Monday, May 11, 2026

Regular School Board - 6 p.m. at Dakota Ridge School

A. **Call to Order and Pledge of Allegiance**
   1. Approval of Agenda

B. **Recognition by the School Board**
   1. **Students of the Year at Eagan High School:** Kyle Ahrens, Wendy Basilio Islas, Makenna Becker, August Bohrer, Mia Dougherty, Ryan Graupman, Heidi Lindahl, Jude Miller, Ankit Mukhopadhyay, Maximus Munguia, Evelyn Ocampo Osario, Sven Pearson, Alexander Raddatz, Laxmi Reddy, Emma Stanley, Kalan Strand-Chrysler, Victoria Thomas, and Amelia Whitelaw
      - *presented by Polly Reikowski, principal at Eagan High School*
   2. **Students of the Year at Eastview High School:** Bishesta Amatya, Lila Bymers, Yazmin Clemente, Jesse Dornagalski, Micah Durocher, Nina Galindez, Haitham Ingutia, Herawie Kebede, Agnus Laska, Rayanna Lyons, Amy Nguyen, Sai Reddy, Carter Seppelt, Chloe Shibata, Ava Wood, and Lucas Young
      - *presented by Bruce Miller, principal at Eastview High School*
   3. **Students of the Year at Rosemount High School:** Mahlet Ashagre, Harper Chappuis, Ariella de Souza, Samee Duckless, Juanita Gerke, Arya Goers, Ivy Goodwin, Ja'Khi Hollie, Nicholas Jakubic, Mike Janek, Ian Johnson, Kaia LaBelle, Andrew Meznarich, Lily Nowlin, Ana Ojala, Milana Rudoll, Grace Schenck, Joey Schilling, Hannah Schmelzle, and Cash Talcott
      - *presented by Pete Roback, principal at Rosemount High School*
   4. **Students of the Year at School of Environmental Studies:** Lily Everaert, Max Johnson, Leslie McCullough, Natalie Munson, Lara Presnell, Madilynn Rosario, Abigail Schlede, Alena Serbinenko, Zachary VanLaningham, and Leif Wolke
      - *presented by Lauren Haisting, principal at School of Environmental Studies*
   5. **Students of the Year at Apple Valley High School:** Ann Marie Arambulo, Aaron Diaz Mora, Amara Eam, Juan Esteban Barrios Arias, Andres Gadea Espana, Christian Guentzel, Louis Gustafson, Mason Hultgren, Isaac Kuhn, Sophia Johnson, Hailey Leam, Isabella Nogueras, Owen Schultz, Kate Soledad Sanchez, Ruby Wiegrefe, Jacob Zahn, and Miles Zimmerman
      - *presented by Drew Mons, principal at Apple Valley High School*
   6. **2026 ExCEL award recipients:** Jacob Staats from Rosemount High School
      - *presented by Will Finley, Rosemount High School assistant principal*
   7. **2026 ExCEL award recipients:** Gavin Yang and Maya Roth from Eagan High School
      - *presented by Polly Reikowski, Eagan High School principal*
   8. **Minnesota DECA State Career Development Conference Top finishers from Rosemount High School:** Nicholas Garnsworthy (Entrepreneurship Series-2nd place), Laasya Pandari (Integrated Marketing Campaign-3rd place)
      - *presented by Calvin Keasling, Rosemount High School assistant principal*
   9. **Minnesota DECA State Career Development Conference Top finishers from Apple Valley High School:** Lucette Laliberte (Personal Financial Literacy-3rd place)
      - *presented by Don Erdahl, DECA co-adviser*

10. **Business Professionals of America (BPA) State Leadership Conference Top three finishers and National qualifiers from Eastview High School:** Finishing 1st through 3rd place: Janet Behailu, Kevin Burch, Megan Burri, Mile DeLeon, Haran Jay, Snehith Kattegummula, Rishik Kondadadi, Nathanael Lees, Amy Nguyen, Anvith Pothula, Naomi Samson, and Sophia Way
    - *presented by Leah Lencowski, BPA adviser*
11. **Business Professionals of America (BPA) State Leadership Conference Top three finishers and National qualifiers from Rosemount High School:** Finishing 1st through 3rd place: Kayla Freeman (national qualifier)
    - *presented by Calvin Keasling, Rosemount High School assistant principal*
12. **Business Professionals of America (BPA) State Leadership Conference Top three finishers and National qualifiers from Eagan High School:** Finishing 1st through 3rd place: Rajinesh Aravindan, Vishnu Avatapalli, Roman Bintner, Jithin Bonthala, Oscar Chen, Ivan Grinberg, Tyler Haffely, Phillip Hoang, Vedansh Karnatak, Ellie Klaus, Piper Larson, Snigdha Malhotra, Ayaan Patel, Anshi Peddareddivari, Yojit Ray, Jonathan Rubin, Abhishek Sekhar, Medha Shrestha, Abel Sinkie, Khushal Talatam, Isobel White, and Raiyan Zaman
    - *presented by Paul Kovach and Abigail Osborn, BPA advisers*
13. **State Speech top finishers from Eastview High School:** Tess Douma (State Champion, Humorous Interpretation), Rohan Saarang (State Champion, Extemporaneous Speaking), Aleena Ibrahim (State Runner-Up, Great Speeches)
    - *presented by Ryan Roseen, speech coach*
14. **State Speech top finishers from Rosemount High School:** Ansell Roshin (3rd Place, Extemporaneous Reading)
    - *presented by Calvin Keasling, Rosemount High School assistant principal*
15. **State Speech top finishers from Apple Valley High School:** Second-place team finish (8 finalists total; 5 placed in the top 3). Individuals: Maab Mohamed Ali (3rd place, Informative Speaking), Hamdi Mohamed (State Runner up, Serious Interpretation of Poetry), Iman Mohamed (3rd Place, Original Oratory), Amelia Ugas (3rd Place, Serious Interpretation of Prose), Reniyah Bunch (3rd Place, Great Speeches)
    - *presented by Tzitel Voss, speech coach*
16. **State Speech top finishers from Eagan High School:** Ngel Omot (State Champion, Serious Interpretation of Poetry)
    - *presented by Cami Sharratt, speech coach*

C. **Superintendent's Recognition**
1. Introduction of Shannon Smith, Deputy General Counsel

D. **Consent**
1. Minutes of the April 13, 2026, Regular School Board meeting
2. Minutes of the April 28, 2026, Special School Board meeting
3. Gifts
4. Grants
5. Schedule of Investments for March 2026
6. Summary of Claims for March 2026
7. Revenue and Expenditures Report for March 2026
8. Treasurer’s Report for March 2026
9. Personnel
10. Termination and Non-Renewal of Probationary Teachers
11. Confirmation of Unrequested Leave of Absence for Teachers
12. Employment Agreement Probationary

13. Agreement for Clinical Experience with the University of Minnesota
14. Agreement for Student Teaching with Gustavus Adolphus College
15. Agreement for Student Teaching with Luther College
16. Agreement for Student Teaching with Metro State University
17. Agreement with YMCA of the North for 2026 Summer School-Age Care Programs
18. 2025-26 Spring Budget Adjustments
19. Nonpublic School Counseling Services Agreements
20. Dakota County IRU for Fiber to RMS
21. Purchase of SentinelOne MDR

E. **Reports**

1. Summary of 2025 Minnesota Student Survey Results
   - *presented by Rachel Hughes, director of Instruction and Achievement, Stephen Bell-Kemp, coordinator of Research, Assessment, and Analytics, and Stephanie Ochocki, student support coordinator*
2. Strategic Framework Update
   - *presented by Michael Bolsoni, Superintendent*

F. **Old Business**

1. Policy 508, Wellness
   - *presented by Adam Wattenbarger, general counsel*

G. **New Business**

1. Policy 503, Student Rights and Responsibilities
   -*presented by Adam Wattenbarger, general counsel*
2. 2026-27 Overview of Student Rights and Responsibilities
   - *presented by Adam Wattenbarger, general counsel*

H. **Board Member and Superintendent Updates**

1. School Board and Superintendent Updates

I. **Adjournment**

1. Motion to adjourn the meeting

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Minutes of the April 13, 2026, Regular School Board Meeting**

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

Chairperson Cory Johnson called the regular School Board meeting to order at 6 p.m. on April 13, 2026, at Dakota Ridge School.

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

The School Board led the Pledge of Allegiance. A moment of silence was observed for Ahmed Ibrahim, a cultural family advocate at Greenleaf, Rosemount, and Emerald Trail elementary schools, who passed away on March 29.

Motion by Cerio, seconded by Diamond, and carried 6-0, to approve the agenda.

Recognition
Board members recognized students and staff, including Oak Ridge Elementary School of Leadership, Environmental, and Health Sciences for being named a School of Distinction; Valley Middle School of STEM students for placing second at the Minnesota Regional Future City Competition; state wrestling, weightlifting, and basketball honorees from Eagan High School and Apple Valley High School; Rosemount High School coaching award recipients; and Rosemount High School boys hockey and girls basketball teams, along with the Apple Valley High School boys basketball team, for their state tournament finishes.

Superintendent Recognition
Superintendent Bolsoni congratulated student-athletes and coaches for strong winter postseason success and noted upcoming recognition of students' achievements in DECA, BPA, and HOSA. The superintendent also highlighted Clerical and Secretarial Appreciation Week and Volunteer Appreciation Week, recognizing the contributions of staff and community members, and noted upcoming Teacher and School Nurse Appreciation Week. The superintendent shared that Outstanding Service Award recipients and retirees will be honored in May. The superintendent also thanked families and staff for their engagement on transportation challenges, outlined recent disruptions and ongoing efforts to address them, and reaffirmed the district's commitment to providing reliable transportation for all students.

Williams arrived at 6:55 p.m.

Special Communication Request
Three speakers addressed the Board regarding concerns with proposed revisions to Policy 707 regarding dead-end roads and the change in bus stop location for students living on 120th Street West in Rosemount.

Consent Agenda
Motion by Diamond, seconded by Williams, and carried 6-0, to approve the following consent items:

- Minutes of the March 9, 2026 Regular School Board meeting;
- Minutes of the March 30, 2026 Policy Review Committee meeting;
- Clerical and Secretarial Employees Appreciation Week April 20-24, 2026;

- District 196 Volunteers Appreciation Week April 20-24, 2026;
- District 196 School Nurses Appreciation Week, May 4-8, 2026;
- District 196 Teachers Appreciation Week, May 4-8, 2026;
- Gifts;
- Grants;
- Schedule of Investments for February 2026;
- Summary of Claims for February 2026;
- Revenue and Expenditures Report for February 2026;
- Treasurer's Report for February 2026;
- Personnel;
- Termination and Non-Renewal of Probationary Teachers;
- Intent to Place Continuing Contract Teachers on ULA;
- Joint Powers Agreement with Dakota County for Immunization Clinics;
- Apple Valley High School Boiler Replacement;
- Rosemount Elementary School Loading and Receiving Dock;
- Transition Plus Restroom Renovation;
- Personal Injury Settlement Agreement;
- Wells Fargo OPEB Irrevocable Trust Certificate of Incumbency;
- Pay Rates for Substitute, Temporary and Part-Time Community Education Employees;
- K-7 iPad Charging Carts;
- School of Environmental Studies Renovation.

Standards of Effective Practice
Director of Instruction and Achievement Rachel Hughes, Alyssa Bartosh, coordinator of Equity and Inclusion, Cathy Kindem, principal at Oak Ridge Elementary School, and Bruce Miller, principal at Eastview High School, presented on the implementation of Standards of Effective Practice, state-adopted teacher performance rubrics. The report highlighted building-level site goals, such as cultural proficiency differentiation at Oak Ridge and achievement data analysis at Eastview. Throughout this year, training for administrators and peer leaders ensured that the district's teacher evaluation remains a tool for continuous improvement and equitable outcomes. This report was for information only.

Web Accessibility Compliance
Director of Communications Janet Swiecichowski provided a report on the district's Web Accessibility Compliance efforts, noting that new federal standards under Title II of the Americans with Disabilities Act (ADA) require school districts serving more than 50,000 people to meet a new level of digital accessibility standards. The district is working to ensure that all digital content, including the public website, learning management systems, and mobile apps, is accessible to users with disabilities. Swiecichowski explained that accessibility is about "technology talking to technology," making content perceivable, operable, understandable, and robust for users who rely on screen readers, keyboard navigation, or assistive devices. This report was for information only.

Transportation Changes and Communication Plan
Director of Finance and Operations Christopher Onyango-Robshaw, Director of Elementary Education Jeremy Sorenson, and Director of Special Education Janet Fimmen presented an overview of structural changes to the district transportation system aimed at restoring bus service reliability. In District 196, there are not enough drivers to cover all scheduled routes, despite every effort to hire more drivers. Since September, transportation has been canceling routes frequently. Cancellations are disruptive for families and students.

The plan addresses several categories of structural change aimed at reducing transportation system complexity and improving efficiency:
- Policy 707 revisions: The district is moving to an "opt-in" model, requiring families to affirmatively request transportation each year to provide an accurate ridership count. Additionally, transportation will be limited to a maximum of two addresses per student to reduce routing complexity. For safety,

buses will no longer be routed down dead-end roads or cul-de-sacs to avoid the risks associated with buses backing up.

- Magnet transportation reductions: To reduce complexity and eliminate eight to ten bus routes, the district will eliminate magnet-specific busing for Echo Park, Oak Ridge, Valley Middle School, and Apple Valley High School, as the majority of these students already reside within the school's attendance area. For Glacier Hills and Cedar Park, a North/South zone will be implemented with McAndrews Road as the general boundary.
- Specialized and center-based programs: The district is transitioning to a geographic quadrant model for special education and early childhood programs to serve students closer to their neighborhood schools. This initiative aims to reduce hour-long commutes for the youngest learners and foster a stronger sense of community.
- School start time adjustments: To balance the three-tier transportation system, the administration recommends shifting East Lake and Woodland elementary schools to a 7:45 a.m. start time, Valley Middle School of STEM to an 8:20 a.m. start time, aligning it with other district middle schools, a 7:45 a.m. start time for the School of Environmental Studies, and a 7:40 a.m. start time for Area Learning Center.

Action on the proposed changes can be found later, under Old Business and Other Action on the agenda.

One speaker spoke opposing school start time changes. Five speakers spoke against reductions in magnet school transportation.

2026-27 Capital Expenditure Budget
Coordinator of Finance Danny DuChene presented the 2026-27 capital expenditure budget. The presentation reviewed projected revenues and expenditures for the district's operating capital, long-term facilities maintenance, and capital projects levy funds. The capital budget supports the district's strategic priority of ensuring that students and staff have access to appropriate facilities, equipment, technology, and instructional resources. Projects funded through these programs include building maintenance and repairs, equipment and technology purchases, and facility improvements across the district.

Motion by Cerio, seconded by Magnuson, and carried 6-0, to approve the budget as presented.

Policy 707, Transportation
General Counsel Adam Wattenbarger presented the second reading of revisions to Policy 707. Key changes include moving to an opt-in model in which families affirmatively request service, limiting service to two addresses per student, and eliminating bus routing through dead-end roads and cul-de-sacs for safety.

Four community members spoke opposing the change in bus routing on dead-end roads.

Motion by Diamond, seconded by Gardner, and carried 6-0, to approve the Policy 707 revisions.

Policy 508, Wellness
The Board reviewed the first reading of updates to Policy 508 to ensure compliance with USDA nutrition. These changes include clarifying that all food sold or advertised in schools meets the USDA Smart Snacks in School nutrition standards. The revisions also establish a three-year evaluation cycle. Finally, statutory references are updated to provide accurate, up-to-date citations. Action on this policy will be requested in May.

Transportation Recommendations
Christopher Onyango-Robshaw, director of finance and operations, summarized the following transportation recommendations to address the challenges of being overcommitted and understaffed: magnet transportation reductions, specialized and center-based zones and location changes, and school start time adjustments.
Motion by Cerio, seconded by Williams, to approve Transportation Recommendations as presented. Discussion followed.

Six community members spoke opposing the start time adjustment at East Lake Elementary School and Woodland Elementary School.

Motion to amend the motion by Johnson, seconded by Cerio, and carried 6-0, to divide the Transportation Recommendations into separate actions.

Motion by Williams, seconded by Cerio, and carried 6-0, to approve the magnet transportation reductions as presented, creating North/South zones for Glacier Hills and Cedar Park and eliminating cross-district busing for other magnet programs.

Motion by Magnuson, seconded by Cerio, and carried 6-0, to implement the special education early childhood and center-based zones as presented, creating a geographic quadrant model to serve special education students closer to their neighborhood schools.

Motion by Williams, seconded by Cerio, to approve the school start time adjustments as presented. Discussion followed.

Seven community members spoke in opposition to changing East Lake and Woodland Elementary schools to early-start schools, with a student day beginning at 7:45 a.m.

Motion to amend the motion by Johnson, seconded by Cerio, and carried 6-0, to amend the start time recommendations to delay implementation until the 2027-28 school year.

Chair Johnson called the question to approve the amended motion to change the start times for East Lake and Woodland Elementary schools to early-start schools, with a student day beginning at 7:45 a.m., effective with the 2027-28 school year. The motion carried 6-0.

Motion by Johnson, seconded by Magnuson, and carried with 6-0, to approve the start time recommendations for Valley Middle School, School of Environmental Studies, and Area Learning Center as presented, starting in the 2026-27 school year.

Board Member and Superintendent Updates
Superintendent Bolsoni encouraged residents to apply for district advisory councils and shared highlights from the 196 Day at the Capitol. Board members expressed gratitude to staff for their extensive engagement at the Capitol and during the long Board session.

Adjournment
Motion by Cerio, seconded by Williams, and carried 6-0, to adjourn at 10:13 p.m.

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Cory Johnson, School Board Chairperson

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Robin Cerio, School Board Clerk

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Minutes of the April 28, 2026, Special School Board Meeting**

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

Chairperson Cory Johnson called the meeting to order at 5:27 p.m. at the School of Environmental Studies in Apple Valley.

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

Motion by Williams, seconded by Cerio, and carried 5-0, to approve the agenda.

Reports
Members of the School Board, district leadership, Dakota County United Educators (DCUE), and the Principal's Association of Rosemount (PAR) met to strengthen relationships and focus on the district's strategic framework and data-informed decision-making.

The workshop included an overview of the district's three-year operational plan, highlighting the phases of learning work, implementation work, and standard work to support continuous improvement. Participants engaged in a data-based decision-making protocol and reviewed multiple district data sources, including FastBridge, Capti ReadBasix, and MCA reading results. The group also examined how assessment systems (universal screening, diagnostic assessments, progress monitoring, and outcome measures) support instruction.

Learning focused on how data informs district decisions, including literacy, instructional practices, student supports, and resource allocation. Participants discussed criteria and data sources for continuous improvement, as well as how current initiatives are monitored and evaluated. The group provided input on emerging influences and initiatives to explore, improve, or discontinue.

No decisions were made, and there were no action items on the agenda.

Adjournment
Motion by Williams, seconded by Cerio, and carried 5-0, to adjourn at 7:27 p.m.

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Cory Johnson, School Board Chairperson

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Robin Cerio, School Board Clerk

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Gifts**

Presenter(s): **Christopher Onyango-Robshaw** Title(s): **Director of Finance and Operations**

Background
Bequests, donations and gifts may be accepted by the School Board according to Administrative Regulation 703.5.1AR, Gifts. The list below itemizes gifts valued at $500 or more that were received by May 1, 2026.

DISTRICT GIFTS - $161,583.72

Gift	Intended Use	Received From	Received By
$1,218.78	Purchase backpacks for boys' soccer	EHS Boys Soccer Boosters	Polly Reikowski, principal, Eagan High School
$1,319.63	Transportation expenses for girls' soccer	Wildcat Girls Soccer Booster	Polly Reikowski, principal, Eagan High School
$2,500	Coaching stipend	Eagan High School Boys Basketball Booster Club	Polly Reikowski, principal, Eagan High School
$9,270.60	Coaching stipends	Eagan High School Boys Lacrosse Booster Club	Polly Reikowski, principal, Eagan High School
$2,340	Coaching stipend	Eastview Baseball Booster Club	Matt Percival, assistant principal/athletics director, Eastview High School
$3,942.90	Coaching stipends	EVHS Girls Golf Booster Club	Matt Percival, assistant principal/athletics director, Eastview High School
$5,861.70	Coaching stipend	Eastview Baseball Booster Club	Matt Percival, assistant principal/athletics director, Eastview High School
$7,036.38	Coaching stipend	Eastview Boys Volleyball	Matt Percival, assistant principal/athletics director, Eastview High School
$1,628.97	Travel uniforms for girls' lacrosse	RHS Girls Lacrosse Booster Club	Pete Roback, principal, Rosemount High School
$1,737	Coaching stipend	RHS Boys Tennis Booster	Pete Roback, principal, Rosemount High School
$2,571.79	Transportation for girls' hockey	Rosemount High School Girls Blue Line Club	Pete Roback, principal, Rosemount High School
$5,102	Uniforms for girls' lacrosse	RHS Girls Lacrosse Booster Club	Pete Roback, principal, Rosemount High School
$14,394.02	Coaching stipends	RHS Boys Lacrosse Booster Club	Pete Roback, principal, Rosemount High School

$14,469	Coaching stipends	RHS Girls Lacrosse Booster Club	Pete Roback, principal, Rosemount High School
$77,970.09	Hotel and transportation expenses for the 2025 marching band season	Rosemount High School Band Boosters	Pete Roback, principal, Rosemount High School
$580.36	Transportation expenses for the first-grade field trip to the Bell Museum	Deerwood Elementary PTO	Tyra Raasch, principal, Deerwood Elementary School
$990.64	Literary promotion	Metronet Governing Board	Tyra Raasch, principal, Deerwood Elementary School
$1,285.25	Purchase instructional materials and classroom supplies	Greenleaf Booster Association	Mandy Hill, principal, Greenleaf Elementary School
$863.38	Purchase art supplies and 3D printers	Northview Elementary PTO	Melissa Griffin, principal, Northview Elementary School
$540.58	Transportation reimbursement for the Glue Goose field trip	Minnesota Valley Refuge Friends	Cathy Kindem, principal, Oak Ridge Elementary School of Leadership, Environmental and Health Sciences
$3,460.65	Enrichment resources for students in all classrooms and field trip funding	Southview PTO	Sara Stratton, principal, Southview Elementary School
$500	All Irish Family Lacrosse Night	Genisys Credit Union	Barb St Aubin, manager, Community Education
Adaptive Stroller (estimated value $2,000)	Will loan the adaptive stroller out to Birth-to-3 program families as they will be able to take their child out in public with the level of support they need	Tim and Krista Berg	Christine Gorman, coordinator, Early Childhood Special Education

Alternatives
Do not accept some or all the gifts.

Recommendation
Accept gifts totaling $161,583.72.

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Grants**

Presenter(s): **Christopher Onyango-Robshaw** Title(s): **Director of Finance and Operations**

Background
Grants may be accepted by the School Board according to Administrative Regulation 703.5.2AR, Grants. Below are grants valued at $500 or more that were received by the district as of May 1, 2026.

Grant	Intended Use	Received From	Received By
$500	Create a calming independent workspace and sensory room improvements	Minnesota School Social Workers Assocation (MSSWA)	Mo Paylen, social worker, Transition Plus
$239,691	Strengthen and expand Dakota language instruction across the PreK-12 continuum by addressing current gaps in access to high-quality, credit-bearing Indigenous language learning opportunities.	Minnesota Department of Education (MDE)	Lisa Turgeon, American Indian education program coordinator, Equity and Inclusion
$243,758.85	The Outstanding Network of Educators (ONE) Mentorship Program and School-wide English Learning (SWEL) Coaching Program are seeking funding to support the recruitment, induction, and retention of teachers of color and American Indian teachers as well as to support culturally and linguistically diverse students.	Minnesota Department of Education (MDE)	Virgil Jones, director, and Alyssa Bartosh, coordinator, Equity and Inclusion

Alternatives
Do not accept the grants.

Recommendation
Accept the grants, as presented.

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Schedule of Investments for March 2026**

Presenter(s): **Danny DuChene** Title(s): **Coordinator of Finance**

Background
Presented for approval is the district's schedule of investments for the month ending March 31, 2026. March transactions include investment purchases of $49.913 million and investment redemptions of $70 million, including earned interest.

Alternatives
Do not approve the schedule of investments.

Recommendation
Approve the schedule of investments for the month ending March 31, 2026.

Independent School District 196
Rosemount-Apple Valley-Eagan Public Schools
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Investment Summary for Period Ending March 31, 2026

	General Operating Funds (funds 01, 02, 04, 06, 07)	Severance & OPEB Funds Funds 20 & 45	Building Fund 2023A Bond Series
Beginning Balance	$ 158,669,347	$ 82,310,611	$ 48,102,465
Purchases	$ 49,912,653	$ -	$ -
Redemption	$ 65,000,000	$ -	$ 5,000,000
Interest & Account Earnings	$ 439,010	$ (2,700,221)	$ 46,916
Account Fees	$ -	$ -	$ -
Ending Balance	**$ 144,021,010**	**$ 79,610,390**	**$ 43,149,381**

Detailed Purchases

Inv. ID	Investment Type & Issuer	Broker	Fund	Yield	Purchase Date	Maturity Date	Investment Amount	Anticipated Interest
601981	MSDLAF Class Transfer	MSDLAF	01	Varies	3/31/2026	3/31/2026	49,912,653	-
							49,912,653	**-**

Detailed Redemptions

Inv. ID	Investment Type & Issuer	Broker	Fund	Yield	Purchase Date	Maturity Date	Investment Amount	Interest Received
601981	MSDLAF Class Transfer	MSDLAF	01	Varies	3/31/2026	3/31/2026	55,000,000	-
26002	Cabot Trail Funding LLC	MSDLAF	66	3.96%	10/8/2025	3/26/2026	4,907,600	92,400
26008	Toyota Industries Comm	PJC	01	3.92%	12/4/2025	3/4/2026	4,951,500	48,500
26009	Gotham Funding	PJC	01	3.94%	12/4/2025	3/5/2026	4,950,708	49,292
							69,809,808	**190,192**
							Total Redemptions	**70,000,000**

Current Holdings

Inv. ID	Investment Type & Issuer	Broker	Fund	Yield	Purchase Date	Maturity Date	Investment Amount	Anticipated Interest
90001	VRS - Wells Fargo OPEB Portfolio	WF	45	0.49%	2/12/2009	6/30/2039	67,697,813	-
90002	SDA - MNTRST - Full Flex SDA	PMA	01	3.60%	9/16/2022		30,000,000	75,750
90003	SDA - BANK OF CHINA SDA	PMA	01	3.66%	7/1/2022		7,036,272	16,887
90005	SDA - Bell Bank SDA	PMA	02	3.60%	7/1/2022		10,215,556	24,517
26003	CP - Barclays US CCP	MSDLAF	66	3.94%	10/8/2025	4/10/2026	4,654,865	95,135
26004	CP - HSBC USA Inc	MSDLAF	66	3.95%	10/8/2025	5/8/2026	4,933,085	116,915
26005	TS - MSDLAF Term	MSDLAF	66	3.77%	10/9/2025	4/30/2026	5,925,000	123,620
26006	TS - MSDLAF Term	MSDLAF	66	3.77%	10/9/2025	5/29/2026	11,385,000	271,640
26007	TS - MSDLAF Term	MSDLAF	66	3.77%	10/9/2025	6/30/2026	16,065,000	431,770
26010	CP - Credit Agricole CIB NY	PJC	01	3.82%	12/4/2025	4/7/2026	4,935,072	64,928
26011	CP - Credit Agricole CIB NY	OPHM	01	3.84%	12/4/2025	5/4/2026	4,920,725	79,275
26012	CP - Gotham Funding	RBC	01	3.87%	12/4/2025	5/13/2026	4,915,556	84,444
26013	MUFG Bank LTD/NY	PJC	20	3.74%	1/7/2026	6/8/2026	5,906,773	93,227
26014	MetLife Short Term Fund	PJC	20	3.72%	1/8/2026	6/8/2026	5,907,890	92,110
26015	MetLife Short Term Fund	OPHM	01	3.68%	1/8/2026	5/21/2026	4,932,946	67,054
26016	MUFG Bank LTD/NY	OPHM	01	3.72%	1/8/2026	5/7/2026	4,939,343	60,657
26017	Royal Bank of Canada	RBC	01	3.71%	1/7/2026	6/29/2026	4,912,539	87,461
26018	Thunder Bay Funding	RBC	01	3.76%	1/7/2026	6/9/2026	4,921,375	78,625
26019	Bedford Row Funding Co	RBC	01	3.74%	1/7/2026	7/6/2026	4,908,250	91,750
26020	MUFG Bank LTD/NY	PJC	01	3.74%	2/4/2026	7/10/2026	4,920,267	79,733
26021	Cabot Trail Funding LLC	RBC	01	3.73%	2/4/2026	5/27/2026	4,942,600	57,400
26022	Bedford Row Funding Co	PJC	01	3.72%	2/4/2026	7/10/2026	4,920,700	79,300
							223,896,628	**1,384,880**

Rosemount • Apple Valley • Eagan
Public Schools

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

Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Summary of Claims for March 2026**

Presenter(s): **Danny DuChene** Title(s): **Coordinator of Finance**

Background
Following is a summary of claims for March 2026.

	FUND	CLAIMS PAID
01	General Account	12,560,523.54
03	Transportation Account	1,151,354.94
05	Capital Expenditure Account	2,002,082.49
11	Miscellaneous School Budgets	289,275.40
13	Long-Term Facilities Maintenance	218,223.36
21	Special Education Account	4,498,305.99
31	Quality Compensation Account	123,688.61
39	LCTS Funds	1,714.66
	Sub-Total General Fund	20,845,168.99
02	Food Service Fund	1,150,563.64
04	Community Service Fund	478,839.85
07	Debt Service Fund	
23/24	Self-Insured Health and Dental	8,170,623.47
50	Student Activity Accounts	83,511.08
66	2023A Bonds	14,923,461.40
	Grand Total	$45,652,168.43

Alternatives
Do not approve one or more claims.

Recommendation
Approve claims for March 2026.

Claims Paid Register
for the Period between 03/01/26 and 03/31/26

Check Date	Check Number	Payment Type	Name	Check Amount
03/02/2026	3100002057	Wire Transfer	Aviben LLC	725,860.86
03/02/2026	3100002058	Wire Transfer	Cary Specialized Services Inc	51,309.50
03/02/2026	3100002059	Wire Transfer	Central Roofing Company	1,121.00
03/02/2026	3100002060	Wire Transfer	CFS Interiors & Flooring	2,895.00
03/02/2026	3100002061	Wire Transfer	Delta Dental Plan Of Minnesota	13,487.37
03/02/2026	3100002062	Wire Transfer	Dept Of The Treasury	3,071,873.97
03/02/2026	3100002063	Wire Transfer	Ebert Construction	37,677.56
03/02/2026	3100002064	Wire Transfer	Edge Contracting Inc	163,183.00
03/02/2026	3100002065	Wire Transfer	Friedges Landscaping Inc	36,704.38
03/02/2026	3100002066	Wire Transfer	HealthPartners Inc	2,148,250.81
03/02/2026	3100002067	Wire Transfer	Minnesota Department Of Revenue	872.79
03/02/2026	3100002068	Wire Transfer	Minnesota Public Employees Retire Association-PERA	445,532.13
03/02/2026	3138127	Check	Minnesota State Bar Association	530.00
03/02/2026	3100002069	Wire Transfer	Mn Dept Of Revenue	516,189.77
03/02/2026	3100002070	Wire Transfer	MN State Retirement System-Empower	51,201.00
03/02/2026	3100002071	Wire Transfer	MN Teachers Retirement Association	1,826,730.24
03/02/2026	3100002072	Wire Transfer	Office of Child Support Enforcement	5,189.65
03/02/2026	3100002073	Wire Transfer	OneBridge Benefits Inc	6,277.50
03/02/2026	3100002074	Wire Transfer	Progyny Inc	1,440.00
03/02/2026	3138128	Check	Ray, Peter J	360.00
03/02/2026	3138129	Check	Strauss, Eric C	720.00
03/02/2026	3138130	Check	Strauss, Eric C	45.00
03/03/2026	3100002075	Wire Transfer	Aviben LLC	32,500.00
03/03/2026	3138131	Check	Dettmer, Robert W	540.00
03/03/2026	3138132	Check	Saintey, Richard O	1,125.00
03/04/2026	3100002076	Wire Transfer	MN Unemployement Insurance Fund	61,348.61
03/05/2026	3100002077	Wire Transfer	MN State Retirement System-Empower	45,046.98
03/06/2026	3138133	Check	1st Choice Pediatric Home Care	7,348.50
03/06/2026	3138134	Check	Abdi, Ibtisam	100.00
03/06/2026	3138135	Check	Abrams, Adam M	175.00
03/06/2026	3138136	Check	Adam Lail	68.00
03/06/2026	3138137	Check	Airgas Inc	126.95
03/06/2026	3138138	Check	Ali, Hodan I	80.00
03/06/2026	3138139	Check	All In One Translation Agency LLC	278.35
03/06/2026	3138140	Check	Amazon.com Sales Inc	10,844.00
03/06/2026	3138141	Check	Anderson, Jesse I	185.00
03/06/2026	3138142	Check	Annis, Aaron J	80.00
03/06/2026	3138143	Check	Apple Inc	1,788.00
03/06/2026	3138144	Check	Apple Valley City Of- Police Dept	968.00
03/06/2026	3138145	Check	Apple Valley City of- Utility Billing Dept	12,798.86
03/06/2026	3138146	Check	ASL Interpreting Services Inc	429.00
03/06/2026	3138147	Check	Awards Direct LLC	189.84
03/06/2026	3138148	Check	B & H Photo Video	193.04
03/06/2026	3138149	Check	Bartek, Lawrence Charles	4,350.00
03/06/2026	3138150	Check	Becker, Jeff	285.00
03/06/2026	3138151	Check	Benjamin Dose	200.00
03/06/2026	3138152	Check	Berg, Lucas J	97.00
03/06/2026	3138153	Check	Berhe, Tesfahun	40.00
03/06/2026	3138154	Check	Bertelsen, Jack R	100.00
03/06/2026	3138155	Check	BEST Crowd Management	1,152.72
03/06/2026	3138156	Check	Bindery Equipment & Service Inc	378.95
03/06/2026	3138157	Check	Bix Produce Company	102,443.04
03/06/2026	3138158	Check	Block, Dan M	97.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/06/2026	3138159	Check	Bloomington Friends of Forensic	736.00
03/06/2026	3138160	Check	Bluum of Minnesota LLC	2,997.00
03/06/2026	3138161	Check	Boerger, Lauren	43.24
03/06/2026	3138162	Check	Bolsoni, Eleanor	200.00
03/06/2026	3138163	Check	Bosch Building Technologies	375.00
03/06/2026	3138164	Check	Boyle, Adam D	185.00
03/06/2026	3138165	Check	Brin Glass Company	9,500.00
03/06/2026	3138166	Check	Broadway & NYC Tours	4,564.00
03/06/2026	3138167	Check	Broback, Henry G	60.00
03/06/2026	3138168	Check	Brown's Ice Cream	1,896.12
03/06/2026	3138169	Check	Buck Hill Inc	7,560.00
03/06/2026	3138170	Check	Buckholdt, Iliana	40.00
03/06/2026	3138171	Check	Burnsville City of	280.00
03/06/2026	3138172	Check	Business Essentials	2,844.80
03/06/2026	3138173	Check	Canon Financial Services Inc	5,538.39
03/06/2026	3138174	Check	Carlson, Evan or Samantha	50.00
03/06/2026	3138175	Check	Carruthers, Rebecca	70.00
03/06/2026	3138176	Check	Charpentier Enterprises LLC	2,772.90
03/06/2026	3138177	Check	Chavez, Carlos	200.00
03/06/2026	3138178	Check	Cintas Corporation No 2	1,523.68
03/06/2026	3138179	Check	Citi Cargo & Storage Co	715.00
03/06/2026	3138180	Check	Cole Papers Inc	12,411.00
03/06/2026	3138181	Check	Cook, Geriand E	97.00
03/06/2026	3138182	Check	Corporate Mechanical Inc	10,264.24
03/06/2026	3138183	Check	Creative Catering & Events	375.00
03/06/2026	3138184	Check	Curriculum Associates Inc	608.16
03/06/2026	3138185	Check	Custom Apparel Inc	110.00
03/06/2026	3138186	Check	DCUE Dental Reimbursement Plan	210,674.25
03/06/2026	3138187	Check	Delgado, Micheal D	97.00
03/06/2026	3138188	Check	Demco Inc	319.74
03/06/2026	3138189	Check	Designed Glass	637.74
03/06/2026	3138190	Check	Doyle Security Products	1,068.00
03/06/2026	3138191	Check	Ebel, David	136.00
03/06/2026	3138192	Check	Eckroth Music	63.36
03/06/2026	3138193	Check	ECM Publishers Inc	488.72
03/06/2026	3138194	Check	Egan Company	16,663.25
03/06/2026	3138195	Check	Egan, Daniel J	136.00
03/06/2026	3138196	Check	Eide Bailly LLP	17,824.00
03/06/2026	3138197	Check	Embi Tec	367.00
03/06/2026	3138198	Check	EMSL Analytical Inc	34.65
03/06/2026	3138199	Check	Envision Glass Inc	23,092.60
03/06/2026	3138200	Check	ERHS Speech Booster Club	707.00
03/06/2026	3138201	Check	Flinn Scientific Inc	1,308.14
03/06/2026	3138202	Check	Fluegel Elevator Inc	850.50
03/06/2026	3138203	Check	Follett Content Solutions LLC	1,449.63
03/06/2026	3138204	Check	Frame Minnesota	41.28
03/06/2026	3138205	Check	Game One	19,972.84
03/06/2026	3138206	Check	Garrett, Scott B	97.00
03/06/2026	3138207	Check	General Parts LLC	248.13
03/06/2026	3138208	Check	Gerber, Todd	90.00
03/06/2026	3138209	Check	Giles, David C	155.00
03/06/2026	3138210	Check	Gold Medal	408.25

