025	JENNIFER K SMITH	R	70.00
01	V2600311	10/02/2025	REBECCA S WALD	R	40.00
01	V2600312	10/02/2025	ALEXANDER WARD	R	70.00
01	V2600313	10/02/2025	MICHELLE R WHITESIDE	R	437.18
01	V2600314	10/02/2025	KASYA L WILLHITE	R	154.93

01	V2600315	10/02/2025	KELLY L WOODS	R	70.00
01	V2600322	10/04/2025	P-CARD BAIRD LISA	R	11,494.21
01	V2600323	10/04/2025	P-CARD BARLOW ERICA	R	5,036.19
01	V2600324	10/04/2025	P-CARD BLUMA, MEGAN BOLLIG	R	813.27
01	V2600325	10/04/2025	P-CARD BROWN MATTHEW	R	1,388.82
01	V2600326	10/04/2025	P-CARD BRUNNER PATTI	R	4,128.22
01	V2600327	10/04/2025	P-CARD CARUSO MATTHEW	R	1,323.11
01	V2600328	10/04/2025	P-CARD CRUZ ESTEVA JENNIFER	R	6,153.81
01	V2600329	10/04/2025	P-CARD EDWARDS NATHAN	R	261.35
01	V2600330	10/04/2025	P-CARD GARCIA YVETTE	R	2,840.49
01	V2600331	10/04/2025	P-CARD GEURINK AREND	R	516.70
01	V2600332	10/04/2025	P-CARD GONZALEZ CHRISTINA	R	1,576.50
01	V2600333	10/04/2025	P-CARD HUERTA-ANAYA ALICIA	R	4,959.23
01	V2600334	10/04/2025	P-CARD KRETSINGER DAN	R	171.08
01	V2600335	10/04/2025	P-CARD LEIKNES LISA	R	333.72
01	V2600336	10/04/2025	P-CARD LEWIS JENNIFER	R	1,100.91
01	V2600337	10/04/2025	P-CARD LUNDY MICHELLE	R	12,301.66
01	V2600338	10/04/2025	P-CARD MAHONEY COLLEEN	R	1,070.44
01	V2600339	10/04/2025	P-CARD MANNING MICHAEL	R	1,394.32
01	V2600340	10/04/2025	P-CARD MCCLENDON LAURA	R	919.91
01	V2600341	10/04/2025	P-CARD MCGINN DAN	R	388.81
01	V2600342	10/04/2025	P-CARD PETERSON CHRIS	R	1,916.79
01	V2600343	10/04/2025	P-CARD SACHER GRACE	R	3,807.60
01	V2600344	10/04/2025	P-CARD SETZER ALEXIS	R	109.85
01	V2600345	10/04/2025	P-CARD SKARE-KLECKER AMY	R	1,298.04
01	V2600346	10/04/2025	P-CARD SMITH JENNIFER	R	2,412.58
01	V2600347	10/04/2025	P-CARD VENTURA PEREZ RAMIRO	R	515.51
01	V2600348	10/04/2025	P-CARD WILLHITE KASYA	R	1,402.86
01	V2600349	10/04/2025	P-CARD WOODS KELLY	R	3,090.93
01	V2600350	10/04/2025	P-CARD YUNKER AUBREE	R	196.09
01	316581	10/07/2025	ANDREWS JOHN	R	87.00
01	316582	10/07/2025	AYLWARD, MICHAEL	R	28.43
01	316583	10/07/2025	BAKER, ROBERT	R	140.00
01	316584	10/07/2025	BECKMAN ALISON	R	52.63
01	316585	10/07/2025	BORCHERS WILLIAM S	R	87.00
01	316586	10/07/2025	BRAUN, JARED B	R	87.00
01	316587	10/07/2025	BURKSTRAND MICHAEL	R	52.63
01	316588	10/07/2025	CASEY COSTIGAN MARTIN	R	28.43
01	316589	10/07/2025	CRUNSTEDT ROBERT J	R	84.00
01	316590	10/07/2025	EXLEY BENJAMIN	R	87.00
01	316591	10/07/2025	FAMODU, BABATUNDE	R	140.00
01	316592	10/07/2025	GLASSON, GREGORY M	R	84.00
01	316593	10/07/2025	GRAHAM THOMAS	R	52.63
01	316594	10/07/2025	HOLICKY, LUCAS	R	92.00
01	316595	10/07/2025	HOLT JAMES B JR	R	92.00
01	316596	10/07/2025	HRYPA WILLIAM V	R	87.00
01	316597	10/07/2025	KARNAS MIKE	R	92.00
01	316598	10/07/2025	LARSON KEITH	R	73.68
01	316599	10/07/2025	MCMOORE, GREG	R	92.00
01	316600	10/07/2025	MOREY ANNE	R	28.43
01	316601	10/07/2025	MOREY, BECKETT E	R	52.63
01	316602	10/07/2025	OHARA MEGAN	R	28.43
01	316603	10/07/2025	RICKETTS, KATHLEEN	R	28.43
01	316604	10/07/2025	SCHLETTY JENNIE M	R	28.43
01	316605	10/07/2025	SCHLETTY, MARK	R	28.43
01	316606	10/07/2025	TASYA RIVERA MARTIN	R	28.43

01	316607	10/07/2025	US POWER BID	R	787.61
01	316608	10/07/2025	YNGRID VENTURA OLIVEIRA	R	87.00
01	316609	10/08/2025	ADVANCED COMMERCIAL KITCHENS	R	4,406.41
01	316610	10/08/2025	ALL STATE COMMUNICATIONS LLC	R	270.00
01	316611	10/08/2025	AVANT ASSESSMENT LLC	R	1,867.50
01	316612	10/08/2025	BCN TELECOM, INC TBS	R	933.32
01	316613	10/08/2025	BENILDE-ST.MARGARET	R	175.00
01	316614	10/08/2025	BRAND FARMS	R	1,798.00
01	316615	10/08/2025	CAPITAL ONE TRADE CREDIT	R	413.44
01	316616	10/08/2025	FASTEST LABS OF BLOOMINGTON	R	902.00
01	316617	10/08/2025	HERITAGE CRYSTAL CLEAN INC	R	252.73
01	316618	10/08/2025	HILLYARD MINNEAPOLIS	R	1,808.00
01	316619	10/08/2025	IDEAL ENERGIES SOLAR LEASE 2021,LLC	R	7,759.09
01	316620	10/08/2025	KEMPS LLC	V	0.00
01	316621	10/08/2025	KEMPS LLC	V	0.00
01	316622	10/08/2025	KEMPS LLC	R	4,634.40
01	316623	10/08/2025	LAJ CONSULTING, LLC	R	1,050.00
01	316624	10/08/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	3,247.56
01	316625	10/08/2025	LOFFLER COMPANIES	R	513.89
01	316626	10/08/2025	MATRIX COMMUNICATIONS, INC	R	3,090.00
01	316627	10/08/2025	NORTH COUNTRY SERVICES, LLC	R	2,132.50
01	316628	10/08/2025	PAN O GOLD BAKING CO	R	494.76
01	316629	10/08/2025	SCHOOL SERVICE EMPLOYEES UNION	R	4,945.36
01	316630	10/08/2025	SHI INTERNATIONAL CO	R	12,250.00
01	316631	10/08/2025	SIMONE MITCHELL	R	100.00
01	316632	10/08/2025	STAR TRIBUNE	R	210.75
01	316633	10/08/2025	TRIO SUPPLY COMPANY	R	3,216.19
01	316634	10/08/2025	UPPER LAKES FOODS	R	32,216.15
01	316635	10/08/2025	VERIZON WIRELESS	R	360.09
01	316636	10/08/2025	WADE AITKEN-PALMER	R	525.00
01	316637	10/09/2025	ANDREWS JOHN	R	87.00
01	316638	10/09/2025	EKKAIA FAMILY	R	193.73
01	316639	10/09/2025	BIRCHBARK BOOKS, HERBS & NATIVE ART	R	10,413.06
01	316640	10/09/2025	BUREAU OF EDUCATION & RESEARCH	R	825.00
01	316641	10/09/2025	CDW GOVERNMENT INC	R	3,050.00
01	316642	10/09/2025	CENTURYLINK	R	49.05
01	316643	10/09/2025	CHUBB	R	367,740.60
01	316644	10/09/2025	CITY OF RICHFIELD	R	1,400.00
01	316645	10/09/2025	COMCAST BUSINESS	R	426.05
01	316646	10/09/2025	CUB FOODS	R	547.99
01	316647	10/09/2025	DICKS SANITATION SERVICE, INC (DSI)	R	8,128.35
01	316648	10/09/2025	DOLLIFF INC	R	52,575.87
01	316649	10/09/2025	DONALD BLACKHAWK	R	600.00
01	316650	10/09/2025	DOWNS, TYLER	R	92.00
01	316651	10/09/2025	ECM PUBLISHERS INC	R	138.75
01	316652	10/09/2025	ELLE OLSEN	R	237.28
01	316653	10/09/2025	FREDERICKSUN, AARON	R	174.00
01	316654	10/09/2025	WW GRAINGER INC	R	602.47
01	316655	10/09/2025	GROTH MUSIC COMPANY	R	813.28
01	316656	10/09/2025	HOLLY M HENNING	R	300.00
01	316657	10/09/2025	HOME DEPOT U.S.A.	R	1,472.99
01	316658	10/09/2025	HRYPA WILLIAM V	R	87.00
01	316659	10/09/2025	IMAGINE LEARNING LLC	R	61,240.00
01	316660	10/09/2025	IMPROVE YOUR TOMORROW, INC.	R	2,000.00
01	316661	10/09/2025	JAYME BAD WARRIOR	R	500.00
01	316662	10/09/2025	JERRY M DEARLY	R	500.00

01	316663	10/09/2025	JOSEPH BIGBEAR	R	600.00
01	316664	10/09/2025	KINECT ENERGY INC	R	558.00
01	316665	10/09/2025	LEXIA LEARNING SYSTEMS LLC	R	495.00
01	316666	10/09/2025	MAXORPLUS, LTD	R	47,052.44
01	316667	10/09/2025	METRO COMMUNITY ED DIRECTORS ASSN.	R	100.00
01	316668	10/09/2025	METROPOLITAN MECHANICAL CONTRACTORS	R	49,706.36
01	316669	10/09/2025	MINNETONKA PUBLIC SCHOOLS	R	3,384.00
01	316670	10/09/2025	MINUTEMAN PRESS EDINA	R	1,444.45
01	316671	10/09/2025	MINUTEMAN PRESS-BLOOMINGTON	R	180.96
01	316672	10/09/2025	MN STATE U, MANKATO	R	9,600.00
01	316673	10/09/2025	MRI SOFTWARE LLC	R	312.50
01	316674	10/09/2025	NAPA AUTO PARTS	R	59.96
01	316675	10/09/2025	NORTH CENTRAL INTERNATIONAL, LLC	R	798.52
01	316676	10/09/2025	ONEBRIDGE BENEFITS INC.	R	2,335.50
01	316677	10/09/2025	PAYDHEALTH	R	3,030.56
01	316678	10/09/2025	PEDIATRIC HOME SERVICE	R	1,818.75
01	316679	10/09/2025	PER MAR SECURITY SERVICES	R	11.00
01	316680	10/09/2025	PHOENIX SCHOOL COUNSELING	R	62,153.44
01	316681	10/09/2025	PITNEY BOWES INC	R	517.00
01	316682	10/09/2025	PREMIUM WATERS INC	R	39.00
01	316683	10/09/2025	PUBLIC EMPLOYEES RETIREMENT ASSOC	R	4,785.22
01	316684	10/09/2025	SCHMITT MUSIC	R	1,164.85
01	316685	10/09/2025	SERVPRO OF MINNETONKA	R	3,056.85
01	316686	10/09/2025	SFM	R	12,703.00
01	316687	10/09/2025	SHERWIN WILLIAMS CO	R	148.66
01	316688	10/09/2025	SQUIRES, WALDSPURGER & MACE, P.A.	R	12,406.84
01	316689	10/09/2025	STAIGER, PATRICK	R	92.00
01	316690	10/09/2025	THOMAS CAIN	R	600.00
01	316691	10/09/2025	TRUGREEN LIMITED PARTNERSHIP	R	8,855.00
01	316692	10/09/2025	UNIVERSITY OF MINNESOTA-TWIN CITIES	R	2,000.00
01	316693	10/09/2025	WESTERN SPECIALTY CONTRACTORS INC	R	97,137.00
01	316694	10/09/2025	XCEL ENERGY	R	54.77
01	316695	10/09/2025	ZACHERIAH RED BEAR	R	300.00
01	316696	10/09/2025	ZASTROW, JOHN C.	R	174.00
01	V2600316	10/09/2025	ELVIRA CRUZ MIRANDA	R	175.00
01	V2600317	10/09/2025	MELISSA M ROCCHIO	R	19.80
01	V2600318	10/09/2025	MICHELLE LUNDY	R	22.57
01	V2600319	10/09/2025	MICHAEL A MANNING	R	67.55
01	V2600320	10/09/2025	JOAN M TOMKINSON	R	175.00
01	V2600321	10/09/2025	MICHELLE R WHITESIDE	R	18.41
01	316697	10/15/2025	ALERUS RETIREMENT AND BENEFITS	R	852.60
01	316698	10/15/2025	ALL STATE COMMUNICATIONS LLC	R	1,065.00
01	316699	10/15/2025	ANDERSON, RYAN	R	130.00
01	316700	10/15/2025	AI TECHNOLOGIES LLC	R	240.00
01	316701	10/15/2025	ARVIG ENTERPRISES INC	R	1,207.90
01	316702	10/15/2025	ASPEN EQUIPMENT CO	R	2,299.68
01	316703	10/15/2025	AVIBEN	R	524.33
01	316704	10/15/2025	BATTERIES R US	R	3,855.29
01	316705	10/15/2025	BECKMAN ALISON	R	73.68
01	316706	10/15/2025	BRINK'S INCORPORATED	R	2,621.34
01	316707	10/15/2025	BSI MECHANICAL, INC.	R	362.50
01	316708	10/15/2025	BURKSTRAND MICHAEL	R	52.63
01	316709	10/15/2025	CASEY COSTIGAN MARTIN	R	28.43
01	316710	10/15/2025	CATALYST BUYING GROUP LLC	R	4,293.73
01	316711	10/15/2025	CDW GOVERNMENT INC	R	11,446.11
01	316712	10/15/2025	CEDAR SMALL ENGINE	R	63.49

01	316713	10/15/2025	CENTURYLINK	R	71.00
01	316714	10/15/2025	CINTAS CORPORATION NO 2	R	4,439.84
01	316715	10/15/2025	DIGITAL INSURANCE LLC	R	3,607.00
01	316716	10/15/2025	DYKSTRA, RYAN	R	130.00
01	316717	10/15/2025	ETTEL & FRANZ ROOFING CO	R	1,607.00
01	316718	10/15/2025	FINANGER PHILLIP J	R	136.82
01	316719	10/15/2025	FORD, DANIEL	R	130.00
01	316720	10/15/2025	FROGNER, JASON	R	28.43
01	316721	10/15/2025	GONZALEZ JOSUE	R	47.36
01	316722	10/15/2025	GRAHAM THOMAS	R	52.63
01	316723	10/15/2025	WW GRAINGER INC	R	1,516.81
01	316724	10/15/2025	GRAMMARLY, INC.	R	4,320.00
01	316725	10/15/2025	HILLYARD MINNEAPOLIS	R	8,244.45
01	316726	10/15/2025	HOGAN ASSESSMENT SYSTEMS INC	R	1,230.00
01	316727	10/15/2025	HOPE CHURCH	R	15,910.11
01	316728	10/15/2025	HOWERTON, CHRISTOPHER L	R	92.00
01	316729	10/15/2025	ICS CONSULTING, LLC - 138006	R	15,000.00
01	316730	10/15/2025	IIX INSURANCE INFORMATION EXCHANGE	R	49.65
01	316731	10/15/2025	INNOVATIVE OFFICE SOLUTIONS LLC	R	99.48
01	316732	10/15/2025	KAJEET, INC.	R	4,938.16
01	316733	10/15/2025	KRIPPUER, BENJAMIN J	R	28.43
01	316734	10/15/2025	LB CARLSON LLP	R	12,800.00
01	316735	10/15/2025	LEROY'S GREAT BEAR	R	33.99
01	316736	10/15/2025	MAXORPLUS, LTD	R	42,458.72
01	316737	10/15/2025	MCDONOUGH'S SEWER SERVICES, INC.	R	168.40
01	316738	10/15/2025	MEDSOURCE SALES LLC	R	2,382.95
01	316739	10/15/2025	MENDELBLATT SCOTT	R	75.81
01	316740	10/15/2025	MIDWEST BUS PARTS INC	R	456.71
01	316741	10/15/2025	MILES SARA	R	136.82
01	316742	10/15/2025	MOREY, BECKETT E	R	52.63
01	316743	10/15/2025	MULTILINGUAL WORD INC	R	231.50
01	316744	10/15/2025	NOKOMIS SHOE SHOP	R	119.95
01	316745	10/15/2025	NORTH CENTRAL BUS	R	217.24
01	316746	10/15/2025	NORTH CENTRAL INTERNATIONAL, LLC	R	6,401.23
01	316747	10/15/2025	OHARA MEGAN	R	28.43
01	316748	10/15/2025	OKEY CHRIS	R	126.30
01	316749	10/15/2025	OLSON ANDREA JADE	R	28.43
01	316750	10/15/2025	OLSON EMILY K	R	165.00
01	316751	10/15/2025	OWENS SEDRIC	R	18.90
01	316752	10/15/2025	PARENTSQUARE INC.	R	20,850.15
01	316753	10/15/2025	PERRY, CADENCE J	R	18.95
01	316754	10/15/2025	PLUNKETT'S /VARMENT GUARD	R	1,111.09
01	316755	10/15/2025	POELLINGER, DAWN	R	84.00
01	316756	10/15/2025	READ NATURALLY	R	780.00
01	316757	10/15/2025	RICHARD, PHILLIP G	R	130.00
01	316758	10/15/2025	RICKETTS, KATHLEEN	R	28.43
01	316759	10/15/2025	RINGCENTERAL, INC.	R	6,830.97
01	316760	10/15/2025	SCHLETTY JENNIE M	R	28.43
01	316761	10/15/2025	SCHLETTY, MARK	R	28.43
01	316762	10/15/2025	SHERWIN WILLIAMS CO	R	129.18
01	316763	10/15/2025	SIMONS, CALIE	R	18.95
01	316764	10/15/2025	TASYA RIVERA MARTIN	R	28.43
01	316765	10/15/2025	THUROW STEPHANIE J	R	225.00
01	316766	10/15/2025	TOLL COMPANY	R	13.20
01	316767	10/15/2025	TRISTATE BOBCAT INC	R	2,500.00
01	316768	10/15/2025	TRUE NORTH WATER TREATMENT	R	9,197.75

