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, December 1, 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. Superintendent Update (pages 9-99)

1. Truth-in-Taxation Hearing (pages 10-44)
2. Community Education Presentation (pages 45-55)
3. Annual Staffing Report (pages 56-99)

B. Commendation (page 100)

IV. CONSENT AGENDA

A. Routine Matters (pages 101-118)

1. Minutes of the Regular Meeting held November 10, 2025 (pages 102-108)
2. General Disbursements as of 11/20/25 in the Amount of $1,852,892.39 (pages 109-116)
3. Year-to-Date Finance Update (pages 117-118)

B. Personnel Items (pages 119-120)

V. OLD BUSINESS

A. Policy 116: Equity & Administrative Guideline 116.1 (pages 121-133)

VI. NEW BUSINESS

A. Final Levy Certification 2025 Payable 2026 (pages 134-136)

B. Draft RPS Legislative Platform 2026 (pages 137-139)

C. Policy 651: Athletics and Activity Program & Administrative Guidelines 651.1 & 651.2 (pages 140-153)

D. Policy 978: Passes to Athletic Contests and Other School Activities (pages 154-156)

E. Policy 407: Leaves of Absence (pages 157-165)

F. Donations (page 166)

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Suggested/Future Agenda Items

D. Future Meeting Dates

12-15-2025	7 p.m.	Regular Board Meeting – Public Comment
1-5-2026	7 p.m.	Board Organizational Meeting

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, December 1, 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, December 1, 2025

Subject: Ongoing Board Calendar

Upcoming Events to Attend:

Saturday, December 6: Kindergarten Kickoff & Preschool Preview, 9 a.m. at R-STEM
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:

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Superintendent Update

Senior Executive Officer Holje will share the annual Truth-in-Taxation presentation. Director of Community Education Amy Skare-Klecker will present. Director of Human Resources Michelle Axell will provide the annual staffing report.

Attachments:
Truth-in-Taxation Presentation
Community Education Presentation
Annual Staffing Report

RICHFIELD
PUBLIC SCHOOLS

Richfield Public Schools, ISD 280

Public Hearing for Taxes Payable in 2026

DECEMBER 1, 2025

PRESENTED BY:

CRAIG HOLJE,

CHIEF HUMAN RESOURCES & ADMINISTRATIVE OFFICER

Minnesota State Law Requirements

A Public Meeting…

- Between November 25th & December 29th
- At 6:00 PM or later
- May be part of regularly scheduled meeting
- Must allow for public comments
- May adopt final levy at same meeting

…and Presentation of:

- Current year budget
- Proposed property tax levy

Hearing Agenda



Background Information on School Funding



District's Budget



District's Proposed Tax Levy for Taxes Payable in 2026



Public Comments

MN Legislature Must Set Funding for Minnesota Public Schools

Minnesota Constitution ARTICLE XIII

MISCELLANEOUS SUBJECTS

Section 1

“UNIFORM SYSTEM OF PUBLIC SCHOOLS. The stability of a republican form of government depending mainly upon the intelligence of the people, it is the duty of the legislature to establish a general and uniform system of public schools. The ***legislature shall make such provisions by taxation or otherwise*** as will secure a thorough and efficient system of public schools throughout the state.”

As a Result, Funding is Highly Regulated

State Sets:

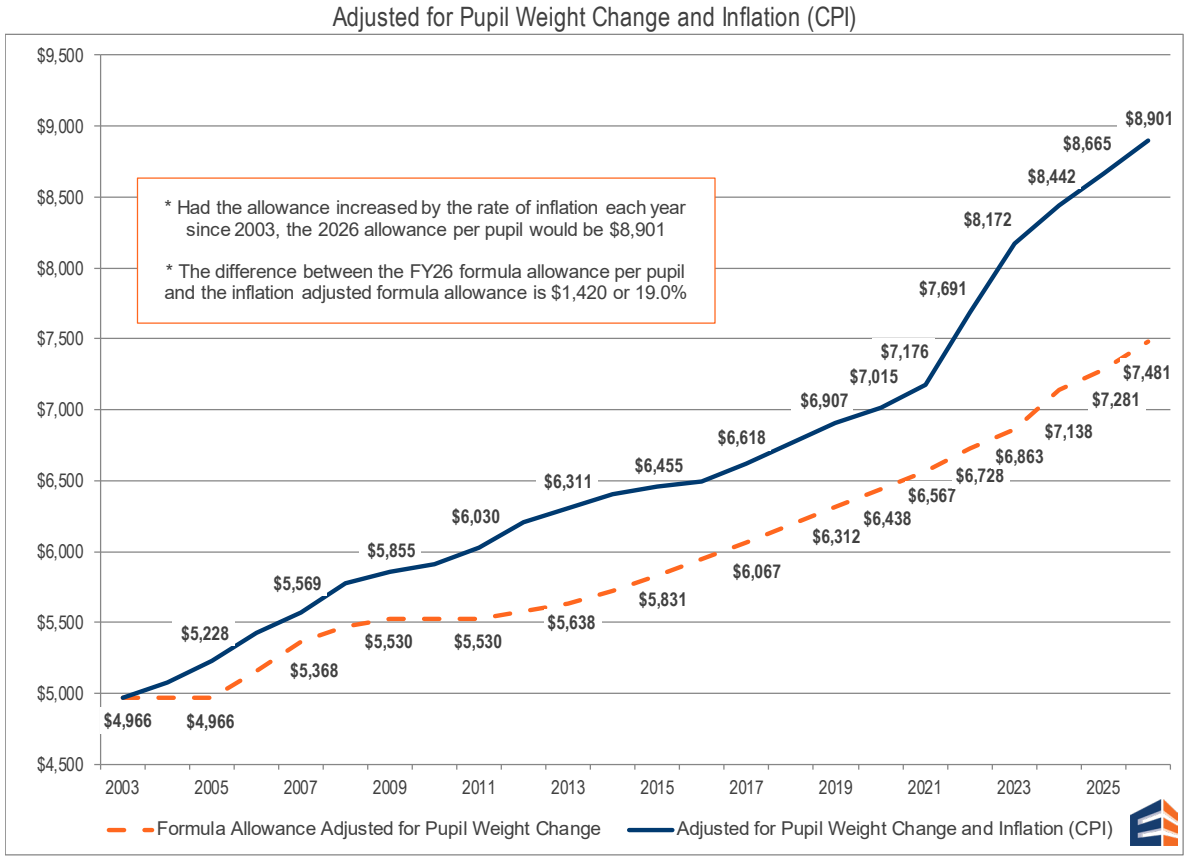
- Formulas which determine revenue; most revenue based on specified amounts per pupil
- Tax policy for local schools
- Maximum authorized property tax levy
  - Districts can levy less, but not more than amount authorized by state, unless approved by voters in November

State also authorizes school board to submit referendums for operating & capital needs to voters for approval

General Education Formula Allowance, 2003-26

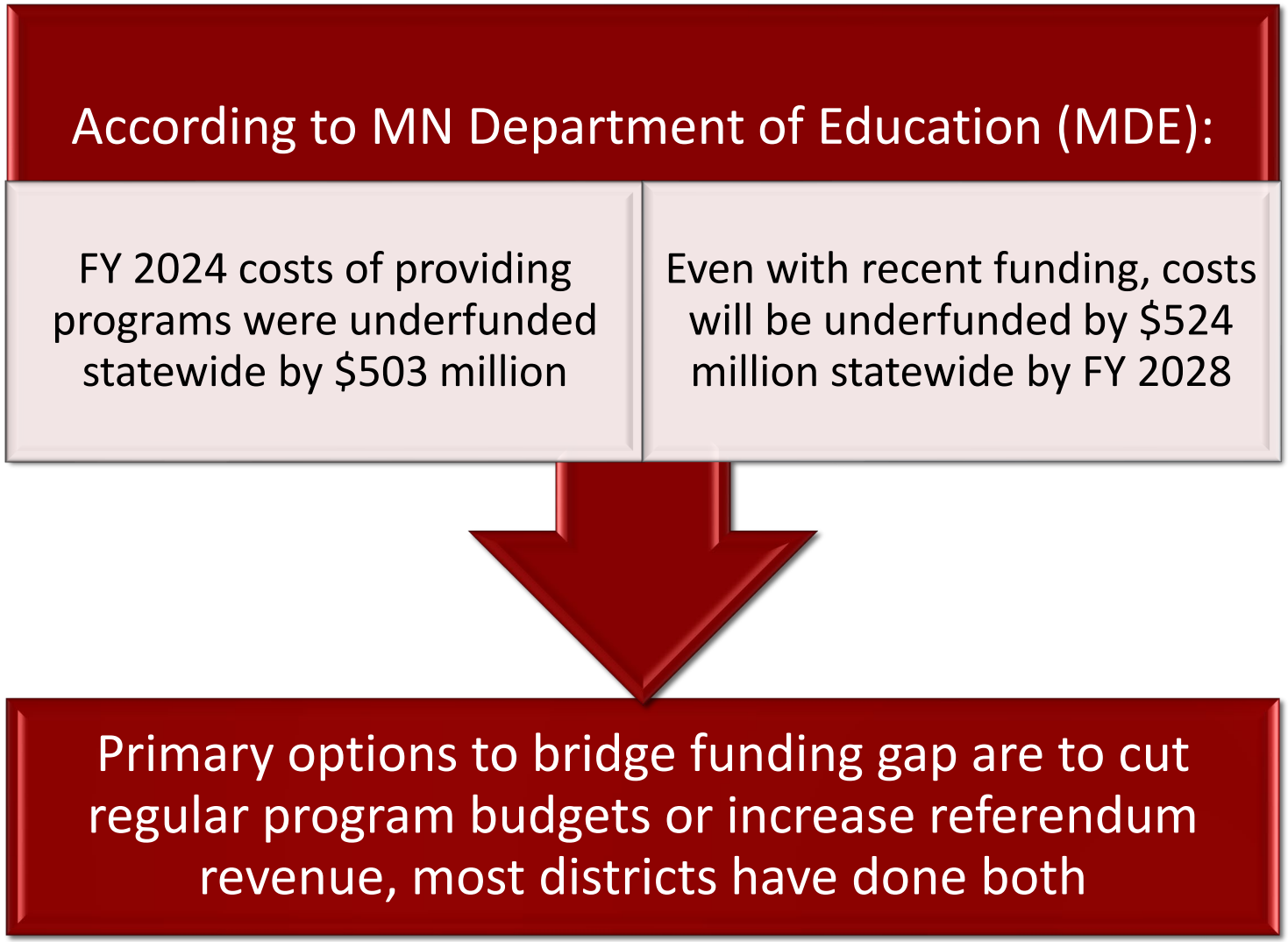
- Since 2002-03, state General Education Revenue formula has not kept pace with inflation
- For Fiscal Year 2024-25, an increase of 2.00% or $143 over previous year was approved
- For Fiscal Year 2025-26, an increase of 2.75% or $200 over previous year was approved

Per-pupil allowance for Fiscal Year 2025-26 of $7,481 would need to increase by another $1,420 (19.0%) to have kept pace with inflation since 2002-03, resulting in an allowance of $8,901



Source: MDE June 2025 CPI Inflation Estimates and Minnesota Laws 2023

Underfunding of Special Education



Budget Information

Because approval of school district budget lags certification of tax levy by six months, state requires *only current year budget information be presented at this hearing. Fiscal Year 2026-27 budget will be adopted by School Board in June 2026.*

School district budgets are divided into separate funds, based on purposes of revenue, as required by law.

Our District's Funds:

- General
- Food Service
- Community Service
- Building Construction
- Debt Service
- Trust
- Internal Service
- OPEB* Trust
- OPEB* Debt Service

**Other Post-Employment Benefits*



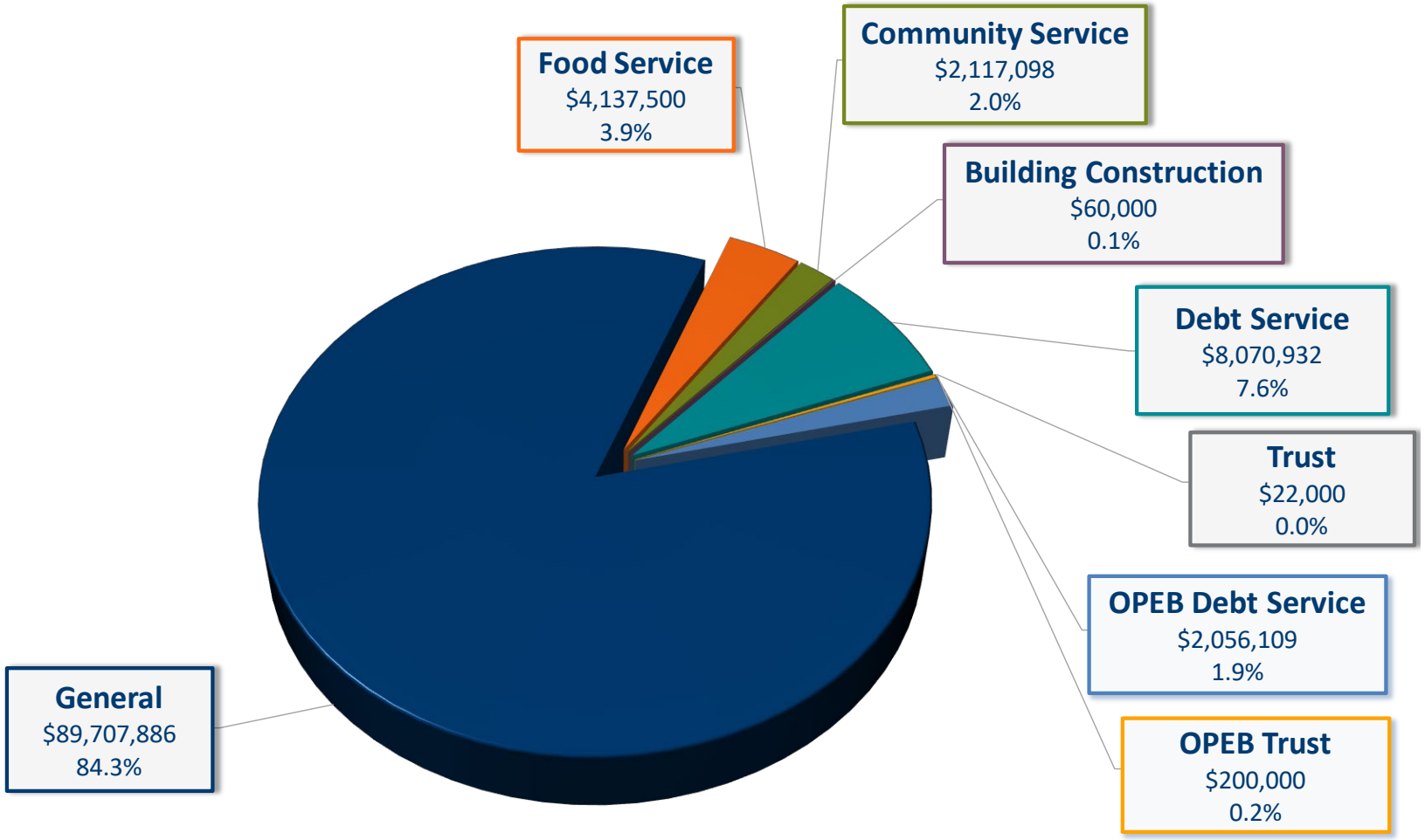
Actual for FY 2025, Budget for FY 2026

FUND	FISCAL 2024 BEGINNING FUND BALANCES	2024-25 ACTUAL REVENUES & TRANSFERS IN	2024-25 ACTUAL EXPENDITURES & TRANSERS OUT	JUNE 30, 2025 ACTUAL FUND BALANCES	2025-26 BUDGET REVENUES & TRANSERS IN	2025-26 BUDGET EXPENDITURES & TRANSFERS OUT	JUNE 30, 2026 PROJECTED FUND BALANCES
General/Restricted	$4,350,960	$24,655,795	$23,918,764	$5,087,991	$22,522,405	$22,637,091	$4,973,305
General/Other	14,308,760	65,022,615	61,989,565	17,341,810	67,185,481	68,189,694	16,337,597
Food Service	942,275	3,754,394	3,918,120	778,549	4,137,500	4,049,569	866,480
Community Service	357,623	2,083,163	2,046,680	394,106	2,117,098	2,248,707	262,497
Building Construction	4,161,110	199,707	1,886,621	2,474,196	60,000	1,650,000	884,196
Debt Service	1,787,165	7,638,767	7,779,254	1,646,678	8,070,932	7,992,688	1,724,922
Trust	67,429	7,826	10,537	64,718	22,000	22,000	64,718
Internal Service	4,262,587			3,856,991			3,864,289
OPEB* Irrevocable Trust	7,177,610	330,000	463,966	7,043,644	200,000	490,000	6,753,644
OPEB* Debt Service	377,081	1,990,937	2,022,175	345,843	2,056,109	2,022,275	379,677
Total All Funds	**37,792,600**	**105,683,204**	**104,035,682**	**39,034,526**	**106,371,525**	**109,302,024**	**36,111,325**

*Other Post Employment Benefits

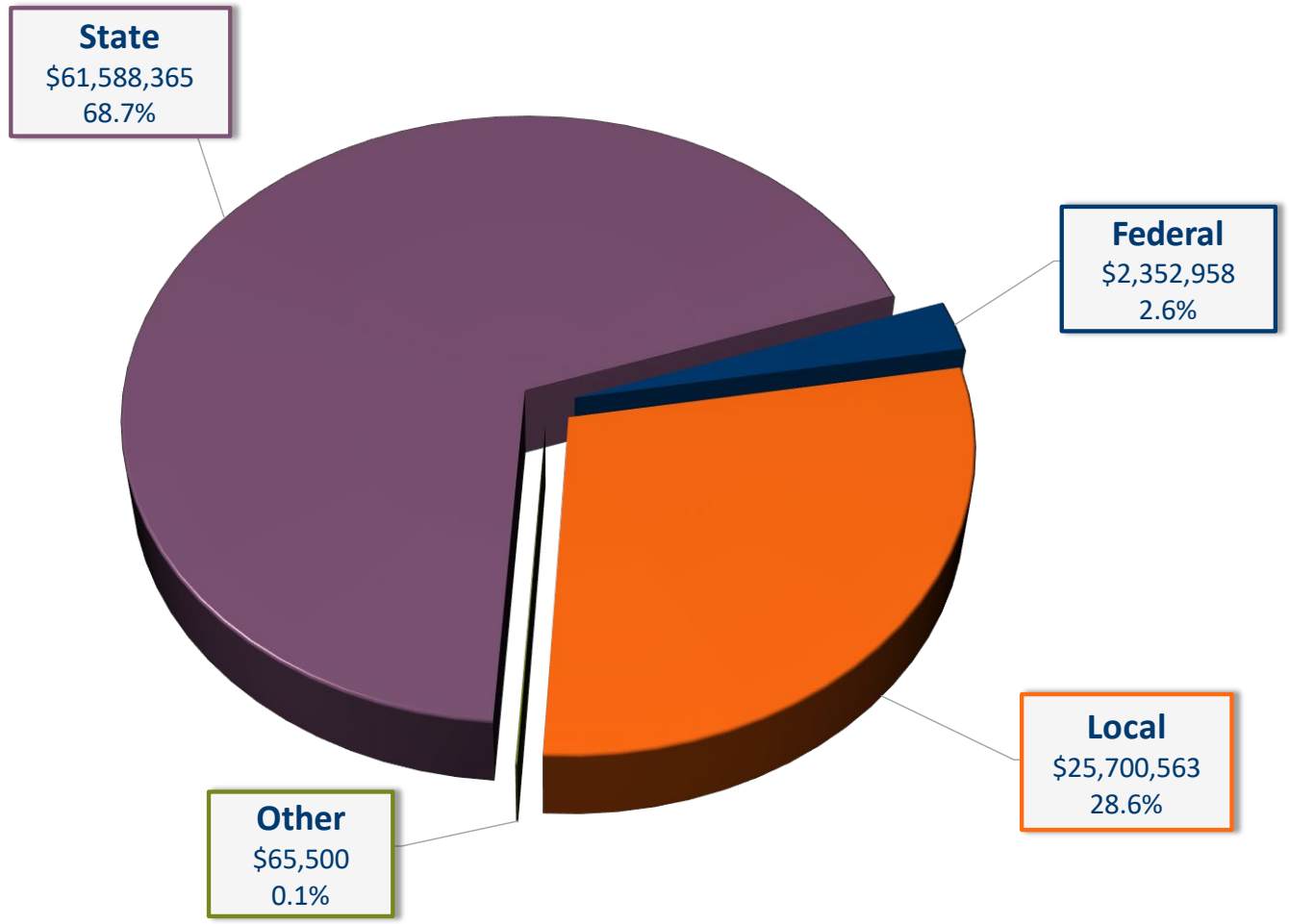
Revenue
- All Funds -

2025-26 Budget
$106,371,525



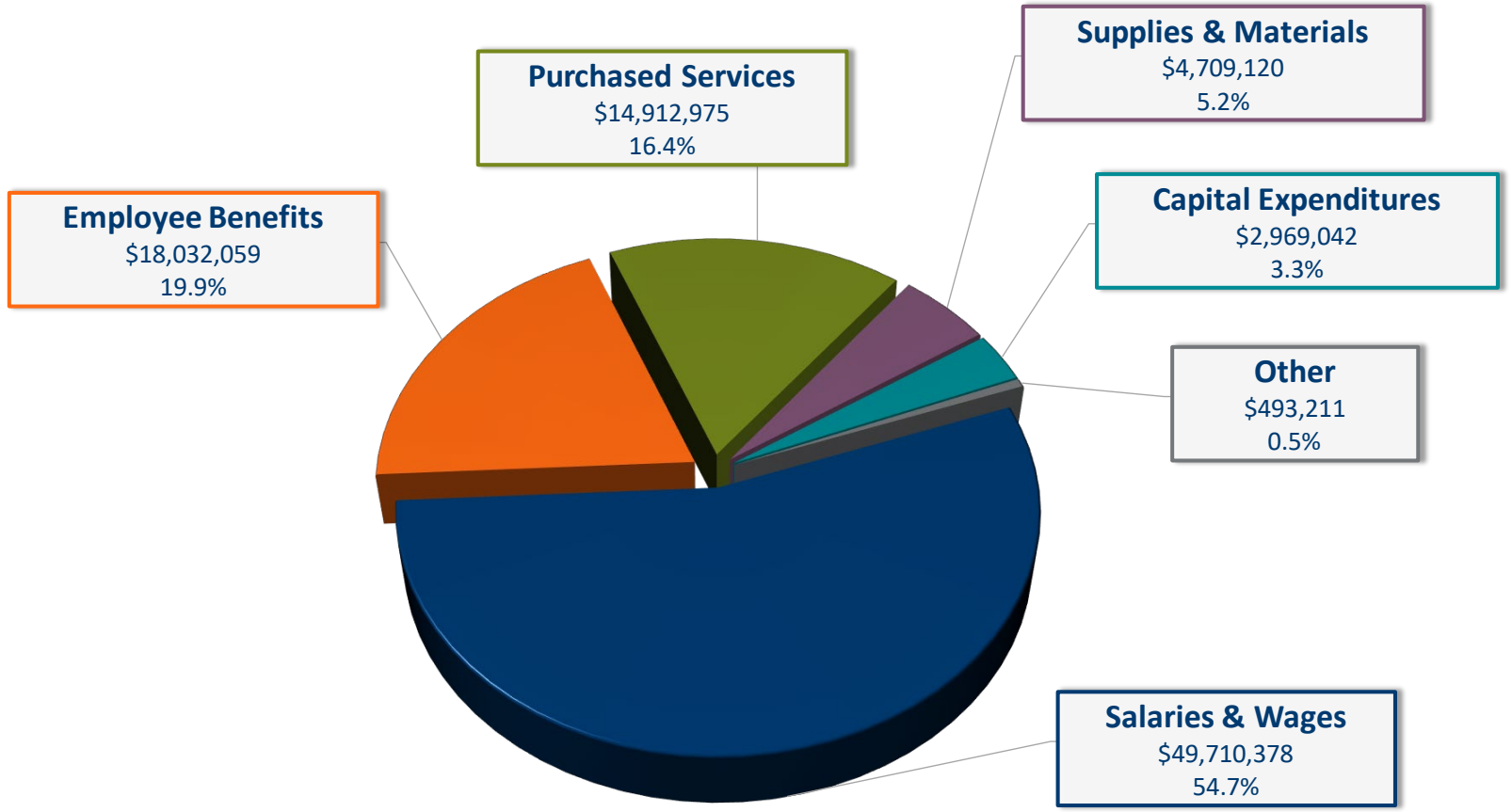
General Fund Revenue

2025-26 Budget
$89,707,886



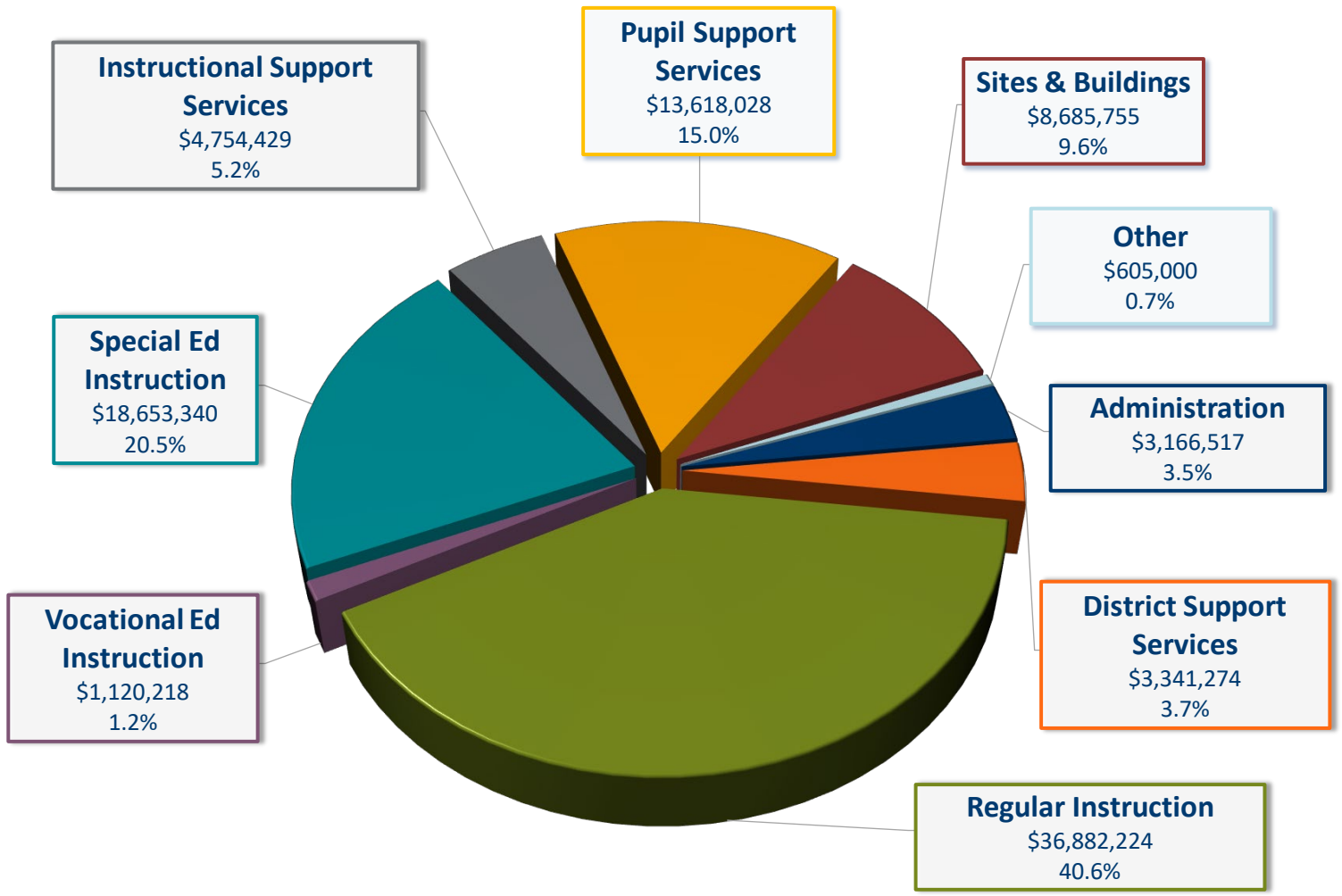
General Fund Expenditures - by Object -

2025-26 Budget
$90,826,785



General Fund Expenditures - by Program -

2025-26 Budget
$90,826,785



Change in Tax Levy does not Determine Change in Budget



Tax levy is based on many state-determined formulas plus voter approved referendums



Some increases in tax levies are revenue neutral, offset by reductions in state aid



Expenditure budget is limited by state-set revenue formulas, voter-approved levies & fund balance



An increase in school taxes does not always correlate to an equal increase in budget

Difference in Levy Cycles



School District:

- Budget year begins July 1st
- 2026 taxes provide revenue for 2026-27 fiscal year
- Budget adopted in June 2026



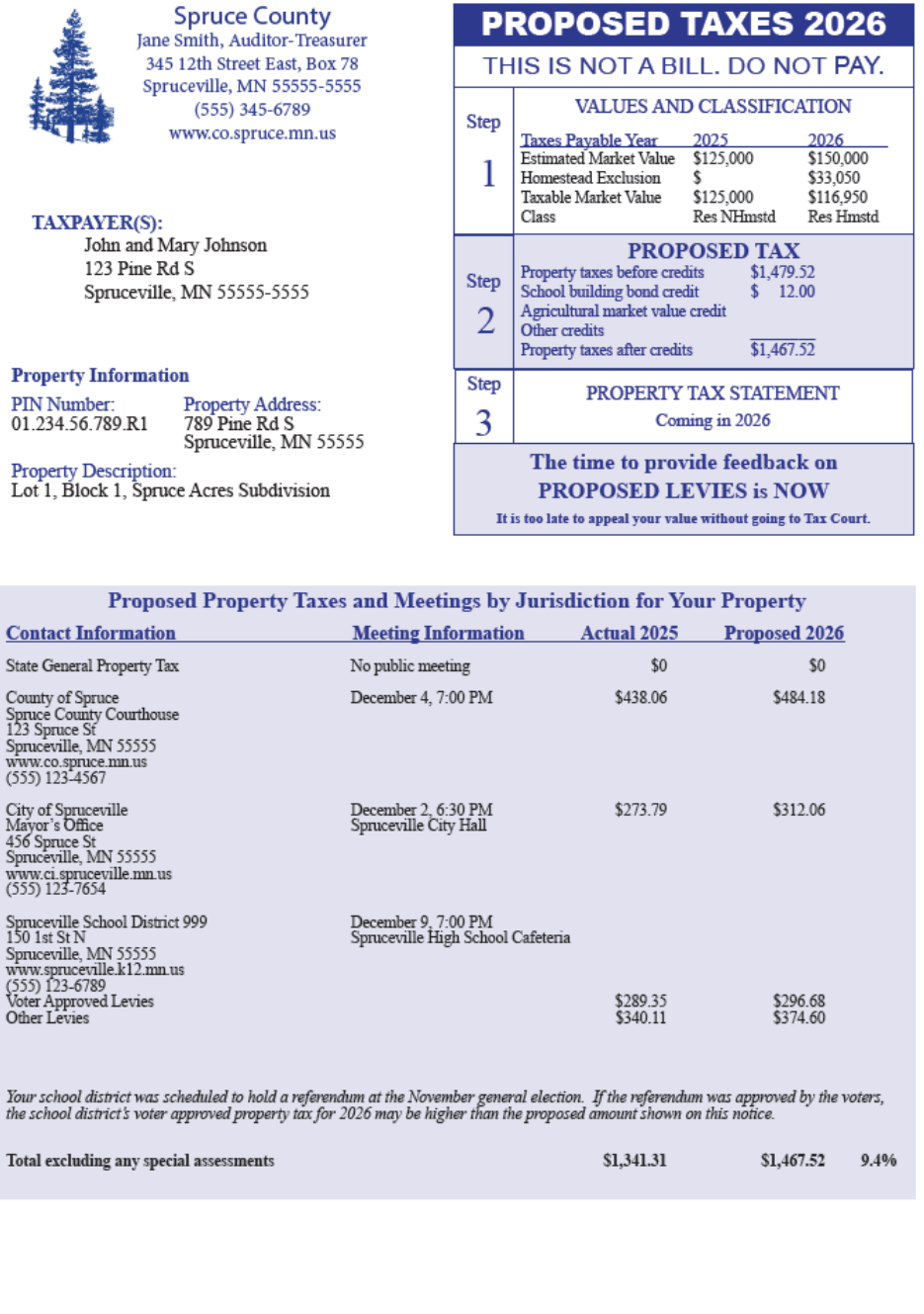
City/County:

- Budget year begins January 1st
- 2026 taxes provide revenue for 2026 calendar year budget

Sample of parcel specific notice mailed to every property owner between November 10th – 25th

Property Tax Background:

- Every owner of taxable property pays property taxes to various “taxing jurisdictions” (county, city/township, school district, special districts) in which property is located
- Each taxing jurisdiction sets own tax levy, often based on limits in state law
- County sends bills, collects taxes from property owners & distributes funds back to other taxing jurisdictions



Spruce County
Jane Smith, Auditor-Treasurer
345 12th Street East, Box 78
Spruceville, MN 55555-5555
(555) 345-6789
www.co.spruce.mn.us

TAXPAYER(S):
John and Mary Johnson
123 Pine Rd S
Spruceville, MN 55555-5555

Property Information
PIN Number: 01.234.56.789.R1
Property Address: 789 Pine Rd S, Spruceville, MN 55555
Property Description: Lot 1, Block 1, Spruce Acres Subdivision

PROPOSED TAXES 2026

THIS IS NOT A BILL. DO NOT PAY.