Check Date	Check Number	Payment Type	Name	Check Amount
03/06/2026	3138211	Check	Goodin Company	449.34
03/06/2026	3138212	Check	Gopher Sport	1,213.19
03/06/2026	3138213	Check	Greenleaf, Brady	135.00
03/06/2026	3138214	Check	Groth Music	2,488.71
03/06/2026	3138215	Check	H&B Specialized Product Inc	5,381.20
03/06/2026	3138216	Check	Haas Musical Instrument Repair Inc	1,087.22
03/06/2026	3138217	Check	Hammer Sports LLC	871.00
03/06/2026	3138218	Check	Hanuschak, Oksana	40.00
03/06/2026	3138219	Check	Harvey, Jeremy L	150.00
03/06/2026	3138220	Check	Heiges, Neil	75.00
03/06/2026	3138221	Check	Hill, Wesley	97.00
03/06/2026	3138222	Check	Hillyard- Minneapolis	15,722.91
03/06/2026	3138223	Check	Hipp, Bryce	136.00
03/06/2026	3138224	Check	Holtz, Todd R	97.00
03/06/2026	3138225	Check	Hooyo Tek LLC- Idil Omer	280.00
03/06/2026	3138226	Check	Horizon Commercial Pool Supply	1,777.95
03/06/2026	3138227	Check	HOSA- Texas	325.00
03/06/2026	3138228	Check	Hughes, Jace	90.00
03/06/2026	3138229	Check	Hughes, Scott J	90.00
03/06/2026	3138230	Check	Hunt, Russ	272.00
03/06/2026	3138231	Check	Hyerdall, Jason	285.00
03/06/2026	3138232	Check	Ihne, Merle	97.00
03/06/2026	3138233	Check	INGCO International	1,374.00
03/06/2026	3138234	Check	Innovative Office Solutions	21,940.17
03/06/2026	3138235	Check	ISD 108 Carver County	750.00
03/06/2026	3138236	Check	ISD 152 Moorhead Area Public Schools	308.00
03/06/2026	3138237	Check	ISD 191 Burnsville	2,076.68
03/06/2026	3138238	Check	ISD 200 Hastings	490.00
03/06/2026	3138239	Check	ISD 720 Shakopee	90.00
03/06/2026	3138240	Check	ISD 834 Stillwater	100.00
03/06/2026	3138241	Check	Jaeger, Michele or Jacob	67.50
03/06/2026	3138242	Check	John Henry Foster Minnesota Inc	84.88
03/06/2026	3138243	Check	Johnson, Allie	100.00
03/06/2026	3138244	Check	Johnson, Chase	75.00
03/06/2026	3138245	Check	Johnson, Derek	200.00
03/06/2026	3138246	Check	Johnson, Gabriela C	80.00
03/06/2026	3138247	Check	JW Pepper & Son Inc	554.81
03/06/2026	3138248	Check	Karen Cass Felling	450.00
03/06/2026	3138249	Check	Kelly Services Inc	178,773.15
03/06/2026	3138250	Check	Keystone Interpreting Solution Inc	440.00
03/06/2026	3138251	Check	Khakural, Ana	40.00
03/06/2026	3138252	Check	Kidcreate Studio- Woodbury	3,572.00
03/06/2026	3138253	Check	Kim Freitag LLC	630.00
03/06/2026	3138254	Check	Korte, Steve	136.00
03/06/2026	3138255	Check	Krulich, Maria E	1,640.00
03/06/2026	3138256	Check	Kully Supply Inc	464.34
03/06/2026	3138257	Check	Kurita America Inc	1,180.30
03/06/2026	3138258	Check	Laird, Craig	97.00
03/06/2026	3138259	Check	Lakeshore Learning Materials	23.74
03/06/2026	3138260	Check	Laursen Piano Service	463.00
03/06/2026	3138261	Check	Lawal, Sameerah	100.00
03/06/2026	3138262	Check	Learning and Resiliency Services LLC	2,670.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/06/2026	3138263	Check	Lissebeck, Rylie E	185.00
03/06/2026	3138264	Check	Loffler Companies Inc	7,084.93
03/06/2026	3138265	Check	Lost Spur Golf and Event Center	1,000.00
03/06/2026	3138266	Check	Luerra, Cody	75.00
03/06/2026	3138267	Check	Luong, Joe	80.00
03/06/2026	3138268	Check	Madison Natl Life Ins Co Inc	97,392.03
03/06/2026	3138269	Check	Marblesoft LLC	96.76
03/06/2026	3138270	Check	Marschall Line Inc	1,046.32
03/06/2026	3138271	Check	Martinez, Mercedes	160.00
03/06/2026	3138272	Check	McComas, Pamela K	100.00
03/06/2026	3138273	Check	Medco Supply Company	767.90
03/06/2026	3138274	Check	Medina, Vanessa O	80.00
03/06/2026	3138275	Check	Metronet Systems Holdings	2,538.11
03/06/2026	3138276	Check	Meyer, Jessica	80.00
03/06/2026	3138277	Check	Michaels Stores Inc & Subs	485.59
03/06/2026	3138278	Check	Midwest Educational Consultants Inc	5,500.00
03/06/2026	3138279	Check	Midwest Language Solutions-Halima Abdulahi	2,000.00
03/06/2026	3138280	Check	Minnesota Association For Children's Mental Health	480.00
03/06/2026	3138281	Check	Minnesota Coaches Inc	553.86
03/06/2026	3138282	Check	Minnesota Elementary School Principals Association	1,050.00
03/06/2026	3138283	Check	Minnesota Energy Resources Corp	2,105.92
03/06/2026	3138284	Check	Minnesota True Team Track	400.00
03/06/2026	3138285	Check	Mitchell, Thomas A	75.00
03/06/2026	3138286	Check	MN DECA District 2	7,709.58
03/06/2026	3138287	Check	MN HS DECA	1,221.02
03/06/2026	3138288	Check	Mohamed, Naema A	200.00
03/06/2026	3138289	Check	Mohr, Katelyn	120.00
03/06/2026	3138290	Check	Mulcahy Company Inc	531.82
03/06/2026	3138291	Check	Murtha, William J	136.00
03/06/2026	3138292	Check	National Academic Quiz Tournaments LLC	44.00
03/06/2026	3138293	Check	National Association Of Secondary School Principals	385.00
03/06/2026	3138294	Check	National Speech & Debate Association	60.00
03/06/2026	3138295	Check	NCS Pearson Inc	468.72
03/06/2026	3138296	Check	Nelsen, Genevieve	100.00
03/06/2026	3138297	Check	Nelson, Blake L	97.00
03/06/2026	3138298	Check	Neo Electrical Solutions LLC	30,984.31
03/06/2026	3138299	Check	Newton, Skip W	90.00
03/06/2026	3138300	Check	Novak, Janice S	22.00
03/06/2026	3138301	Check	NSAV Solutions	101.29
03/06/2026	3138302	Check	Oliver, Joe	194.00
03/06/2026	3138303	Check	Olson, Matthew J	250.00
03/06/2026	3138304	Check	Otto, Patti	115.00
03/06/2026	3138305	Check	Pan O Gold Baking Co	7,884.07
03/06/2026	3138306	Check	Paragon Visual LLC	350.34
03/06/2026	3138307	Check	Pearson, David	97.00
03/06/2026	3138308	Check	Pearson, Tanner	97.00
03/06/2026	3138309	Check	Pediatric Home Service	3,393.75
03/06/2026	3138310	Check	Pittman, Darian D	204.00
03/06/2026	3138311	Check	Postmaster	12,982.83
03/06/2026	3138312	Check	Price, Rachel	97.00
03/06/2026	3138313	Check	Promotion Select	516.00
03/06/2026	3138314	Check	Propio LS LLC	136.85

Check Date	Check Number	Payment Type	Name	Check Amount
03/06/2026	3138315	Check	Proshek, Nathan S	97.00
03/06/2026	3138316	Check	Rasmussen, Jake	136.00
03/06/2026	3138317	Check	Rauen, Nathaniel	97.00
03/06/2026	3138318	Check	Ray, Chelsea N	185.00
03/06/2026	3138319	Check	RDF Enterprises Inc	880.00
03/06/2026	3138320	Check	Regents of the University of Minnesota	2,215.00
03/06/2026	3138321	Check	Region 3AA	2,520.00
03/06/2026	3138322	Check	Retrofit Companies Inc	2,159.67
03/06/2026	3138323	Check	Ricard, Curtis J	35.00
03/06/2026	3138324	Check	Rieck, Ellen L	158.00
03/06/2026	3138325	Check	Rippie, Autumn	48.50
03/06/2026	3138326	Check	Risdall, Paul	97.00
03/06/2026	3138327	Check	Ritter, David D	84.00
03/06/2026	3138328	Check	Robison, Jennaya	250.00
03/06/2026	3138329	Check	Rodgers, Daniel	84.00
03/06/2026	3138330	Check	Rogers, Rochester	97.00
03/06/2026	3138331	Check	Rosemount City Of	1,425.00
03/06/2026	3138332	Check	Rosemount City Of	420.31
03/06/2026	3138333	Check	Rosemount Saw & Tool	88.20
03/06/2026	3138334	Check	Sage Productions Inc	111.80
03/06/2026	3138335	Check	Scan Air Filter Inc	5,227.78
03/06/2026	3138336	Check	Schmitt Music Company	505.54
03/06/2026	3138337	Check	Schmitty & Sons School Buses Inc	1,118.88
03/06/2026	3138338	Check	Scholastic Inc- Scholastic Magazines	1,758.89
03/06/2026	3138339	Check	School Nutrition Association	305.00
03/06/2026	3138340	Check	School Nutrition Directors Of Mn	100.00
03/06/2026	3138341	Check	Schwab Vollhaber Lubratt Inc (SVL)	15,653.00
03/06/2026	3138342	Check	Sherman, Susan	75.00
03/06/2026	3138343	Check	Shi International Corp	306.00
03/06/2026	3138344	Check	Skold Specialty Contracting Llc	952.50
03/06/2026	3138345	Check	Smith, Jeffrey W	430.00
03/06/2026	3138346	Check	South Washington County Schools District # 833	225.00
03/06/2026	3138347	Check	Southpaw Enterprises Inc	1,248.61
03/06/2026	3138348	Check	Spectrum Enterprise-Time Warner	85.00
03/06/2026	3138349	Check	Squires, Waldspurger & Mace PA	29.00
03/06/2026	3138350	Check	St Paul Beverage Solutions LLC	15,362.85
03/06/2026	3138351	Check	State Supply Company	680.71
03/06/2026	3138352	Check	STEMfinity LLC	309.95
03/06/2026	3138353	Check	Sullivan, Lamarr	97.00
03/06/2026	3138354	Check	Sullwold, Mark E	136.00
03/06/2026	3138355	Check	Super Duper Inc	2,083.80
03/06/2026	3138356	Check	Supreme School Supply	138.29
03/06/2026	3138357	Check	Swanson, Kim	30.00
03/06/2026	3138358	Check	Symmetry Energy Solutions	110,097.85
03/06/2026	3138359	Check	Three Rivers Park District	770.00
03/06/2026	3138360	Check	Tiegs, Noah	200.00
03/06/2026	3138361	Check	T-Mobile	24.89
03/06/2026	3138362	Check	Toll Gas & Welding Supply	233.83
03/06/2026	3138363	Check	Touch of Art with Terri	1,533.00
03/06/2026	3138364	Check	Townzen, Ryan K	97.00
03/06/2026	3138365	Check	Trane U.S. Inc	3,614.34
03/06/2026	3138366	Check	Trio Supply Co	17,859.54

Check Date	Check Number	Payment Type	Name	Check Amount
03/06/2026	3138367	Check	Trobec's Bus	3,470.00
03/06/2026	3138368	Check	United Translation Services LLC	1,204.09
03/06/2026	3138369	Check	Upper Lakes Foods Inc	168,863.19
03/06/2026	3138370	Check	Urgiles Suarez, Matthew	300.00
03/06/2026	3138371	Check	Vail Resorts	2,900.00
03/06/2026	3138372	Check	Vair, James B	100.00
03/06/2026	3138373	Check	Valley Images Photography	300.00
03/06/2026	3138374	Check	Viking Electric Supply	179.12
03/06/2026	3138375	Check	Vrieze, Tyler	97.00
03/06/2026	3138376	Check	Wallick, Michael	100.00
03/06/2026	3138377	Check	West Music Company Inc	39.65
03/06/2026	3138378	Check	Wild Rumpus Books	570.54
03/06/2026	3138379	Check	Wobeck, Charles	60.00
03/06/2026	3138380	Check	Youth Frontiers Inc	4,195.00
03/06/2026	3138381	Check	Zabel, Russell L	97.00
03/06/2026	3138382	Check	Zhou Wells, Yun	120.00
03/06/2026	3138383	Check	Zimmer, Cami	230.00
03/09/2026	3100002078	Wire Transfer	Delta Dental Plan Of Minnesota	8,569.24
03/09/2026	3100002079	Wire Transfer	HealthPartners Inc	1,268,635.59
03/09/2026	3138384	Check	Orr, Chris L	810.00
03/09/2026	3138385	Check	Orr, Chris L	405.00
03/10/2026	3100002080	Wire Transfer	Bruber Financial Services Inc	22,128.09
03/10/2026	3100002081	Wire Transfer	Global Payments Inc	26,814.17
03/10/2026	3100002082	Wire Transfer	Hoglund Bus Co Inc	1,311,733.80
03/10/2026	3100002083	Wire Transfer	Klamm Mechanical Contractors Inc	544,469.34
03/11/2026	3100002084	Wire Transfer	Eagan City Of- Misc	1,136,900.00
03/11/2026	3100002085	Wire Transfer	HealthPartners Inc	347,355.77
03/11/2026	3100002086	Wire Transfer	J & K Masonry	23,835.50
03/11/2026	3100002087	Wire Transfer	Laketown Electric Corporation	293,873.87
03/12/2026	3100002088	Wire Transfer	Minnesota Public Employees Retire Association-PERA	262.47
03/13/2026	3138387	Check	1000 Petals LLC	1,000.00
03/13/2026	3138388	Check	Abrakadoodle	4,989.60
03/13/2026	9100011453	ACH	Achu, Margaret K	34.11
03/13/2026	3138389	Check	All In One Translation Agency LLC	272.00
03/13/2026	3138390	Check	Aloft Transitions	23,000.00
03/13/2026	3138391	Check	Amanda Schuling	300.00
03/13/2026	3138392	Check	Amazon.com Sales Inc	14,322.50
03/13/2026	9100011454	ACH	Ancheta, Brenda K	39.98
03/13/2026	9100011455	ACH	Anderson, Amanda R	191.00
03/13/2026	9100011456	ACH	Anderson, Joshua A	338.00
03/13/2026	3138393	Check	Apple Valley City Of- Police Dept	968.00
03/13/2026	3138394	Check	Apple Valley-Hayes Sports Arena	32,037.51
03/13/2026	3138395	Check	Aqua Logic Inc	640.00
03/13/2026	3138396	Check	Armstrong, Maureen	445.00
03/13/2026	3138397	Check	Audioquip Inc	1,890.00
03/13/2026	3138398	Check	Aviben LLC	1,286.30
03/13/2026	3138399	Check	AVID Center	950.00
03/13/2026	3138400	Check	Awards Direct LLC	306.03
03/13/2026	3138401	Check	B & H Photo Video	11.13
03/13/2026	9100011457	ACH	Balvance, Katrina J B	280.43
03/13/2026	9100011458	ACH	Barlow, Amy L	50.00
03/13/2026	9100011459	ACH	Bartlett, Miranda	308.22

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	9100011460	ACH	Bartosh, Alyssa K	84.19
03/13/2026	3138402	Check	Beckman, Donna	345.00
03/13/2026	3138403	Check	Beissel, Craig	180.00
03/13/2026	9100011462	ACH	Bell-Kemp, Stephen G	16.53
03/13/2026	3138404	Check	BellMetal Inc	640.00
03/13/2026	9100011463	ACH	Bender, Joelle C	112.17
03/13/2026	3138405	Check	Benson, Bridget	100.00
03/13/2026	9100011464	ACH	Bent, Sarah J	40.65
03/13/2026	9100011465	ACH	Benzahra, Naoual	61.43
03/13/2026	9100011466	ACH	Bergh, Colleen K	75.13
03/13/2026	9100011467	ACH	Bergland, Kim V	73.47
03/13/2026	9100011468	ACH	Besaw, Megan C	173.77
03/13/2026	3138406	Check	BEST Crowd Management	1,024.64
03/13/2026	3138407	Check	Bix Produce Company	25,793.03
03/13/2026	9100011469	ACH	Blatzheim, Kristin L	15.04
03/13/2026	9100011470	ACH	Blatzheim, William F	90.37
03/13/2026	3138408	Check	Bloomington Friends of Forensic	600.00
03/13/2026	9100011471	ACH	Bohlke, Nancee E	0.80
03/13/2026	9100011472	ACH	Bolsoni, Michael P	44.82
03/13/2026	9100011473	ACH	Borka, Mike John	89.54
03/13/2026	3138409	Check	Bosch Building Technologies	2,325.23
03/13/2026	3138410	Check	Brambilla's Lease Systems Inc	8,908.00
03/13/2026	9100011474	ACH	Branscombe, Janell M	35.31
03/13/2026	3138411	Check	Bright Morning	6,667.00
03/13/2026	3138412	Check	Brink's Inc	420.67
03/13/2026	9100011475	ACH	Brouchet, Kristy L	71.13
03/13/2026	3138413	Check	Brown's Ice Cream	1,103.88
03/13/2026	9100011477	ACH	Bruse, Khia S	49.04
03/13/2026	3138414	Check	Buck Hill Inc	2,031.00
03/13/2026	9100011478	ACH	Burger, John J	25.89
03/13/2026	9100011479	ACH	Burt, Andrea I	53.93
03/13/2026	3138415	Check	Camp Amnicon Foundation	1,000.00
03/13/2026	3138416	Check	Campbell, Carmello	270.00
03/13/2026	3138417	Check	Cantone, Michael S	97.00
03/13/2026	9100011480	ACH	Carrigan, Sara E	121.05
03/13/2026	9100011481	ACH	Carroll, Bethany M	49.60
03/13/2026	3138418	Check	Casperson Ventures	150.00
03/13/2026	3138419	Check	CDW Government LLC	1,167.48
03/13/2026	9100011482	ACH	Chetty, Shobha S	36.54
03/13/2026	3138420	Check	Cintas Corporation No 2	792.70
03/13/2026	3138421	Check	Claussen, Kurt N	250.00
03/13/2026	3138422	Check	Clover, Ella	100.71
03/13/2026	9100011483	ACH	Cody, Jae	58.50
03/13/2026	9100011484	ACH	Cole, Vicky Lynn	34.61
03/13/2026	3138423	Check	Concordia Language Villages	1,965.00
03/13/2026	3138424	Check	Cornerstone On The Vermillion	1,911.00
03/13/2026	3138425	Check	Corraro, Steve	136.00
03/13/2026	9100011485	ACH	Coulson, Linda M	39.78
03/13/2026	3138426	Check	Craig, Isaiah	300.00
03/13/2026	3138427	Check	Curry, Quinn M	180.00
03/13/2026	9100011486	ACH	Dahl, Trudy A	78.30
03/13/2026	3138655	Check	Dakota County Cultural Family Advocates	954.83

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	3138656	Check	Dakota County United Educators	126,338.10
03/13/2026	3138428	Check	Dakota Leasing LLC	2,319.00
03/13/2026	3138429	Check	Dark Knight Solutions	350.00
03/13/2026	9100011476	ACH	Day, Jodi	23.94
03/13/2026	9100011487	ACH	Dayton, Kaila A	440.02
03/13/2026	9100011488	ACH	DeForrest, Megan L	0.80
03/13/2026	3138430	Check	Demco Inc	124.61
03/13/2026	9100011489	ACH	Desilet, Emily J	18.45
03/13/2026	9100011490	ACH	Dodge, Cliff	110.02
03/13/2026	3138431	Check	Doyle Security Products	27.97
03/13/2026	3138432	Check	Drama Lab LLC	935.00
03/13/2026	9100011491	ACH	Dreisbach, Holli J	321.93
03/13/2026	9100011492	ACH	Drew, Kristen	52.72
03/13/2026	9100011493	ACH	Dulmes, Kelsey J	156.85
03/13/2026	9100011494	ACH	Dworshak, Kelli L	30.52
03/13/2026	3138433	Check	ECM Publishers Inc	184.08
03/13/2026	3138434	Check	ECSI c/o Hunt Electric Corporation	5,164.73
03/13/2026	3138435	Check	Edina Band Boosters	130.00
03/13/2026	3138657	Check	Education Minnesota	637.75
03/13/2026	9100011495	ACH	Eklund, Shelly M	97.81
03/13/2026	9100011496	ACH	Elsmore, Rowen A	102.76
03/13/2026	3138436	Check	Emerald Greens Golf Course	727.40
03/13/2026	9100011497	ACH	Engberg, Lindsay M	100.95
03/13/2026	3138437	Check	Engelby, Seth	350.00
03/13/2026	9100011498	ACH	Erickson, Karen	81.69
03/13/2026	3138438	Check	Everdriven Technologies	2,187.00
03/13/2026	9100011499	ACH	Fedoruk, Amy J	203.36
03/13/2026	9100011500	ACH	Feyder, Joseph M	175.00
03/13/2026	3138439	Check	Finalsite	6,300.00
03/13/2026	9100011501	ACH	Finley, Will L, III	195.76
03/13/2026	9100011502	ACH	Firchow, Anja M	27.17
03/13/2026	9100011503	ACH	Fischbach, Cathy M	24.52
03/13/2026	9100011504	ACH	Fischer, Amy J	27.70
03/13/2026	9100011505	ACH	Fischer, Spencer R	268.80
03/13/2026	3138440	Check	Fluegel Elevator Inc	850.50
03/13/2026	3138441	Check	Follett Higher Education Store #2331	183.73
03/13/2026	9100011506	ACH	Foreman, Kristine	300.58
03/13/2026	3138442	Check	Forklifts Of Minnesota, Inc.	439.88
03/13/2026	9100011507	ACH	Fornicoia, Nicholas B	79.75
03/13/2026	9100011508	ACH	Forsythe, Madeline J	96.59
03/13/2026	3138443	Check	Fransen Decorating Inc	28,130.16
03/13/2026	3138444	Check	Freking, Gabriella Augusta	500.00
03/13/2026	3138445	Check	Frontier Communications Holdings LLC	3,044.02
03/13/2026	3138445	Check	Frontier Communications Holdings LLC	-3,044.02
03/13/2026	9100011509	ACH	Galland, Tanya Ke	57.29
03/13/2026	3138446	Check	Game One	4,277.00
03/13/2026	3138447	Check	Game Time Media	260.00
03/13/2026	9100011510	ACH	Gaubert, Rita D	31.07
03/13/2026	3138448	Check	Gerber, Todd	180.00
03/13/2026	9100011511	ACH	Gergen, Katie J	19.20
03/13/2026	3138449	Check	Gilbertson, Sam	90.00
03/13/2026	9100011512	ACH	Giusto, Cindy M	149.67

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	3138450	Check	Global Equipment Co	78.95
03/13/2026	3138451	Check	Gold Medal	206.45
03/13/2026	3138452	Check	Golden Needles	274.00
03/13/2026	9100011513	ACH	Gonzales, Sheila K	245.09
03/13/2026	3138453	Check	Gonzalez, Luis	30.00
03/13/2026	3138454	Check	Goodway Technologies Corp	2,606.77
03/13/2026	3138455	Check	Gophermods	9,427.00
03/13/2026	3138456	Check	Gothmann, Beth	500.00
03/13/2026	9100011514	ACH	Gowlland, Citori R	21.46
03/13/2026	3138457	Check	Grainger Inc	1,106.28
03/13/2026	9100011515	ACH	Grams, Ruthie A	34.15
03/13/2026	3138458	Check	Graybar Electric Co Inc	689.88
03/13/2026	3138386	Check	Grimm, Joseph	20.30
03/13/2026	3138459	Check	Groth Music	1,067.98
03/13/2026	9100011516	ACH	Grout, Katie A	0.36
03/13/2026	9100011517	ACH	Gustafson, Jennifer A	137.94
03/13/2026	3138460	Check	H&B Specialized Product Inc	1,940.00
03/13/2026	3138461	Check	Haas Musical Instrument Repair Inc	296.00
03/13/2026	3138462	Check	Haggstrom, Ronald C	105.00
03/13/2026	3138463	Check	Hall, Janean A	700.00
03/13/2026	9100011518	ACH	Hall, Jenny	50.00
03/13/2026	3138464	Check	Hall, Kristen	265.96
03/13/2026	3138465	Check	Hansen, Jason	1,300.00
03/13/2026	3138466	Check	Hanson, Carlynne J	100.00
03/13/2026	3138467	Check	Harer, Aiden	330.00
03/13/2026	9100011519	ACH	Harn, Michael V	92.00
03/13/2026	9100011520	ACH	Hauptman, Amy L	13.49
03/13/2026	9100011521	ACH	Heberer, Katie P	123.24
03/13/2026	3138468	Check	Henning, Ryan	136.00
03/13/2026	9100011522	ACH	Henriksen, Kate Elizabeth T	46.62
03/13/2026	3138469	Check	Henry Schein	1,048.14
03/13/2026	3138470	Check	Henry, Lawrence R	500.00
03/13/2026	3138471	Check	Henry, William L	500.00
03/13/2026	9100011523	ACH	Higgins, Rachel K	66.96
03/13/2026	3138472	Check	Hillyard- Minneapolis	11,627.41
03/13/2026	3138473	Check	Hobart Service	453.00
03/13/2026	9100011524	ACH	Hodgson, Jessica C	83.98
03/13/2026	9100011525	ACH	Hoecherl, Steve J	268.71
03/13/2026	9100011526	ACH	Holle, Daniel P	21.80
03/13/2026	9100011527	ACH	Hooper, Alecia K	63.10
03/13/2026	9100011528	ACH	Horejsi, Melissa J	332.57
03/13/2026	3138474	Check	Horizon Commercial Pool Supply	221.17
03/13/2026	3138475	Check	Horwath, Karl A	136.00
03/13/2026	3138476	Check	Hughes, Jace	180.00
03/13/2026	3138477	Check	Hughes, Scott J	90.00
03/13/2026	9100011529	ACH	Hurd, Shanna L	202.97
03/13/2026	9100011530	ACH	Hurrle, Laura B	210.35
03/13/2026	3138478	Check	IdentiSys Incorporated	558.15
03/13/2026	3138479	Check	ILP	2,352.77
03/13/2026	3138480	Check	Infinite Health Collaborative PA	750.00
03/13/2026	3138481	Check	INGCO International	1,448.20
03/13/2026	3138482	Check	Ingina LLC	8,000.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	3138483	Check	Innovative Office Solutions	6,870.00
03/13/2026	3138484	Check	Intermediate District 917	50,051.10
03/13/2026	3138485	Check	Irish Ninja CSG	462.00
03/13/2026	3138486	Check	Iron Mountain Incorporated	830.35
03/13/2026	3138658	Check	ISD 196 Support Staff Assn	1,916.25
03/13/2026	3138487	Check	ISD 719-Prior Lake-Savage Area Schools	270.00
03/13/2026	3138487	Check	ISD 719-Prior Lake-Savage Area Schools	-270.00
03/13/2026	9100011532	ACH	Isely, Brenda L	29.15
03/13/2026	3138488	Check	Isse, Said	204.00
03/13/2026	9100011533	ACH	Jablon, Maisy	17.05
03/13/2026	3138489	Check	Jacobsen, Jim	250.00
03/13/2026	9100011534	ACH	Janka, Emily M	18.48
03/13/2026	9100011535	ACH	Jarvis-Hill, Jessica M	41.99
03/13/2026	9100011536	ACH	Jensen-Gordon, Jackie J	12.16
03/13/2026	9100011537	ACH	Johnson, Charlotte A	241.55
03/13/2026	9100011538	ACH	Johnson, Cynthia A	32.81
03/13/2026	3138490	Check	Johnston, Apryl	185.00
03/13/2026	3138491	Check	Johnstone Supply	121.75
03/13/2026	3138492	Check	Joiner, Keswic	97.00
03/13/2026	9100011539	ACH	Jones, Robert M	175.00
03/13/2026	9100011540	ACH	Jorgenson, Shannon E	198.28
03/13/2026	9100011541	ACH	Joseph, Teresa J	12.16
03/13/2026	3138493	Check	JW Pepper & Son Inc	430.23
03/13/2026	9100011542	ACH	Kalmi, Patrick J	4.78
03/13/2026	3138494	Check	Kaspar, Ava	350.00
03/13/2026	3138495	Check	Kealoha, Antoin	35.00
03/13/2026	9100011543	ACH	Keating, Deidi M	41.66
03/13/2026	3138496	Check	Kelly Services Inc	227,057.97
03/13/2026	3138497	Check	Kendell Intermediate Corporation	6,340.00
03/13/2026	9100011544	ACH	Kindseth, Jennifer L	127.99
03/13/2026	9100011545	ACH	Kleppe, Jenny L	23.42
03/13/2026	9100011546	ACH	Kleven, Kari G	9.38
03/13/2026	3138498	Check	Klitzke, Paul S	409.00
03/13/2026	3138499	Check	Koppikar, Ria S	100.00
03/13/2026	3138500	Check	Krillan Inc	720.00
03/13/2026	3138501	Check	Kristin Davis Law LLC	330.00
03/13/2026	3138502	Check	Krulich, Maria E	240.00
03/13/2026	9100011547	ACH	Kruse, Camly P	130.06
03/13/2026	3138503	Check	Kully Supply Inc	486.97
03/13/2026	3138504	Check	Lace, John	250.00
03/13/2026	3138505	Check	Laker Athletic Booster Club	961.00
03/13/2026	9100011548	ACH	Lalani, Fiyaz A	56.38
03/13/2026	9100011549	ACH	Langworthy, Mary L	124.27
03/13/2026	3138506	Check	Lansing, Jack	270.00
03/13/2026	9100011550	ACH	Larson, Andrea N	54.95
03/13/2026	9100011551	ACH	Larson, Brett M	5,494.95
03/13/2026	9100011531	ACH	Larson, Elizabeth K	69.18
03/13/2026	9100011552	ACH	Larson, Kari L	35.75
03/13/2026	9100011553	ACH	Larson, Ross R	32.98
03/13/2026	3138507	Check	Laursen Piano Service	140.00
03/13/2026	9100011554	ACH	Leake, Joel D	48.10
03/13/2026	3138508	Check	Legacy Production Group LLC	4,950.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	9100011555	ACH	Leighton, Beth M	211.08
03/13/2026	9100011556	ACH	Lindstrom, Nicole I	62.10
03/13/2026	3138509	Check	Little Dandelion Press LLC	159.46
03/13/2026	3138510	Check	Liu, Mikayla	480.00
03/13/2026	9100011557	ACH	Loch, Melissa D	87.15
03/13/2026	3138511	Check	Loffler Companies Inc	4,098.00
03/13/2026	3138512	Check	Lopez De Santoyo, Monica	715.00
03/13/2026	9100011600	ACH	Lowe, Lia Suzanne	27.99
03/13/2026	9100011558	ACH	Mackenzie, Brittany	50.00
03/13/2026	3138513	Check	Mackin Educational Resources	747.01
03/13/2026	9100011559	ACH	Madson, Melia A	254.70
03/13/2026	9100011560	ACH	Madson, Stephanie A	22.40
03/13/2026	3138514	Check	Magnet Schools Of America Inc	3,912.00
03/13/2026	9100011561	ACH	Malkowiak, Jordan Welle	118.05
03/13/2026	9100011562	ACH	Marrone, Ashley J	50.00
03/13/2026	3138515	Check	Marschall Line Inc	896.48
03/13/2026	3138516	Check	MatBoss LLC	499.00
03/13/2026	3138517	Check	Mayotte, Cailin	100.00
03/13/2026	9100011563	ACH	McCarthy, Sandra M	12.16
03/13/2026	3138518	Check	McCauley, Kaden	78.33
03/13/2026	3138519	Check	McComas, Pamela K	100.00
03/13/2026	9100011564	ACH	McGrath, Angela M	71.02
03/13/2026	3138520	Check	McMaster-Carr Supply Company	198.67
03/13/2026	9100011565	ACH	McMurchie-Pasch, Ryan K	140.19
03/13/2026	3138521	Check	Medina, Vanessa O	80.00
03/13/2026	9100011566	ACH	Melvin, Tami K	113.22
03/13/2026	9100011567	ACH	Mencel, Susan A	234.91
03/13/2026	3138659	Check	Messerli & Kramer	416.47
03/13/2026	3138522	Check	Meyer, Jessica	120.00
03/13/2026	9100011568	ACH	Meyers, Mariah A	34.89
03/13/2026	3138523	Check	Mid States Laboratories Inc	358.60
03/13/2026	3138524	Check	Midwest Mechanical Solutions	1,274.61
03/13/2026	9100011569	ACH	Mikiska, Robin M	54.82
03/13/2026	3138525	Check	Minnesota Association For Children's Mental Health	300.00
03/13/2026	3138526	Check	Minnesota Department Of Natural Resources	49.00
03/13/2026	3138527	Check	Minnesota Elementary School Principals Association	500.00
03/13/2026	3138528	Check	Minnesota Energy Resources Corp	112,311.59
03/13/2026	3138529	Check	Minnesota FFA Association	1,115.00
03/13/2026	3138530	Check	Minnesota High School Quiz Bowl Inc	540.00
03/13/2026	3138531	Check	Minnesota Respected Officials	5,740.00
03/13/2026	3138532	Check	Minnesota Safety Council Inc	138.00
03/13/2026	3138533	Check	Minnesota State Bar Association	485.00
03/13/2026	3138534	Check	Minnesota State High School League	25.00
03/13/2026	9100011570	ACH	Mitchell, Angela M	59.11
03/13/2026	3138535	Check	Mitchell, Thomas A	150.00
03/13/2026	3138536	Check	MK Music Repair	76.75
03/13/2026	3138537	Check	Mlsna, Lincoln	90.00
03/13/2026	3138538	Check	Mobile Citizen LLC	4,650.00
03/13/2026	3138539	Check	Mohamed, Naema A	100.00
03/13/2026	9100011571	ACH	Mohr, Andrea L	155.00
03/13/2026	3138540	Check	Mohr, Katelyn	420.00
03/13/2026	9100011572	ACH	Moody, Kathy	13.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	3138541	Check	MP Nexlevel LLC	46,974.58
03/13/2026	3138542	Check	Mulcahy Company Inc	3,992.26
03/13/2026	9100011573	ACH	Murphy, Tessa J	233.19
03/13/2026	3138543	Check	Nardini Fire Equipment	6,508.00
03/13/2026	3138544	Check	National Association Of Secondary School Principals	385.00
03/13/2026	9100011574	ACH	Navarro, Timothy L	200.00
03/13/2026	3138545	Check	NCS Pearson Inc	150.30
03/13/2026	3138546	Check	Nelsen, Genevieve	100.00
03/13/2026	3138547	Check	Neo Electrical Solutions LLC	7,239.33
03/13/2026	9100011461	ACH	Newton, Nicole	108.30
03/13/2026	9100011575	ACH	Nieson, Tyler A	37.37
03/13/2026	3138548	Check	Nitti Sanitation Inc	75,873.06
03/13/2026	3138660	Check	North Dakota Dept HS - Child Support	315.00
03/13/2026	3138549	Check	Nyderek, Dominic	475.00
03/13/2026	9100011576	ACH	Nyseth, Heather	38.22
03/13/2026	9100011578	ACH	O'Brien, Mark T	159.99
03/13/2026	9100011579	ACH	Ochocki, Stephanie P	76.94
03/13/2026	9100011580	ACH	Olson, Carrie J	50.00
03/13/2026	9100011581	ACH	Olson, Sarah K	190.34
03/13/2026	9100011582	ACH	Onyango-Robshaw, Christopher P	11.46
03/13/2026	9100011583	ACH	Orman, Connie M	108.12
03/13/2026	9100011584	ACH	Ostapowycz, Elizabeth M	13.92
03/13/2026	9100011585	ACH	Osthus, Scott C	99.28
03/13/2026	9100011586	ACH	Otte-Phillips, Sarah L	133.68
03/13/2026	3138550	Check	PAMS Lunchroom LLC	4,079.14
03/13/2026	3138551	Check	Pan O Gold Baking Co	5,106.11
03/13/2026	3138552	Check	Parr, Larissa	220.00
03/13/2026	3138553	Check	Parts Town LLC	175.46
03/13/2026	3138554	Check	Paulson, Michael B	84.00
03/13/2026	9100011587	ACH	Pawlicki, Krista M	161.68
03/13/2026	3138555	Check	Paydhealth	13,323.58
03/13/2026	3138556	Check	Pearson, David	97.00
03/13/2026	9100011588	ACH	Pearson, Terry L	91.80
03/13/2026	9100011589	ACH	Percival, Matt T	1,345.38
03/13/2026	3138557	Check	Perron, Steve M	11,520.00
03/13/2026	3138558	Check	Perron, Tara	590.00
03/13/2026	9100011590	ACH	Peterson, Pamela K	50.52
03/13/2026	3138559	Check	Peterson, Scott D	97.00
03/13/2026	9100011591	ACH	Petter, Jody L	7.62
03/13/2026	3138560	Check	Phelps, James	2,632.00
03/13/2026	3138561	Check	Philgreen, Duane	500.00
03/13/2026	3138562	Check	Phoenix School Counseling LLC	5,112.19
03/13/2026	3138563	Check	Pietig, Gary R	362.50
03/13/2026	9100011592	ACH	Pillow, Christina M	438.00
03/13/2026	3138564	Check	Pittsburgh Water Cooler Service Inc	1,597.99
03/13/2026	3138565	Check	Powell, Audrey	1,200.00
03/13/2026	3138566	Check	Premier Test & Balancing LLC	1,400.00
03/13/2026	9100011593	ACH	Prigge, Ricki A	114.08
03/13/2026	3138567	Check	Propio LS LLC	3,506.77
03/13/2026	9100011594	ACH	Quinonez, Jessica L	61.44
03/13/2026	9100011595	ACH	Radle, Lindsey M	25.73
03/13/2026	9100011596	ACH	Radtke, Sara E	68.07

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	3138568	Check	Raghu, Shruti	329.96
03/13/2026	9100011597	ACH	Raimann, Ann M	48.36
03/13/2026	9100011598	ACH	Ratts, Jill F	164.59
03/13/2026	9100011599	ACH	Raway, Joseph M	427.56
03/13/2026	3138569	Check	Rehak, Chris	1,530.00
03/13/2026	9100011601	ACH	Reiland, Jennifer Ann	230.99
03/13/2026	9100011602	ACH	Reszetar, Nancy K	152.45
03/13/2026	3138570	Check	Retrofit Companies Inc	182.60
03/13/2026	3138571	Check	Rice, Bella M	446.25
03/13/2026	3138572	Check	Richfield Bus Company	11,715.00
03/13/2026	3138573	Check	Rieck, Nandi	2,062.50
03/13/2026	3138574	Check	Ritz-Schlaifer, Julie	100.00
03/13/2026	9100011603	ACH	Roback, Peter J	45.00
03/13/2026	9100011604	ACH	Robinson, Janet R	21.48
03/13/2026	9100011605	ACH	Robole, Vicki M	105.14
03/13/2026	9100011606	ACH	Rollie, Kim A	1,846.68
03/13/2026	9100011607	ACH	Rome, Candis M	10.36
03/13/2026	3138575	Check	Rosemount City Of	1,282.31
03/13/2026	3138576	Check	Rother, Travis	100.00
03/13/2026	3138577	Check	Sagstuen, Claire	100.00
03/13/2026	9100011608	ACH	Samaraka, Sarah J	10.09
03/13/2026	3138578	Check	Sammon, Peter M	240.00
03/13/2026	3138579	Check	Sanabria Cruz, Cristian	261.29
03/13/2026	9100011609	ACH	Saulter, Reshard M	375.07
03/13/2026	3138580	Check	Scan Air Filter Inc	1,291.96
03/13/2026	3138581	Check	Scantron	1,559.97
03/13/2026	3138582	Check	Scheffler, Benjamin M	97.00
03/13/2026	9100011610	ACH	Schierenbeck, Teri L	67.20
03/13/2026	9100011611	ACH	Schiltz, Amanda M	193.40
03/13/2026	3138583	Check	Schindler Elevator	48,307.50
03/13/2026	3138584	Check	Schmitt Music Company	395.97
03/13/2026	3138585	Check	Schmitty & Sons School Buses Inc	2,286.36
03/13/2026	9100011612	ACH	Schneibel, Laurie J	62.58
03/13/2026	3138586	Check	Scholastic Book Fairs	1,214.13
03/13/2026	3138587	Check	Scholastic Inc- Scholastic Magazines	532.68
03/13/2026	3138588	Check	School Nutrition Association	969.50
03/13/2026	3138589	Check	School Specialty LLC	1,311.68
03/13/2026	3138590	Check	Schultz, Nathan	180.00
03/13/2026	9100011613	ACH	Schwartz, Kimberly Jane	62.94
03/13/2026	9100011614	ACH	Scott, Alison J	224.14
03/13/2026	9100011615	ACH	Scott, Emilie E	44.69
03/13/2026	3138591	Check	Seaton, Taylor	270.00
03/13/2026	3138661	Check	SEIU Local 284	4,666.02
03/13/2026	9100011616	ACH	Sell, Jennifer R	189.11
03/13/2026	9100011617	ACH	Sewpersaud, Jennifer A	48.42
03/13/2026	3138592	Check	SFM Mutual Insurance Co	44,592.00
03/13/2026	9100011618	ACH	Shadoin, Amanda	16.89
03/13/2026	3138593	Check	Sheppard, Sue	450.00
03/13/2026	3138594	Check	Shibley, Jeremy M	90.00
03/13/2026	9100011619	ACH	Shoop, Will B	85.00
03/13/2026	3138595	Check	Shred Right	127.75
03/13/2026	3138596	Check	Simonsen, Kathryn J	55.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	9100011620	ACH	Sisson, Allison R	81.38
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03/13/2026	3138598	Check	Skille Lisa	90.00
03/13/2026	3138599	Check	SkyNorth Software	1,367.00
03/13/2026	3138600	Check	Sonova USA Inc	676.99
03/13/2026	3138601	Check	South St. Paul Steel Supply Co Inc	551.60
03/13/2026	3138602	Check	Southpaw Enterprises Inc	789.20
03/13/2026	3138603	Check	SparkPath	160.00
03/13/2026	9100011621	ACH	Spironello, Angela M	50.00
03/13/2026	9100011622	ACH	Spraetz, Andy W	80.76
03/13/2026	9100011623	ACH	Springmeyer, Heidi L	117.66
03/13/2026	3138604	Check	Squirrel Horn Arrangements, LLC	600.00
03/13/2026	3138605	Check	St Paul Beverage Solutions LLC	15,559.20
03/13/2026	3138606	Check	State Supply Company	714.57
03/13/2026	3138662	Check	Stenger & Stenger PC	519.98
03/13/2026	9100011624	ACH	Storvick, Amy I	138.04
03/13/2026	9100011625	ACH	Strandt, Kimberly S	8.71
03/13/2026	3138607	Check	Struzyk, Todd J	136.00
03/13/2026	3138608	Check	Super Set Flooring & Tile	23,448.85
03/13/2026	3138609	Check	Supreme School Supply	528.01
03/13/2026	9100011626	ACH	Swiecichowski, Janet E	52.13
03/13/2026	3138610	Check	Synovia Solutions LLC	976.00
03/13/2026	9100011627	ACH	Tabery, Nikki C	45.79
03/13/2026	3138611	Check	Taran FnB LLC	76.86
03/13/2026	9100011628	ACH	Taylor, Annie J	273.30
03/13/2026	9100011629	ACH	Taylor, Chelsey L	191.53
03/13/2026	3138612	Check	TC Elevator-Metro Elevator	3,009.24
03/13/2026	3138663	Check	Teamsters Local 320	596.00
03/13/2026	9100011630	ACH	Tennant, Cathy A	116.46
03/13/2026	3138664	Check	The Law firm of Tiffany & Brown	227.55
03/13/2026	3138613	Check	The McDowell Agency Inc	2,551.40
03/13/2026	9100011631	ACH	Thebert, Deanne M	25.40
03/13/2026	3138614	Check	Theis, Andrea K	150.00
03/13/2026	3138615	Check	Therapro Inc	257.57
03/13/2026	3138616	Check	Three Rivers Park District	24,613.00
03/13/2026	9100011632	ACH	Tichy, Roberta M	42.91
03/13/2026	3138617	Check	Toll Gas & Welding Supply	32.56
03/13/2026	3138618	Check	Touch of Art with Terri	1,533.00
03/13/2026	3138619	Check	Touching Worlds LLC	118.00
03/13/2026	3138620	Check	Tousignant, John L	90.00
03/13/2026	9100011633	ACH	Tousignant, Melissa Kay	48.02
03/13/2026	9100011634	ACH	Treska, Michelle L	25.75
03/13/2026	3138621	Check	TriMark Marlinn	2,420.00
03/13/2026	3138622	Check	Trio Supply Co	18,254.88
03/13/2026	3138623	Check	Truong, Lillian T	100.00
03/13/2026	9100011635	ACH	Turgeon, Lisa M	359.21
03/13/2026	3138624	Check	Twin City Transportation Inc	99,417.99
03/13/2026	3138625	Check	UKG Kronos Systems	3,843.72
03/13/2026	3138626	Check	UltimateSLP	2,141.94
03/13/2026	3138627	Check	United Refrigeration Inc	11,786.13
03/13/2026	3138628	Check	Upper Lakes Foods Inc	136,450.60
03/13/2026	3100002089	Wire Transfer	US Bank National Association	4,274.01