01	316769	10/15/2025	TWIN CITY TRANSPORTATION	R	199,205.09
01	316770	10/15/2025	UNITED HEALTHCARE/AARP MEDICARE RX	R	92.20
01	316771	10/15/2025	UNITED HEARTHCARE /AARP MEDICARE RX	R	92.20
01	316772	10/15/2025	UNITEDHEALTHCARE	R	655.91
01	316773	10/15/2025	UNIVERSITY OF MINNESOTA-TWIN CITIES	R	2,000.00
01	316774	10/15/2025	URBANZ, STACEY G	R	28.43
01	316775	10/15/2025	VETSCH TERRI	R	68.41
01	316776	10/15/2025	VOELKER, JEREMY	R	84.00
01	316777	10/15/2025	WAWRZYNIAK, SCOTT J	R	130.00
01	316778	10/15/2025	ALLSTATE PETERBILT OF S ST PAUL	R	338.99
01	316779	10/15/2025	WOLD ARCHITECTS AND ENGINEERS	R	2,021.60
01	316780	10/15/2025	WORLD FUEL SERVICES, INC.	R	1,543.64
01	316781	10/15/2025	ZACK'S INC.	R	1,125.49
01	316782	10/16/2025	ADVANCED COMMERCIAL KITCHENS	R	7,077.50
01	316783	10/16/2025	ANTHOLOGIE, LLC	R	400.00
01	316784	10/16/2025	BCBS OF MINNESOTA & BLUE PLUS	R	9,180.00
01	316785	10/16/2025	BRAND FARMS	R	586.00
01	316786	10/16/2025	HOYO, SBC	R	2,040.00
01	316787	10/16/2025	INTERMEDIATE DISTRICT 287	R	350.05
01	316788	10/16/2025	KEMPS LLC	V	0.00
01	316789	10/16/2025	KEMPS LLC	R	4,575.20
01	316790	10/16/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	4,677.17
01	316791	10/16/2025	MASBO	R	135.00
01	316792	10/16/2025	PAN O GOLD BAKING CO	R	682.07
01	316793	10/16/2025	TRIO SUPPLY COMPANY	R	775.03
01	316794	10/16/2025	UPPER LAKES FOODS	V	0.00
01	316795	10/16/2025	UPPER LAKES FOODS	R	30,572.21
01	V2600351	10/16/2025	LETICIA AGUILAR VALLADARES	R	159.14
01	V2600352	10/16/2025	ELEANOR CARR	R	103.72
01	V2600353	10/16/2025	KRISTI A DINGMAN	R	22.82
01	V2600354	10/16/2025	JESSICA M HOFFMAN	R	73.64
01	V2600355	10/16/2025	JENNIFER KRUEGER	R	103.40
01	V2600356	10/16/2025	MAIA M MACK	R	443.08
01	V2600357	10/16/2025	ERIN H NEILON	R	86.66
01	V2600358	10/16/2025	RENEE C REED-KARSTENS	R	49.70
01	V2600359	10/16/2025	ANGELICA ROSSANO NAVARRETE	R	162.30
01	V2600360	10/16/2025	JACQUELINE SANCHEZ VIDAL	R	24.22
01	V2600361	10/16/2025	THOMAS SONG	R	265.58

TOTAL CHECK, EPAYS, PCARDS & SCHOLARSHIP REGISTER	**1,876,503.17**

SUPERINTENDENT'S REPORT AND AGENDA

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

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

Monday, October 27, 2025
7 p.m. School Board Meeting

I. CALL TO ORDER

The regular meeting of the board of education of ISD 280, Hennepin County, Richfield, Minnesota was held on Monday, October 27, 2025 in the boardroom at the Richfield Public Schools District Office. Chair Carter called the regular board meeting to order at 7 p.m. with the following school board members in attendance: Cole, Liss, Pollis and Spencer. Banks Kupcho was not able to attend.

Administrators present were Superintendent Unowsky and Senior Executive Officer Clarkson.

II. REVIEW AND APPROVAL OF THE AGENDA

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

III. INFORMATION AND PROPOSALS - NON-ACTION ITEMS

A. Public Comment
B. Superintendent Update
    1. Marketing & Communications Presentation
    2. Safe Routes to School Comprehensive Plan
    3. Board Member Handbook

IV. CONSENT AGENDA

A. Routine Matters
    1. Minutes of the Regular Meeting held October 6, 2025
    2. General Disbursements as of 10/16/25 in the Amount of $1,876,503.17
    3. Year-to-Date Finance Update
B. Personnel Items

Classified Management Temporary Position for Employment
Laura Otterness – Digital Communication Specialist – Richfield District Office
Effective: 10/13/2025 – 06/30/2026

Full Time Certified Resignation
Jennifer Behnke – Reading Teacher – Richfield High School
Effective: 11/4/2025

Years of Service: 4
Change in effective date from October 6, 2025 board approved personnel items.

Classified Full-Time Paraprofessional for Employment
SeAna Mack - Special Education Paraprofessional – Richfield Middle School
Effective: 10/13/2025

Classified Part-Time Paraprofessional for Employment
Ingrid Rodriguez Muniz - Managerial Paraprofessional – Richfield STEM
Effective: 10/13/2025

Classified Full-Time Food & Nutrition Service Retirement
Karin Gaertner - Production Cook – Richfield STEM
Effective: 11/21/2025
Years of Service: 12

Classified Full-Time Paraprofessional Resignation
Milehixy Carrasquero - Special Education – Richfield Dual Language School
Effective: 10/24/2025
Years of Service: 2

Classified Full-Time Paraprofessional Resignation
Kyle Hughes - Campus Supervisor – Richfield Middle School
Effective: 11/5/2025

Classified Full-Time Outreach Worker Resignation
Analy Hernandez Xochipiltecalt - Bilingual Outreach Worker – Centennial Elementary
Effective: 11/4/2025
Years of Service: 5

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

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

V. OLD BUSINESS

A. Policy 103: Harassment Prohibition & Administrative Guideline 103.2 - third read

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

B. Policy 113: Bullying Prohibition & Administrative Guidelines 113.1 & 113.2 - third read

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

C. Policy 715: Purchasing & Administrative Guideline 715.1 - third read

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

D. Policy 201: Legal Status of the School Board - second read
E. Policy 106: Students and Employees with Communicable and Infectious Diseases - second read

VI. NEW BUSINESS

A. Safe Routes to School Comprehensive Plan

Motion by Spencer, seconded by Liss, and unanimously carried, the board of education approved the plan.

B. Change Order #1 for RHS Toilet Room Renovations

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

C. Education Richfield Collective Bargaining Agreement 2025-2027

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

D. Donations

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

VII. ADVANCE PLANNING

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

11-10-2025	7 p.m.	Regular Board Meeting - Public Comment
12-1-2025	7 p.m.	Regular Board Meeting with Truth-in-Taxation

XII. ADJOURN REGULAR MEETING

Chair Carter adjourned the meeting at 8:39 p.m.

CHECK RUNS & E-PAYS
11/10/2025 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	10/22/2025	425,871.90
	10/23/2025	300,789.90
	10/28/2025	413.58
	10/29/2025	614,800.48
E-Pays	10/23/2025	676.87
	10/30/2025	808.41

CHECK REGISTER BANK 05 TOTAL =	**1,343,361.14**

BREAKDOWN	
01-206-00	1,187,299.13
02-206-00	86,541.54
03-206-00	3,298.52
04-206-00	4,422.55
06-206-00	-
07-206-00	-
18-206-00	-
20-206-00	61,799.40
21-206-00	
47-206-00	-
BANK TOTAL =	**1,343,361.14**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	316796	10/22/2025	A.J. MOORE ELECTRIC, INC.	R	747.50
01	316797	10/22/2025	ALL STATE COMMUNICATIONS LLC	R	795.00
01	316798	10/22/2025	BECKMAN ALISON	R	73.68
01	316799	10/22/2025	BRIN GLASS COMPANY	R	2,325.00
01	316800	10/22/2025	BURKSTRAND JENNIFER	R	28.43
01	316801	10/22/2025	BURKSTRAND MICHAEL	R	52.63
01	316802	10/22/2025	CASEY COSTIGAN MARTIN	R	28.43
01	316803	10/22/2025	CESO FINANCE, LLC	R	5,365.00
01	316804	10/22/2025	CINTAS CORPORATION NO 2	R	5,056.72
01	316805	10/22/2025	CITY OF RICHFIELD	R	8,374.79
01	316806	10/22/2025	COMCAST	R	449.49
01	316807	10/22/2025	COMCAST BUSINESS	R	561.05
01	316808	10/22/2025	COOK AMY	R	52.63
01	316809	10/22/2025	WAHEED AYINDE	R	560.00
01	316810	10/22/2025	FLANERY, NICKOLAS	R	18.95
01	316811	10/22/2025	FREEWHEEL BIKE RICHFIELD	R	735.01
01	316812	10/22/2025	GLASSON, GREGORY M	R	84.00
01	316813	10/22/2025	GONZALEZ JOSUE	R	140.00
01	316814	10/22/2025	GRAHAM THOMAS	R	52.63
01	316815	10/22/2025	WW GRAINGER INC	R	273.73
01	316816	10/22/2025	GROUP MEDICAREBLUE RX	R	8,140.00
01	316817	10/22/2025	HAAS MUSICAL INSTRUMENT REPAIR, INC	R	1,190.00
01	316818	10/22/2025	HAWKINS INC	R	6,411.31
01	316819	10/22/2025	HENDRICKSEN, KIRSTI	R	105.26
01	316820	10/22/2025	HILLYARD MINNEAPOLIS	R	3,675.79
01	316821	10/22/2025	IDENTISYS INC	R	828.35
01	316822	10/22/2025	IMAGINE LEARNING LLC	R	532.40
01	316823	10/22/2025	INTERMEDIATE DISTRICT 287	R	142,820.47
01	316824	10/22/2025	JAMES R KERN	R	245.00
01	316825	10/22/2025	JW PEPPER & SON INC	R	101.00
01	316826	10/22/2025	KALDAHL KRISTIN	R	84.00
01	316827	10/22/2025	KEE-BOWLING BONNIE	R	84.00
01	316828	10/22/2025	KRIPPUER, BENJAMIN J	R	28.43
01	316829	10/22/2025	KRUEGER BARBARA	R	28.43
01	316830	10/22/2025	LAURSEN PIANO SERVICE	R	50.00
01	316831	10/22/2025	LOFFLER COMPANIES	R	10,569.58
01	316832	10/22/2025	MADISON NATIONAL LIFE INS CO INC	R	18,150.74
01	316833	10/22/2025	MARY AMANDA GUTIERREZ	R	28.43
01	316834	10/22/2025	MASP	R	50.00
01	316835	10/22/2025	MAXORPLUS, LTD	R	45,372.40
01	316836	10/22/2025	MENDELBLATT SCOTT	R	28.43
01	316837	10/22/2025	MIDWEST BUS PARTS INC	R	241.92
01	316838	10/22/2025	MILES SARA	R	31.58
01	316839	10/22/2025	MINUTEMAN PRESS EDINA	R	71.28
01	316840	10/22/2025	MOREY ANNE	R	28.43
01	316841	10/22/2025	NATALIE D RASMUSSEN	R	8,500.00
01	316842	10/22/2025	NATIONAL ENROLLMENT PARTNERS	R	5,000.00
01	316843	10/22/2025	NORTH CENTRAL INTERNATIONAL, LLC	R	873.11
01	316844	10/22/2025	OCCUPATIONAL MEDICINE CONSULTANTS	R	100.00
01	316845	10/22/2025	OPTIMIST CLUB OF RICHFIELD	R	57.50

01	316846	10/22/2025	OWENS SEDRIC	R	18.95
01	316847	10/22/2025	PER MAR SECURITY SERVICES	R	55.00
01	316848	10/22/2025	PITNEY BOWES BANK PURCHASE POWER	R	2,400.00
01	316849	10/22/2025	POMPS TIRE SERVICE	R	900.00
01	316850	10/22/2025	PREMIER LIGHTING INC	R	496.65
01	316851	10/22/2025	REED BEHAVIORAL HEALTH LLC	R	8,500.00
01	316852	10/22/2025	RYAN JEANNIE M	R	1,111.94
01	316853	10/22/2025	SAFETYFIRST PLAYGROUND MAINTENANCE	R	4,293.50
01	316854	10/22/2025	SCHLETTY JENNIE M	R	28.43
01	316855	10/22/2025	SCHLETTY, MARK	R	28.43
01	316856	10/22/2025	SCHOLASTIC INC	R	55.00
01	316857	10/22/2025	SCHOOL SERVICE EMPLOYEES UNION	R	5,002.65
01	316858	10/22/2025	SCHOOL SPECIALTY, LLC	R	394.70
01	316859	10/22/2025	SHERWIN WILLIAMS CO	R	44.92
01	316860	10/22/2025	SITEONE LANDSCAPE SUPPLY LLC	R	79.80
01	316861	10/22/2025	TASYA RIVERA MARTIN	R	28.43
01	316862	10/22/2025	TRANSITION CURRICULUM, INC.	R	3,000.00
01	316863	10/22/2025	TRANSPORTATION PLUS, INC.	R	60.00
01	316864	10/22/2025	TRAVELERS CL REMIT CENTER	R	21,021.00
01	316865	10/22/2025	TRUSTED METRO OFFICIALS	R	1,710.00
01	316866	10/22/2025	U OF M - ACADEMIC SUPPT RESOURCES	R	83,230.00
01	316867	10/22/2025	UNITED STATES TREASURER	R	200.00
01	316868	10/22/2025	VETSCH TERRI	R	68.41
01	316869	10/22/2025	VSP INSURANCE CO. (CT)	R	3,515.32
01	316870	10/22/2025	XCEL ENERGY	R	10,235.16
01	316871	10/22/2025	YOUNG AMERICANS SCHL SELF-DEFENSE	R	191.10
01	316872	10/23/2025	AMITY INSTITUTE LTD	R	6,000.00
01	316873	10/23/2025	INTERMEDIATE DISTRICT 287	R	262,029.16
01	316874	10/23/2025	KEMPS LLC	R	2,492.07
01	316875	10/23/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	1,908.10
01	316876	10/23/2025	MULTILINGUAL WORD INC	R	565.60
01	316877	10/23/2025	PAN O GOLD BAKING CO	R	496.28
01	316878	10/23/2025	PROPIO LS, LLC	R	502.23
01	316879	10/23/2025	ROSA RUBIO ESCODA	R	455.00
01	316880	10/23/2025	SMARTSENSE BY DIGI	R	132.69
01	316881	10/23/2025	SNA-SCHOOL NUTRITION	R	14.00
01	316882	10/23/2025	TRIO SUPPLY COMPANY	R	2,692.01
01	316883	10/23/2025	UNIVERSITY LANGUAGE CENTER	R	273.91
01	316884	10/23/2025	UPPER LAKES FOODS	R	23,228.85
01	V2600362	10/23/2025	TIMOTHY BRACKETT	R	87.04
01	V2600363	10/23/2025	CEREN EROGLU	R	164.00
01	V2600364	10/23/2025	JACQUELINE SANCHEZ VIDAL	R	113.53
01	V2600365	10/23/2025	ISELA VENTURA RUBIO	R	175.00
01	V2600366	10/23/2025	SAMANTHA WEAVER	R	85.78
01	V2600367	10/23/2025	KASYA L WILLHITE	R	51.52
01	316885	10/28/2025	US POWER BID	R	413.58
01	316886	10/29/2025	ANDERSON JULIE R	R	180.00
01	316887	10/29/2025	BRAINPOP LLC	R	20,741.50
01	316888	10/29/2025	BRAND FARMS	R	3,596.00
01	316889	10/29/2025	BURNSVILLE ISD 191	R	3,400.00
01	316890	10/29/2025	CANON USA	R	4,747.36