Step 1 — VALUES AND CLASSIFICATION

Taxes Payable Year	2025	2026
Estimated Market Value	$125,000	$150,000
Homestead Exclusion	$	$33,050
Taxable Market Value	$125,000	$116,950
Class	Res NHmstd	Res Hmstd

Step 2 — PROPOSED TAX

Property taxes before credits	$1,479.52
School building bond credit	$ 12.00
Agricultural market value credit	
Other credits	
Property taxes after credits	$1,467.52

Step 3 — PROPERTY TAX STATEMENT
Coming in 2026

The time to provide feedback on PROPOSED LEVIES is NOW
It is too late to appeal your value without going to Tax Court.

Proposed Property Taxes and Meetings by Jurisdiction for Your Property

Contact Information	Meeting Information	Actual 2025	Proposed 2026
State General Property Tax	No public meeting	$0	$0
County of Spruce Spruce County Courthouse 123 Spruce St Spruceville, MN 55555 www.co.spruce.mn.us (555) 123-4567	December 4, 7:00 PM	$438.06	$484.18
City of Spruceville Mayor's Office 456 Spruce St Spruceville, MN 55555 www.ci.spruceville.mn.us (555) 123-7654	December 2, 6:30 PM Spruceville City Hall	$273.79	$312.06
Spruceville School District 999 150 1st St N Spruceville, MN 55555 www.spruceville.k12.mn.us (555) 123-6789	December 9, 7:00 PM Spruceville High School Cafeteria		
Voter Approved Levies		$289.35	$296.68
Other Levies		$340.11	$374.60

Your school district was scheduled to hold a referendum at the November general election. If the referendum was approved by the voters, the school district's voter approved property tax for 2026 may be higher than the proposed amount shown on this notice.

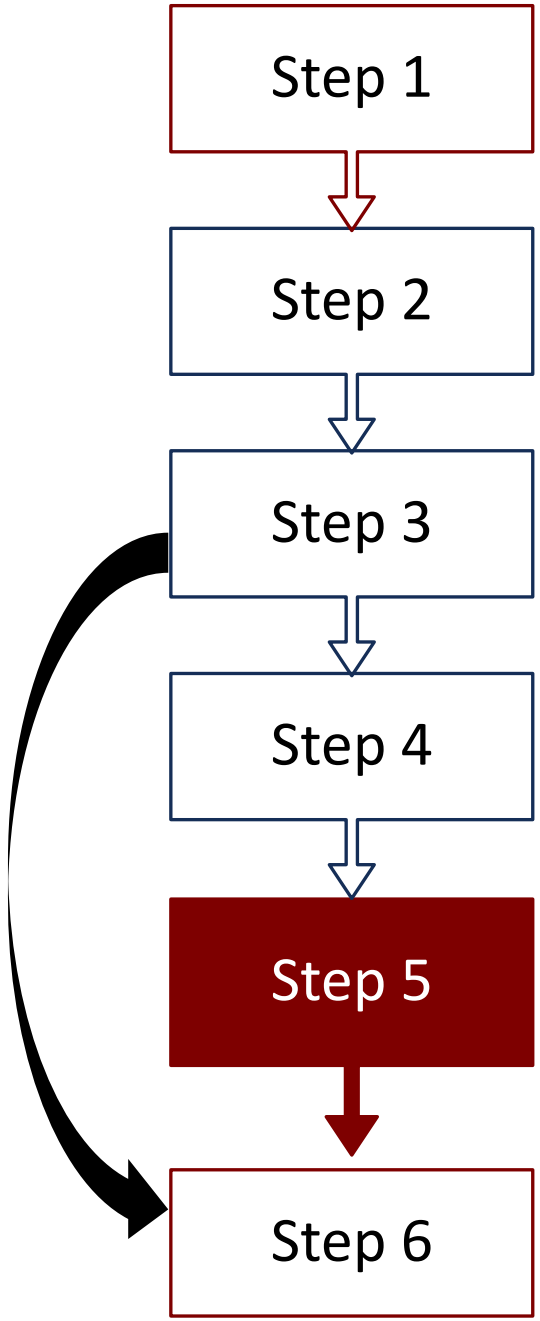
Total excluding any special assessments	**$1,341.31**	**$1,467.52**	**9.4%**

School District Property Taxes

- Each school district has limited authority to levy taxes
- MDE calculates levy amounts for various categories, set by:
  - State law
  - Voter approval

School District Property Tax Process

Note: For certain levy categories, tax rates & levy amounts are based on referendum market value, rather than tax capacity.



City or County Assessor determines estimated market value for each parcel of property.

Legislature sets formulas for tax capacity and school district levy limits.

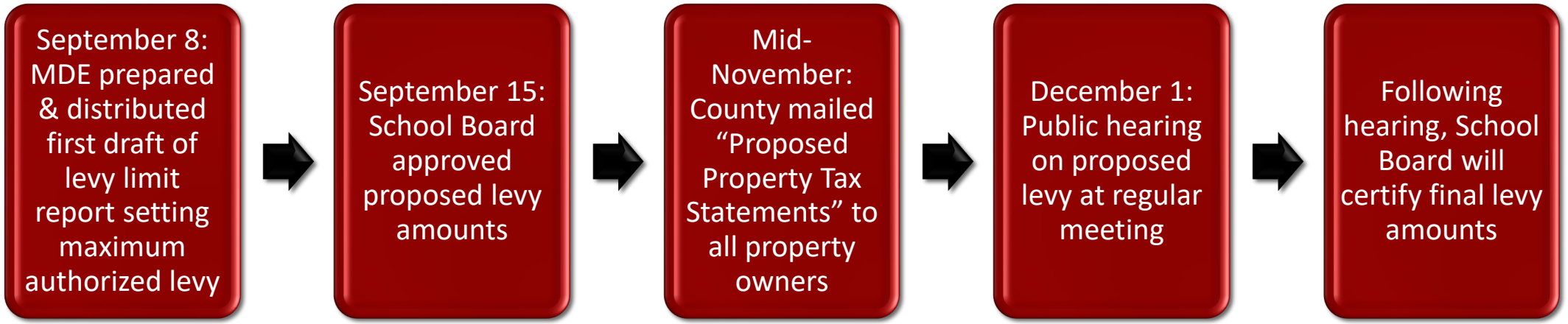
County Auditor calculates tax capacity for each parcel of property, as well as total tax capacity for each school district.

Minnesota Department of Education calculates detailed levy limits for each school district, based on formulas approved by Legislature.

School Board sets levy and is only one step in the process.

County Auditor divides final levy by district's total tax capacity to determine tax rate needed to raise levy amount.

Approval of District's Tax Levy in 2025 (Payable 2026)





Overview of District's Proposed Tax Levy

- Proposed Payable 2026 tax levy is an increase from 2025 of $415,721 or 1.2%
- Changes by levy category and reasons for major increases & decreases in levy are included on following slides

Comparison of Actual Tax Levy Payable in 2025 to Proposed Levy Payable in 2026

Fund Levy Category	Actual Levy Payable in 2025	Proposed Levy Payable in 2026	$ Change	% Change
General				
Voter Approved Operating Referendum	$9,846,483	$9,746,189	($100,294)	
Local Optional Revenue (LOR)	3,187,839	3,045,645	(142,194)	
Equity	305,596	294,280	(11,316)	
Voter Approved Technology Levy	4,982,132	4,972,515	(9,617)	
Operating Capital	892,250	842,197	(50,053)	
Alternate Teacher Compensation	371,656	361,038	(10,618)	
Achievement and Integration	330,059	325,310	(4,749)	
Long Term Facilities Maintenance (LTFM)	1,729,019	1,699,411	(29,608)	
Lease Levy	740,571	651,392	(89,179)	
Other	1,031,054	969,364	(61,690)	
Prior Year Adjustments	284,665	587,206	302,541	
Total, General Fund	$23,701,323	$23,494,546	($206,777)	-0.9%
Community Service				
Basic Community Education	$280,959	$251,392	($29,567)	
Early Childhood Family Education	170,302	142,330	(27,972)	
School-Age Child Care	0	30,000	30,000	
Other	11,682	10,942	(740)	
Prior Year Adjustments	3,019	5,121	2,102	
Total, Community Service Fund	$465,963	$439,785	($26,177)	-5.6%
Debt Service				
Voter Approved	$5,174,033	$4,962,983	($211,050)	
Other	239,873	238,823	(1,050)	
Long Term Facility Maintenance	2,970,752	2,529,227	(441,525)	
Other Post Employment Benefits	2,122,890	2,893,013	770,123	
Reduction for Debt Excess	(566,987)	(493,374)	73,614	
Abatement Adjustments	106,397	564,961	458,564	
Total, Debt Service Fund	$10,046,958	$10,695,633	$648,676	6.5%
Total Levy, All Funds	**$34,214,243**	**$34,629,965**	**$415,721**	**1.2%**
Subtotal by Truth in Taxation Categories:				
Voter Approved	20,074,300	19,764,566	(309,734)	
Other	14,139,944	14,865,399	725,455	
Total	**$34,214,243**	**$34,629,965**	**$415,721**	**1.2%**

Explanation of Levy Changes

Category:	General Fund - Voter Approved Operating Referendum & Local Optional Revenue
Change:	-$242,488
Use of Funds:	General Operating Expenses
Reason for Change:	Authority is calculated on estimated enrollment, change in levy is due to projected decrease in enrollment

Explanation of Levy Changes

Category:	General Fund – Prior Year Adjustments
Change:	+$302,541
Use of Funds:	Various
Reason for Change:	Initial levies are based on estimates. In later years, amounts are updated and levies are retroactively adjusted.

Explanation of Levy Changes

Category:	Debt Service Fund – Abatement Adjustments
Change:	+$458,564
Use of Funds:	Debt Payments
Reason for Change:	Districts are required to levy at 105% of debt service payment amounts to cover delinquencies in tax collections and abatements.

Factors Impacting Individual Taxpayers' School Taxes

Many factors can cause a tax bill for an individual property to increase or decrease from year to year

- Changes in value of individual property
- Changes in total value of all property within District
- Increases or decreases in levy amounts caused by changes in state funding formulas, local needs & costs, voter-approved referendums & other factors

Impact of Property Valuations

Two properties in the district

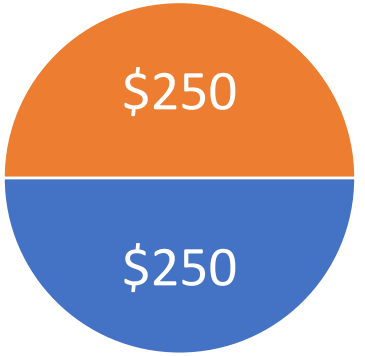
- Both houses are valued at $100,000

Total levy of $500

- Each property will pay $250 of levy

$100,000





$100,000



Impact of Property Valuations

Two properties in the district

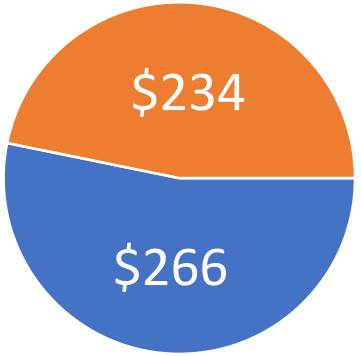
- Orange house value increases by 10%
- Blue house value increases by 25%

Total levy of $500

- School District will still generate the same amount of levy even though values increased
- Orange house pays less
- Blue house pays more

$110,000





$125,000



Four Year School Levy Comparison

- Examples include school district taxes only & are shown based on no change and a 3.0% increase in property value for residential homes over the past four years
  - Actual changes in value may be more or less than this for any parcel of property
  - Intended to provide a fair representation of what happened to school district property taxes over this period for typical properties
- Examples are for property in City of Richfield
- Amounts for 2026 are preliminary estimates; final amounts could change slightly
- Estimates prepared by Ehlers (District's municipal advisors)

Estimated Changes in School Property Taxes, 2023 to 2026

Based on No Changes in Property Values

Type of Property	Estimated Market Value	Actual Taxes Payable in 2023	Actual Taxes Payable in 2024	Actual Taxes Payable in 2025	Estimated Taxes Payable in 2026	Change in Taxes 2023 to 2026	Change in Taxes 2025 to 2026
Residential Homestead	$150,000	$515	$590	$584	$580	$65	-$4
	200,000	719	820	820	817	98	-3
	250,000	924	1,050	1,056	1,054	130	-2
	300,000	1,129	1,280	1,292	1,290	161	-2
	325,000	1,232	1,395	1,410	1,409	177	-1
	375,000	1,437	1,625	1,646	1,645	208	-1
	400,000	1,539	1,740	1,765	1,764	225	-1
	450,000	1,735	1,961	2,001	2,000	265	-1
	500,000	1,928	2,179	2,237	2,237	309	0
	600,000	2,381	2,681	2,756	2,759	378	3
Commercial/ Industrial #	$250,000	$1,032	$1,155	$1,158	$1,183	$151	$25
	1,000,000	4,519	5,006	5,005	5,135	616	130
	2,500,000	11,493	12,709	12,700	13,037	1,544	337
	3,750,000	17,305	19,128	19,113	19,622	2,317	509
	4,000,000	18,467	20,412	20,395	20,939	2,472	544
Apartments and Res. Non-Homestead (2 or more units)	$500,000	$2,264	$2,511	$2,576	$2,589	$325	$13
	2,000,000	9,056	10,045	10,305	10,355	1,299	50
	3,750,000	16,981	18,835	19,322	19,415	2,434	93

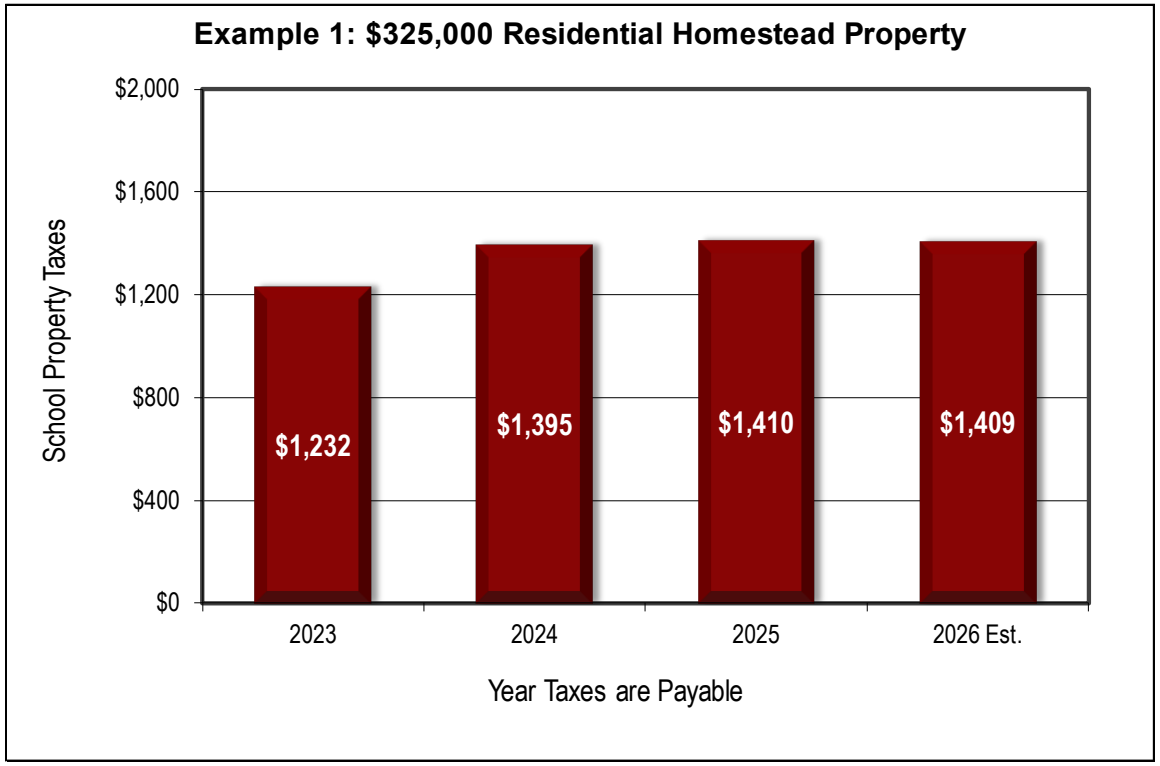
For commercial-industrial property, amounts above are for property in Richfield. Taxes for commercial-industrial property in other municipalities may be slightly different, due to the impact of the Fiscal Disparities Program.

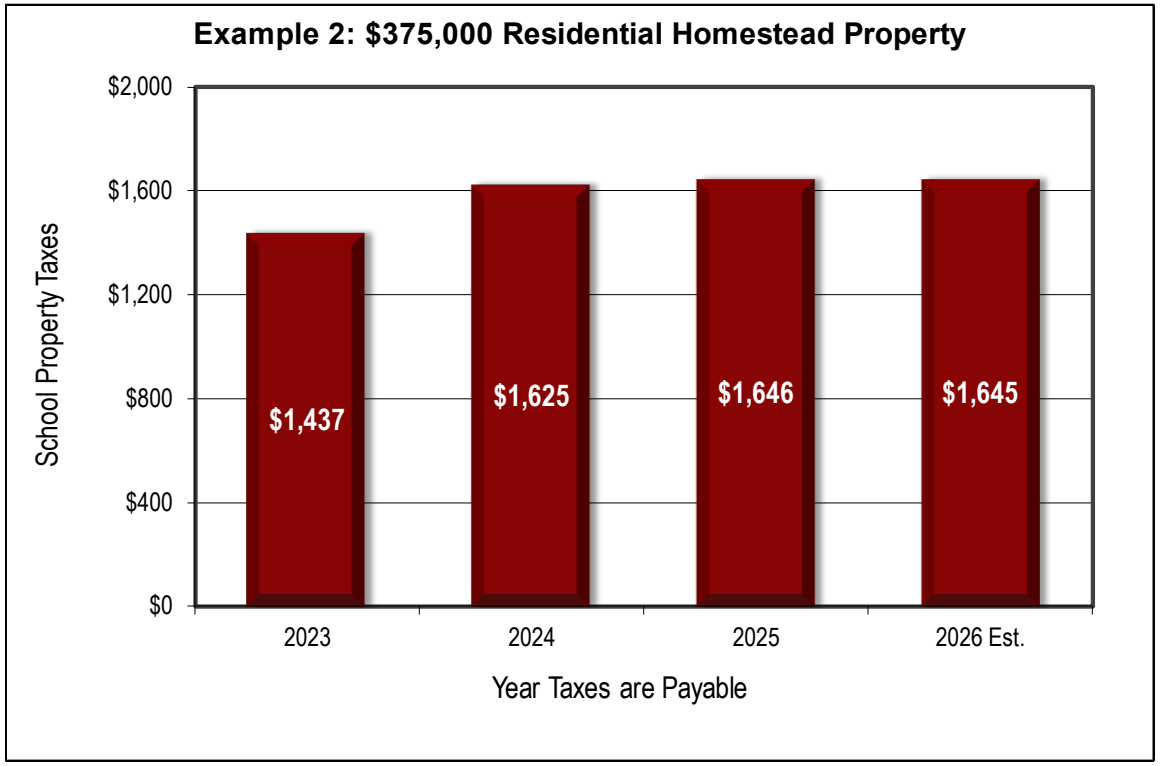
General Notes

1. Amounts are based on school district taxes only, and do not include taxes for city or township, county, state, or other taxing jurisdictions.
2. Estimates of taxes payable in 2026 are preliminary, based on the best data available.
3. For all examples of properties, taxes are calculated based on no changes in estimated market value from 2023 to 2026.

Estimated Changes in School Property Taxes, 2023-26

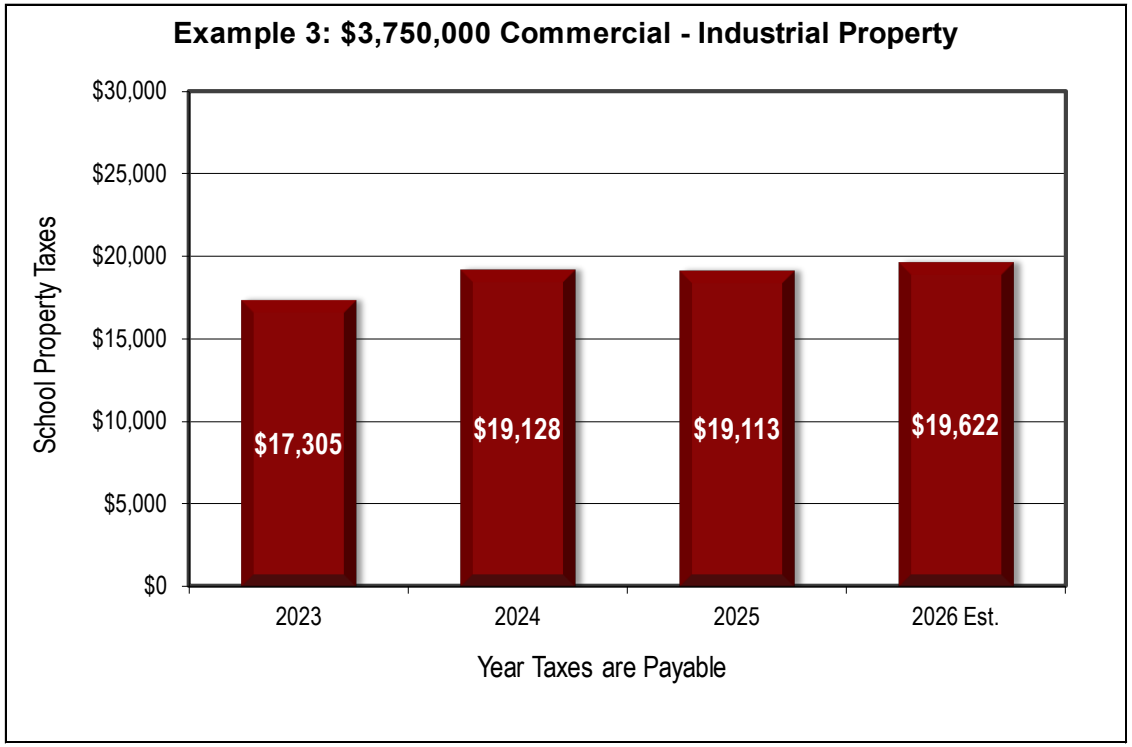
Based on No Changes in Property Value

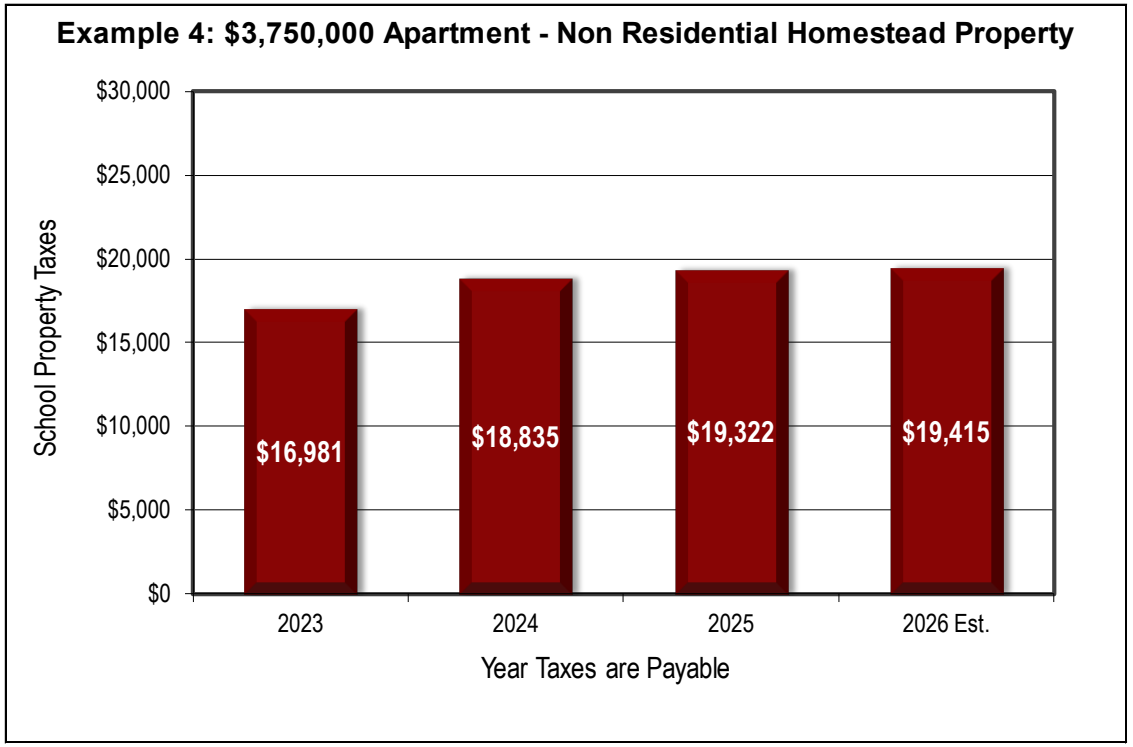




Estimated Changes in School Property Taxes, 2023-26

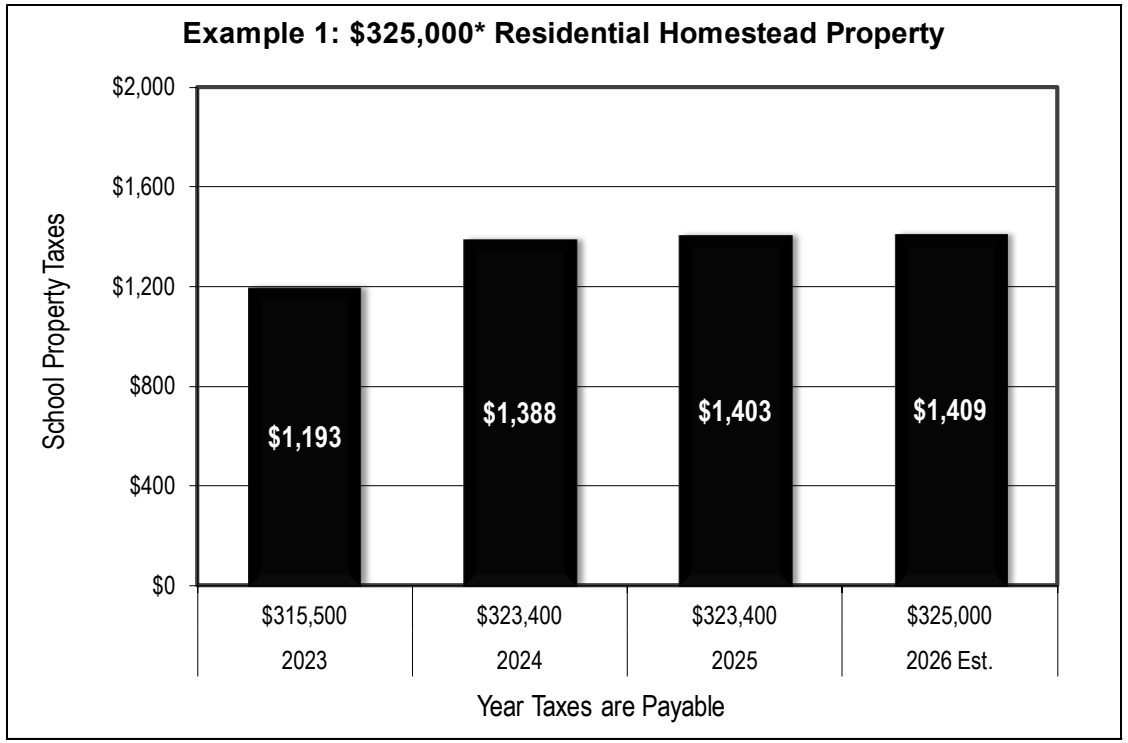
Based on No Changes in Property Value

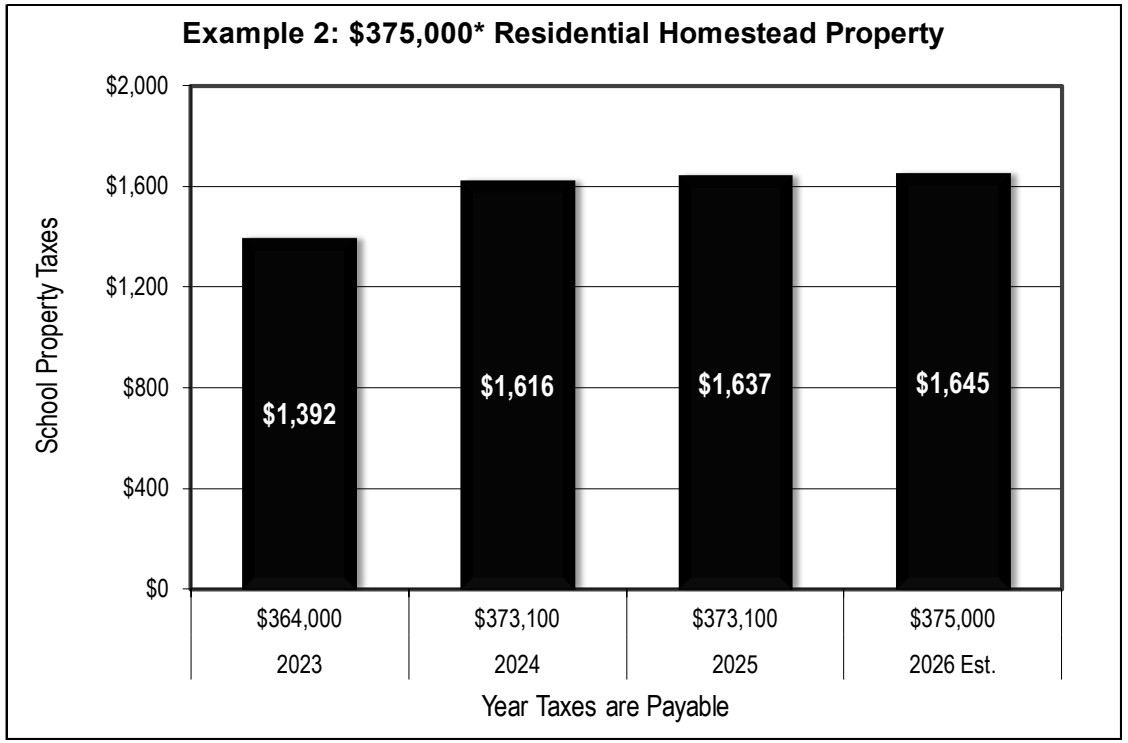




Estimated Changes in School Property Taxes, 2023-26

Based on 3.0% Cumulative Changes in Property Value





* Estimated market value for taxes payable in 2026. Taxes are calculated based on changes in market value of 2.5% from 2023 to 2024, 0.0% from 2024 to 2025 and 0.5% from 2025 to 2026.