Check Date	Check Number	Payment Type	Name	Check Amount
03/13/2026	3138629	Check	USI Insurance Services LLC	9,858.00
03/13/2026	3138630	Check	Utecht, Gregory R	131.25
03/13/2026	3138631	Check	Utecht, Jeffery M	306.25
03/13/2026	9100011577	ACH	Valandra, Jorja F	158.06
03/13/2026	3138632	Check	Verizon Wireless	50.24
03/13/2026	3138633	Check	Viking Electric Supply	104.44
03/13/2026	3138634	Check	Vogel, Cory	97.00
03/13/2026	9100011636	ACH	Voorhees, Amy L	507.74
03/13/2026	3138635	Check	Waite, Jena	1,340.00
03/13/2026	3138636	Check	Wallace, Zach	420.00
03/13/2026	9100011637	ACH	Wang, Li	50.00
03/13/2026	9100011638	ACH	Warburton, Linda L	34.07
03/13/2026	3138637	Check	Washington, Robert	97.00
03/13/2026	9100011639	ACH	Wegner, Rene	77.37
03/13/2026	3138638	Check	Weierke, Lena	100.71
03/13/2026	9100011640	ACH	Wells, Karla A	90.70
03/13/2026	3138639	Check	Wenzel Plymouth Plumbing LLC	2,800.00
03/13/2026	3138640	Check	Westcoast Products & Design LLC	1,504.01
03/13/2026	3138641	Check	Westermeyer, Jill	250.00
03/13/2026	3138642	Check	Western States Envelope Co	759.25
03/13/2026	3138643	Check	Wide Area Transportation Services Inc	81,668.23
03/13/2026	9100011641	ACH	Wilcox, Ashelyn G	25.83
03/13/2026	3138644	Check	Wild Rumpus Books	230.90
03/13/2026	9100011642	ACH	Willerscheidt, Teresa A	15.67
03/13/2026	9100011643	ACH	Williams, Jennifer K	219.85
03/13/2026	9100011644	ACH	Willmott, Sarah L	60.98
03/13/2026	9100011645	ACH	Winfield, Sarah Ann Unmacht	115.65
03/13/2026	9100011646	ACH	Winter, Lisa J	124.26
03/13/2026	9100011647	ACH	Witham, Anna V	26.78
03/13/2026	9100011648	ACH	Witte, Breana E	200.10
03/13/2026	3138645	Check	WL Hall Company	10,045.00
03/13/2026	3138646	Check	Wobeck, Charles	150.00
03/13/2026	9100011649	ACH	Wohlwend, Alexander E	7.40
03/13/2026	3138647	Check	Wold Architects Incorporated	157,074.29
03/13/2026	9100011650	ACH	Wolf, Melissa J	113.04
03/13/2026	9100011651	ACH	Wollenburg, Charlotte N	74.70
03/13/2026	3138648	Check	Wright, Alexa	156.68
03/13/2026	9100011652	ACH	Wu, Jin	46.98
03/13/2026	9100011653	ACH	Wuensch, Kelly J	126.96
03/13/2026	9100011654	ACH	Wuollet, Kelly R	68.63
03/13/2026	3138649	Check	Xtreme Pest Solutions	477.00
03/13/2026	9100011655	ACH	Yankova, Diana I	25.52
03/13/2026	9100011656	ACH	Yares, Lauren K	39.43
03/13/2026	3138650	Check	Young Rembrandts	2,880.00
03/13/2026	3138651	Check	Zahl-Petroleum Maintenance Company	578.75
03/13/2026	9100011657	ACH	Zarry, Lalla Bouchra	19.01
03/13/2026	3138652	Check	Zayo Group LLC	2,829.00
03/13/2026	3138653	Check	Zeyen, Donald W	136.00
03/13/2026	9100011658	ACH	Zick, Danielle M	56.84
03/13/2026	3138654	Check	Zoro	191.50
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03/16/2026	3138665	Check	Collier, David A	660.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/16/2026	3138666	Check	Collier, David A	330.00
03/16/2026	3100002091	Wire Transfer	Dept Of The Treasury	2,977,048.34
03/16/2026	3100002092	Wire Transfer	HealthPartners Inc	2,096,787.16
03/16/2026	3100002093	Wire Transfer	MN State Retirement System-Empower	53,025.20
03/16/2026	3100002094	Wire Transfer	Office of Child Support Enforcement	5,189.65
03/16/2026	3100002095	Wire Transfer	OneBridge Benefits Inc	13,704.50
03/17/2026	3100002096	Wire Transfer	Delta Dental Plan Of Minnesota	10,993.58
03/17/2026	3100002097	Wire Transfer	Minnesota Department Of Revenue	931.48
03/17/2026	3100002098	Wire Transfer	Mn Dept Of Revenue	497,687.69
03/18/2026	3100002099	Wire Transfer	Acoustics Associates Inc	131,458.68
03/18/2026	3100002100	Wire Transfer	Berwald Roofing Co Inc	173,181.20
03/18/2026	3100002101	Wire Transfer	Cary Specialized Services Inc	616,951.35
03/18/2026	3100002102	Wire Transfer	Central Roofing Company	175,632.20
03/18/2026	3100002103	Wire Transfer	Ebert Construction	281,166.88
03/18/2026	3100002104	Wire Transfer	Kellington Construction	251.75
03/19/2026	3138865	Check	Apple Valley City Of	510.63
03/19/2026	3138866	Check	Apple Valley City Of	695.63
03/19/2026	3138867	Check	AT&T Mobility II LLC	1,043.28
03/19/2026	3138868	Check	Centerpoint Energy	10,159.44
03/20/2026	3138667	Check	1000 Petals LLC	3,675.00
03/20/2026	3138668	Check	1st Choice Pediatric Home Care	7,693.50
03/20/2026	3138669	Check	Abe, Eva	100.00
03/20/2026	3138670	Check	Able Concrete	22,580.00
03/20/2026	3138671	Check	Adige, Tanvi S	100.00
03/20/2026	3138672	Check	Advanced Imaging Solutions-Mtka	4,738.79
03/20/2026	3138673	Check	Advanced Imaging Solutions-Saint Louis	8,202.20
03/20/2026	3138674	Check	Airgas Inc	39.20
03/20/2026	3138675	Check	All In One Translation Agency LLC	435.50
03/20/2026	3138676	Check	Amaril Uniform Co	1,218.08
03/20/2026	3138677	Check	AmazeWorks	500.00
03/20/2026	3138678	Check	Amazon.com Sales Inc	20,569.70
03/20/2026	3138679	Check	Ancom Communications	700.40
03/20/2026	3138680	Check	Apple Ford Lincoln Apple Valley	374.00
03/20/2026	3138681	Check	Arcon Solutions Inc	86.52
03/20/2026	3138682	Check	Automated Logic-Twin Cities	220,656.50
03/20/2026	3138683	Check	AVID Center	850.00
03/20/2026	3138684	Check	AVSi	395.00
03/20/2026	3138685	Check	Awards Direct LLC	653.39
03/20/2026	3138686	Check	B & H Photo Video	1,917.10
03/20/2026	3138687	Check	Bauer Built Inc	9,136.56
03/20/2026	3138688	Check	BellMetal Inc	320.00
03/20/2026	3138689	Check	Berry Coffee Company Inc	492.40
03/20/2026	3138690	Check	BEST Crowd Management	256.16
03/20/2026	3138691	Check	Bethel University	13,614.00
03/20/2026	3138692	Check	Bickford, Laura or Kevin	332.45
03/20/2026	3138693	Check	Bix Produce Company	17,320.81
03/20/2026	3138694	Check	Bogarts Entertainment Center	7,565.00
03/20/2026	3138695	Check	Boyle, Gabby	150.00
03/20/2026	3138696	Check	Breanna Kunkel	5,835.70
03/20/2026	3138697	Check	Bridgewater Stone & Tile Inc	5,840.00
03/20/2026	3138698	Check	Brown's Ice Cream	1,503.36
03/20/2026	3138699	Check	BSN Sports LLC	1,079.90

Check Date	Check Number	Payment Type	Name	Check Amount
03/20/2026	3138700	Check	Buckholdt, Iliana	40.00
03/20/2026	3138701	Check	Building Controls & Solutions	492.51
03/20/2026	3138702	Check	Burgeson, Nancy L	203.50
03/20/2026	3138703	Check	Burnsville City Of	1,321.54
03/20/2026	3138704	Check	C and S Management Company Inc	18,981.95
03/20/2026	3138705	Check	Carruthers, Rebecca	150.00
03/20/2026	3138706	Check	CDW Government LLC	9,043.35
03/20/2026	3138707	Check	CenturyLink	80.52
03/20/2026	3138708	Check	CenturyLink	506.00
03/20/2026	3138709	Check	CenturyLink	74.62
03/20/2026	3138710	Check	Cintas Corporation No 2	2,163.08
03/20/2026	3138711	Check	Cintas First Aid & Safety	273.38
03/20/2026	3138712	Check	Continental Clay Company	447.93
03/20/2026	3138713	Check	Culligan Soft Water Service Company	1,156.33
03/20/2026	3138714	Check	Davis Mechanical Systems	1,140.00
03/20/2026	3138715	Check	DePaulo, Robert or Kimberly	398.94
03/20/2026	3138716	Check	Dicks Valley Service	655.00
03/20/2026	3138717	Check	Dignen, Gilbert Carl	350.00
03/20/2026	3138718	Check	Doyle Security Products	458.31
03/20/2026	3138719	Check	Drama Lab LLC	880.00
03/20/2026	3138720	Check	Eagan City Of- Utilities	11,098.02
03/20/2026	3138721	Check	Eagan Parks & Rec	1,440.00
03/20/2026	3138722	Check	Eckroth Music	42.90
03/20/2026	3138723	Check	Everdriven Technologies	972.00
03/20/2026	3138724	Check	Field Environmental Consulting Inc	1,080.65
03/20/2026	3138725	Check	Finn Sisu	1,030.74
03/20/2026	3138726	Check	Fisher, Veronica	100.00
03/20/2026	3138727	Check	Follett Content Solutions LLC	308.16
03/20/2026	3138728	Check	Fransen Decorating Inc	102,504.53
03/20/2026	3138729	Check	Frontier Communications Holdings LLC	133.14
03/20/2026	3138730	Check	Frontier Communications Holdings LLC	3,277.03
03/20/2026	3138731	Check	Full Service Battery Inc	578.00
03/20/2026	3138732	Check	Gallagher Bassett Services Inc	10,000.00
03/20/2026	3138733	Check	Giles, David C	75.00
03/20/2026	3138734	Check	Global Equipment Co	78.95
03/20/2026	3138735	Check	Golden Valley Supply Co	251.28
03/20/2026	3138736	Check	Goodin Company	3,573.64
03/20/2026	3138737	Check	Grainger Inc	580.68
03/20/2026	3138738	Check	Graphic Design Inc	1,151.00
03/20/2026	3138739	Check	Graybar Electric Co Inc	360.00
03/20/2026	3138740	Check	Grazzini Brothers & Company	4,977.85
03/20/2026	3138741	Check	Groth Music	389.30
03/20/2026	3138742	Check	H2I Group, Inc	1,947.90
03/20/2026	3138743	Check	Haas Musical Instrument Repair Inc	465.00
03/20/2026	3138744	Check	Hanson Sports	3,285.10
03/20/2026	3138745	Check	Harvey, Jeremy L	310.00
03/20/2026	3138746	Check	Hawkins Inc	521.22
03/20/2026	3138747	Check	Hawthorne Educ Service Inc	788.90
03/20/2026	3138748	Check	High Performance Coatings Inc	12,855.40
03/20/2026	3138749	Check	Hillyard- Minneapolis	7,869.68
03/20/2026	3138750	Check	Hobart Service	720.67
03/20/2026	3138751	Check	Hoglund Bus Co Inc	45,895.70

Check Date	Check Number	Payment Type	Name	Check Amount
03/20/2026	3138752	Check	Hooyo Tek LLC- Idil Omer	80.00
03/20/2026	3138753	Check	Horizon Commercial Pool Supply	1,119.16
03/20/2026	3138754	Check	IAS Auto Glass Solutions Inc	500.00
03/20/2026	3138755	Check	Indelco Plastics Corp	168.22
03/20/2026	3138756	Check	INGCO International	651.68
03/20/2026	3138757	Check	Innovative Office Solutions	7,489.23
03/20/2026	3138758	Check	Intermediate District 917	18,392.59
03/20/2026	3138759	Check	Irish Camps LLC	420.00
03/20/2026	3138760	Check	ISD 191 Burnsville	220.00
03/20/2026	3138761	Check	ISD 192 Farmington	115.00
03/20/2026	3138762	Check	IState Truck Inc	14,043.12
03/20/2026	3138763	Check	Johnson, Chase	75.00
03/20/2026	3138764	Check	Johnson, Gabriela C	80.00
03/20/2026	3138765	Check	JPW Apparel	1,430.00
03/20/2026	3138766	Check	JW Pepper & Son Inc	147.75
03/20/2026	3138767	Check	Kelly Services Inc	164,128.49
03/20/2026	3138768	Check	Kendall, Bruce	185.00
03/20/2026	3138769	Check	Kennedy & Graven, Chartered	9,408.00
03/20/2026	3138770	Check	Khakural, Ana	40.00
03/20/2026	3138771	Check	Kiefer USA	12,935.80
03/20/2026	3138772	Check	Kirb Apparel LLC	503.50
03/20/2026	3138773	Check	Koopmann, Cynthia	250.00
03/20/2026	3138774	Check	Krulich, Maria E	1,560.00
03/20/2026	3138775	Check	Lakeshore Learning Materials	943.20
03/20/2026	3138776	Check	Lakeville North Speech Boosters	816.00
03/20/2026	3138777	Check	Learning and Resiliency Services LLC	1,980.00
03/20/2026	3138778	Check	Leppones, Anna	350.00
03/20/2026	3138779	Check	Lightning Disposal Inc	4,253.86
03/20/2026	3138780	Check	Loffler Companies Inc	3,873.87
03/20/2026	3138781	Check	Loving Guidance LLC	540.00
03/20/2026	3138782	Check	Mansfield Oil Co	95,815.71
03/20/2026	3138783	Check	Marschall Line Inc	62,409.84
03/20/2026	3138784	Check	Mart, Jackie A	210.00
03/20/2026	3138785	Check	Martinez, Mercedes	40.00
03/20/2026	3138786	Check	Midwest Bus Parts Inc	1,939.14
03/20/2026	3138787	Check	Midwest Language Solutions-Halima Abdulahi	440.00
03/20/2026	3138788	Check	Minnesota Air Inc	2,299.21
03/20/2026	3138789	Check	Minnesota Occupational Health	4,231.00
03/20/2026	3138790	Check	Minnesota State Colleges and Universities	1,777.31
03/20/2026	3138791	Check	Minnesota State High School League	60.00
03/20/2026	3138792	Check	Minnesota Zoo	908.38
03/20/2026	3138793	Check	MN DECA District 2	7,333.00
03/20/2026	3138794	Check	MN Dept of Labor & Industry	225.00
03/20/2026	3138795	Check	MN Dept of Labor & Industry	150.00
03/20/2026	3138796	Check	MN Dept of Labor & Industry	125.00
03/20/2026	3138797	Check	MN Dept of Labor and Industry	2,765.85
03/20/2026	3100002105	Wire Transfer	Mn Dept Of Revenue	5,124.00
03/20/2026	3138798	Check	MP Nexlevel LLC	9,722.49
03/20/2026	3138799	Check	MTI Distributing Inc	143.82
03/20/2026	3138800	Check	Mulcahy Company Inc	4,497.93
03/20/2026	3138801	Check	NATAS-Upper Midwest Foundation	735.00
03/20/2026	3138802	Check	Nelsen, Genevieve	100.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/20/2026	3138803	Check	Neo Electrical Solutions LLC	24,673.23
03/20/2026	3138804	Check	Niznick, Douglas	52.55
03/20/2026	3138805	Check	North Central International LLC	1,430.00
03/20/2026	3138806	Check	Novak, Janice S	22.00
03/20/2026	3138807	Check	Onsite Partners Projectco LLC	28,986.24
03/20/2026	3138808	Check	O'Reilly Auto Parts	1,327.48
03/20/2026	3138809	Check	Pan O Gold Baking Co	1,675.16
03/20/2026	3138810	Check	Pediatric Home Service	787.50
03/20/2026	3138811	Check	Pitsco Education LLC	6,211.91
03/20/2026	3138812	Check	PODS Enterprises, LLC	149.00
03/20/2026	3138813	Check	Propio LS LLC	8,450.20
03/20/2026	3138814	Check	Pump and Meter Service Inc	613.00
03/20/2026	3138815	Check	Quizlet Inc	518.25
03/20/2026	3138816	Check	Rent N Save Portable Services	41.42
03/20/2026	3138817	Check	Rice, Bella M	150.00
03/20/2026	3138818	Check	Richfield Bus Company	2,500.00
03/20/2026	3138819	Check	Risk Program Administrators	2,250.00
03/20/2026	3138820	Check	Ritz-Schlaifer, Julie	100.00
03/20/2026	3138821	Check	Rosemount City Of	61,392.50
03/20/2026	3138822	Check	Ruth and Drexel	522.00
03/20/2026	3138823	Check	Scan Air Filter Inc	1,790.99
03/20/2026	3138824	Check	Schierenbeck, Steven D	75.00
03/20/2026	3138825	Check	Schmitt Music Company	285.41
03/20/2026	3138826	Check	Schmitty & Sons School Buses Inc	808.34
03/20/2026	3138827	Check	School Health Corporation	1,452.08
03/20/2026	3138828	Check	SchoolStatus LLC	1,050.00
03/20/2026	3138829	Check	Sebion Heating & Air Conditioning	16,840.00
03/20/2026	3138830	Check	Shibley, Jeremy M	530.00
03/20/2026	3138831	Check	Smith, Jeffrey W	225.00
03/20/2026	3138832	Check	Solis Dinamarca, Paula	295.00
03/20/2026	3138833	Check	South Metro Sports Inc	544.00
03/20/2026	3138834	Check	Spectrum Enterprise-Time Warner	85.00
03/20/2026	3138835	Check	St Paul Beverage Solutions LLC	13,021.54
03/20/2026	3138836	Check	Storybook Theatre LLC	2,450.00
03/20/2026	3138837	Check	TC Elevator-Metro Elevator	1,716.59
03/20/2026	3138838	Check	TeamWorks Internationals Inc	2,176.85
03/20/2026	3138839	Check	TGT Custom Works	913.22
03/20/2026	3138840	Check	The Minnesota Chemical Company	441.77
03/20/2026	3138841	Check	Thielen, Steven L	75.00
03/20/2026	3138842	Check	Toll Gas & Welding Supply	61.16
03/20/2026	3138843	Check	Toshiba Business Solutions	5.06
03/20/2026	3138844	Check	TriMark Marlinn	674.18
03/20/2026	3138845	Check	Trio Supply Co	28,562.87
03/20/2026	3138846	Check	True North Consulting Group LLC	3,352.80
03/20/2026	3138847	Check	Truong, Lillian T	100.00
03/20/2026	3138848	Check	UKG Kronos Systems	3,678.27
03/20/2026	3138849	Check	United Translation Services LLC	264.20
03/20/2026	3138850	Check	University Of Minnesota	71,340.00
03/20/2026	3138851	Check	Unlimited Supplies Inc	145.81
03/20/2026	3138852	Check	Upper Lakes Foods Inc	173,641.18
03/20/2026	3138853	Check	Valley Images Photography	50.00
03/20/2026	3138854	Check	Vazquez, Carmen	40.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/20/2026	3138855	Check	Veliz, Gretta	450.00
03/20/2026	3138856	Check	Ventris Learning	90.00
03/20/2026	3138857	Check	Waite, Jena	564.00
03/20/2026	3138858	Check	Wasche Commercial Finishes Inc	498.94
03/20/2026	3138859	Check	Welch Village Ski Area Inc	5,570.00
03/20/2026	3138860	Check	Werden, Mia	100.00
03/20/2026	3138861	Check	Winning Edge Seminars	1,500.00
03/20/2026	3138862	Check	Wodarz, Genevieve M	100.00
03/20/2026	3138863	Check	Wold Architects Incorporated	8,866.91
03/20/2026	3138864	Check	Youth Frontiers Inc	24,970.00
03/23/2026	3138869	Check	Mobile Citizen LLC	35,040.00
03/23/2026	668253	Wire Transfer	US Bank National Association	1,872,428.10
03/24/2026	3100002110	Wire Transfer	H&B Specialized Product Inc	298,151.80
03/24/2026	3100002111	Wire Transfer	HealthPartners Inc	112.50
03/25/2026	3100002112	Wire Transfer	Edge Contracting Inc	102,364.96
03/25/2026	3100002113	Wire Transfer	Harty Mechanical	325,002.98
03/25/2026	3100002114	Wire Transfer	Hentges Glass Co	130,922.65
03/25/2026	3100002115	Wire Transfer	J & K Masonry	158,642.14
03/25/2026	3100002116	Wire Transfer	Klamm Mechanical Contractors Inc	490,732.10
03/25/2026	3100002117	Wire Transfer	Laketown Electric Corporation	323,475.00
03/26/2026	3100002132	Wire Transfer	McNamara Contracting Co Inc	60,779.82
03/26/2026	3100002133	Wire Transfer	Met-Con Construction Inc	25,532.20
03/26/2026	3100002134	Wire Transfer	Midwest Mechanical Solutions	1,026,317.98
03/26/2026	3100002135	Wire Transfer	MN Teachers Retirement Association	1,823,732.77
03/26/2026	3100002136	Wire Transfer	NAC Mechanical and Electrical	413,509.80
03/26/2026	3100002137	Wire Transfer	Nordstrom Architectural Sheet Metal Inc	131,249.15
03/26/2026	3100002138	Wire Transfer	Peterson Companies Inc	117,652.64
03/26/2026	3100002139	Wire Transfer	Restoration & Construction Services LLC	421,377.25
03/26/2026	3100002140	Wire Transfer	RJ Mechanical Inc	434,042.44
03/26/2026	3100002141	Wire Transfer	RTL Construction Inc	198,179.09
03/26/2026	3100002142	Wire Transfer	Steenberg Watrud Construction LLC	670,994.50
03/26/2026	3100002143	Wire Transfer	Super Set Flooring & Tile	434,669.06
03/26/2026	3100002147	Wire Transfer	Superior Mechanical	204,816.20
03/26/2026	3100002144	Wire Transfer	Total Fire Protection	114,253.32
03/26/2026	3100002145	Wire Transfer	Vinco Inc	18,050.00
03/26/2026	3100002146	Wire Transfer	Wells Concrete	598,859.16
03/27/2026	3138870	Check	95 Percent Group LLC	1,311.20
03/27/2026	3138871	Check	Abdurahman, Najma	100.00
03/27/2026	3138872	Check	Abe, Eva	100.00
03/27/2026	3138873	Check	Abrakadoodle	4,842.70
03/27/2026	3138874	Check	ACCO Brands USA LLC	492.12
03/27/2026	3138875	Check	Adam Lail	136.00
03/27/2026	3138876	Check	Adige, Tanvi S	200.00
03/27/2026	3138877	Check	Advanced Imaging Solutions-Mtka	221.61
03/27/2026	3138878	Check	Airgas Inc	9.80
03/27/2026	3138879	Check	All In One Translation Agency LLC	76.85
03/27/2026	3138880	Check	All State Communications Inc	445.00
03/27/2026	3138881	Check	Alpha Video & Audio Inc	350.00
03/27/2026	3138882	Check	Amazon.com Sales Inc	13,697.37
03/27/2026	3138883	Check	Apogee Components Inc	116.43
03/27/2026	3138884	Check	Apple Inc	149.00
03/27/2026	3138885	Check	Apple Valley City Of- Police Dept	3,388.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/27/2026	3138886	Check	Apple Valley City of- Utility Billing Dept	25,703.42
03/27/2026	3138887	Check	Apple Valley-Hayes Sports Arena	3,300.00
03/27/2026	3138888	Check	Aqua Logic Inc	1,120.00
03/27/2026	3138889	Check	Asfaha, Selam	1,455.00
03/27/2026	3138890	Check	AT&T Mobility II LLC	86.94
03/27/2026	3138891	Check	AT&T Mobility II LLC	138.55
03/27/2026	3138892	Check	Awards Direct LLC	301.01
03/27/2026	3138893	Check	Axel H Ohman Inc	9,500.00
03/27/2026	3138894	Check	B & H Photo Video	1,433.42
03/27/2026	3138895	Check	Bauer Built Inc	4,278.59
03/27/2026	3138896	Check	Benson, Bridget	100.00
03/27/2026	3138897	Check	Bertelsen, Jack R	100.00
03/27/2026	3138898	Check	BEST Crowd Management	1,921.20
03/27/2026	3138899	Check	Bix Produce Company	43,550.36
03/27/2026	3138900	Check	Boyle, Gabby	180.00
03/27/2026	3138901	Check	Brin Glass Company	9,500.00
03/27/2026	3138902	Check	Brown's Ice Cream	283.68
03/27/2026	3138903	Check	BSN Sports LLC	2,628.97
03/27/2026	3138904	Check	Building Controls & Solutions	1,834.69
03/27/2026	3138905	Check	Burnsville City of	4,200.00
03/27/2026	3138905	Check	Burnsville City of	-4,200.00
03/27/2026	3138906	Check	Campbell, Carmello	120.00
03/27/2026	3138907	Check	Canon Financial Services Inc	37,884.55
03/27/2026	3138908	Check	Caponi Art Park	175.00
03/27/2026	3138909	Check	Captivate Media + Consulting	1,833.33
03/27/2026	3138910	Check	Carroll, James P	150.00
03/27/2026	3138911	Check	Carruthers, Rebecca	75.00
03/27/2026	3138912	Check	CDW Government LLC	657.00
03/27/2026	3138913	Check	Centerpoint Energy	6,929.65
03/27/2026	3138914	Check	Central Farm Services	1,919.72
03/27/2026	3138915	Check	Chavez, Carlos	40.00
03/27/2026	3138916	Check	Cintas Corporation No 2	1,195.51
03/27/2026	3138917	Check	Clover, Ella	419.64
03/27/2026	3138918	Check	Collins Sports Medicine	190.00
03/27/2026	3138919	Check	Constantine Dance Classes Inc	839.30
03/27/2026	3138920	Check	Corporate Mechanical Inc	2,222.00
03/27/2026	3138921	Check	Craig, Isaiah	100.00
03/27/2026	3138922	Check	Cusey, Elizabeth	125.00
03/27/2026	3138923	Check	Cypher Side LLC	700.00
03/27/2026	3138924	Check	Dakota County Financial Services	66,985.90
03/27/2026	3138925	Check	DASH Sports LLC	1,180.00
03/27/2026	3138926	Check	Designed Glass	675.04
03/27/2026	3138927	Check	Dicks Valley Service	649.53
03/27/2026	3138928	Check	Diemand, Aryn Lill	440.00
03/27/2026	3138929	Check	Doume, Aicha K	100.00
03/27/2026	3138930	Check	Drain Pro Plumbing Inc	195.00
03/27/2026	3138931	Check	Eagan High School Forensics Booster	378.00
03/27/2026	3138932	Check	ECM Publishers Inc	126.48
03/27/2026	3138933	Check	ECSI c/o Hunt Electric Corporation	1,676.28
03/27/2026	3138934	Check	Ehlers and Associates	3,700.00
03/27/2026	3138935	Check	Ferguson Enterprises LLC #1657	108.82
03/27/2026	3138936	Check	Fifield, John Rusty	400.00

Check Date	Check Number	Payment Type	Name	Check Amount
03/27/2026	3138937	Check	Flowerama #175	126.00
03/27/2026	3138938	Check	Forklifts Of Minnesota, Inc.	191.48
03/27/2026	3138939	Check	Gallagher Student Health & Special Risk	9,350.00
03/27/2026	3138940	Check	General Parts LLC	648.13
03/27/2026	3138941	Check	Giles, David C	150.00
03/27/2026	3138942	Check	Graybar Electric Co Inc	1,146.15
03/27/2026	3138943	Check	Groth Music	790.00
03/27/2026	3138944	Check	Gulf Coast Tile & Marble Inc	20,681.50
03/27/2026	3138945	Check	Hammer Sports LLC	862.00
03/27/2026	3138946	Check	Hanson, Sarah B	100.00
03/27/2026	3138947	Check	Harer, Aiden	210.00
03/27/2026	3138948	Check	Hatleli, Kenna	100.00
03/27/2026	3138949	Check	Hawkins Inc	189.70
03/27/2026	3138950	Check	HBEAA	65.00
03/27/2026	3138951	Check	Heck, Matthew Brian	84.00
03/27/2026	3138952	Check	Hendricksons Painting LLC	10,462.00
03/27/2026	3138953	Check	Henry Schein	232.86
03/27/2026	3138954	Check	Henry, William L	550.00
03/27/2026	3138955	Check	Hirshfield's	1,604.90
03/27/2026	3138956	Check	Hoglund Bus Co Inc	1,639.26
03/27/2026	3138957	Check	Holy Family Catholic HS	450.00
03/27/2026	3138958	Check	Hooyo Tek LLC- Idil Omer	80.00
03/27/2026	3138959	Check	Horizon Commercial Pool Supply	81.74
03/27/2026	3138960	Check	IAS Auto Glass Solutions Inc	1,280.00
03/27/2026	3138961	Check	Ideal Energies Solar Leasing 2021 LLC	88.74
03/27/2026	3138962	Check	Ideal Printers Inc	6,025.00
03/27/2026	3138963	Check	INGCO International	15.55
03/27/2026	3138964	Check	Innovative Office Solutions	122,079.35
03/27/2026	3138965	Check	Interstate Power Systems	841.74
03/27/2026	3138966	Check	ISD 191 Burnsville	220.00
03/27/2026	3139072	Check	ISD 196 Support Staff Assn	1,933.75
03/27/2026	3138967	Check	ISD 271 Bloomington	200.00
03/27/2026	3138968	Check	IState Truck Inc	3,699.44
03/27/2026	3138969	Check	IXL Learning	850.00
03/27/2026	3138970	Check	Jensen, Randal L	97.00
03/27/2026	3138971	Check	Jostens Inc	16,211.00
03/27/2026	3138972	Check	JW Pepper & Son Inc	98.98
03/27/2026	3138973	Check	Kelly Services Inc	206,309.98
03/27/2026	3138974	Check	Kennedy, James	500.00
03/27/2026	3138975	Check	Khakural, Ana	80.00
03/27/2026	3138976	Check	Kidcreate Studio- Woodbury	5,533.00
03/27/2026	3138977	Check	Kirb Apparel LLC	1,264.50
03/27/2026	3138978	Check	Krillan Inc	1,073.50
03/27/2026	3138979	Check	Krulich, Maria E	320.00
03/27/2026	3138980	Check	Kully Supply Inc	600.46
03/27/2026	3138981	Check	Laker Athletic Booster Club	180.00
03/27/2026	3138982	Check	Lakeshore Learning Materials	235.53
03/27/2026	3138983	Check	Lakeville North Speech Boosters	472.00
03/27/2026	3138984	Check	Lansing, Jack	240.00
03/27/2026	3138985	Check	Leclair, Kellie A	750.00
03/27/2026	3138986	Check	Lighting Plastics Of MN	40.70
03/27/2026	3138987	Check	Loffler Companies Inc	43,637.32

Check Date	Check Number	Payment Type	Name	Check Amount
03/27/2026	3138988	Check	Madison Energy Investments I LLC	660.18
03/27/2026	3138989	Check	Marschall Line Inc	929.62
03/27/2026	3138990	Check	Mart, Jackie A	201.60
03/27/2026	3138991	Check	McMaster-Carr Supply Company	91.34
03/27/2026	3138992	Check	MedTox Laboratories Inc	641.77
03/27/2026	3138993	Check	Metropolitan State University	19,338.07
03/27/2026	3138994	Check	Michaels Stores Inc & Subs	64.32
03/27/2026	3138995	Check	Minnesota Acoustics Inc	87,400.00
03/27/2026	3138996	Check	Minnesota Debate Teachers Association	480.00
03/27/2026	3138997	Check	Minnesota Elementary School Principals Association	500.00
03/27/2026	3138998	Check	Minnesota Energy Resources Corp	8,206.09
03/27/2026	3100002118	Wire Transfer	Minnesota Public Employees Retire Association-PERA	448,460.93
03/27/2026	3138999	Check	Minnesota School Boards Association	95.00
03/27/2026	3139000	Check	Minnesota State High School League	280.00
03/27/2026	3139001	Check	Minnesota West Community & Technical College	674.10
03/27/2026	3139002	Check	MN Business Professionals Of America	61.00
03/27/2026	3139003	Check	Mohs Contracting Inc	34,899.11
03/27/2026	3139004	Check	MTI Distributing Inc	13,457.03
03/27/2026	3139005	Check	Mulcahy Nickolaus	26,272.25
03/27/2026	3139006	Check	Murgic Automotive	1,708.41
03/27/2026	3139007	Check	Murphy Window and Door Commercial Inc	62,118.31
03/27/2026	3139008	Check	Music Together In The Valley	7,225.60
03/27/2026	3139009	Check	Muska Electric Co	4,065.80
03/27/2026	3139010	Check	NAC Mechanical and Electrical	460.00
03/27/2026	3139011	Check	Neo Electrical Solutions LLC	21,338.35
03/27/2026	3139012	Check	North Central Bus & Equipment Inc	4,638.76
03/27/2026	3139013	Check	North Country Concrete	6,228.05
03/27/2026	3139014	Check	Nova Fire Protection Inc	60,297.50
03/27/2026	3139015	Check	NSAV Solutions	227.52
03/27/2026	3139016	Check	Olson, Kelly A	2,499.00
03/27/2026	3139017	Check	O'Reilly Auto Parts	65.62
03/27/2026	3139018	Check	Pan O Gold Baking Co	3,794.20
03/27/2026	3139019	Check	PBBS Equipment Corporation	174.00
03/27/2026	3139020	Check	PPLSI	47.85
03/27/2026	3139021	Check	Raymond Geddes & Co	1,405.96
03/27/2026	3139022	Check	Region 3AA	4,060.00
03/27/2026	3139023	Check	Richfield Bus Company	1,250.00
03/27/2026	3139024	Check	Ryan Company Inc	25,303.72
03/27/2026	3139025	Check	Scan Air Filter Inc	2,927.68
03/27/2026	3139026	Check	Schierenbeck, Steven D	150.00
03/27/2026	3139027	Check	Schmidt, Benjamin	48.50
03/27/2026	3139028	Check	Schmitt Music Company	497.00
03/27/2026	3139029	Check	Schoolhouse Educational Services Inc	250.00
03/27/2026	3139030	Check	Schwab Vollhaber Lubratt Inc (SVL)	4,620.00
03/27/2026	3139073	Check	SEIU Local 284	4,808.30
03/27/2026	3139031	Check	Senbeta, Aster	80.00
03/27/2026	3139032	Check	SFM Mutual Insurance Co	204,582.39
03/27/2026	3139033	Check	Shibley, Jeremy M	410.00
03/27/2026	3139034	Check	Simco Electronics	163.00
03/27/2026	3139035	Check	Smith, Quincy	136.00
03/27/2026	3139036	Check	Sonova USA Inc	55.19
03/27/2026	3139037	Check	Southpaw Enterprises Inc	1,275.94