01	316891	10/29/2025	DARRYL WALETZKO LLC	R	16,858.00
01	316892	10/29/2025	ECM PUBLISHERS INC	R	157.50
01	316893	10/29/2025	ESTR PUBLICATIONS	R	177.80
01	316894	10/29/2025	FREEWHEEL BIKE RICHFIELD	R	4,099.67
01	316895	10/29/2025	GUSTAFSON ZACHARY	R	92.00
01	316896	10/29/2025	HEALTHJOY LLC	R	11,427.00
01	316897	10/29/2025	IDEAL ENERGIES SOLAR LEASE 2021,LLC	R	7,759.09
01	316898	10/29/2025	ISD #294 HOUSTON PUBLIC SCHOOLS	R	36,877.70
01	316899	10/29/2025	JARED R NELSON	R	600.00
01	316900	10/29/2025	KEMPS LLC	V	0.00
01	316901	10/29/2025	KEMPS LLC	R	4,936.02
01	316902	10/29/2025	LEXIA LEARNING SYSTEMS LLC	R	575.00
01	316903	10/29/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	6,098.13
01	316904	10/29/2025	LOFFLER	R	1,031.91
01	316905	10/29/2025	LOMAX CARLA	R	231.00
01	316906	10/29/2025	MATRIX COMMUNICATIONS, INC	R	740.00
01	316907	10/29/2025	METRO APPLIANCE RECYCLING	R	699.55
01	316908	10/29/2025	MINNESOTA DEPARTMENT OF EDUCATION	R	367.00
01	316909	10/29/2025	MINNESOTA UI FUND	R	218,518.02
01	316910	10/29/2025	MUSKA ELECTRIC CO.	R	170,051.04
01	316911	10/29/2025	NORTHERN SALT INC	R	5,380.00
01	316912	10/29/2025	NOVAK JANICE SOPHIE	R	60.00
01	316913	10/29/2025	OKEY CHRIS	R	75.00
01	316914	10/29/2025	ON SITE SANITATION	R	1,084.50
01	316915	10/29/2025	PAN O GOLD BAKING CO	R	655.71
01	316916	10/29/2025	PEDIATRIC HOME SERVICE	R	2,493.75
01	316917	10/29/2025	POWERSCHOOL GROUP LLC	R	6,510.98
01	316918	10/29/2025	RED BALLOON BOOKSHOP	R	361.48
01	316919	10/29/2025	RIVERSIDE INSIGHTS	R	4,270.46
01	316920	10/29/2025	SHI INTERNATIONAL CO	R	4,450.00
01	316921	10/29/2025	SNA-SCHOOL NUTRITION	R	40.00
01	316922	10/29/2025	STONE ARCH STUDIO LLC	R	360.00
01	316923	10/29/2025	STREIF, THOMAS C	R	92.00
01	316924	10/29/2025	TAYLOR BRANDON	R	92.00
01	316925	10/29/2025	TRIO SUPPLY COMPANY	R	724.73
01	316926	10/29/2025	TRUE NORTH WATER TREATMENT	R	2,720.00
01	316927	10/29/2025	UPPER LAKES FOODS	R	36,871.76
01	316928	10/29/2025	XCEL ENERGY	R	34,596.82
01	V2600368	10/30/2025	CHRISTINA M GONZALEZ	R	64.44
01	V2600369	10/30/2025	JOHN M LORENZINI	R	347.00
01	V2600370	10/30/2025	MICHAEL A MANNING	R	205.80
01	V2600371	10/30/2025	LI J MATTSON	R	175.00
01	V2600372	10/30/2025	DARBY L SWANK	R	7.28
01	V2600373	10/30/2025	MICHELLE R WHITESIDE	R	8.89

TOTAL CHECKS & EPAY REGISTER	**1,343,361.14**

RICHFIELD PUBLIC SCHOOLS

Investment Holdings as of

November 4, 2025

Description	Matures	Rate	Cost	General Operating	2024A Cap Fac Bond	2018A Bond	OPEB Bond
MN TRUST TERM SERIES	01/07/26	4.82%	3,000,000.00	3,000,000.00	-	-	-
MNTrust TERM SERIES	01/20/26	3.96%	1,750,000.00	1,750,000.00	-	-	-
MNTrust TERM SERIES II	01/23/26	4.10%	1,000,000.00	1,000,000.00	-	-	-
MNTrust TERM SERIES	01/26/26	4.10%	1,000,000.00	1,000,000.00	-	-	-
Western Alliance Bank	01/26/26	4.06%	241,500.00	241,500.00	-	-	-
MNTrust TERM SERIES	01/26/26	4.25%	2,000,000.00	2,000,000.00	-	-	-
GBank	01/29/26	4.18%	239,900.00	239,900.00	-	-	-
Omb Bank	01/29/26	4.15%	239,900.00	239,900.00	-	-	-
ServisFirst Bank	01/29/26	4.24%	239,700.00	239,700.00	-	-	-
NexBank	01/29/26	4.14%	240,000.00	240,000.00	-	-	-
Pelican State Credit Union	03/19/26	3.98%	240,300.00	240,300.00	-	-	-
NorthEast Community Bank	03/19/26	4.02%	240,200.00	240,200.00	-	-	-
Solera National Bank	03/19/26	4.09%	240,100.00	240,100.00	-	-	-
Royal Business Bank	03/19/26	4.02%	240,200.00	240,200.00	-	-	-
MN TRUST TERM SERIES	05/18/26	4.70%	1,000,000.00	1,000,000.00	-	-	-
MNTrust TERM SERIES II	07/23/26	3.94%	1,000,000.00	1,000,000.00	-	-	-
MNTrust TERM SERIES	07/27/26	3.95%	1,000,000.00	1,000,000.00	-	-	-
GreenState Credit Union	10/19/26	3.93%	239,000.00	239,000.00	-	-	-
Financial Federal Bank	10/19/26	4.05%	238,700.00	238,700.00	-	-	-
First Bank of Ohio	10/19/26	3.79%	239,200.00	239,200.00	-	-	-
FirstBank Puerto Rico	10/19/26	4.00%	238,700.00	238,700.00	-	-	-
Cornerstone Bank	10/19/26	4.02%	238,600.00	238,600.00	-	-	-
SIGNATURE BK OF ARKANSAS	10/29/26	3.80%	249,559.92	249,559.92	-	-	-
STRIPS	11/15/26	4.19%	499,807.02	499,807.02	-	-	-
MNTrust TERM SERIES	01/25/27	3.93%	1,000,000.00	1,000,000.00	-	-	-
MNTrust TERM SERIES	01/25/27	3.76%	2,000,000.00	2,000,000.00	-	-	-
Freedom Northwest Credit Union	03/04/27	3.89%	235,700.00	235,700.00	-	-	-
American Commercial Bank & Trust, National Assc	03/04/27	3.89%	235,700.00	235,700.00	-	-	-
Federated Institutional Tax-Free Cash Trust		3.29%	208,741.22	-	-	208,741.22	-
GOLDMAN SACHS GOVERNMENT MONEY MARKET		3.91%	5,548,410.77	-	-	-	5,548,410.77
KS STATEBANK / KANSAS STATE BANK OF MANHA	11/10/25	4.75%	212,900.00	-	-	-	212,900.00
FIRST INTERNET BANK OF INDIANA	09/30/26	4.00%	209,500.00	-	-	-	209,500.00
US TREASURY N/B	09/30/26	4.34%	789,398.44	-	-	-	789,398.44
BANK HAPOALIM	10/01/26	4.45%	206,700.00	-	-	-	206,700.00
Total Investments Held			**26,502,417.37**	**19,326,766.94**	**-**	**208,741.22**	**6,966,909.21**

ppd:Finance

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting November 10, 2025

Subject: PERSONNEL ITEMS

(Recommended by superintendent)

That the board of education approve the following personnel items:

Full Time Certified Probationary Year 1 of 1
Maria Toledo – Spanish Teacher – Richfield High School
Effective: 11/06/2025

Temporary Full Time Certified Probationary Year 1 of 1
Theresa Stets - Science Teacher - Richfield Middle School
Effective: 11/3/2025

Full Time Certified Resignation
Jose Aguilar Carrillo – Spanish Teacher – Richfield High School
Effective: 11/6/2025

Classified Part-Time Facilities & Transportation for Employment
Tajammul Khan - Bus Driver – Garage
Effective: 10/29/2025

Classified Full-Time Paraprofessional for Employment
Sara-Rose Garcia - Special Education Paraprofessional – South Education Center
Effective: 11/17/2025

Classified Full-Time Facilities & Transportation Resignation
Alan Ramirez Carrero - Night Lead – Richfield Middle School
Effective: 11/21/2025
Years of Service: 2

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Legal Status of the School Board

(Recommended by the superintendent)

Passage upon a third read of Policy 201: Legal Status of the School Board. The policy describes the purpose, powers and duties of the board as prescribed by law.

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

Attachments:
Policy 201: Legal Status of the School Board - redlined
MSBA Model Policy 201: Legal Status of the School Board

RICHFIELD PUBLIC SCHOOLS

LEGAL STATUS OF THE SCHOOL BOARD

I. Purpose

The care, management and control of the schools is vested by statutory and constitutional authority in the school board. The school board shall carry out the mission of ~~the school district~~Richfield Public Schools with diligence, prudence, and dedication to the ideals of providing the finest public education. The purpose of this policy is to define the authority, duties and powers of the school board in carrying out its mission.

II. General Statement of Policy

A. The school board is the governing body of the ~~school d~~District. As such, the school board has responsibility for the care, management, and control over public schools in the ~~school d~~District.

B. Generally, elected members of the school board have binding authority only when acting as a school board legally in session, except where specific authority is provided to school board members or officers individually. Generally, the school board is not bound by an action or statement on the part of an individual school board member unless the action is specifically directed or authorized by the school board.

III. Definition

"School board" means the governing body of the school district.

IV. Powers and Duties

A. The school board has powers and duties specified by statute. The school board's authority includes implied powers in addition to specific powers granted by the legislature.

B. The school board exercises administrative functions. It also has certain powers of a legislative character and other powers of a quasi-judicial character.

C. The school board shall superintend and manage the schools of the school district and adopt rules for their organization, government, curriculum and instruction.

D. The school board shall have the general charge of the business of the school district, its facilities and property, and of the interest of the schools.

E. The school board shall make and authorize contracts. Direct responsibility for contracts is delegated to the superintendent or designee. Contracts that

exceed the dollar amount outlined in the Administrative Guideline ~~s for Policy~~ 715.1: ~~(~~Purchasing~~)~~, or involve law enforcement personnel, shall be reviewed publicly by the school board in either a consent agenda or individual agenda item.

F. The school board, among other duties, shall oversee the implementation of the following in accordance with applicable law:

1. provide by levy of tax, necessary funds for the conduct of schools, the payment of indebtedness, and all proper expenses of the ~~school d~~District;

2. conduct the business of the schools and pay indebtedness and proper expenses;

3. employ and contract with necessary qualified teachers and discharge the same for cause;

4. review curricular changes when they constitute a full change to an entirely new curriculum used by the ~~district~~District;

5. provide services to promote the health of its pupils;

6. provide school buildings and erect needed buildings;

7. purchase, sell, and exchange ~~school d~~District property and equipment as deemed necessary by the school board for school purposes;

8. provide for payment of claims against the ~~school d~~District, and prosecute and defend actions by or against the ~~school d~~District, in all proper cases;

9. employ and discharge necessary employees;

10. provide for transportation of pupils to and from school, as governed by statute; and

11. procure insurance against liability of the ~~school d~~District, its officers and employees.

F. The school board, at its discretion, may oversee the implementation of the following:

1. provide library facilities, public evening schools, adult and continuing education programs, summer school programs and ~~intercession~~ intersession classes of flexible school year programs;

2. furnish school lunches for pupils and teachers on such terms as the school board determines;

3. enter into agreements with one or more other independent school districts to provide for agreed upon educational services;

4. lease rooms or buildings for school purposes;

5. authorize the use of school facilities for community purposes that will not interfere with their use for school purposes;

6. authorize co-curricular and extracurricular activities;

7. receive, for the benefit of the ~~school d~~District, bequests, donations, or gifts for any proper purpose; and

8. perform other acts as the school board shall deem to be reasonably necessary or required for the governance of the schools.

Legal References:
Minn. Stat. §123A.22 (Cooperative Centers for Vocational Education)
Minn. Stat. §123B.02 (~~general~~ General ~~powers~~Powers of Independent School Districts)
Minn. Stat. §123B.09 (~~school board powers~~Boards of Independent School Districts)
Minn. Stat. §123B.14 (~~school district officers~~Officers of Independent School Districts)
Minn. Stat. §123B.23 (Liability ~~insurance~~Insurance; Officers and Employees)
Minn. Stat. §123B.49 (~~Co-curricular and~~ Extracurricular Activities; Insurance)
Minn. Stat. §123B.51 (Schoolhouses and Sites; ~~Access Non-curricular Purposes~~Uses for School and Nonschool Purposes)
Minn. Stat. §123B.85 (~~definition~~Definitions)
Jensen v. Indep. Consol. Sch. Dist. No. 85, 160 Minn. 33, 199 N.W. 911 (1924)

Cross References:
MSBA Service Manual, Chapter 3, School Board and its Powers
Board Policy 203 - Organization of the Board of Education
Board Policy 208 - Open Meetings and Closed Meetings
Board Policy 715 – Purchasing & Administrative Guideline 715.1

RATIFIED BY THE BOARD OF EDUCATION:~~,~~ November 20, 1995
REVIEWED AND REAFFIRMED BY THE BOARD OF EDUCATION:
REVISED BY THE BOARD OF EDUCATION:~~,~~ ~~———~~ August 21, 2000~~,~~; August 1, 2005~~,~~;
January 19, 2016~~,~~; December 7, 2020

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Adopted: _____ *MSBA/MASA Model Policy 201*
Orig. 1995
Revised: _____ *Rev. 2022*

201 LEGAL STATUS OF THE SCHOOL BOARD

I. PURPOSE

The care, management, and control of the schools is vested by statutory and constitutional authority in the school board. The school board shall carry out the mission of the school district with diligence, prudence, and dedication to the ideals of providing the finest public education. The purpose of this policy is to define the authority, duties, and powers of the school board in carrying out its mission.

II. GENERAL STATEMENT OF POLICY

A. The school board is the governing body of the school district. As such, the school board has responsibility for the care, management, and control over public schools in the school district.

B. Generally, elected members of the school board have binding authority only when acting as a school board legally in session, except where specific authority is provided to school board members or officers individually. Generally, the school board is not bound by an action or statement on the part of an individual school board member unless the action is specifically directed or authorized by the school board.

III. DEFINITION

"School board" means the governing body of the school district.

IV. ORGANIZATION AND MEMBERSHIP

A. The membership of the school board consists of six elected directors, or seven if the school board has submitted the question to the electors and a majority have approved a seven-member school board. The term of office is four years.

[Note: This number may be different for combining or consolidating school boards that are in a transition period.]

B. There may be other ex officio members of the school board as provided by law. The superintendent is an ex officio member.

C. A majority of voting members constitutes a quorum. The act of the majority of a quorum is the act of the school board.

V. POWERS AND DUTIES

A. The school board has powers and duties specified by statute. The school board's authority includes implied powers in addition to specific powers granted by the legislature.

B. The school board exercises administrative functions. It also has certain powers of a legislative character and other powers of a quasi-judicial character.

C. The school board shall superintend and manage the schools of the school district; adopt rules for their organization, government, and instruction; prescribe textbooks and courses of study; and make and authorize contracts.

D. The school board shall have the general charge of the business of the school district, its facilities and property, and of the interest of the schools.

E. The school board, among other duties, shall perform the following in accordance with applicable law:

1. provide by levy of tax, necessary funds for the conduct of schools, the payment of indebtedness, and all proper expenses of the school district;

2. conduct the business of the schools and pay indebtedness and proper expenses;

3. employ and contract with necessary qualified teachers and discharge the same for cause;

4. provide services to promote the health of its pupils;

5. provide school buildings and erect needed buildings;

6. purchase, sell, and exchange school district property and equipment as deemed necessary by the school board for school purposes;

7. provide for payment of claims against the school district, and prosecute and defend actions by or against the school district, in all proper cases;

8. employ and discharge necessary employees and contract for other services;

9. provide for transportation of pupils to and from school, as governed by statute; and

10. procure insurance against liability of the school district, its officers, and employees.

F. The school board, at its discretion, may perform the following:

1. provide library facilities, public evening schools, adult and continuing education programs, summer school programs, and intersession classes of flexible school year programs;

2. furnish school lunches for pupils and teachers on such terms as the school board determines;

3. enter into agreements with one or more other independent school districts to provide for agreed upon educational services;

4. lease rooms or buildings for school purposes;

5. authorize the use of school facilities for community purposes that will not interfere with their use for school purposes;

6. authorize cocurricular and extracurricular activities;

7. receive, for the benefit of the school district, bequests, donations, or gifts for any proper purpose; and

8. perform other acts as the school board shall deem to be reasonably necessary or required for the governance of the schools.

Legal References: Minn. Stat. § 123A.22 (Cooperative Centers for Vocational Education)
Minn. Stat. § 123B.02 (General Powers of Independent School Districts)
Minn. Stat. § 123B.09 (Boards of Independent School Districts)
Minn. Stat. § 123B.14 (Officers of Independent School Districts)
Minn. Stat. § 123B.23 (Liability Insurance; Officers and Employees)
Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)
Minn. Stat. § 123B.51 (Schoolhouses and Sites; Uses for School and Nonschool Purposes; Closings)
Minn. Stat. § 123B.85 (Definitions)
Jensen v. Indep. Consol. Sch. Dist. No. 85, 160 Minn. 233 (1924)

Cross References: MSBA/MASA Model Policy 101 (Legal Status of the School District)
MSBA/MASA Model Policy 202 (School Board Officers)
MSBA/MASA Model Policy 203 (Operation of the School Board -Governing Rules)
MSBA/MASA Model Policy 205 (Open Meetings and Closed Meetings)

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Students and Employees with Communicable and Infectious Diseases

(Recommended by the superintendent)

Passage upon a third read of Policy 106: Students and Employees with Communicable and Infectious Diseases. This policy puts measures into place to control exposure to communicable and infectious diseases in RPS while protecting the rights of individuals who are infected.

This policy has been reviewed by the Health Services Department, and no substantive changes are recommended at this time. Suggested changes have been included to adhere to District branding and style guidelines.

Attachments:
Policy 106: Students and Employees with Communicable and Infectious Diseases - redlined
MSBA Model Policy 420: Students and Employees with Sexually Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions

RICHFIELD PUBLIC SCHOOLS

STUDENTS AND EMPLOYEES WITH COMMUNICABLE AND INFECTIOUS DISEASES

I. PURPOSE

Students and staff of ~~the school district~~Richfield Public Schools shall be able to attend or work in the ~~district~~ District in an environment where exposure to communicable or infectious disease is controlled. This requires that the school board ~~adopt~~ approve measures effectively responding to health concerns while respecting the rights of all students, employees, and contractors, including those who are so infected. The purpose of this policy is to ~~adopt~~ approve such measures.

II. GENERAL STATEMENT OF POLICY

A. Cooperation with Minnesota Department of Health

It is the policy of the ~~school d~~District to strive to follow all guidelines from the Minnesota Department of Health (MDH). Close collaboration with MDH is particularly critical in times of local, regional, or worldwide disease outbreak. These circumstances may warrant more specific measures than are outlined in this policy for the purposes of preventing, controlling, and tracking instances of infection.