State Property Tax Preferences

Homestead Credit Refund

- Available for all homestead property, both residential and agricultural (house, garage and one acre (HGA) only)
- Refund is sliding scale, based on total property taxes and income

Special Property Tax Refund

- Available for all homestead property, both residential & agricultural (HGA only) with a gross tax increase of at least 12% and $100 over prior year
- Refund is 60% of tax increase that exceeds greater of 12% or $100 (max $1,000)

Senior Citizen Property Tax Deferral

- Allows people 65 years of age or older with household income of $96,000 or less to defer a portion of property taxes on their home
- Deferred property taxes plus accrued interest must be paid when home is sold or homeowner(s) dies

Income Taxes

- If you itemize deductions for federal income taxes, you may deduct a portion of your taxes paid. Starting with your 2024 taxes, renters can claim the Renter's refundable credit on a Minnesota income tax return.

Next Steps

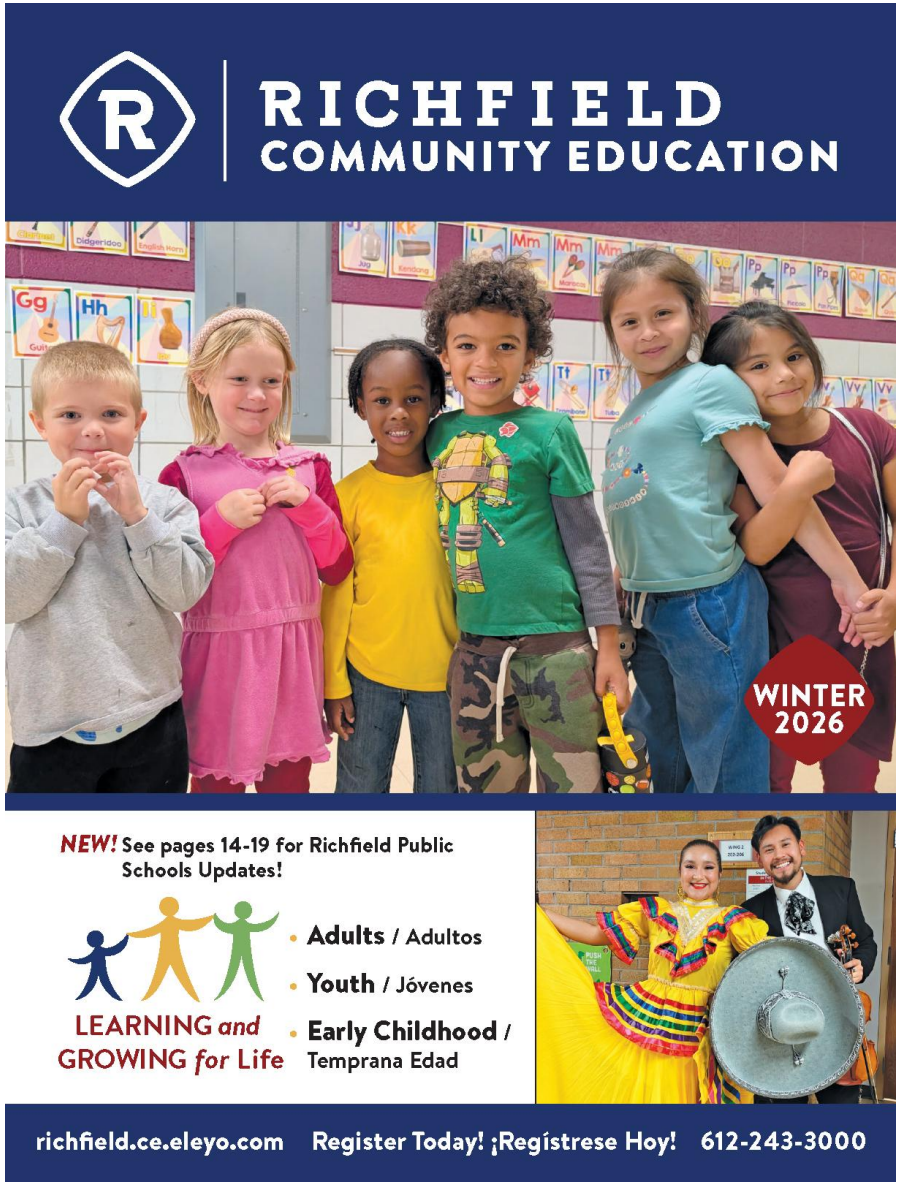

Board accepts public comments on proposed levy
Board certifies 2026 property tax levy

RICHFIELD
PUBLIC SCHOOLS

PUBLIC COMMENTS


Enriching and accelerating learning
RICHFIELD
COMMUNITY EDUCATION
Amy Skare-Klecker, Joliene Litwinczuk, Abby DuBé, Lilah Strecker, Grace Weseman
December 1, 2025
Enriqueciendo y acelerando el aprendizaje

Lifelong Learning



Opportunities to

Learn

Grow

Connect

Adult Programs

RICHFIELD PUBLIC SCHOOLS

- Adult Enrichment (approximately 1000 registrations per year)
- Adult Basic Education with Metro South
  - Serves about 60 Richfield adults per year to support them in learning English or obtaining their GED
  - Consortium with Bloomington, Edina and Eden Prairie
- Learning Exchange - Adults with Disabilities
  - Serves about 20 Richfield adults with disabilities per year
  - Consortium with Bloomington

Around 1000 participants per year







Youth Programs

RICHFIELD PUBLIC SCHOOLS

- Swimming Lessons
- Enrichment and Recreation Classes
- Driver Education
- Family Events
- Kid Zone at Centennial

Around 2200 participants per year







Early Learning

RICHFIELD PUBLIC SCHOOLS

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

Around 400 participants per year







HIGHLIGHTS

RICHFIELD PUBLIC SCHOOLS

Kid Zone program at Centennial

- Started October 1st with 36 contracts
- Currently have 30 contracts with attendance of between 16-25 per day depending on which day of the week.
- Would like our numbers to be closer to 30-35 per day
- Kid Zone staff are helping supervise the cafeteria/snack time on Dreams Academy days
- Potential of students from RDLS/STEM





Kid Zone Program Assistant: Grace Weseman

RICHFIELD PUBLIC SCHOOLS





HIGHLIGHTS

RICHFIELD PUBLIC SCHOOLS

Aquatics

- Almost 600 registrations per year
- Summer lessons Monday-Friday, school year lessons on Saturdays
- Consistent staff of instructors and lifeguards
- Solid curriculum and streamlined evaluation method
- 3 spanish speaking staff members
- Added Adult Swim lessons and the Masters Swim program
- Decreased the student to instructor ratio in each class





Water Safety Instructor: Lilah Strecker

RICHFIELD PUBLIC SCHOOLS





FUTURE CONSIDERATIONS

RICHFIELD PUBLIC SCHOOLS

Kid Zone at Centennial

- Board approved opening (potential risk of $65,000)
- If all remained as things are right now (number of kids, staffing), it looks like we will lose less than that (more like $45,000)
- Hoping to do even better than that by adding students from other schools
- Looking ahead to next year: possibilities to offer preschool wraparound care or provide some staffing support to a full day preschool model

Adult Basic Education

- IELCE grant- more Career Pathways classes offered (3 year grant cycle)
- Federal Funding for ABE at risk (about 10% of Metro South's budget is fed)

Community Education base funding

- Remaining flat at this time, so we continue to look at staffing models and program fees to keep budget viable.

RICHFIELD PUBLIC SCHOOLS

Thank you!

INFORMATION AND PROPOSALS – NON-ACTION ITEMS **Agenda Item III.A.3.**

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Staffing Report – October 2024

Michelle Axell, Director of Human Resources, and Erica Strand, Human Resources Manager, will review the annual Staffing Report based on staffing as of October 2025.

Background Information

(Prepared by Michelle Axell/Erica Strand)

The staffing report lists all full-time and part-time employees with the exception of board members, reserve teachers, community education teachers, non-public employees, casual employees who work for short periods of time in seasonal positions, and positions that are currently vacant.

The report indicates that there are 672 employees or 629.398 full-time equivalent (FTE) positions in Richfield Public Schools in October. This represents an increase of 2 employees and a decrease of 4.744 FTE positions from October 2024.

Attached
Staffing Report Presentation
Full Staffing Report Document

Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

2025-2026 Staffing Report

December 1, 2025

Enriqueciendo y acelerando el aprendizaje

District Overview

RICHFIELD PUBLIC SCHOOLS

Position	Employees	FTE
Teachers	343	339.306
Paraprofessionals	121	104.823
Custodial & Transportation	78	66.238
Administration and Classified Management	44	43.800
Nutrition Services	39	29.763
Mgmt. & Admin. Support Professionals	25	25.000
Outreach Workers	11	10.000
Student Engagement Specialist	6	5.719
Health Resource Staff	1	1.000
Safe Route to School Coord	1	0.750
Native American Indigenous Ed Coord	1	1.000
Registered Nurse	2	2.00
TOTAL STAFF	**672**	**629.398**

2024-2025 670 employees or 634.142 FTE's (Full-Time Equivalent)

Districtwide Changes

RICHFIELD PUBLIC SCHOOLS

Increase of 2 employees and -4.744 decrease in FTE's

POSITION	INCREASE in FTE	DECREASE in FTE
Teachers		-6.884
Paraprofessionals	+3.971	
Custodial & Transportation	+1.925	
Administration and Classified Management		-2.000
Nutrition Services		-3.432
Mgmt. & Admin. Support Professionals	+2.000	
Outreach Workers		-0.500
Student Engagement Specialist		-0.938
Safe Route to School Coord	+0.050	
Registered Nurse	+1.063	
TOTAL FTE	**-4.744**	

Building Changes

RICHFIELD PUBLIC SCHOOLS

INCREASE		DECREASE	
Central	+1.625	Centennial	-0.306
Garage	+4.925	District Office	-12.888
Multi Bldg.	+10.550	RCEP	-1.000
Senior High	+0.500	RDLS	-3.238
RSTEM	+3.063	Middle	-9.675
Sheridan Hills	+3.200	SEC	-1.500

Student Service Ratios

RICHFIELD PUBLIC SCHOOLS

Counselor to Student Ratio

Building	2024-2025	2025-26
Middle School	(2) 1:406.5	(2) 1:374
Senior High	(5) 1:237.6	(4) 1:291.25
RCEP	(1) 1:84	(1) 1:81

Social Worker to Student Ratio

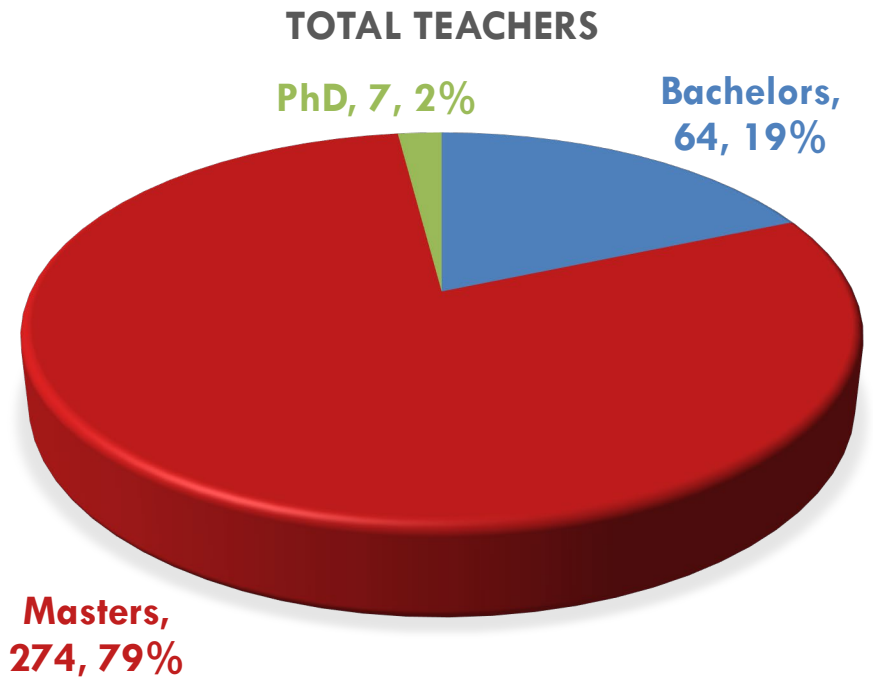
Building	2024-25	2025-26
Centennial	(1) 1:305	(1) 1:268
Central	(1) 1:164	(1) 1:124
RDLS	(1) 1:529	(1) 1:520
RSTEM	(1.5) 1:402	(1.6) 1:358.8
Sheridan	(1) 1:407	(1) 1:413
Middle School	(2) 1:406.5	(2) 1:374
Senior High	(1.5) 1:729	(1.5) 1:776.7
RCEP	(.5) 1:84	(.5) 1:162
SEC	(1) 1:24	(.5) 1:62

Teacher Education Level

RICHFIELD PUBLIC SCHOOLS

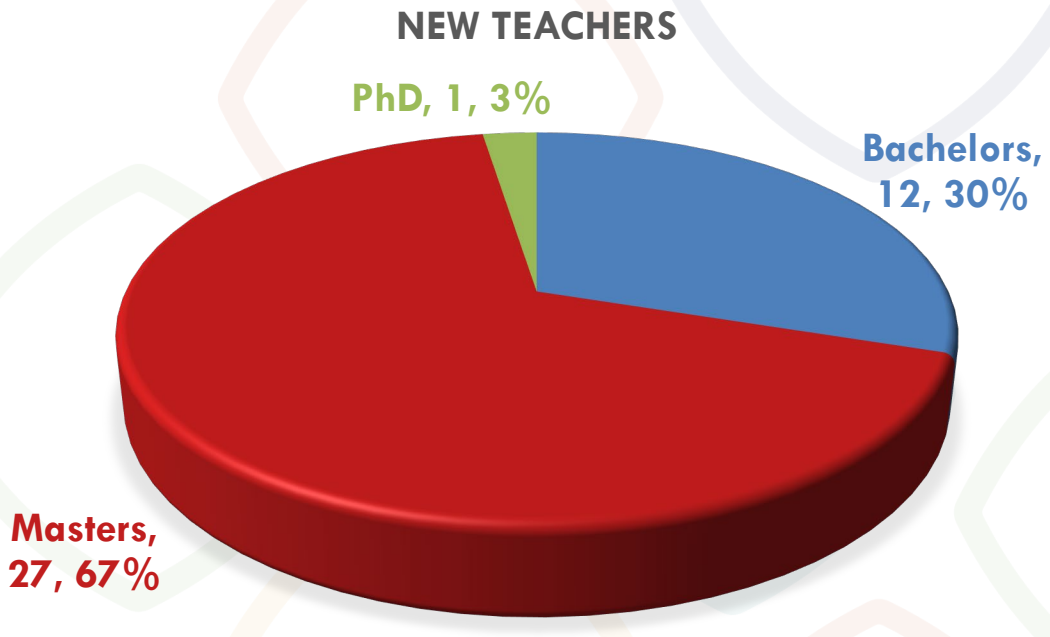
345 Current Teachers

281 teachers (81%) have a Masters degree or higher



40 New Teachers

28 teachers (70%) have a Masters degree or higher



New Teacher Years of Prior Experience

RICHFIELD PUBLIC SCHOOLS

Years of Prior Teaching Experience	Count of New Teachers
0-4 Years	9 (22.5%)
5-9 Years	10 (25%)
10-14 Years	9 (22.5%)
15-19 Years	8 (20%)
20-24 Years	1 (2.5%)
25+ Years	3 (7.5%)
Total	**40**

Years of Teaching in Richfield

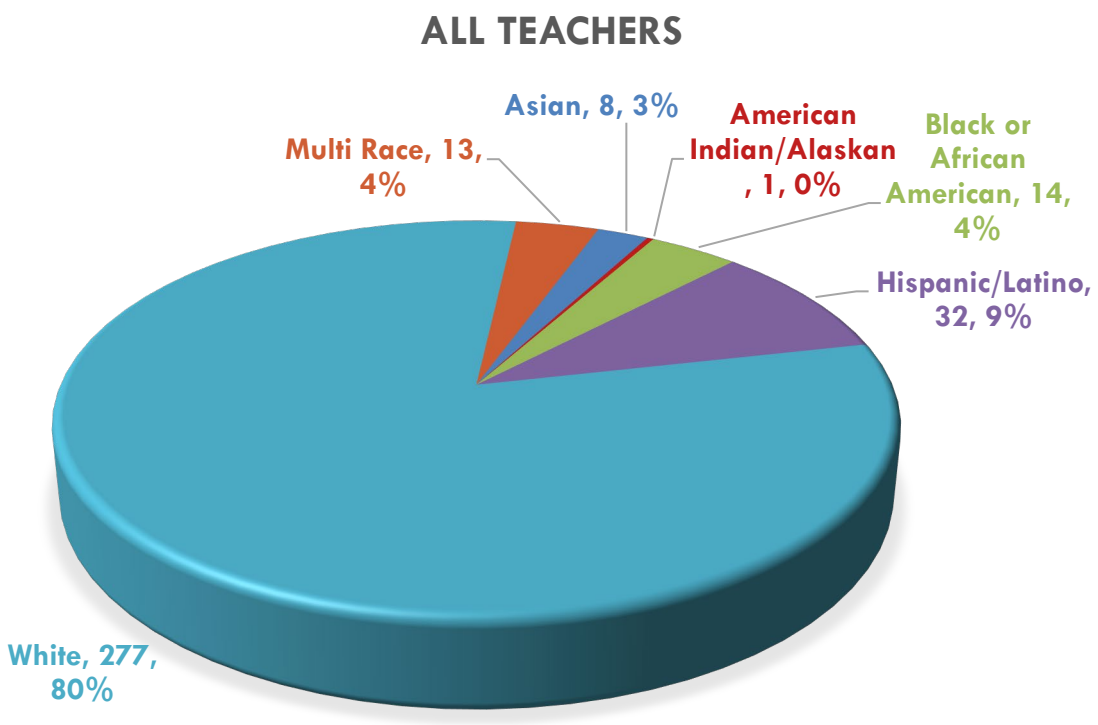
RICHFIELD PUBLIC SCHOOLS

Years of Teaching in Richfield Schools	Count of Teachers
0-4 Years	144 (41.74%)
5-9 Years	87 (22.25%)
10-14 Years	33 (9.57%)
15-19 Years	21 (6.09%)
20-24 Years	25 (7.25%)
25-29 Years	22 (6.38%)
30-34 Years	12 (3.48%)
35-39 Years	1 (0.29%)
Total Teachers	**345**

Teacher Diversity 2025-2026

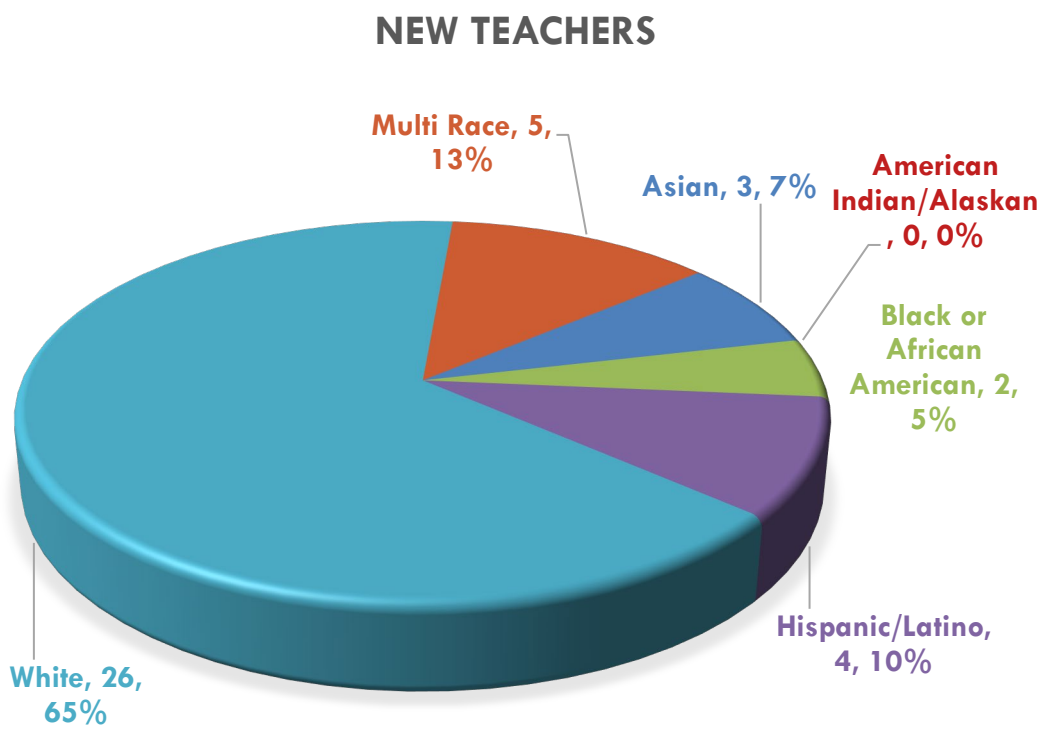
Current Teachers

345 current teachers



New Teachers

40 new teachers



Teacher Diversity by Count and % per Year

RICHFIELD PUBLIC SCHOOLS

Year	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26
Hispanic/Latino	16 (4.42%)	19 (5.46%)	22 (6.25%)	25 (7.06%)	30 (8.26%)	32 (9.04%)	33 (9.40%)	32 (9.28%)
Asian	9 (2.49%)	9 (2.59%)	8 (2.27%)	7 (1.98%)	7 (1.93%)	9 (2.54%)	8 (2.28%)	8 (2.32%)
Black/African-American	15 (4.14%)	11 (3.16%)	17 (4.83%)	18 (5.08%)	21 (5.79%)	19 (5.37%)	22 (6.27%)	14 (4.06%)
White	322 (88.95%)	309 (88.79%)	295 (83.81%)	298 (84.18%)	303 (83.47%)	290 (81.92%)	286 (81.48%)	277 (80.29%)
American Indian/Alaskan	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	1 (0.28%)	3 (0.85%)	1 (0.29%)
Other	0 (0.00%)	0 (0.00%)	10 (2.84%)	6 (1.69%)	2 (0.55%)	3 (0.85%)	0 (0.00%)	0 (0.00%)
Multi Race								13 (3.77%)
Total Teachers	**362 (100%)**	**348 (100%)**	**352 (100%)**	**354 (100%)**	**363 (100%)**	**354 (100%)**	**351 (100%)**	**345 (100%)**

Richfield Teacher Diversity Compared to State

RICHFIELD PUBLIC SCHOOLS

Year	Richfield Teacher 2025-2026	Total State Teachers 2025 PELSB Report
Hispanic/Latino	32 (9.28%)	2288 (2.08%)
Asian	8 (2.32%)	2546 (2.31%)
Black/African-American	14 (4.06%)	1988 (1.80%)
White	277 (80.29%)	91253 (82.77%)
American Indian/Alaskan	1 (0.29%)	373 (0.34%)
Native Hawaiian or Other Pacific Islander	0 (0.00%)	24 (0.02%)
Multi Race	13 (3.77%)	1028 (0.93%)
Unspecified	0 (0.00%)	10754 (9.75%)
Total Teachers	**345** (100%)	**110254** **(100%)**

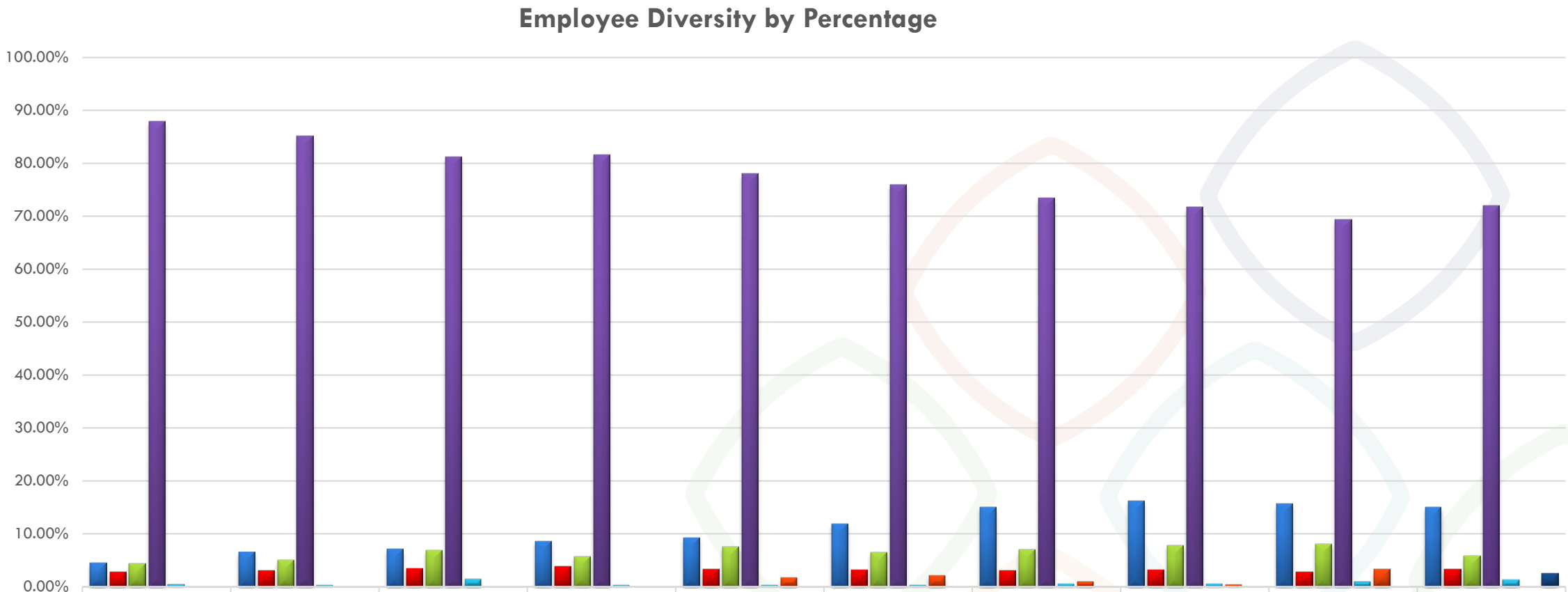
2016-2025 Total Staff Diversity Trend

RICHFIELD PUBLIC SCHOOLS

Year	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26
Hispanic/Latino	29 (4.48%)	43 (6.53%)	49 (7.11%)	57 (8.61%)	59 (9.18%)	79 (11.93%)	102 (15.00%)	110 (16.27%)	105 (15.63%)	101 (15.03%)
Asian	18 (2.78%)	20 (3.03%)	24 (3.48%)	25 (3.78%)	21 (3.27%)	21 (3.17%)	21 (3.09%)	21 (3.11%)	19 (2.83%)	22 (3.27%)
Black/African-American	28 (4.32%)	33 (5.01%)	47 (6.82%)	38 (5.74%)	48 (7.47%)	43 (6.50%)	48 (7.06%)	53 (7.84%)	54 (8.04%)	39 (5.80%)
White	570 (87.96%)	561 (85.13%)	559 (81.13%)	540 (81.57%)	502 (78.07%)	503 (75.98%)	499 (73.38%)	485 (71.75%)	466 (69.35%)	484 (72.02%)
American Indian/Alaskan	3 (0.46%)	2 (0.30%)	10 (1.45%)	2 (0.30%)	2 (0.31%)	2 (0.30%)	4 (0.59%)	4 (0.59%)	6 (0.89%)	9 (1.34%)
Other	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	11 (1.71%)	14 (2.11%)	6 (0.88%)	3 (0.44%)	22 (3.27%)	0 (0.00%)
Multi Race										17 (2.53%)
Total Staff	648 (100%)	659 (100%)	689 (100%)	662 (100%)	643 (100%)	662 (100%)	680 (100%)	676 (100%)	672 (100%)	672 (100%)

2016-2025 % Employee Diversity Trend

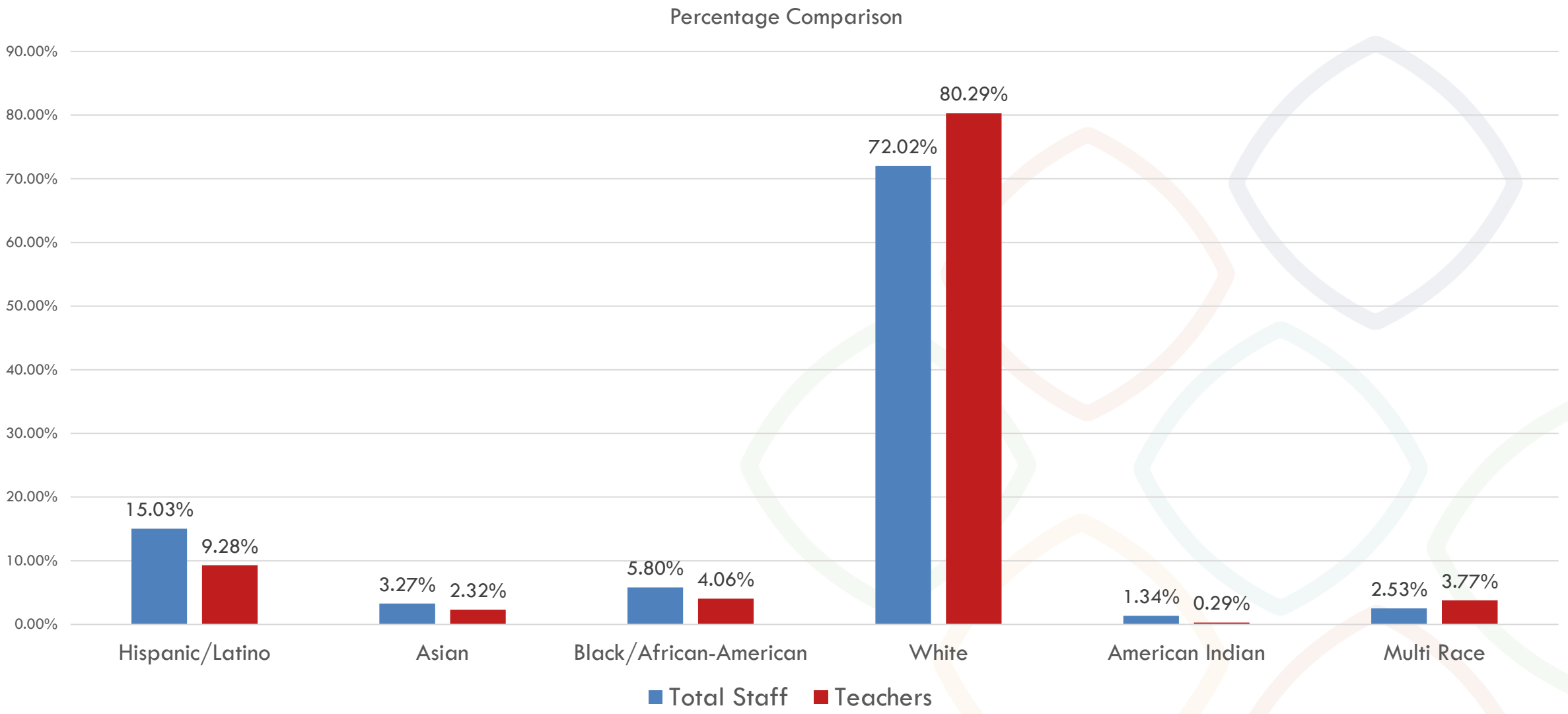
RICHFIELD PUBLIC SCHOOLS



	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Hispanic/Latino	4.48%	6.53%	7.11%	8.61%	9.18%	11.93%	15.00%	16.27%	15.63%	15.03%
Asian	2.78%	3.03%	3.48%	3.78%	3.27%	3.17%	3.09%	3.11%	2.83%	3.27%
Black/African-American	4.32%	5.01%	6.82%	5.74%	7.47%	6.50%	7.06%	7.84%	8.04%	5.80%
White	87.96%	85.13%	81.13%	81.57%	78.07%	75.98%	73.38%	71.75%	69.35%	72.02%
American Indian	0.46%	0.30%	1.45%	0.30%	0.31%	0.30%	0.59%	0.59%	0.89%	1.34%
Other	0.00%	0.00%	0.00%	0.00%	1.71%	2.11%	0.88%	0.44%	3.27%	0.00%
Multi Race										2.53%