Check Date	Check Number	Payment Type	Name	Check Amount
03/27/2026	3139038	Check	Spark Youth	585.00
03/27/2026	3139039	Check	St Paul Beverage Solutions LLC	271.40
03/27/2026	3139040	Check	Stafford-Smith Inc	87,035.03
03/27/2026	3139041	Check	Stem Smart LLC	3,680.00
03/27/2026	3139042	Check	Stewart, Benjamin P	345.00
03/27/2026	3139043	Check	Sundre, Zachary	97.00
03/27/2026	3139044	Check	Supreme School Supply	558.41
03/27/2026	3139045	Check	Symmetry Energy Solutions	105,724.34
03/27/2026	3139046	Check	Tech Academy/Computer Explorers	570.00
03/27/2026	3139047	Check	Thielen, Steven L	150.00
03/27/2026	3139048	Check	Tiegs, Noah	100.00
03/27/2026	3139049	Check	Toll Gas & Welding Supply	61.16
03/27/2026	3139050	Check	TriMark Marlinn	797.11
03/27/2026	3139051	Check	Trio Supply Co	8,480.14
03/27/2026	3139052	Check	True North Consulting Group LLC	1,278.75
03/27/2026	3139053	Check	Twin City Mat Company	916.14
03/27/2026	3139054	Check	Uline	223.40
03/27/2026	3139055	Check	United Refrigeration Inc	477.67
03/27/2026	3139056	Check	University Of St Thomas	22,013.42
03/27/2026	3139057	Check	Unlimited Supplies Inc	501.63
03/27/2026	3100002131	Wire Transfer	US Bank National Association-P-Card	292,173.08
03/27/2026	3139058	Check	Vergara Villalobos, Brandon Daniel	100.00
03/27/2026	3139059	Check	Wallace, Zach	120.00
03/27/2026	3139060	Check	Wallick, Michael	100.00
03/27/2026	3100002119	Wire Transfer	Waukegan Steel LLC	1,918,434.29
03/27/2026	3139061	Check	Weierke, Lena	86.72
03/27/2026	3139062	Check	Werden, Mia	100.00
03/27/2026	3139063	Check	West Chess	4,779.00
03/27/2026	3139064	Check	West Music Company Inc	287.69
03/27/2026	3139065	Check	Westcoast Products & Design LLC	62.98
03/27/2026	3139066	Check	Western States Envelope Co	386.53
03/27/2026	3139067	Check	Wodarz, Genevieve M	200.00
03/27/2026	3139068	Check	Wright, Alexa	100.71
03/27/2026	3139069	Check	Youth Frontiers Inc	2,845.00
03/27/2026	3139070	Check	Zahl-Petroleum Maintenance Company	460.00
03/27/2026	3139071	Check	Zylstra, Nicholas	100.00
03/30/2026	3100002120	Wire Transfer	Aviben LLC	10,720.45
03/30/2026	3100002121	Wire Transfer	Delta Dental Plan Of Minnesota	10,590.26
03/30/2026	3100002122	Wire Transfer	Dept Of The Treasury	189,147.39
03/30/2026	3100002123	Wire Transfer	Ebert Construction	34,884.00
03/30/2026	3100002124	Wire Transfer	HealthPartners Inc	2,304,641.22
03/30/2026	3100002125	Wire Transfer	Knutson Construction	1,313,821.00
03/30/2026	3100002126	Wire Transfer	MN State Retirement System-Empower	3,051.85
03/30/2026	3100002127	Wire Transfer	Office of Child Support Enforcement	562.05
03/30/2026	3100002128	Wire Transfer	Progyny Inc	1,424.25
03/31/2026	9100011659	ACH	Aarhus, Shawn A	98.88
03/31/2026	9100011660	ACH	Anaya, Nicolas J	50.00
03/31/2026	9100011661	ACH	Andersen, Molly S	42.34
03/31/2026	9100011662	ACH	Anderson, Amanda R	230.68
03/31/2026	9100011663	ACH	Anderson, Ben	50.00
03/31/2026	9100011664	ACH	Andrus, Ellie M	50.00
03/31/2026	9100011665	ACH	Bailey, Daneesha E	114.51

Check Date	Check Number	Payment Type	Name	Check Amount
03/31/2026	9100011666	ACH	Bartlett, Miranda	158.63
03/31/2026	9100011667	ACH	Bartosh, Eric C	72.92
03/31/2026	9100011668	ACH	Bell-Kemp, Stephen G	36.77
03/31/2026	9100011669	ACH	Bent, Jeffrey S	17.26
03/31/2026	9100011670	ACH	Besonen, Catherine J	9.42
03/31/2026	9100011671	ACH	Boland, Kathleen M	107.17
03/31/2026	9100011672	ACH	Brownson, Daniel P	129.64
03/31/2026	9100011763	ACH	Buchwald, Stacey E	82.85
03/31/2026	3139077	Check	Building Chief Assn	850.00
03/31/2026	3139078	Check	Business Planning Concepts Inc- NCPERS	192.00
03/31/2026	9100011673	ACH	Caldie, Kimberly S	188.61
03/31/2026	9100011674	ACH	Cason, Patrick J	50.00
03/31/2026	9100011675	ACH	Cox, James W	416.16
03/31/2026	3139079	Check	Dakota County Cultural Family Advocates	954.83
03/31/2026	3139080	Check	Dakota County United Educators	126,593.59
03/31/2026	9100011676	ACH	Daly, Kate R	13.99
03/31/2026	9100011677	ACH	Davis, Christina M	123.52
03/31/2026	9100011678	ACH	Dengate, Liz E	194.00
03/31/2026	9100011679	ACH	Derouin, Jill M	20.48
03/31/2026	9100011680	ACH	Dietel, Angela L	90.75
03/31/2026	3139081	Check	District 196 Foundation Incorporated	996.00
03/31/2026	9100011681	ACH	Donovan, Deb D	610.16
03/31/2026	9100011682	ACH	Dougherty, Lindsay CA	130.52
03/31/2026	9100011683	ACH	Dougherty, Michael D	167.55
03/31/2026	9100011684	ACH	Ebensteiner, Jamie L	50.00
03/31/2026	9100011685	ACH	Edin, Erik R	138.45
03/31/2026	3139082	Check	Education Minnesota	638.75
03/31/2026	9100011686	ACH	Ellis, Leah M	169.04
03/31/2026	9100011687	ACH	Erickson, Karen	50.00
03/31/2026	9100011688	ACH	Everts, Nathanial Robert	69.93
03/31/2026	9100011689	ACH	Feig, Peter E	131.34
03/31/2026	9100011690	ACH	Ferguson, Chris R	50.00
03/31/2026	9100011691	ACH	Feyder, Benjamin D	50.00
03/31/2026	9100011692	ACH	Feyder, John R	50.00
03/31/2026	9100011693	ACH	Feyder, Joseph M	50.00
03/31/2026	9100011694	ACH	Feyder, Thomas M	50.00
03/31/2026	9100011695	ACH	Finley, Will L, III	78.30
03/31/2026	9100011696	ACH	Fischer, Brian K	50.00
03/31/2026	9100011697	ACH	Floersch, Mike J.	88.23
03/31/2026	9100011698	ACH	Fogolin, Adam A	152.30
03/31/2026	9100011699	ACH	Forrest, Kelli A	13.99
03/31/2026	9100011700	ACH	Gagnon, Kevin C	50.00
03/31/2026	9100011701	ACH	Gergen, Katie J	50.00
03/31/2026	9100011702	ACH	Gibbons, James S	92.00
03/31/2026	9100011703	ACH	Golembiesky, Christine M	11.99
03/31/2026	9100011780	ACH	Gorman, Christine L	49.06
03/31/2026	3139083	Check	Greater Twin Cities United Way	368.00
03/31/2026	3139074	Check	Grimm, Joseph	50.00
03/31/2026	9100011704	ACH	Hanen, Jordan A	74.01
03/31/2026	9100011705	ACH	Hansen, Eric J	89.36
03/31/2026	9100011706	ACH	Hanson, Kimberly K	74.49
03/31/2026	9100011707	ACH	Hanstad, Christen M	156.10

Check Date	Check Number	Payment Type	Name	Check Amount
03/31/2026	9100011708	ACH	Harris Brown, Michael T	182.89
03/31/2026	9100011709	ACH	Hasek, Carolyn C	1,500.00
03/31/2026	9100011710	ACH	Heier, Edward M	157.85
03/31/2026	9100011711	ACH	Henning, Kristen A	183.96
03/31/2026	9100011712	ACH	Holman, Katie M	137.82
03/31/2026	9100011713	ACH	Hyatt, Charles M	109.45
03/31/2026	9100011714	ACH	Isely, Brenda L	30.90
03/31/2026	9100011715	ACH	Jasperson, Kevin D	65.00
03/31/2026	9100011716	ACH	Jensen, Moriah M	45.28
03/31/2026	9100011717	ACH	Jensen-Gordon, Jackie J	62.85
03/31/2026	9100011718	ACH	Jeska, Lizzy A	55.25
03/31/2026	9100011719	ACH	Johnson, Kevin D	50.00
03/31/2026	9100011720	ACH	Johnson, Nick W	133.49
03/31/2026	9100011721	ACH	Johnston, David A	65.00
03/31/2026	9100011722	ACH	Jones, Robert M	50.00
03/31/2026	9100011723	ACH	Katzenmeyer, Laurie Jo	26.90
03/31/2026	9100011724	ACH	Kemna, Jacob R	177.00
03/31/2026	9100011725	ACH	Kemp, Brian V	50.00
03/31/2026	9100011726	ACH	Klingelhut, Ross A	67.85
03/31/2026	9100011727	ACH	Koenig, William K	433.70
03/31/2026	9100011728	ACH	Kump, Deborah M	44.84
03/31/2026	9100011729	ACH	Kupinski, Amy R	79.57
03/31/2026	9100011730	ACH	Lalani, Fiyaz A	50.00
03/31/2026	9100011731	ACH	Lencowski, Leah M	90.00
03/31/2026	9100011732	ACH	Leroux, Jenny L	139.75
03/31/2026	9100011733	ACH	Lind, Eric M	60.89
03/31/2026	9100011734	ACH	Lodermeier, Nathan D	77.93
03/31/2026	9100011735	ACH	Mack, David J	92.00
03/31/2026	9100011736	ACH	Mahlow, Michael T	45.48
03/31/2026	3139075	Check	Martin, Katie M	92.00
03/31/2026	9100011737	ACH	Martin, Mike H	42.68
03/31/2026	9100011738	ACH	McGuire, Kristine M	60.85
03/31/2026	9100011739	ACH	McMurchie-Pasch, Ryan K	74.80
03/31/2026	9100011740	ACH	Mereness, Allison R	459.26
03/31/2026	3139084	Check	Messerli & Kramer	1,402.89
03/31/2026	3100002129	Wire Transfer	Minnesota Department Of Revenue	674.96
03/31/2026	3100002130	Wire Transfer	Mn Dept Of Revenue	32,423.15
03/31/2026	9100011741	ACH	Mohr, Andrea L	1,315.83
03/31/2026	9100011742	ACH	Morreau, Teija M E	50.00
03/31/2026	9100011743	ACH	Moy, Laura B	218.80
03/31/2026	9100011744	ACH	Nevanen, Brian J	92.00
03/31/2026	9100011745	ACH	Nieson, Tyler A	50.00
03/31/2026	9100011746	ACH	Norris, James	26.10
03/31/2026	3139085	Check	North Dakota Dept HS - Child Support	295.00
03/31/2026	9100011747	ACH	Nosan, Heather A	74.44
03/31/2026	9100011748	ACH	O'Brien, Jack M	406.00
03/31/2026	9100011749	ACH	O'Brien, Mark T	75.24
03/31/2026	9100011750	ACH	Olson, Kate C	94.77
03/31/2026	100555	Wire Transfer	OneBridge Benefits Inc	191,524.67
03/31/2026	9100011751	ACH	Osthus, Scott C	24.52
03/31/2026	9100011752	ACH	Otto, Bill Michael	92.00
03/31/2026	9100011753	ACH	Paulson, Kyle T	435.46
03/31/2026	9100011754	ACH	Pehl, Jamie D	165.83

Check Date	Check Number	Payment Type	Name	Check Amount
03/31/2026	9100011755	ACH	Pereda, Carmen J	119.99
03/31/2026	3139076	Check	Perron, James L	50.00
03/31/2026	9100011756	ACH	Peterson, Natalie M	178.99
03/31/2026	9100011757	ACH	Pettit, Jacki	9.86
03/31/2026	9100011758	ACH	Pollock, Cathy L	50.00
03/31/2026	9100011759	ACH	Powell, Terri M	34.96
03/31/2026	9100011760	ACH	Prigge, Ricki A	315.94
03/31/2026	9100011761	ACH	Pudenz, Janet A	50.00
03/31/2026	9100011762	ACH	Pueschner, Peter G	37.70
03/31/2026	3139086	Check	RAVE CA	5,080.00
03/31/2026	9100011764	ACH	Reardon, Kery T	192.42
03/31/2026	9100011765	ACH	Remy, Charles	50.00
03/31/2026	9100011766	ACH	Roback, Peter J	78.30
03/31/2026	9100011767	ACH	Rose, Tiffany M	63.50
03/31/2026	9100011768	ACH	Sadek, Josh J	396.06
03/31/2026	9100011769	ACH	Sain, Wendell A	65.00
03/31/2026	9100011770	ACH	Schaaf, Mike	50.00
03/31/2026	9100011771	ACH	Schlede, Angela M	101.58
03/31/2026	9100011772	ACH	Schoenecke, Vivianne	50.00
03/31/2026	9100011773	ACH	Schwartz, Kimberly Jane	26.61
03/31/2026	9100011774	ACH	Siefkes, Lisa M	75.70
03/31/2026	9100011775	ACH	Slostad, Paul D	92.00
03/31/2026	9100011776	ACH	Solberg, Saskia M	75.03
03/31/2026	9100011777	ACH	Spironello, Angela M	20.48
03/31/2026	9100011778	ACH	Springmeyer, Heidi L	89.17
03/31/2026	3139087	Check	Stenger & Stenger PC	519.98
03/31/2026	9100011779	ACH	Storley, Drew W	245.93
03/31/2026	9100011781	ACH	Sylvester, Suzanne M	92.00
03/31/2026	3139088	Check	Teamsters Local 320	4,356.00
03/31/2026	9100011782	ACH	Tennant, Cathy A	87.02
03/31/2026	9100011783	ACH	Tesdall, Amber N	12.79
03/31/2026	9100011784	ACH	Trenary, Sarah	253.50
03/31/2026	9100011785	ACH	Treska, Michelle L	19.80
03/31/2026	9100011786	ACH	Vanderveren, Bradley	50.00
03/31/2026	9100011787	ACH	Wackman, Hillary A	150.00
03/31/2026	9100011788	ACH	Walker, Joy A	10.08
03/31/2026	9100011789	ACH	Walker, Shelby L	119.50
03/31/2026	9100011790	ACH	Wegner, Gabrielle M	129.99
03/31/2026	9100011791	ACH	Wegner, Rene	37.76
03/31/2026	9100011792	ACH	Weiler, Tiffany M	275.15
03/31/2026	9100011793	ACH	Wendorff, Alissa N	333.22
03/31/2026	9100011794	ACH	Wick, Lance J	50.00
03/31/2026	9100011795	ACH	Wohlwend, Alexander E	50.00
TOTAL # OF ISSUED/Unissued CHECKS				**1397**
TOTAL AMOUNT OF ISSUED/Unissued CHECKS				**45,652,168.43**

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Revenues and Expenditures Report for March 2026**

Presenter(s): **Danny DuChene** Title(s): **Coordinator of Finance**

Background
Presented for approval is the district's general fund revenues and expenditures report for the month ending March 31, 2026.

Through March, the district received $343,715,100 in revenues, representing 68.65% of the projected general fund budget, and expended $322,989,500, representing 63.40% of the general fund budget, not including operating capital or Long-Term Facility Maintenance (LTFM) transactions.

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

Alternatives
Do not approve the report.

Recommendation
Approve the general fund revenues and expenditures report for the month ending March 31, 2026.

Rosemount-Apple Valley-Eagan Public Schools

General Fund Revenues and Expenditures
For Period Ending March 31, 2026

REVENUES/TRANSFERS IN BY SOURCE CODE

SOURCE	DESCRIPTION	MONTH TO DATE RECEIVED	YEAR TO DATE RECEIVED	CURRENT FULL YEAR PROJECTION	THIS YEAR % RECEIVED	LAST YEAR % RECEIVED
001-020	TAXES	0	100,476,500	101,831,300	98.67%	98.48%
021-089	FEES & TUITION COLLECTIONS	385,900	5,435,400	4,289,800	126.71%	104.63%
090-199	MISCELLANEOUS REVENUE	782,200	9,770,600	14,868,400	65.71%	65.97%
200-399	STATE AID	48,407,800	223,304,700	367,366,600	60.79%	60.68%
400-599	FEDERAL PROGRAMS	286,900	3,871,200	11,719,600	33.03%	34.27%
600-649	RESALE	78,900	856,700	595,200	143.93%	111.39%
		49,941,700	**343,715,100**	**500,670,900**	**68.65%**	**68.86%**
	OPERATING CAPITAL	58,000	9,043,200	12,914,200	70.03%	70.69%
	LONG-TERM FACILITIES MAINTENANCE	600	9,115,200	12,731,700	71.59%	71.13%

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

Expenditure Notes
Other Expenses includes one-time expenses such as annual memberships and settlements
Supplies & Equipment - Variance is due to new bus purchases received in February.

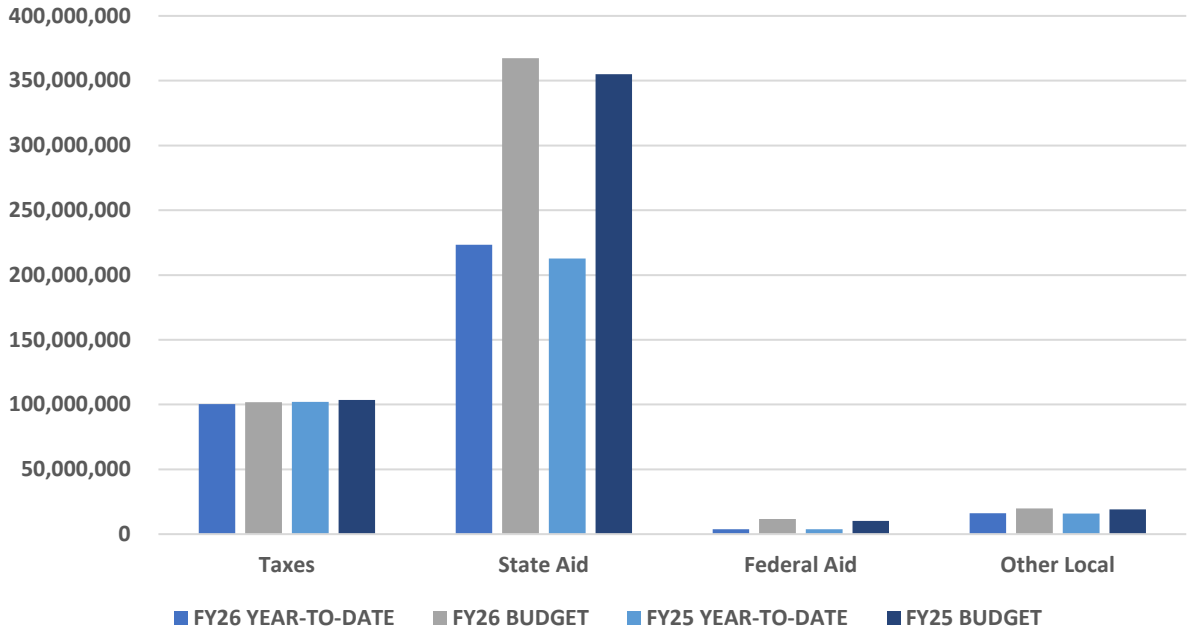
EXPENDITURES/TRANSFERS OUT BY OBJECT CODE

OBJECT	DESCRIPTION	MONTH TO DATE EXPENDED	YEAR TO DATE EXPENDED	CURRENT FULL YEAR PROJECTION	THIS YEAR % EXPENDED	LAST YEAR % EXPENDED
100	SALARIES	26,229,200	193,648,300	316,651,600	61.16%	61.61%
200	BENEFITS	10,983,500	83,686,800	121,036,900	69.14%	67.36%
300	PURCHASED SVCS	2,503,900	23,620,000	39,662,500	59.55%	63.23%
400	SUPPLIES & EQUIPMENT	1,981,900	21,514,000	31,229,900	68.89%	55.65%
800	OTHER EXPENSES	28,500	520,400	655,200	79.43%	58.75%
900	TRANSFERS & CONTINGENCY	0	0	197,300	0.00%	0.00%
		41,727,000	**322,989,500**	**509,433,400**	**63.40%**	**62.62%**
	OPERATING CAPITAL	2,002,100	10,086,500	14,498,400	69.57%	71.13%
	LONG-TERM FACILITIES MAINTENANCE	239,600	12,282,200	12,045,000	101.97%	80.70%

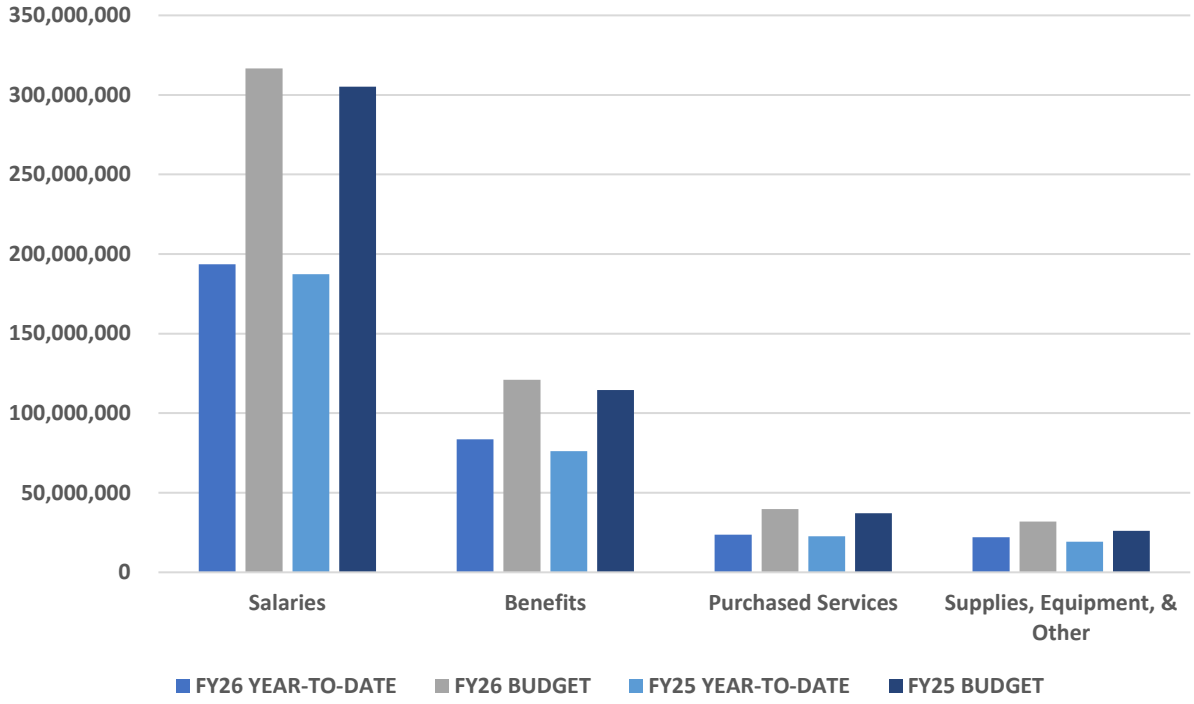
Rosemount-Apple Valley-Eagan Public Schools

General Fund Revenues and Expenditures
For Period Ending March 31, 2026

REVENUE SUMMARY BY SOURCE



EXPENDITURE SUMMARY BY OBJECT



Rosemount-Apple Valley-Eagan Public Schools

All Funds Activity Summary
For Period Ending March 31, 2026

	Revenues		Expenditures	
	Budgeted Amounts	**Year-to-date Activity**	**Budgeted Amounts**	**Year-to-date Activity**
General Fund				
General Operations	383,097,263	289,862,492	356,254,884	228,137,431
Special Education	80,974,143	51,083,894	113,518,730	71,189,612
Quality Compensation	7,454,058	2,516,385	7,925,954	2,189,021
Capital Expenditures	25,645,892	18,158,313	26,543,414	22,368,691
Pupil Transportation	29,145,394	252,309	31,733,851	21,473,457
Total General Fund	526,316,750	361,873,393	535,976,833	345,358,212
Special Revenue Funds				
Food Service	24,201,707	9,992,001	28,027,705	15,090,146
Community Service	11,583,684	10,375,969	11,446,704	9,191,459
Total Special Revenue Funds	35,785,391	20,367,971	39,474,409	24,281,605
Building Construction Fund	10,861,133	5,623,741	206,003,773	101,266,669
Debt Service Funds				
Regular	35,785,291	35,839,398	35,203,400	34,903,400
Total Debt Service Funds	35,785,291	35,839,398	35,203,400	34,903,400
Internal Service Funds				
GASB #16 - Severance	1,200,000	97,914	699,999	-
Self-Insured Dental	490,000	237,269	480,000	391,039
Self-Insured Health	89,198,459	37,147,416	85,381,784	61,180,650
Total Internal Service Funds	90,888,459	37,482,599	86,561,783	61,571,689
Fiduciary Funds				
OPEB Irrevocable Trust	6,500,000	2,168,567	3,500,000	-
LCTS Fiscal Host Account	-	3,270,777	-	-
Total Fiduciary Funds	6,500,000	5,439,344	3,500,000	-
Total All Funds	**706,137,024**	**466,626,445**	**906,720,198**	**567,381,575**

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Treasurer's Report for March 2026**

Presenter(s): **Danny DuChene** Title(s): **Coordinator of Finance**

Background
Presented for approval is the district's treasurer's report for the month ending March 31, 2026. There are no unusual activities to make note of in the report.

Alternatives
Do not approve the treasurer's report.

Recommendation
Approve the treasurer's report for the month ending March 31, 2026.

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Treasurer's Report
For Period Ending March 31, 2026

FUND	TITLE	Beginning Balance 3/1/2026	Receipts	Disbursements	Payroll	Ending Balance 3/31/2026	
General Fund							
01	General Operating	272,014,087.88	61,956,653.00	(34,226,231.54)	(18,491,443.78)	281,253,065.56	
21	Special Education	(114,650,775.05)	26,521,005.79	(8,543,159.26)	(6,462,929.97)	(103,135,858.49)	
31	Q Compensation	(2,268,966.86)	193,910.49	(242,208.33)	(202,816.30)	(2,520,081.00)	
03	Transportation A/C	(19,742,601.18)	1,261,089.40	(1,965,377.77)	(1,194,889.76)	(21,641,779.31)	
05	Capital Exp. A/C	7,966,897.14	62,407.15	(2,006,441.89)	-	6,022,862.40	
13	LTFM	(48,000.61)	25,459.70	(232,667.58)	(24,892.70)	(280,101.19)	
50	Student Activities	397,626.34	23,463.59	(84,301.65)	-	336,788.28	
Special Revenue							
02	Food Service	8,024,268.77	674,971.59	(1,554,543.42)	(556,917.33)	6,587,779.61	
04	Community Svc	6,272,474.21	2,472,886.85	(941,315.73)	(703,057.44)	7,100,987.89	
Debt Service			-	-	-		
07	Debt Redemption	10,031,033.83	-	-	-	10,031,033.83	
47	OPEB Debt Service	-	-	-	-	-	
Building Funds							
06	Building Construction	(31.71)	-	-	-	(31.71)	
66	2023A Bonds	140,490,821.20	11,282,001.11	(26,326,553.51)	(2,666.66)	125,443,602.14	
Internal Service							
20	Severance Pay	12,049,003.15	36,874.44	-	-	12,085,877.59	
23	Self-Insured Health	8,630,076.09	1,344,514.65	(9,298,300.81)	-	676,289.93	
24	Self-Insured Dental	280,074.05	2,195.00	(59,131.59)	-	223,137.46	
Fiduciary Funds							
45	OPEB Trust	70,434,907.97	134,237.19	(2,871,332.57)	-	67,697,812.59	
		399,880,895.22	**105,991,669.95**	**(88,351,565.65)**	**(27,639,613.94)**	**389,881,385.58**	-

	3/31/2026	
Cash Accounts		
	142,249,497.32	
Investment Accounts		
	249,195,557.26	
		391,445,054.58
Reconciling Items		
Outstanding Checks/Acct-Pending Adjustments		
US Bank Operating	(1,497,809.81)	
US Bank Payroll	(59,650.48)	
Pending Transactions	(6,208.71)	
		(1,563,669.00)
	Grand Total	**389,881,385.58** -

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Personnel**

Presenter(s): **Tiffany Weiler** Title(s): **Coordinator of Human Resources**

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

Alternatives
Do not approve one or more of the actions.

Recommendation
Approve the actions as presented.

New Hires

Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Carrion Caceres, Laura B	147600	ELD Teacher	VMS	04/22/2026	1.00	Long Term Sub
Cochran, Denise M	22609	Counselor-High School	EHS	04/07/2026	1.00	Long Term Sub
DeAngelo, Jeremy P	147382	English Teacher	RHS	05/07/2026	1.00	Long Term Sub
Donarski, Elyssa L	31448	Kindergarten Teacher	TL	04/24/2026	1.00	Long Term Sub
Eichmann, Kathryn S	147591	Grade 4 Teacher	WL	04/15/2026	1.00	Long Term Sub
Fisk, Dianna J	29300	Grade 2 Teacher	WL	04/27/2026	1.00	Long Term Sub
Formisano, Michael	147391	English Teacher	EVHS	04/20/2026	1.00	Long Term Sub
Freberg, Alyson T	147292	Kindergarten Teacher	GL	04/24/2026	1.00	Long Term Sub
Hipsher, Brooke M	147583	Talent Development Teacher	HL	04/17/2026	0.80	Long Term Sub
Hutter, Rylie M	147373	Grade 1 Teacher	PV	04/03/2026	1.00	Long Term Sub
Le, Nicole R	41577	Grade 5 Teacher	PW	04/07/2026	1.00	Long Term Sub
Mager, Karley J	147569	Social Studies Teacher	EVHS	04/14/2026	1.00	Long Term Sub
McDonald, Ceil A	39156	Sp Ed Centerbased Teacher	EHS	04/27/2026	1.00	Long Term Sub
Pickering, Megan J	146549	Grade 5 Teacher	NV	04/10/2026	1.00	Long Term Sub
Selle, Emily R	147567	English Teacher	EVHS	04/08/2026	1.00	Long Term Sub
Warrick, Sherry L	16716	Grade 2 Teacher	TL	03/18/2026	1.00	Long Term Sub
Wasmund, Dalen W	7384	Mathematics Teacher	AVHS	04/29/2026	1.00	Long Term Sub
Wegener, Kimberly E	147417	Sp Ed Centerbased Teacher	EL	05/04/2026	1.00	Long Term Sub

Non-Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Anderson, Autumn R	147574	Sp Ed Paraprofessional	DR	04/08/2026	0.84	Replacement
Boyd, Patrick E	147593	Campus Security Specialist	AVHS	04/20/2026	1.00	Replacement
Cohan, Kaitlyn R	147601	Nutrition Services Associate	BHMS	04/27/2026	0.75	Replacement
Fischer, Angela R	147592	Sp Ed Paraprofessional	Trans+	04/17/2026	0.84	Replacement
Hodges, Jackson A	147588	Sp Ed Paraprofessional	EVHS	04/14/2026	0.84	Replacement
Lushanko, Hannah L	146574	Sp Ed Paraprofessional	RES	04/27/2026	0.78	Replacement
Martin, Katelyn M	39219	Bus Driver	DOE	03/04/2026	1.00	Replacement
Mortinson, Lindsey B	147590	Sp Ed Paraprofessional	DW	04/15/2026	0.78	Temp Position
Nelsen, Genevieve E	147597	AVID Basic Skills Clerk	EHS	04/15/2026	0.00	Replacement

New Hires

Non-Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Prindle, Kari D	147503	Sp Ed Paraprofessional	CP	04/27/2026	0.78	Replacement
Sharif, Seynab O	147612	Basic Skills Clerk	VMS	04/27/2026	1.00	Replacement
Shelby, Adriane K	146925	Attendance Secretary	BHMS	04/20/2026	1.00	New Allocation
Stahlberg, Melissa R	147608	Bus Driver	DOE	04/27/2026	0.98	Replacement

Change of Assignment

Licensed Staff

Employee	EE #	New Assignment	New Location	Effective Date	FTE
Andrade, Sarah	43030	Sp Ed Resource Teacher	PV	05/04/2026	1.00

Separations

Licensed Staff

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Bergene, Justine J E	43777	Sp Ed Centerbased Teacher	FRMS	06/05/2026	Resignation
Buesgens, Peter M	15768	Assistant HS Principal	AVHS	07/29/2026	Retirement
Des Jarlais, Kiel S	34984	Counselor-High School	RHS	06/05/2026	Resignation
Edgren, Martina	11463	Occupational Therapist	DVLC	06/15/2026	Retirement
Emmons, Desneige M	44089	Reading Recovery Teacher	PW	06/05/2026	Termination
Kiratli, Kristin E	43640	ECSE Teacher	NV	06/04/2026	Resignation
Larsen, Janell M	17575	Speech-Language Pathologist	RMS	06/05/2026	Retirement
Larson, Michael H	19072	English Teacher	RMS	06/05/2026	Retirement
McGowan, Joy M	28769	Sp Ed Resource Teacher	SHMS	06/05/2026	Retirement
McMonagle, Julie A	28064	Social Worker	DP	06/05/2026	Retirement
McNeely, Megan L	25958	Grade 3 Teacher	CP	06/05/2026	Resignation
Prosen, Michelle R	17600	Parent Educator	DVLC	06/05/2026	Retirement
Redd-Jones, Julie K	28067	Sp Ed Resource Teacher	RMS	06/05/2026	Retirement
Risch, Nancy L	25176	School Psychologist	HL	06/05/2026	Retirement
Schlesser, Kim S	40393	Speech-Language Pathologist	DR	06/05/2026	Resignation
Smith, Joshua P	39492	Elem Assistant Administrator	DR	06/15/2026	Resignation
Smith, Shauna L	19378	Occupational Therapist	DSC	06/30/2026	Retirement
Tandberg, Jennifer K	38912	Sp Ed Resource Teacher	WV	04/24/2026	Resignation

Separations

Licensed Staff

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Walrath, Jayne A	28926	Kindergarten Teacher	OR	06/05/2026	Retirement
Weid, Madeline R	147164	Grade 1 Teacher	SP	06/05/2026	Resignation
Welter, Andrea J	14884	Grade 2 Teacher	EP	06/05/2026	Retirement

Non-Licensed Staff

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Anderson, Douglas O	19249	Bus Driver	DOE	08/27/2026	Retirement
Bakken, Maxwell P	147254	Custodian	RES	04/10/2026	Termination
Balakrishnan, Sujatha	147468	Sp Ed Paraprofessional	NV	04/02/2026	Termination
Bennett, Whitnee M	147353	Sp Ed Paraprofessional	EVHS	03/31/2026	Resignation
Bermudez Martinez, Jay	43611	Payroll Specialist	DO	05/15/2026	Resignation
Beyer, Tricia D	38834	Sp Ed Paraprofessional	RP	01/15/2026	Termination
Borgerding, Cynthia M	38985	Sp Ed Paraprofessional	DHMS	06/04/2026	Resignation
Diaz, Elliot J	145255	Sp Ed Paraprofessional	RES	05/15/2026	Resignation
Gallagher, Anne M	17941	ECFS Teaching Assistant	GL	06/04/2026	Retirement
Gross, Rhonda	30069	Instructional Clerk	SP	04/14/2026	Resignation
Ireland, Rita M	26432	Sp Ed Paraprofessional	RHS	05/29/2026	Retirement
Jameson, Justine C	147142	AVID Basic Skills Clerk	EHS	03/31/2026	Resignation
Knourek, Rosana A	32499	Nutrition Services Associate	DOE	06/26/2026	Retirement
Mancha, Alejandra	144785	Sp Ed Paraprofessional	WV	04/09/2026	Resignation
Marka, Paul D	42699	Bus Driver	DOE	06/04/2026	Retirement
McElroy, Deborah L	28691	Sp Ed Paraprofessional	AVHS	06/04/2026	Retirement
McNeal, Trina M	146167	Sp Ed Paraprofessional	WV	04/30/2026	Resignation
Millward, Melanie N	42524	Accounts Payable Associate	DO	05/01/2026	Resignation
Mollman, Bethany J	41913	Sp Ed Paraprofessional LOA	SV	04/17/2026	Resignation
Oberg, Michelle M	30264	Admin Asst to Principal	SES	08/11/2026	Retirement
Pettit, Jacki	33163	Elem Nutrition Serv Manager	DP	06/04/2026	Retirement
Pittman, Keni R	41646	ECFS Teaching Assistant	PW	04/07/2026	Termination
Plucker, Andrew G	38154	Sp Ed Paraprofessional	BHMS	06/26/2026	Resignation
Rocha, Doris	147464	Sp Ed Paraprofessional	GL	04/30/2026	Resignation
Schmidt, Michael A	24417	Bus Driver	DOE	04/21/2026	Resignation
Trace, Steven D	40462	Bus Driver	DOE	04/30/2026	Retirement

Separations

Non-Licensed Staff

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Winchester, Mandy L	144485	Sp Ed Paraprofessional	PV	04/03/2026	Resignation
Winchester, Mandy L	144485	Behavior Clerk	PV	04/03/2026	Resignation
Yzermans, Cynthia J	15193	Bus Driver	DOE	08/26/2026	Retirement

Leave of Absence without Pay

Licensed Staff

Employee	EE #	Assignment	Leave Begins	Leave Ends
Hubbard, Elodie L	15595	French Teacher	08/24/2026	06/10/2027
Untiedt, Meghan L	39495	Grade 1 Teacher LOA	08/24/2026	06/10/2027

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Termination and Non-Renewal of Probationary Teachers**

Presenter(s): **Tiffany Weiler** Title(s): **Coordinator of Human Resources**

Background
Each school year, staffing needs require the district to reassign continuing contract teachers. Part-time positions are combined to create as many full-time positions as possible. Accordingly, it has been the district's practice to terminate certain probationary teachers. The attached resolution provides for the termination and non-renewal of contracts of certain probationary teachers. These teachers may apply for vacant positions for the 2026-27 school year when positions are posted for outside candidates.

Alternatives
1. Do not approve the resolution.
2. Modify or suggest changes to the resolution.

Recommendation
Approve the resolution terminating certain probationary teachers.

Member _____introduced the following resolution and moved its adoption:

RESOLUTION RELATING TO THE TERMINATION AND NON-RENEWAL OF THE TEACHING CONTRACTS OF THE FOLLOWING PROBATIONARY TEACHERS:

Branham, Elizabeth	O'Brien, Emily
Greene, Brianna	Wilcox, Kathleen

WHEREAS, the above named are probationary teachers in Independent School District 196.

BE IT RESOLVED, by the School Board of Independent School District 196, that pursuant to Minnesota Statutes 122A.40, Subdivision 5, that the teaching contracts of the above named, who are probationary teachers in Independent School District 196, be hereby terminated at the close of the current 2025-26 school year.

BE IT FURTHER RESOLVED that written notice be sent to said teachers regarding termination and non-renewal of their contracts, as follows:

NOTICE OF TERMINATION
AND NON-RENEWAL

«First» «Last»
«Location»
«Emp_»

Dear: «First»,

You are hereby notified that at a regular meeting of the School Board of Independent School District 196 held on May 11, 2026, a resolution was adopted by majority vote to terminate your contract effective at the end of the current school year and not to renew your contract for the 2026-27 school year. Said action of the Board is taken pursuant to Minnesota Statutes 122A.40, subdivision 5.

You may officially request that the School Board give its reasons for the non-renewal of your teaching contract. Such request should be received within ten days after the receipt of this notice.

Yours very truly,

SCHOOL BOARD OF INDEPENDENT SCHOOL DISTRICT 196

The motion for the adoption of the foregoing resolution was duly seconded by Board Member _____and upon vote being taken thereon, the following voted in favor thereof: _____and the following voted against the same:_____, whereupon said resolution was declared duly passed and adopted.

_____

Robin Cerio, Clerk of the School Board, ISD 196

The following are long-term substitute teachers employed for all or a portion of the 2025-26 school year whose services are self-terminating.

Andrade, Sarah	Cannady, Christopher	Lentner, Rachel
Armbrecht, Emily	Easty, Nadine	Rentz, Ashley
Billstrom, Leah	Freberg, Alyson	Streitz, Matthew

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Confirmation of Unrequested Leave of Absence**

Presenter(s): **Joel Milteer** Title(s): **Director of Human Resources**

Background
The attached resolution confirms the placement of seven teachers on Unrequested Leave of Absence.

Alternatives
Reject the attached resolution.

Recommendation
Approve the attached resolution.

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION PLACING A TEACHER
ON UNREQUESTED LEAVE
OF ABSENCE

WHEREAS, the School Board of Independent School District No. 196 adopted a resolution proposing placement of seven teachers on unrequested leave of absence on April 13, 2026, on the grounds of discontinuance of positions and financial limitations; and

WHEREAS, said written notice of the proposed placement on unrequested leave was received by the teachers by hand delivery or via certified mail between April 17 and April 22, 2026, and

WHEREAS, said written notice of the proposed placement on unrequested leave contained a statement setting forth the reasons for the proposed placement as well as a statement that he (she) was entitled to a hearing before the school board provided he (she) make a request in writing within fourteen days of receipt of said notice, and that if no hearing was requested within said fourteen day period it constituted acquiescence by the teacher to the school board's proposed action, and

WHEREAS, no written request of any kind was received by the School Board or superintendent of schools from any of the listed teachers for a hearing as of May 6, 2026, and

WHEREAS, said failure to make written request for a hearing within fourteen days after receipt of notice of proposed placement on unrequested leave constitutes acquiescence by each of the teachers to his (her) placement on unrequested leave.