B. Students

It is the policy of the school board that students with communicable diseases not be excluded from attending school in their regular classroom so long as their health permits and their attendance does not create a significant risk of transmission of illness to students, employees or others in the ~~school d~~District. A procedure for minimizing interruptions to learning resulting from communicable diseases will be established by the ~~school d~~District in consultation with community health and private health care providers. Procedures for the inclusion of students with communicable diseases will include any applicable educational team planning processes, including the review of the educational implications for the student and others with whom the student comes into contact.

C. Employees

It is the policy of the school board that employees with communicable diseases not be excluded from attending to their customary employment so long as they are physically, mentally and emotionally able to safely perform tasks assigned to them and so long as their employment does not create a

risk of the transmission of disease to students and employees or others in the ~~school d~~District. If a reasonable accommodation will eliminate the significant risk of transmission, such accommodation will be undertaken unless it poses an undue hardship to the ~~school d~~District.

D. Special Circumstances and Conditions

Determination of whether a contagious individual's school attendance or job performance creates a significant risk of the transmission of the illness to students or employees of the ~~school d~~District will be made on a ~~case-~~case-by-case basis. ~~-~~Such decisions will be based upon the nature of the risk (how it is transmitted), the duration of the risk (how long the carrier is infectious), the severity of the risk (potential harm to third parties), the probability the disease will be transmitted (level of risk), and mitigation measures (factors designed to reduce risk)

E. Students with Special Circumstances and Conditions

The ~~Superintendent~~ superintendent or designee, in consultation with the ~~district's~~ District's licensed school nurse, the infected individual's health care provider, the infected individual or parent(s)/guardian(s), and others, if appropriate, will weigh risks and benefits to the student and to others~~,~~ and consider the least restrictive appropriate educational placement. Periodic reevaluation as deemed necessary by the student's health care provider, the student's parent(s)/guardian(s), public health, and school team members will occur.

F. Extracurricular Student Participation

Student participation in nonacademic, extracurricular, and non-educational programs of the ~~school d~~District are subject to a requirement of equal access and comparable services.

G. Precautions

The ~~school d~~District will develop routine procedures for infection control at school and for educating employees about these procedures. ~~-~~The procedures shall be developed through cooperation with health professionals, taking into consideration any guidelines of the Minnesota Department of Education and the Minnesota Department of Health. (These precautionary procedures shall be consistent with the ~~school d~~District's procedures regarding blood~~-~~borne pathogens developed pursuant to the ~~school d~~District's employee right to know policy.)

H. Information Sharing

1. Employee and student health information shall be shared within the ~~school d~~District only with those whose jobs require such information

and with those who have a legitimate educational interest (including health and safety) in such information and shall be shared only to the extent required to accomplish legitimate educational goals and to comply with employees' right to know requirements.

2. Employee and student health data shall be shared outside the ~~school d~~District only in accordance with state and federal law and with the ~~school d~~District's policies on employee and student records and data.

I. Reporting

If a medical condition of student or staff poses a risk to public health, it must be reported to the Minnesota Department of Health ~~of Health~~.

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J. Prevention

The ~~school d~~District shall, with the assistance of the Commissioners of Health and Education, implement a program to prevent and reduce the risk of infectious disease spread in addition to sexually transmitted diseases in accordance with Minn. Stat. § 121A.23 which includes:

1. planning materials, guidelines, and other technically accurate and updated information that supports the reduction of risk and methods for reducing the likelihood of infection from disease;

2. a comprehensive, developmentally appropriate, technically accurate, and updated curriculum that includes helping students to abstain from sexual activity until marriage;

3. cooperation and coordination among school districts and ~~Service~~ service ~~Cooperatives~~cooperatives;

4. a targeting of adolescents

5. involvement of parents and other community members;

6. in-service training for ~~district~~ District staff;

7. collaboration with local community health services, agencies and organizations and state agencies and organizations having an infection and disease prevention or risk reduction program;

9. participation by state and local student organizations.

10. The program must be consistent with the health and wellness curriculum.

11. The ~~school d~~District may accept funds for sexually transmitted infection and disease prevention programs developed and implemented under this section from public and private sources, including public health funds and foundations, department professional development funds, federal block grants, or other federal or state grants.

K. Vaccination and Screening

The ~~school d~~District will develop procedures regarding the administration of ~~Hepatitis~~ hepatitis B vaccinations and ~~Tuberculosis~~ tuberculosis screenings in keeping with current state and federal law. ~~-~~The procedures shall provide that the ~~Hepatitis~~ hepatitis B vaccination series be offered to all who have occupational exposure at no cost to the employee.

Legal References:

Minn. Stat. § 121A.23 (~~Health-Related Programs~~Programs to Prevent and Reduce the Risks of Sexually Transmitted Infections and Diseases)
Minn. Stat. § 144.441-442 (Tuberculosis Screening in Schools)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. ~~1401~~ 1400 et seq. (IDEA) (Individuals with Disabilities Education Act)
29 U.S.C. 794 et seq. (504 of Rehabilitation Act of 1973)
42 U.S.C. 12101 et seq. (Americans with Disabilities Act)
29 C.F.R. 1910.1030 (Bloodborne Pathogens)
Kohl by Kohl v. Woodhaven Learning Center, 865 F.2d 930 (8th Cir.), *cert. denied*, 493 U.S. 892, 110 S.Ct. 239 (1989)
School Board of Nassau County, Fla. v. Arline, 480 U.S. 273, 107 S.Ct. 1123 (1987)
16 EHLR 712, OCR Staff Memo, April 5, 1990
~~Minn. Stat. § 121A.23 (Health-Related Programs)~~
~~Minn. Stat. § 144.441-442 (Tuberculosis)~~
~~Minn. Stat. Ch. 363A (Minnesota Human Rights Act)~~
~~20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Improvement Act of 2004)~~

Cross References:

Board Policy 5047—: Education of ~~Homeless~~ Children Experiencing Homelessness
Board Policy 581—: Protection and Privacy of Pupil Records
Administrative Guideline 581.1—: Access to Pupil Records by School Volunteers
Administrative Guideline 581.2—: Release of Student Records
Administrative Guideline 782—: Environmental Health and Safety Standards
Board Policy 403—: Disability Nondiscrimination
~~MSBA/MASA Model Policy 407 (Employee Right to Know – Exposure to Hazardous Substances)~~
Board Policy 505—: Student Disability Nondiscrimination

RATIFIED BY THE BOARD OF EDUCATION: May 19, 1996
REVIEWED BY THE BOARD OF EDUCATION: February 21, 2017
REVISED BY THE BOARD OF EDUCATION: December 15, 1997; March 21, 2005; March 6, 2017; November 16, 2020

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Adopted: _____ *MSBA/MASA Model Policy 420*
Orig. 1995
Revised: _____ *Rev. 2022*

420 STUDENTS AND EMPLOYEES WITH SEXUALLY TRANSMITTED INFECTIONS AND DISEASES AND CERTAIN OTHER COMMUNICABLE DISEASES AND INFECTIOUS CONDITIONS

[Note: School districts are not required by statute to have a policy addressing these issues. However, Minnesota Statutes section 121A.23 provides that school districts must have a program that incorporates the provisions contained in this policy.]

I. PURPOSE

Public concern that students and staff of the school district be able to attend the schools of the district without becoming infected with serious communicable or infectious diseases, including, but not limited to, Human Immunodeficiency Virus (HIV), Acquired Immunodeficiency Syndrome (AIDS), Hepatitis B, and Tuberculosis, requires that the school board adopt measures effectively responding to health concerns while respecting the rights of all students, employees, and contractors, including those who are so infected. The purpose of this policy is to adopt such measures.

II. GENERAL STATEMENT OF POLICY

A. Students

The policy of the school board is that students with communicable diseases not be excluded from attending school in their usual daily attendance setting so long as their health permits and their attendance does not create a significant risk of the transmission of illness to students or employees of the school district. A procedure for minimizing interruptions to learning resulting from communicable diseases will be established by the school district in its IEP and Section 504 team process, if applicable, and in consultation with community health and private health care providers. Procedures for the inclusion of students with communicable diseases will include any applicable educational team planning processes, including the review of the educational implications for the student and others with whom the student comes into contact.

B. Employees

The policy of the school board is that employees with communicable diseases not be excluded from attending to their customary employment so long as they are physically, mentally, and emotionally able to safely perform tasks assigned to them and so long as their employment does not create a significant risk of the transmission of illness to students, employees, or others in the school district. If a reasonable accommodation will eliminate the significant risk of transmission, such accommodation will be undertaken unless it poses an undue hardship to the school district.

C. Circumstances and Conditions

1. Determinations of whether a contagious individual's school attendance or job performance creates a significant risk of the transmission of the illness to students or employees of the school district will be made on a case by case basis. Such decisions will be based upon the nature of the risk (how it is

transmitted), the duration of the risk (how long the carrier is infectious), the severity of the risk (what is the potential harm to third parties), and the probabilities the disease will be transmitted and will cause varying degrees of harm. When a student is disabled, such a determination will be made in consultation with the educational planning team.

2. The school board recognizes that some students and some employees, because of special circumstances and conditions, may pose greater risks for the transmission of infectious conditions than other persons infected with the same illness. Examples include students who display biting behavior, students or employees who are unable to control their bodily fluids, who have oozing skin lesions, or who have severe disorders which result in spontaneous external bleeding. These conditions need to be taken into account and considered in assessing the risk of transmission of the disease and the resulting effect upon the educational program of the student or employment of the employee by consulting with the Commissioner of Health, the physician of the student or employee, and the parent(s)/guardian(s) of the student.

D. Students with Special Circumstances and Conditions

The school (title) , along with the infected individual's physician, the infected individual or parent(s)/guardian(s), and others, if appropriate, will weigh risks and benefits to the student and to others, consider the least restrictive appropriate educational placement, and arrange for periodic reevaluation as deemed necessary by the state epidemiologist. The risks to the student shall be determined by the student's physician.

E. Extracurricular Student Participation

Student participation in nonacademic, extracurricular, and non-educational programs of the school district are subject to a requirement of equal access and comparable services.

F. Precautions

The school district will develop routine procedures for infection control at school and for educating employees about these procedures. The procedures shall be developed through cooperation with health professionals taking into consideration any guidelines of the Minnesota Department of Education and the Minnesota Department of Health. (These precautionary procedures shall be consistent with the school district's procedures regarding blood-borne pathogens developed pursuant to the school district's employee right to know policy.)

G. Information Sharing

1. Employee and student health information shall be shared within the school district only with those whose jobs require such information and with those who have a legitimate educational interest (including health and safety) in such information and shall be shared only to the extent required to accomplish legitimate educational goals and to comply with employees' right to know requirements.

2. Employee and student health data shall be shared outside the school district only in accordance with state and federal law and with the school district's policies on employee and student records and data.

H. Reporting

If a medical condition of student or staff threatens public health, it must be reported to the Minnesota Commissioner of Health.

I. Prevention

The school district shall, with the assistance of the Commissioners of Health and Education, implement a program to prevent and reduce the risk of sexually transmitted diseases in accordance with Minnesota Statutes section 121A.23 that includes:

1. planning materials, guidelines, and other technically accurate and updated information;

2. a comprehensive, developmentally appropriate, technically accurate, and updated curriculum that includes helping students to abstain from sexual activity until marriage;

3. cooperation and coordination among school districts and Service Cooperatives;

4. a targeting of adolescents, especially those who may be at high risk of contracting sexually transmitted diseases and infections, for prevention efforts;

5. involvement of parents and other community members;

6. in-service training for district staff and school board members;

7. collaboration with state agencies and organizations having a sexually transmitted infection and disease prevention or sexually transmitted infection and disease risk reduction program;

8. collaboration with local community health services, agencies and organizations having a sexually transmitted infection and disease risk reduction program; and

9. participation by state and local student organizations.

10. The program must be consistent with the health and wellness curriculum.

11. The school district may accept funds for sexually transmitted infection and disease prevention programs developed and implemented under this section from public and private sources, including public health funds and foundations, department professional development funds, federal block grants, or other federal or state grants.

J. Vaccination and Screening

The school district will develop procedures regarding the administration of Hepatitis B vaccinations and Tuberculosis screenings in keeping with current state and federal law. The procedures shall provide that the Hepatitis B vaccination series be offered to all who have occupational exposure at no cost to the employee.

Legal References: Minn. Stat. § 121A.23 (Programs to Prevent and Reduce the Risks of Sexually Transmitted Infections and Diseases)
Minn. Stat. § 144.441 (Tuberculosis Screening in Schools)
Minn. Stat. § 142 (Testing in School Clinics)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. § 1400 *et seq.* (Individuals with Disabilities Education Act)
29 U.S.C. § 794 *et seq.* (Rehabilitation Act of 1973, § 504)
42 U.S.C. § 12101 *et seq.* (Americans with Disabilities Act)
29 C.F.R. 1910.1030 (Bloodborne Pathogens)
Kohl by Kohl v. Woodhaven Learning Center, 865 F.2d 930 (8th Cir.), *cert. denied*, 493 U.S. 892 (1989)
School Board of Nassau County, Fla. v. Arline, 480 U.S. 273 (1987)
16 EHLR 712, OCR Staff Memo, April 5, 1990

Cross References: MSBA/MASA Model Policy 402 (Disability Nondiscrimination)
MSBA/MASA Model Policy 407 (Employee Right to Know – Exposure to Hazardous Substances)
MSBA/MASA Model Policy 521 (Student Disability Nondiscrimination)

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Resolution - Canvassing Returns of Votes of School District General Election

(Recommended by the superintendent)

That the board of education document and complete the proper board procedures for the election that took place on November 4, 2025 as it relates to the Richfield Public School District.

Attached:
Total Ballots Cast
Abstract of Votes Cast
Write-In Tally
Extract of Minutes of Meeting of School Board – Canvassing Returns of Votes

Statistics

	TOTAL
Ballots Cast - Total	1,793
Ballots Cast - Blank	6

School Board Member Independent School District No. 280 (Richfield Public Schools)

Vote For 3

	TOTAL
Callmie Dennis	1,341
Hayley Tompkins	1,418
Eric Carter	1,264
Write-In Totals	107
Overvotes	0
Undervotes	1,249
Contest Totals	5,379

Abstract of Votes Cast
Independent School District No. 280 (RICHFIELD)
State of Minnesota
at the Municipal and School District General Election
Held Tuesday, November 4, 2025

Compiled from the Official Returns.

Summary of Totals
Independent School District No. 280 (RICHFIELD)
Tuesday, November 4, 2025 Municipal and School District General Election

KEY TO PARTY ABBREVIATIONS

NP - Nonpartisan

School Board Member (ISD #280) (Elect 3)

NP	NP	NP	WI
Callmie Dennis	Hayley Tompkins	Eric Carter	WRITE-IN
1341	1418	1264	107

Detail of Election Results
Independent School District No. 280 (RICHFIELD)
Tuesday, November 4, 2025 Municipal and School District General Election

Office Title: School Board Member (ISD #280) (Elect 3)

Precinct	NP Callmie Dennis	NP Hayley Tompkins	NP Eric Carter	WI WRITE-IN
27 8266 : ISD 280 - MOUNT CALVARY CHURCH ED BLDG	126	145	118	16
27 8267 : ISD 280 - ST PETERS CATHOLIC CHURCH	164	170	146	19
27 8268 : ISD 280 - CHURCH OF PEACE	183	181	157	13
27 8269 : ISD 280 - ST RICHARDS CATHOLIC CHURCH	114	124	109	7
27 8270 : ISD 280 - WOODLAKE LUTHERAN CHURCH	169	184	176	7
27 8271 : ISD 280 - RICHFIELD CITY HALL	100	109	101	2
27 8272 : ISD 280 - RICHFIELD COMMUNITY CENTER	166	171	150	9
27 8273 : ISD 280 - VETERANS PARK INDOOR SHELTER	113	122	104	6
27 8274 : ISD 280 - CHURCH OF THE ASSUMPTION	71	73	68	10
27 8275 : ISD 280 – BETHEL'S ROCK CHURCH	135	139	135	18
Total:	**1341**	**1418**	**1264**	**107**

We, the school board members of Independent School District No. 280 (RICHFIELD), certify that we have canvassed the returns of the Municipal and School District General Election held on Tuesday, November 4, 2025 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

As appears by the returns of the election precincts voting in this election, duly returned to, filed, opened, and canvassed, and now remaining on file in the office of the clerk of Independent School District No. 280 (RICHFIELD).

Witness our official signature at _____ in _____ County this _____ day of _____, 2025.

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

_____
School Board Member

State of Minnesota
Independent School District No. 280 (RICHFIELD)

I, _____, Clerk of the Independent School District No. 280 (RICHFIELD) do hereby certify the within and foregoing _____ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 280 (RICHFIELD) Municipal and School District General Election held on Tuesday, November 4, 2025.

Witness my hand and official seal of office this _____ day of _____, 2025.