2025 % Comparison for Total Staff to Teachers by Race

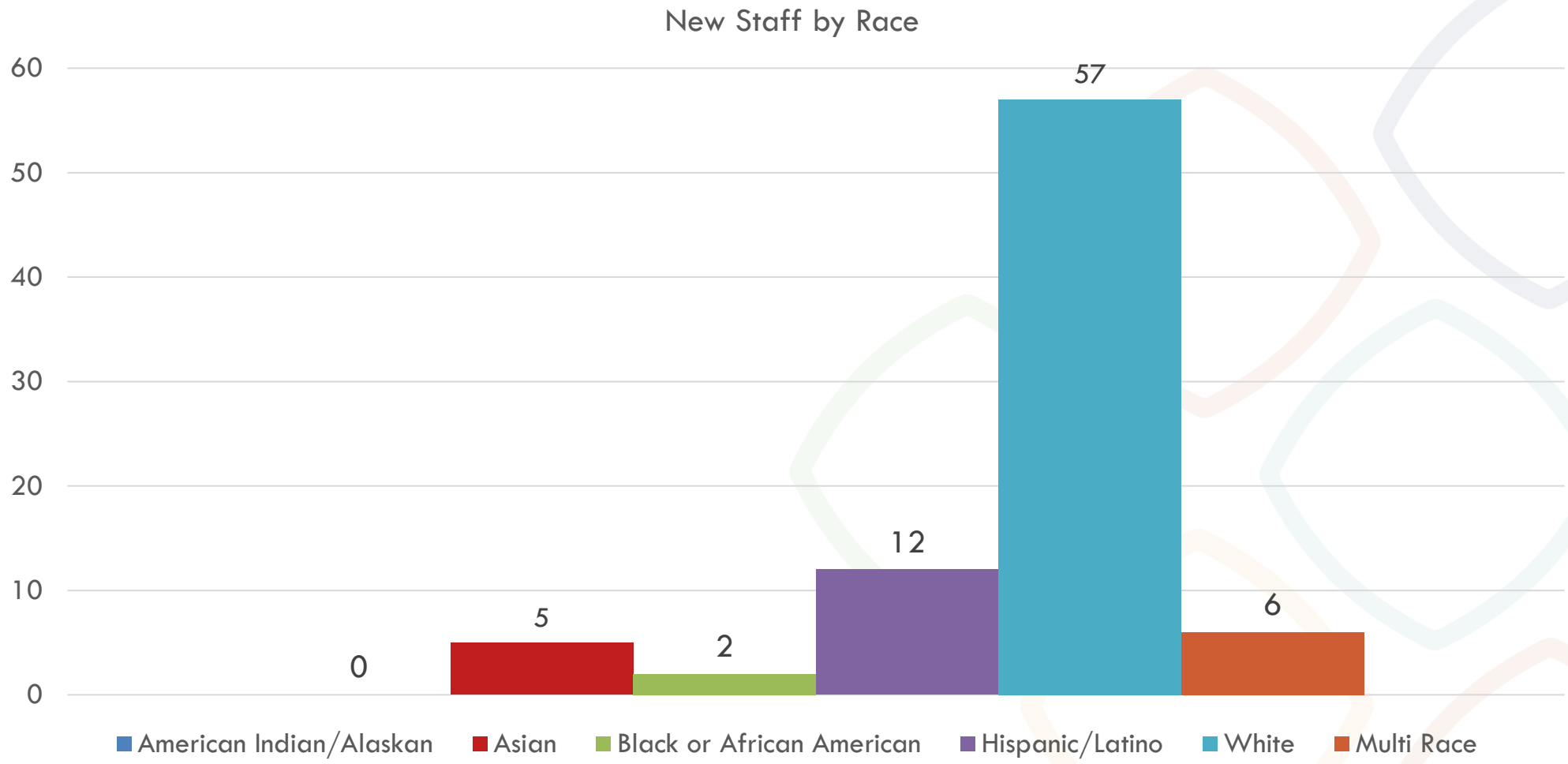
RICHFIELD PUBLIC SCHOOLS



2025 - New Staff Hired Since 11/1/2024 to Present

RICHFIELD PUBLIC SCHOOLS

- 82 New Staff



QUESTIONS

RICHFIELD PUBLIC SCHOOLS



STAFFING REPORT

November 2025

RICHFIELD
PUBLIC SCHOOLS

Employee Count

Job Classification	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	**Total**
Administration and Classified Management	1	3	30				1	3	3	2	1		**44**
Facilities & Transportation	3	2		38			3	15	7	7	3		**78**
Food & Nutrition	4						4	14	7	6	4		**39**
Mgmt. & Admin. Support Prof.	1	2	10	1		1	1	5	2	1	1		**25**
MISC			3										**3**
Outreach Workers	1	3			1		1	1	2	1	1		**11**
Paraprofessionals	16	13	3		1		8	23	14	19	19	5	**121**
Registered Nurse								1	1				**2**
Student Engagement	1						1	3		1			**6**
Teachers	30	22	5		12	6	40	79	58	48	38	5	**343**
Total	**57**	**45**	**51**	**39**	**14**	**7**	**59**	**144**	**94**	**85**	**67**	**10**	**672**

FTE Summary													
Full Time Equivalent	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	**Total**
Administration and Classified Management	1.000	2.800	30.000				1.000	3.000	3.000	2.000	1.000		**43.800**
Facilities & Transportation	3.000	2.000		26.238			3.000	15.000	7.000	7.000	3.000		**66.238**
Food & Nutrition	2.938						3.125	10.244	5.500	4.675	3.281		**29.763**
Mgmt. & Admin. Support Prof.	1.000	2.000	10.000	1.000		1.000	1.000	5.000	2.000	1.000	1.000		**25.000**
MISC			2.750										**2.750**
Outreach Workers	1.000	2.000			1.000		1.000	1.000	2.000	1.000	1.000		**10.000**
Paraprofessionals	13.718	13.050	2.500		0.875		5.118	20.219	12.688	15.719	16.250	4.688	**104.823**
Registered Nurse								1.000	1.000				**2.000**
Student Engagement	0.969						0.938	2.875		0.938			**5.719**
Teachers	30.600	21.450	4.750		11.800	5.750	39.406	78.350	58.000	47.100	37.600	4.500	**339.306**
Total	**54.224**	**43.300**	**50.000**	**27.238**	**13.675**	**6.750**	**54.586**	**136.688**	**91.188**	**79.431**	**63.131**	**9.188**	**629.398**

FTE Change from Last Year													
Full Time Equivalent	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	**Total**
Administration and Classified Management			-2.000							1.000		-1.000	**-2.000**
Facilities & Transportation			-5.000	4.925						1.000	1.000		**1.925**
Food & Nutrition							-1.100	-0.375	-0.957	-1.000			**-3.432**
Mgmt. & Admin. Support Prof.		1.000	1.000										**2.000**
MISC			1.050				0.000	-1.000					**0.050**
Outreach Workers	-0.500				1.000		0.000	-1.000					**-0.500**
Paraprofessionals	0.594	0.075	-1.000		-0.250		-1.344	4.053	-1.719	2.563	1.000		**3.971**
Registered Nurse			-0.938					1.000	1.000				**1.063**
Student Engagement								0.063	-1.000				**-0.938**
Teachers	-0.400	0.550	-6.000		9.800	-1.000	-0.794	-2.240	-7.000	-0.500	1.200	-0.500	**-6.884**
Total	**-0.306**	**1.625**	**-12.888**	**4.925**	**10.550**	**-1.000**	**-3.238**	**0.500**	**-9.675**	**3.063**	**3.200**	**-1.500**	**-4.744**

FTE Detailed

Full Time Equivalent		CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	**Total**
Teachers	ADAPTIVE PHY ED					2.000						1.000		**3.000**
	ART	0.600						1.000	4.000	2.000	1.000	1.000		**9.600**
	BAND MUSIC								1.000	1.000				**2.000**
	BUSINESS EDUCATION								1.000					**1.000**
	CAREER AND TECHNOLOGY									1.000				**1.000**
	COMPUTER LITERACY INSTR										1.000			**1.000**
	COUNSELOR						1.000		4.000	2.000				**7.000**
	DEAN OF STUDENTS									1.000				**1.000**
	EARLY CHILD./SPEC.ED.		9.000											**9.000**
	EARLY CHILDHOOD COORDINATOR		1.000											**1.000**
	ECFE CHILD TEACHER		0.750											**0.750**
	ECFE PARENT EDUCATOR		0.900											**0.900**
	ELEMENTARY ED	1.000												**1.000**
	ENGLISH LANGUAGE	2.000				2.000		4.000	6.000	5.000	3.000	2.000		**24.000**
	ENGLISH LANGUAGE/SPANISH								1.000					**1.000**
	FAMILY CONSUMER SCIENCE								2.000	1.000				**3.000**
	GLOBAL LANG/FRENCH								1.000					**1.000**
	GLOBAL LANG/SPANISH								2.540	1.000				**3.540**
	GRADE 1	2.000						1.000			4.000	4.000		**11.000**
	GRADE 1 DUAL LANGUAGE							3.000						**3.000**
	GRADE 2	2.000									4.000	3.000		**9.000**
	GRADE 2 DUAL LANGUAGE							4.000						**4.000**
	GRADE 3	2.000									5.000	2.000		**9.000**
	GRADE 3 DUAL LANGUAGE							3.000						**3.000**
	GRADE 4	2.000									4.000	3.000		**9.000**
	GRADE 4 DUAL LANGUAGE							4.000						**4.000**
	GRADE 5	2.000									4.000	3.000		**9.000**
	GRADE 5 DUAL LANGUAGE							3.000						**3.000**
	GRADE 6									3.000				**3.000**
	INSTRUCTIONAL COACH	1.000						1.000	1.000		1.000			**4.000**
	INTERVENTION & ENRICHMENT SPEC	3.000						1.000			2.500	2.000		**8.500**

FTE Detailed

Full Time Equivalent		CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	**Total**
Teachers	KINDERGARTEN	2.000									4.000	3.000		**9.000**
	KINDERGARTEN DUAL LANG							4.000						**4.000**
	LANGUAGE ARTS						1.000		7.810	5.000				**13.810**
	LANGUAGE ARTS DUAL IMMERSION									1.000				**1.000**
	MARKETING/BUSINESS								1.000					**1.000**
	MATHEMATICS						1.000		6.000	5.000				**12.000**
	MATHEMATICS DUAL LANG								1.000					**1.000**
	MEDIA								1.000					**1.000**
	MUSIC					1.000		1.000			1.000	1.000		**4.000**
	OCCUPATIONAL THERAPIST		1.000											**1.000**
	OJIBWE LANGUAGE					1.000								**1.000**
	PHY ED/HEALTH								2.000	3.000				**5.000**
	PHYSICAL EDUCATION	1.000						1.906	2.000		1.000	1.000		**6.906**
	PRE-KINDERGARTEN		3.800					1.000			1.000			**5.800**
	PSYCHOLOGIST							0.500	1.000	1.000	1.000	1.000		**4.500**
	Q COMP PEER REVIEWER			3.000										**3.000**
	READING INTERVENTION			0.750						2.000				**2.750**
	READING SPECIALIST								1.000					**1.000**
	READING/MATH INTERVENTION							1.000						**1.000**
	SCHOOL SOCIAL WORKER	1.000	1.000			1.000		1.000	1.000	2.000	1.600	1.000	0.500	**10.100**
	SCIENCE						1.000		8.000	4.000				**13.000**
	SOCIAL STUDIES						1.000		8.000	3.000				**12.000**
	SOCIAL STUDIES DUAL LANG								1.000	3.000				**4.000**
	SPEC ED/AUTISM								1.000	1.000			1.000	**3.000**
	SPEC ED/DCD	5.000							4.000	2.000		3.000	1.000	**15.000**
	SPEC ED/EBD	1.000							5.000	3.000	2.000		1.000	**12.000**
	SPEC ED/LD	1.000						1.000	1.000	2.000	1.000	3.000		**9.000**
	SPEC ED/LD/AUTISM							1.000						**1.000**
	SPEC ED/MSMI											1.000		**1.000**
	SPEC ED/OTHER HEALTH DIS								1.000	1.000	1.000			**3.000**
	SPEC ED-EBD/LD										1.000			**1.000**
	SPECIAL EDUCATION LEAD	1.000	1.000				0.750	1.000	1.000	1.000	1.000	1.000		**7.750**
	SPEECH/LANG PATHOLOGIST	1.000	3.000			3.000				1.000	1.000	1.000		**10.000**

FTE Detailed

Full Time Equivalent		CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	Total
Teachers	STEM TEACHER					1.000		1.000		1.000	1.000			**4.000**
	TOSA - STUDENT ENGAGEMENT SPEC											0.600		**0.600**
	TOSA-TEACHER PROGRAM COORDINAT			1.000		0.800								**1.800**
	WORK BASED LEARNING TCHR								1.000				1.000	**2.000**
	Total	**30.600**	**21.450**	**4.750**	**0.000**	**11.800**	**5.750**	**39.406**	**78.350**	**58.000**	**47.100**	**37.600**	**4.500**	**339.306**
Registered Nurse	SCHOOL NURSE								1.000	1.000				**2.000**
	Total	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**1.000**	**1.000**	**0.000**	**0.000**	**0.000**	**2.000**
Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH			1.000					1.000	1.000				**3.000**
	ADMIN ASSIST 2 - 12 MONTH			1.000										**1.000**
	ADMIN ASSIST 3 - 10 1/2 MONTH	1.000						1.000				1.000		**3.000**
	ADMIN ASSIST 3 - 11 MONTH		1.000				1.000		2.000	1.000	1.000			**6.000**
	ADMIN ASSIST 3 - 12 MONTH			5.000	1.000									**6.000**
	ADMIN ASSIST 4								2.000					**2.000**
	ADMIN SPT-12 MONTH		1.000											**1.000**
	MANAGEMENT ASSISTANT-ACCTNG			1.000										**1.000**
	MANAGEMENT ASSISTANT-SPEC PROG			1.000										**1.000**
	MANAGEMENT ASST-FOOD&NUTRITION			1.000										**1.000**
	Total	**1.000**	**2.000**	**10.000**	**1.000**	**0.000**	**1.000**	**1.000**	**5.000**	**2.000**	**1.000**	**1.000**	**0.000**	**25.000**
Administration and Classified Management	ASSISTANT TO SUPT			1.000										**1.000**
	ASST MIDDLE SCHOOL PRINCIPAL									2.000				**2.000**
	ASST. ELEMENTARY PRINCIPAL										1.000			**1.000**
	ASST. HIGH SCHOOL PRINCIPAL								2.000					**2.000**
	COMM ED YOUTH COOR.		1.800											**1.800**
	COMMUNICATION SPECIALIST			1.000										**1.000**
	DIR OF FACILITIES & TRANSP			1.000										**1.000**
	DIR OF FINANCE			1.000										**1.000**
	DIR OF FOOD & NUTRITION SERV			1.000										**1.000**

FTE Detailed

Full Time Equivalent		CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	Total
Administration and Classified Management	DIR OF HUMAN RESOURCES			1.000										**1.000**
	DIR OF MARKETING & COMM.			1.000										**1.000**
	DIR OF MULTI LINGUAL & RCEP			1.000										**1.000**
	DIR OF SECONDARY ED			1.000										**1.000**
	DIR OF SPECIAL ED			1.000										**1.000**
	DIR OF STUDENT SERVICES			1.000										**1.000**
	DIR OF TECHNOLOGY			1.000										**1.000**
	DIRECTOR OF ATHLETICS			1.000										**1.000**
	DIRECTOR OF COMM ED		1.000											**1.000**
	DIRECTOR OF ELEMENTARY EDUCATI			1.000										**1.000**
	ELEMENTARY PRINCIPAL	1.000						1.000			1.000	1.000		**4.000**
	FINANCE MANAGER			1.000										**1.000**
	HEALTH SERVICES SUPERVISOR			1.000										**1.000**
	HIGH SCHOOL PRINCIPAL								1.000					**1.000**
	HUMAN RESOURCES COORDINATOR			2.000										**2.000**
	MANAGER OF HUMAN RESOURCES			1.000										**1.000**
	MIDDLE SCHOOL PRINCIPAL									1.000				**1.000**
	PAYROLL MANAGER / ACCOUNTANT			1.000										**1.000**
	SENIOR EXECUTIVE OFFICER			2.000										**2.000**
	SPEC PROGRAMS FINANCE SUPVR			1.000										**1.000**
	SUP OF STUDENT RECORDS			1.000										**1.000**
	SUPERINTENDENT			1.000										**1.000**
	T&L EXECUTIVE ASSISTANT			1.000										**1.000**
	TECHNOLOGY SUPPORT SPEC			2.000										**2.000**
	TECHNOLOGY SYSTEMS ADMIN			2.000										**2.000**
	Total	**1.000**	**2.800**	**30.000**	**0.000**	**0.000**	**0.000**	**1.000**	**3.000**	**3.000**	**2.000**	**1.000**	**0.000**	**43.800**

FTE Detailed

Full Time Equivalent		CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	Total
Facilities & Transportation	BUS DRIVER				16.238									**16.238**
	FAC/ASST TRANS DISPATCHER				1.000									**1.000**
	FAC/BUILDING CLEANER	2.000	1.000					2.000	10.000	4.000	4.000	2.000		**25.000**
	FAC/DISTRICT ENGINEER				1.000									**1.000**
	FAC/ENGINEER								1.000					**1.000**
	FAC/GARAGE SUPERVISOR				1.000									**1.000**
	FAC/GROUNDS PERSON				1.000									**1.000**
	FAC/HEAD CUSTODIAN ELEM SCHOOL	1.000						1.000				1.000		**3.000**
	FAC/HEAD CUSTODIAN HIGH SCHOOL								1.000					**1.000**
	FAC/HEAD CUSTODIAN MDDL/STEM									1.000	1.000			**2.000**
	FAC/MAIL PERSON/BUS DRIVER				1.000									**1.000**
	FAC/MAINTENANCE								1.000	1.000	1.000			**3.000**
	FAC/MECHANIC				2.000									**2.000**
	FAC/NIGHT LEAD PERSON		1.000						1.000	1.000	1.000			**4.000**
	FAC/PAINTER				1.000									**1.000**
	FAC/TRANSPORTATION DISPATCHER				1.000									**1.000**
	FAC/TRUCK DRIVER				1.000									**1.000**
	FAC/WAREHOUSE								1.000					**1.000**
	Total	**3.000**	**2.000**	**0.000**	**26.238**	**0.000**	**0.000**	**3.000**	**15.000**	**7.000**	**7.000**	**3.000**	**0.000**	**66.238**
MISC	HEALTH RESOURCE STAFF			1.000										**1.000**
	NATIVE AMER/INDIG ED COORD			1.000										**1.000**
	SAFE ROUTE TO SCHOOLS COORD.			0.750										**0.750**
	Total	**0.000**	**0.000**	**2.750**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**2.750**
Food & Nutrition	KITCHEN ASSISTANTS	1.000						1.188	7.369	3.500	2.738	1.344		**17.138**
	KITCHEN MANAGER	1.000						1.000		1.000	1.000	1.000		**5.000**
	KITCHEN PRODUCTION COOK	0.938						0.938	1.875	1.000	0.938	0.938		**6.625**
	KITCHEN PRODUCTION MANAGER								1.000					**1.000**
	Total	**2.938**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**3.125**	**10.244**	**5.500**	**4.675**	**3.281**	**0.000**	**29.763**

FTE Detailed														
Outreach Workers	OUTREACH-BILINGUAL	1.000	2.000			1.000		1.000	1.000	2.000	1.000	1.000		**10.000**
	Total	**1.000**	**2.000**	**0.000**	**0.000**	**1.000**	**0.000**	**1.000**	**1.000**	**2.000**	**1.000**	**1.000**	**0.000**	**10.000**
Paraprofessionals	PARA CAMPUS SUP									2.000				**2.000**
	PARA CLERICAL		0.875	0.500					2.813	2.000	2.281			**8.469**
	PARA HEALTH ASSISTANT	0.875				0.875		0.880			1.000	0.875		**4.505**
	PARA INSTRUCTIONAL	2.875	5.425					0.875	2.344		1.875	2.250		**15.644**
	PARA MANAGERIAL	0.530						1.331			0.688	1.063		**3.611**
	PARA SECURITY MONITOR								2.938					**2.938**
	PARA SPEC ED	9.438	6.750					2.031	12.125	8.688	9.875	12.063	4.688	**65.656**
	PARA TECH SUPPORT			2.000										**2.000**
	Total	**13.718**	**13.050**	**2.500**	**0.000**	**0.875**	**0.000**	**5.118**	**20.219**	**12.688**	**15.719**	**16.250**	**4.688**	**104.823**
Student Engagement	STUDENT ENGAGEMENT SPECIALIST	0.969						0.938	2.875		0.938			**5.719**
	Total	**0.969**	**0.000**	**0.000**	**0.000**	**0.000**	**0.000**	**0.938**	**2.875**	**0.000**	**0.938**	**0.000**	**0.000**	**5.719**
Total		**54.224**	**43.300**	**50.000**	**27.238**	**13.675**	**6.750**	**54.586**	**136.688**	**91.188**	**79.431**	**63.131**	**9.188**	**629.398**

Employee FTE by Building

Building Name	Job Classification	Department Title	Full Name Last-First	FTE
CENTENNIAL ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	MAHONEY , COLLEEN	1.000
	Administration and Classified Management - Total			**1.000**
	Facilities & Transportation	FAC/BUILDING CLEANER	BARNES, SCOTT	1.000
		FAC/BUILDING CLEANER	WINDOM, MARVIN	1.000
		FAC/HEAD CUSTODIAN ELEM SCHOOL	FITZPATRICK, PETER	1.000
	Facilities & Transportation - Total			**3.000**
	Food & Nutrition	KITCHEN ASSISTANTS	CUATE PLIEGO, ROSALBA	0.500
		KITCHEN ASSISTANTS	SANCHEZ, MARIA	0.500
		KITCHEN MANAGER	TOMKINSON, JOAN	1.000
		KITCHEN PRODUCTION COOK	HOLLIS , BAILEY	0.938
	Food & Nutrition - Total			**2.938**
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 - 10 1/2 MONTH	ODDEN, GRETA	1.000
	Mgmt. & Admin. Support Prof. - Total			**1.000**
	Outreach Workers	OUTREACH-BILINGUAL	HERNANDEZ XOCHIPILTECATL, ANALY	1.000
	Outreach Workers - Total			**1.000**
	Paraprofessionals	PARA HEALTH ASSISTANT	ABDI, MUNA	0.875
		PARA INSTRUCTIONAL	ANDERSON, RYAN	1.000
		PARA INSTRUCTIONAL	PHILLIPS, KIRSTEN	1.875
		PARA MANAGERIAL	KELLEY, KARISSA	0.250
		PARA MANAGERIAL	MIGUEL MACEDONIO, ALICIA	0.280
		PARA SPEC ED	HAINES, KARI	0.875
		PARA SPEC ED	JACKSON, LEONDO	0.813
		PARA SPEC ED	LAPITZ, KATHERINE	0.875
		PARA SPEC ED	LESSARD , AVALYN	0.875
		PARA SPEC ED	MILLER, DANIELLE	0.813
		PARA SPEC ED	MOHAMUD, HALIMA	0.875
		PARA SPEC ED	QUIROZ HERNANDEZ, STEPHANIE	0.875
		PARA SPEC ED	REYES, EVELIN	0.875
		PARA SPEC ED	SANCHEZ HERNANDEZ, JUAN	0.813
		PARA SPEC ED	THOMAS, HEIDI	0.875
		PARA SPEC ED	YANG HERNANDEZ, YANELI	0.875
	Paraprofessionals - Total			**13.718**
	Student Engagement	STUDENT ENGAGEMENT SPECIALIST	LUKE, STANLEY	0.969
	Student Engagement - Total			**0.969**
	Teachers	ART	ROMANO, CARSON	0.600
		ELEMENTARY ED	OLSON, CHRISTOPHER	1.000
		ENGLISH LANGUAGE	FLEMING, SEAN	1.000
		ENGLISH LANGUAGE	HASSAN , TRISTAN	1.000
		GRADE 1	KUSCHE, ANNA	1.000
		GRADE 1	MOEN-VONAHNEN, MACKENZIE	1.000
		GRADE 2	JACKSON, MARGARET	1.000

		GRADE 2	POKE, JAMIE	1.000
		GRADE 3	ANDERSON, MINDY	1.000
		GRADE 3	CLINGAN, SAMUEL	1.000
		GRADE 4	HERMAN, LINDSAY	1.000
		GRADE 4	SMITH , CALLIE	1.000
		GRADE 5	ALTENBACH, MELISSA	1.000
		GRADE 5	JENKINS, SCOTT	1.000
		INSTRUCTIONAL COACH	SOBRASKE, AMY	1.000
		INTERVENTION & ENRICHMENT SPEC	HANSON, NAOMI	1.000
		INTERVENTION & ENRICHMENT SPEC	HERMAN, LEE	1.000
		INTERVENTION & ENRICHMENT SPEC	PETERSON, DEBRA	1.000
		KINDERGARTEN	SCHEER, JACQUELINE	1.000
		KINDERGARTEN	SSEMUJJU , JENNA	1.000
		PHYSICAL EDUCATION	CHRIST, JOHN	1.000
		SCHOOL SOCIAL WORKER	ROONEY, JASON	1.000
		SPEC ED/DCD	KEELEY, CHRISTINE	1.000
		SPEC ED/DCD	NORWICK, JACOB	2.000
		SPEC ED/DCD	ROSALES, ARNEL	1.000
		SPEC ED/DCD	VERHULST, HANNAH	1.000
		SPEC ED/EBD	STECKER, TIFFANY	1.000
		SPEC ED/LD	KANGAS , MANDI	1.000
		SPECIAL EDUCATION LEAD	PATOCK, NICOLE	1.000
		SPEECH/LANG PATHOLOGIST	REHM, ALLISON	1.000
	Teachers - Total			**30.600**
CENTENNIAL ELEMENTARY - Total				**54.224**
CENTRAL EDUCATION CENTER	Administration and Classified Management	COMM ED YOUTH COOR.	DUBE, ABBY	1.000
		COMM ED YOUTH COOR.	LITWINCZUK, JOLIENE	0.800
		DIRECTOR OF COMM ED	SKARE-KLECKER, AMY	1.000
	Administration and Classified Management - Total			**2.800**
	Facilities & Transportation	FAC/BUILDING CLEANER	AGUILAR SALDANA, SANDRA	1.000
		FAC/NIGHT LEAD PERSON	TOLEDO, VLADIMIR	1.000
	Facilities & Transportation - Total			**2.000**
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 - 11 MONTH	LAUER-SCHUMACHER, JESSICA	1.000
		ADMIN SPT-12 MONTH	BURSTEIN, CARLEEN	1.000
	Mgmt. & Admin. Support Prof. - Total			**2.000**
	Outreach Workers	OUTREACH-BILINGUAL	BALBUENA RENDON, CARLOS	0.500
		OUTREACH-BILINGUAL	MONTES, ATZIN	0.500
		OUTREACH-BILINGUAL	BARTLETT, SHIRLEY	1.000
	Outreach Workers - Total			**2.000**
	Paraprofessionals	PARA CLERICAL	CHRISTIAN, CARMEN	0.875
		PARA INSTRUCTIONAL	AAMOT, MARIA	0.875
		PARA INSTRUCTIONAL	FLORES HERNANDEZ , GRECIA	1.325
		PARA INSTRUCTIONAL	HARTMAN, STEPHANIE	0.875
		PARA INSTRUCTIONAL	HEYER-WALSH, STEPHANIE	0.875
		PARA INSTRUCTIONAL	MOHAMUD, AMAL	0.600
		PARA INSTRUCTIONAL	PRISCO PLASCENCIA, LIZBETH	0.875

		PARA SPEC ED	CORNES, JACKLINE	0.875
		PARA SPEC ED	HUGHES, ELIZABETH	0.875
		PARA SPEC ED	HUGHES, JULIE	0.875
		PARA SPEC ED	NELSON, DANA	0.875
		PARA SPEC ED	SCHUETTE, ANNE	1.875
		PARA SPEC ED	WEBSTER, KARI	1.375
	Paraprofessionals - Total			**13.050**
	Teachers	EARLY CHILD./SPEC.ED.	FRANZ, MICHELLE	1.000
		EARLY CHILD./SPEC.ED.	KAISER, MELISSA	1.000
		EARLY CHILD./SPEC.ED.	KONDRAK , MARY	1.000
		EARLY CHILD./SPEC.ED.	MORGAN, KATRINA	1.000
		EARLY CHILD./SPEC.ED.	NEILON , ERIN	1.000
		EARLY CHILD./SPEC.ED.	NORWICK , EMILY	1.000
		EARLY CHILD./SPEC.ED.	OLSON, TANYA	1.000
		EARLY CHILD./SPEC.ED.	REED-KARSTENS , RENEE	1.000
		EARLY CHILD./SPEC.ED.	WALD, REBECCA	1.000
		EARLY CHILDHOOD COORDINATOR	BULLEN, JENELLE	1.000
		ECFE CHILD TEACHER	IMHOFF , CHLOE	0.750
		ECFE PARENT EDUCATOR	KOEHLER, STACEY	0.900
		OCCUPATIONAL THERAPIST	HENDRICKS LEUNING , LANA	1.000
		PRE-KINDERGARTEN	CORNES, RACHEL	1.000
		PRE-KINDERGARTEN	LOSIER, LORINDA	1.000
		PRE-KINDERGARTEN	SAUER, AMANDA	1.000
		PRE-KINDERGARTEN	ZIELINSKI, ANGELA	0.800
		SCHOOL SOCIAL WORKER	SCHRAMM, MELISSA	1.000
		SPECIAL EDUCATION LEAD	LAMPRON, AMBER	1.000
		SPEECH/LANG PATHOLOGIST	BERGSTROM, JENNIFER	1.000
		SPEECH/LANG PATHOLOGIST	FISH, ANGELA	1.000
		SPEECH/LANG PATHOLOGIST	HOFFMAN, JESSICA	1.000
	Teachers - Total			**21.450**
CENTRAL EDUCATION CENTER - Total				**43.300**
DISTRICT OFFICE	Administration and Classified Management	ASSISTANT TO SUPT	QUAM , CASSANDRA	1.000
		COMMUNICATION SPECIALIST	OTTERNESS , LAURA	1.000
		DIR OF FACILITIES & TRANSP	KRETSINGER, DANIEL	1.000
		DIR OF FINANCE	SAVATDY, HEIDI	1.000
		DIR OF FOOD & NUTRITION SERV	MANNING , MICHAEL	1.000
		DIR OF HUMAN RESOURCES	AXELL, MICHELLE	1.000
		DIR OF MARKETING & COMM.	SMITH, JENNIFER	1.000
		DIR OF MULTI LINGUAL & RCEP	WILLHITE, KASYA	1.000
		DIR OF SECONDARY ED	WARD, ALEXANDER	1.000
		DIR OF SPECIAL ED	KRUEGER , JENNIFER	1.000
		DIR OF STUDENT SERVICES	GONZALEZ, CHRISTINA	1.000
		DIR OF TECHNOLOGY	STEELE, JUSTIN	1.000

		DIRECTOR OF ATHLETICS	PETERSON, CHRISTOPHER	1.000
		DIRECTOR OF ELEMENTARY EDUCATI	GENS, RACHEL	1.000
		FINANCE MANAGER	LORENZINI, JOHN	1.000
		HEALTH SERVICES SUPERVISOR	WHITESIDE, MICHELLE	1.000
		HUMAN RESOURCES COORDINATOR	BOWDEN, ELLEN	1.000
		HUMAN RESOURCES COORDINATOR	LOPEZ-DEL VALLE, NOEMI	1.000
		MANAGER OF HUMAN RESOURCES	STRAND ALCANTARA , ERICA	1.000
		PAYROLL MANAGER / ACCOUNTANT	SCHWAPPACH , CARLA	1.000
		SENIOR EXECUTIVE OFFICER	HOLJE, CRAIG	1.000
		SENIOR EXECUTIVE OFFICER	CLARKSON, MARY	1.000
		SPEC PROGRAMS FINANCE SUPVR	BLANKENSHIP, RONALD	1.000
		SUP OF STUDENT RECORDS	RUMPPE , KATHLEEN	1.000
		SUPERINTENDENT	UNOWSKY , STEVEN	1.000
		T&L EXECUTIVE ASSISTANT	MORALES MORENO , LIZETTE	1.000
		TECHNOLOGY SUPPORT SPEC	ENE, GEORGE	1.000
		TECHNOLOGY SUPPORT SPEC	GEURINK, AREND	1.000
		TECHNOLOGY SYSTEMS ADMIN	MCMEEKIN, DOUG	1.000
		TECHNOLOGY SYSTEMS ADMIN	MEYER, KENT	1.000
	Administration and Classified Management - Total			**30.000**
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH	DAVISON, STEPHANIE	1.000
		ADMIN ASSIST 2 - 12 MONTH	BAIRD, LISA	1.000
		ADMIN ASSIST 3 - 12 MONTH	BRUNNER, PATTI	1.000
		ADMIN ASSIST 3 - 12 MONTH	DINGMAN , KRISTI	1.000
		ADMIN ASSIST 3 - 12 MONTH	GAVILAN-TEPOZTECO, KAREN	1.000
		ADMIN ASSIST 3 - 12 MONTH	HERRERA, BECKY	1.000
		ADMIN ASSIST 3 - 12 MONTH	KILLORIN, AMIE	1.000
		MANAGEMENT ASSISTANT-ACCTNG	HALE, TRACY	1.000
		MANAGEMENT ASSISTANT-SPEC PROG	LUNDY , MICHELLE	1.000
		MANAGEMENT ASST-FOOD&NUTRITION	O'MEARA, CASSI	1.000
	Mgmt. & Admin. Support Prof. - Total			**10.000**
	MISC	HEALTH RESOURCE STAFF	SANCHEZ VIDAL , JACQUELINE	1.000
		NATIVE AMER/INDIG ED COORD	WEAVER, SAMANTHA	1.000