BE IT HEREBY RESOLVED, by the School Board of Independent School District No. 196 that each teacher on the attached list be and hereby placed on unrequested leave of absence as a teacher of Independent School District No. 196 on the grounds of discontinuance of positions and financial limitations. This unrequested leave of absence is effective for the 2026-27 school year. The unrequested leave will continue until the employee is reinstated or until the term of the unrequested leave of absence expires pursuant to Minnesota Statutes, Sec. 122A.40, Subd. 10 and Section 13 of the current Master Agreement between the School District and the exclusive representative, without pay or fringe benefits.

BE IT FURTHER RESOLVED, that a notice of placement on unrequested leave, together with a copy of this resolution be forwarded to each teacher and that an affidavit of same be placed in his/her file, together with a copy of the notice and resolution.

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

Member _____ and upon vote being taken thereon, the

following voted in favor thereof: _____

_____ and the following voted against the same:

_____whereupon said resolution was declared duly passed and adopted.

NOTICE OF PLACEMENT ON
UNREQUESTED LEAVE OF ABSENCE

May 12, 2026

[Name]
[Address]

Dear [Name]:

You are hereby notified that at a meeting of the School Board of Independent School District No. 196, held on May 11, 2026, a resolution was adopted by majority roll call vote of the full membership of the School Board, placing you on unrequested leave of absence as a teacher of Independent School District No. 196 effective for the 2026-27 school year, pursuant to Minnesota Statutes, Sec. 122A.40, Subd. 10 and Section 13 of the current Master Agreement between the School District and the exclusive representative, without pay or fringe benefits.

A copy of the resolution duly adopted by the School Board is attached hereto for your information.

If a position becomes available in a field in which you are licensed, at any time up to 5 years after the start of your leave, you may have a right to reinstatement to that position if you have sufficient seniority in the district and if you have filed a written request for reinstatement prior to February 1 of each year while you are on leave. If you do not file such a request each year, your right to reinstatement will be automatically terminated. Your right to reinstatement is also subject to the requirements of section 13.2.4 of the Master Agreement between District 196 and Dakota County United Educators (DCUE)."

Please keep the school district's human resources office advised in writing of your address at all times until your rights have expired, so that the district may notify you of any available positions for which you may qualify.

Yours very truly,
SCHOOL BOARD OF INDEPENDENT SCHOOL DISTRICT NO. 196

By: _____

Robin Cerio, Clerk of the School Board

Teachers to be placed on unrequested leave of absence for the 2026-27 school year.

Katherine Eichten Amlee
Nicole Cisewski
Dianne Dorle
Keri Flaskerud
Melanie Guetzkow
Sheri Senn
Constance Will

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Employment Agreement- Probationary Extension**

Presenter(s): **Joel Milteer** Title(s): **Director of Human Resources**

Background
The administration seeks to enter into an agreement to extend the probationary period of 12 teachers. The teachers provided probationary teaching services to the district in the 2025-26 school year, and the administration would like to continue to employ the teacher for the 2026-27 school year but wishes to have an additional year of probationary employment to continue to observe the teachers' performance before committing to continuing contracts. Unless their contract is non-renewed prior to July 1 or the parties enter into the attached agreements, the teachers may be entitled to a continuing contract with the school district pursuant to Minn. Stat. § 122A.40. The teachers would like to remain employed by the district, and are willing to waive continuing contract rights, and agree to remain probationary for an additional year.

Agreements were developed by the school district general counsel to allow the teachers to remain employed in exchange for their waiver of continuing contract rights. The agreements require the teacher to remain probationary for an additional year and subject to summary nonrenewal at any time prior to July 1, 2027. Templates of the agreements are attached. Substantially similar agreements were presented to the teachers for their review. The teachers were given time to consider the voluntary agreement and consult with legal counsel and Dakota County United Educators (DCUE), if desired. The teachers and DCUE have already agreed to the terms and signed the agreements.

Alternatives
1. Do not enter into the agreements.
2. Suggest changes to the agreements.

Recommendation
Enter into the agreements to employ the teachers for an additional probationary year, subject to the terms of the attached agreements.

EMPLOYMENT AGREEMENT

WHEREAS, XXX XXX (hereinafter referred to as "XXX") has been employed during the 2025-26 school year by Independent School District No. 196, Rosemount, Minnesota, (hereinafter referred to as "School District") as a probationary teacher; and

WHEREAS, XXX's contract was nonrenewed by the School District in [Month] of 2026; and

WHEREAS, if XXX is rehired by the School District for the 2026-2027 school year XXX may be entitled to a continuing contract; and

WHEREAS, the School District is willing to reemploy XXX for the 2026-27 school year, but wishes to have additional time for observation of XXX performance before granting a continuing contract; and

WHEREAS, the School District wishes to extend XXX's probationary period to allow for an additional probationary year of employment rather than offering a continuing contract for the 2026-27 school year; and

WHEREAS, XXX wishes to have employment with the School District and is willing to waive continuing contract rights in order to be reemployed by the School District during the 2026-27 school year; and

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

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

WHEREAS, XXX understands that the intention of this Agreement is to waive XXX's continuing contract rights which may otherwise attach upon XXX rehire and to obtain XXX consent and agreement that XXX continue to be treated as a probationary employee in all respects and subject to a school board decision not to renew XXX contract at any time before July 1, 2027.

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

1. The School District agrees to reemploy XXX during the 2026-27 school year as a probationary teacher.

2. The parties to this Agreement have determined that it is in the best interests of XXX and the School District to extend XXX's probationary period by one year.

3. XXX voluntarily agrees to extend XXX probationary period through the 2026-27 school year, and hereby waives any claim of continuing contract rights pursuant to Minnesota Statute § 122A.40 or any other law with respect to XXX employment during the 2026-27 school year.

4. XXX acknowledges and agrees that the school board may simply give XXX written notice prior to July 1, 2027 in the event it does not wish to renew XXX contract and XXX is not entitled to a hearing, grievance or other legal process to challenge such a decision not to renew XXX contract.

5. XXX understands that in the event the school board does act to non-renew XXX contract prior to July 1, 2027, the employment relationship shall then be terminated effective at the end of the 2026-27 school year, and XXX will in that event be estopped or barred by this Agreement from claiming prior acquisition of continuing contract rights arising from XXX employment relationship with the School District.

6. XXX acknowledges that XXX waiver of rights under Minn. Stat. § 122A.40 is in consideration of the School District's offer of continued employment and XXX acknowledges that there has been no coercion by the School District, its School Board, superintendent, administrators or any other person, and that this choice is made voluntarily.

7. XXX acknowledges that by executing this Agreement that there are no mutual covenants, promises, undertakings or understandings outside of this Agreement with regard to XXX probationary status, other than those specifically set forth herein.

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

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

Dated: _____, 2026

_____
XXX XXX

Dated: _____, 2026

_____
President
Dakota County United Educators

Dated: _____, 2026

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

Dated: _____, 2026

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

EMPLOYMENT AGREEMENT

WHEREAS, XXX XXX (hereinafter referred to as "XXX") has been employed during the 2025-26 school year by Independent School District No. 196, Rosemount-Apple Valley-Eagan, Minnesota, (hereinafter referred to as "School District") as a probationary teacher; and

WHEREAS, unless XXX's contract is nonrenewed by the School District before July 1, 2026, XXX may be entitled to a continuing contract with the School District; and

WHEREAS, the School District is considering nonrenewing XXX's contract; and

WHEREAS, the School District is willing to employ XXX for the 2026-27 school year, but wishes to have additional time for observation of XXX performance before granting a continuing contract; and

WHEREAS, the School District wishes to extend XXX's probationary period to allow for an additional probationary year of employment rather than offering a continuing contract or non-renewing XXX contract for the 2026-27 school year; and

WHEREAS, XXX wishes to have continued employment with the School District and is willing to waive continuing contract rights in order to be employed by the School District during the 2026-27 school year; and

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

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

WHEREAS, XXX understands that the intention of this Agreement is to waive XXX's continuing contract rights which may otherwise attach upon XXX continued employment after July 1, 2026 and to obtain XXX consent and agreement that XXX continue to be treated as a probationary employee in all respects and subject to a school board decision not to renew XXX contract at any time before July 1, 2027.

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

1. The School District agrees to employ XXX during the 2026-27 school year as a probationary teacher and to forego the nonrenewal of XXX contract prior to July 1, 2026.

2. The parties to this Agreement have determined that it is in the best interests of XXX and the School District to extend XXX's probationary period by one year.

3. XXX voluntarily agrees to extend XXX probationary period through the 2026-27 school year, and hereby waives any claim of continuing contract rights pursuant to Minnesota Statute § 122A.40 or any other law with respect to XXX employment during the 2026-27 school year.

4. XXX acknowledges and agrees that the school board may simply give XXX written notice prior to July 1, 2027, in the event it does not wish to renew XXX contract and XXX is not entitled to a hearing, grievance or other legal process to challenge such a decision not to renew XXX contract.

5. XXX understands that in the event the school board does act to non-renew XXX contract prior to July 1, 2027, the employment relationship shall then be terminated effective at the end of the 2026-27 school year, and XXX will in that event be estopped or barred by this Agreement from claiming prior acquisition of continuing contract rights arising from XXX employment relationship with the School District.

6. XXX acknowledges that XXX waiver of rights under Minn. Stat. § 122A.40 is in consideration of the School District's offer of continued employment and willingness to forego the nonrenewal of XXX contract prior to July 1, 2026 and XXX acknowledges that there has been no coercion by the School District, its School Board, superintendent, administrators or any other person, and that this choice is made voluntarily.

7. XXX acknowledges that by executing this Agreement that there are no mutual covenants, promises, undertakings or understandings outside of this Agreement with regard to XXX probationary status, other than those specifically set forth herein.

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

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

Dated: _____, 2026

_____
XXX XXX

Dated: _____, 2026

_____
President
Dakota County United Educators

Dated: _____, 2026

_____
Chair of the School Board
Independent School District No. 196
Rosemount-Apple Valley-Eagan, Minnesota

Dated: _____, 2026

_____
Clerk of the School Board
Independent School District No. 196
Rosemount-Apple Valley-Eagan, Minnesota

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Meeting Date**: 05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Agreement for Clinical Experience with the University of Minnesota**

Presenter(s): **Joel Milteer** Title(s): **Director of Human Resources**

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

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

Recommendation
Approve the agreements as presented.

AGREEMENT FOR CLINICAL EXPERIENCE

This Agreement is entered into between University of Minnesota, 202 Morrill Hall, 100 Church Street SE, Minneapolis, MN 55455, ("the School") and Independent School District 196, Rosemount, MN ("ISD 196"). This Agreement is based upon the parties' common goal of education and the wish of the parties to facilitate a relationship for the purpose of providing clinical educational experiences at ISD 196 sites for School's students.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Responsibilities of the Parties

A. Joint Responsibilities

1. The School and ISD 196 will each identify a person or persons responsible for liaison during the course of this Agreement. The appointment of liaisons shall be subject to mutual approval of the parties.

2. The persons responsible for the liaison will jointly plan for:
   - Selection, assignment and orientation of the student;
   - Periodic review and preparation of objectives for the clinical experience program ("program"); and
   - Evaluation of student performance in the program.

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

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

3. The School has authority to withdraw, suspend or terminate a student from the program for academic deficiencies, behavioral violations or other sufficient reason subject to certain procedures afforded to the student. ISD 196 may unilaterally suspend or terminate a student's participation in the program at ISD 196 site(s) for any reason. The ISD 196 liaison will consult the School liaison before suspending or terminating a student's participation, except where consultation is not reasonably possible under the circumstances.

4. The student is a participant in an educational program, and for purposes of this Agreement, shall not be considered an employee of either the ISD 196 or the School and neither party shall have responsibility for payment of workers compensation benefits to the student, nor shall the student be entitled or eligible to participate in any benefits or privileges given or extended to employees of ISD 196 or the School, except as otherwise required by law.

B. The School's Responsibilities

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

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

2. ISD 196 requires the student to undergo criminal/maltreatment background studies pursuant to Minn. Stat. § 123B.03 and 299C.60 et. seq. as a pre-requisite to participation in the program. The School must reimburse ISD 196 for the actual cost of the background study, although it may pass the cost to the individual student. The participating student must complete ISD 196's background study consent form and submit to a background study performed by ISD 196 or its agent.

3. The School certifies that its students have been instructed on the confidentiality of information related to pupils.

4. The School shall pay an honorarium or stipend for the placement of its student interns in the amount of _____$0_____per student intern.
[Insert dollar amount]

C. ISD 196 Responsibilities

1. ISD 196 shall assume full responsibility for the care and welfare of its pupils. It is understood that individual pupil care and education is not controlled, supervised, or paid for by the School.

2. ISD 196 agrees to provide educational opportunities for the student in ISD 196 sites. In this regard, ISD 196 will provide the equipment, facilities, supplies and services necessary to meet the objectives of the program. Licensed ISD 196 employees will oversee the student and such employees will have full authority to restrict and set limits upon the conduct and actions of the student participating in the program.

3. ISD 196 agrees that it will not replace any of its employees nor fill any vacancies normally filled by an employee with the student assigned under this Agreement. The student shall not act as a substitute educational service provider.

4. ISD 196 agrees to provide the School with a current copy of its regulation and procedure with regard to student interns. Copies are attached as Appendix A.

5. ISD 196 may provide the student with an introductory orientation to ISD 196 if determined to be necessary by ISD 196. The Student will be required to adhere to the internal policies, regulations and procedures of ISD 196 and ISD 196 will communicate relevant policies, regulations and procedures to the student as appropriate and necessary, including ISD 196's regulation on student bullying.

II. Term

This Agreement shall be effective July 1, 2026 and shall remain in effect until June 30, 2028. It may be terminated as provided by this Agreement.

III. Insurance and Indemnity

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

- General Liability Insurance, with limits of not less than $500,000 per person and $1,500,000 per occurrence, minimum.
- Professional Liability Insurance, $2,000,000 per occurrence, minimum.

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

IV. Data Privacy

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

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

V. Termination

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

VI. Compliance with Applicable Laws

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

VII. Non-Discrimination

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

VIII. State Audit

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

IX. Costs

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

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

X. Successors

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

XI. Governing Law

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

XII. Waivers

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

XII. Amendments

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

XIII. Entire Agreement

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

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

University of Minnesota

Date:_____ By: Feven Seifu

Name Feven Seifu

Title Clinical Training Director

Independent School District No. 196

Date:_____ By:_____

Chairperson of the School Board

Date:_____ By:_____

Clerk of the School Board

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

Series Number **404.2AR** Adopted **December 1977** Revised **October 2023**

Title **Placement of Student Teachers and Interns**

1. **Definitions**

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

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

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

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

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

2. **Process for placement of student teachers and interns**:

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

2.2 When colleges or universities express interest in entering into an agreement for the placement of student teachers or interns, the college or university will be sent a copy of:
2.2.1 Administrative Regulation 404.2AR, Placement of Student Teachers and Interns;

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

2.2.3 An agreement to be executed by the parties.

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

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

2.5 All student teachers and interns will receive an orientation conducted by the Human Resources Department unless school district administration, at its discretion, determines that such an orientation is not necessary due to the length of the placement.

3. **Honorariums or stipends** - The college or university may provide an honorarium or stipend to the cooperating employee. The honorarium or stipend may be paid directly to the cooperating employee or may be paid to District 196, to be added to the cooperating employee's salary by the district subject to withholding. The college or university shall provide documentation to the district of the amount of the honorarium or stipend, the name of the student teacher or intern and the name of the cooperating employee to receive the honorarium or stipend.

4. **Supervision of a student teacher or intern** – Students teachers or interns will be supervised by a fully qualified and full-time tenured teacher or supervisor with at least three years of experience and who are not in the improvement process.

5. **Criminal background check** - All student teachers and interns will undergo a criminal background check in accordance with District 196 policy unless school district administration, at its discretion, determines that a criminal background check is not necessary due to the length of the placement or the lack of direct contact with students of District 196.

6. **The School Board must approve all agreements** with colleges and universities attempting to place student teachers or interns in District 196.

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

APPENDIX B

AUTHORIZATION FOR THE EXCHANGE OF INFORMATION

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

Date: _____ _____

Student's Name

Rosemount • Apple Valley • Eagan
Public Schools

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

Meeting Date**: 05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Agreement for Student Teaching with Gustavus Adolphus College**

Presenter(s): **Joel Milteer** Title(s): **Director of Human Resources**

Background
In accordance with Administrative Regulation 404.2AR, Placement of Student Teachers and Interns, the School Board must approve student teacher agreements between the school district and the colleges and universities from which it receives student teachers. The attached agreement with Gustavus Adolphus College follows the district's student teacher contract guidelines.

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

Recommendation
Approve the agreements as presented.

AGREEMENT FOR STUDENT TEACHING EXPERIENCE

This Agreement is entered into between Gustavus Adolphus College, 800 W College Ave, St. Peter, MN 56082 ("School") and Independent School District 196, 3455 153rd Street West, Rosemount, Minnesota 55068-4946 ("ISD 196") (School and ISD 196 together, the "Parties"). This Agreement is based upon the Parties' common goal of education and the wish of the parties to facilitate a relationship for the purpose of providing clinical educational experiences at ISD 196 sites for School's students ("Student" or "Students").

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Responsibilities of the Parties

A. Joint Responsibilities

1. The School and ISD 196 will each identify a person or persons responsible for liaison during the course of this Agreement. The appointment of liaisons shall be subject to mutual approval of the parties.

2. The persons responsible for the liaison will jointly plan for:
   - Selection, assignment and orientation of Students;
   - Periodic review and preparation of objectives for the clinical experience program ("program"); and
   - Evaluation of Student performance in the program.

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

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

3. The School has authority to withdraw, suspend or terminate a Student from the program for academic deficiencies, behavioral violations or other sufficient reason subject to certain procedures afforded to a Student. ISD 196 may unilaterally suspend or terminate a Student's participation in the program at ISD 196 site(s) for behavioral or other conduct that, in its good faith judgment, causes a Student to be unfit for the placement. The ISD 196 liaison will consult the School liaison before suspending or terminating a Student's participation, except where consultation is not reasonably possible under the circumstances.

4. Students are participants in an educational program, and for purposes of this Agreement, shall not be considered an employee of either the ISD 196 or the School except as provided in Minn. Stat. § 122A.69. Students shall not be

entitled or eligible to participate in any benefits or privileges given or extended to employees of ISD 196 or the School except as provided in Minn. Stat. § 122A.69.

B. The School's Responsibilities

1. The School shall assume overall responsibility for the general educational experience of Students assigned to ISD 196 sites. That responsibility includes the following:
   - Determination of educational goals for Students;
   - Establishing prerequisite criteria for placement of Students at ISD 196 which shall include a requirement that Students are in an approved teacher preparation program;
   - Determination of completion of the assignment;
   - Supervision and evaluation as coordinated by the liaisons; and
   - Final evaluation of Student performance.

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

2. The School is responsible for communicating the program requirements and clinical experience expectations to Students.

3. ISD 196 requires Students to undergo criminal/maltreatment background studies pursuant to Minn. Stat. § 123B.03 and Minn. Stat. § 299C.60 *et. seq.* as a prerequisite to participation in the program. The School must reimburse ISD 196 for the actual cost of the background study, although it may pass the cost to an individual Student. Participating Students must complete ISD 196's background study consent form and submit to a background study performed by ISD 196 or its agent.

4. The School certifies that its Students have been instructed on the confidentiality of information related to pupils.

5. The School shall pay an honorarium or stipend for the placement of its Students in the amount of $400 for a 14 week placement, and $200 for a 7-week placement per Student.

C. ISD 196 Responsibilities

1. ISD 196 shall assume full responsibility for the care and welfare of its pupils. It is understood that individual pupil care and education is not controlled, supervised, or paid for by the School.

2. ISD 196 agrees to provide educational opportunities for Students in ISD 196 sites. In this regard, ISD 196 will provide the equipment, facilities, supplies and services necessary to meet the objectives of the program. Licensed, full-time, continuing contract ISD 196 Teachers will supervise Students, and such employees will have full authority to restrict and set limits upon the conduct and actions of Students participating in the program. Supervising Teachers shall not be in the performance improvement process under Minn. Stat. § 122A.40, subd. 8.

3. ISD 196 agrees that it will not replace any of its employees nor fill any vacancies normally filled by an employee with a Student assigned under this Agreement. Students shall not act as a substitute educational service providers.

4. ISD 196 agrees to provide the School with a current copy of its regulation with regard to Placement of Student Teachers and Interns. A copy is attached as Appendix A.

5. ISD 196 may provide Students with an introductory orientation to ISD 196 if determined to be necessary by ISD 196. Students will be required to adhere to the internal policies, regulations and procedures of ISD 196 and ISD 196 will communicate relevant policies, regulations and procedures to Students as appropriate and necessary, including ISD 196's regulation on student bullying.

II. Term

This Agreement shall be effective July 1, 2026 and shall remain in effect until June 30, 2028. It may be terminated as provided by this Agreement.

III. Insurance and Liability

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

- General Liability Insurance, $2,000,000 per occurrence, minimum.
- Professional Liability Insurance, $500,000 per occurrence, minimum.

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

additional insured with respect to claims related to the student teaching program referenced in this Agreement.

IV. Data Privacy

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

Students will be required to sign an authorization to allow the School and ISD 196 to exchange information about individual Student participation and performance in the program. An authorization is attached as Appendix B.

V. Termination

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

VI. Compliance with Applicable Laws

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

VII. Non-Discrimination

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

VIII. State Audit

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

IX. Costs

It is specifically agreed that neither party shall be responsible for costs or expenditures incurred by the other in the conduct of the program, except as expressly provided in this Agreement. The parties specifically agree that Students participating in the program is not entitled to or eligible for compensation of any kind as a result of their participation in the program.

X. Notices

Notices shall be sent to the appropriate party:

TO: Gustavus Adolphus College	**TO: ISD 196**
Attn: Dr. Amy Vizenor	Attn: Joel Milteer, Director of Human Resources
Title: Department Chair	3455 153rd Street West
Address: 800 College Avenue St. Peter, MN 56082	Rosemount, MN 55068
Email: avizenor@gustavu.edu	Joel.Milteer@district196.org
Phone: 507-382-6936	651-423-7759

XI. Successors

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

XII. Governing Law

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

XIII. Waivers

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

XIV. Amendments

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

XV. Entire Agreement

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

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

Gustavus Adolphus College

Date:4/13/26_____ By:_____
Official Title : Amy Vizenor, Education Dept.

Independent School District No. 196

Date:_____ By:_____
Chairperson of the School Board

Date:_____ By:_____
Clerk of the School Board

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

Series Number **404.2AR** Adopted **December 1977** Revised **October 2023**

Title **Placement of Student Teachers and Interns**

1. **Definitions**

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

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

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

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

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

2. **Process for placement of student teachers and interns**:

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

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

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

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

2.2.3 An agreement to be executed by the parties.

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

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

2.5 All student teachers and interns will receive an orientation conducted by the Human Resources Department unless school district administration, at its discretion, determines that such an orientation is not necessary due to the length of the placement.

3. **Honorariums or stipends** - The college or university may provide an honorarium or stipend to the cooperating employee. The honorarium or stipend may be paid directly to the cooperating employee or may be paid to District 196, to be added to the cooperating employee's salary by the district subject to withholding. The college or university shall provide documentation to the district of the amount of the honorarium or stipend, the name of the student teacher or intern and the name of the cooperating employee to receive the honorarium or stipend.

4. **Supervision of a student teacher or intern** – Students teachers or interns will be supervised by a fully qualified and full-time tenured teacher or supervisor with at least three years of experience and who are not in the improvement process.

5. **Criminal background check** - All student teachers and interns will undergo a criminal background check in accordance with District 196 policy unless school district administration, at its discretion, determines that a criminal background check is not necessary due to the length of the placement or the lack of direct contact with students of District 196.

6. **The School Board must approve all agreements** with colleges and universities attempting to place student teachers or interns in District 196.

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

APPENDIX B

AUTHORIZATION FOR THE EXCHANGE OF INFORMATION

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

Date: _____ _____

Student's Name

Rosemount • Apple Valley • Eagan
Public Schools

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

Meeting Date**: 05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Agreement for Student Teaching with Luther College**

Presenter(s): **Joel Milteer** Title(s): **Director of Human Resources**

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

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

Recommendation
Approve the agreements as presented.

AGREEMENT FOR STUDENT TEACHING EXPERIENCE

This Agreement is entered into between Luther College 700 College Drive, Decorah, IA 52101 ("School") and Independent School District 196, 3455 153rd Street West, Rosemount, Minnesota 55068-4946 ("ISD 196") (School and ISD 196 together, the "Parties"). This Agreement is based upon the Parties' common goal of education and the wish of the parties to facilitate a relationship for the purpose of providing clinical educational experiences at ISD 196 sites for School's students ("Student" or "Students").

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Responsibilities of the Parties

A. Joint Responsibilities

1. The School and ISD 196 will each identify a person or persons responsible for liaison during the course of this Agreement. The appointment of liaisons shall be subject to mutual approval of the parties.

2. The persons responsible for the liaison will jointly plan for:
   - Selection, assignment and orientation of Students;
   - Periodic review and preparation of objectives for the clinical experience program ("program"); and
   - Evaluation of Student performance in the program.

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

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

3. The School has authority to withdraw, suspend or terminate a Student from the program for academic deficiencies, behavioral violations or other sufficient reason subject to certain procedures afforded to a Student. ISD 196 may unilaterally suspend or terminate a Student's participation in the program at ISD 196 site(s) for behavioral or other conduct that, in its good faith judgment, causes a Student to be unfit for the placement. The ISD 196 liaison will consult the School liaison before suspending or terminating a Student's participation, except where consultation is not reasonably possible under the circumstances.

4. Students are participants in an educational program, and for purposes of this Agreement, shall not be considered an employee of either the ISD 196 or the School except as provided in Minn. Stat. § 122A.69. Students shall not be

entitled or eligible to participate in any benefits or privileges given or extended to employees of ISD 196 or the School except as provided in Minn. Stat. § 122A.69.

B. The School's Responsibilities

1. The School shall assume overall responsibility for the general educational experience of Students assigned to ISD 196 sites. That responsibility includes the following:
   - Determination of educational goals for Students;
   - Establishing prerequisite criteria for placement of Students at ISD 196 which shall include a requirement that Students are in an approved teacher preparation program;
   - Determination of completion of the assignment;
   - Supervision and evaluation as coordinated by the liaisons; and
   - Final evaluation of Student performance.

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

2. The School is responsible for communicating the program requirements and clinical experience expectations to Students.

3. ISD 196 requires Students to undergo criminal/maltreatment background studies pursuant to Minn. Stat. § 123B.03 and Minn. Stat. § 299C.60 *et. seq.* as a prerequisite to participation in the program. The School must reimburse ISD 196 for the actual cost of the background study, although it may pass the cost to an individual Student. Participating Students must complete ISD 196's background study consent form and submit to a background study performed by ISD 196 or its agent.

4. The School certifies that its Students have been instructed on the confidentiality of information related to pupils.

5. The School shall pay an honorarium or stipend for the placement of its Students in the amount of ($200) per Student.

C. ISD 196 Responsibilities

1. ISD 196 shall assume full responsibility for the care and welfare of its pupils. It is understood that individual pupil care and education is not controlled, supervised, or paid for by the School.

2. ISD 196 agrees to provide educational opportunities for Students in ISD 196 sites. In this regard, ISD 196 will provide the equipment, facilities, supplies and services necessary to meet the objectives of the program. Licensed, full-time, continuing contract ISD 196 Teachers will supervise Students, and such employees will have full authority to restrict and set limits upon the conduct and actions of Students participating in the program. Supervising Teachers shall not be in the performance improvement process under Minn. Stat. § 122A.40, subd. 8.

3. ISD 196 agrees that it will not replace any of its employees nor fill any vacancies normally filled by an employee with a Student assigned under this Agreement. Students shall not act as a substitute educational service providers.

4. ISD 196 agrees to provide the School with a current copy of its regulation with regard to Placement of Student Teachers and Interns. A copy is attached as Appendix A.

5. ISD 196 may provide Students with an introductory orientation to ISD 196 if determined to be necessary by ISD 196. Students will be required to adhere to the internal policies, regulations and procedures of ISD 196 and ISD 196 will communicate relevant policies, regulations and procedures to Students as appropriate and necessary, including ISD 196's regulation on student bullying.

II. Term

This Agreement shall be effective July 1, 2026 and shall remain in effect until June 30, 2029. It may be terminated as provided by this Agreement.

III. Insurance and Liability

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

- General Liability Insurance, $2,000,000 per occurrence, minimum.
- Professional Liability Insurance, $500,000 per occurrence, minimum.

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

additional insured with respect to claims related to the student teaching program referenced in this Agreement.

IV. Data Privacy

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

Students will be required to sign an authorization to allow the School and ISD 196 to exchange information about individual Student participation and performance in the program. An authorization is attached as Appendix B.

V. Termination

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

VI. Compliance with Applicable Laws

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

VII. Non-Discrimination

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

VIII. State Audit

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

IX. Costs

It is specifically agreed that neither party shall be responsible for costs or expenditures incurred by the other in the conduct of the program, except as expressly provided in this Agreement. The parties specifically agree that Students participating in the program is not entitled to or eligible for compensation of any kind as a result of their participation in the program.

X. Notices

Notices shall be sent to the appropriate party:

TO: University	**TO: ISD 196**
Attn: Elliott Johnson, Dept. Head	Attn: Joel Milteer, Director of Human Resources
Title: Head of Education Department	3455 153rd Street West
Address: 700 College Dr, Decorah, IA 52101	Rosemount, MN 55068
Email: johnel12@luther.edu	Joel.Milteer@district196.org
Phone: 563-387-1450	651-423-7759

XI. Successors

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

XII. Governing Law

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

XIII. Waivers

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

XIV. Amendments

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

XV. Entire Agreement

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

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

Luther College

Date: 4/15/2026 By: Elliott D. Johnson

Official Title Head of Education Department

Independent School District No. 196

Date: _____ By: _____

Chairperson of the School Board

Date: _____ By: _____

Clerk of the School Board

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

Series Number **404.2AR** Adopted **December 1977** Revised **October 2023**

Title **Placement of Student Teachers and Interns**

1. **Definitions**

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

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

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

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

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

2. **Process for placement of student teachers and interns**:

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

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

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

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

2.2.3 An agreement to be executed by the parties.

2.3 The principal or appropriate supervisor will provide notice of the student teacher or intern to his or her director and to the Director of Human Resources. Student teacher placement must be with a cooperating licensed

teacher who has at least three years of teaching experience and is not in the improvement process.

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

2.5 All student teachers and interns will receive an orientation conducted by the Human Resources Department unless school district administration, at its discretion, determines that such an orientation is not necessary due to the length of the placement.

3. **Honorariums or stipends** - The college or university may provide an honorarium or stipend to the cooperating employee. The honorarium or stipend may be paid directly to the cooperating employee or may be paid to District 196, to be added to the cooperating employee's salary by the district subject to withholding. The college or university shall provide documentation to the district of the amount of the honorarium or stipend, the name of the student teacher or intern and the name of the cooperating employee to receive the honorarium or stipend.

4. **Supervision of a student teacher or intern** – Students teachers or interns will be supervised by a fully qualified and full-time tenured teacher or supervisor with at least three years of experience and who are not in the improvement process.

5. **Criminal background check** - All student teachers and interns will undergo a criminal background check in accordance with District 196 policy unless school district administration, at its discretion, determines that a criminal background check is not necessary due to the length of the placement or the lack of direct contact with students of District 196.

6. **The School Board must approve all agreements** with colleges and universities attempting to place student teachers or interns in District 196.

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

APPENDIX B

AUTHORIZATION FOR THE EXCHANGE OF INFORMATION

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

Date: _____ _____

Student's Name

Rosemount • Apple Valley • Eagan
Public Schools

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

Meeting Date**: 05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Agreement for Student Teaching with Metro State University**

Presenter(s): **Joel Milteer** Title(s): **Director of Human Resources**

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

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

Recommendation
Approve the agreements as presented.

AGREEMENT FOR STUDENT TEACHING EXPERIENCE

This Agreement is entered into between Metro State University, School of Urban Education, 700 East Seventh Street, St. Paul, MN 55106 ("School") and Independent School District 196, 3455 153rd Street West, Rosemount, Minnesota 55068-4946 ("ISD 196") (School and ISD 196 together, the "Parties"). This Agreement is based upon the Parties' common goal of education and the wish of the parties to facilitate a relationship for the purpose of providing clinical educational experiences at ISD 196 sites for School's students ("Student" or "Students").

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Responsibilities of the Parties

A. Joint Responsibilities

1. The School and ISD 196 will each identify a person or persons responsible for liaison during the course of this Agreement. The appointment of liaisons shall be subject to mutual approval of the parties.

2. The persons responsible for the liaison will jointly plan for:
   - Selection, assignment and orientation of Students;
   - Periodic review and preparation of objectives for the clinical experience program ("program"); and
   - Evaluation of Student performance in the program.

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

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

3. The School has authority to withdraw, suspend or terminate a Student from the program for academic deficiencies, behavioral violations or other sufficient reason subject to certain procedures afforded to a Student. ISD 196 may unilaterally suspend or terminate a Student's participation in the program at ISD 196 site(s) for behavioral or other conduct that, in its good faith judgment, causes a Student to be unfit for the placement. The ISD 196 liaison will consult the School liaison before suspending or terminating a Student's participation, except where consultation is not reasonably possible under the circumstances.

4. Students are participants in an educational program, and for purposes of this Agreement, shall not be considered an employee of either the ISD 196 or the School except as provided in Minn. Stat. § 122A.69. Students shall not be

entitled or eligible to participate in any benefits or privileges given or extended to employees of ISD 196 or the School except as provided in Minn. Stat. § 122A.69.

B. The School's Responsibilities

1. The School shall assume overall responsibility for the general educational experience of Students assigned to ISD 196 sites. That responsibility includes the following:
   - Determination of educational goals for Students;
   - Establishing prerequisite criteria for placement of Students at ISD 196 which shall include a requirement that Students are in an approved teacher preparation program;
   - Determination of completion of the assignment;
   - Supervision and evaluation as coordinated by the liaisons; and
   - Final evaluation of Student performance.

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

2. The School is responsible for communicating the program requirements and clinical experience expectations to Students.

3. ISD 196 requires Students to undergo criminal/maltreatment background studies pursuant to Minn. Stat. § 123B.03 and Minn. Stat. § 299C.60 *et. seq.* as a prerequisite to participation in the program. The School must reimburse ISD 196 for the actual cost of the background study, although it may pass the cost to an individual Student. Participating Students must complete ISD 196's background study consent form and submit to a background study performed by ISD 196 or its agent.

4. The School certifies that its Students have been instructed on the confidentiality of information related to pupils.

5. The School shall pay an honorarium or stipend for the placement of its Students in the amount of ($_0.00___) per Student. We offer CEU hours for re-licensure for hosting a student teacher.

C. ISD 196 Responsibilities

1. ISD 196 shall assume full responsibility for the care and welfare of its pupils. It is understood that individual pupil care and education is not controlled, supervised, or paid for by the School.

2. ISD 196 agrees to provide educational opportunities for Students in ISD 196 sites. In this regard, ISD 196 will provide the equipment, facilities, supplies and services necessary to meet the objectives of the program. Licensed, full-time, continuing contract ISD 196 Teachers will supervise Students, and such employees will have full authority to restrict and set limits upon the conduct and actions of Students participating in the program. Supervising Teachers shall not be in the performance improvement process under Minn. Stat. § 122A.40, subd. 8.

3. ISD 196 agrees that it will not replace any of its employees nor fill any vacancies normally filled by an employee with a Student assigned under this Agreement. Students shall not act as a substitute educational service providers.

4. ISD 196 agrees to provide the School with a current copy of its regulation with regard to Placement of Student Teachers and Interns. A copy is attached as Appendix A.

5. ISD 196 may provide Students with an introductory orientation to ISD 196 if determined to be necessary by ISD 196. Students will be required to adhere to the internal policies, regulations and procedures of ISD 196 and ISD 196 will communicate relevant policies, regulations and procedures to Students as appropriate and necessary, including ISD 196's regulation on student bullying.

II. Term

This Agreement shall be effective July 1, 2026 and shall remain in effect until June 30, 2028. It may be terminated as provided by this Agreement.

III. Insurance and Liability

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

- General Liability Insurance, $2,000,000 per occurrence, minimum.
- Professional Liability Insurance, $500,000 per occurrence, minimum.

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

additional insured with respect to claims related to the student teaching program referenced in this Agreement.

IV. Data Privacy

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

Students will be required to sign an authorization to allow the School and ISD 196 to exchange information about individual Student participation and performance in the program. An authorization is attached as Appendix B.

V. Termination

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

VI. Compliance with Applicable Laws

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

VII. Non-Discrimination

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

VIII. State Audit

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

IX. Costs

It is specifically agreed that neither party shall be responsible for costs or expenditures incurred by the other in the conduct of the program, except as expressly provided in this Agreement. The parties specifically agree that Students participating in the program is not entitled to or eligible for compensation of any kind as a result of their participation in the program.

X. Notices

Notices shall be sent to the appropriate party:

TO: University	**TO: ISD 196**
Attn: Paul Spies	Attn: Joel Milteer, Director of Human Resources
Title: Dean of the School of Urban Education	3455 153rd Street West
Address: 700 East 7Th St., St. Paul, 55106	Rosemount, MN 55068
Email: paul.spies@metrostate.edu	Joel.Milteer@district196.org
Phone: 612-659-7129	651-423-7759

XI. Successors

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

XII. Governing Law

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

XIII. Waivers

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

XIV. Amendments

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

XV. Entire Agreement

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

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

Metro State University

Date: April 8, 2026

By: Amy Gort Digitally signed by Amy Gort Date: 2026.04.08 14:01:55 -05'00'

Official Title: Amy Gort
Provost and Exec. VP for Academic Affairs

Independent School District No. 196

Date: _____

By: _____
Chairperson of the School Board

Date: _____

By: _____
Clerk of the School Board

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

Series Number **404.2AR** Adopted **December 1977** Revised **October 2023**

Title **Placement of Student Teachers and Interns**

1. **Definitions**

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

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

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

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

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

2. **Process for placement of student teachers and interns**:

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

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

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

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

2.2.3 An agreement to be executed by the parties.

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

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

2.5 All student teachers and interns will receive an orientation conducted by the Human Resources Department unless school district administration, at its discretion, determines that such an orientation is not necessary due to the length of the placement.

3. **Honorariums or stipends** - The college or university may provide an honorarium or stipend to the cooperating employee. The honorarium or stipend may be paid directly to the cooperating employee or may be paid to District 196, to be added to the cooperating employee's salary by the district subject to withholding. The college or university shall provide documentation to the district of the amount of the honorarium or stipend, the name of the student teacher or intern and the name of the cooperating employee to receive the honorarium or stipend.

4. **Supervision of a student teacher or intern** – Students teachers or interns will be supervised by a fully qualified and full-time tenured teacher or supervisor with at least three years of experience and who are not in the improvement process.

5. **Criminal background check** - All student teachers and interns will undergo a criminal background check in accordance with District 196 policy unless school district administration, at its discretion, determines that a criminal background check is not necessary due to the length of the placement or the lack of direct contact with students of District 196.

6. **The School Board must approve all agreements** with colleges and universities attempting to place student teachers or interns in District 196.

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

APPENDIX B

AUTHORIZATION FOR THE EXCHANGE OF INFORMATION

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

Date: _____ _____

Student's Name

Rosemount • Apple Valley • Eagan
Public Schools

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

Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Agreement with YMCA of the North for 2026 Summer School-Age Care Programs**

Presenter(s): **Khia Bruse** Title(s): **Director of Community Education**

Background
District 196 has an agreement with the Eagan YMCA and Burnsville YMCA of the Greater Twin Cities to provide school-age care during the summer for students in grades K-8.

This proposed agreement for the period June 8, 2026, through Aug. 27, 2026, is for school-age care at the following locations:

- **YMCA Summer Power Program June 8, 2026-Aug. 14, 2026:** Cedar Park, Diamond Path, Echo Park, Pinewood, Rosemount, and Thomas Lake elementaries
- **YMCA Summer Power Program June 8, 2026-Aug. 27, 2026:** Deerwood, Northview, Parkview, Red Pine, Shannon Park, and Westview elementaries
- **Sports Camp Program June 8, 2026-Aug. 14, 2026:** Silver Bell Learning Center

The YMCA will pay the district $128,896 on or before Friday, June 26, 2026, for using district facilities.