_____

Write-in Name Selection
2025 November General Election
Hennepin County,Minnesota
November 6, 2025

Contest Name	Write-In Snippet		Precinct	Reporting Group
School Board Mem	E. CARTER	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Absentee
School Board Mem	C. DENNIS	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Absentee
School Board Mem	H. TOMPKINS	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Absentee
School Board Mem	Emily Anton	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Absentee
School Board Mem	Ollis (TIM)	280 (Richfield Public Schools)	ISD 280 - RICHFIELD CITY HALL	Absentee
School Board Mem	NONE OF THE ABOVE.	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Absentee
School Board Mem	Will Conness	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Absentee
School Board Mem	Matt Conness	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Absentee
School Board Mem	Melinda Conness	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Absentee
School Board Mem	Brittnye Mcsparron	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Absentee
School Board Mem	Patrick Conness	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Absentee
School Board Mem	PatrickConness	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Absentee
School Board Mem	JODI YOUNG	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Diana Harayda	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Walter Burk	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Brenda Hughes	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Brenda Lee Hughes	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem		280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Paul Zilka	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Patrick Childs	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Biko Mulera	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Katie Williams	280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem		280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem		280 (Richfield Public Schools)	ISD 280 - CHURCH OF PEACE	Polling Place
School Board Mem	Jessi Ebben	280 (Richfield Public Schools)	ISD 280 - ST. RICHARDS CATHOLIC CHURCH	Polling Place
School Board Mem	Kelly Riemer	280 (Richfield Public Schools)	ISD 280 - ST. RICHARDS CATHOLIC CHURCH	Polling Place
School Board Mem	ANALY HERNANDEZ	280 (Richfield Public Schools)	ISD 280 - ST. RICHARDS CATHOLIC CHURCH	Polling Place
School Board Mem	Ian Dilka	280 (Richfield Public Schools)	ISD 280 - ST. RICHARDS CATHOLIC CHURCH	Polling Place
School Board Mem	Amy Rics	280 (Richfield Public Schools)	ISD 280 - ST. RICHARDS CATHOLIC CHURCH	Polling Place
School Board Mem	Kelly Riemer	280 (Richfield Public Schools)	ISD 280 - ST. RICHARDS CATHOLIC CHURCH	Polling Place
School Board Mem	Do Better Richfield	280 (Richfield Public Schools)	ISD 280 - WOODLAKE LUTHERAN CHURCH	Polling Place
School Board Mem	Rion Ellis	280 (Richfield Public Schools)	ISD 280 - WOODLAKE LUTHERAN CHURCH	Polling Place
School Board Mem	Kiman Adams	280 (Richfield Public Schools)	ISD 280 - WOODLAKE LUTHERAN CHURCH	Polling Place
School Board Mem	Danny Wallace	280 (Richfield Public Schools)	ISD 280 - WOODLAKE LUTHERAN CHURCH	Polling Place
School Board Mem	Michael Weibel	280 (Richfield Public Schools)	ISD 280 - WOODLAKE LUTHERAN CHURCH	Polling Place

School Board Mem	Valerie Mayer	280 (Richfield Public Schools)	ISD 280 - WOODLAKE LUTHERAN CHURCH	Polling Place
School Board Mem	[illegible]	280 (Richfield Public Schools)	ISD 280 - WOODLAKE LUTHERAN CHURCH	Polling Place
School Board Mem		280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Kelly Riemer	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Ashley Henning	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Jordan Peterson	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Danny Glass	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Tim Pellis	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	[illegible]	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	[illegible]	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	[illegible]	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Republican	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Republican	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	BABYTOWN FAMILY	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	BABYTOWN FAMILY	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Mary Jane Steinhagen	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	STEVE NELSON	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	RUSTY LONESTH	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	LES MILLER	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	Denise Morgan	280 (Richfield Public Schools)	ISD 280 - ST. PETERS CATHOLIC CHURCH	Polling Place
School Board Mem	ANYONE ELSE!	280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem	KELLY RIEMER	280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem	Monica Cuper	280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem	Wilson Zhim Carpio	280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem		280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem		280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem	Kelly RIEMER	280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem	Jane Hall	280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem	Paul HANSON	280 (Richfield Public Schools)	ISD 280 - RICHFIELD COMMUNITY CENTER	Polling Place
School Board Mem	[illegible]	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	Trump	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	[illegible]	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	DEANNA EKHOLM	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	KEVIN TIADEN	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	BRENDA WALTHER	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem		280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	KEVIN TIADEN	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place

School Board Mem	BRENT WALTHER write-in, if any	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	write-in, if any	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	Elijah JE write-in, if any	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	N/A write-in, if any	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	David K. Renz write-in, if any	280 (Richfield Public Schools)	ISD 280 - BETHEL'S ROCK CHURCH	Polling Place
School Board Mem	Murray McCarthy write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	Lisa Thompson write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	Kelly Riemer write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	Danielle Miller write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	JOHN ASHMEAD write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	Gina McMillan write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	Mary Kondrak write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	Kanye west write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	Paul Mazza write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Polling Place
School Board Mem	JOHN HALTER write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	JAMES ADAMS write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	Chris Williams write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	BOB PULFORD write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	Amy Coon write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	Sarah Hawkins write-in, if any	280 (Richfield Public Schools)	ISD 280 - CHURCH OF THE ASSUMPTION	Polling Place
School Board Mem	Jocelyn Kennealy write-in, if any	280 (Richfield Public Schools)	ISD 280 - VETERANS PARK INDOOR SHELTER	Polling Place
School Board Mem	Thomas Arthur Nachtman write-in, if any	280 (Richfield Public Schools)	ISD 280 - VETERANS PARK INDOOR SHELTER	Polling Place
School Board Mem	JOCELYN KENNEALY write-in, if any	280 (Richfield Public Schools)	ISD 280 - VETERANS PARK INDOOR SHELTER	Polling Place
School Board Mem	write-in, if any	280 (Richfield Public Schools)	ISD 280 - VETERANS PARK INDOOR SHELTER	Polling Place
School Board Mem	write-in, if any	280 (Richfield Public Schools)	ISD 280 - VETERANS PARK INDOOR SHELTER	Polling Place
School Board Mem	Michael Leitch write-in, if any	280 (Richfield Public Schools)	ISD 280 - VETERANS PARK INDOOR SHELTER	Polling Place
School Board Mem	Tim Pollis write-in, if any	280 (Richfield Public Schools)	ISD 280 - RICHFIELD CITY HALL	Polling Place
School Board Mem	Phillip Terner write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Absentee
School Board Mem	Tom Tillberry write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Absentee
School Board Mem	Susie Lutheryer write-in, if any	280 (Richfield Public Schools)	ISD 280 - ST. RICHARDS CATHOLIC CHURCH	Absentee
School Board Mem	LINDA HINZ write-in, if any	280 (Richfield Public Schools)	ISD 280 - MOUNT CALVARY CHURCH ED BLDG	Absentee

Total : 107

EXTRACT OF MINUTES OF MEETING
OF THE SCHOOL BOARD
OF INDEPENDENT SCHOOL DISTRICT NO. 280
(RICHFIELD)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 280 (Richfield), State of Minnesota, was duly held in said school district on the 10th day of November, 2025, at 7 o'clock p.m., for the purpose, in part, of canvassing its general election.

The following members were present:

and the following were absent:

Member _____ moved the adoption of the following resolution:

RESOLUTION CANVASSING RETURNS OF VOTES
OF SCHOOL DISTRICT GENERAL ELECTION

BE IT RESOLVED by the School Board of Independent School District No. 280, State of Minnesota, as follows:

1. It is hereby found, determined and declared that the general election of the voters of this school district held on November 4, 2025, was in all respects duly and legally called and held.

2. As specified in the attached Abstract of Votes Cast, a total of 1,793 ballots were cast at said general election on the election of three (3) school board members for three (3) year term vacancies on the board caused by expiration of term on the first Monday in January next following the general election as follows:

HAYLEY TOMPKINS	1,418
CALLMIE DENNIS	1,341
ERIC CARTER	1,264
WRITE-IN CANDIDATES	107

3. Hayley Tompkins, Callmie Dennis, and Eric Carter, having received the highest number of votes, are elected to three year terms beginning on the first Monday in January, 2026.

7. The clerk is hereby directed to certify the results of the election to the county auditor of each county in which the school district is located in whole or in part.

The motion for the adoption of the foregoing resolution was duly seconded by

Member _____ and upon vote being taken thereon, the following voted in

favor thereof:

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.

STATE OF MINNESOTA)
) SS
COUNTY OF HENNEPIN)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 280 (Richfield), State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said school district duly called and held on the date therein indicated, so far as such minutes relate to canvassing the results of the general election of said school district, and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this 10th day of November, 2025.

_____
Rachel Banks Kupcho, Clerk of the Board

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Resolution – Authorizing Issuance of Certificates of Election and Directing the School District Clerk to Perform Other Election-Related Duties

(Recommended by the superintendent)

That the board of education approve the resolution as presented.

Attached:

1. Resolution Authorizing Issuance of Certificates of Election and Directing the School District Clerk to Perform Other Election Related Duties:

    a. Clerk's Certificate of Election as to Abstract and Return of Votes Cast
    b. Certificate of Election
    c. Acceptance of Office and Oath of Office

EXTRACT OF MINUTES OF MEETING
OF SCHOOL BOARD
OF INDEPENDENT SCHOOL DISTRICT NO. 280
(RICHFIELD)
STATE OF MINNESOTA

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 280 (Richfield), State of Minnesota, was held in said school district on the 10th day of November 2025, at 7 o'clock p.m.

The following members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION AUTHORIZING ISSUANCE OF CERTIFICATES OF ELECTION AND DIRECTING THE SCHOOL DISTRICT CLERK TO PERFORM OTHER ELECTION-RELATED DUTIES

WHEREAS, the board has canvassed the general election for school board members held on November 4, 2025.

NOW THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 280, State of Minnesota, as follows:

1. The chair and clerk are hereby authorized to execute certificates of election on behalf of the school board of Independent School District No. 280 to the following candidates:

   a. Hayley Tompkins
   b. Callmie Dennis
   c. Eric Carter

   who have received a sufficiently large number of votes to be elected to fill vacancies on the board caused by expiration of term on the first Monday in January next following the election, based on the results of the canvass.

2. The certificates of election shall be in substantially the form attached hereto.

3. After the time for contesting the election has passed and the candidate has filed all campaign financial reports required by Minnesota Statutes, Chapter 211A, the clerk of the school board is hereby directed to deliver a certificate to each person entitled thereto personally or by certified mail.

4. The clerk is hereby directed to enclose with the certificate a form of acceptance of office and oath of office in substantially the form attached hereto.

The motion for the adoption of the foregoing resolution was duly seconded by

_____ and upon vote being taken thereon the following voted

in favor thereof:

and the following voted against the same:

whereupon said resolution was declared duly passed and adopted.

STATE OF MINNESOTA)
) SS
COUNTY OF HENNEPIN)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 280 (Richfield), State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said school district duly called and held on the date therein indicated, so far as such minutes relate to authorizing the issuance of certificates of election, and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this 10th day of November, 2025.

_____
Rachel Banks Kupcho, Clerk of the Board

CLERK'S CERTIFICATE AS TO ABSTRACT AND RETURN OF VOTES CAST

STATE OF MINNESOTA)
)SS
COUNTY OF HENNEPIN)

I, the undersigned, being the duly qualified School District Clerk of Independent School District No. 280 (Richfield), State of Minnesota, do hereby certify that I have carefully compared the attached copy of the Abstract and Return of Votes Cast of the general election held on November 4, 2025, with the original thereof on file and of record in my office and the same is a full, true and complete copy thereof.

WITNESS MY HAND officially as Clerk of said School District this 7th day of November, 2025.

Cassandra Quam, School District Election Clerk

CERTIFICATE OF ELECTION
(Full 3 Year Term)

This is to certify as follows:

1. The School Board of Independent School District No. 280 on November 10, 2025, canvassed the general election of school board members held on November 4, 2025.

2. Hayley Tompkins received the largest number of votes cast for the office of school board member of Independent School District No. 280 for a full three (3) year term.

3. There are three (3) full three (3) year term vacancies on the board caused by expiration of term on the first Monday in January next following the election.

4. Therefore, Hayley Tompkins is elected to the office of school board member of Independent School District No. 280 for a full three (3) year term beginning on the first Monday in January, 2026 and expiring on the first Monday in January, 2029.

By authority of the School Board of Independent School District No. 280, pursuant to resolution dated November 10, 2025.

Dated: _____ _____
Chair

Dated: _____ _____
Clerk

CERTIFICATE OF ELECTION
(Full 3 Year Term)

This is to certify as follows:

1. The School Board of Independent School District No. 280 on November 10, 2025, canvassed the general election of school board members held on November 4, 2025.

2. Callmie Dennis received the second largest number of votes cast for the office of school board member of Independent School District No. 280 for a full three (3) year term.

3. There are three (3) full three (3) year term vacancies on the board caused by expiration of term on the first Monday in January next following the election.

4. Therefore, Callmie Dennis is elected to the office of school board member of Independent School District No. 280 for a full three (3) year term beginning on the first Monday in January, 2026 and expiring on the first Monday in January, 2029.

By authority of the School Board of Independent School District No. 280, pursuant to resolution dated November 10, 2025.

Dated: _____ _____
Chair

Dated: _____ _____
Clerk

CERTIFICATE OF ELECTION
(Full 3 Year Term)

This is to certify as follows:

1. The School Board of Independent School District No. 280 on November 10, 2025, canvassed the general election of school board members held on November 4, 2025.

2. Eric Carter received the third largest number of votes cast for the office of school board member of Independent School District No. 280 for a full three (3) year term.

3. There are three (3) full three (3) year term vacancies on the board caused by expiration of term on the first Monday in January next following the election.

4. Therefore, Eric Carter is elected to the office of school board member of Independent School District No. 280 for a full three (3) year term beginning on the first Monday in January, 2026 and expiring on the first Monday in January, 2029.

By authority of the School Board of Independent School District No. 280, pursuant to resolution dated November 10, 2025.

Dated: _____ _____
Chair

Dated: _____ _____
Clerk

ACCEPTANCE OF OFFICE
AND OATH OF OFFICE

To: [-The recipient of the Certificate of Election-]

The following acceptance and oath of office must be filed with the school district clerk within thirty (30) days of the date of mailing or personal service of the certificate of election.

ACCEPTANCE OF OFFICE

I hereby accept the office of school board member of Independent School District No. 280 for a term beginning on the first Monday in January, 2026 and expiring on the first Monday in January, 2029.

Date: _____
Signature

STATE OF MINNESOTA)
)
COUNTY OF HENNEPIN)

The foregoing instrument was acknowledged before me this _____ day of

_____, 2025 by _____.
Name of Candidate

_____
Notary Public

OATH OF OFFICE

I swear/affirm that I will support the Constitution of the United States and of this state, and that I will discharge faithfully the duties of the office of school board member of Independent School District No. 280 to the best of my judgment and ability.

Date: _____

Signature

STATE OF MINNESOTA)
)
COUNTY OF HENNEPIN)

The foregoing instrument was acknowledged before me this _____ day of

_____, 2025 by _____.

Name of Candidate

_____

Notary Public

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Outreach Workers Collective Bargaining Agreement for Years 2024-2026

(Recommended by superintendent)

That the board of education approve the collective bargaining agreement for outreach workers for the period of July 1, 2024 through June 30, 2026.

Background Information

(Prepared by Michelle Axell/Craig Holje)

The Outreach Workers signed authorization cards in March 2024 to designate SEIU Local 284 as their Exclusive Representative under PELRA. The District and Outreach Workers began negotiations for their first collective bargaining agreement in March 2025, after the District received notice that they were ready to begin scheduling bargaining dates.

A tentative agreement was reached regarding the 2024-2026 Agreement between the District and the Outreach Workers represented by SEIU Local 284. The Outreach Workers ratified the agreement on Tuesday, November 4, 2025. It is recommended that the school board approve the agreement.

Key provisions of the agreement, include, but are not limited to, the following:

Base Salary and Benefit Summary

Year 1: July 1, 2024 – June 30, 2025

1. Add duty days and hours of work: Non-12 month outreach workers may have their work year extended by up to eight additional days beyond the student instructional and conference days.
2. Increase vacation accrual for 12 month employees based on years of service.
3. Add Juneteenth as a paid holiday for 12 month employees.
4. Add a District contribution to a post-employment Health Reimbursement Account (HRA) for employees at the completion of ten years of service in the District.
5. Add severance pay for employees who retire following active employment through Board approved retirement date, based on at least ten years of credited experience and at least age fifty-five (55).

Year 2: July 1, 2025 – June 30, 2026

1. Increase all positions and steps by $1.90.
2. Add Step 3 to the salary schedules with a $.40 differential.
3. Memorandum of Agreement (MOA) – Retention Incentive Payment: Outreach Workers employed as of June 30, 2025, will receive a retention incentive paid in even installments during the 2025–2026 school year:
    a. Non-12 month employees: $1,100

    b. 12-month employees: $1,600
    c. Other compensation identified in MOA
4. Add an additional longevity step of $0.15 after 5 years of service.
5. Increase longevity steps by $.10 after 10 years of service, by $.15 after 15 years and $.20 after 20 years.
6. Health Insurance -
    a. Increase the District contribution toward family coverage by $300/month (to $1,600/month).
    b. Increase VEBA contribution by $250 annually for all plans:
        - Single plan to $1,250
        - Family plan to $1,500

Language Updates

1. Add language aligning with Minnesota statute provision for public employment and SEIU Local 284 as the exclusive representative.
2. Include recognition of the exclusive representative and employer's obligation to provide new employee information to SEIU Local 284.
3. Add provisions for dues check off and political action fund contributions.
4. Add language enabling new employee union meetings with a union representative.
5. Establish a probationary period consisting of one calendar year from initial date of hire.
6. Align service credit to be effective July 1 of each year for employees.
7. Add language addressing emergency closing or e-learning days.
8. Update sick leave language to align with updated Minnesota ESST statute.
9. Add seniority, layoff and recall provisions.
10. Add discipline procedure.
11. Add grievance procedure.

Be it resolved by the Board of Education of Independent School District No. 280:

The following articles constitute the terms of employment of Outreach Workers of the District for the period of July 1, 2024 through June 30, 2026 in compliance with the Public Employment Labor Relations Act of 1971, and as amended, hereinafter referred to as the Public Employment Labor Relations Act.

ARTICLE I.

RECOGNITION OF EXCLUSIVE REPRESENTATIVE:

Preamble: Recognizing that the Union is required by the provisions of the State of Minnesota Public Employment Labor Relations Act to be the sole bargaining representative of all the employees within the coverage of this Agreement, without regard to membership in the Union, the School Board hereby agrees that it will not recognize or negotiate with any other person, association, group, committee or entity other than the Union with respect to such matters and will deal solely through the agency of and with the Union.

NEW EMPLOYEE INFORMATION:

The Employer shall provide to the Exclusive Representative the following information on each new employee within thirty (30) calendar days of the employee's first date of work: name; home address; work email address; work phone number; job classification; shift; wage, number of hours normally scheduled in a work week; whether the position is a nine (9) month or twelve (12) month assignment; and building assignment.