		SAFE ROUTE TO SCHOOLS COORD.	BRACKETT, TIMOTHY	0.750
	MISC - Total			**2.750**
	Paraprofessionals	PARA CLERICAL	JOCELYN, ELIZABETH	0.500
		PARA TECH SUPPORT	ROGNESS , NICHOLAS	1.000
		PARA TECH SUPPORT	SALGADO GAXIOLA, JOSE	1.000
	Paraprofessionals - Total			**2.500**
	Teachers	Q COMP PEER REVIEWER	HUBER, ERIN	1.000
		Q COMP PEER REVIEWER	SOBRASKE, JOSEPH	1.000
		Q COMP PEER REVIEWER	YUNKER, AUBREE	1.000
		READING INTERVENTION	TSCHIDA, MARY	0.750
		TOSA-TEACHER PROGRAM COORDINAT	THOEMKE, MICHELLE	1.000
	Teachers - Total			**4.750**
DISTRICT OFFICE	**- Total**			**50.000**
GARAGE	Facilities & Transportation	BUS DRIVER	AGUILAR ALATOMA, ARACELI	0.250
		BUS DRIVER	ANDERSON, HOWARD	0.625
		BUS DRIVER	CARROLL , LEANN	1.000
		BUS DRIVER	CARROLL, STEVEN	0.250
		BUS DRIVER	CHILDS, PATRICK	0.250
		BUS DRIVER	CHRISTIAN, MICHAEL	0.625
		BUS DRIVER	COUGHLIN, TIMOTHY	0.500
		BUS DRIVER	DAUGHERTY, WESLEY	0.344
		BUS DRIVER	DAUPHINAIS, STEVEN	0.625
		BUS DRIVER	GORSKI, ROBERT	0.938
		BUS DRIVER	HANKS, DAVID	0.675
		BUS DRIVER	HANSEN, HEATHER	0.800
		BUS DRIVER	HUBBARD, TARA	1.000
		BUS DRIVER	HUBERTY, MARTIN	0.500
		BUS DRIVER	JAEGER, MICHAEL	0.250
		BUS DRIVER	JONES, ERIC	0.650
		BUS DRIVER	KHAN, TAJAMMUL	0.325
		BUS DRIVER	LARSON, BRANDT	0.706
		BUS DRIVER	LINDBERG, JEFFREY	0.931
		BUS DRIVER	OLSON, STEVEN	0.125
		BUS DRIVER	PEDERSEN, MARK	0.625
		BUS DRIVER	POMERLEAU, PAUL	0.875
		BUS DRIVER	RANSOM, CHRISTOPHER	0.625
		BUS DRIVER	RODGERS, XAVIER	0.625
		BUS DRIVER	TROEDSON, WESLEY	0.906
		BUS DRIVER	VETSCH, DANIEL	0.250
		BUS DRIVER	WASSATHER, KATHIE	0.650
		BUS DRIVER	WOLLENBURG, JUSTIN	0.313
		FAC/ASST TRANS DISPATCHER	ROJAS GONZALEZ, PEDRO	1.000
		FAC/DISTRICT ENGINEER	OLSON, ROBERT	1.000
		FAC/GARAGE SUPERVISOR	MCGINN, DANIEL	1.000
		FAC/GROUNDS PERSON	THOMPSON, ETHAN	1.000

		FAC/MAIL PERSON/BUS DRIVER	GORSKI, JOHN	1.000
		FAC/MECHANIC	SCHEMPP, CHRISTIAN	1.000
		FAC/MECHANIC	SHIMKUS, ALEX	1.000
		FAC/PAINTER	KUMAR, ANOOP	1.000
		FAC/TRANSPORTATION DISPATCHER	HAUG, SANDRA	1.000
		FAC/TRUCK DRIVER	HILL, JAMES	1.000
	Facilities & Transportation - Total			**26.238**
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 - 12 MONTH	SANCHEZ , JENNIFER	1.000
	Mgmt. & Admin. Support Prof. - Total			**1.000**
GARAGE - Total				**27.238**
MULTI BUILDING	Outreach Workers	OUTREACH-BILINGUAL	HASSAN , JAMILLA	1.000
	Outreach Workers - Total			**1.000**
	Paraprofessionals	PARA HEALTH ASSISTANT	REVIER, VICTORIA	0.875
	Paraprofessionals - Total			**0.875**
	Teachers	ADAPTIVE PHY ED	HICKMAN, BLAKE	1.000
		ADAPTIVE PHY ED	POPP, STEPHANIE	1.000
		ENGLISH LANGUAGE	PETERSEN, JILL	1.000
		ENGLISH LANGUAGE	WENTHOLD, SARAH	1.000
		MUSIC	SANDEL , EUGENE	1.000
		OJIBWE LANGUAGE	BUTLER, DAVID	1.000
		SCHOOL SOCIAL WORKER	WARD, NAOMI	1.000
		SPEECH/LANG PATHOLOGIST	DEBOE, NANCY	1.000
		SPEECH/LANG PATHOLOGIST	HEIDERSCHEIT , ELIZABETH	1.000
		SPEECH/LANG PATHOLOGIST	MARKLE, AMANDA	1.000
		STEM TEACHER	BERDAHL, BARBARA	1.000
		TOSA-TEACHER PROGRAM COORDINAT	RITT, SHANNON	0.800
	Teachers - Total			**11.800**
MULTI BUILDING SUBS ETC - Total				**13.675**
RCEP	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 - 11 MONTH	SOTO-CARMONA, SONIA	1.000
	Mgmt. & Admin. Support Prof. - Total			**1.000**
	Teachers	COUNSELOR	ACOSTACANO, CASSIE	1.000
		LANGUAGE ARTS	JOHNSON, TERESA	1.000
		MATHEMATICS	GRAVELLE, JENNIFER	1.000
		SCIENCE	JUENEMANN, SHERYL	1.000
		SOCIAL STUDIES	LENTZ, JULIE	1.000
		SPECIAL EDUCATION LEAD	HOEHN, MARGARET	0.750
	Teachers - Total			**5.750**
RCEP - Total				**6.750**
RDLS ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	ARNOLD , MATTHEW	1.000
	Administration and Classified Management - Total			**1.000**

Facilities & Transportation	FAC/BUILDING CLEANER	CRUZ ESTEVA , ELSA	1.000
	FAC/BUILDING CLEANER	MANIKARAN, RISHEDEO	1.000
	FAC/HEAD CUSTODIAN ELEM SCHOOL	THOMPSON, RICKY	1.000
Facilities & Transportation - Total			**3.000**
Food & Nutrition	KITCHEN ASSISTANTS	MOROCHO CUZCO, ROMALDO	0.563
	KITCHEN ASSISTANTS	WOODS, TIARRA	0.625
	KITCHEN MANAGER	MEYER, MARY	1.000
	KITCHEN PRODUCTION COOK	JENNINGS, GRACE	0.938
Food & Nutrition - Total			**3.125**
Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 - 10 1/2 MONTH	HUERTA-ANAYA , ALICIA	1.000
Mgmt. & Admin. Support Prof. - Total			**1.000**
Outreach Workers	OUTREACH-BILINGUAL	HERNANDEZ XOCHIPILTECALT, KIMBERLY	1.000
Outreach Workers - Total			**1.000**
Paraprofessionals	PARA HEALTH ASSISTANT	RODRIGUEZ, JENNY	0.880
	PARA INSTRUCTIONAL	PENA GRANADOS , LAURA	0.875
	PARA MANAGERIAL	LUJAMBIO, MAURICIO	0.431
	PARA MANAGERIAL	SILVA SEGURA, ARELI	0.431
	PARA MANAGERIAL	ZETZMAN , MARY	0.469
	PARA SPEC ED	ABUNDEZ MARTINEZ, JANET	0.813
	PARA SPEC ED	LYBECK, CLARA	0.406
	PARA SPEC ED	SAAVEDRA, BRIZAIDA	0.813
Paraprofessionals - Total			**5.118**
Student Engagement	STUDENT ENGAGEMENT SPECIALIST	GARCIA, EMMA	0.938
Student Engagement - Total			**0.938**
Teachers	ART	MACK , MAIA	1.000
	ENGLISH LANGUAGE	ANAYA-GENNRICH, CAROLINA	1.000
	ENGLISH LANGUAGE	FIGUEROA GARCIA, JUAN	1.000
	ENGLISH LANGUAGE	KILPATRICK SALAZAR , STEPHANIE	1.000
	ENGLISH LANGUAGE	SEYMOUR, ELIZABETH	1.000
	GRADE 1	MEZA, GENESIS	1.000
	GRADE 1 DUAL LANGUAGE	ALMENDAREZ ESPINO , AYME	1.000
	GRADE 1 DUAL LANGUAGE	DEVITA, EMILY	1.000
	GRADE 1 DUAL LANGUAGE	ROSE, MAYA	1.000
	GRADE 2 DUAL LANGUAGE	BARRIOS, HUGO	1.000
	GRADE 2 DUAL LANGUAGE	GAZ IBARRA, ROSENDA GUADALUPE	1.000
	GRADE 2 DUAL LANGUAGE	PASCO ALBESA, JOANA	1.000
	GRADE 2 DUAL LANGUAGE	ROSAL BUSTAMANTE, FRANCISCO JAVIER	1.000
	GRADE 3 DUAL LANGUAGE	DENECOUR, HOLLY	1.000
	GRADE 3 DUAL LANGUAGE	KEIL, MORGAN	1.000
	GRADE 3 DUAL LANGUAGE	SALMERON CHACON, JAVIER	1.000
	GRADE 4 DUAL LANGUAGE	LEDESMA FERNANDEZ, ELIZABETH	1.000
	GRADE 4 DUAL LANGUAGE	ROGAN, KATHRYN	1.000
	GRADE 4 DUAL LANGUAGE	SOSA , JESSICA	1.000
	GRADE 4 DUAL LANGUAGE	VIRANT, HANNAH	1.000
	GRADE 5 DUAL LANGUAGE	APARICIO BARBERA, NATALIA	1.000

		GRADE 5 DUAL LANGUAGE	JACQUES, KATHERINE	1.000
		GRADE 5 DUAL LANGUAGE	RENDON, ALLISON	1.000
		INSTRUCTIONAL COACH	HUTTON, SARAH	1.000
		INTERVENTION & ENRICHMENT SPEC	GARCIA HERNANDEZ, ANGELA	1.000
		KINDERGARTEN DUAL LANG	CASTRO, MIRNA	1.000
		KINDERGARTEN DUAL LANG	MATIAS MARTINEZ, BLANCA	1.000
		KINDERGARTEN DUAL LANG	PEREZ, PALOMA	1.000
		KINDERGARTEN DUAL LANG	RIVERA GONZALEZ, AURA	1.000
		MUSIC	TAYLOR, KARI	1.000
		PHYSICAL EDUCATION	SANCHEZ CASTILLO, JOSE	0.906
		PHYSICAL EDUCATION	TOUSIGNANT, JOHN	1.000
		PRE-KINDERGARTEN	PONCE, AMY	1.000
		PSYCHOLOGIST	GLOVER, JAMIE	0.500
		READING/MATH INTERVENTION	FRUETEL, ERIKA	1.000
		SCHOOL SOCIAL WORKER	SLAGHT, KAREN	1.000
		SPEC ED/LD	POPLAWSKI , ABBY	1.000
		SPEC ED/LD/AUTISM	HALVORSON, CARA	1.000
		SPECIAL EDUCATION LEAD	SMITH, SARAH	1.000
		STEM TEACHER	CHAMPINE, ADRIAN	1.000
	Teachers - Total			**39.406**
RDLS ELEMENTARY	**- Total**			**54.586**
RICHFIELD HIGH SCHOOL	Administration and Classified Management	ASST. HIGH SCHOOL PRINCIPAL	HARRIS, MICHAEL	1.000
		ASST. HIGH SCHOOL PRINCIPAL	VALA , CARRIE	1.000
		HIGH SCHOOL PRINCIPAL	THEIEN-COLLINS, STACY	1.000
	Administration and Classified Management - Total			**3.000**
	Facilities & Transportation	FAC/BUILDING CLEANER	ARIAS YANEZ, MARIA	1.000
		FAC/BUILDING CLEANER	DOYLE-LOVSETH , CHARLIE	1.000
		FAC/BUILDING CLEANER	ESCOBAR FUENTES, MARIA	1.000
		FAC/BUILDING CLEANER	GJONDEDAJ, EDMOND	1.000
		FAC/BUILDING CLEANER	GJONDEDAJ, LAVDIE	1.000
		FAC/BUILDING CLEANER	GOSCHEY, KAY	1.000
		FAC/BUILDING CLEANER	HANSON, ADAM	1.000
		FAC/BUILDING CLEANER	LILJENQUIST , DOMINIC	1.000
		FAC/BUILDING CLEANER	MAHADEO , RADHIKA	1.000
		FAC/BUILDING CLEANER	MARTINEZ CRUZ, GUSTAVO	1.000
		FAC/ENGINEER	BADOUR, BRADLEY	1.000
		FAC/HEAD CUSTODIAN HIGH SCHOOL	HARRIS, KEVIN	1.000
		FAC/MAINTENANCE	MAHADEO , DAVANAND	1.000
		FAC/NIGHT LEAD PERSON	BAUZA, NIKOLAS	1.000
		FAC/WAREHOUSE	VENTURA PEREZ, RAMIRO	1.000
	Facilities & Transportation - Total			**15.000**
	Food & Nutrition	KITCHEN ASSISTANTS	BJOSTAD, DANIEL	0.625
		KITCHEN ASSISTANTS	COUGHLIN, AMY	0.719
		KITCHEN ASSISTANTS	COYOTE TENANGO , EDELIA	0.625
		KITCHEN ASSISTANTS	CRUZ MIRANDA , ELVIRA	0.625
		KITCHEN ASSISTANTS	EROGLU, CEREN	0.775

		KITCHEN ASSISTANTS	IBRAHIM, NASHWA	0.875
		KITCHEN ASSISTANTS	LEBEAU, HEATHER	0.625
		KITCHEN ASSISTANTS	MALAGON AVILA, MARTHA	0.625
		KITCHEN ASSISTANTS	OBERPRILLER, RYAN	0.625
		KITCHEN ASSISTANTS	REMER , BREANNA	0.625
		KITCHEN ASSISTANTS	RUBIO SEGURA, ISRAEL	0.625
		KITCHEN PRODUCTION COOK	MARTINEZ, OFELIA	0.938
		KITCHEN PRODUCTION COOK	VENTURA RUBIO, ISELA	0.938
		KITCHEN PRODUCTION MANAGER	ROCCHIO, MELISSA	1.000
	Food & Nutrition - Total			**10.244**
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH	BRIONES SALGADO, GENELEY	1.000
		ADMIN ASSIST 3 - 11 MONTH	DOMINGUEZ, IBELIZET	1.000
		ADMIN ASSIST 3 - 11 MONTH	SCHMIDT, LORI	1.000
		ADMIN ASSIST 4	CRUZ ESTEVA , JENNIFER	1.000
		ADMIN ASSIST 4	NICHOLS , STEPHANIE	1.000
	Mgmt. & Admin. Support Prof. - Total			**5.000**
	Outreach Workers	OUTREACH-BILINGUAL	MEZA SIERRA, ANGELICA	1.000
	Outreach Workers - Total			**1.000**
	Paraprofessionals	PARA CLERICAL	JOHNSON, ERIN	0.813
		PARA CLERICAL	LILJENQUIST, JOAN	1.000
		PARA CLERICAL	PICHARDO TERRONES, MELANIE	1.000
		PARA INSTRUCTIONAL	ANDERSON, CHARLOTTE	0.844
		PARA INSTRUCTIONAL	BARTLETT, CHRISTINE	0.500
		PARA INSTRUCTIONAL	JACKSON, GRACE	1.000
		PARA SECURITY MONITOR	BOOKER , JORDIN	1.000
		PARA SECURITY MONITOR	GIBSON, DEVON	0.938
		PARA SECURITY MONITOR	TORRY, BRANDON	1.000
		PARA SPEC ED	BARRERA GARCIA, DIANA	0.906
		PARA SPEC ED	BEEBE, HEIDI	0.906
		PARA SPEC ED	BIEVER, BRENDA	0.813
		PARA SPEC ED	BLAKEY , JALIL	0.906
		PARA SPEC ED	BOIE , AMBER	0.906
		PARA SPEC ED	DAVIS , DAJOUN	0.906
		PARA SPEC ED	DENESEN, JEFF	0.813
		PARA SPEC ED	EDWARDS, DEMETRIUS	0.813
		PARA SPEC ED	FEIGHT, MARIA	0.906
		PARA SPEC ED	HARVIEUX, DANIEL	0.906
		PARA SPEC ED	O'ROURKE, RYAN	0.813
		PARA SPEC ED	SANCHEZ, MARGARITA	0.813
		PARA SPEC ED	WILLIAMS, GUY	0.813
		PARA SPEC ED	ZUBAH, LUCY	0.906
	Paraprofessionals - Total			**20.219**
	Student Engagement	STUDENT ENGAGEMENT SPECIALIST	CONTRERAS, VANESSA	0.938

		STUDENT ENGAGEMENT SPECIALIST	MARTINEZ CRUZ, HARRY	0.938
		STUDENT ENGAGEMENT SPECIALIST	WITHERS, LINDSAY	1.000
Student Engagement - Total				**2.875**
	Teachers	ART	CASSELLIUS, ANI	1.000
		ART	MILLER, ADAM	1.000
		ART	SACHER, GRACE	1.000
		ART	SCHMELING-FREMDER , EMILY	1.000
		BAND MUSIC	ARMBRUSTER , CHAD	1.000
		BUSINESS EDUCATION	FOGEL , JUSTIN	1.000
		COUNSELOR	CAMACHO-SUAREZ , MELANIE	1.000
		COUNSELOR	JASTROW, DANIELLE	1.000
		COUNSELOR	KELLEY HERTZ, MORGAN	1.000
		COUNSELOR	OKEY, JESSICA	1.000
		ENGLISH LANGUAGE	ANDREWS, JOHANNA	1.000
		ENGLISH LANGUAGE	ARREDONDO, REBECCA	1.000
		ENGLISH LANGUAGE	INNERS, REBECCA	1.000
		ENGLISH LANGUAGE	LOWTHER , ARIANA	1.000
		ENGLISH LANGUAGE	NUELLE , CAROLYN	1.000
		ENGLISH LANGUAGE	STAVER, SOPHIA	1.000
		ENGLISH LANGUAGE/SPANISH	HRKAC-BUDZISZ , ALLISON	1.000
		FAMILY CONSUMER SCIENCE	LEWIS , JENNIFER	1.000
		FAMILY CONSUMER SCIENCE	SETZER, ALEXIS	1.000
		GLOBAL LANG/FRENCH	STEELE, MORGAN	1.000
		GLOBAL LANG/SPANISH	AGUILAR CARRILLO, JOSE	0.540
		GLOBAL LANG/SPANISH	BRADSETH, KRISTEN	1.000
		GLOBAL LANG/SPANISH	WEBENDORFER, TIMOTHY	1.000
		INSTRUCTIONAL COACH	OLEJNICAK , KATHERINE	1.000
		LANGUAGE ARTS	ALCOTT, ADAM	1.000
		LANGUAGE ARTS	BORKA, ANDRE	1.000
		LANGUAGE ARTS	HOLLE, KARAH	0.810
		LANGUAGE ARTS	JOHNSON, ANNIE	1.000
		LANGUAGE ARTS	MUELLER, BONNIE	1.000
		LANGUAGE ARTS	NAZARIAN, NATALIE	1.000
		LANGUAGE ARTS	SCHIFFLER REBER, NICOLE	1.000
		LANGUAGE ARTS	VO, KAYLA	1.000
		MARKETING/BUSINESS	CARUSO, MATTHEW	1.000
		MATHEMATICS	HANSON , ALYSSA	1.000
		MATHEMATICS	LEVINE , KIMBERLY	1.000
		MATHEMATICS	LUNA-ROBLEDO, MARIA DEL CARMEN	1.000
		MATHEMATICS	MULLENBACH, MATTHEW	1.000
		MATHEMATICS	SCHOLZ, KRISTINE	1.000
		MATHEMATICS	SEIBERT, LAURIE	1.000
		MATHEMATICS DUAL LANG	STREITZ, SARAH	1.000
		MEDIA	FREDERICKSON, LINDA	1.000
		PHY ED/HEALTH	DREIFKE, DUSTIN	1.000
		PHY ED/HEALTH	ZEIDLER, MATTHEW	1.000
		PHYSICAL EDUCATION	HOFMANN, TRACIE	1.000
		PHYSICAL EDUCATION	PULFORD, KRISTIAN	1.000

		PSYCHOLOGIST	WOLFGRAM, JESSICA	1.000
		READING SPECIALIST	BEHNKE, JENNIFER	1.000
		SCHOOL NURSE	NELSON, LIBBY	1.000
		SCHOOL SOCIAL WORKER	NIELSEN-PEREZ , WHITNEY	1.000
		SCIENCE	BOIE, DAVID	1.000
		SCIENCE	BROWN, MATTHEW	1.000
		SCIENCE	CLARK, DAVID	1.000
		SCIENCE	COLLINS , SAMUEL	1.000
		SCIENCE	JAVNER , CASSIDY	1.000
		SCIENCE	JENSEN BIVENS, SARAH	1.000
		SCIENCE	KERSTEN OLSON, JENNIFER	1.000
		SCIENCE	LOPEZ, ALIAH	1.000
		SOCIAL STUDIES	AVERY MORALES, JON	1.000
		SOCIAL STUDIES	BUNGERT, MIRIAM	1.000
		SOCIAL STUDIES	KEENAN , MOLLY	1.000
		SOCIAL STUDIES	KLAUSING, CONNOR	1.000
		SOCIAL STUDIES	MANUEL, ANDREA	1.000
		SOCIAL STUDIES	MONGOLD-CAMPBELL, KYLEE	1.000
		SOCIAL STUDIES	POWERS, BENJAMIN	1.000
		SOCIAL STUDIES	WEGNER, KATHRYN	1.000
		SOCIAL STUDIES DUAL LANG	VACA ALONSO, ALICIA	1.000
		SPEC ED/AUTISM	BLUM , JOSEPH	1.000
		SPEC ED/DCD	BARTON , SHANE	1.000
		SPEC ED/DCD	KALBOW, ALEXANDER	1.000
		SPEC ED/DCD	MATTSON, EMILY	1.000
		SPEC ED/DCD	RHODEN, JANA	1.000
		SPEC ED/EBD	ANDERSON , KAYLEE	1.000
		SPEC ED/EBD	FINELLI, GAVIN	1.000
		SPEC ED/EBD	GALLAGHER, KYLE	1.000
		SPEC ED/EBD	ROYCE, THEODORE	1.000
		SPEC ED/EBD	TATLEY, GRACE	1.000
		SPEC ED/LD	WOLF, JOEL	1.000
		SPEC ED/OTHER HEALTH DIS	GILES, NATHAN	1.000
		SPECIAL EDUCATION LEAD	OLSON, SARAH	1.000
		WORK BASED LEARNING TCHR	EDWARDS, NATHAN	1.000
	Teachers - Total			**79.350**
RICHFIELD HIGH SCHOOL - Total				**136.688**
RICHFIELD MIDDLE SCHOOL	Administration and Classified Management	ASST MIDDLE SCHOOL PRINCIPAL	HAGER, AMY	1.000
		ASST MIDDLE SCHOOL PRINCIPAL	RAMSBORG, LAURA	1.000
		MIDDLE SCHOOL PRINCIPAL	BARLOW, ERICA	1.000
	Administration and Classified Management - Total			**3.000**
	Facilities & Transportation	FAC/BUILDING CLEANER	GIACOMOTTI FRANCIA , JANY	1.000
		FAC/BUILDING CLEANER	HERAS, LUZ	1.000
		FAC/BUILDING CLEANER	KAHSAI, MUSYE	1.000
		FAC/BUILDING CLEANER	SARMIENTO, CARMEN	1.000
		FAC/HEAD CUSTODIAN MDDL/STEM	HOLLIS, ETHAN	1.000
		FAC/MAINTENANCE	WISE, CORY	1.000

	FAC/NIGHT LEAD PERSON	RAMIREZ CARRERO, ALAN	1.000
Facilities & Transportation - Total			**7.000**
Food & Nutrition	KITCHEN ASSISTANTS	COCA RAMOS, KARLA	0.875
	KITCHEN ASSISTANTS	NEWELL, TANYA	0.625
	KITCHEN ASSISTANTS	REESE, KATHIE	0.750
	KITCHEN ASSISTANTS	ROSSANO NAVARRETE, ANGELICA	0.625
	KITCHEN ASSISTANTS	VALDEZ, MARIA	0.625
	KITCHEN MANAGER	NICKELL, JODI	1.000
	KITCHEN PRODUCTION COOK	MATTSON , LI	1.000
Food & Nutrition - Total			**5.500**
Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH	ZALDANA, MARITZA	1.000
	ADMIN ASSIST 3 - 11 MONTH	WEIRICH, MARTA	1.000
Mgmt. & Admin. Support Prof. - Total			**2.000**
Outreach Workers	OUTREACH-BILINGUAL	MONTEJO MAGANA, JOSE ANTONIO	1.000
	OUTREACH-BILINGUAL	RODRIGUEZ, ELIZABETH	1.000
Outreach Workers - Total			**2.000**
Paraprofessionals	PARA CAMPUS SUP	CARTER, STEPHANIE	1.000
	PARA CAMPUS SUP	JONES, KATHRYN	1.000
	PARA CLERICAL	CANSECO DE OLIVA, KARLA	1.000
	PARA CLERICAL	SALINAS, MADELYNN	1.000
	PARA SPEC ED	DOYLE, TERESA	0.906
	PARA SPEC ED	FERREIRA, CATHERINE	0.813
	PARA SPEC ED	MACK, SEANA	0.813
	PARA SPEC ED	PEDENKO, CHRISTINA	0.906
	PARA SPEC ED	RHOADES, CHRISTINA	0.906
	PARA SPEC ED	RUUD, STACEY	0.906
	PARA SPEC ED	SNIDARICH , JAMIE	0.906
	PARA SPEC ED	THIBODEAUX, JESSE	0.813
	PARA SPEC ED	TROTSIUK , MARIIA	0.813
	PARA SPEC ED	VASSAR, NECOLE	0.906
Paraprofessionals - Total			**12.688**
Teachers	ART	BLUMA, MEGAN	1.000
	ART	WILLIS JR, MELVIN	1.000
	BAND MUSIC	NEEDLEMAN, COREY	1.000
	CAREER AND TECHNOLOGY	RELSON, MARK	1.000
	COUNSELOR	BERGLAND, TOBY	1.000
	COUNSELOR	SCOTT, KAREN	1.000
	DEAN OF STUDENTS	HOWARD-FELICIAN, GATHA TARA	1.000
	ENGLISH LANGUAGE	COLE, ELIZABETH	1.000
	ENGLISH LANGUAGE	EGBERG , SARAH	1.000
	ENGLISH LANGUAGE	HAUCK, HEATHER	1.000
	ENGLISH LANGUAGE	ILLESCAS GOMEZ , EDGAR	1.000
	ENGLISH LANGUAGE	MORTLAND, OLUTOYE	1.000
	FAMILY CONSUMER SCIENCE	LEIKNES, LISA	1.000
	GLOBAL LANG/SPANISH	VALENZUELA MELGAR , MARIA	1.000
	GRADE 6	GREGOR, MARY	1.000
	GRADE 6	LOESCH, AARON	1.000
	GRADE 6	OSUJI, VIVIAN	1.000

		LANGUAGE ARTS	FRANK, AMY	1.000
		LANGUAGE ARTS	HALL, KEVIN	1.000
		LANGUAGE ARTS	KNODEL, JARED	1.000
		LANGUAGE ARTS	PEREZ MARTINEZ, ALAIN	1.000
		LANGUAGE ARTS	STEPHENS, KATHARINE	1.000
		LANGUAGE ARTS DUAL IMMERSION	ARIAS ORTIZ , LUZ	1.000
		MATHEMATICS	BLUNT , KRISTINE	1.000
		MATHEMATICS	DRUMMOND, JON	1.000
		MATHEMATICS	FRIEL, KENNETH	1.000
		MATHEMATICS	GIFFORD, GRETCHEN	1.000
		MATHEMATICS	JOHNSON, ELIZABETH	1.000
		PHY ED/HEALTH	GOTHMANN, BRENT	1.000
		PHY ED/HEALTH	JACOBSON, ANDREW	1.000
		PHY ED/HEALTH	LEDUC, STEVEN	1.000
		PSYCHOLOGIST	WILLIAMS, MELISSA	1.000
		READING INTERVENTION	DETERS, LAURA	1.000
		READING INTERVENTION	RILEY, ELISABETH	1.000
		SCHOOL NURSE	SWANK, DARBY	1.000
		SCHOOL SOCIAL WORKER	CORCORAN, JOSEPH	1.000
		SCHOOL SOCIAL WORKER	DAWOLO , NICKI	1.000
		SCIENCE	KARLOVICH, HAILEY	1.000
		SCIENCE	MCDONOUGH, ERIN	1.000
		SCIENCE	VONRUDEN, GREGORY	1.000
		SCIENCE	ZELLAR , ELIZABETH	1.000
		SOCIAL STUDIES	BOE, JACOB	1.000
		SOCIAL STUDIES	HARA, ALI	1.000
		SOCIAL STUDIES	HOLM, SARAH	1.000
		SOCIAL STUDIES DUAL LANG	CLAYTON, EMMA	1.000
		SOCIAL STUDIES DUAL LANG	LIMA, MIGUEL	1.000
		SOCIAL STUDIES DUAL LANG	REDETZKE, RYAN	1.000
		SPEC ED/AUTISM	WHEELER, LEAH	1.000
		SPEC ED/DCD	BUFFINGTON, KELLY	1.000
		SPEC ED/DCD	CLAY, CHRISTINE	1.000
		SPEC ED/EBD	JOHNSTON , DAVID	1.000
		SPEC ED/EBD	LARSON, LINDSEY	1.000
		SPEC ED/EBD	SIGUENZA, BRANDON	1.000
		SPEC ED/LD	LEEKE, NICHOLAS	1.000
		SPEC ED/LD	LYTLE , CHRISTINA	1.000
		SPEC ED/OTHER HEALTH DIS	KESTLER , KATRINA	1.000
		SPECIAL EDUCATION LEAD	PETERSEN , MICHAEL	1.000
		SPEECH/LANG PATHOLOGIST	SYRIKA , ASIMINA	1.000
		STEM TEACHER	MCCLENDON , LAURA	1.000
	Teachers - Total			**59.000**
RICHFIELD MIDDLE SCHOOL - Total				**91.188**
RSTEM ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	WOODS, KELLY	1.000
		ELEMENTARY PRINCIPAL	HEYER, JONATHAN	1.000
	Administration and Classified Management - Total			**2.000**