Alternatives
Do not approve the agreement.

Recommendation
Approve the proposed agreement.

INDEPENDENT SCHOOL DISTRICT 196
Community Education
12900 Johnny Cake Ridge Road Apple Valley Minnesota 55124

Agreement Between: Independent School District 196 ("ISD 196" or "School District")
and
Eagan YMCA and Burnsville YMCA of *YMCA of the North* ("YMCA")

Term: Summer 2026, the period of June 8, 2026 through August 14, 2026 for Cedar Park, Diamond Path, Echo Park, Pinewood, Rosemount and Thomas Lake Elementary Schools and Silver Bell Learning Center; the period of June 8, 2026-August 27 for Deerwood, Northview, Parkview, Red Pine, Shannon Park and Westview Elementary Schools.

It is agreed that District 196 shall provide space at Cedar Park, Deerwood, Diamond Path, Echo Park, Northview, Parkview, Pinewood, Red Pine, Rosemount, Shannon Park, Thomas Lake and Westview Elementary for the YMCA Summer Power Program, Silver Bell Learning Center School for the Sports Camp Program, as well as parking lot space as described below.

The YMCA and District 196 agree that:

1. It is the intent of the YMCA to provide a Summer Program for school age children entering grades K-5 during the 2026-2027 school year at each of the schools listed above. All sites will operate June 8, 2026 through August 14, 2026, with set up on Friday, June 5. Six sites will operate extended sites through August 27. In addition, it is the intent of YMCA to use the Falcon Ridge Middle School, East Lake, Emerald Trail, Northview and Shannon Park Elementary School parking lots as a pick-up/drop-off location for YMCA Day Camp. YMCA understands and agrees that it is responsible for the supervision and control of all school age children participating in the above identified Summer Programs, including Day Camp drop-off/pick-up. District 196 takes no responsibility for the safety, security or supervision of participating school age children. It is the intention of the parties that the YMCA is and shall be considered an independent contractor. It is agreed that nothing in this Contract should be construed in any manner as creating or establishing the relationship of agents, partners, joint-ventures or associates between the parties hereto, or as constituting the YMCA or its employees, agents and subcontractors as the employee of District 196 for any purpose or in any manner.

2. District 196 shall provide appropriate space for the YMCA Summer Programs for the periods described above in paragraph (1) one. The School District has the sole authority to determine the specific space to be used for each of the programs. The School District shall have the right to enter and inspect summer programs that operate in its buildings.

3. YMCA agrees to pay Independent School District 196 rental fees of $128,896 for summer 2026 as follows:
   - **Summer Power Program:** $9,184 per site for 12 sites ($110,208)
   - **Summer Power Program Extended Sites:** $1,584 per site for six (6) sites ($9,504)
   - **Sports Camp Program:** $9,184 for one site ($9,184)

4. Payment should be made payable to Independent School District 196. Payment in the amount of $128,896 is due from YMCA on or before Friday, June 26, 2026. Payments should be sent to: ISD 196 Community Education Facilities Service Center, 12900 Johnny Cake Ridge Road, Apple Valley 55124.

5. YMCA agrees not to assign or sublet the space used for the Summer Programs.

6. District 196 shall provide the normal custodial and maintenance services. Additional requested services should be paid for by YMCA after first receiving written permission from District 196's Community Education Department.

7. YMCA shall make arrangements directly with District 196 Community Education Facilities personnel and the respective building principal as appropriate to coordinate storage needs for materials, food and beverage.

8. YMCA agrees to use District 196 schools in a manner that does not cause property damage and in a clean and sanitary manner. YMCA agrees not to make any alterations to the District 196 schools without the prior written consent of the School District. YMCA agrees to reimburse the School District for the cost of repairing any damages or replacing any loss caused by the Summer Programs. Should the building be damaged or destroyed by fire or other casualty, the School District shall have the right to terminate the agreement.

9. District 196 and YMCA shall each be responsible for the authorized acts of their respective officers, employees and agents and not the acts of the other party's officers, employees and agents. YMCA agrees to provide its own public property and commercial general liability insurance coverage to cover claims of personal injury, property damage, and other liabilities in an amount deemed appropriate by YMCA not less than five hundred thousand dollars ($500,000) for a single claim and two million dollars ($2,000,000) for any number of claims arising out of a single occurrence, and two hundred thousand ($200,000) for damage to property. YMCA shall name District 196 as "an additional insured" on its insurance policy and, furthermore, shall provide the School District with a Certificate of Insurance delineating this contractual provision within 30 days of signing this agreement. Such insurance shall be primary and without recourse to or contribution by any similar insurance carried by District 196. The insurance coverage carried by YMCA under this Agreement must be provided by a financially solvent company licensed to do business in the United States of America. YMCA and its insurer(s) shall provide to the school district thirty (30) days prior written notice of non-renewal or cancellation of YMCA's coverage and, before such non-renewal or cancellation, shall provide evidence to the School District that YMCA has obtained a new policy with coverage and terms that fulfills the requirements set forth herein. YMCA further agrees to defend, indemnify and hold District 196 harmless from any claims, demands, actions or causes of action for injuries or damage to person or property (including District's losses and any losses asserted by a third party) arising out of YMCA's performance of this Contract, including but not limited to injuries or damage arising from the intentional or negligent acts or omissions of the Contractor, its agents or employees.

10. YMCA agrees that the Summer Programs will comply with all federal state and local laws and the rules and requirements of District 196, including but not limited to the District's policy prohibiting student bullying (https://www.district196.org/about/districtpolicies/policy/~board/policies/post/5038ar-bullying-prohibition). Copies of other District policies are available online at www.district196.org.

11. The parties may agree to terminate this agreement or reduce the number of sites on the following terms:
    a. The School District shall have the right to terminate this agreement due to a breach of this agreement by YMCA and, in that circumstance, may remove the Summer Program from any or all of its buildings upon providing a two-week written notice of intent to terminate and an opportunity to cure to YMCA.
    b. The School District shall also have the right to terminate this agreement effective immediately with respect to each building site in the event that the site is damaged or destroyed by fire or other casualty such that the continued operation of the Summer Program at that site is rendered impractical.
    c. In the event of early termination of the agreement, rental fees shall be recalculated and YMCA shall only be responsible for the payment of a prorated portion of the rental fees for the days it operates its Summer Programs prior to the effective date of early termination.
    d. In the event that either early termination or the modification of the agreement causes the parties to reduce the number of sites, but not to close all sites, the rental fees shall be recalculated and the YMCA shall only be responsible for the payment of a prorated portion of the rental fees based upon both the number of days the Summer Programs operate, as well as the number of sites at which the Summer Programs operates.
    e. In the event that early termination or modification of the agreement occurs after the June 26, 2026 rental payment date, the School District will refund the YMCA the amount due based upon the recalculation.

12. YMCA agrees that all personnel of YMCA have received a thorough background check by YMCA. The background check shall include a criminal background check. YMCA agrees to carefully review the completed background checks of each employee permitted to be present in District 196 schools. YMCA warrants that all personnel permitted on the leased premises are fit to work in a school environment based upon their completed background checks.

13. Minnesota law shall be used to construe and interpret this agreement, without giving effect to the principles of conflict of laws. All court proceedings related to this agreement shall be venued in the State of Minnesota, County of Dakota and each of the parties irrevocably submits to the exclusive jurisdiction of said court and waives any objection to venue or convenience of forum and agrees not to bring any proceeding related to this agreement in any other jurisdiction.

14. If any portion of this agreement is declared by a court to be illegal or in conflict with any law, the validity of the remaining terms and conditions shall not be affected and the rights and obligations of the parties under this agreement shall be construed and enforced as if the agreement did not contain the particular provision held to be invalid.

15. This agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this agreement and all of which, when taken together, will be deemed to constitute one and the same agreement. Pursuant to the Minnesota Uniform Electronic Transactions Act, Minn. Stat. 325L, et. seq., the exchange of copies of this agreement and/or of signature pages by facsimile or email transmission shall constitute effective execution and delivery of this agreement as to the parties and may be used in lieu of the original agreement for all purposes.

16. All of the data created, collected, received, stored, used, maintained, or disseminated by the YMCA in the performance of the Contract is subject to the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13. Pursuant to Minn. Stat. § 13.05, YMCA must comply with these requirements as if it were a government entity. To the extent this Contract allows YMCA to have access to identifiable data on students it is also subject to the Family Educational Rights and Privacy Act (FERPA), 20 USC § 1232g and rules and regulations promulgated under this law.

17. The books, records, documents and accounting procedures and practices of the Contractor, that are relevant to this Contract, are subject to examination by the District and either the legislative auditor or the state auditor, as appropriate, for a minimum of six years, pursuant to Minnesota Statute § 16C.05, subd. 5 and Minnesota Statute § 6.551. When examinations are performed by the state auditor, the cost of the examination shall be borne as specified in said statute.

For: ISD 196

_____
Cory Johnson, Chairperson
School Board
Dated: _____

_____
Robin Cerio, Clerk
School Board
Dated: _____

For: YMCA

Mary E. G. Herbst
Mary Herbst, VP of Enterprise Risk & Compliance
YMCA of the North
Dated: 4/23/2026

Khia S. Bruse
Khia Bruse, Director
Community Education
Dated: 4.24.26

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **2025-26 Spring Budget Adjustments**

Presenter(s): **Danny DuChene** Title(s): **Coordinator of Finance**

Background
In order to comply with state and local regulations on financial reporting, the district's approved final budget must accurately reflect the approved grant award for each specific program and other approved changes. Since the adoption of the 2025-26 final budget in January 2026, the changes listed in the attached schedule have been made. The results of these changes are as follows:

General Fund

Revenue Budget	Net increase of $1,458,000
Expenditure Budget	Net increase of $1,454,998
Projected Fund Balance	Net increase of $3,002

Special Revenue Funds

Revenue Budget	Net increase of $440,820
Expenditure Budget	Net decrease of $3,550,000
Projected Fund Balance	Net increase of $3,990,820

Building Construction Fund

Revenue Budget	Net increase of $102,056,265
Expenditure Budget	Net decrease of $56,778,558
Projected Fund Balance	Net increase of $158,778,558

Debt Service Fund

Revenue Budget	No change
Expenditure Budget	No change
Projected Fund Balance	No change

Health & Dental Insurance Funds

Revenue Budget	Net decrease of $6,000,000
Expenditure Budget	Net decrease of $3,000,000
Projected Fund Balance	Net decrease of $3,000,000

Fiduciary Funds

Revenue Budget	Net increase of $3,270,000
Expenditure Budget	Net increase of $2,000,000
Projected Fund Balance	Net increase of $1,270,000

Alternatives
Reject the budget adjustments as presented.

Recommendation
Approve the 2025-26 spring budget adjustments.

Financial Summary

Fund	Type	Final Budget Amount	Spring Budget Adjustment-Total	Change in Fund Balance
General Fund	Revenues	526,316,750	527,774,750	1,458,000
	Expenditures	535,976,833	537,431,831	1,454,998
			Net Change in Fund Balance	**3,002**
Special Revenue Funds	Revenues	35,785,391	36,226,211	440,820
	Expenditures	39,474,409	35,924,409	(3,550,000)
			Net Change in Fund Balance	**3,990,820**
Building Construction Fund	Revenues	10,861,133	112,917,398	102,056,265
	Expenditures	206,003,773	149,281,479	(56,722,294)
			Net Change in Fund Balance	**158,778,558**
Debt Service Funds	Revenues	35,785,291	35,785,291	-
	Expenditures	35,203,400	35,203,400	-
			Net Change in Fund Balance	**-**
Self Health & Dental Insurance Funds	Revenues	89,688,459	83,688,459	(6,000,000)
	Expenditures	85,861,784	82,861,784	(3,000,000)
			Net Change in Fund Balance	**(3,000,000)**
Fiduciary Funds	Revenues	6,500,000	9,770,000	3,270,000
	Expenditures	3,500,000	5,500,000	2,000,000
			Net Change in Fund Balance	**1,270,000**
			Total Net Change in Fund Balance-All Funds	**161,042,380**

Adjustments Summary

General Fund	**Revenues**	State Aids	1,400,000.00	
		Fees & Tuition Collections	458,000	
		Miscellaneous Income	(500,000)	
		Resale	100,000	
		Total Revenue Adjustments	**1,458,000**	
	Expenditures	LTFM Construction Expenditures	1,454,998	Total Adjustments
		Total Expenditure Adjustments	**1,454,998**	**3,002**

Revenue estimates adjusted to reflect updated ADM projections, unemployment aid not previously budgeted, adjusted anticipated interest earnings, increased participation in activities, and sale of technology equipment. Expenditures adjusted to reflect higher LTFM expenditures due to project timing adjustments to match with bond projects.

Special Revenue Funds	**Revenues**	Miscellaneous Income	440,820	
		Total Revenue Adjustments	**440,820**	
	Expenditures	Nutrition Services Expenditures	(3,550,000)	Total Adjustments
		Total Expenditure Adjustments	**(3,550,000)**	**3,990,820**

Special Revenue Fund revenue estimates adjusted to allocate anticipated intersest earnings. Nutrition services expenditures adjusted to lower projected annual expenditures for 2025-26.

Building Construction Funds	**Revenues**	Miscellaneous Income & Bond Proceeds	102,056,265	
		Total Revenue Adjustments	**102,056,265**	
	Expenditures	Construction Costs	(56,722,294)	Total Adjustments
		Total Expenditure Adjustments	**(56,722,294)**	**158,778,558**

Building construction fund revenue estimates adjusted to projected interest earnings and 2026A bond proceeds. Expenditures for construction expenses adjusted to reflect updated construction timelines for current projects.

Self Health & Dental	**Revenues**	Miscellaneous Income	(6,000,000)

Insurance Funds

	Total Revenue Adjustments	**(6,000,000)**	
Expenditures	Health Insurance Costs	(3,000,000)	Total Adjustments
	Total Expenditure Adjustments	**(3,000,000)**	**(3,000,000)**

Self-insured health and dental funds revenue estimates adjusted to account for anticipated interest earnings and updated revenue estimates for premiums. Expenditures adjusted to updated projections for total claims and administrative costs based on historical trends.

Fiduciary Funds

Revenues	Miscellaneous Income	3,270,000	
	Total Revenue Adjustments	**3,270,000**	
Expenditures	LCTS Fiscal Host Expenditures	2,000,000	Total Adjustments
	Total Expenditure Adjustments	**2,000,000**	**1,270,000**

Fiduciary fund revenue and expenditure estimates adjusted to account for District 196 becoming the fiscal host for the LCTS program.

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Nonpublic School Counseling Services Agreements**

Presenter(s): **Adam Wattenbarger** Title(s): **General Counsel**

Background
District 196 provides guidance and counseling services to secondary students at those nonpublic schools located within the district that request service. Services are provided pursuant to Minnesota Statute §123B.44, requiring the state to fund and local school districts to administer the provision of certain public services in nonpublic (private) schools. The three private schools electing to take advantage of guidance and counseling services for the 2026-27 school year are Faithful Shepherd Catholic School, St. Joseph School, and Trinity School.

The three proposed agreements among individual counselors, private schools, and District 196 are attached for the School Board's consideration. Under terms of the agreements, the private school or the counselor (depending on the agreement) is required to carry adequate insurance to cover any claims arising out of the services provided and to defend and indemnify the district for any claims. District 196 retains the authority to terminate the agreements by providing 30 days written notice. The individual counselors are required to submit to criminal background checks and comply with data privacy requirements applicable to school districts. The counselors who provide the services will bill District 196 directly for the services provided to the private school, up to the amount allotted by the state for counseling services.

Alternatives
1. Do not approve one or more of the agreements.
2. Request changes to one or more of the agreements.

Recommendation
Approve the agreements with counselors and private schools for guidance and counseling services.

AGREEMENT FOR COUNSELING SERVICES
2026- 2027

This Agreement is entered into by Independent School District 196, 3455 153rd Street West, Rosemount, MN 55068-4199 ("District 196"), Trinity School, 601 River Ridge Parkway, Eagan, MN 55121 ("Trinity"), and LCB Consultant Services, 841 Ivy Lane, Eagan, MN 55123 ("LCB") for purposes of providing counseling services to Trinity students.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Services Provided

LCB will provide guidance and counseling services to secondary students at Trinity pursuant to Minnesota Statute § 123B.44. LCB's services may include counseling on learning problems, evaluating the abilities of students, assisting students in personal and social development and providing referral assistance. The scope and number of hours of LCB's services will be determined by Trinity, but will not include the planning or selection of particular courses or classroom activities.

LCB agrees that the services provided under this Agreement by Counselor shall meet District 196's obligation to provide counseling services pursuant to Minnesota Statute § 123B.44. It is understood by the parties that this agreement shall only be valid if funding is available and Minnesota Statute § 123B.44 continues to be in effect.

II. Staff Training, Background and Employment

LCB shall use only Lawrence Bartek to fulfill the services hereunder. LCB represents that Bartek is appropriately trained for the services he renders and will be supervised by the staff at Trinity.

Bartek agrees to submit to, and pay for, a criminal background check conducted by District 196 or its agents, unless District 196 already has a satisfactory criminal background check on file.

LCB is an Independent Contractor. Nothing in this Agreement shall be construed to make LCB, Lawrence Bartek or any of LCB's employees or agents an employee of District 196 or Trinity. District 196 shall have absolute authority to terminate this Agreement and arrange for counseling services from another counselor if District 196 develops reasonable concerns about the suitability of LCB or Lawrence Bartek to provide quality service under this Agreement.

III. Data Privacy

The parties agree that all of the data created, collected, received, stored, used, maintained, or disseminated in the performance of this Agreement is subject to the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13, the

Family Educational Rights and Privacy Act (FERPA), 20 USC § 1232g and rules and regulations promulgated under these laws. Student data shall be treated as private data in accordance with the law, except as otherwise permitted or required by law.

IV. Term

This Agreement shall be effective July 1, 2026 - June 30, 2027 and shall govern counseling services provided under this Agreement during the 2026-27 school year.

V. Termination

Any party may elect to terminate this Agreement by providing 30 days written notice to the contact persons identified in Section XV of this Agreement.

VI. Contract Payments

LCB shall bill District 196 directly for the services it provides to Trinity. Final invoice must be received by District 196 by or before June 10, 2027. District 196 shall pay LCB within 30 days of receiving a bill for properly delivered services, but shall not pay any amount exceeding the amount allotted by the State for counseling service to Trinity for the 2026-2027 school year. The final amount allotted by the State will be communicated to the parties by October 30, 2025, based upon Trinity School's communication to District 196 of its annual enrollment by October 1, 2026. District 196 may provide an estimate of the per pupil allotted amount prior to October 1, 2026, however, that amount is subject to change up until October 30, 2026.

VII. Insurance and Indemnity

Trinity shall maintain insurance coverage to cover any claims arising out of the services provided under this Agreement by LCB and naming District 196 as an additional insured for purposes of claims arising out of services provided under this Agreement. A certificate evidencing insurance obtained by Trinity shall be furnished to District 196 upon request. Trinity shall carry the following minimum insurance coverage in a form acceptable to District 196 at Trinity's expense during the term of this Agreement.

- General Liability Insurance, $1,500,000 per occurrence, minimum.
- Professional Liability Insurance, $500,000 per occurrence, minimum.
- District 196 will be listed as an additional insured on Trinity's insurance policies with respect to claims related to the services provided under this Agreement.
- Trinity's insurance shall be primary and without recourse to or contribution by any similar insurance held by District 196.

Trinity agrees to defend, indemnify and hold harmless District 196 from any and all liability, claims, causes of action, damages, costs and expenses for injuries or damage to person or property arising from or in connection with any intentional or negligent act or omission of LCB; LCB's officers, agents or employees, including Lawrence Bartek;

Trinity or Trinity's officers, agents and employees; however, this provision has no effect if the sole proximate cause of injuries or damage is the intentional or reckless conduct of District 196. This obligation to defend, indemnify and hold harmless shall survive the termination or expiration of this Agreement.

VIII. Compliance with Applicable Laws

The parties warrant that they will comply with all applicable federal, state and local laws.

IX. Non-Discrimination

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

X. Successors

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

XI. Governing Law

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

XII. Waivers

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

XIII. Amendments

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

XIV. Entire Agreement

This Agreement constitutes and expresses the entire agreement and understanding between the parties relative to the services provided by LCB. This Agreement supersedes all other prior agreements between the parties.

XV. Notices

Any notices required by this Agreement shall be sent to the following contact persons for the respective parties:

Trinity	**District 196**	**LCB**
Beth Schmitz	Khia Bruse	Lawrence Bartek
Trinity School	Independent School District 196	LCB
601 River Ridge Pkwy	15180 Canada Avenue	841 Ivy Lane
Eagan, MN 55121	Rosemount, MN 55068	Eagan, MN 55123
651-789-2890	651-423-7720	952-484-1998
bschmitz@trinityschools.org	Khia.bruse@district196.org	lbartek@trinityschools.org

XVI. Counterparts

This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same Agreement. Pursuant to the Minnesota Uniform Electronic Transactions Act, Minn. Stat. 325L, et. seq., the exchange of copies of this Agreement and/or of signature pages by facsimile or email transmission shall constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes.

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

Trinity School at River Ridge

Date: April 2, 2026 By: Beth Schmitz
Beth Schmitz
Trinity School

LCB Consultant Services

Date: March 30, 2026 By: Lawrence Bartek
Lawrence Bartek

Independent School District No. 196

Date: _____ By: _____
Cory Johnson
Chairperson of the School Board

Date: _____ By: _____
Robin Cerio
Clerk of the School Board

AGREEMENT FOR COUNSELING SERVICES
2026 - 2027

This Agreement is entered into by Independent School District 196, 3455 153rd Street West, Rosemount, MN 55068-4199 ("District 196"), Phoenix School Counseling, LLC, 1920 South 1st Street, Suite 1801, Minneapolis, MN 55454 ("Counselor"), and Faithful Shepherd Catholic School, 3355 Columbia Drive, Eagan, MN 55121 for purposes of providing counseling services to Faithful Shepherd Catholic School students in Eagan, Minnesota.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Services Provided

Counselor will provide guidance and counseling services to secondary students at Faithful Shepherd Catholic School pursuant to Minnesota Statute § 123B.44. Counselor's services may include counseling on learning problems, evaluating the abilities of students, assisting students in personal and social development and providing referral assistance. The scope and number of hours of Counselor's services will be determined by Faithful Shepherd Catholic School, but will not include the planning or selection of particular courses or classroom activities.

Faithful Shepherd Catholic School agrees that the services provided under this Agreement by Counselor shall meet District 196's obligation to provide counseling services pursuant to Minnesota Statute § 123B.44. It is understood by the parties that this agreement shall only be valid if funding is available and Minnesota Statute § 123B.44 continues to be in effect.

II. Staff Training, Background and Employment

Counselor's staff persons assigned to provide service under this Agreement will be appropriately trained for the services they render and will be supervised by the Counselor. Counselor hereby warrants that each staff person assigned to provide service under this agreement has been subject to a background inquiry under Minnesota Statutes § 123B.03 and § 299C.60 *et. seq*. Counselor warrants that no sexual contacts were discovered pursuant to the background inquiry.

Counselor's staff persons assigned to provide service under this Agreement will submit to, and pay for, a criminal background check conducted by District 196 or its agents, unless District 196 already has a satisfactory criminal background check on file for an assigned staff person.

Counselor is an Independent Contractor. Nothing in this Agreement shall be construed to make Counselor, or the staff of Counselor providing service under this Agreement, the employees of District 196 or Faithful Shepherd Catholic School. District 196 shall have absolute authority to terminate this Agreement and arrange for counseling services from

another counselor if District 196 develops reasonable concerns about the suitability of Counselor or its assigned staff persons to provide quality service under this Agreement.

III. Data Privacy

The parties agree that all of the data created, collected, received, stored, used, maintained, or disseminated in the performance of this Agreement is subject to the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13, the Family Educational Rights and Privacy Act (FERPA), 20 USC § 1232g and rules and regulations promulgated under these laws. Student data shall be treated as private data in accordance with the law, except as otherwise permitted or required by law.

IV. Term

This Agreement shall be effective July 1, 2026 - June 30, 2027 and shall govern counseling services provided under this Agreement during the 2026-27 school year.

V. Termination

Any party may elect to terminate this Agreement by providing 30 days written notice to the contact persons identified in Section XV of this Agreement.

VI. Contract Payments

Counselor shall bill District 196 directly for the services it provides to Faithful Shepherd Catholic School. Final invoice must be received by District 196 by or before June 10, 2027. District 196 shall pay Counselor within 30 days of receiving a bill for delivered services, but shall not pay any amount over the amount allotted by the State for service to Faithful Shepherd Catholic School. The final amount allotted by the State will be communicated to the parties by October 30, 2026, based upon Faithful Shepherd Catholic School's communication to District 196 of its annual enrollment by October 1, 2026. District 196 may provide an estimate of the per pupil allotted amount prior to October 1, 2026, however, that amount is subject to change up until October 30, 2026.

VII. Insurance and Indemnity

Counselor shall maintain insurance coverage to cover any claims arising out of the services provided under this Agreement by Counselor, its employees or agents. A certificate evidencing insurance obtained by Counselor shall be furnished to District 196 upon request. Counselor shall carry the following minimum insurance coverage in a form acceptable to District 196 at Counselor's expense during the term of this Agreement.

- General Liability Insurance, $1,500,000 per occurrence, minimum.
- Professional Liability Insurance, $500,000 per occurrence, minimum.
- Counselor's insurance shall be primary and without recourse to or contribution by any similar insurance held by District 196.

Counselor agrees to defend, indemnify and hold harmless District 196 from any and all liability, claims, causes of action, damages, costs and expenses for injuries or damage to person or property arising from or in connection with any intentional or negligent act or omission of Counselor or its officers, agents and employees; however, this provision has no effect if the sole proximate cause of injuries or damage is the intentional or reckless conduct of District 196. This obligation to defend, indemnify and hold harmless shall survive the termination or expiration of this Agreement.

VIII. Compliance with Applicable Laws

The parties warrant that they will comply with all applicable federal, state and local laws.

IX. Non-Discrimination

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

X. Successors

All covenants, stipulations and promises in this Agreement will be binding upon and inure to the benefit of the parties hereto and their respective successors, assigns and legal representatives. The parties do not have the right to assign or otherwise transfer their rights or obligations under this Agreement without the written agreement of all parties. Any prohibited assignment will be null and void.

XI. Governing Law

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

XII. Waivers

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

XIII. Amendments

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

XIV. Entire Agreement

This Agreement constitutes and expresses the entire agreement and understanding between the parties relative to the services provided by Counselor. This Agreement supersedes all other prior agreements between the parties.

XV. Notices

Any notices required by this Agreement shall be sent to the following contact persons for the respective parties:

Phoenix School Counseling, LLC	**District 196**	**Faithful Shepherd**
Dr. Julene Nolan	Khia Bruse	Catherine Butel
P.O. Box 269	15180 Canada Avenue	3355 Columbia Drive
Willernie, MN 55090	Rosemount, MN 55068	Eagan, MN 55121
drjulesnolan@gmail.com	Khia.bruse@district196.org	cbutel@fscsmn.org

XVI. Counterparts

This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same Agreement. Pursuant to the Minnesota Uniform Electronic Transactions Act, Minn. Stat. 325L, et. seq., the exchange of copies of this Agreement and/or of signature pages by facsimile or email transmission shall constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes.

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

Phoenix School Counseling, LLC

Date: 3/27/26

By: Dr. Julee Nolan Psy.D. LP
Dr. Julene Nolan

Faithful Shepherd Catholic School

Date: 3-30-26

By: Catherine J Butel
Catherine Butel

Independent School District No. 196

Date: _____

By: _____
Cory Johnson
Chairperson of the School Board

Date:_____ By:_____

Robin Cerio
Clerk of the School Board

AGREEMENT FOR COUNSELING SERVICES
2026 - 2027

This Agreement is entered into by Independent School District 196, 3455 153rd Street West, Rosemount, MN 55068-4199 ("District 196"), Phoenix School Counseling, LLC, 1920 South 1st Street, Suite 1801, Minneapolis, MN 55454 ("Counselor"), and St. Joseph School, 13900 Biscayne Avenue West, Rosemount, Minnesota 55068 for purposes of providing counseling services to St. Joseph School students in Rosemount, Minnesota.

NOW, THEREFORE, THE PARTIES AGREE AS FOLLOWS:

I. Services Provided

Counselor will provide guidance and counseling services to secondary students at St. Joseph School pursuant to Minnesota Statute § 123B.44. Counselor's services may include counseling on learning problems, evaluating the abilities of students, assisting students in personal and social development and providing referral assistance. The scope and number of hours of Counselor's services will be determined by St. Joseph School, but will not include the planning or selection of particular courses or classroom activities.

St. Joseph School agrees that the services provided under this Agreement by Counselor shall meet District 196's obligation to provide counseling services pursuant to Minnesota Statute § 123B.44. It is understood by the parties that this agreement shall only be valid if funding is available and Minnesota Statute § 123B.44 continues to be in effect.

II. Staff Training, Background and Employment

Counselor's staff persons assigned to provide service under this Agreement will be appropriately trained for the services they render and will be supervised by the Counselor. Counselor hereby warrants that each staff person assigned to provide service under this agreement has been subject to a background inquiry under Minnesota Statutes § 123B.03 and § 299C.60 *et. seq*. Counselor warrants that no sexual contacts were discovered pursuant to the background inquiry.

Counselor's staff persons assigned to provide service under this Agreement will submit to, and pay for, a criminal background check conducted by District 196 or its agents, unless District 196 already has a satisfactory criminal background check on file for an assigned staff person.

Counselor is an Independent Contractor. Nothing in this Agreement shall be construed to make Counselor, or the staff of Counselor providing service under this Agreement, the employees of District 196 or St. Joseph School. District 196 shall have absolute authority to terminate this Agreement and arrange for counseling services from another counselor if District 196 develops reasonable concerns about the suitability of Counselor or its assigned staff persons to provide quality service under this Agreement.

III. Data Privacy

The parties agree that all of the data created, collected, received, stored, used, maintained, or disseminated in the performance of this Agreement is subject to the requirements of the Minnesota Government Data Practices Act, Minnesota Statutes, Chapter 13, the Family Educational Rights and Privacy Act (FERPA), 20 USC § 1232g and rules and regulations promulgated under these laws. Student data shall be treated as private data in accordance with the law, except as otherwise permitted or required by law.

IV. Term

This Agreement shall be effective July 1, 2026 - June 30, 2027 and shall govern counseling services provided under this Agreement during the 2026-27 school year.

V. Termination

Any party may elect to terminate this Agreement by providing 30 days written notice to the contact persons identified in Section XV of this Agreement.

VI. Contract Payments

Counselor shall bill District 196 directly for the services it provides to St. Joseph School. Final invoice must be received by District 196 by or before June 10, 2027. District 196 shall pay Counselor within 30 days of receiving a bill for delivered services, but shall not pay any amount over the amount allotted by the State for service to St. Joseph School. The final amount allotted by the State will be communicated to the parties by October 30, 2026, based upon St. Joseph School's communication to District 196 of its annual enrollment by October 1, 2026. District 196 may provide an estimate of the per pupil allotted amount prior to October 1, 2026, however, that amount is subject to change up until October 30, 2026.

VII. Insurance and Indemnity

Counselor shall maintain insurance coverage to cover any claims arising out of the services provided under this Agreement by Counselor, its employees or agents and naming District 196 as an additional insured for purposes of claims arising out of services provided under this Agreement. A certificate evidencing insurance obtained by Counselor shall be furnished to District 196 upon request. Counselor shall carry the following minimum insurance coverage in a form acceptable to District 196 at Counselor's expense during the term of this Agreement.

- General Liability Insurance, $1,500,000 per occurrence, minimum.
- Professional Liability Insurance, $500,000 per occurrence, minimum.

- District 196 will be listed as an additional insured on Counselor's insurance policies with respect to claims related to the services provided under this Agreement.
- Counselor's insurance shall be primary and without recourse to or contribution by any similar insurance held by District 196.

Counselor agrees to defend, indemnify and hold harmless District 196 from any and all liability, claims, causes of action, damages, costs and expenses for injuries or damage to person or property arising from or in connection with any intentional or negligent act or omission of Counselor or its officers, agents and employees; however, this provision has no effect if the sole proximate cause of injuries or damage is the intentional or reckless conduct of District 196. This obligation to defend, indemnify and hold harmless shall survive the termination or expiration of this Agreement.

VIII. Compliance with Applicable Laws

The parties warrant that they will comply with all applicable federal, state and local laws.

IX. Non-Discrimination

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

X. Successors

All covenants, stipulations and promises in this Agreement will be binding upon and inure to the benefit of the parties hereto and their respective successors, assigns and legal representatives. The parties do not have the right to assign or otherwise transfer their rights or obligations under this Agreement without the written agreement of all parties. Any prohibited assignment will be null and void.

XI. Governing Law

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

XII. Waivers

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

XIII. Amendments

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

XIV. Entire Agreement

This Agreement constitutes and expresses the entire agreement and understanding between the parties relative to the services provided by Counselor. This Agreement supersedes all other prior agreements between the parties.

XV. Notices

Any notices required by this Agreement shall be sent to the following contact persons for the respective parties:

Phoenix School Counseling	**District 196**	**St. Joseph School**
Dr. Julene Nolan 1920 South 1st Street Suite 1801 Minneapolis, MN 55454 drjulesnolan@gmail.com	Khia Brown, Director Independent School District 196 15180 Canada Avenue Rosemount, MN 55068 Khia.bruse@district196.org	Kelly Roche, Principal 13900 Biscayne Avenue W Rosemount, MN 55068 Kelly.roche@stjosephcommunity.org

XVI. Counterparts

This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original copy of this Agreement and all of which, when taken together, will be deemed to constitute one and the same Agreement. Pursuant to the Minnesota Uniform Electronic Transactions Act, Minn. Stat. 325L, et. seq., the exchange of copies of this Agreement and/or of signature pages by facsimile or email transmission shall constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes.

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

Phoenix School Counseling, LLC

Date: 4/21/2026. By: Dr. Julene Nolan Psy.D. LP
Dr. Julene Nolan

St. Joseph School

Date: 4/27/2026 By: Kelly Roche
Kelly Roche On behalf of St. Joseph School

Independent School District No. 196

Date: _____ By: _____
Cory Johnson
Chairperson of the School Board

Date: _____ By: _____
Robin Cerio
Clerk of the School Board

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Dakota County IRU for Fiber to RMS**

Presenter(s): **Edward Heier** Title(s): **Coordinator of Technology**
Christopher Onyango-Robshaw **Director of Finance and Operations**

Background
The district is seeking to sign a 10-year Indefeasible Right to Use (IRU) Agreement with Dakota County, with two optional five-year renewals, for fiber service to the newly constructed Rosemount Middle School.

As part of the school's construction, District 196 partnered with Dakota County to connect the building to the district's existing fiber network instead of installing new fiber at a significantly higher cost. As a result, the IRU provides a primary connection to the district network using three pair (6 strands) of fiber from Rosemount Middle School to 132nd Street and Hwy 3 intersection by way of Biscayne Avenue and Connemara Trail West. The leased cost is $32.50 per fiber strand per mile per month. The distance of the primary connection is 2.73 miles, for a total annual cost of $6,388.20.

The agreement also includes a redundant connection to the Western Service Center in Apple Valley using a single strand of fiber, providing a connection to the district network via a separate pathway, allowing RMS to remain operational in the event the primary connection is disrupted. The distance of the redundant connection is 7.44 miles, for a total annual cost of $2,901.60.

The annual cost of the IRU is $9,289.80.

Alternatives
1. Suggest changes to the agreement.
2. Do not approve authorization to sign the agreement.

Recommendation
Authorize the Superintendent or Director of Finance and Operations to sign the two-year contract.

Contract #DCA24133

FIBER OPTIC INDEFEASIBLE RIGHT TO USE AGREEMENT BY AND BETWEEN DAKOTA COUNTY AS GRANTOR AND INDEPENDENT SCHOOL DISTRICT 196 AS GRANTEE

FIBER OPTIC INDEFEASIBLE RIGHT TO USE AGREEMENT

This Agreement for the indefeasible right to use (or "IRU") together with Attachments A and B, (collectively the "Agreement" or the "IRU Agreement") is made by and between, County of Dakota, a Minnesota County government unit, acting by and through its Board of Commissioners ("IRU Grantor" or "County") and Rosemount-Apple Valley-Eagan Public Schools, Independent School District 196 acting through its, School Board ("IRU Grantee" or "School District"). The IRU Grantee and IRU Grantor may be referred to herein individually as a "Party" or collectively as the "Parties."

BACKGROUND

A. School District desires the use of one fiber from County to provide the School District fiber connecting Western Service Center at 14955 Galaxie Avenue, Apple Valley, MN to the new Rosemount Middle School at Boulder Trail and Biscayne Avenue, Rosemount, MN as described in this Agreement; and

B. School District desires to lease the use of six fibers from County to connect the new Rosemount Middle School at Boulder Trail and Biscayne Avenue, Rosemount, MN to 132nd Street NW and Robert Trail, Rosemount, MN as described in this Agreement; and

C. County agrees to grant to the School District the right to use seven fibers within certain Fiber Optic Cable segments on the terms and conditions set forth below:

DEFINITIONS

The following terms are used in this Agreement:

A. "Right-of-Way" means the real property, including all fee simple, easements, access rights, rights of use and other interests, owned by or operated by a government entity, devoted to road or highway purposes.
B. "Effective Date" is the date upon which all Parties have executed this Agreement.
C. "Fiber" means a glass strand or strands which is/are used to transmit a communication signal along the glass strand in the form of pulses of light.
D. "Fiber Facilities" means a handhole, conduit, splice enclosures, and related equipment, but excluding any electronic or optronic equipment at termination points located in County facilities.
E. "Fiber Optic Cable" or "Cable" means a collection of fibers with a protective outer covering.
F. "IRU Assets" means the County's IRU conduit, IRU Cable, IRU Fiber Facilities subject to this Agreement as more specifically described in Attachment A.
G. "IRU Cable" means Cable containing one or more Fibers, constructed, and owned by the County in which the School District has a IRU pursuant to the terms of this Agreement.

H. "IRU Fibers" means the specific County owned Fiber in the locations described in Attachment A, for which an IRU is granted to the School District in the IRU Cable pursuant to the terms of this Agreement.
I. "Indefeasible Right of Use" or "IRU" means an indefeasible right to use, maintain and manage the IRU Fibers and Fiber Facilities, provided, however, that granting of such IRU does not convey legal title to the IRU Fibers or Fiber Facilities.
J. "Optical Splice Point" means a point where the County's Cable is connected to another entity's Cable within a splice enclosure.
K. "Relocation" means any physical movement of fiber optic cable or conduit required due to reconstruction, modification, change in grade, expansion or relocation of a County road or highway, or a city street or other public improvement.

In consideration of their mutual promises, the Parties expressly agree as follows:

ARTICLE I
INSTALLATION AND LICENSES

Section 1.1 The School District desires an IRU in the County's IRU Assets further described in Attachment A to this Agreement. In consideration of the promises by School District in this Agreement, the County grants an IRU to School District in the IRU Assets identified in Attachment A, which is attached hereto and incorporated herein by reference, pursuant to IRU's or other contractual arrangements. School District shall be entitled to use the IRU Assets for any lawful government purposes subject to (i) agreeing to be bound by all laws, regulations, and any requirements of the access to rights of way, and (ii) otherwise complying with the terms and conditions of this Agreement. If School District generates revenue by allowing third-party commercial use or permits use by a third party that generate revenue for that third-party from the use of IRU Assets, 100% of the revenue generated by use of the IRU Assets shall be paid to the County.