It is the responsibility of the Union to ensure that any data that is classified as private data under the Minnesota Government Data Practices Act that is transmitted by the District to the Union is maintained as private data.

REQUEST FOR DUES CHECK OFF/POLITICAL ACTION FUND CONTRIBUTION:

Pursuant to PELRA, the exclusive representative shall be allowed dues check off and political action fund contribution. Upon receipt of notice from the Exclusive Representative that it has received an employee's authorization for the deduction of dues and/or political action fund contributions, the School District will deduct from the employee's paycheck the dues and/or political action fund contributions that the employee has agreed to pay to the exclusive representative in equal installments. The dues deduction authorization remains in effect until the District receives notice from the Exclusive Representative that an employee has changed or canceled their authorization.

The Union agrees to indemnify and hold harmless the School District and its agents, officers and employees against any and all claims, suits, order or judgment brought or

issued against the School District as a result of a request of the Union under the provisions of this Article.

EMPLOYEE PERSONNEL FILE:

Upon written or verbal request of an employee, the District shall permit the employee to review their own personnel file within seven (7) working days after receipt of the request. The employee shall be permitted to attach a statement to any evaluation or discipline with which the employee disagrees. The District shall provide a copy of documents within the personnel file upon an employee's request and without charge to the employee.

NEW EMPLOYEE UNION MEETING:

The Union shall be allowed to meet with newly hired employees for up to thirty (30) minutes at new employee orientations or, if there are no new employee orientations, within the first thirty (30) calendar days from the date of hire. The union/employee meeting will be held at a mutually agreed upon time between the Union and District and the new employee will be eligible to be paid for this time.

ARTICLE II.

SALARY SCHEDULE:

Outreach Workers

	2024-25	2025-26
Step 1	$21.60	$23.50
Step 2	$22.00	$23.90
Step 3	--	$24.30

Bilingual Outreach Workers

	2024-25	2025-26
Step 1	$26.10	$28.00
Step 2	$26.45	$28.35
Step 3	--	$28.75

LONGEVITY:
Effective July 1, 2024, employees shall receive additional compensation per hour as follows:

	2024-25	2025-26
After 5 years of continuous service in the unit	--	$0.15 per hour

After 10 years of continuous service in the unit	$0.20 per hour	$0.30 per hour
After 15 years of continuous service in the unit	$0.30 per hour	$0.45 per hour
After 20 years of continuous service in the unit	$0.40 per hour	$0.60 per hour

Board-approved leaves of absence for all or part of a year do not count as interruption of service, nor do they count as credit towards longevity.

Employees will be required to fill out time sheets for payroll. Work performed on the 1st through the 15th of each month will be paid on the following 5th of the month. Work performed on the 16th through the end of the month will be paid on the following 20th of the month. Payroll information will be communicated via an electronic, web-based system.

SERVICE CREDIT:

New employees will be placed on Step 1 of the applicable salary schedule; however, placement at Step 2 for previous experience may be authorized by the Director of Human Resources or designee.

Effective July 1, 2025, step increases and longevity advancements will be effective July 1 of each year for employees hired prior to February 1 of that calendar year.

ARTICLE III.

PROBATION PERIODS:

All new employees shall work a probationary period, which shall consist of one (1) calendar year from their initial date of hire in the unit. The probationary period may be extended up to an additional one (1) calendar year upon mutual agreement between the union steward and the District. A new employee shall not be considered a permanent employee until they have successfully completed their probation period.

RESIGNATION OR SEPARATION OF EMPLOYMENT

An employee wishing to terminate employment shall give two (2) weeks notice when possible. An employee who fails to provide two (2) weeks notice shall forfeit any accrued vacation time payout.

ARTICLE IV.

PHYSICAL EXAMINATIONS:

Physical exams will be required of staff members upon request by the District. When so required, the District will pay the cost of the examination if the staff member obtains the examination at a District-designated facility using the District's physical examination form. The staff member will be reimbursed up to the amount paid by the District at its designated facility if the staff member obtains the physical exam at a facility other than that designated by the District, and upon presentation of the completed physical exam form along with an itemized statement from the examining facility.

ARTICLE V.

HOURS OF WORK:

Section 1. Prior to July 1, the employee will be provided notification of any anticipated changes in assignment for the following fiscal year. Changes may include hours of service, location, and calendar assignment (including, but not limited to, hours assigned prior to the start of the school year and professional development days) for non-12 month employees.

Section 2. The employee's work-year for a non-12 month employee may be extended up to eight (8) days beyond the student instructional and conference days scheduled for the school year.

Section 3. To the extent possible, duty days scheduled prior to the start of the school year may be flexibly scheduled in collaboration with the principal or supervisor to determine the most appropriate timing, dates, and hours. These duty days, scheduled per Section 2 of this Article, are mandatory work hours and are not optional. Scheduling may vary based on the needs of the school community and may differ from one school to another. The final determination as to the number of hours and specific dates is reserved for the District (subject to any limitations in Section 2 of this Article).

Section 4. All work in excess of forty (40) hours per week, with the approval of the immediate supervisor, shall be paid for at the rate of time and one-half of the employee's regular hourly rate. Consistent with federal law, vacation and holiday hours, sick leave and other leaves, paid and unpaid, shall not be considered as hours of work for purposes of calculating overtime. Upon mutual agreement between the supervisor and employee, employees may flex their schedules within the same week (Monday-Sunday) to account for extra hours and stay at or under forty (40) hours per week. For example, if an employee stays two hours late for an event on Tuesday, they may, upon mutual agreement with their supervisor, leave two hours early on Thursday.

EMERGENCY CLOSING OR E-LEARNING DAYS:

a) On days when all schools are officially closed by the Superintendent or designee or an e-learning day is declared, employees directed to stay home will suffer no loss of pay.

b) The District may reassign affected employees during the closing or e-learning day. This reassignment may include the opportunity to work in an alternative location to provide e-learning services for the district.

c) In the event of a lost contract day due to emergency closing, the District may schedule a make-up day when the employee will be expected to work their regular duties. Employees who are released from work on the emergency closing day but required to work the make-up day will only receive compensation for the make-up day.

d) In the event an employee has a prior commitment on a make-up day, previously scheduled as a non-duty day, the employee will be permitted to use a personal leave day, if available, or take the day as an unpaid day. In the event the employee has extenuating circumstances and no remaining personal leave days, the employee may request an additional personal leave day to be allocated from accrued sick leave. Final approval for use of personal leave days and unpaid days will be at the discretion of the Director of Human Resources.

e) Twelve-month employees required to work the emergency closing day will receive compensatory time to be used within 30 days from the date of the emergency closing, but no later than the end of the school year.

f) Nothing in this section limits the district's authority for layoff pursuant to Article IX of this agreement.

ARTICLE VI.

LEAVES OF ABSENCE

Section 1. Sick Leave

(a) Effective July 1, 2024, all employees will be allowed ten (10) days of sick leave per year, accumulative. Effective July 1, 2025, twelve-month employees will be allowed twelve (12) days of sick leave per year, accumulative; all other employees will be allowed ten (10) days of sick leave per year, accumulative. Employees earn sick leave at a rate equal to or more generous than the earned sick and safe time (ESST) law requires, and thus, their accrual of sick leave satisfies the District's obligation to provide them with ESST leave.

(b) Days of sick leave shall be credited when the school year starts. Employees who work less than the full school year shall receive sick leave on a pro rata basis.

(c) Employees may use sick leave for any ESST-qualifying reason outlined in Minnesota Statutes section 181.9447, as amended.

(d) If the reason for the use of sick leave is due to pregnancy, an employee may use sick leave during a period of physical disability as certified by a licensed medical provider.

Section 2. Personal Leave.

(a) Each employee may be granted three (3) days' personal leave per year which will be deducted from the accumulated sick leave when used, for important personal matters at the employee's own discretion.

(b) After three (3) days in any one year, additional personal leave days will be unpaid. In the event an Outreach Worker exhausts all available personal leave days during the school year and has a unique circumstance that requires absence from work, the Outreach Worker may request up to two (2) additional days of accumulated sick leave be made available during the year. Determination regarding eligibility of additional days of absence will be at the discretion of the District.

Section 3. Notice for Use of Sick Leave or Personal Leave

If the need for use of sick leave is foreseeable, an employee must provide notification at least seven days in advance using established reporting procedures of the intent to use sick leave. If an employee's need for use of sick leave is unforeseeable, an employee must report their absence using established reporting procedures as soon as practicable.

Requests for personal leave must be made to the supervisor at least two (2) work days in advance.

An employee is responsible for providing notification regarding which leave they are taking – sick leave or personal leave.

Section 4. Documentation of Use of Sick Leave or Personal Leave.

The District may require employees to provide reasonable documentation as outlined in Minnesota Statutes section 181.9447, as amended, indicating that the sick leave or personal leave is being used for an ESST-qualifying reason. The final determination as to the eligibility of an

employee for sick leave or personal leave is reserved for the District. If documentation is required, the employee will be so advised.

Section 5. Jury Duty

If an employee is summoned for jury duty on any duty days, notice thereof will be promptly given to the Human Resources office. A request for delay of said duty to non-duty days will be presented under the applicable statutes and regulations for such services. If thereafter jury duty is required by the court, the employee will be granted the additional amount to make up full pay.

Section 6. Unpaid Leave of Absence

a. An employee may request an unpaid leave of absence for reasons which are personally necessary to the employee (such as not qualifying for FMLA, exhausting FMLA, or other circumstances).

b. Application for such leaves shall include the proposed period and purpose for leave. Applications for any leave without pay of thirty (30) or more working days in duration must be submitted at least thirty (30) days prior to the proposed start of the leave. The thirty (30) day application provision may be waived due to unusual circumstances.

c. The unpaid leave of absence may be granted by the Human Resources Department, subject to a determination by the Superintendent or designee.

d. An employee granted an unpaid leave of absence shall remain eligible for all appropriate benefit plans but must pay the entire premium while on leave.

e. Any employee who fails to return upon expiration of the leave will be voluntarily resigned from employment.

f. An employee on an approved leave of absence shall maintain their original seniority date but shall not receive credit for time spent on a leave pursuant to this Section, nor gain credit for advancement on the salary schedule, not accrue vacation time (if eligible) or sick leave.

Section 7. Family Leave:

Family leaves for the birth or adoption of a child shall be granted in accordance with the requirement of state, federal and FMLA law governing family leave.

ARTICLE VII.

Section 1. July 1st is the date to determine vacation accrual.

Section 2. Twelve-Month Employees

(a) New employees will be granted a prorated number of vacation days through June 30th, during the first year of employment, based on a two-week period.
(b) 10 days after having completed one full year beginning July 1st
(c) 15 days after five years
(d) 20 days after ten years

Section 3. New employees shall be granted a prorated amount of vacation leave for the remainder of the fiscal year ending June 30.

Section 4. The vacation schedule shall be determined by agreement with the administration.

Section 5. An employee resigning from the system shall receive earned vacation on a prorated basis to the date of termination provided that two weeks written notice is given to the employer.

Section 6. An employee retiring during the interim for reasons of disability or normal retirement shall be entitled to a prorated earned vacation.

Section 7. Vacation days must have prior approval from the supervisor and the number of employees absent from any one (1) building or work area, on any given day, may be limited based on the needs as determined by the supervisor. Employees denied a vacation may request a review of the request by the Director of Human Resources.

Section 8. Employees must repay the District for any vacation leave used but not earned at the time of separation.

ARTICLE VIII.

HOLIDAYS

There shall be eight (8) paid holidays for employees who are not 12-month employees: Labor Day, Thanksgiving Day, Thanksgiving Friday, Winter break holiday, New Year's Eve, New Year's Day, Martin Luther King Jr.'s Day or Presidents' Day, and Memorial Day.

Employees who are employed on a twelve (12) month basis and working forty (40) hours per week shall be paid thirteen (13) holidays. Those days shall consist of Independence Day, Labor Day, Thanksgiving Day, Thanksgiving Friday, Two Winter break Holidays, New Year's Eve, New Year's Day, Martin Luther King Jr.'s Day, Presidents' Day, Spring Holiday, Memorial Day, and Juneteenth.

Employees receive their regular daily rate of pay for all holidays.

In the event that any of the above-referenced holidays fall on a day school is in session, consistent with the school calendar, an alternative day will be designated by the employer following a meet and confer session with the union steward.

ARTICLE IX.

SENIORITY:

Section 1. The Board recognizes that the purpose of seniority is to provide a declared policy as to the order of promotion, layoff and recall of employees, and for consideration in advancement or promotion (if the employee is qualified).

Section 2. In the event that a layoff becomes necessary, the least senior employee in the affected classification (both 12-month vs. non-12-month and bilingual vs. non-bilingual) and, if applicable, language group, shall be laid off first. Employees classified as 12-month employees shall have the right to bump the least senior non-12-month employee in their job and language classification, provided the 12-month employee has greater seniority than the non-12-month employee.

Section 3. If any openings subsequently occur, the laid-off employee with the most continuous service shall be recalled first, provided they have the language skills for the open position.

Section 4. Employees on layoff status will retain recall rights for a period of two (2) years from the date of layoff. If an employee without good reason fails or refuses to return to work when recalled within five (5) days after the notice of recall, the employee shall lose their seniority rights. Only vacancies from the employee's original classification that are turned down shall result in an employee losing their seniority and recall rights (e.g., an employee who was a 12-month employee and was laid off would not lose seniority and recall rights if they turned down a non-12-month position, and vice versa). The Board shall determine what constitutes a good reason for failure to return to work when the employee has been recalled. Good cause shall include, but not be limited to, temporary illness and temporary absence from the city or appropriate notice of resignation to a current employer, not to exceed two weeks.

Section 5. Definitions:

Seniority Date: The date of employment in the bargaining unit.
Classifications: 12-month vs. non-12-month employment and bilingual vs. non-bilingual.
Language Group: The language(s) that a given employee is hired to use in their employment with the District (e.g., English, Spanish, Somali)

ARTICLE X.

VACANCIES:

New positions or vacancies will be posted on the district website for a period of five (5) days. Additional hours per day added to part-time positions of up to one (1) hour per day added to the annual calendar assignment are not required to be posted.

Applications of the interested parties should be submitted via the District's applicant tracking system.

Any internal applicant not selected for a position has the right to request through the Union Steward the reasoning behind the administration's decision with the intent being to increase or correct any qualifications that are lacking in order to be considered for future job postings.

ARTICLE XI.

BENEFITS:

Section 1. Eligibility

(a) An employee must be assigned to work more than 14 hours per week and complete 30 calendar days of employment in order to be eligible to enroll in the District's fringe benefit programs. The employee will be eligible for benefits on the 1st of the month following the completion of the 30 days referred to above.

(b) An employee must pay the employee's portion of premium for medical/dental coverage one (1) month in advance, if the employee's earnings are not sufficient to cover any monthly premium amount which exceeds the District's maximum contribution.

(c) Part-time employees working more than 14 hours per week but less than 40 hours per week shall be eligible for medical, dental and life

insurance plans. The monthly District contribution will be provided according to the number of hours assigned of the 40 hour week. If the premium for the medical benefit plan selected is less than the maximum district contribution specified in Section 2, then the monthly premium will be prorated according to the number of hours assigned of the 40 hours week. For the purposes of calculating benefits for this section all hours worked based on regularly assigned hours in any benefit-eligible position in the District will be included.

Section 2. Medical Benefits

(a) The District shall provide a program of single and dependent medical benefit insurance. The District will select the insurance carrier and policy after considering the recommendations of the Insurance Committee. Any modifications to the deductible amounts and plan options during the term of the contract may be agreed upon via a Memorandum of Agreement between SEIU 284 and the District.

(b) Participation in the District insurance program is voluntary on the part of the employee. No additional compensation will be made to those who choose not to accept any or all portions of the program.

(c) The District shall offer at least one deductible medical benefit plan coupled with a VEBA Trust. Each employee who chooses to enroll in a deductible/VEBA plan shall receive a District contribution to a VEBA account set up for that employee. The following provisions shall apply to the deductible/VEBA plan offered by the District:

1. Single Coverage: The District shall pay the full cost of the single premium for the high-deductible plan. For information purposes only, this is the Plan A option during the 2024-2025 school year. In addition, the District will make a $1,000 annual contribution, paid on a semi-annual basis, to the employee's VEBA account. Effective July 1, 2025, the District will make a $1,250 annual contribution, paid on a semi-annual basis, to the employee's VEBA account.

2. Dependent Coverage: The District shall pay $1,300.00 per month toward the cost of the dependent premium for the deductible plan. In addition, the District will make a $1,250 annual contribution, paid on a semi-annual basis, to the employee's VEBA account.

   Effective July 1, 2025, the District shall pay $1,600.00 per month toward the cost of the dependent premium for the deductible

plan. Effective July 1, 2025, the District will make a $1,500 annual contribution, paid on a semi-annual basis, to the employee's VEBA account.

3. The employer will contribute up to $6.00 per month to the VEBA trust for administrative fees for all individuals employed by the District and covered by this master agreement at the time the administrative fee is due. Individuals not employed at the time of the administrative fee charge will have the fee deducted from the VEBA account.

Each employee enrolled in the program shall contribute, through payroll deduction, any premium amount which exceeds the District maximum contribution. Enrollment in the program shall be on an annual basis.

(d) The District will contribute toward a post-employment Health Reimbursement Account (HRA) established for the individual with a third-party administrator identified by the District. Funds will accrue in the individual's account and become available to the employee at time of separation from the District. The District will make contributions to the account as follows:

1. $2,500 at the completion of 10 years in the District; and

2. $250 at the completion of each additional year of experience in the District.

3. The amounts above in 1. and 2. will be prorated based on the employee's FTE for the period covered.

4. The District makes no representations or guarantees regarding the tax qualified status of any Health Reimbursement Account selected.