Facilities & Transportation	FAC/BUILDING CLEANER	MANIKARAN, DEVIKA	1.000
	FAC/BUILDING CLEANER	MCCLINTON, KEITH	1.000
	FAC/BUILDING CLEANER	MICHALSKY, RALPH	1.000
	FAC/BUILDING CLEANER	SANCHEZ, ANDRES	1.000
	FAC/HEAD CUSTODIAN MDDL/STEM	JOHNSON, RANDY	1.000
	FAC/MAINTENANCE	JAYAMANNE, LALINDA	1.000
	FAC/NIGHT LEAD PERSON	GANT, CHARLES	1.000
Facilities & Transportation - Total			**7.000**
Food & Nutrition	KITCHEN ASSISTANTS	AGUILAR VALLADARES, LETICIA	0.500
	KITCHEN ASSISTANTS	HERNANDEZ-BALBUENA, GUADALUPE	0.988
	KITCHEN ASSISTANTS	LANNERS, LEAH	0.438
	KITCHEN ASSISTANTS	QUAN, YONG	0.813
	KITCHEN MANAGER	WASHINGTON, PAULA	1.000
	KITCHEN PRODUCTION COOK	GAERTNER, KARIN	0.938
Food & Nutrition - Total			**4.675**
Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 - 11 MONTH	DISMUKE, CRYSTAL	1.000
Mgmt. & Admin. Support Prof. - Total			**1.000**
Outreach Workers	OUTREACH-BILINGUAL	CLARA, YASMIN	1.000
Outreach Workers - Total			**1.000**
Paraprofessionals	PARA CLERICAL	ARRIAZA, MARIA	1.000
	PARA CLERICAL	ODEGARD, STACY	0.625
	PARA CLERICAL	RHODES, LUCINDA	0.656
	PARA HEALTH ASSISTANT	JACKSON, LAURIE	1.000
	PARA INSTRUCTIONAL	MARTINEZ LOPEZ, TERESA	0.875
	PARA INSTRUCTIONAL	SMITH, DANE	1.000
	PARA MANAGERIAL	RITCHIE, BREANNE	0.344
	PARA MANAGERIAL	RODRIGUEZ MUNIZ, INGRID	0.344
	PARA SPEC ED	CARRILLO, ESTHER	0.875
	PARA SPEC ED	FLANERY, ERINN	0.875
	PARA SPEC ED	NELSON, JANET	0.813
	PARA SPEC ED	PADDOCK, JAMES	0.875
	PARA SPEC ED	PALMER, LAURIE	0.813
	PARA SPEC ED	PERSONS, MELISSA	0.813
	PARA SPEC ED	PONCIUS, KAMERON	0.875
	PARA SPEC ED	SANCHEZ, MARLEN	0.813
	PARA SPEC ED	WENDORFF , NINA	0.875
	PARA SPEC ED	WILLIAMS , TAMIKA	1.375
	PARA SPEC ED	WOOLCOTT, MARGARET	0.875
Paraprofessionals - Total			**15.719**
Student Engagement	STUDENT ENGAGEMENT SPECIALIST	BRANDON, CARLISHA	0.938
Student Engagement - Total			**0.938**
Teachers	ART	SORENSON, ADAM	1.000
	COMPUTER LITERACY INSTR	FLITSCH, MARNI	1.000
	ENGLISH LANGUAGE	DAVIS, PATRICIA	1.000
	ENGLISH LANGUAGE	DEVITA, GALE	1.000
	ENGLISH LANGUAGE	SUTTON, LAURA	1.000

		GRADE 1	BUSCH, EMMA	1.000
		GRADE 1	HANSEN, JUDY	1.000
		GRADE 1	LLERENA PETERSON, ALEJANDRA	1.000
		GRADE 1	STRASZEWSKI, MARISSA	1.000
		GRADE 2	GERTEN, MICHELLE	1.000
		GRADE 2	KLOSINSKI, KIRSTEN	1.000
		GRADE 2	TADE, ELIANA	1.000
		GRADE 2	WEST , MAYA	1.000
		GRADE 3	KEGAN, LESLIE	1.000
		GRADE 3	LARSON, BETHANN	1.000
		GRADE 3	MCKEAND, MELISSA	1.000
		GRADE 3	ONISHI, ANDREW	1.000
		GRADE 3	TOPP, GEORGIA	1.000
		GRADE 4	ALLEN , CARRIE	1.000
		GRADE 4	FOLEY PETERS , CLARE	1.000
		GRADE 4	LIETZAU, OLIVIA	1.000
		GRADE 4	PREGLER, CHRISTOPHER	1.000
		GRADE 5	HOLETZ, KAREN	1.000
		GRADE 5	LAWLESS, JEANNE	1.000
		GRADE 5	MCMILLAN, OMAR	1.000
		GRADE 5	RICHARDS , ZACHERY	1.000
		INSTRUCTIONAL COACH	CAHILL, NICOLE	1.000
		INTERVENTION & ENRICHMENT SPEC	KING-LYBECK, CYNTHIA	1.000
		INTERVENTION & ENRICHMENT SPEC	KREBSBACH, VANESSA	0.500
		INTERVENTION & ENRICHMENT SPEC	SARAZINE, DARCI	1.000
		KINDERGARTEN	LAHREN, MICHELLE	1.000
		KINDERGARTEN	MARTIN, MOLLY	1.000
		KINDERGARTEN	MUNSON, JENNIFER	1.000
		KINDERGARTEN	OLMSTED, MICHELLE	1.000
		MUSIC	MYLES, GAYLE	1.000
		PHYSICAL EDUCATION	THRASH, TYLER	1.000
		PRE-KINDERGARTEN	GORDON, KATHLEEN	1.000
		PSYCHOLOGIST	SWEENEY, KAYE	1.000
		SCHOOL SOCIAL WORKER	ALFARO-GLOVER, JENNIFER	1.000
		SCHOOL SOCIAL WORKER	EISELE , BRIT	0.600
		SPEC ED/EBD	COX, KYLEE	1.000
		SPEC ED/EBD	GULLAND, KIRSTIN	1.000
		SPEC ED/LD	PEACHA, CORA	1.000
		SPEC ED/OTHER HEALTH DIS	SELLMEYER, ANIKA	1.000
		SPEC ED-EBD/LD	SAGMOE, MARIBETH	1.000
		SPECIAL EDUCATION LEAD	WATKINS, MARY	1.000
		SPEECH/LANG PATHOLOGIST	MILBRATH, ROCHELLE	1.000
		STEM TEACHER	GLICK, KATHLEEN	1.000
	Teachers - Total			**47.100**
RSTEM ELEMENTARY	**- Total**			**79.431**

SHERIDAN HILLS ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	GARCIA, YVETTE	1.000
	Administration and Classified Management - Total			**1.000**
	Facilities & Transportation	FAC/BUILDING CLEANER	MARTINEZ MARTINEZ, MARIA	1.000
		FAC/BUILDING CLEANER	MOROCHO, TERESA	1.000
		FAC/HEAD CUSTODIAN ELEM SCHOOL	GROSSMAN, WILLIAM	1.000
	Facilities & Transportation - Total			**3.000**
	Food & Nutrition	KITCHEN ASSISTANTS	ENGLUND , GLORIA	0.625
		KITCHEN ASSISTANTS	HECHT, JENNIFER	0.719
		KITCHEN MANAGER	MEDVEC, SHERRI	1.000
		KITCHEN PRODUCTION COOK	RUBIO SEGURA, PATRICIA	0.938
	Food & Nutrition - Total			**3.281**
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 - 10 1/2 MONTH	GILLIGAN , VIKKI	1.000
	Mgmt. & Admin. Support Prof. - Total			**1.000**
	Outreach Workers	OUTREACH-BILINGUAL	GARZA, EUNICE	1.000
	Outreach Workers - Total			**1.000**
	Paraprofessionals	PARA HEALTH ASSISTANT	MAZURKIEWICZ, ALLISHA	0.875
		PARA INSTRUCTIONAL	FITZGERALD, NANCY	0.500
		PARA INSTRUCTIONAL	GILBERTSON , RACHEL	0.875
		PARA INSTRUCTIONAL	MCCARTY, TIFFANY	0.875
		PARA MANAGERIAL	CAMP, BRANDON	0.313
		PARA MANAGERIAL	ESPINOZA COYOTE, STEPHANIE	0.750
		PARA SPEC ED	BARBOUCHE, BOUCHRA	0.875
		PARA SPEC ED	GREGERSEN, GARRETT	0.875
		PARA SPEC ED	HAIK-SHAW, MEGAN	0.813
		PARA SPEC ED	HALLANGER, CHRISTIAN	0.875
		PARA SPEC ED	HELLESVIG, LEONA	0.875
		PARA SPEC ED	JUNG, ALEXANDRA	0.813
		PARA SPEC ED	KRAUS, DEAN	0.875
		PARA SPEC ED	LIEN, LESLIE	1.875
		PARA SPEC ED	MANSFIELD, PAYTON	0.875
		PARA SPEC ED	MCCULLOUGH, CATHERINE	0.813
		PARA SPEC ED	NIDAY, JOHN	0.813
		PARA SPEC ED	RICKER, ELIZABETH	0.875
		PARA SPEC ED	WEIBEL, MEGHAN	0.813
	Paraprofessionals - Total			**16.250**
	Teachers	ADAPTIVE PHY ED	SONG, THOMAS	1.000
		ART	KAMHOLZ, NICHOL	1.000
		ENGLISH LANGUAGE	RUMMEL, ANN	1.000
		ENGLISH LANGUAGE	VOIGT, LORI	1.000
		GRADE 1	JENSEN , TAYLOR	1.000
		GRADE 1	MELAND, LIV	1.000
		GRADE 1	REDLIN, KAREN	1.000
		GRADE 1	WALKER, ANA	1.000
		GRADE 2	BOIE, JASON	1.000
		GRADE 2	GREGERSEN , MARY JO	1.000

		GRADE 2	MILLER, LEJEUNE	1.000
		GRADE 3	CREIGHTON, JESSICA	1.000
		GRADE 3	KROHN, STACY	1.000
		GRADE 4	BERRES, SARAH	1.000
		GRADE 4	HICKSON, AMBER	1.000
		GRADE 4	MCCABE , CONNOR	1.000
		GRADE 5	QURAISHI, ZARA	1.000
		GRADE 5	SIMMONS, TIMOTHY	1.000
		GRADE 5	ZEH, MARY	1.000
		INTERVENTION & ENRICHMENT SPEC	SUNDAL, ELIZABETH	1.000
		INTERVENTION & ENRICHMENT SPEC	WIEBER , KATHLEEN	1.000
		KINDERGARTEN	HOULE , RYAN	1.000
		KINDERGARTEN	PERRY , KAIA	1.000
		KINDERGARTEN	THOMPSON, TRICIA	1.000
		MUSIC	YAMAMOTO, CLAIRE	1.000
		PHYSICAL EDUCATION	TAYLOR, MOLLY	1.000
		PSYCHOLOGIST	HAWN, SARAH	1.000
		SCHOOL SOCIAL WORKER	REICHEL , REBECCA	1.000
		SPEC ED/DCD	BASTIAN , SHELBY	1.000
		SPEC ED/DCD	HUEPER, SHELBY	1.000
		SPEC ED/DCD	TESKE, PRESTON	1.000
		SPEC ED/LD	AVILA, KATHERINE	1.000
		SPEC ED/LD	CORRADI, JOSEPHINE	1.000
		SPEC ED/LD	NELSON, SARAH	1.000
		SPEC ED/MSMI	TOBEY, MICHELLE	1.000
		SPECIAL EDUCATION LEAD	GREELEY, DEBORAH	1.000
		SPEECH/LANG PATHOLOGIST	HAYES, DANA	1.000
		TOSA - STUDENT ENGAGEMENT SPEC	THEOBALD, BETHANY	0.600
	Teachers - Total			**37.600**
SHERIDAN HILLS ELEMENTARY - Total				**63.131**
SOUTH EDUCATION CENTER	Paraprofessionals	PARA SPEC ED	ATKINS , RANDALL	0.938
		PARA SPEC ED	BLONIGAN , STEPHANIE	0.938
		PARA SPEC ED	KNOBLAUCH , CATHERINE	0.938
		PARA SPEC ED	LOVICK, SHELLEY	0.938
		PARA SPEC ED	RAMIREZ, CICELY	0.938
	Paraprofessionals - Total			**4.688**
	Teachers	SCHOOL SOCIAL WORKER	HILLER , SUZANNE	0.500
		SPEC ED/AUTISM	BROWN, LEAH	1.000
		SPEC ED/DCD	BALLANGER, DREW	1.000
		SPEC ED/EBD	WINKLER , ANDREA	1.000
		WORK BASED LEARNING TCHR	MANTEUFEL, CHRISTINE	1.000
	Teachers - Total			**4.500**
SOUTH EDUCATION CENTER - Total				**9.188**

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Commendation

RPS would like to commend Sheridan Hills families and the City of Richfield for partnering around a joint event that benefited the Spartan Food Shelf. The City of Richfield's Annual Pumpkin Smashing Event partnered with Sheridan families to receive donations for the RHS Spartan Food Shelf. We are so grateful for the thoughtfulness and partnership from our Richfield community of families and the City.



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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 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 November 10, 2025
   - Disbursements from the November 10, 2025 Meeting
   - Checks & E-pay Register from the November 10, 2025 Meeting
   - Superintendent's Report and Agenda Meeting Minutes from November 10, 2025
2. General Disbursements as of 11/20/25 in the Amount of $1,852,892.39
   - Disbursements for the December 1, 2025 Meeting
   - Checks & E-pay Register for the December 1, 2025 Meeting
3. Year-to-Date Finance Update
   - Revenue & Expenditure Summary as of October 31, 2025

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**

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, November 10, 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, November 10, 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: Banks Kupcho, Cole, Liss, Pollis and Spencer.

Superintendent Unowsky was present, and student representative Tania Brackenridge was also present.

II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Banks Kupcho, 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. Richfield High School Presentation
    2. Activities Update

IV. CONSENT AGENDA

A. Routine Matters
    1. Minutes of the Regular Meeting held October 27, 2025
    2. General Disbursements as of 10/30/25 in the Amount of $1,343,361.14
    3. Investment Holdings
B. 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

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

V. OLD BUSINESS

A. Policy 201: Legal Status of the School Board - third read

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

B. Policy 106: Students and Employees with Communicable and Infectious Diseases - third read

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

VI. NEW BUSINESS

A. Resolution Canvassing Returns of Votes of School District General Election

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

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

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

C. Outreach Workers Collective Bargaining Agreement 2024-2026

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

D. Policy 116: Equity & Administrative Guideline 116.1 - first read
E. Donations

Motion by Liss, seconded by Pollis, 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

12-1-25	7 p.m.	Regular Board Meeting with Truth-in-Taxation
12-15-25	7 p.m.	Regular Board Meeting - Public Comment

XII. ADJOURN REGULAR MEETING

Chair Carter adjourned the meeting at 8:30 p.m.

PCards, EPays, Checks & Scholarships
12/01/2025 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks		Void-Reissued
	11/4/2025	(4,225.00)
	11/10/2025	(1,300.23)
	11/10/2025	556,396.93
	11/12/2025	254,857.26
	11/13/2025	351,005.12
	11/19/2025	353,275.11
	11/21/2025	264,894.18
P-Cards-October	11/4/2025	69,824.86
E-Pays	11/6/2025	4,560.91
	11/13/2025	1,049.49
	11/20/2025	553.76
Scholarships	11/12/2025	2,000.00
CHECK REGISTER BANK 05 TOTAL =		**1,852,892.39**

BREAKDOWN	
01-206-00	818,556.82
02-206-00	152,686.22
03-206-00	559,959.17
04-206-00	11,093.81
06-206-00	75,157.88
07-206-00	-
18-206-00	-
20-206-00	234,351.83
21-206-00	1,086.66
47-206-00	-
BANK TOTAL =	**1,852,892.39**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	315905	11/04/2025	MCCARTHY WELL COMPANY	V-Reissued	-4,225.00
01	V2600432	11/04/2025	P-CARD BAIRD LISA	R	4,804.47
01	V2600433	11/04/2025	P-CARD BARLOW ERICA	R	4,684.75
01	V2600434	11/04/2025	P-CARD BLUMA, MEGAN BOLLIG	R	425.26
01	V2600435	11/04/2025	P-CARD BROWN MATTHEW	R	200.26
01	V2600436	11/04/2025	P-CARD BRUNNER PATTI	R	3,023.65
01	V2600437	11/04/2025	P-CARD CARUSO MATTHEW	R	1,692.09
01	V2600438	11/04/2025	P-CARD CRUZ ESTEVA JENNIFER	R	4,047.80
01	V2600439	11/04/2025	P-CARD EDWARDS NATHAN	R	1,097.17
01	V2600440	11/04/2025	P-CARD GARCIA YVETTE	R	1,559.51
01	V2600441	11/04/2025	P-CARD GONZALEZ CHRISTINA	R	9,185.70
01	V2600442	11/04/2025	P-CARD HOLJE CRAIG	R	345.00
01	V2600443	11/04/2025	P-CARD HUERTA-ANAYA ALICIA	R	3,262.74
01	V2600444	11/04/2025	P-CARD KRETSINGER DAN	R	1,356.10
01	V2600445	11/04/2025	P-CARD LEIKNES LISA	R	613.26
01	V2600446	11/04/2025	P-CARD LEWIS JENNIFER	R	1,595.65
01	V2600447	11/04/2025	P-CARD LUNDY MICHELLE	V	0.00
01	V2600448	11/04/2025	P-CARD LUNDY MICHELLE	R	11,900.86
01	V2600449	11/04/2025	P-CARD MAHONEY COLLEEN	R	488.26
01	V2600450	11/04/2025	P-CARD MANNING MICHAEL	R	984.95
01	V2600451	11/04/2025	P-CARD MCCLENDON LAURA	R	228.21
01	V2600452	11/04/2025	P-CARD MCGINN DAN	R	659.63
01	V2600453	11/04/2025	P-CARD PETERSON CHRIS	R	4,486.93
01	V2600454	11/04/2025	P-CARD SACHER GRACE	R	3,336.70
01	V2600455	11/04/2025	P-CARD SETZER ALEXIS	R	63.94
01	V2600456	11/04/2025	P-CARD SKARE-KLECKER AMY	R	1,776.97
01	V2600457	11/04/2025	P-CARD SMITH DANE	R	47.64
01	V2600458	11/04/2025	P-CARD SMITH JENNIFER	R	2,093.95
01	V2600459	11/04/2025	P-CARD VENTURA PEREZ RAMIRO	R	758.44
01	V2600460	11/04/2025	P-CARD WILLHITE KASYA	R	191.51
01	V2600461	11/04/2025	P-CARD WOODS KELLY	R	1,032.14
01	V2600462	11/04/2025	P-CARD YUNKER AUBREE	R	3,881.32
01	V2600374	11/06/2025	LUZ ARIAS ORTIZ	R	30.95
01	V2600375	11/06/2025	MATTHEW ARNOLD	R	499.94
01	V2600376	11/06/2025	MICHELLE L AXELL	R	70.00
01	V2600377	11/06/2025	BRADLEY BADOUR	R	40.00
01	V2600378	11/06/2025	ERICA T BARLOW	R	70.00
01	V2600379	11/06/2025	NIKOLAS BAUZA	R	40.00
01	V2600380	11/06/2025	MARY L CLARKSON	R	70.00
01	V2600381	11/06/2025	KRISTI A DINGMAN	R	15.82
01	V2600382	11/06/2025	PETER J FITZPATRICK	R	40.00
01	V2600383	11/06/2025	YVETTE GARCIA	R	70.00
01	V2600384	11/06/2025	RACHEL GENS	R	70.00
01	V2600385	11/06/2025	AREND J GEURINK	R	70.00
01	V2600386	11/06/2025	CHRISTINA M GONZALEZ	R	70.00
01	V2600387	11/06/2025	AMY E HAGER	R	70.00
01	V2600388	11/06/2025	KEVIN D HARRIS	R	40.00
01	V2600389	11/06/2025	MICHAEL G HARRIS	R	70.00

01	V2600390	11/06/2025	LANA HENDRICKS LEUNING	R	40.00
01	V2600391	11/06/2025	JONATHAN W HEYER	R	70.00
01	V2600392	11/06/2025	JAMES L HILL	R	40.00
01	V2600393	11/06/2025	JESSICA M HOFFMAN	R	40.00
01	V2600394	11/06/2025	CRAIG D HOLJE	R	70.00
01	V2600395	11/06/2025	DANIEL E KRETSINGER	R	70.00
01	V2600396	11/06/2025	JENNIFER KRUEGER	R	70.00
01	V2600397	11/06/2025	ANOOP KUMAR	R	40.00
01	V2600398	11/06/2025	JOLIENE S LITWINCZUK	R	63.98
01	V2600399	11/06/2025	JOHN M LORENZINI	R	70.00
01	V2600400	11/06/2025	DAVANAND MAHADEO	R	40.00
01	V2600401	11/06/2025	COLLEEN M MAHONEY	R	70.00
01	V2600402	11/06/2025	MICHAEL A MANNING	R	70.00
01	V2600403	11/06/2025	DANIEL P MCGINN	R	40.00
01	V2600404	11/06/2025	DOUG R MCMEEKIN	R	70.00
01	V2600405	11/06/2025	KENT D MEYER	R	70.00
01	V2600406	11/06/2025	KATRINA L MORGAN	R	40.00
01	V2600407	11/06/2025	ERIN H NEILON	R	148.78
01	V2600408	11/06/2025	STEPHANIE NICHOLS	R	45.00
01	V2600409	11/06/2025	ROBERT G OLSON	R	40.00
01	V2600410	11/06/2025	LAURA B OTTERNESS	R	110.68
01	V2600411	11/06/2025	CHRISTOPHER A PETERSON	R	70.00
01	V2600412	11/06/2025	CASSANDRA QUAM	R	70.00
01	V2600413	11/06/2025	LAURA RAMSBORG	R	70.00
01	V2600414	11/06/2025	RENEE C REED-KARSTENS	R	40.00
01	V2600415	11/06/2025	EUGENE SANDEL	R	31.61
01	V2600416	11/06/2025	HEIDI SAVATDY	R	70.00
01	V2600417	11/06/2025	CHRISTIAN SCHEMPP	R	40.00
01	V2600418	11/06/2025	AMY B SKARE-KLECKER	R	70.00
01	V2600419	11/06/2025	JUSTIN STEELE	R	70.00
01	V2600420	11/06/2025	STACY THEIEN-COLLINS	R	70.00
01	V2600421	11/06/2025	RICKY THOMPSON	R	40.00
01	V2600422	11/06/2025	VLADIMIR S TOLEDO	R	40.00
01	V2600423	11/06/2025	STEVEN P UNOWSKY	R	270.00
01	V2600424	11/06/2025	CARRIE A VALA	R	70.00
01	V2600425	11/06/2025	JENNIFER K SMITH	R	70.00
01	V2600426	11/06/2025	REBECCA S WALD	R	40.00
01	V2600427	11/06/2025	ALEXANDER WARD	R	70.00
01	V2600428	11/06/2025	MICHELLE R WHITESIDE	R	70.00
01	V2600429	11/06/2025	KASYA L WILLHITE	R	354.15
01	V2600430	11/06/2025	MELISSA J WILLIAMS	R	210.00
01	V2600431	11/06/2025	KELLY L WOODS	R	70.00
01	316277	11/10/2025	JW PEPPER & SON INC	V-REissued	-1,300.23
	Last check # 316928 for 11.10.2025 Board Mtg				
01	316929	11/10/2025	ANA C HERNANDEZ	R	15.00
01	316930	11/10/2025	AQUA ENGINEERING INC	R	2,450.00
01	316931	11/10/2025	ARCHETYPE	R	350.00
01	316932	11/10/2025	AZURE ADLER	R	156.00
01	316933	11/10/2025	BATTERIES R US	R	5,363.91

01	316934	11/10/2025	BERRY COFFEE COMPANY INC.	R	208.16
01	316935	11/10/2025	BEST PLUMBING SPECIALTIES, INC.	R	1,137.48
01	316936	11/10/2025	BITUMINOUS ROADWAYS, INC.	R	4,750.00
01	316937	11/10/2025	BIX FRUIT COMPANY	R	657.76
01	316938	11/10/2025	BOHMBACH JOHN	R	92.00
01	316939	11/10/2025	BRAND FARMS	R	1,798.00
01	316940	11/10/2025	CDW GOVERNMENT INC	R	19,945.45
01	316941	11/10/2025	CENTENNIAL SCHOOLS	R	7,000.00
01	316942	11/10/2025	CESO FINANCE, LLC	R	3,675.00
01	316943	11/10/2025	CINTAS CORPORATION NO 2	R	2,016.29
01	316944	11/10/2025	DICKS SANITATION SERVICE, INC (DSI)	R	9,227.77
01	316945	11/10/2025	ENVIROMATIC CORP OR AMERICA, INC	R	873.75
01	316946	11/10/2025	ESTR PUBLICATIONS	R	91.40
01	316947	11/10/2025	FASTEST LABS OF BLOOMINGTON	R	874.00
01	316948	11/10/2025	FRONTIER TRANSPORTATION SRVCS, LLC	R	178,290.00
01	316949	11/10/2025	GARY SMITH	R	500.00
01	316950	11/10/2025	GRAFTON SCHOOL, INC.	R	135.76
01	316951	11/10/2025	WW GRAINGER INC	R	693.87
01	316952	11/10/2025	GROTH MUSIC COMPANY	R	388.03
01	316953	11/10/2025	HAWKINS INC	R	463.33
01	316954	11/10/2025	HILLYARD MINNEAPOLIS	R	5,398.41
01	316955	11/10/2025	HMH EDUCATION COMPANY	R	414.12
01	316956	11/10/2025	IMPROVE YOUR TOMORROW, INC.	R	2,000.00
01	316957	11/10/2025	HIPPIE DOG	R	275.00
01	316958	11/10/2025	INSTRUMENTALIST AWARDS LLC	R	183.00
01	316959	11/10/2025	IXL LEARNING	R	662.50
01	316960	11/10/2025	KEMPS LLC	V	0.00
01	316961	11/10/2025	KEMPS LLC	R	4,750.40
01	316962	11/10/2025	KINECT ENERGY INC	R	15,625.66
01	316963	11/10/2025	LEROY'S GREAT BEAR	R	269.94
01	316964	11/10/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	3,343.17
01	316965	11/10/2025	LOFFLER COMPANIES	R	75.00
01	316966	11/10/2025	MAXORPLUS, LTD	R	43,748.66
01	316967	11/10/2025	MCCARTHY WELL COMPANY	R	4,225.00
01	316968	11/10/2025	MIDWEST BUS PARTS INC	R	232.00
01	316969	11/10/2025	MINUTEMAN PRESS EDINA	R	712.79
01	316970	11/10/2025	NEI ELECTRIC, INC.	R	510.00
01	316971	11/10/2025	NORMANDALE COMMUNITY COLLEGE	R	119,833.35
01	316972	11/10/2025	PAN O GOLD BAKING CO	R	711.56
01	316973	11/10/2025	PEDIATRIC HOME SERVICE	R	1,275.00
01	316974	11/10/2025	PER MAR SECURITY SERVICES	R	207.38
01	316975	11/10/2025	PLOY KHUNISOM	R	40.00
01	316976	11/10/2025	PROFESSIONAL WIRELESS COMMUNICATION	R	1,804.88
01	316977	11/10/2025	REED BEHAVIORAL HEALTH LLC	R	5,000.00
01	316978	11/10/2025	SCHMITT MUSIC	R	798.97
01	316979	11/10/2025	SCHOLASTIC INC	R	653.95
01	316980	11/10/2025	SCHOOL SERVICE EMPLOYEES UNION	R	4,942.75
01	316981	11/10/2025	SHERWIN WILLIAMS CO	R	126.44
01	316982	11/10/2025	SQUIRES, WALDSPURGER & MACE, P.A.	R	6,342.10

01	316983	11/10/2025	STERLING SYSTEMS, INC.	R	17,440.00
01	316984	11/10/2025	SALIBENNE	R	280.00
01	316985	11/10/2025	ENLIGHTENED TECHNOLOGY CORPORATION	R	1,950.00
01	316986	11/10/2025	TRIO SUPPLY COMPANY	R	2,623.52
01	316987	11/10/2025	TRISTATE BOBCAT INC	R	120.00
01	316988	11/10/2025	UPPER LAKES FOODS	R	31,044.89
01	316989	11/10/2025	VANESSA MERRY	R	280.00
01	316990	11/10/2025	VERIZON WIRELESS	R	360.09
01	316991	11/10/2025	ALLSTATE PETERBILT OF S ST PAUL	R	695.20
01	316992	11/10/2025	WOLD ARCHITECTS AND ENGINEERS	R	1,962.06
01	316993	11/10/2025	WOLKE, JULIA	R	23.70
01	316994	11/10/2025	WOODCRAFT	R	70.85
01	316995	11/10/2025	WORLD FUEL SERVICES, INC.	R	18,944.93
01	316996	11/10/2025	XCEL ENERGY	R	15,286.70
01	316997	11/12/2025	AI TECHNOLOGIES LLC	R	240.00
01	316998	11/12/2025	ARVIG ENTERPRISES INC	R	1,207.90
01	316999	11/12/2025	AVIBEN	R	524.33
01	317000	11/12/2025	BCN TELECOM, INC TBS	R	933.32
01	317001	11/12/2025	BCBS OF MINNESOTA & BLUE PLUS	R	9,180.00
01	317002	11/12/2025	BLUUM OF MINNESOTA, LLC	R	2,549.96
01	317003	11/12/2025	BUREAU OF EDUCATION & RESEARCH	R	590.00
01	317004	11/12/2025	CAPITAL ONE TRADE CREDIT	R	365.55
01	317005	11/12/2025	CDW GOVERNMENT INC	R	9,000.00
01	317006	11/12/2025	CENTURYLINK	R	52.08
01	317007	11/12/2025	CINTAS CORPORATION NO 2	R	302.01
01	317008	11/12/2025	CITY OF RICHFIELD	R	7,159.65
01	317009	11/12/2025	COMCAST BUSINESS	R	987.10
01	317010	11/12/2025	CONSOLIDATED COMMUNICATIONS	V	0.00
01	317011	11/12/2025	CONSOLIDATED COMMUNICATIONS	R	5,843.94
01	317012	11/12/2025	DARRYL WALETZKO LLC	R	296.09
01	317013	11/12/2025	DELUXE BRANDED MARKETING	R	195.20
01	317014	11/12/2025	DIGITAL INSURANCE LLC	R	3,607.00
01	317015	11/12/2025	DRAFTBACK LLC	R	1,350.00
01	317016	11/12/2025	ECM PUBLISHERS INC	R	1,445.00
01	317017	11/12/2025	FASTENAL INDUSTRIAL	R	376.27
01	317018	11/12/2025	WW GRAINGER INC	R	2,197.04
01	317019	11/12/2025	HILLYARD MINNEAPOLIS	R	7,652.97
01	317020	11/12/2025	HOME DEPOT U.S.A.	R	896.61
01	317021	11/12/2025	HOPE CHURCH	R	15,910.11
01	317022	11/12/2025	ICS CONSULTING, LLC - 138006	R	15,000.00
01	317023	11/12/2025	IIX INSURANCE INFORMATION EXCHANGE	R	45.80
01	317024	11/12/2025	INSTITUTE FOR ENVIROMENTAL	R	2,640.50
01	317025	11/12/2025	JW PEPPER & SON INC	R	1,300.23
01	317026	11/12/2025	LEROY'S GREAT BEAR	R	97.95
01	317027	11/12/2025	LIFESAVER FIRE PROTECTION LLC	R	4,673.79
01	317028	11/12/2025	LOFFLER	R	1,161.06
01	317029	11/12/2025	LOFFLER COMPANIES	R	234.20
01	317030	11/12/2025	MAGIC TURF, INC.	R	10,536.00
01	317031	11/12/2025	MATRIX COMMUNICATIONS, INC	R	5,035.27