Section 1.2 Subject to the terms and conditions of this Agreement, County hereby grants to School District a license to access and use the IRU Fibers within the IRU Cable as delineated in Attachment A for School District use in accord with and during the term of this Agreement. Along with any revenue articulated in Section 1.1, School District shall be charged a monthly fee for the use of one strand in Segment 1 IRU Fibers of $32.50 Dollars per mile per month per strand over a distance of 7.44 miles for Segment 1 for a total of $241.80 per month which is $2,901.60 per year, and three pair in Segment 2 IRU Fibers of $65 Dollars per mile per month per pair of strands over a distance of 2.73 miles for Segment 2 for a total of $532.35 per month which is $6,388.20 per year (collectively, the "License Fee"), as delineated in Attachments A and B. The License Fee shall be payable to the County in advance on or before each subsequent year from the Effective Date.

Section 1.3 The License Fee is established by the County Board of Commissioners and is subject to modification during the Term of this Agreement, provided that the License Fee shall not be modified for a minimum of 10 years after the Effective Date of this Agreement (the initial term).

Thereafter, the License Fee may be modified based on the then-current License Fee established by the County Board. The County shall provide at least 90 days written notice to School District prior to the effective date of any License Fee modification. School District may accept the License Fee modification or may elect to terminate this Agreement and School District's use of the Licensed Fibers at the end of the then-current annual year of any Term by providing written notice of termination to the County within 90 days following the date of the County's notice. If School District does not provide the notice of termination, the License Fee shall be effective and payable as modified for the next annual payment.

Section 1.4 The IRU Fibers are provided to the School District "as is." If any new Fiber Facilities or any fiber splices are needed to interconnect IRU Fibers to the School District network, the School District shall be responsible for coordinating this work with County and shall pay all costs and fees associated with connecting the IRU Fibers to other fibers not owned by County for School District network purposes.

Section 1.5 Notwithstanding anything to the contrary contained in this Agreement, the Parties acknowledge and agree nothing in this Agreement shall operate to limit, interfere with, or otherwise adversely affect either Party's right to manage, control, construct, relocate, maintain, replace, and expand the portion of its fiber optic network equipment and infrastructure that is not subject to this Agreement, and is not included in the description of Fiber and Fiber Facilities in Attachment A.

Section 1.6 No Party may assign or transfer any rights or obligations under this Agreement without the prior consent of the other Party, which shall not be unreasonably delayed or withheld. If assignment of this Agreement is approved, an assignment agreement shall be fully executed and approved by the same Parties, or their successors in office. The Parties shall sign all papers and agreements needed to affect such transfer.

ARTICLE II
EFFECTIVE DATE AND TERM

The School District may use the IRU Fibers commencing on the date the last party executes this Agreement. This Agreement has an initial term of ten (10) years, with two separate five-year renewal options. The School District shall provide the County at least ninety (90) days' notice to renew. The County may terminate a renewal option by giving 6 months' advance notice to School District prior to expiration of the preceding initial or first extension term, or unless this Agreement is otherwise terminated at any other point by agreement of the Parties in writing or by one of the events in Article IX, Section 9.2 of this Agreement.

ARTICLE III
REPRESENTATIONS AND WARRANTIES

Section 3.1 School District's use of the IRU Fibers shall comply with all applicable governmental codes, ordinances, laws, rules, regulations, and/or restrictions.

Section 3.2 The County represents and warrants it has the right to grant an IRU in its IRU Fibers.

ARTICLE IV
LIABILITY

Section 4.1 Neither School District nor the County shall be liable to the other for any indirect, special, punitive, or consequential damages arising under this Agreement or from any breach or partial breach of the provisions of this Agreement or arising out of any act or omission of either Party hereto, its directors, officers, employees, servants, contractors, and/or agents.

Section 4.2 To the extent permitted by law, County assumes, releases and agrees to indemnify, defend, protect and save the School District (including its officers, agents, representatives and employees) harmless from and against any claim, damage, loss, liability, injury, cost and expense (including reasonable attorney's fees and expenses) in connection with any loss or damage to any person or property arising out of or resulting in any way from the acts or omissions, negligence, or willful misconduct of County, its directors, officers, employees, servants, contractors, and/or agents in connection with the exercise of its rights and obligations under the terms of this Agreement.

To the extent permitted by law, the School District assumes, releases and agrees to indemnify, defend, protect and save the County (including its officers, agents, representatives and employees) harmless from and against any claim, damage, loss, liability, injury, cost and expense (including reasonable attorney's fees and expenses) in connection with any loss or damage to any person or property arising out of or resulting in any way from the acts or omissions, negligence, or willful misconduct of the School District, its directors, officers, employees, servants, contractors, and/or agents in connection with the exercise of its rights and obligations under the terms of this Agreement.

Notwithstanding the foregoing, such indemnity is limited to the amount of available insurance coverage, and nothing herein shall be considered as a waiver of the County's and the School District's statutory tort limits under Minn. Stat. Chap. 466.

Section 4.3 Nothing contained herein shall operate as a limitation on the right of either Party to bring an action for damages, including consequential damages, against any third party based on any acts or omissions of such third party as such acts or omissions may affect the construction, operation, or use of the Fiber Facilities, Cable, or IRU Fibers; provided, (i) neither Party to this Agreement shall have any claim against the other Party for indirect, incidental, special, punitive, or consequential damages (including, but not limited to, any claim from any customer for loss of services), and (ii) each Party shall assign such rights or claims, execute such documents, and do whatever else may be reasonably necessary to enable the injured Party to pursue any action against such third party.

ARTICLE V
FORCE MAJEURE

The obligations of the Parties hereto are subject to force majeure and neither Party shall be in default under this Agreement if any failure or delay in performance is caused by strike or other labor dispute; accidents; acts of God; fire; flood; earthquake; lightning; unusually severe weather; material or facility shortages or unavailability not resulting from such Party's failure to timely place orders therefor; lack of transportation; condemnation or the exercise of rights of eminent domain; war or civil disorder; or any other cause beyond the reasonable control of either Party. The excused Party shall use reasonable efforts under the circumstances to avoid or remove such causes of non-performance and shall proceed to perform with reasonable dispatch whenever such causes are removed or ceased.

ARTICLE VI
MAINTENANCE, REPAIR, FEES /RELOCATION OF CABLE

Section 6.1 Maintenance. County shall maintain the IRU Fibers and Fiber Facilities or contract with a third party for maintenance, breaks and fixes. County agrees to be responsible for 100% costs in maintenance, breaks, and fixes in Segments 1 and 2 as described on Attachment A.

Section 6.2 Fees. Neither Party will impose, and neither Party shall pay a fee, maintenance, or repair cost for the use of the Fiber Facilities and IRU Fibers during the term of this Agreement except as outlined in Attachment B.

Section 6.3 Future Splicing. Costs for future splicing shall be the responsibility of the Party requesting the splicing. Splicing shall be performed by a contracted third party as agreed by the Parties.

Section 6.4 Relocation. County will be responsible for relocation of Fiber Facilities.

ARTICLE VII
CONFIDENTIALITY

The Parties agree and recognize this Agreement as well as information and documents the Parties receive from one another during the term of this Agreement may be considered public data under the Minnesota Government Data Practices Act, Minn. Stat. Ch 13, as amended and all associated rules. The Parties agree to comply with the Minnesota Government Data Practices Act as it applies to all data provided by the Parties under this Agreement, and as it applies to all data created, collected, received, stored, used, maintained, or disseminated by either Party under this Agreement. The civil remedies of Minn. Stat. § 13.08 apply to the release of the data referred to in this clause by either Party. If either Party receives a request to release data arising out of or related to the Fiber Facilities or the use, operation, or maintenance thereof, the Party receiving the request must immediately notify the other Party of the request. The Parties will promptly consult and discuss the best way to respond to the request.

ARTICLE VIII
ABANDONMENT; TERMINATION; EFFECT OF TERMINATION

Section 8.1 Should the County decide to abandon all or part of the IRU Fibers during the term of this Agreement, it may do so by providing six (6) months' notice informing School District in writing of its intent to abandon. Such abandonment shall be at no cost to either Party except as set forth in this Article. If County provides notice of intent to abandon, School District may notify the County prior to the expiration of the notice period of its intent to take ownership of the IRU Fibers. If the School District provides timely notice of its intent to take ownership, the Parties will execute any agreements or documents transferring legal title of the IRU Fibers to School District. Each Party to bear their own costs associated with executing any agreements or documents to transfer legal title under this Article.

Section 8.2 Should School District decide it no longer requires use of the IRU Fibers during the term of this Agreement, it may terminate the agreement by providing sixty (60) days' notice informing the County in writing of its intent to terminate the IRU Agreement.

Section 8.3 This Agreement shall terminate upon written notice from either Party to the other if a default occurs that is not cured within the time allowed hereunder.

Section 8.4 If the Agreement terminates under Article VIII, Section 8.3 based on a Party's default, the non-defaulting Party shall not have any liability to the defaulting Party, and the defaulting Party shall be liable for such damages to the non-defaulting Party as the non-defaulting Party may establish in a court of law, except as limited by this Agreement. Upon termination of this Agreement for any reason, the Parties agree to promptly execute any documents reasonably required to affect such termination.

ARTICLE IX
DEFAULT

Section 9.1 Neither Party shall be in default under this Agreement unless and until the other Party shall have given the defaulting Party written notice of such default and the defaulting Party shall have failed to cure the default within thirty (30) days after receipt of such notice; provided, that where a default cannot reasonably be cured within the thirty (30) day period, if the defaulting Party shall promptly proceed to cure the default with due diligence, the time for curing the default shall be extended for a period of up to ninety (90) days from the date of receipt of the default notice or until the default is cured, whichever is shorter.

Section 9.2 Upon the failure by the defaulting Party to timely cure any default after notice thereof from the non-defaulting Party, the non-defaulting Party may take any action it determines, in its discretion, to be necessary to correct the default, and/or pursue any legal remedies it may have under applicable law or principles of equity relating to the breach.

ARTICLE X
NOTICES

Section 10.1 Unless otherwise provided herein, all notices and communications concerning this Agreement shall be in writing and addressed as follows:

If to School District:
Independent School District 196
Attn: Edward Heier
Coordinator of Technology
3455 153rd Street West
Rosemount, MN 55068

With a copy to:
Independent School District 196
Attn: Adam Wattenbarger
General Counsel
3455 153rd Street West
Rosemount, MN 55068

If to County:
Dakota County Board
Attn: Deputy County Manager
1560 Highway 55
Hastings, MN 55033

With a copy to:
Dakota County Attorney's Office
Attn: Civil Division
Dakota County Judicial Center
1560 Highway 55
Hastings, MN 55033

Section 10.2 Unless otherwise provided herein, notices shall be sent by certified U.S. Mail, return receipt requested, or by commercial overnight delivery service which provides acknowledgment of delivery, and shall be deemed delivered: if sent by U.S. Mail, five (5) days after deposit; if sent by commercial overnight delivery service, upon verification of receipt.

ARTICLE XI
LIMITATION ON PROPERTY INTEREST

This Agreement does not grant the School District any property interest, or estate in, or lien upon County's property, County's IRU Assets, or any components thereof, or any intellectual property, except for use of the IRU Fibers during the term of this Agreement. All liens, claims, and charges of the School District shall not attach to any interest of County or in any property owned by County.

This Agreement does not grant County any property interest, or estate, in or lien upon School District's property, any optical fiber network owned by the School District or any components thereof, or any intellectual property. All liens, claims, and charges of the County shall not attach to any interest of School District or in any property owned by School District.

ARTICLE XII
GOVERNING LAW AND VENUE

This Agreement shall be governed and construed in accordance with the laws of the State of Minnesota without regard to its conflict of laws provision. The Parties agree any action arising out of this Agreement or with respect to the enforcement of this Agreement shall be venued in the Dakota County District Court, State of Minnesota.

ARTICLE XIII
INDEPENDENT CONTRACTOR

The performance by County and the School District of all duties and obligations under this Agreement shall be as independent local government unit and independent commercial operator and not as agents of the other Party, and no person employed or utilized by a Party shall be considered the employee or agent of the other. Neither Party shall have the authority to enter into any agreement purporting to bind the other without its specific written authorization. The Parties agree this Agreement does not create a partnership between, or a joint venture of, School District and County.

ARTICLE XIV
MISCELLANEOUS

Section 14.1 The headings of the Articles in this Agreement are strictly for convenience and shall not in any way be construed as amplifying or limiting any of the terms, provisions or conditions of this IRU Agreement.

Section 14.2 When interpreting this Agreement, words used in the singular shall include the plural and the plural, the singular, and "of' is used in the inclusive sense, in all cases where such meanings would be appropriate.

Section 14.3 If any provision of this Agreement is found by any court of competent jurisdiction to be invalid or unenforceable, then the Parties hereby waive such provision to the extent that it is found to be invalid or unenforceable and to the extent that to do so would not deprive one of the Parties of the substantial benefit of its bargain. Such provision, to the extent allowable by law and the preceding sentence, shall not be voided or canceled, but instead will be modified by such court so that it becomes enforceable with all of the other terms of this Agreement continuing in full force and effect.

Section 14.4 This Agreement may be amended only by a written instrument executed by all Parties.

Section 14.5 No failure to exercise and no delay in exercising, on the part of either Party hereto, any right, power or privilege hereunder shall operate as a waiver hereof, except as expressly provided herein. Any waiver by either Party of a breach of any provision of this Agreement shall not be deemed to be a waiver of any other or subsequent breach and shall not be construed to be a modification of the terms of this Agreement unless and until agreed to in writing by both Parties.

Section 14.6 All actions, activities, consents, approvals and other undertakings of the Parties in this IRU Agreement shall be performed in a reasonable and timely manner.

Section 14.7 Unless expressly defined herein, words having well known technical or trade meanings shall be so construed.

Section 14.8 This Agreement is solely for the benefit of the Parties hereto and their permitted successors and assigns.

ARTICLE XV
ENTIRE AGREEMENT

This Agreement and any Attachments referenced and attached, or to be attached through any amendment constitutes the entire agreement between the Parties and supersede all prior negotiations, understandings and agreements, whether oral or written.

IRU GRANTEE:
INDEPENDENT SCHOOL DISTRICT 196
By: _____

Its: _____

Date: _____

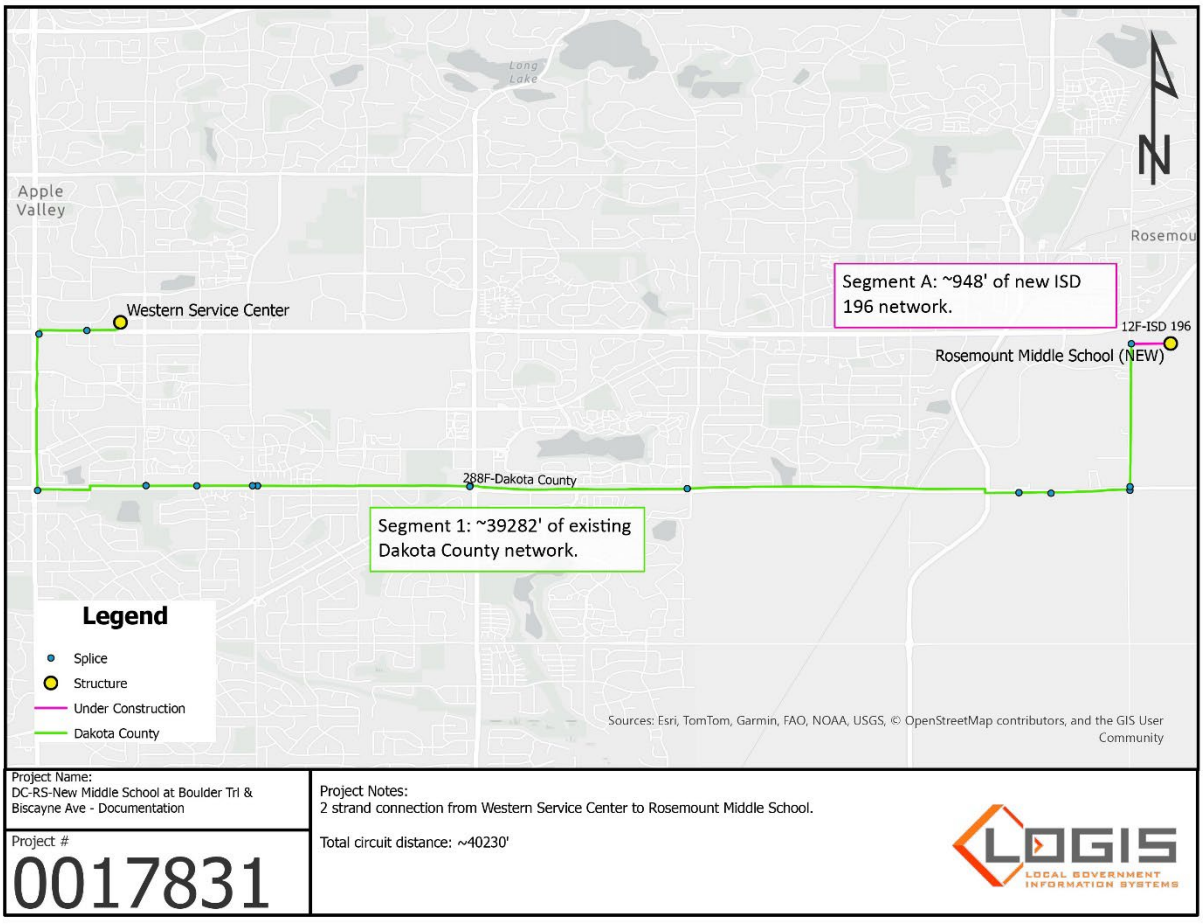
IRU GRANTOR:
DAKOTA COUNTY
By: _____
Deputy County Manager

Date: _____

ATTACHMENT A - MAP OF FIBER SEGMENTS

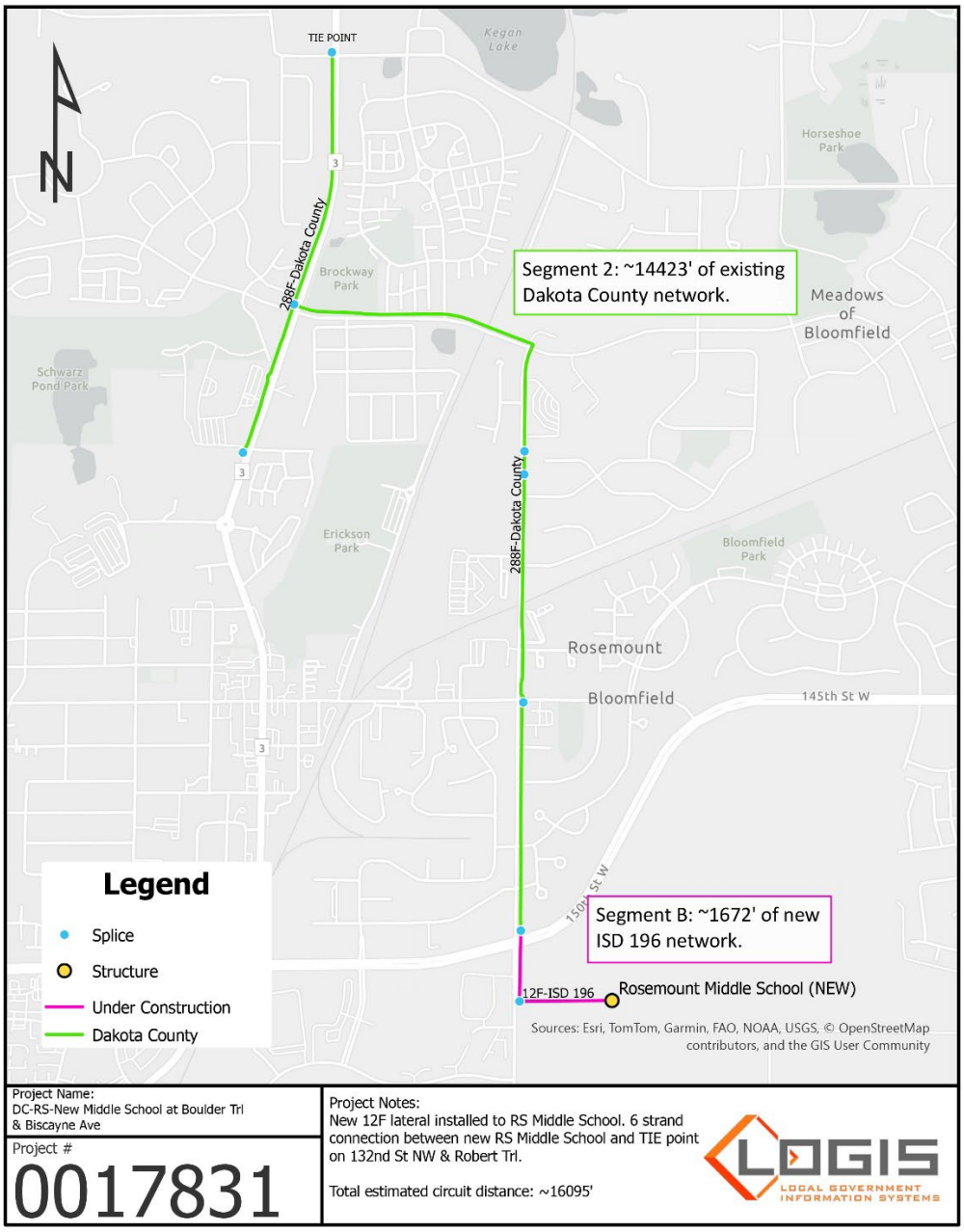
Segment 1

This segment consists of one strand of fiber from Western Service Center at 14955 Galaxie Avenue, Apple Valley, MN to the new Rosemount Middle School at Boulder Trail and Biscayne Avenue, Rosemount, MN, connecting to the ISD 196 fiber segment identified as segment A below.



Segment 2

This segment consists of six strands of fiber from new Rosemount Middle School at Boulder Trail and Biscayne Avenue, Rosemount, MN to 132nd Street NW and Robert Trail, Rosemount, MN connecting to the ISD 196 fiber segment identified as segment B below.



ATTACHMENT B
COST ALLOCATION AND PAYMENT LOGISTICS

Segment 1 – connection between new RS Middle School to Western Service Center

7.44 miles x $32.50/strand/mile/month	**$241.80**
12 months	**$2,901.60**

Segment 2 – connection between new RS Middle School to 132nd Street NW and Robert Trail

2.73 miles x $65/3 pair/mile/month	**$532.35/month**
12 months	**$6,388.20/year**

Yearly Total:	**$9,289.80**
10 year Total:	**$92,898.00**
15 year Total:	**$139,347.00**
20 year Total:	**$185,796.00**

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Meeting Date: **05/11/2026** Place on Agenda: **Consent** Action Requested: **Approval**

Topic: **Purchase of SentinelOne MDR**

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

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

Background
Since July 2023, the district has purchased Managed Detection and Response (MDR) cybersecurity services by Rapid7 to monitor the district's network around-the clock, alerting us to potential cybersecurity threats to investigate and take action as needed. The annual cost during that three-year term is $377,600. Additionally, we purchase Early Detection and Response (EDR) solutions to install on all Macintosh and Windows computers/servers as our anti-virus/malware solution. The cost for this year for those solutions is $75,179 for Sophos (Mac) and $38,706 for Trend Micro (Windows). The total cost for all three services for this school year is $491,484.

Southwest West Central (SWWC) Service Cooperative out of Marshall, MN, is now offering to all Minnesota schools, a consortium purchase of SentinelOne MDR/EDR, which replaces the functions currently provided by Rapid7, Sophos, and TrendMicro. The annual cost for a two-year agreement is $218,500, for an approximate annual savings of $272,984.

After a thorough review of SentinelOne, it is determined that they provide all of the services we currently have. Therefore, the district is requesting authorization to sign a two-year agreement (the maximum offered) with SWWC to implement SentinelOne with a go-live date of July 1, 2026.

Alternative
Do not approve authorization to sign the two-year agreement.

Recommendation
Authorize the Superintendent or Director of Finance and Operations to sign the two-year contract.

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Meeting Date: **05/11/2026** Place on Agenda: **Reports** Action Requested: **None**

Topic: **Summary of the 2025 Minnesota Student Survey Results**

Presenter(s): **Rachel Hughes** Title(s): **Director of Instruction and Achievement**
Stephen Bell-Kemp **Coordinator of Research, Assessment and Analytics**
Stephanie Ochocki **Student Support Coordinator**

Background

The Minnesota Student Survey is a partnership among the Minnesota Departments of Education, Health, Human Services, and Public Safety. It provides schools, communities, and state agencies with data to guide resource allocation, evaluate programs, and develop targeted support for student health, safety, and academic success.

The survey covers topics such as school experiences, activities, family and relationships, health and safety, mental health, behavior, substance use, sexual health, and protective factors. The survey is conducted every three years. Student participation in the survey is optional, and responses are confidential and anonymous.

This presentation provides a summary of the District 196 results aimed to highlight trends in the data and how our programming supports student health, safety, and academic success. A full copy of the district results can be found **here**.

Recommendation

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



2025 MN Student Survey

District 196 Results Summary

STRATEGIC ROADMAP



DISTRICT 196

STRATEGIC ROADMAP

ADOPTED JUNE 26, 2023

MISSION

OUR CORE PURPOSE WITH DISTINCTION

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

VISION

WHAT WE INTEND TO CREATE

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

- Developing the whole student and honoring diverse needs and cultures;
- Engaging students with opportunities in academics, arts and athletics, and
- Living our mission and core values to prepare students, families and employees for lifelong success.

CORE VALUES

DRIVERS OF OUR WORDS AND ACTIONS

Student-Centered	All decisions are centered on what is best for students.
Empathy	Seeking awareness and understanding of the perspectives and experiences of others.
Wellness	Support the emotional, social and physical well-being of the whole person.
Integrity	Act with respect, honesty and responsibility.
Achievement	Provide learning with high expectations, rigor and resiliency for all.
Collaboration	Learn and engage together for a shared purpose.
Community	Foster an environment of inclusivity, engagement and belonging.
Lifelong Learning	Inspire a love of learning for all ages.

STRATEGIC PRIORITIES

FOCUS OF OUR CONTINUOUS IMPROVEMENT

Wellbeing	Increasing capacities, skills, structures, and experiences in social-emotional wellbeing.
Achievement	Strengthening and aligning curriculum and instructional practices across all classrooms to improve student outcomes and staff efficacy.
Equity	Supporting equity as a core competency through practices, structures, beliefs, resources and staffing.
Resources	Providing staffing, facilities, technology and equipment needed to support a safe, sustainable and dynamic learning environment for all students.

MISSION

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

VISION

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

CORE VALUES

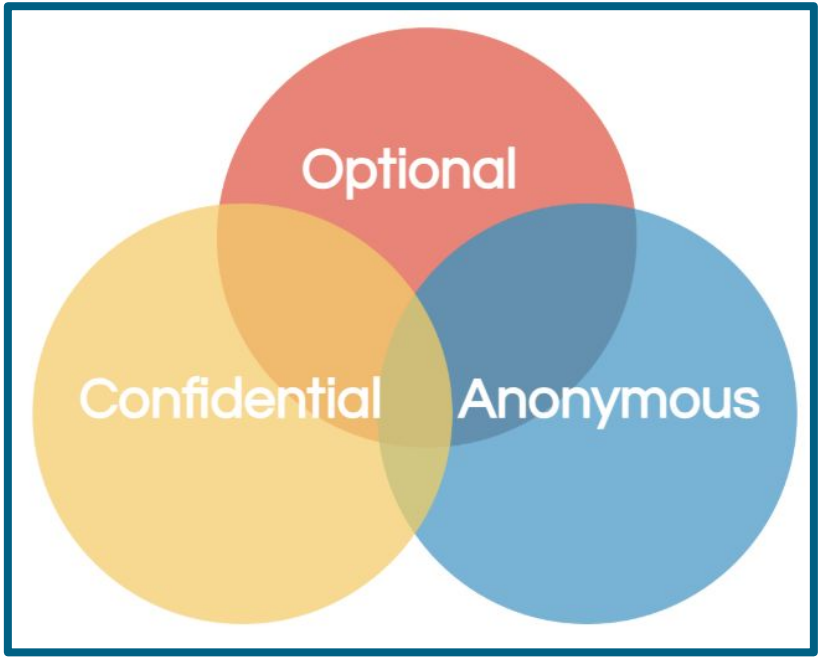
Student-Centered • Empathy • **Wellness** • Integrity • Achievement
Collaboration • Community • Lifelong Learning

STRATEGIC PRIORITIES

Wellbeing • Achievement • Equity • Resources

Overview

- Administered in January 2025 to students in grades 5, 8, 9, and 11
- Families and students had an opportunity to opt out
- 34 families requested to review the questions



State & District Trends

MDH Press Release - December 9, 2025

- Overall improvements in health, wellbeing, and school experience
- New insights on technology and broader risk
- Areas of continued concern

DEPARTMENT OF HEALTH

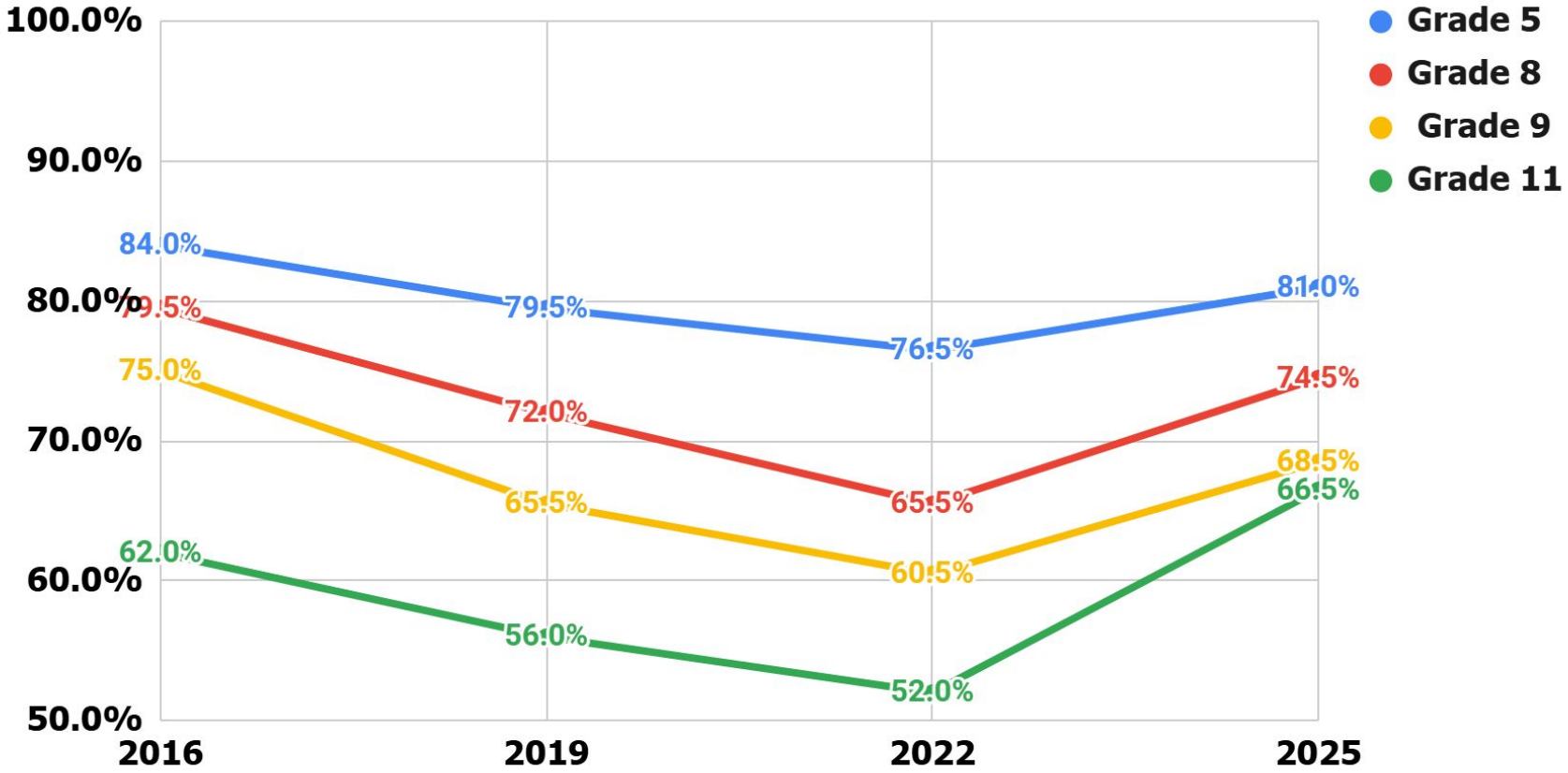
Participation

	Grade 5	Grade 8	Grade 9	Grade 11
2025	1,805 **(83.6%)**	1,912 **(90.9%)**	1,940 **(86.9%)**	1,664 **(73.2%)**
2022	1,638	1,909	2,029	1,646
2019	1,782	1,980	1,942	1,596
2016	1,799	1,758	1,960	1,608

Statewide participation rate = 45% (down from 51% in 2022)

I feel good about my future.

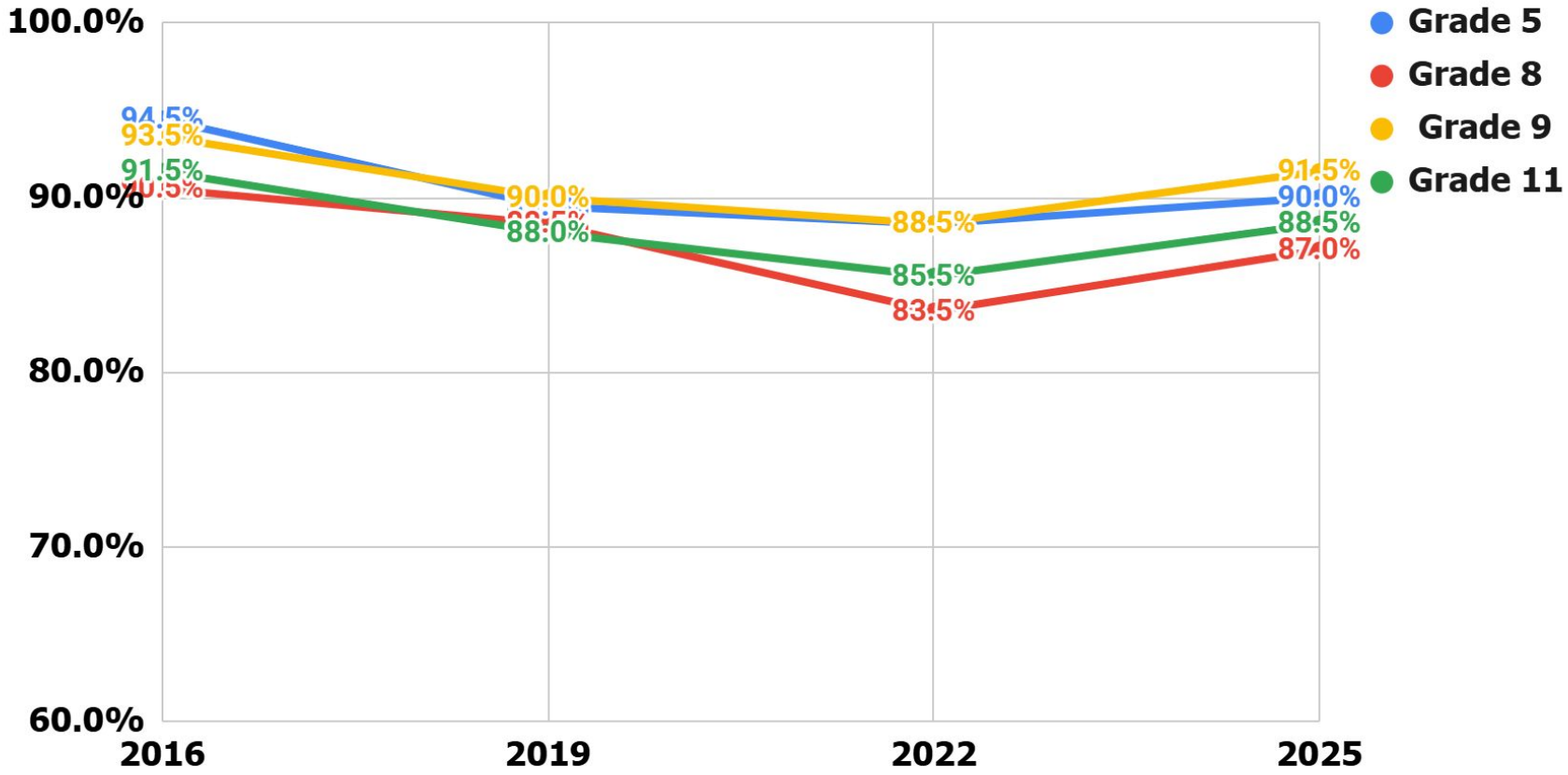
(Percentage of students who responded "Almost always" or "Often")



SCHOOL EXPERIENCE

How often do you care about doing well in school?

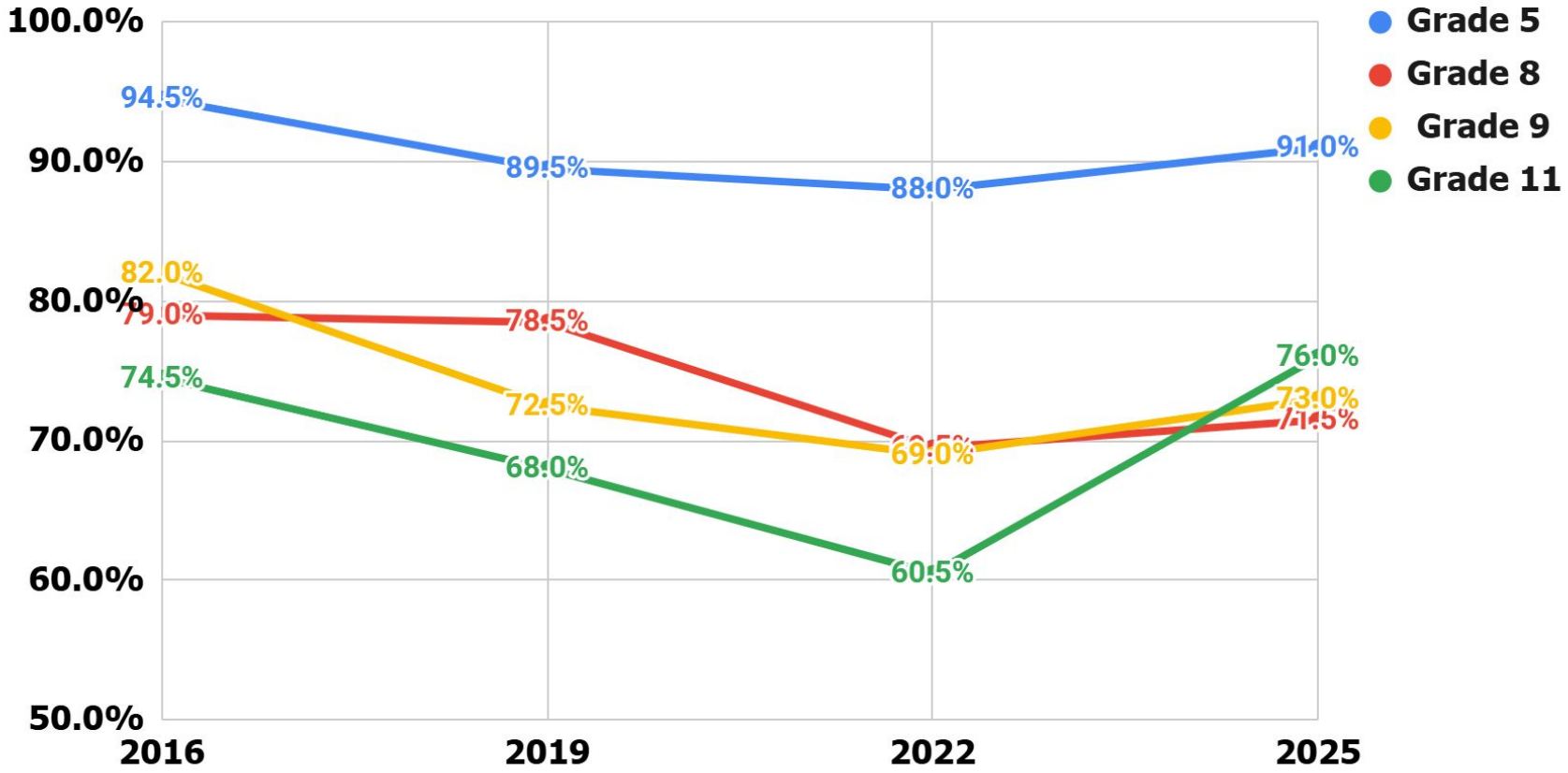
(Percentage of students who responded "All" or "Most" of the time)



SCHOOL EXPERIENCE

I think things I learn at school are useful.