Section 3. Dental Insurance

The District will purchase dental insurance for all full time employees and their dependents. The District shall contribute to a maximum of $59.00 per month effective July 1, 2024 for a plan based on a composite bid quotation. If the composite cost exceeds the District contribution, the excess amount shall be prorated on a monthly basis among the employees with dependent coverage.

Section 4. Life Insurance

Employees working 14 or more hours per week will receive a five thousand dollar ($5,000) term life insurance policy.

Section 5. Medical and Dental Benefits Committee

A representative from the Outreach Worker bargaining unit may serve on the insurance committee.

Section 6. Tax Sheltered Annuities

(a) All personnel may participate in the Tax Sheltered Annuities program.

(b) All employees who wish to enter the Tax Sheltered Annuity program for the first time on a non-matching basis, must complete the District and company forms provided for this purpose and must submit the District forms to the Human Resources office. Entry into the program may occur at any time. The District Tax Sheltered Annuity Form must be completed and returned to the District Human Resources office at least thirty (30) days before the payroll date on which the tax deduction is to begin.

(c) An employee who has filed the District Tax Sheltered Annuity program form shall have that program automatically continue for the identified dollar or percentage amounts as indicated on the form until changed or cancelled. A new form will be needed each year only if the individual wishes to make a change in the present plan, i.e., carrier, dollar amount or percentage.

(d) The District will contribute on a matching basis up to 1% of salary for all outreach worker employees beginning after five (5) years of employment and up to 2% of salary upon completion of eight (8) years of employment. Initial entry or re-entry into the District matching program shall occur on September 1 or January 1 of each year provided the District Tax Sheltered Annuity form is submitted to the Human Resources office 30 days in advance.

ARTICLE XII.

RETIREMENT:

(a) An individual who has at least ten years of credited experience in Richfield Public Schools, is at least age fifty-five (55), and is employed as an employee in this bargaining unit at the time of their resignation shall receive severance pay upon resignation. For purposes of this section, credited experience is defined as the number of years the

employee works more than 14 hours per week. The amount of severance pay shall be based on the individual's accrued sick leave. Accrued sick leave shall mean the number of days the individual has accumulated at the effective date of retirement. The individual's severance pay shall be the sum of the applicable amounts determined by the provisions of both Subdivisions (c) and (d).

Severance pay is considered earned only after the employee completes active employment through the board-approved retirement date.

(b) For Outreach Workers Subdivisions (c) and (d) will be prorated in relationship to the number of hours worked at the time of retirement, for example:

(i) Eight (8) hour personnel – 100%

(ii) Seven (7) hour personnel – 7/8

(iii) Six (6) hour personnel – 3/4

(iv) Etc.

(c) The individual shall multiply accumulated sick leave by the appropriate percentage indicated below. The product of this multiplication shall then be multiplied by fifty ($50.00) dollars to determine the severance pay for this Subdivision. In no case, however, shall the benefit from this Subdivision exceed seven thousand and five hundred dollars ($7,500).

Ninety percent (90%) of accrued sick leave

(d) An individual who has at least fifteen (15) years of credited experience as defined earlier in this section in the Richfield School District shall be paid the following amount as defined in Subdivision (a).

$3,500

Approved unpaid leave of absence shall not detract from credited experience except for layoffs during the traditional school year.

(e) The individual shall receive the amount of severance pay in one (1) lump sum payment within thirty (30) days of the last date of employment by the District.

If an individual dies before all of a portion of the severance pay has been disbursed, that balance due shall be paid to a named beneficiary or, lack of same, to the deceased’s estate.

(f) The provisions of the Richfield Public School retirement Article shall apply to resignations for retirement for 2024-2025 and 2025-2026.

ARTICLE XIII.

DISCIPLINE:

Section 1: Just Cause

The Employer shall have the right to discipline employees for just cause. Due process shall be provided.

Section 2: Advance Notice of Anticipated Action

Before an outreach worker is disciplined, beyond verbal notification, they are entitled to advance notice of the anticipated action. Notice can be either oral or written and should include the following:

1. Explanation of concerns;
2. Explanation of evidence supporting such concerns; and
3. Opportunity for the outreach worker to present their side of the story or defense.

Section 3: Discipline Levels

The Employer recognizes the need for progressing through a series of levels. Normally, the Employer will utilize the levels for discipline in the order listed below, but the specific level chosen is within the discretion of the superintendent or a designee. Circumstances surrounding each individual case will affect the level chosen.

Levels of Discipline:

1. Written Reprimand.
2. Suspension without pay.
3. Termination.

Section 4: Miscellaneous

A. Employees will be informed of the right to have a Union representative present at each level of discipline.

B. Employees may grieve any level of discipline through the procedures of Article XIV (Grievance Procedure).

C. Employees who are to be terminated shall be notified in writing of such action together with a statement of the reason(s) for the

discharge.

D. Termination during the probation period shall not be grievable.

E. Employees may be suspended with pay during investigations. It is understood that suspension with pay does not constitute discipline.

ARTICLE XIV.

GRIEVANCE PROCEDURE:

Section 1. Definition

A grievance shall mean a written complaint by an employee, group of employees, or the union that there has been a violation, misinterpretation, or misapplication of this agreement.

Section 2. Timelines

Within fifteen (15) working days following knowledge of the act or condition, which is the basis of the complaint, the grievant may file a grievance beginning at Step 1 and proceeding through each succeeding step until the grievance has been resolved. Except by mutual agreement, failure by the employer at any step to communicate a decision within the specified time limit shall permit the grievant to proceed to the next step; likewise, failure by the grievant at any step to appeal a grievance to the next step within the specified time limit shall be considered acceptance of the decision at that step. The time limits for decision or appeal are as follows:

Step 1 - ten (10) working days
Step 2 - ten (10) working days
Step 3 - ten (10) working days

Decision or appeal should be completed as soon as possible but shall not exceed the time limit specified.

Section 3. Steps

Step 1: The cognizant supervisor. The cognizant supervisor shall be the individual directly responsible for the operation of the department in which the grievant works.

Step 2: The Director of Human Resources

Step 3: The Superintendent of Schools or designee.

Step 4: Arbitration under the Public Employment Labor Relations Act incorporating the use of one arbitrator; the arbitrator's award being final and binding upon the parties.

Section 4. Union Representation, Intervention and Initiation

The grievant shall have the right of union representation at each step. The union shall have the right to intervene and present its position at any step in the grievance procedure. The union itself may initiate a grievance on any matter affecting the application or interpretation of this Agreement.

Section 5. Reprisals

No reprisals shall be invoked against any employee for processing a grievance.

Section 6. Cost of Transcript

The cost of a transcript of the arbitration shall be borne by the party demanding the transcript. If no demand is made, but a transcript is required, the cost shall be shared equally by the parties involved.

ARTICLE XV.

Section 1. Duration:

THIS AGREEMENT shall be in force from July 1st, 2024, through June 30, 2026, and shall continue as is from year to year unless either party shall notify the other in writing sixty (60) days prior to expiration date of their desire to re-open negotiations.

OUTREACH WORKER CONTRACT DOCUMENT AUTHORIZATION

IN WITNESS WHEREOF, the parties have executed this Agreement as follows:

For: Service Employees International Union
450 Southview Boulevard
South St. Paul, MN 55075

For: Richfield Public Schools #280
401 70th St. W.
Richfield, Minnesota 55423

_____
Union Representative

_____
Board of Education Chairperson

_____
Union Representative

_____
Board of Education Clerk

_____
Union Representative

_____
Superintendent of Schools

_____
Union Representative

Dated this____day of_____, 2025

Dated this____day _____, 2025

A MEMORANDUM OF AGREEMENT

The Memorandum of Agreement ("MOA") is entered into by and between the Service Employees International Union Local 284 ("Union") and Independent School District No. 280, Richfield Public Schools ("District").

WHEREAS, the Union and the District (collectively, "the parties") are parties to a collective bargaining agreement which expires on June 30th, 2026, and continues in effect thereafter until superseded by a successor, governing the negotiated terms and conditions of employment for Outreach Workers ("Employees") who are employed by the District ("the CBA", which refers both to the 2024-2026 CBA and its successors and, unless years are specified, should be understood to refer to whichever CBA is currently in effect); and

WHEREAS, during the 2023 legislative session, the state of Minnesota adopted new statutes, which were amended in 2024, governing the accrual and use of earned sick and safe time ("ESST"), namely Minnesota Statutes 181.9445 – 181.9448; and

WHEREAS, in the course of bargaining the CBA, the parties agreed to change the language in the CBA governing the use of sick leave to more closely align with new statutory language; and

WHEREAS, the parties further agreed to enter into this MOA to govern the use of sick leave in case the statutes identified here are ever revised during the terms of this MOA in a way that the language in the CBA would cause employees to have worse sick leave benefits than they had prior to the implementation of the 2024-26 CBA.

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained within this MOA, the Union and the District agree to the following provisions governing the impact of any future changes to the statutes identified here:

1. The parties will meet and confer on whether the MOA is still necessary, should be altered, or has been triggered whenever new applicable statutes are passed, existing statutes are amended, or the leave language in the CBA is changed.

2. This MOA will be triggered if, during the term of this MOA, the interaction of state sick leave laws and the language in the CBA ever cause employees to have worse sick leave benefits on the whole than they had under the terms of the 2023-2024 Summary of Salary & Benefits Outreach Workers.

3. If this MOA is ever triggered by the terms of Item 2 of the MOA, then the following provisions of the 2024 Summary of Salary & Benefits Outreach Workers will take effect, but in no event shall this result in an employee receiving duplicative benefits:

Section 1. <u>Sick Leave</u>

(a) Sick leave allowance of ten (10) days per year, accumulative, shall be allowed.

(b) Days of sick leave shall be credited when the school year starts. Employees who work less than the full school year shall receive sick leave on a pro rata basis.

(c) An employee who has been employed be the District for the most recent 12 month period and holds a 0.5 FTE or greater position may use up to twenty (20) days of accumulated sick leave during the school year as is medically necessary to care for an ill spouse, parent, step-parent, parent-in-law, sibling, grandchild, or grandparent.

(d) An employee who has not been employed by the District for the most recent 12 month period and/or who does not hold a .5 FTE or greater position may use up to five (5) days in any one year of earned sick leave for illness in the immediate family. The immediate family shall include wife, husband, child, brother, sister, parent, guardian, or parent-in-law. These days will be deducted from available personal leave in Section 2.

Section 2. Personal Leave

Up to five (5) days in any one year of earned sick leave may be used for:

(a) Death of a friend or relative.

(b) Personal leave shall be granted for an appearance in court as a witness or in cases of legal action where it is mandatory that the employee be present.

(c) Each employee may be granted two (2) days of personal leave per year to handle important personal matters that cannot be taken care of in a regular day. Such leave must be requested in writing and have advance approval by the Human Resources office. The specific reason(s) for the leave need not be listed if the leave request is of a personal or private nature and may be waived following a consultation with the Human Resources office.

(d) After five (5) in any one year, full deduction will be made. In the event an employee expends all available personal leave days during the school year and has a unique circumstance that requires absence from work, the Outreach Worker may request up to five (5) additional days of accumulated sick leave be made available during the year. Determination regarding eligibility for additional days of absence will be at the discretion of the District.

4. If Item 2 of this MOA is triggered, then when the current CBA expires, the parties will meet and negotiate in good faith on how to include sick, personal, and bereavement leave in future CBAs.

This MOA will take effect upon signature by both parties and will remain in effect until Item 2 has been triggered and then Item 4 has been fulfilled or until the successor to the CBA in effect on June 30, 2036, has been ratified by both parties and has taken effect, whichever is earlier. How ever the expiration of the MOA is triggered, it shall remain in effect until all grievance and arbitration timelines have been exhausted to contest that the conditions of the MOA have been faithfully carried out.

In the event any person asserts that a provision of this MOA is ambiguous, this MOA must be construed to have been drafted equally by all parties.

The parties recognize that this MOA is arising out of unique circumstances and therefore cannot be construed by either party in any proceeding, negotiation, or grievance as creating any past practice or establishing a precedent that in any way binds either party.

This MOA is enforceable under the grievance and arbitration procedures in the CBA and can be used in any proceedings for the purposes of its own enforcement.

This MOA constitutes the entire agreement between the parties relating to the subject matter addressed in this MOA. This MOA controls to the extent that it conflicts with the terms of the CBA. No changes to this MOA are valid until they are in writing and are signed by both parties.

The provisions of this MOA shall be severable if any provision hereof or the application of any such provision under any circumstances is held invalid by a court of competent jurisdiction it shall not affect any other provisions of this agreement or the application of any other provision hereof.

_____	_____
Craig Holje Senior Executive Officer ISD 280	Hal Goetz, Contract Organizer SEIU Local 284
_____	_____
Date	Date

A MEMORANDUM OF AGREEMENT

The Memorandum of Agreement ("MOA") is entered into by and between the Service Employees International Union Local 284 ("Union") and Independent School District No. 280, Richfield Public Schools ("District").

WHEREAS, the Union and the District (collectively, "the parties") are parties to a collective bargaining agreement which expires on June 30th, 2026, and continues in effect thereafter until superseded by a successor, governing the negotiated terms and conditions of employment for Outreach Workers ("Employees") who are employed by the District ("the CBA"); and

WHEREAS, in the course of bargaining the CBA, the parties agreed to implement a retention incentive.

NOW, THEREFORE, IN CONSIDERATION OF the mutual promises contained within this MOA, the Union and the District agree to the following provisions:

1. Employees who were employed as of June 30, 2025, will receive the retention incentive payment during the 2025-2026 contract year according to their work schedule during the 2025-2026 contract year as laid out below:
    a. Non-12-month employees: $1,100
    b. 12-month employees: $1,600

2. The following Employees shall receive a further $1,200 during the 2025-2026 contract year:
    a. Shirley Bartlett

3. The retention incentive payment identified in Items 1 and 2 of this MOA will be prorated based on an 8-hour day for those employees who work less than 8 hours per day during the 2025-2026 contract year (e.g., a non-12-month employee who worked 4 hours per day would receive $550.00). The retention incentive payment will also be prorated based on the number of days worked during the 2024-2025 contract year for employees who were not employed for the entirety of their 2024-2025 contract year.

4. Employees will receive any compensation they are due per this MOA in even installments during the 2025-2026 contract year, beginning on the first paycheck after this MOA takes effect where the District is able to implement the changes and continuing until the last paycheck an Employee receives for work performed during the 2025-2026 contract year.

5. Employees who are eligible for payment per this MOA and whose employment in this bargaining unit ends for any reason before the end of their 2025-2026 contract year will not receive the remainder of their pay per this MOA that they have not already received.

This MOA will take place once the CBA has been fully executed and this MOA has been signed by both parties, and will remain in effect until all eligible Employees have received the compensation they are due under this MOA. The MOA shall remain in effect until all grievance and arbitration timelines have been exhausted to contest that the conditions of the MOA have been faithfully carried out.

In the event any person asserts that a provision of this MOA is ambiguous, this MOA must be construed to have been drafted equally by all parties.

The parties recognize that this MOA is arising out of unique circumstances and therefore cannot be construed by either party in any proceeding, negotiation, or grievance as creating any past practice or establishing a precedent that in any way binds either party.

This MOA is enforceable under the grievance and arbitration procedures in the CBA and can be used in any proceedings for the purposes of its own enforcement.

This MOA constitutes the entire agreement between the parties relating to the subject matter addressed in this MOA. This MOA controls to the extent that it conflicts with the terms of the CBA. No changes to this MOA are valid until they are in writing and are signed by both parties.

The provisions of this MOA shall be severable if any provision hereof or the application of any such provision under any circumstances is held invalid by a court of competent jurisdiction; it shall not affect any other provisions of this agreement or the application of any other provision hereof.

_____	_____
Craig Holje Senior Executive Officer ISD 280	Hal Goetz, Contract Organizer SEIU Local 284
_____	_____
Date	Date

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Equity Policy

(Recommended by the superintendent)

A first read of Policy 116: Equity and Administrative Guideline 116.1. The policy affirms the District's commitment to viewing and analyzing all of our work through a racial and cultural equity lens. The administrative guideline describes equity-related practices that will take place in each strategic plan area for the District.

This policy and guideline will be reviewed by all RHS senior social studies classes in preparation for the mock school board meeting on November 21, where students will give their feedback to a selection of board members. The management team will also provide feedback before the policy and guideline are brought forward for passage.

Attachments:
Policy 116: Equity
Administrative Guideline 116.1

RICHFIELD PUBLIC SCHOOLS

EQUITY POLICY

I. PURPOSE

All students deserve a safe, supportive school environment to thrive academically and developmentally. The purpose of this policy is to provide a district environment in which all students achieve high-level academic outcomes that are not predictable by race, culture, socioeconomic status, language, gender, sexual orientation, ability, religion, migratory status or any other real or perceived demographic characteristic.

Richfield Public Schools (RPS) is committed to viewing and analyzing all of our work through a racial and cultural equity lens that intentionally subverts the policies and practices of institutional racism. Through this ongoing anti-racist work, we will identify and interrupt practices and policies that elevate white supremacy and/or perpetuate institutional racism in any form in order to ensure all RPS students succeed. Educational environments are enriched and improved by the contributions, perspectives and very presence of diverse participants. Richfield Public Schools will provide a high quality, personalized educational program with rich opportunities for all students in a real community where each individual is welcomed and belongs.

II. DEFINITIONS

The following definitions are provided to assist in understanding this policy:

A. Anti-racism: The work of actively and consistently opposing racism by advocating for changes in political, economic, educational, and social spheres.

B. Diversity: All the characteristics that make an individual or group different from another, including race, ethnicity, gender/gender expression, age, national origin, religion, ability, sexual orientation, socioeconomic status, education, language, and more.

C. Educational Debt: The results of the historical lack of investment in educating children from marginalized communities, which continue to affect opportunities and achievement for children who are part of those communities today.

D. Equity: The concept of being fair and impartial while acknowledging that society has not afforded the same resources, access, and

treatment to everyone and working to remedy all inequities through actions.

E. Institutional Racism: The ways in which policies and practices within an organization create different and predictable outcomes for different racial groups, typically maintaining an advantage for white individuals and simultaneously maintaining a disadvantage for individuals of color.