01	317032	11/12/2025	MAXORPLUS, LTD	R	91,485.54
01	317033	11/12/2025	MCEA	R	1,097.00
01	317034	11/12/2025	MIDWEST BUS PARTS INC	R	511.60
01	317035	11/12/2025	MINUTEMAN PRESS EDINA	R	106.62
01	317036	11/12/2025	MN DEPT OF LABOR AND INDUSTRY	R	1,340.00
01	317037	11/12/2025	MRI SOFTWARE LLC	R	874.00
01	317038	11/12/2025	MULTILINGUAL WORD INC	R	5,039.60
01	317039	11/12/2025	NAPA AUTO PARTS	R	205.07
01	317040	11/12/2025	NCS PEARSON INC	R	124.20
01	317041	11/12/2025	NEI ELECTRIC, INC.	R	1,020.00
01	317042	11/12/2025	NORMANDALE COMMUNITY COLLEGE	R	2,000.00
01	317043	11/12/2025	NORTH CENTRAL INTERNATIONAL, LLC	R	953.76
01	317044	11/12/2025	NUSS TRUCK & EQUIPMENT	R	3,400.00
01	317045	11/12/2025	ONEBRIDGE BENEFITS INC.	R	2,338.00
01	317046	11/12/2025	PAYDHEALTH	R	2,090.74
01	317047	11/12/2025	PER MAR SECURITY SERVICES	R	33.00
01	317048	11/12/2025	PLUNKETT'S /VARMENT GUARD	R	1,111.09
01	317049	11/12/2025	POMPS TIRE SERVICE	R	610.00
01	317050	11/12/2025	PREMIUM WATERS INC	R	39.00
01	317051	11/12/2025	RENAISSANCE	R	1,312.00
01	317052	11/12/2025	SCHOLASTIC INC	R	519.15
01	317053	11/12/2025	SEESAW LEARNING, INC.	R	16,013.27
01	317054	11/12/2025	SHERWIN WILLIAMS CO	R	173.19
01	317055	11/12/2025	TOLL COMPANY	R	13.64
01	317056	11/12/2025	TRUGREEN LIMITED PARTNERSHIP	R	6,031.00
01	317057	11/12/2025	UHL COMPANY INC	R	113.72
01	317058	11/12/2025	UNITED HEALTHCARE/AARP MEDICARE RX	R	92.20
01	317059	11/12/2025	UNITED HEARTHCARE /AARP MEDICARE RX	R	92.20
01	317060	11/12/2025	UNITEDHEALTHCARE	R	655.91
01	317061	11/12/2025	ALLSTATE PETERBILT OF S ST PAUL	R	445.62
01	317062	11/12/2025	WORLD FUEL SERVICES, INC.	R	2,685.21
01	317063	11/12/2025	YOUNG HEARTS, OPEN MINDS (YHOM)	R	495.00
01	317064	11/12/2025	ZONEONE LOCATING	R	249.00
01	317065	11/13/2025	ADVANCED COMMERCIAL KITCHENS	R	605.64
01	317066	11/13/2025	BRAND FARMS	R	1,740.00
01	317067	11/13/2025	CENTURYLINK	R	71.00
01	317068	11/13/2025	CULINEX	R	653.22
01	317069	11/13/2025	HOYO, SBC	R	2,040.00
01	317070	11/13/2025	KEMPS LLC	V	0.00
01	317071	11/13/2025	KEMPS LLC	R	3,512.32
01	317072	11/13/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	4,127.17
01	317073	11/13/2025	MAXORPLUS, LTD	R	93,106.75
01	317074	11/13/2025	PAN O GOLD BAKING CO	R	167.72
01	317075	11/13/2025	TRIO SUPPLY COMPANY	R	1,448.24
01	317076	11/13/2025	TWIN CITY TRANSPORTATION	R	212,695.11
01	317077	11/13/2025	UPPER LAKES FOODS	R	29,066.36
01	317078	11/13/2025	LIGHTNING PRINTING, INC	R	1,669.84
01	317079	11/13/2025	XCEL ENERGY	R	101.75
01	V2600463	11/13/2025	ERICA T BARLOW	R	238.40

01	V2600464	11/13/2025	MILISSA CARTER	R	70.00
01	V2600465	11/13/2025	ANGELA M FISH	R	30.80
01	V2600466	11/13/2025	SARAH HAWN	R	210.00
01	V2600467	11/13/2025	JENNIFER KRUEGER	R	99.67
01	V2600468	11/13/2025	JOHN M LORENZINI	R	58.80
01	V2600469	11/13/2025	CARRIE A VALA	R	134.25
01	V2600470	11/13/2025	SAMANTHA WEAVER	R	143.15
01	V2600471	11/13/2025	MICHELLE R WHITESIDE	R	5.60
01	V2600472	11/13/2025	AUBREE M YUNKER	R	58.82
01	317080	11/19/2025	ALERUS RETIREMENT AND BENEFITS	R	846.60
01	317081	11/19/2025	ALL STATE COMMUNICATIONS LLC	R	1,890.00
01	317082	11/19/2025	BRAND FARMS	R	1,740.00
01	317083	11/19/2025	BRENNAN CONSTRUCTION OF MN, INC.	R	58,195.82
01	317084	11/19/2025	CANON USA	R	4,747.36
01	317085	11/19/2025	CATALYST BUYING GROUP LLC	R	881.73
01	317086	11/19/2025	CDW GOVERNMENT INC	R	3,985.83
01	317087	11/19/2025	CITY OF RICHFIELD	R	4,976.00
01	317088	11/19/2025	COMCAST	R	449.49
01	317089	11/19/2025	CUB FOODS	R	635.43
01	317090	11/19/2025	DASH SPORTS, LLC	R	1,836.25
01	317091	11/19/2025	DIGITAL INSURANCE LLC	R	1,611.00
01	317092	11/19/2025	ECM PUBLISHERS INC	R	163.75
01	317093	11/19/2025	GRAFTON SCHOOL, INC.	R	1,685.03
01	317094	11/19/2025	HILLYARD MINNEAPOLIS	R	3,488.12
01	317095	11/19/2025	HUGO SEBASTIAN PEREZ CANALES	R	140.00
01	317096	11/19/2025	INTERMEDIATE DISTRICT 287	R	142,820.47
01	317097	11/19/2025	KEMPS LLC	V	0.00
01	317098	11/19/2025	KEMPS LLC	R	4,349.52
01	317099	11/19/2025	KIM TONG TRANSLATION SERVICE INC	R	68.75
01	317100	11/19/2025	LB CARLSON LLP	R	7,000.00
01	317101	11/19/2025	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	5,005.75
01	317102	11/19/2025	LYNN HANSON	R	13.50
01	317103	11/19/2025	MAGERS & QUINN BOOKSELLERS	R	7,501.90
01	317104	11/19/2025	MATRIX COMMUNICATIONS, INC	R	21,964.56
01	317105	11/19/2025	METROPOLITAN MECHANICAL CONTRACTORS	R	2,790.95
01	317106	11/19/2025	NAPA AUTO PARTS	R	106.85
01	317107	11/19/2025	ORFIELD LABORATORIES, INC.	R	160.00
01	317108	11/19/2025	PAN O GOLD BAKING CO	R	847.31
01	317109	11/19/2025	PEDIATRIC HOME SERVICE	R	412.50
01	317110	11/19/2025	PITNEY BOWES BANK PURCHASE POWER	R	915.97
01	317111	11/19/2025	RICHFIELD SOCCER ASSOCIATION	R	1,150.00
01	317112	11/19/2025	RINGCENTERAL, INC.	R	9,347.84
01	317113	11/19/2025	RO HEALTH, LLC	R	2,311.20
01	317114	11/19/2025	SMS ADMINISTRATIVE SERVICES	R	5,850.00
01	317115	11/19/2025	SNA-SCHOOL NUTRITION	R	14.00
01	317116	11/19/2025	TOWN & COUNTRY FENCE	R	16,177.50
01	317117	11/19/2025	TRIO SUPPLY COMPANY	R	956.34
01	317118	11/19/2025	UPPER LAKES FOODS	V	0.00
01	317119	11/19/2025	UPPER LAKES FOODS	R	34,301.16

01	317120	11/19/2025	XCEL ENERGY	R	1,936.63
01	V2600473	11/20/2025	DANIEL E KRETSINGER	R	427.77
01	V2600474	11/20/2025	HEATHER LEBEAU	R	69.99
01	V2600475	11/20/2025	CARLA SCHWAPPACH	R	56.00
01	317121	11/21/2025	BECKMAN ALISON	R	150.00
01	317122	11/21/2025	BURKSTRAND MICHAEL	R	150.00
01	317123	11/21/2025	CEDAR SMALL ENGINE	R	1,561.27
01	317124	11/21/2025	CINTAS CORPORATION NO 2	R	152.95
01	317125	11/21/2025	CONTINENTAL RESEARCH CORP	R	2,110.45
01	317126	11/21/2025	COOK AMY	R	75.00
01	317127	11/21/2025	GRAHAM THOMAS	R	150.00
01	317128	11/21/2025	WW GRAINGER INC	R	2,549.53
01	317129	11/21/2025	GRAYBAR ELECTRIC CO	R	135.77
01	317130	11/21/2025	GROUP MEDICAREBLUE RX	R	8,140.00
01	317131	11/21/2025	HILLYARD MINNEAPOLIS	R	3,427.78
01	317132	11/21/2025	KREMER SERVICES LLC	R	1,908.98
01	317133	11/21/2025	LARSON KEITH	R	200.00
01	317134	11/21/2025	MADISON NATIONAL LIFE INS CO INC	R	18,305.09
01	317135	11/21/2025	MOREY, BECKETT E	R	75.00
01	317136	11/21/2025	MTI DISTRIBUTING CO	R	66.85
01	317137	11/21/2025	NEI ELECTRIC, INC.	R	816.83
01	317138	11/21/2025	NORTH CENTRAL BUS	R	13.56
01	317139	11/21/2025	NORTH CENTRAL INTERNATIONAL, LLC	R	859.05
01	317140	11/21/2025	PREMIER LIGHTING INC	R	916.89
01	317141	11/21/2025	SCHOOL SERVICE EMPLOYEES UNION	R	4,843.93
01	317142	11/21/2025	THE HANOVER INSURANCE GROUP	R	215,791.00
01	317143	11/21/2025	TRISTATE BOBCAT INC	R	2,294.25
01	317144	11/21/2025	UNITED STATES TREASURER	R	200.00
			TOTAL PCards, Epays, Checks & Scholarships		**1,852,892.39**

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

RICHFIELD | October 31, 2025

REVENUE CATEGORIES	June 30, 2024	June 30, 2025	Adopted Budget	Projected End Of Year	Received YTD	Budget Remaining	October 31, 2025 % of Budget Received	October 31, 2024 % of Actuals Received	October 31, 2023 % of Actuals Received	Current YTD vs. PYTD	October 31, 2024	October 31, 2023
STATE	55,361,384	60,011,777	61,588,365	61,098,801	14,784,651	46,803,714	24.01%	25.89%	19.30%	**(750,861)**	15,535,513	10,687,188
FEDERAL	5,360,512	2,517,153	2,352,958	2,176,644	(1,988)	2,354,946	-0.08%	-11.38%	0.01%	**284,384**	(286,372)	753
PROPERTY TAXES	18,257,792	22,312,647	23,701,323	11,709,536	5,223,496	18,477,827	22.04%	73.41%	74.26%	**(11,156,546)**	16,380,041	13,557,678
LOCAL SALES, INS RECOVERY & JUDGEMENTS	84,206	42,064	66,000	61,145	9,450	56,550	14.32%	30.18%	21.08%	**(3,245)**	12,695	17,750
SALE OF BONDS & LOANS	0	0	0	0	0	0	0.00%	0.00%	0.00%	**0**	0	0
INCOMING TRANSFERS FROM OTH FUNDS	0	0	0	0	0	0	0.00%	0.00%	0.00%	**0**	0	0
LOCAL (FEES, INTEREST, ETC.)	2,943,714	2,727,806	1,998,740	1,347,991	(239,935)	2,238,675	-12.00%	18.72%	17.98%	**(750,511)**	510,576	529,307
TOTALS	**82,007,607**	**87,611,447**	89,707,386	**76,394,117**	**19,775,674**	**69,931,712**	**22.04%**	**36.70%**	**30.23%**	**(12,376,780)**	**32,152,453**	**24,792,676**

EXPENDITURES (OBJECT SERIES)	June 30, 2024	June 30, 2025	Adopted Budget	Projected End Of Year	Expended YTD	Budget Remaining	October 31, 2025 % of Budget Expended	October 31, 2024 % of Actuals Expended	October 31, 2023 % of Actuals Expended	Current YTD vs. PYTD	October 31, 2024	October 31, 2023
SALARIES & WAGES	44,519,026	46,708,618	49,710,378	49,676,369	9,870,300	39,840,078	19.86%	20.74%	20.40%	**183,010**	9,687,290	9,082,995
EMPLOYEE BENEFITS	15,376,730	16,379,576	18,032,059	17,913,211	4,398,264	13,633,795	24.39%	26.08%	23.56%	**127,213**	4,271,051	3,623,451
PURCHASED SERVICES	13,172,577	13,727,778	14,912,975	14,975,226	3,092,882	11,820,093	20.74%	26.48%	17.82%	**(541,987)**	3,634,868	2,347,305
SUPPLIES	3,838,248	3,972,206	4,709,120	4,277,519	1,907,498	2,801,622	40.51%	54.00%	47.71%	**(237,654)**	2,145,152	1,831,206
EQUIPMENT	3,488,077	2,735,644	2,969,042	2,770,889	1,399,045	1,569,997	47.12%	54.92%	68.24%	**(103,417)**	1,502,462	2,380,305
DEBT SERVICE	0	0	0	0	0	0	0.00%	0.00%	0.00%	**0**	0	0
OTHER EXPENDITURES	406,103	218,110	493,211	512,936	160,834	332,377	32.61%	54.29%	26.55%	**42,425**	118,409	107,836
OTHER FINANCING USES	0	14,664	0	0	0	0	0.00%	0.00%	0.00%	**0**	0	0
TOTALS	**80,800,761**	**83,756,596**	90,826,785	**90,126,150**	**20,828,822**	**69,997,963**	**22.93%**	**25.50%**	**23.98%**	**(530,410)**	**21,359,232**	**19,373,097**

EXPENDITURES (PROGRAM SERIES)	June 30, 2024	June 30, 2025	Adopted Budget	Projected End Of Year	Expended YTD	Budget Remaining	October 31, 2025 % of Budget Expended	October 31, 2024 % of Actuals Expended	October 31, 2023 % of Actuals Expended	Current YTD vs. PYTD	October 31, 2024	October 31, 2023
SITE ADMINISTRATION	2,063,549	2,406,205	2,449,158	2,471,223	758,711	1,690,447	30.98%	35.58%	32.91%	**(97,511)**	856,221	679,208
DISTRICT ADMINISTRATION	2,281,758	2,325,578	2,203,518	2,264,976	758,164	1,445,354	34.41%	30.35%	30.95%	**52,239**	705,925	706,237
SUPPORT SERVICES	3,265,363	3,297,856	3,341,274	3,603,724	1,497,113	1,844,161	44.81%	41.60%	41.74%	**125,308**	1,371,805	1,362,919
REGULAR INSTRUCTION	31,337,342	30,936,322	35,358,932	34,374,412	6,322,821	29,036,111	17.88%	20.16%	18.68%	**87,250**	6,235,570	5,852,828
EXTRA-CURRICULAR ACTIVITES	1,043,990	1,059,867	1,261,995	1,257,693	323,828	938,167	25.66%	28.14%	27.33%	**25,592**	298,236	285,336
VOCATIONAL INSTRUCTION	839,648	1,116,388	1,120,218	1,102,618	195,842	924,376	17.48%	16.55%	10.42%	**11,080**	184,762	87,462
SPECIAL EDUCATION	15,690,800	17,292,797	18,653,340	18,765,851	3,422,495	15,230,845	18.35%	18.37%	16.35%	**245,295**	3,177,201	2,565,200
COMMUNITY SERVICES	0	0	0	0	0	0	0.00%	0.00%	0.00%	**0**	0	0
INSTRUCTIONAL SUPPORT	5,557,740	5,166,291	4,754,429	5,027,810	2,325,759	2,428,670	48.92%	45.41%	52.43%	**(20,001)**	2,345,760	2,913,984
PUPIL SUPPORT SERVICES	11,410,630	12,494,295	13,618,028	12,906,725	1,938,056	11,679,972	14.23%	20.69%	15.87%	**(647,086)**	2,585,142	1,810,861
FACILITIES	6,795,129	7,064,938	7,460,893	7,701,077	2,748,456	4,712,437	36.84%	42.94%	39.28%	**(285,542)**	3,033,998	2,668,911
OTHER FINANCING USES	514,812	596,059	605,000	650,042	537,578	67,422	88.86%	94.72%	85.50%	**(27,034)**	564,612	440,152
TOTALS	**80,800,761**	**83,756,596**	90,826,785	**90,126,150**	**20,828,822**	**69,997,963**	**22.93%**	**25.50%**	**23.98%**	**(530,410)**	**21,359,232**	**19,373,097**

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

RICHFIELD | October 31, 2025

ACTIVITY - OTHER FUNDS

REVENUE	June 30, 2024	June 30, 2025	Adopted Budget	Projected End Of Year	Received YTD	Budget Remaining	October 31, 2025 % of Budget Received	October 31, 2024 % of Actuals Received	October 31, 2023 % of Actuals Received	Current YTD vs. PYTD	October 31, 2024	October 31, 2023
FOOD SERVICE	3,949,403	3,752,580	4,137,500	4,235,462	328,087	3,809,413	7.93%	3.80%	11.17%	**185,516**	142,572	441,003
COMMUNITY EDUCATION	2,322,904	2,083,163	2,117,098	1,973,368	614,896	1,502,202	29.04%	37.30%	36.52%	**(162,114)**	777,010	848,303
CONSTRUCTION	2,767,467	199,707	60,000	71,408	0	60,000	0.00%	38.42%	1.86%	**(76,737)**	76,737	51,486
DEBT SERVICE	8,086,343	7,638,767	8,070,932	3,909,871	1,775,360	6,295,572	22.00%	73.09%	76.68%	**(3,807,447)**	5,582,807	6,200,630
TRUST	0	0	0	0	0	0	0.00%	0.00%	0.00%	**0**	0	0
CUSTODIAL	30,570	7,826	22,000	18,641	875	21,125	3.98%	65.30%	10.73%	**(4,235)**	5,110	3,281
INTERNAL SERVICE	8,636,077	8,766,512	9,453,905	7,638,002	729,978	8,723,927	7.72%	33.49%	35.35%	**(2,206,341)**	2,936,319	3,052,760
OPEB REVOCABLE TRUST	0	0	0	0	0	0	0.00%	0.00%	0.00%	**0**	0	0
OPEB IRREVOCABLE TRUST	364,778	330,000	200,000	(117,968)	(236,594)	436,594	-118.30%	-26.38%	19.10%	**(149,535)**	(87,058)	69,669
OPEB DEBT SERVICE	2,013,317	1,990,937	2,056,109	987,494	456,760	1,599,349	22.21%	74.59%	78.28%	**(1,028,319)**	1,485,079	1,575,939
TOTALS	**28,170,859**	**24,769,492**	26,117,544	**18,716,277**	**3,669,363**	**22,448,181**	**14.05%**	**44.08%**	**43.46%**	**(7,249,212)**	**10,918,575**	**12,243,070**

EXPENDITURES	June 30, 2024	June 30, 2025	Adopted Budget	Projected End Of Year	Expended YTD	Budget Remaining	October 31, 2025 % of Budget Expended	October 31, 2024 % of Actuals Expended	October 31, 2023 % of Actuals Expended	Current YTD vs. PYTD	October 31, 2024	October 31, 2023
FOOD SERVICE	3,729,581	3,918,120	4,049,569	4,073,019	959,484	3,090,085	23.69%	25.98%	22.55%	(58,639)	1,018,123	841,163
COMMUNITY EDUCATION	2,258,815	2,046,680	2,248,704	2,207,661	564,922	1,683,782	25.12%	27.33%	28.21%	5,553	559,369	637,226
CONSTRUCTION	1,834,310	1,886,621	1,650,000	2,481,020	1,617,485	32,515	98.03%	9.45%	11.55%	1,439,175	178,309	211,812
DEBT SERVICE	7,949,447	7,779,254	7,992,688	7,996,837	2,269,119	5,723,569	28.39%	29.18%	29.61%	(938)	2,270,056	2,353,850
TRUST	0	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
CUSTODIAL	9,075	10,537	22,000	12,554	9,048	12,952	41.13%	99.65%	99.18%	(1,452)	10,500	9,000
INTERNAL SERVICE	7,249,696	9,172,108	9,446,607	7,486,407	1,251,983	8,194,624	13.25%	32.78%	43.48%	(1,754,260)	3,006,243	3,152,056
OPEB REVOCABLE TRUST	0	0	0	0	0	0	0.00%	0.00%	0.00%	0	0	0
OPEB IRREVOCABLE TRUST	476,577	325,682	490,000	490,000	0	490,000	0.00%	0.00%	0.00%	0	0	0
OPEB DEBT SERVICE	2,025,100	2,022,175	2,022,275	2,022,275	68,875	1,953,400	3.41%	4.76%	6.05%	(27,450)	96,325	122,550
TOTALS	**25,532,600**	**27,161,177**	27,921,843	**26,769,773**	**6,740,915**	**21,180,928**	**24.14%**	**26.28%**	**28.70%**	(398,011)	**7,138,925**	**7,327,657**

SUMMARY - ALL FUNDS

SUMMARY	June 30, 2024	June 30, 2025	Adopted Budget	Projected End Of Year	YTD	Budget Remaining	October 31, 2025 % of Budget Expended	October 31, 2024 % of Actuals Expended	October 31, 2023 % of Actuals Expended	Current YTD vs. PYTD	October 31, 2024	October 31, 2023
REVENUE	110,178,467	112,380,940	115,824,930	95,110,394	23,445,036	92,379,894	20.24%	38.33%	33.61%	(19,625,992)	43,071,028	37,035,746
EXPENDITURES	106,333,361	110,917,773	118,748,628	116,895,923	27,569,737	91,178,891	23.22%	25.69%	25.11%	(928,420)	28,498,157	26,700,754
SPENDING VARIANCE	3,845,105	1,463,166	(2,923,698)	(21,785,529)	(4,124,701)	N/A	N/A	N/A	N/A	(18,697,572)	14,572,871	10,334,992

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting December 1, 2025

Subject: PERSONNEL ITEMS

(Recommended by superintendent)

That the board of education approve the following personnel items:

Full Time Management Resignation
Daniel Kretsinger – Director of Facilities and Transportation – Garage
Effective: 12/12/2025
Years of Service: 10

Certified Full-Time Resignation Agreement
Emma Busch – Elementary Education Teacher – Richfield STEM School
Effective: 12/1/2025
Years of Service: 1

Certified Part-Time Resignation Agreement
Jose Sanchez Castillo – Physical Education Teacher – RDLS
Effective: 11/10/2025

Classified Full-Time Outreach Worker for Employment
Ryan Anderson Pascual - Bilingual Outreach Worker – Centennial Elementary
Effective: 11/17/2025

Classified Part-Time Facilities & Transportation for Employment
Sajumon Padikkaparambil Alex - Bus Driver – Garage
Effective: 11/20/2025

Classified Full-Time Food & Nutrition Services Reclassification
Guadalupe Hernandez Balbuena - Production Cook – Richfield STEM School
Effective: 11/24/2025

Classified Full-Time Paraprofessional Resignation
Garrett Gregersen - Special Education – Sheridan Hills Elementary
Effective: 01/09/2026
Years of Service: 1

Classified Part-Time Paraprofessional Resignation
Ryan Anderson Pascual – Instructional – Centennial Elementary
Effective: 11/14/2025

Years of Service: 2
Jose Sanchez Castillo – Special Education – Richfield Dual Language School
Effective: 11/10/2025
Years of Service: 2

Classified Part-Time Food & Nutrition Services Resignation
Karla Coca Ramos - Kitchen Assistant – Richfield Middle School
Effective: 11/13/2025
Years of Service: 0

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Equity Policy

(Recommended by the superintendent)

A second 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 have been reviewed by all RHS senior social studies classes in preparation for the mock school board meeting held on November 21, during which students provided feedback to a selection of board members. Suggested changes based on this feedback are included.

The Management Team and the RMS & RCEP student groups of the Safe & Supportive Schools Committee will also provide feedback before the policy and guideline are brought forward for passage.

Attachments:
Policy 116: Equity - redlined
Administrative Guideline 116.1 - redlined

Section 100 Policy Number 116

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~~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 result~~s~~ of the historical lack of investment in educating children from marginalized communities~~, which~~ that continues 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

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

E. Hate Speech: Any kind of communication in speech, writing or behavior that attacks or uses pejorative or discriminatory language with reference to a person or group on the basis of their race, ethnicity, gender/gender expression, age, national origin, religion, ability, sexual orientation, socioeconomic status, education, language, or other identity factor.

~~E~~F. 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~~G. 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~~H. 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~~ or achieve at high levels.

III. COMMITMENTS

A. ~~School d~~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

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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 d~~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 d~~District administration may also provide opportunities for interested students to participate in anti-racist and equity-driven activities.

C. ~~School d~~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 d~~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 d~~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 d~~District policy, the ~~school d~~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~~ are 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~~ board of ~~Directors~~ education 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~~ 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~~ superintendent may create regulations and guidelines for the implementation of this policy.

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

E. The ~~Superintendent~~ superintendent shall integrate information into reports to the school ~~Board~~ 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~~ District to address the educational debt owed to historically marginalized

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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~~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~~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~~ school ~~Board~~board, ~~Superintendent~~ 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

REVISED BY THE BOARD OF EDUCATION:

Section 100
School District

Administrative Guideline 116.1

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.

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I. DEFINITIONS

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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~~ one's 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

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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.

~~D.~~E. Over the course of their academic careers in RPS, students will be taught comprehensive history that is accurate, adheres to state standards, incorporates multiple perspectives, showcases the positive contributions of diverse cultural groups, and examines the impact of significant historical events on marginalized communities.

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

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

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

~~I.~~J. 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.~~K. 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.~~L. 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.~~M. 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.~~N. 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

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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

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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

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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

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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~~ 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.

Cross References:
Policy 103: Harassment Prohibition
Policy 113: Bullying Prohibition
Policy 541: Student Behavior
Policy 548: Gender Inclusion

Dated: May 16, 2022
Revised:

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

SUBJECT: FINAL LEVY CERTIFICATION 2025 PAYABLE 2026

Recommended by the superintendent, that the board of education consider for approval by resolution, the 2025 payable 2026 levy limitation and certification with an amount to be determined following the Truth-in-Taxation Hearing and board discussion.

Now therefore, be it resolved by the school board of Independent School District No. 280, Richfield, Minnesota, that the total levy to be levied in 2024 to be collected in 2025 is set at **$34,629,964.55.** The clerk of the school board is authorized to certify the proposed levy to the county auditor of Hennepin County, Minnesota.

Background Information

(Prepared by Craig Holje and Heidi Savatdy)

The levy certification for taxes payable 2026 must be certified to the county auditor and the MN Department of Education prior to December 30, 2025.

The total levy limit is $34,629,964.55. Details regarding the levy with changes highlighted were presented as part of the Truth-in-Taxation Hearing at the beginning of the board meeting. The board of education may consider options for a levy up to this maximum amount for taxes payable in 2026.

DEPARTMENT OF EDUCATION

Levy Certification

Taxes Payable 2026
0280-01-000-000 Richfield Public School District
craigholje
Maximum

Home/Levy Method

Home/Levy Method

Levy Method

You need to specify your Levy Method before you can perform edits or certify your levy. Please check a Method below and click Save Levy Method button.

- If you choose Maximum as your Levy Method, you can view your levy data by going to each section on the left navigation but you are not allowed to edit. You can go to Validate/Certify Levy section and certify your levy directly.
- If you choose Specific Dollar Amount as your Levy Method, you can edit your levy data by going to each section on the left navigation.
- If you change your Levy Method from Specific Dollar Amount to Maximum, the Proposed that you previously entered will be refreshed with levy limits.

For further information about Levy Certifcation. contact the following:

Program Finance at **mde.levy@state.mn.us**
Emails will be redirected to the appropriate staff person within Program Finance.

Define your Levy Method:

(•) Maximum ( ) Specific Dollar Amount

District Levy Summary

Subtotals By Levy Category

Title	Limit	Proposed	Certified
GENERAL - RMV VOTER	9,658,329.02	9,658,329.02	0.00
GENERAL - RMV OTHER	3,310,315.70	3,310,315.70	0.00
GENERAL - NTC VOTER	4,972,515.14	4,972,515.14	0.00
GENERAL - NTC OTHER	5,553,385.92	5,553,385.92	0.00
COMMUNITY SERVICE - NTC OTHER	439,785.31	439,785.31	0.00
GENERAL DEBT - NTC VOTER	5,133,721.39	5,133,721.39	0.00
GENERAL DEBT - NTC OTHER	2,611,861.15	2,611,861.15	0.00
OPEB DEBT - NTC VOTER	0.00	0.00	0.00
OPEB DEBT - NTC OTHER	2,950,050.92	2,950,050.92	0.00

Subtotals By Fund

Title	Limit	Proposed	Certified
GENERAL FUND	23,494,545.78	23,494,545.78	0.00
COMMUNITY SERVICES FUND	439,785.31	439,785.31	0.00
GENERAL DEBT SERVICE FUND	7,745,582.54	7,745,582.54	0.00
OPEB/PENSION DEBT SERVICE FUND	2,950,050.92	2,950,050.92	0.00

Subtotals By Tax Base

Title	Limit	Proposed	Certified
REFERENDUM MARKET VALUE	12,968,644.72	12,968,644.72	0.00
NET TAX CAPACITY	21,661,319.83	21,661,319.83	0.00

Subtotals By Truth In Taxation Category

Title	Limit	Proposed	Certified
VOTER APPROVED	19,764,565.55	19,764,565.55	0.00
OTHER	14,865,399.00	14,865,399.00	0.00

Total Levy

Title	Limit	Proposed	Certified
TOTAL LEVY	34,629,964.55	34,629,964.55	0.00

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Legislative Platform

(Recommended by the superintendent)

A first read of the draft RPS 2026 legislative platform. AMSD and MSBA have not yet finalized their 2026 legislative platforms. The draft platform has been carried over with one addition (highlighted in yellow) from the RPS 2025 legislative platform. The items highlighted in green are suggested as the most critical items to keep on the platform, considering that it is a policy year for the legislature.

Attachments:
RPS Draft 2026 Legislative Platform

RICHFIELD PUBLIC SCHOOLS

Enriching and accelerating learning

Enriqueciendo y acelerando el aprendizaje

Richfield Public Schools 2026 Legislative Platform

CONTINUE TO SUPPORT FULL FUNDING OF REQUIREMENTS

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

DIVERSIFY STAFF WORKFORCE AND PROMOTE EQUITABLE OUTCOMES

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

REDUCE MANDATES AND ENHANCE LOCAL CONTROL

- Protect school districts' ability to support all students, particularly those who could be negatively impacted by new federal policies.
- Fund existing mandates and oppose new unfunded mandates. [1,2]
- Allow districts to choose which standardized tests to complete at the high school level. [1,2]

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

- Reduce special education paperwork requirements to allow teachers to spend more time with students.

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Athletics & Activities

(Recommended by the superintendent)

A first read of Policy 651: Athletic and Activity Program and Administrative Guidelines 651.1 and 651.2. The policy outlines the purpose and expectations for athletics and activities at RPS, and also provides the process for adding or deleting activity offerings. Guideline 651.1 covers requirements, evaluations and communication related to activities. Guideline 651.2 governs school activity fees.

The policy and guidelines will be reviewed by the Athletics & Activities Department as well as the Safe & Supportive Schools Committee for feedback.

Attachments:
Policy 651: Athletic and Activity Program
Administrative Guideline 651.1: Athletics and Activities
Administrative Guideline 651.2: School Activity Fees
MSBA Model Policy 510: School Activities

RICHFIELD PUBLIC SCHOOLS

ATHLETIC AND ACTIVITY PROGRAM

I. MISSION

The mission of the Richfield Public Schools extra-curricular program is to promote healthy youth development through programs that encourage participation, healthy life styles, development of positive attitudes and skills, and a sense of accomplishment.

II. VALUE AND PURPOSES

A. Consistent with the mission of the extra-curricular program, the Board of Education believes that extra-curricular activities can be a vital educational experience and can contribute to healthy youth development.

B. The Board of Education recognizes several important purposes for an extra-curricular program that includes athletics and activities:

1. The program should provide students with the opportunity to have fun, learn through competition, learn to respect other participants, and to abide by the rules of the activity.

2. It should provide students and the community an opportunity to develop pride in themselves and their schools.

3. It should aid students in managing time and priorities in order to enjoy leisure-time activities while promoting refinement and expansion of skills.

4. It should promote and develop the physical, mental and psychological attributes of participants.

5. Finally, the program should develop the self-concept, self discipline, cooperative spirit, leadership potential, citizenship, and character of the participants.

III. EXTRA-CURRICULAR PROGRAM EXPECTATIONS

A. The school athletic and activities program must build on students' desire for participation in athletics and activities. Since each person is unique, it is essential that learners be provided an environment with options and alternatives that reflect student interests.

B. Extra-curricular experiences must:

1. Help students to maintain and build understandings, skills and attitudes that contribute to their successfulparticipation; and

2. Nurture self-respect, interests, enthusiasm, physical development, motivation and capacity for enjoyment.

C. The extra-curricular program shall be reviewed and evaluated on a periodic basis and coaches shall be evaluated annually. The review and evaluation process for the program and coaches shall include opportunities for feedback from parents and students.

IV. EXPECTATIONS REGARDING STUDENT PARTICIPATION

Participation in the extra-curricular program is a privilege. A student can earn and maintain that privilege by adhering to Minnesota State High School League and school district requirements, as outlined in Administrative Guidelines 651.1. Failure to meet MSHSL and / or local expectations may result in suspension or revocation of participation privileges.

V. EXPECTATIONS OF PROGRAM ADMINISTRATION AND STAFF

A. Administrators and staff designated by the superintendent to administer the athletics and activities programs, along with the coaches and activity advisors, are primarily responsible for attaining extra-curricular program goals and maintaining program standards. Therefore, these individuals should view themselves as teachers and as role models in the areas of character, behavior and leadership.

B. The Superintendent is authorized to develop administrative guidelines to facilitate implementation of this policy.

C. The policy and administrative guidelines shall be included in a Coaches/Advisors Handbook, which shall be revised regularly.

VI. ADDITION AND DELETION OF ATHLETICS AND ACTIVITIES OFFERINGS

The Board recognizes that student interest in athletics and activities participation changes over time and that offerings available to students must change in response. In addition, the School Board supports the goal of gender equity in athletics and activities programs. Therefore, the School Board charges the Activities Director with the development and implementation of a process to regularly survey student interest regarding offerings. The superintendent is responsible for the implementation of a

process for considering the addition and deletion of athletics and activities.

A. Secondary students will be surveyed at least every other year to determine interest in athletics and activities offerings. The information collected through student surveys will be used to identify potential additions or deletions to offerings. Students also may initiate consideration of program changes through petitions directed to the school principal demonstrating substantial student interest in a particular athletic or activity offering.

B. Potential athletic or activity offering additions will be considered on the following criteria. It is not required that all criteria are met for a new offering to be approved:

1. It will address a gender imbalance in athletic offerings.

2. It will address a gender imbalance in participation rates.

3. There is sufficient interest and ability to sustain a viable program.

4. There is a reasonable expectation of competition and/or participation.

5. The activity is sponsored by the Minnesota State High School League (MSHSL) or there is a reasonable expectation that it soon will be.

6. Appropriate facilities and coaching/supervision are available, or can be provided to accommodate the program.

Athletic or activity programs may be considered for deletion when any of the above criteria no longer are satisfied.

C. Potential athletics and activities program changes will be reviewed initially by the Activities Director and appropriate school principal in light of the above criteria. The Activities Director will obtain feedback from the District Activities Advisory Committee related to any potential program changes. The building principal is responsible for forwarding the requests to the superintendent with a recommendation. The superintendent, in turn, will review the request and forward it with a recommendation and supporting data to the School Board for action. Athletics and activities offerings considered for deletion also will be presented to the School Board with a recommendation and supporting rationale for Board consideration and action.

D. The addition and deletion of levels of competition within an activity will be governed by the number of participants and budget considerations. Where the number of participants justifies two or more levels of competition at least one assistant coach/advisor will be provided for each of the levels below varsity. Activities where specific coaching/advising specialties are required may be allocated additional assistant coaches/advisors.

Legal Reference:
20 U.S.C. § 1681 et seq. (Title IX of the Education Amendments of 1972)

RATIFIED BY THE BOARD OF EDUCATION: October 2, 1978

REVISED BY THE BOARD OF EDUCATION: June 18, 1990; December 17, 1990; February 1, 1999; September 7, 2004; May 17, 2021

REAFFIRMED BY THE BOARD OF EDUCATION: July 15, 2013

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

ATHLETICS AND ACTIVITIES

The purpose of these administrative guidelines is to guide implementation of Board Policy 651: Athletic and Activity Program.

I. REQUIREMENTS FOR PARTICIPATION IN ATHLETICS AND ACTIVITIES:

A. In order to participate in athletics or activities governed by the Minnesota State High School League, a student must meet all of the eligibility requirements as defined in Sections 100 and 200 of the Minnesota State High School League Bylaws.

B. In addition, a student must be on track toward graduation according to the MSHSL guidelines to participate in MSHSL athletics. Student participation in activities not governed by MSHSL will be allowed without course credit earning restrictions.

II. EXTRA-CURRICULAR PROGRAM REVIEW AND EVALUATION

A. A review and evaluation of the extra-curricular program shall be conducted in conjunction with the rotational review of Board Policy 651 and administrative guidelines 651.1.

B. The review process shall include opportunities for participation and formal written input from students and parents.

C. The Coaches / Advisors Handbook shall be revised to reflect changes in the extra-curricular program, policies and guidelines resulting from the program review and evaluation.

III. EVALUATION OF COACHES / ACTIVITY SUPERVISORS

A formal evaluation shall be completed at the end of the athletic season or activity, and shall include the following components:

A. The head coach or activity supervisor will submit a report to the Activities Director that includes information pertaining to student participation, accomplishments in relation to goals, an evaluation of assistant coaches / activity supervisors, and suggestions for program improvement.

B. The Activities Director will complete a written evaluation of the head coach / activity supervisor, based on multiple sources of information, including the report referenced in III.A above, observation records, and feedback from students, parents, and others familiar with the program or activity.

C. The Activities Director shall include all necessary forms for evaluation and reporting in the Coaches / Advisors Handbook.

IV. COMMUNICATIONS

A. The Activities Director is expected to provide relevant information about the interscholastic athletic and activity program to coaches and activity supervisors, students, parents, and the public.

B. The Superintendent authorizes the Activities Director and coaches to develop a statement of philosophy and beliefs, provided that the statement is aligned with Board Policy 651.

C. Feedback and ideas from parents, students, and interested community members will be obtained in conjunction with the extra-curricular program review described in Section I above, with opportunities for additional feedback via student surveys, written correspondence, telephone calls and conferences.

Dated: September 7, 2004
Reviewed: July 15, 2013
Revised: May 17, 2021

Reference: Minnesota State High School League Official Handbook

APPENDIX
ATHLETIC PROGRAM PHILOSOPHY

The following statement was developed by coaches and is included in the Coaches Handbook:

We believe that the opportunity for participation in a wide variety of student-selected activities is a vital part of the student's educational experiences. This participation is a privilege that carries with it responsibilities to the school, other participants and the community. The purpose of athletics and activities program is to provide experiences that help young people to develop physically, mentally, socially and emotionally.

Athletics and activities should be available to all students who develop an interest in participating, regardless of their individual abilities. Accordingly, whenever feasible, appropriate skill levels should be established within athletics and activities, so students may become involved regardless of their level of skills.

Leadership should be of the highest quality and exemplify the type of behavior, which the program attempts to develop. Leadership success is measured in terms of the goals of the athletic and activity program rather than solely on the victories or defeats. Coaches, advisors or sponsors will provide guidance in the development of good sportsmanship, cooperation, leadership and self-actualization.

It is intended that the athletic and activities programs be conducted in accordance with existing Board of Education policies and guidelines. Winning is considered a worthy goal, but good sportsmanship and the wellbeing of participants are considered more important. The programs are, at all times, to be conducted in such a manner as to justify them as educational activities.

Dated: September 7, 2004
Reviewed: July 15, 2013
Revised: May 17, 2021

RICHFIELD PUBLIC SCHOOLS

ADMINISTRATIVE GUIDELINES

SCHOOL ACTIVITY FEES

I. INTRODUCTION

It is the policy of the State of Minnesota that public school education shall be free and no pupil shall be denied an education. Minnesota State Statute 123B.36 also recognizes that school boards may establish fees to support certain student activities. These administrative guidelines delineate school activity fees, pursuant to Board Policy 651.

II. ACTIVITIES SUBJECT TO FEES

A. Minnesota State High School League Activities

Participants in Interscholastic athletics and fine arts activities governed by the Minnesota State High School League will be charged a fee.

B. Other Fees

1. A program fee of $35/student shall be charged for participation in the summer school programs by grade level (grades K-10) where funding is not provided by the state.

2. Additional fees as listed in the attached schedule.

III. FEE EXCEPTIONS

A. Fee Waiver

The student of a parent / guardian applying and qualifying for the Free or Reduced Lunch Program and providing the verification of income shall be eligible for a reduced fee.

1. A student who qualifies for a reduced price lunch will receive a 25% discount.

2. A student who qualifies for a free lunch will receive a 50% discount.

3. A full waiver may be allowed for students qualifying for the discount noted above at the discretion of the Activities Director upon consideration of extenuating circumstances.

The homeless student as defined in Section 103(a) (1) (2) of P.L. 100-77 participating in an activity under this guideline shall have their fee paid by the Parent Teacher Organization (P.T.O.), Title I funds, other donations, or the fee will be waived.

B. Third Season Free

Students participating in all three seasons will pay no fee to participate in the third season. This special rate is exclusive of the established late registration fee.

Legal References:
Minn. Stat. § 123B.36 (Authorized Fees)
Minn. Stat. § 123B.37 (Prohibited Fees)

Cross References:
Board Policy 651 (Athletic and Activity Program)

Dated: April 19, 1999
Reviewed: April 6, 2009, May 3, 2010, May 21, 2012, June 17, 2014
Revised: June 19, 2000; May 21, 2001; June 19, 2001; April 15, 2002; July 21, 2003; April 5, 2004, May 2, 2005, July 11, 2005; May 15, 2006; August 21, 2006; March 5, 2007, April 7, 2008, May 2, 2011, May 20, 2013, September 3, 2013, June 22, 2015, October 5, 2015; January 3, 2022

RICHFIELD PUBLIC SCHOOLS ACTIVITY FEES
AMOUNT APPLICABLE BY GRADE LEVELS

ACTIVITY	GR 5-12	GR 7-12#	GR 6-8##	GR 9-12
BAND – HONORS & JAZZ			$10 each	
BAND – SUMMER ($20 uniform fee in N/A to color guard)			$65	$110+$20
BASEBALL#				$182
BASKETBALL – B/G#			$95	$252
CHEERLEADING (per season)				$50
CROSS COUNTRY RUNNING – B/G#		$168		
NORDIC SKIING – B/G#		$196		
WINTER COMPETITIVE DANCE				$196
FALL PERFORMANCE DANCE				$95
DIVING#		$196		
FOOTBALL#			$95	$210
GOLF – B/G#		$182		
GRADUATION FEE (Excluding cap & gown cost)				No Charge
GYMNASTICS#		$210		
HOCKEY – B#			$95	$238
INSTRUMENT RENTAL (one time fee)	$65			
INTRAMURAL (including middle school Academic, athletic & art intramurals, & Clubs meeting outside the school day)			$10 each	$30 each
MATH TEAM (one time fee)			$10	$50
PARKING PERMIT (per semester)				$100
ALPINE SKIING#		$196		
SOCCER – B/G#			$95	$168
SOFTBALL#		$182		
SPEECH#				$75
SWIMMING – B/G#		$196		
SWIMMING – SYNCHRONIZED#		$182		
TENNIS – B/G#			$95	$154
THEATRE (Fall Play, Musical & RMS Play) One-Act# play			$30 each	$65
TRACK – B/G#			$95	$182
VOLLEYBALL#			$95	$182
WRESTLING#			$95	$210

#MSHSL Activities, # Jr. Varsity Program, ##Middle School Program

RICHFIELD PUBLIC SCHOOLS
ATHLETIC/CO-CURRICULAR

REDUCED FEE REQUEST FORM

Reduced fees shall be based on the following criteria.

- A student who qualifies for a reduced price lunch will receive a 25% discount.
- A student who qualifies for a free lunch will receive a 50% discount.

Student's Name_____ Date:_____

Parent/Guardian Name_____ Sport/Activity_____

Address_____

Telephone_____ Reduced rate Requested_____

Reason_____

_____

_____

_____

_____

_____ _____
Student Signature Parent/Guardian Signature

For office use only:

Action taken:_____

_____

_____

_____ _____
Activities Director Date

Adopted: _____ *MSBA/MASA Model Policy 510*
Orig. 1995
Revised: _____ *Rev. 2019*

510 SCHOOL ACTIVITIES

I. PURPOSE

The purpose of this policy is to impart to students, employees, and the community the school district's policy related to the student activity program.

II. GENERAL STATEMENT OF POLICY

School activities provide additional opportunities for students to pursue special interests that contribute to their physical, mental, and emotional well-being. They are of secondary importance in relationship to the formal instructional program; however, they complement the instructional program in providing students with additional opportunities for growth and development.

III. RESPONSIBILITY

A. The school board expects all students who participate in school-sponsored activities to represent the school and community in a responsible manner. All rules pertaining to student conduct and student discipline extend to school activities.

B. The school board expects all spectators at school sponsored activities, including parents, employees, and other members of the public, to behave in an appropriate manner at those activities. Students and employees may be subject to discipline and parents and other spectators may be subject to sanctions for engaging in misbehavior or inappropriate, illegal, or unsportsmanlike behavior at these activities or events.

C. The superintendent shall be responsible for disseminating information needed to inform students, parents, staff, and the community of the opportunities available within the school activity program and the rules of participation.

D. Those students who participate in Minnesota State High School League (MSHSL) activities must also abide by the league rules. Those employees who conduct MSHSL activities shall be responsible for familiarizing students and parents with all applicable rules, penalties, and opportunities.

E. The superintendent shall be responsible for conducting an annual evaluation of school activity programs and presenting the results and any recommendations to the school board.

F. The school board will ensure that any funds raised for extracurricular activities will be spent only on extracurricular activities.

Legal References: Minn. Stat. § 123B.49 (Extracurricular Activities; Insurance)

Cross References: MSBA/MASA Model Policy 503 (Student Attendance)
MSBA/MASA Model Policy 506 (Student Discipline)
MSBA/MASA Model Policy 713 (Student Activity Accounting)

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Passes to Athletic Contests and Other School Activities

(Recommended by the superintendent)

A first read of Policy 978: Passes to Athletic Contests and Other School Activities. This policy governs passes for attending athletic competitions as a spectator. This policy is being reviewed ahead of its 5-year review schedule based on a board member request to consider updating the season pass pricing structure to offer discounts for families that qualify for educational benefits (free/reduced meals).

The policy and guidelines will be reviewed by the Athletics & Activities Department for feedback.

Attachments:
Policy 978: Passes to Athletic Contests and Other School Activities

RICHFIELD PUBLIC SCHOOLS

PASSES TO ATHLETIC CONTESTS AND OTHER SCHOOL ACTIVITIES

I. PURPOSE

The purpose of this policy is to provide passes to athletic contests and other school activities to designated groups.

II. GENERAL STATEMENT OF POLICY

Unless otherwise noted, the passes shall admit the bearer free to all home athletic events and concerts with the exception of the spring musical, playoff contests, conference sponsored activities and those events whose specific purpose is to raise funds.

In addition to the passes listed below, the athletic conference issues passes each year to selected individuals (and guest). Conference pass issuance is based on conference specific rules.

III. PASSES AVAILABLE AT NO CHARGE

Richfield Public Schools passes are available at no charge for the following groups:

A. School Board Members
Upon request, a school board member will be given a pass upon taking office. The passes are for life and include free admission for one guest. Requests must be made to the activities department office.

B. Retirees
Upon request, all District employees will be given a "retiree" pass when they retire from the school district. The passes are for life and include free admission for one guest. Requests must be made in person to the activities department office.

C. Senior Residents
Residents of the school district (including those living in the Edina portion of the district) who are 62 years of age or older will be given a lifetime "Senior Resident" pass upon request. Requests must be made in person at the activities department office. Identification is required.

D. Staff
District employees showing a school photo I.D. will be admitted to all home athletic events.

E. Students

Richfield High School students showing a valid current school I.D. will be admitted free to all home athletic events. Richfield Middle School students showing a valid current school I.D. will be admitted free to all home athletic events when accompanied and supervised by a paying adult. One adult may not supervise more than four non-family members.

IV. PASSES AVAILABLE FOR PURCHASE

A. The Spartan All Sports pass is available for general purchase each year through the athletic office.

B. Season Ticket Sales

1.	All Sport Season Pass	$80.00
2.	Fall Sport Season Pass	$45.00
3.	Winter Sport Season Pass	$65.00
4.	Football Season Pass	$20.00
5.	Volleyball Season Pass	$35.00
6.	Soccer Season Pass	$40.00
7.	Basketball Season Pass	$60.00
8.	Hockey Season Pass (inactive)	$60.00
9.	Wrestling Season Pass	$25.00
10.	Swimming Season Pass	$25.00

RATIFIED BY THE BOARD OF EDUCATION: January 17, 1972

REVIEWED AND REAFFIRMED BY THE BOARD OF EDUCATION: April 2, 2018

REVISED BY THE BOARD OF EDUCATION: October 6, 1986; October 1, 1990; September 3, 1996; October 15, 2001; December 2, 2003; June 6, 2005; March 5, 2007; April 21, 2008; April 2, 2018; August 7, 2023

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Leaves of Absence

(Recommended by the superintendent)

A first read of Policy 407: Leaves of Absence. This policy governs decisions regarding staff requests for leaves of absence.

Though this policy is reviewed on an annual basis and was most recently reviewed and reaffirmed by the board on August 18, 2025, some changes are necessary at this time in order to align the policy language to the new MN Paid Leave program that will begin on January 1, 2026. The HR department is currently working on suggested changes for this purpose.

Attachments:
Policy 407: Leaves of Absence
MSBA Overview: Minnesota Paid Leave

RICHFIELD PUBLIC SCHOOLS

LEAVES OF ABSENCE

I. PURPOSE

The purpose of this policy is to guide decisions related to requests from employees who desire a leave of absence from work.

II. GENERAL STATEMENT OF POLICY

A. The board of education recognizes the right of employees to request leaves of absence without pay as provided in the appropriate employee master agreement or policy.

B. Because the absence of an employee impacts the educational program, staff and students, the needs and desires of the employee must be weighed against the needs of the district and the replacement employee.

C. In acting on employee leave requests, the board of education will observe provisions of the appropriate employee master agreements or policy, and applicable state or federal statutes. Consideration will be given to both the reasons for the employees' request and the needs of the district. Where needs are in conflict, however, concerns relating to the overall educational program will take precedence.

III. FACTORS TO BE CONSIDERED

Multiple factors will be considered in acting on leave of absence requests, including but not limited to the following:

A. The stated reason(s) of the employee in requesting a leave;

B. Relevant provisions of the appropriate employee master agreement, policy, or statute;

C. Length of service to the district of the employee applying for the leave;

D. Record of previous leaves taken by the employee;

E. Availability of qualified staff to replace the employee and the potential for turnover among replacement employees during the period of the leave of absence;

F. Number of other employees in the same category currently on leaves of absence;

G. Timing of the leave in order to minimize disruption to the operation of district programs;

H. Potential benefits to the district of granting the leave;

IV. GUIDELINES TO BE USED IN GRANTING LEAVES OF ABSENCE

A. Normally, the length of an approved leave of absence shall not exceed one (1) year. In extenuating circumstances, an extension of one (1) additional year may be granted for a maximum of two consecutive years of leave.

B. An unpaid leave of absence for child care shall generally be limited to a maximum period of 18 months coinciding with the birth or adoption of the employee's own child.

C. When an unpaid leave of absence is requested in conjunction with another leave of absence, such as a child care leave of absence, the total time of absence from work for all leaves shall not exceed two (2) consecutive years, or longer if necessary to have the ending point of the leave coincide with a break in the school calendar.

D. The maximum duration of an extended leave of absence for teachers pursuant to M.S. §122A.46, Subd. 2. must be determined by mutual agreement of the Board and the teacher at the time the leave is granted and shall be at least three, but no more than five, years. An extended leave may be granted to teachers who have been employed by the district for at least five years and who have at least ten years of allowable service in Minnesota.

V. LEAVES OF ABSENCE FOR CLASSIFIED PERSONNEL

A. Military Leave

Any classified employee who is a member of an armed forces reserve organization and who is called up for training or active duty shall be paid the difference between the pay received for such military duty and the rate regularly paid by the district, for a period of up to fifteen days in any calendar year. Moreover, the employee shall not lose seniority status, vacation, sick leave, or any benefits while engaged in such period of training or active service. This payment will be limited to fifteen days per year and will be paid upon presentation of a certificate of satisfactory performance of said duties. Longer leaves of absence without pay and reinstatement rights for an employee called to active service in time

of war or other emergency declared by proper authority, shall be governed by state law.

B. Emergency Leave

An employee may request a leave of absence, without pay, in cases of prolonged illness or other emergencies, such as household accidents, long-distance travel for family events, or weather-related travel delays. An employee granted an emergency leave of absence shall suffer no loss of seniority or job rights and shall return at the same salary status as prevailed when the leave was granted.

C. Jury Duty

An employee absent from their duties because of jury duty shall be paid the difference between their normal salary and that remuneration received for such jury duty. The continuation of normal salary is subject to the reimbursement to the district of the amount paid by the court for services rendered.

VI. DISSEMINATION OF POLICY

A. This policy shall be conspicuously posted in each school district building in areas accessible to employees.

B. This policy will be reviewed at least annually for compliance with state and federal law.

Legal References:
Minn. Stat. §122A.46 Extended leaves of absence.
Minn. Stat. §§ 181.940-181.944 (Parenting Leave)
Minn. Stat. 192.26, Subd. 1: State and Municipal officers and employees not to lose pay while on military duty.
Minn. Stat. 192.261 (Leaves of Absence)
10 U.S.C. § 101 *et seq.* (Armed Forces General Military Law)
29 U.S.C. § 2601 *et seq.* (Family and Medical Leave Act)
38 U.S.C. § 101 (Definitions)
29 C.F.R. Part 825 (Family and Medical Leave Act)

RATIFIED BY THE BOARD OF EDUCATION: March 15, 1999

REVIEWED AND REAFFIRMED BY THE BOARD OF EDUCATION: June 11, 2012; August 16, 2021; September 5, 2023; September 16, 2024; August 18, 2025

REVISED BY THE BOARD OF EDUCATION: January 7, 2002; January 4, 2021; September 6, 2022

Minnesota Paid Leave

Overview

Summary

MN Paid Leave is a state-run program providing partial wage replacement and job protections when employees need time away from work to care for themselves or their loved ones. Employees may begin applying for leave on January 1, 2026. Minnesota's Department of Employment and Economic Development (DEED) is managing MN Paid Leave.

Medical Leave and Family Leave

MN Paid Leave entitles employees to two types of leave:

- **Medical Leave**, for an employee's own serious health condition.
- **Family Leave**, for bonding with a new child, caring for a family member, managing military-related leave, or addressing certain personal safety issues.

Employees may take up to 12 weeks of Medical Leave and 12 weeks of Family Leave in a year. However, no more than 20 weeks total may be used in a single year if both types of leave are taken.

Premiums

MN Paid Leave is funded by premiums shared by employers and employees.

- For 2026, the premium is 0.88% of wages.
- School districts must pay at least half of the premium. Employees may be required to pay up to half. Example of a 50/50 split of premium between the employee and the school district in 2026:
  - ⇒ For every $1,000 earned, an employee contributes $4.40 to fund MN Paid Leave.
  - ⇒ The school district also contributes $4.40 for every $1,000 of employee wages.
- Rates may increase in future years. The Legislature set a maximum rate of 1.1%.
- The rate will be set for all employers annually and will not be adjusted based on employees' use of the program.

  Note: No additional state funding has been provided to school districts to offset the premium costs.

Resources

Minnesota Statutes: M.S. Chapter 268B, Family and Medical Benefits

Minnesota Paid Leave Website (DEED):

- The final program rules (adopted June 2025).
- Calculators for estimated employer premiums and estimated employee benefits payments.
- Toolkits for employers and individuals and families.

Covered Employees and Eligibility

Covered Employees

Minnesota Paid Leave (MN Paid Leave) coverage is broad; it covers nearly every employer and every employee, including full-time, part-time, temporary, and student workers.

Independent contractors, self-employed individuals, and Tribal Nations are not automatically covered by the program, but they may opt in. For example, if a school district contracts with a bus company, the bus company—not the school district—would be considered the employer for MN Paid Leave purposes.

Eligibility

Employees are covered if they:

- Work at least 50% of the time from a Minnesota location;
- Earned 5.3% of the state's average annual wage ($3,900) in the past year; and
- Experience a qualifying event lasting at least 7 days (intermittently or consecutively). The 7-day qualifying event requirement does not apply for bonding leave.

Employees may take up to 12 weeks of Medical Leave and 12 weeks of Family Leave in a year. However, no more than 20 weeks total may be used in a single year if both types of leave are taken.

Job protection applies once an employee has worked for the school district for at least 90 days.

School District Responsibilities

Reporting

- To determine an individual's MN Paid Leave benefits, Minnesota's Department of Employment and Economic Development (DEED) will use data reported to it by all employers, including school districts. If DEED determines an individual qualifies for MN Paid Leave benefits, their benefits would be calculated by a combined total of all the individual's reported earnings.
- School districts must report employee wage details through the Minnesota Unemployment Insurance (UI) online reporting system.
- School board members' earnings must be reported; if a school board member applies for MN Paid Leave, their school board pay will likely count toward their benefits.

Premium Payment

- School districts will submit quarterly Paid Leave premium payments through the UI system.
- School districts may deduct up to 50% of the premium from employee wages.
- Small school districts (30 employees or fewer and average wage of 150% or less than the statewide average) qualify for reduced premiums.
- School districts may begin to deduct the employee share of the premium on January 1, 2026.
- The first premiums are due to DEED by April 30, 2026, covering wages paid January 1-March 31, 2026.

Leave Administration

- School districts must designate a Paid Leave Administrator.
- School districts may offer an equivalent private or self-insured plan. Premium payments and processes will be determined by the plan administrator.

Communication

- By December 1, 2025, school districts must notify their employees about their rights and benefits under this new program.
- Requirements include:
  - ⇒ Written notice in each employee's native language.
  - ⇒ A workplace poster in English and any language spoken by five or more employees.
- Minnesota Paid Leave will provide written materials in different languages school districts can use to meet this requirement.
- For employees hired after January 1, 2026, school districts must provide information about MN Paid Leave within 30 days of the employee's start date.

Benefits and Job Protections

Partial Wage Replacement

MN Paid Leave entitles employees to two types of leave:

- **Medical Leave**, for an employee's own serious health condition.
- **Family Leave**, for bonding with a new child, caring for a family member, managing military-related leave, or addressing certain personal safety issues.

Employees may take up to 12 weeks of Medical Leave and 12 weeks of Family Leave in a year. However, no more than 20 weeks total may be used in a single year if both types of leave are taken.

Length and Increments of Leave

- Employees are eligible for up to 12 weeks each of Medical Leave and up to 12 weeks of Family Leave per year, but no more than 20 weeks total per benefit year.
- Leave can be taken:
  - ⇒ All at once in a single block;
  - ⇒ On a regular schedule (e.g., the same day each week for treatments);
  - ⇒ Only when they need it (e.g., to manage flare-ups of a chronic health condition); or
  - ⇒ At different times in a year, for the same condition or for more than one condition.

Applicability and Confidentiality

- Employees must notify the school district when they apply for MN Paid Leave benefits. School districts and school boards have no role in whether an employee's request for MPL is approved. DEED makes the determination.
- MN Paid Leave requests should not appear on a school board agenda.
- Employee and family health information must remain confidential.

Job Protection and Benefits

- Job protection begins 90 days after hire.
- Employees must be reinstated to the same or equivalent position when they return to work.
- School districts must continue employees' health insurance (employee must continue to pay their share)
- School districts must not retaliate (e.g., firing, demotion, discipline) against employees for applying for or using the MN Paid Leave program.

Retirement Contributions

- DEED will not deduct pension contributions from benefit payments.
- Employees may contact Teachers Retirement Association (TRA) and Public Employees Retirement Association (PERA) for information about purchasing service credits.

Taxes

- Employees may choose to have DEED withhold income taxes from their benefit payments.
- If an employee requests tax withholdings, DEED will withhold 5% for state taxes and 10% for federal taxes.

Workplace Preparation

Notification Procedures

- If the need for leave is foreseeable, an employee must provide the employer at least 30 days' advance notice. If the need for leave is not foreseeable, the employee must notify the employer as soon as practicable.
- Create procedures for employees to notify the school district they are applying for MN Paid Leave.

Supplemental Leave Benefits

- School districts must decide whether to allow employees to use available leave (e.g., personal time, ESST, vacation, PTO) to supplement the partial wage replacement benefits received from MN Paid Leave.
- If allowed, the employee—not the school district—decides whether to use supplemental leave benefits.
- Combined compensation may not exceed the employee's regular wages.

Family and Medical Leave Act (FMLA)

- MN Paid Leave covers additional circumstances that FMLA does not, such as caring for victims of domestic abuse, sexual assault, or stalking, and provides coverage for a broader range of family members.
- "Family member" for MN Paid Leave includes spouse, child, parent, sibling, grandchild, grandparent, son-in-law, daughter-in-law, and individuals who have a personal relationship with the applicant that creates an expectation and reliance that the applicant cares for the individual. For FMLA, "family member" is spouse, child, or parent.
- When applicable, leaves should be run concurrently under both programs.

Minnesota Parental Leave Act (MPLA)

- MN Paid Leave does not replace MPLA rights.
- Provides 12 weeks of unpaid, job-protected leave for birth or adoption.
- School districts should run MPLA, FMLA, and MN Paid Leave concurrently when applicable.

Transition Year (2025-2026)

- Employees on FMLA leave in 2025 may qualify for new MN Paid Leave benefits beginning January 1, 2026.
- Example: An employee who has a baby in October 2025 and uses FMLA through December 2025 may take an additional 12 weeks of MN Paid Leave starting in 2026.
- For new children, MN Paid Leave may be used any time in the first year following birth or adoption.

Prepare Today

Set Up Your Accounts	Notify Your Employees	Prepare Your Workplace
Register for an Employer Account	Deadline: December 1, 2025	Decide how to split premiums
Designate a Paid Leave Administrator in your Employer Account	Hang a workplace poster	Set up notification process
Create a Paid Leave Administrator Account	Notify individual employees	Decide whether to allow supplemental leave benefits
		Set your intermittent leave policy

Legal Notice: These materials are for informational use only and are not to be construed as legal advice. If legal advice is needed, the school district's legal counsel should be contacted. While current at the time it was created, this document may be later superseded by legislative or other action.

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, December 1, 2025

Subject: Donations

(Recommended by the superintendent)

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

Richfield High School received a donation of $271.01 from Living Lands & Waters of East Moline, IL for field trip transportation.

Richfield High School received donations of $300.00 from John Lindley of Bloomington, $75.00 from Nathaniel Lindley of Richfield, $50.00 from James Clinite of Eden Prairie, and an anonymous donation of $50.00.

The RHS Spartan Food Shelf received a donation of $50.00 from Dan Ahlstrom of Edina & Julie VanDerostyne of Richfield.

The RHS Cheer Team received a donation of $3,144.00 from the Richfield Cheer Boosters for new uniforms and poms.

The RHS French Department received donations of:

- $50.00 from Karin Wolverton of Richfield
- $25.00 from Valerie Thompson of Spring, TX
- $25.00 from Erica Wallace of Richfield
- $25.00 from Michael Manning of Mendota Heights, MN
- $25.00 from Brian Bergstrom of Richfield
- $25.00 from Kathleen Stracka of Richfield
- $25.00 from Amanda Eiynk of Richfield
- $25.00 from Melissa (Cole) Komarnitzky of Eden Prairie
- $25.00 from Kari Haines of Minneapolis
- $25.00 from Summer Nimz of Richfield
- $25.00 from Wayne Anderson of Minneapolis
- $20.00 from Delaney Duffy-Loftsgaarden of Bloomington
- $17.00 from Olivia Kate Needleman of Minneapolis
- $15.00 from Braulio Luna of Richfield
- $10.00 from Susan Berry of Houston, TX
- An anonymous donation of $150.00