F. Intersectionality: The concept that demographic categories such as race, gender, ability, class, and sexual orientation cannot be solely examined in isolation from one another. Rather, these identities interact within individuals' lives, in society, and in social systems, creating a distinct effect within each intersection.

G. Weaponization: the weaponization of public education against communities of color refers to situations when an educational institution uses its authority to act in a manner that is unfair, punitive, exclusionary, or harmful to students of color, and that makes those students and/or families feel unwelcome, unsafe, thought of as less than, and that interferes with students' abilities to learn, grow in healthy ways and achieve at high levels.

III. COMMITMENTS

A. School district administration will develop, maintain, and be held accountable for the use of practices that provide quality education, high standards, rigorous curriculum and powerful instruction using culturally-relevant pedagogy to all students. Practices may include:

1. Focusing on student strengths and a growth mindset

2. Maintaining high expectations for all students

3. Embedding social/emotional learning, including acknowledging the unique mental and emotional strain caused by historical, systemic, and institutionalized racism

4. Using restorative practices to engage students in their school and classroom communities

5. Incorporating student and family voice

6. Radically transforming learning environments to serve all students

7. Taking steps to address the historical trauma caused by the weaponization of public education against communities of color

8. Additional practices will continue to be researched, developed, and implemented with the specific goal of ensuring outstanding outcomes for all students.

B. School district administration will promote a warm, welcoming and respectful district environment that celebrates each and every individual. This effort shall include acknowledging the intersectional identities of students and staff members, addressing the social-emotional needs of students and staff members, and engaging in bullying prevention efforts. School district administration may also provide opportunities for interested students to participate in anti-racist and equity-driven activities.

C. School district administration will develop, support, model, and sustain equity-focused, anti-racist and culturally-responsive training and development for staff and students. This will include educating staff and students on the racial history of the United States and acknowledging the complexities of intersectional issues within the area of equity. These training and development initiatives will be ongoing to ensure continuing fidelity and growth in anti-racist and equity-driven work.

D. The school district will work to recruit, employ, support and retain a workforce that reflects all forms of diversity of enrolled students, as well as culturally competent administrative, instructional and support personnel.

E. School district administration will monitor programs and activities to assess educational equity. Administration will be responsible to design, redesign, and if necessary, terminate, programs and activities to serve the needs of all students.

F. Consistent with state regulations and school district policy, the school district will develop, implement, and sustain curricular materials and assessments that reflect the diversity of students and staff and include learning and activities that deepen the understanding and appreciation of race, culture, socioeconomic status, language, gender, sexual orientation, ability, religion, migratory status and other differences that contribute to the uniqueness of each student and staff member.

G. Each school and program will actively seek community input, specifically and actively ensuring that all voices are present to create a welcoming culture and inclusive environment that reflects and supports all forms of diversity of the school's student populations, their families, and communities.

H. Hate speech and harassment of any kind is not tolerated in the RPS community. Procedures for reporting and addressing harassment are found in Policy 103: Harassment Prohibition.

IV. SHARED RESPONSIBILITY

A. The Board of Directors shall refer to the values stated in this policy in conducting its business and in exercising its responsibilities to the people of Richfield and all individuals served by RPS.

B. The Superintendent shall establish in accordance with this policy such plans and procedures as may be necessary and appropriate to accomplish its purpose and intent. Plans and procedures established shall include clear accountability for actions and oversight, and shall include metrics for evaluation.

C. The Superintendent may create regulations and guidelines for the implementation of this policy.

D. The School Board and Superintendent may establish specific goals to implement this policy as permitted by law.

E. The Superintendent shall integrate information into reports to the Board of Directors and the community regarding progress toward the goals of this policy, including both process-driven changes and outcomes for students.

F. District staff shall, within the parameters of their various duties and responsibilities, comply with and execute such plans as are designed to address the values and directions included in this policy. District staff are further responsible to make such suggestions to the appropriate authority to improve the ability of the district to address the educational debt owed to marginalized communities.

G. Families and community members are partners with the District in its effort to address the educational debt and dismantle institutional patterns of racism in the Richfield community. Families and community members can embody this partnership through providing feedback to the district, advocating for their students, encouraging

their students to grow toward their own goals, supporting the learning environment and pursuing anti-racism in themselves and their communities.

H. Students are partners in their academic achievement. School attendance and engagement are essential to making a more equitable society. Students will be intentionally encouraged to support the goals of this policy by providing feedback to the district, advocating for themselves, growing toward their own goals, supporting the learning environment and contributing to positive school culture. RPS staff members will support students in believing in their abilities to achieve their dreams and use their voices to create more equitable systems in our world.

I. The School Board, Superintendent and employees will collaborate with students and families to identify and address barriers to achievement and opportunities for academic success. Richfield Public Schools leadership and staff will be responsible for empowering and inspiring students, families, and community members to actively listen, participate and engage in anti-racist and equity-driven practices to support the success of every student.

Cross References:
Policy 103: Harassment Prohibition

RATIFIED BY THE BOARD OF EDUCATION: April 19, 2021

RICHFIELD PUBLIC SCHOOLS

EQUITY GUIDELINES

RPS will work to eliminate practices that lead to predictability of over or under representation of any student group compared to peers. RPS will work to embed culturally responsive engagement practices in our work with students, families and our larger community to support a positive and inclusive climate and culture. We will work to ensure that all staff implement these practices in their interactions to support increased levels of academic success, inclusion, and mental and emotional well-being.

I. DEFINITIONS

Several key terms used in this guideline are defined in Policy 116: Equity. Additional terms are defined here to assist in understanding this guideline:

A. BIPOC: The acronym BIPOC stands for Black, Indigenous, and people of color. This term is useful because it encompasses all non-white individuals, yet also acknowledges the unique experiences of Black and Indigenous communities due to the continuing legacies of slavery, genocide, and oppression in the United States.

B. Cultural competency: Ability to demonstrate awareness of one's own cultural identity and how it has affected their life experiences, as well as understanding that differences in race and cultural background can create implicit bias in interpersonal interactions and can significantly impact individuals' experiences in society.

C. Culturally relevant: A style of pedagogy that uses student cultural and racial knowledge and lived experiences to empower students and make learning more effective.

D. Culturally responsive: An approach that acknowledges that culture is central to how people learn and interact and emphasizes the positive benefits of collaboration amongst people of different cultural backgrounds.

E. Scaffolding: Temporary instructional supports that help students reach proficiency of skills and become gradually more independent in their learning.

II. PRACTICES RELATED TO ACADEMICS

A. Staff will ensure all students are working toward proficiency of academic content standards and provide differentiated instruction based on the individual learning needs of students.

B. Staff will demonstrate a commitment to teaching all students and will convey that all students are capable of doing challenging work.

C. Staff will recognize, support, and value students' abilities and the assets they bring to the classroom. Staff will specifically acknowledge and value diversity and the strength it brings to our community. This includes, but is not limited to:

1. The different ways in which students demonstrate commitment, perseverance, flexibility, and time management.
2. Students' proficiencies in other languages and dialects beyond the standard American English dialect that is commonly used in school.
3. The breadth of different lived experiences that students are able to share with their peers.

D. Students will see themselves, their racial identities, and their lived experiences in what is being taught and learned and will be engaged in a culturally and racially informed way.

E. Staff will communicate the purpose and relevance of daily lessons.

F. Staff will support peer interaction and elevate student voice in the classroom through culturally relevant practices.

G. Explicit instruction and guided practice will be included in every lesson; multiple modes of representation and scaffolding will be used to support student learning.

H. Staff and students will work together to create a safe and supportive learning environment by co-constructing norms and class agreements.

I. Staff will build and maintain positive relationships with and among students that are characterized by empathy, care, and genuine interest in their lives and identities.

J. Staff will communicate about academics with individual students and families outside of the classroom, using the methods of communication that are most effective for those individuals to the greatest extent possible.

K. Multiple modes of assessment and measurement of student knowledge will be used to objectively measure student learning and provide specific and timely feedback to students on their progress toward mastering academic standards.

L. Staff will deliberately engage multilingual learners using strategies that leverage multilingualism and multiculturalism as strengths. Staff will also positively promote biliteracy for all students as appropriate for the grade level.

M. Instructional field trips and other specialized academic activities will be planned and executed in a manner that prioritizes equity of access for all students.

III. PRACTICES RELATED TO CLIMATE & CULTURE

A. Staff will provide a welcoming environment for all by clearly and openly supporting and celebrating diversity through classroom culture, events, training, hiring practices and academic content.

1. Students will see themselves, their racial identities, and their lived experiences reflected in the classroom and all other school-wide environments.
2. Staff will leverage District social emotional learning (SEL) initiatives to provide culturally responsive spaces for learning and working.
3. Staff will intentionally seek out and include student perspectives in the development and implementation of culturally relevant teaching and engagement practices.
4. Staff will honor student identities by striving to pronounce student names correctly, using correct pronouns, and respecting core beliefs voiced by students. The right of students to be addressed by the pronouns corresponding to their gender identities is enumerated in Policy 548: Gender Inclusion.
5. Staff will teach students how to respect peer identities and encourage students to embrace learning about cultures other than their own.

B. RPS will meet students' social emotional needs through direct teaching, staff training and, if warranted, increasing dedicated programs or staff members focused on SEL.

C. RPS will engage students in opportunities that increase school pride, enjoyment of school and dedication to learning.

D. RPS families will be provided with opportunities for community involvement, input into District policies and practices, and events that celebrate and value differences in all forms. This includes:

1. Participation, particularly from students and families of color, in the development and implementation of culturally appropriate and effective partnerships between home and school, as well as responsive teaching and learning practices, curriculum and engagement strategies.
2. Valuing the identities, cultures, and race of families as important resources relied upon to inform school and District policies and practices.
3. Participation in district-wide events to celebrate cultures and bring together community organizations and families from different backgrounds.

E. Staff will engage in active listening with any student or family disclosure of discrimination or harassment and ensure support and action to address the incident. This includes adherence to the RPS reporting procedures related to harassment and bullying, as outlined in Policy 103: Harassment Prohibition and Policy 113: Bullying Prohibition, along with each policy's respective administrative guidelines.

F. Staff will engage in regular professional development related to parent and student engagement, culturally responsive practices, and social emotional learning.

IV. PRACTICES RELATED TO ACTIVITIES

A. RPS will strive to make all activities as accessible as possible to all RPS students and community members regardless of ability to pay. This is accomplished through an equitable fee scale for middle and high school athletics and activities participation with a lower fee for students who are eligible for reduced-price meals and even lower fees for students who are eligible for free meals. Additionally, scholarships for participation in middle and high school activities as well as community education programs will be made available to the greatest extent possible.

B. RPS will strive to make athletics and activities accessible to all RPS students by providing additional opportunities for eligible students to obtain the required physicals through our Richfield Health Resource Center.

C. RPS will continue to offer adaptive sports as part of our selection of student activities, and will strive to provide accommodations and modifications to all activities to make them accessible to all students. This may include hiring paraprofessionals to support students during activities, providing training to activity leaders, collaborating with families to creatively support student needs, and additional strategies.

D. RPS theatre, band, and choir teachers will seek out student input as part of the selection process for which theatrical productions and musical pieces to perform with their groups. Performances will provide opportunities for exploration of student identity and culture.

E. RPS staff members will collaborate with RPS families and community members to determine how to best serve student and family needs in order to make activities more accessible. This may include providing activity transportation and/or childcare when possible, adapting the timing of activities, creating opportunities for community members to lead activities, and other strategies.

V. PRACTICES RELATED TO OPERATIONS & COMMUNICATIONS

A. RPS will maintain and improve hiring practices that further the equity goals of the District.

1. Leaders will continue to seek out candidates who reflect the racial identities and lived experiences of the student population for all positions in the District.
2. Leaders will use strategic interview questions to ensure that staff members hired for all roles in the District are able to demonstrate skills and a commitment to cultural competency.

B. RPS will increase retention and promotion of BIPOC and bilingual staff members. Strategies may include:

1. Creating staff affinity groups and mentorships specifically tailored to BIPOC staff members, bilingual staff members, and other staff members who identify as belonging to marginalized groups,

2. Expanding District systems and practices to better accommodate the needs of BIPOC staff members and provide greater accessibility for staff members of all abilities.

3. Other strategies informed by input from BIPOC and bilingual staff members.

C. RPS will provide equity-related professional development for all staff members that is dynamic, collaborative, and relevant to their specific job roles. This may include adding professional development opportunities for regular substitute teachers and non-licensed staff members.

D. RPS leaders will build their skills and confidence at addressing equity-related concerns, conflicts, and performance issues with the staff members they supervise.

E. RPS will continue to align District financial resources to prioritize the equity goals of the District.

F. RPS will maintain and improve practices of providing resources to families in multiple languages to the greatest extent possible. This may include translated transportation information, online registration materials in multiple languages, and greater access to bilingual staff members at all interactions between families and schools.

G. To the extent possible, RPS student information systems will be adapted to be more inclusive of student gender identities and preferred terms for student racial identities.

H. All RPS operations teams will strive to keep the focus of their work student-centered.

1. Staff members who regularly interact with students, such as facilities, transportation, and nutrition services staff members will provide a clean and welcoming environment to all students while they are outside of the classroom.
2. District communications will showcase student strengths and voices.
3. Staff members who do not regularly interact with students, such as finance, human resources, and student information staff members will intentionally steer their work toward excellent outcomes for students as the ultimate goal.

VI. ACCOUNTABILITY

The ultimate measures of success for this policy and guideline are excellent outcomes for all students. However, additional strategies will be used to ensure accountability to the processes and requirements set in place by this policy and guideline.

A. All processes used to evaluate staff member performance will include equity-driven goals and measurements of success. The aspects of staff evaluations that pertain to student outcomes will always include data that is disaggregated by race and other demographic categories.

B. RPS administrators will provide regular data reports on equity-related goals and progress to the school board in a manner that is accessible to the public.

C. School-wide behavior expectations for all students will include respecting peer identities. Behavior violations will be addressed in a culturally responsive manner that also provides support for students who have been harmed by other students. Detailed procedures for addressing student behavior violations are enumerated in Policy 541: Student Behavior and Administrative Guideline 541.1.

D. School and district administrators will complete regular walkthroughs of classrooms to assess the extent to which the aspects of this policy and guideline related to classroom environments, pedagogy and student-teacher relationships are being successfully implemented across all schools. This data will be used to allocate additional support and training for staff as needed.

Dated: May 16, 2022

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 10, 2025

Subject: Donations

(Recommended by the superintendent)

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

The RHS Music Department received an anonymous donation of $1,250.00 for band.

The RMS Music Department received an anonymous donation of $1,250.00 for band.

Richfield Middle School received a donation of $300.00 from Nicki Keen Dawolo for the Unified Champions Program.

The RHS Spartan Food Shelf received a donation of $690.00 from the staff of the City of Richfield.

Appendix to Richfield High School presentation

1. Since we started mandating this course, **what % of students were taking an AP course before the mandate vs % of students that are currently going on to take a second AP course?** Are we getting the desired result in that students feel more confident in their ability to succeed in an AP course?

Number to Number Comparison

SY		SY 16-17	SY 17-18	SY 18-19	SY 19-20	SY 20-21	SY 21-22	SY 22-23	SY23-24	SY24-25
9	AP	-	245	266	301	301	309	283	305	247
	N	299	282	279	310	317	323	315	331	278
10	AP	90	103	91	106	142	119	170	148	161
	N	291	290	259	286	300	313	313	298	328
11	AP	47	92	78	83	117	121	101	63	72
	N	263	271	268	237	267	303	317	304	287
12	AP	72	80	74	90	87	107	116	73	59
	N	246	244	238	242	224	234	284	267	274
Total	AP	209	520	509	580	647	656	670	589	539
	N	1,099	1,087	1,044	1,075	1,109	1,178	1,236	1,200	1,167

AP= any AP course
N= total RHS enrollment by grade during that SY at EOY

Percentage per Grade of students taking an AP Course (of all RHS Students) *Each Color is a class cohort

SY	SY 16-17	SY 17-18	SY 18-19	SY 19-20	SY 20-21	SY 21-22	SY 22-23	SY23-24	SY24-25
9	0%	22%	25%	28%	27%	26%	23%	25%	21%
10	8%	9%	9%	10%	13%	10%	14%	12%	14%
11	4%	8%	7%	8%	10%	10%	8%	5%	6%
12	6%	7%	7%	8%	8%	9%	9%	6%	5%
Total	19%	48%	49%	54%	58%	56%	54%	49%	46%
	1,099	1,087	1,044	1,075	1,109	1,178	1,236	1,200	1,167

Appendix to Richfield High School presentation

2. **How are the Spanish Human Geo students doing in comparison since the course is in spanish but the test is in english?**

	23-24		24-25	
	SPAN HUG	**ENG HUG**	**SPAN HUG**	**ENG HUG**
# Taking class	65	230	63	177
# Testers	51	159	59	146
% of class testing	78%	50%	94%	82%
Range of scores	1-5	1-4	1-5	1-5
Score average	1.27	1.35	1.83	1.74

3. PSEO Enrollment data - **Can the numbers be broken down by class rather than the denominator being all HS students.** Nearly zero PSEO classes are taken by Fr/So. **Could we consider what % of the 2025 graduating class took any PSEO classes, what % did full time PSEO? What percent of current Srs are enrolled in PSEO? What percent of Jrs?**

Appendix to Richfield High School presentation

CLASS OF 2025 (319)	Number of Students	Percentage
PSEO PT Totals	17	5%
PSEO FT Totals	10	3%
TOTAL	27	8%
SY 25-26 Seniors (273)		
PSEO PT Totals	19	7%
PSEO FT Totals	16	6%
TOTAL	35	13%
SY 25-26 Juniors (314)		
PSEO PT Totals	7	2%
PSEO FT Totals	1	0.3%
TOTAL	8	2%
SY 25-26 Sophomores (284)		
PSEO PT Totals	5	1%
PSEO FT Totals	0	0%
TOTAL	5	1%