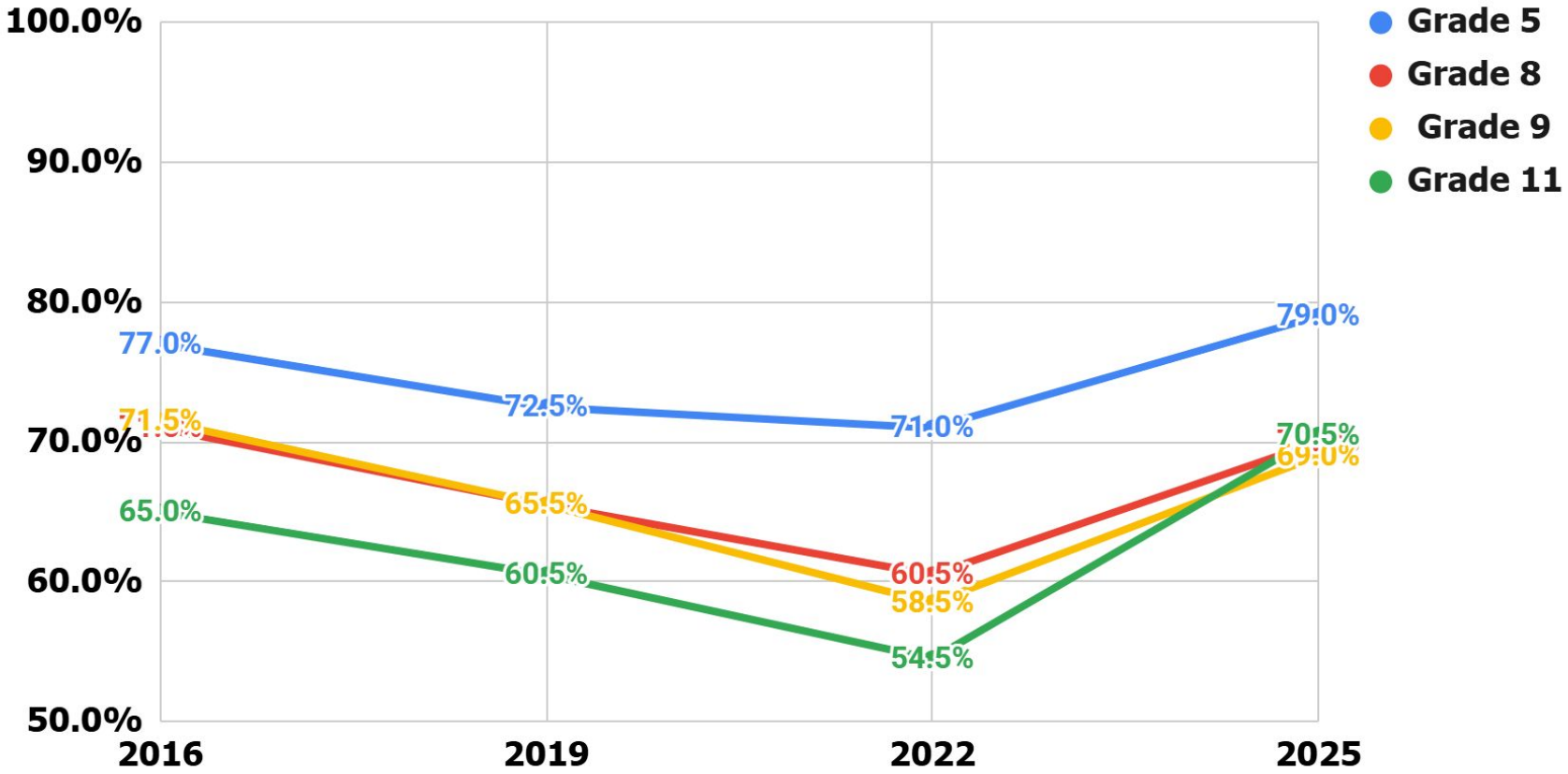
(Percentage of students who responded "Strongly agree" or "Agree")



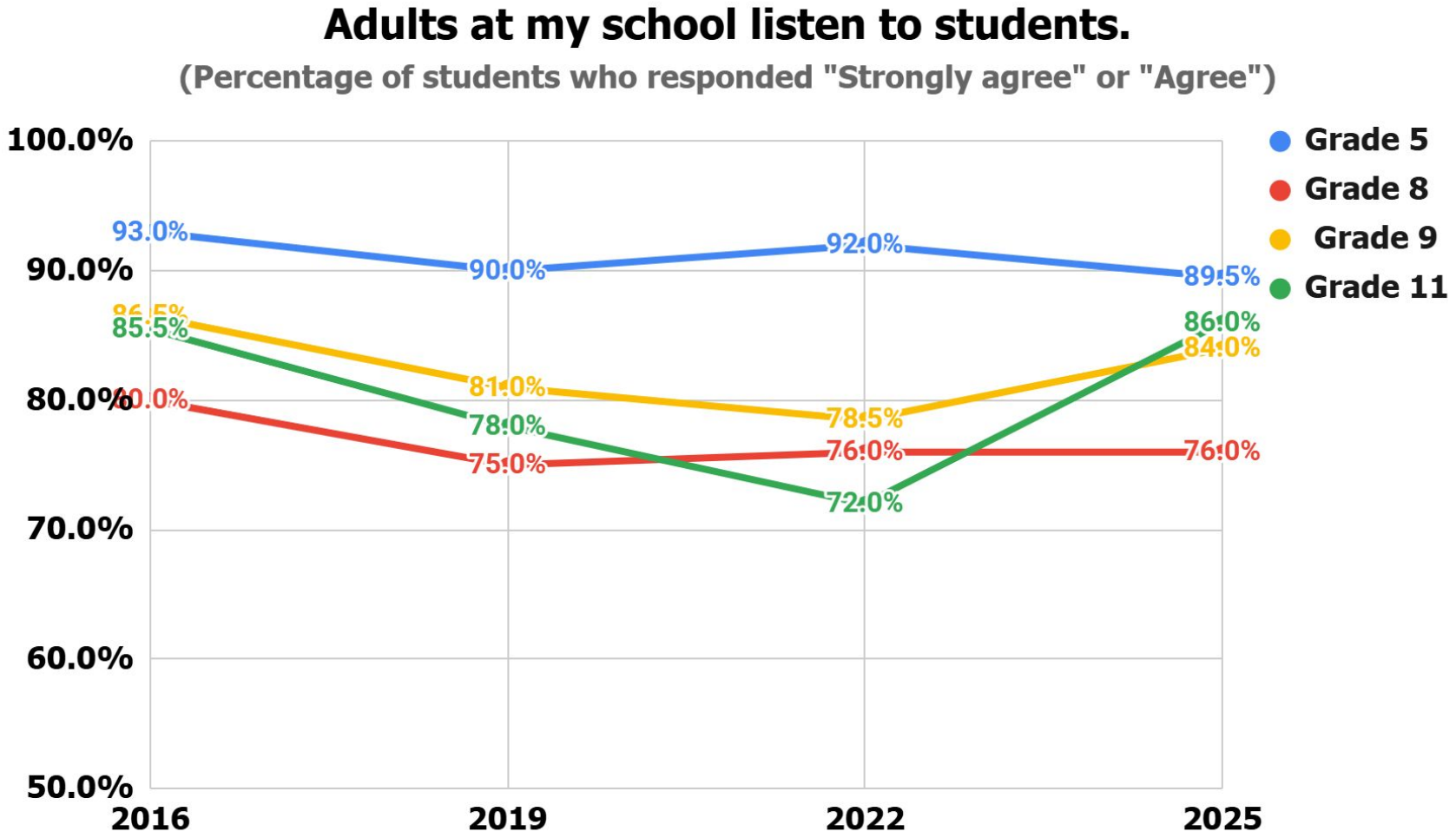
SCHOOL EXPERIENCE

I feel valued and appreciated by others.

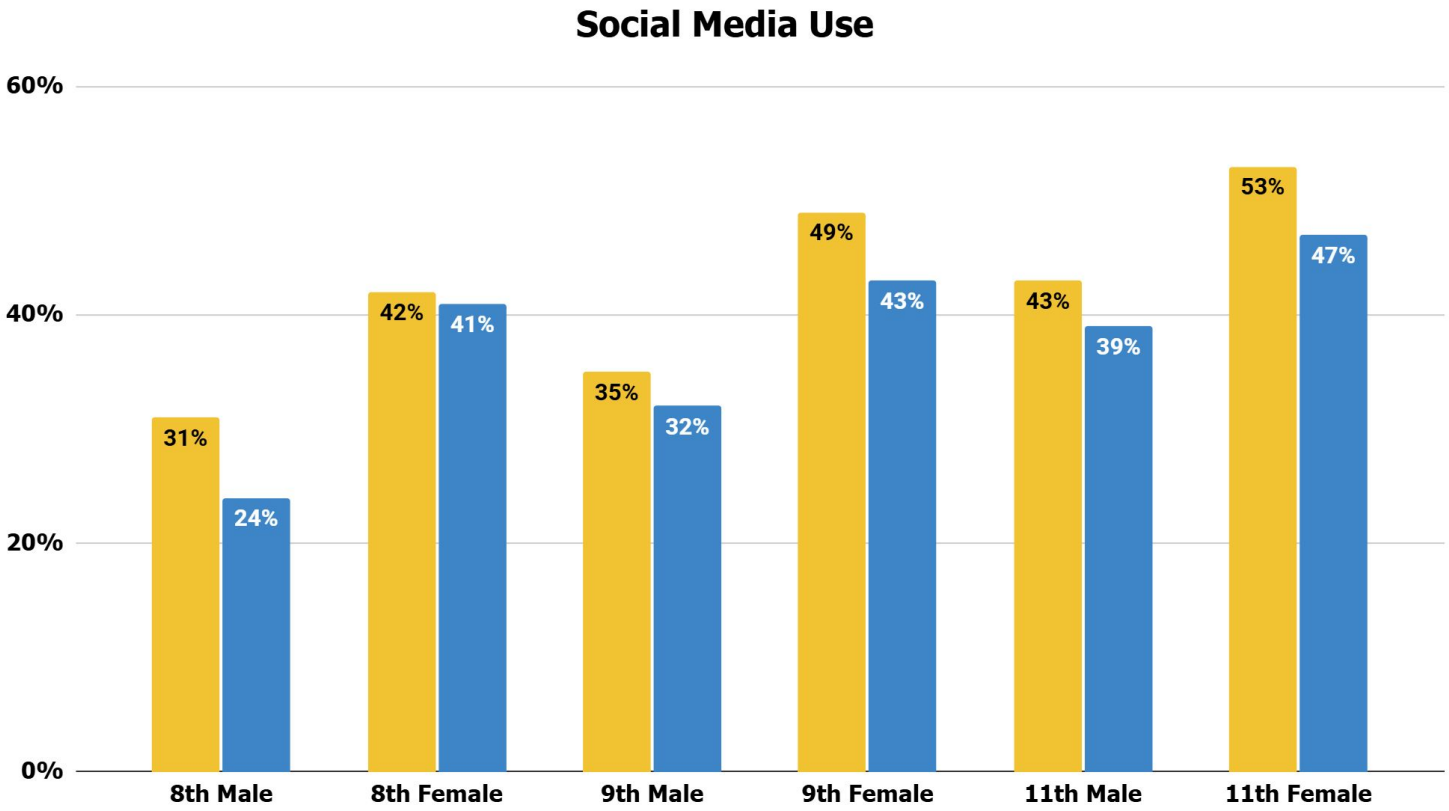
(Percentage of students who responded "Almost always" or "Often")



SCHOOL EXPERIENCE



SOCIAL MEDIA

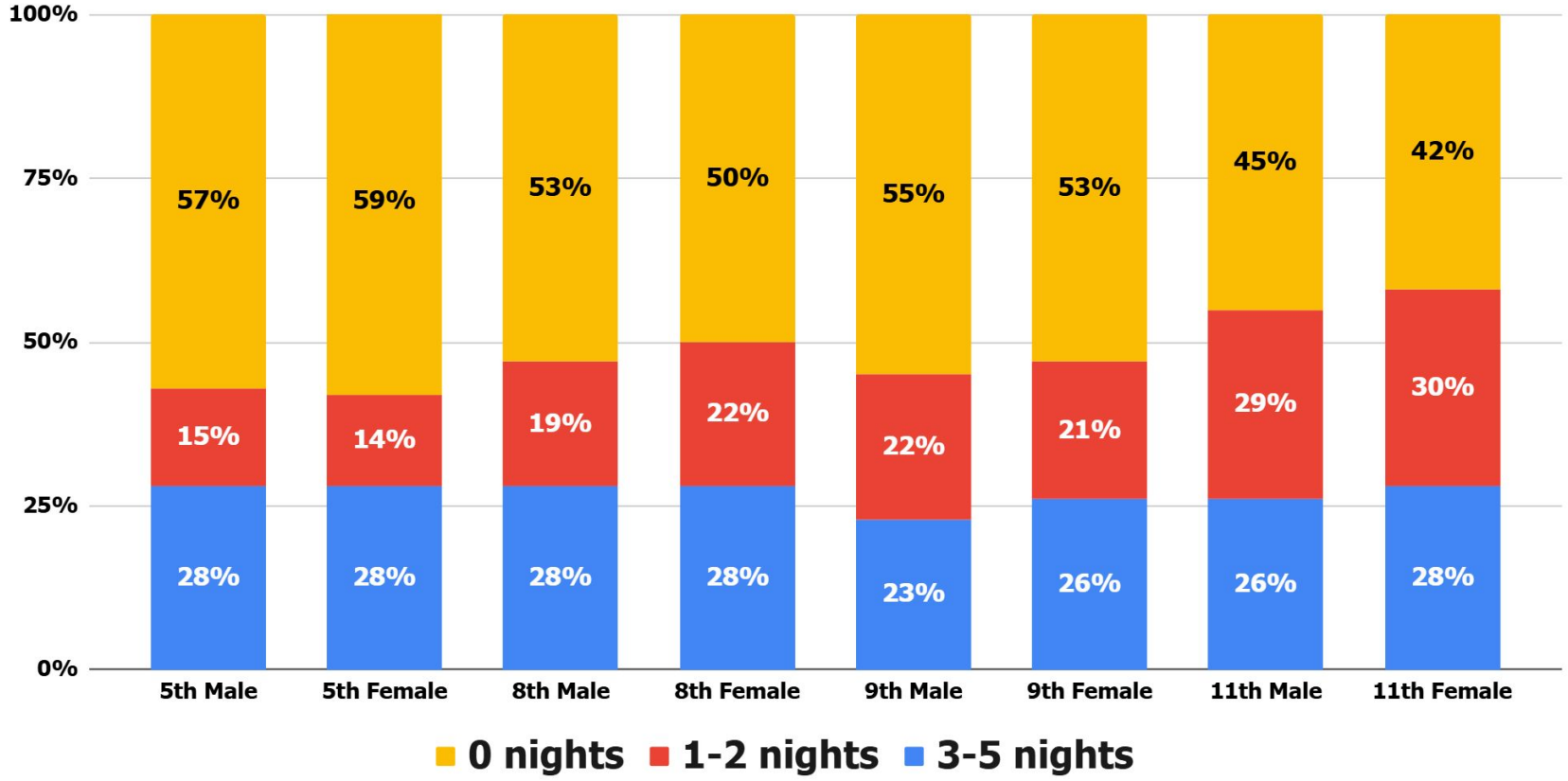


I feel that I might have a problem with spending too much time on social media.

I have trouble getting my homework, chores, or other major responsibilities done because I was spending time on social media.

SCREEN TIME

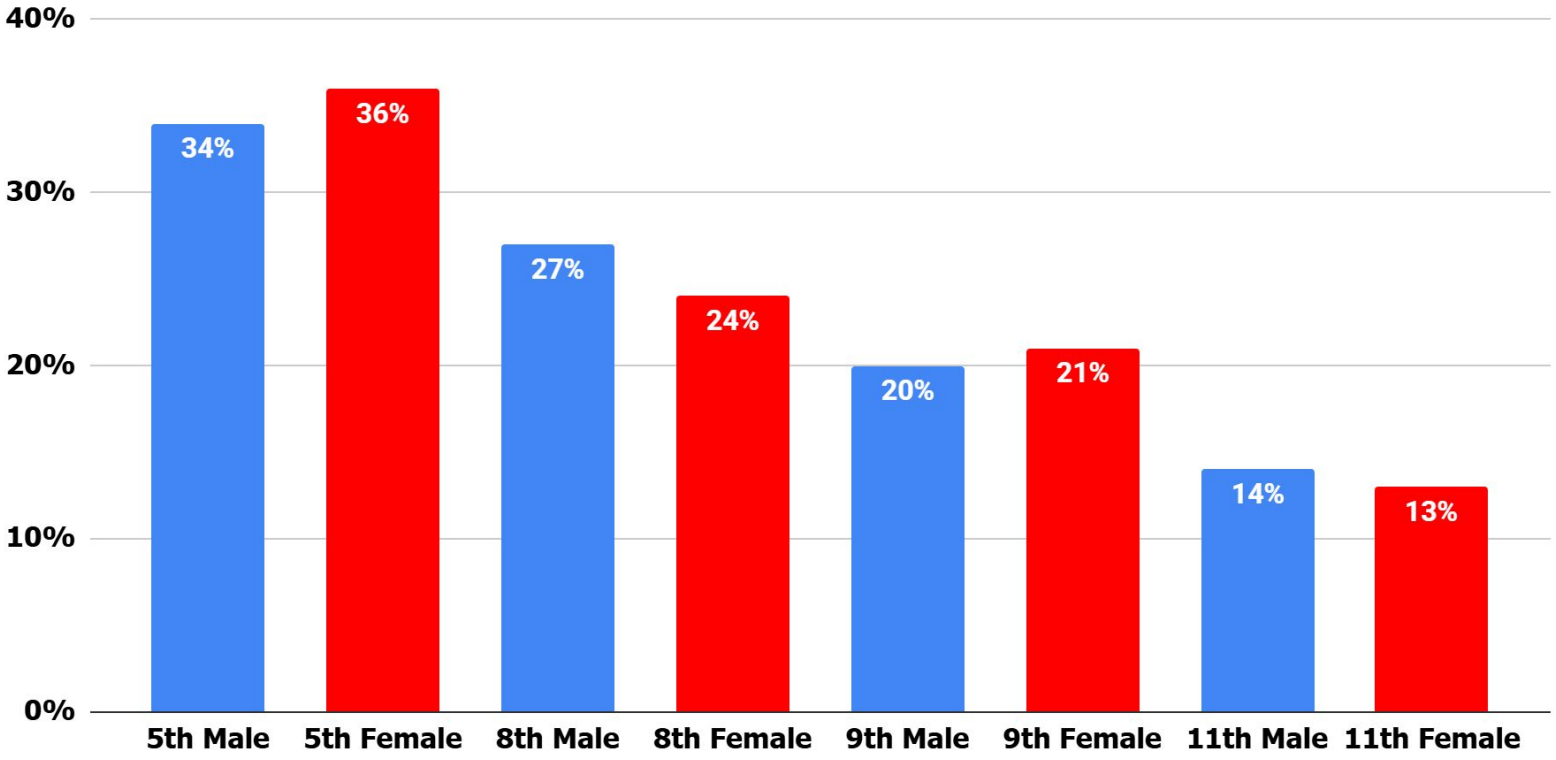
During an average week when you are in school, on how many school nights do you use technology between midnight and 5AM? (Count time spent playing games, watching videos, texting, or using social media on your device.)



BULLYING

During the last 30 days, how often have other students harassed or bullied you?

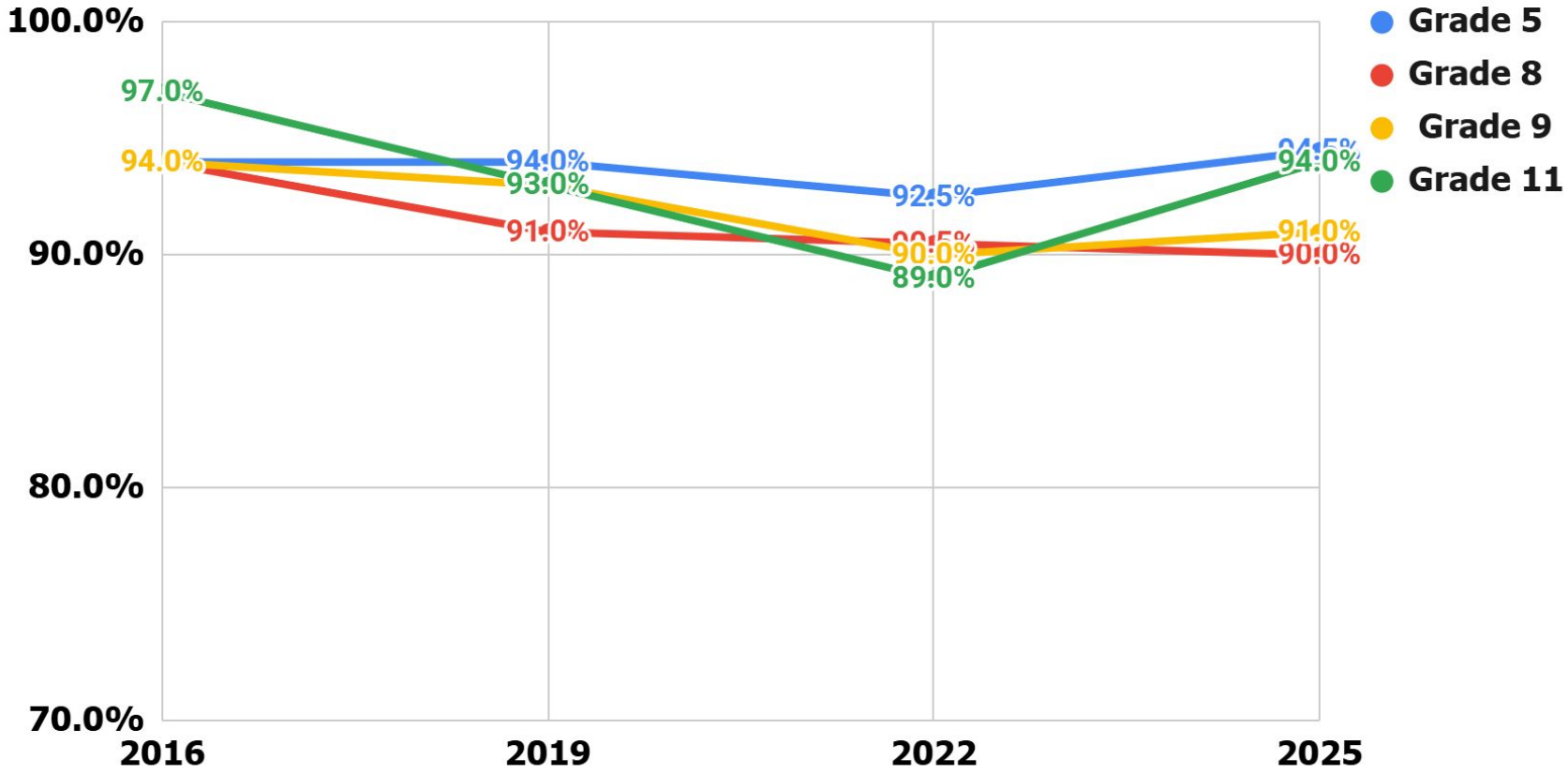
(Percentage of students who responded "Once or twice" or "Three or more times")



SAFETY

I feel safe at school.

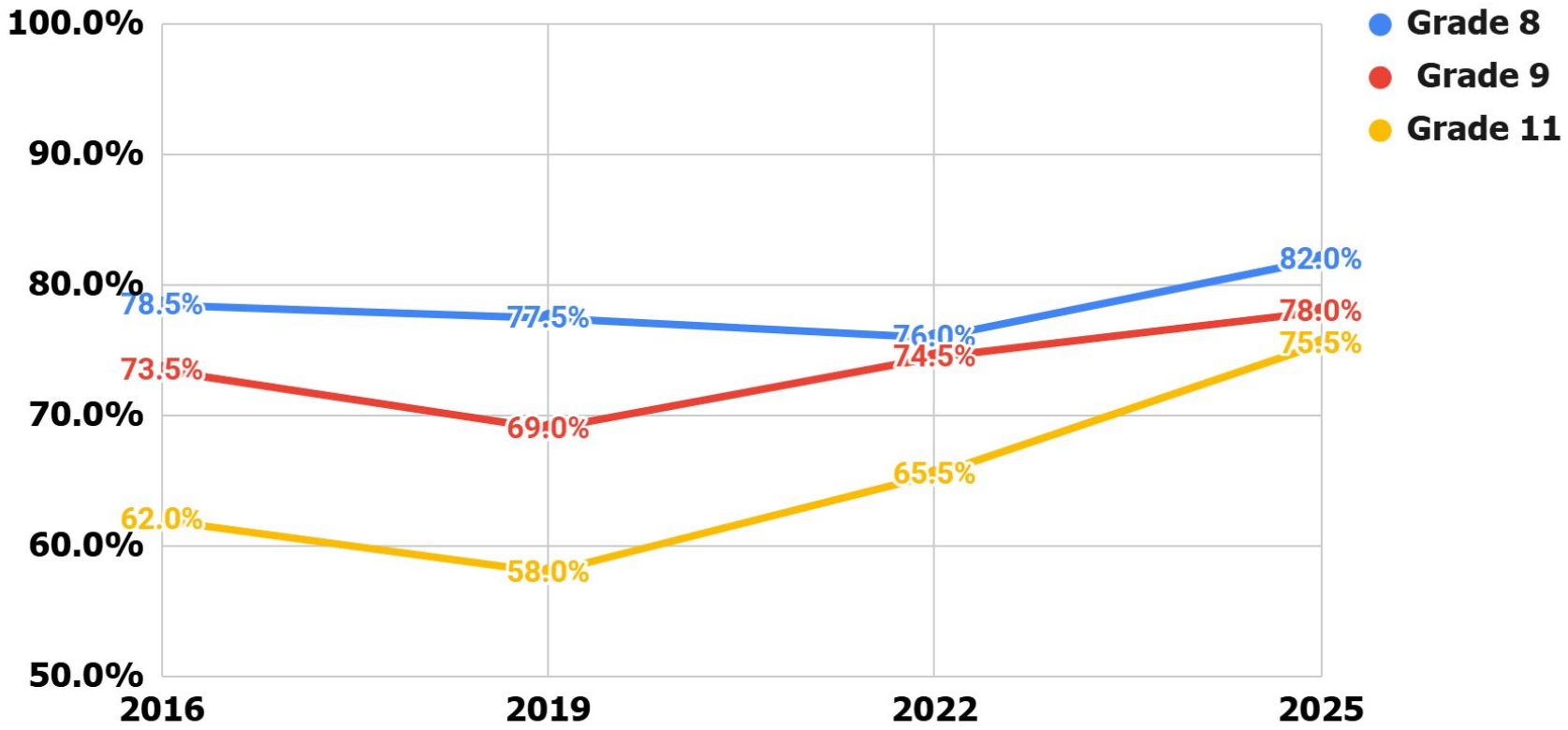
(Percentage of students who responded "Strongly agree" or "Agree")



SAFETY

If I knew about something unsafe or illegal at my school, I would tell the SRO or police officer.

(Percentage of students who responded "Strongly agree" or "Agree")



ACES

Adverse Childhood Experiences

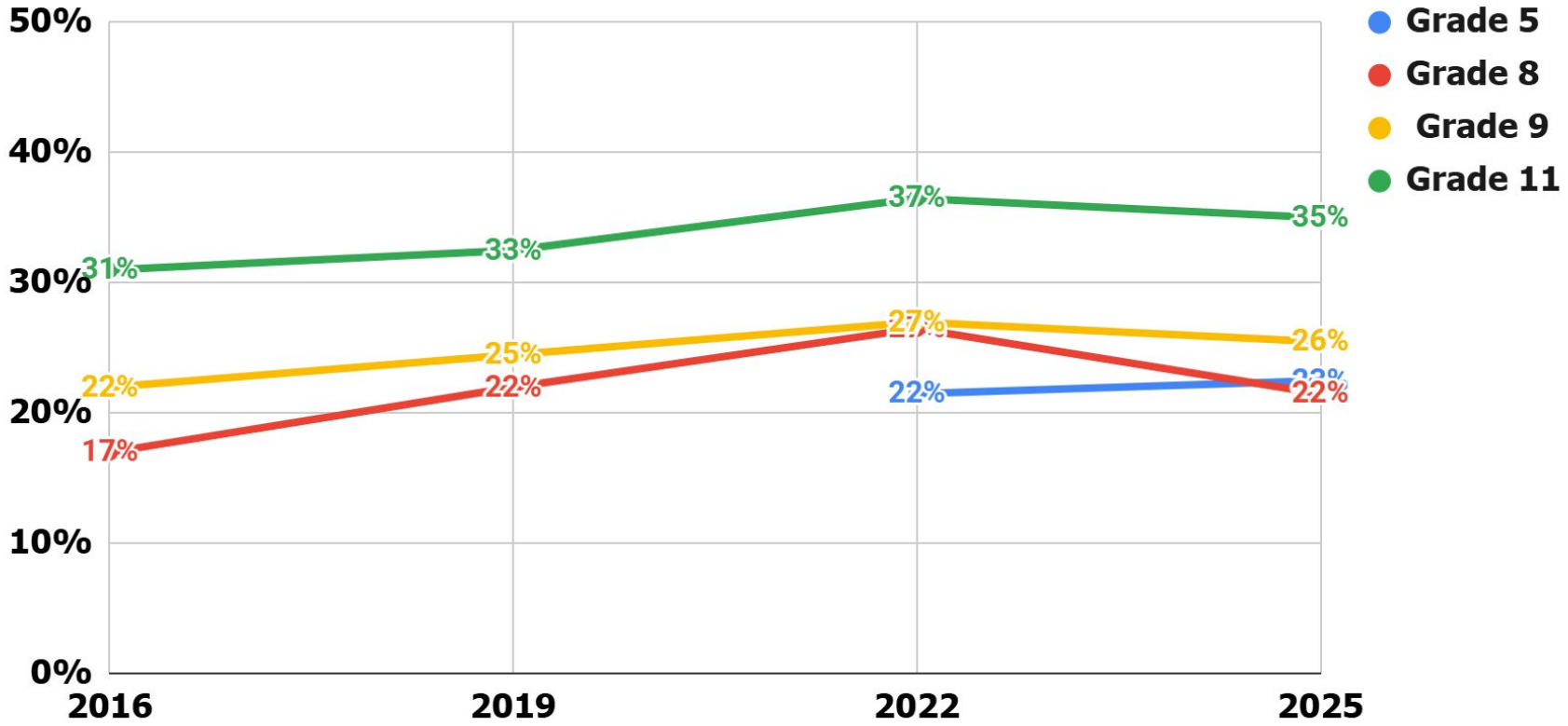
Reported ACEs	Gr 8 Male	Gr 8 Female	Gr 9 Male	Gr 9 Female	Gr 11 Male	Gr 11 Female
0	72%	63%	71%	55%	67%	53%
1-2	25%	27%	23%	33%	27%	34%
3+	4%	9%	6%	12%	6%	13%

In total, about 35% of students have at least one ACE.

MENTAL HEALTH

Have you ever been treated for a mental health, emotional, or behavioral problem?

(Percentage of students who responded "Yes")



PCES

Positive Childhood Experiences

- Safe and supportive environments
- Strong and caring relationships
- Play and recreation
- Emotional support and communication
- Opportunities for learning and growth

THANK YOU!



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Meeting Date: **05/11/2026** Place on Agenda: **Reports** Action Requested: **None**

Topic: **Strategic Framework Update**

Presenter(s): **Michael Bolsoni** Title(s): **Superintendent**

Background
The District 196 Strategic Plan and Operational Roadmap outlines the district's mission, vision, core values, and strategic priorities, including well-being, achievement, equity, and resources.

This presentation provides an overview of the district's continuous improvement model and shows how strategic priorities move from idea generation to implementation and standard practice. The framework includes learning work, implementation work, and standard work, supported by feedback from staff, students, and the community.

Tonight's update highlights key initiatives aligned to each priority area. Examples include data literacy and multi-tiered systems of support for achievement; social-emotional supports for well-being; equity-focused programming and accessible communication; and resource strategies such as staffing, professional development, and transportation planning.

This report provides an overview of how the district plans and operationalizes action plans to support student success and continuous improvement.

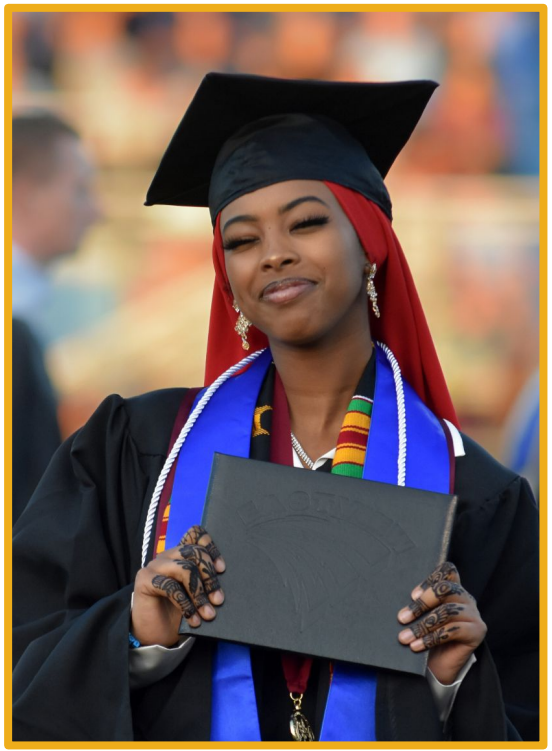
Recommendation
This report is for informational purposes only. No action is required.

DISTRICT 196

STRATEGIC PLAN & VISION



STRATEGIC ROADMAP



MISSION

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

VISION

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

CORE VALUES

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

STRATEGIC PRIORITIES

Wellbeing • Achievement • Equity • Resources



4.6
MILLION
MEALS

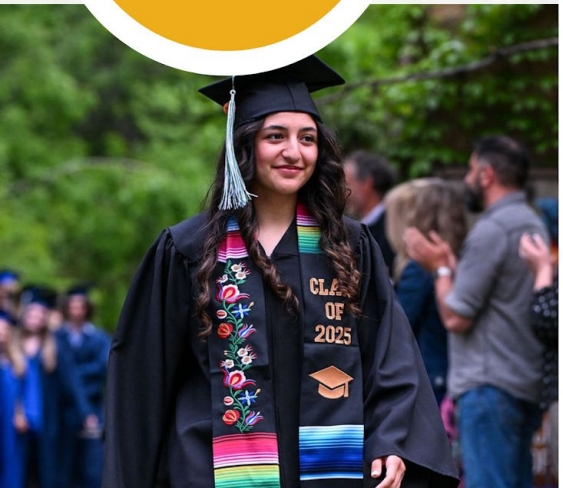


4,400
STAFF
MEMBERS



2.9
MILLION
MILES

4
MILLION
SQUARE FEET













TRIPLE-A PHILOSOPHY

ACADEMICS

ARTS

ATHLETICS

DISTRICT 196

3-YEAR OPERATIONAL PLAN

LEARNING WORK

Research, ideation, data, environmental scanning, listening, learning, and piloting initiatives.

IMPLEMENTATION

Action plans include goals, data, roles and responsibilities, communication, support, progress monitoring, reflection, and adjustments.

STANDARD WORK

Defined processes, consistent sustainable practices for long-term success; standard way of operating; part of the culture.



LEARNING WORK



ACHIEVEMENT

- Early Learning Alignment
- MnMTSS Tiers 2&3
- Elementary Program Review

EQUITY

- Equity In Action Framework
- Achievement and Integration Plan

WELL-BEING

- Social, Emotional & Behavioral Screener
- Restorative Practices

RESOURCES

- Budget Allocation Process
- Staffing Allocation Process
- Professional Development
- Transportation Study

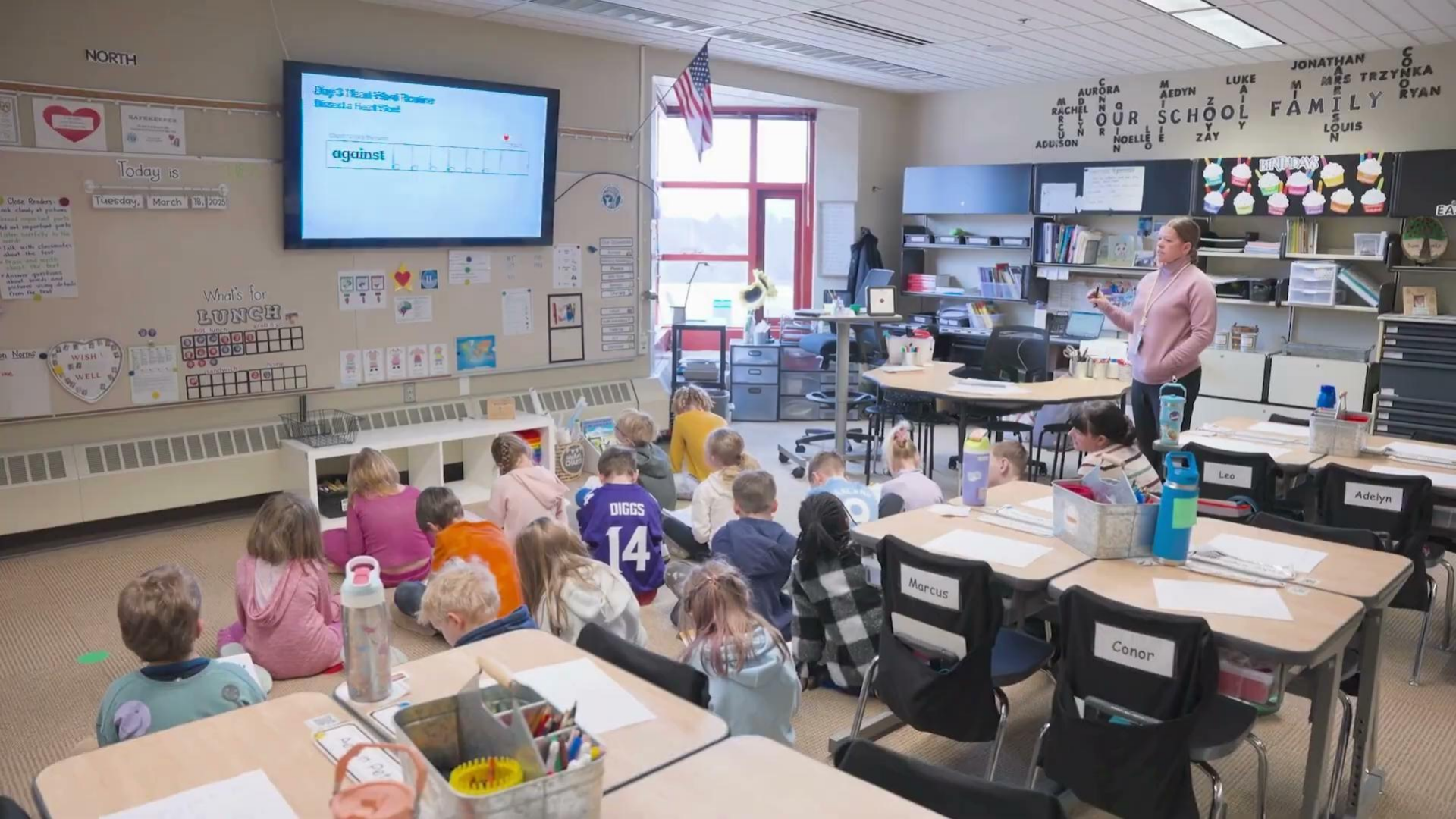
IMPLEMENTATION WORK



ACHIEVEMENT

Strengthening and aligning curriculum and instructional practices across all classrooms to improve student outcomes and staff efficacy.

- Multi-Tiered Systems Of Support (MnMTSS)
- Data Literacy
- Assessment Data
- Tier 1 (Core) Evidence-Based Practices
- Collaborative Linked Teams


NORTH
against
Today is
Tuesday, March 18, 2025
What's for
LUNCH
WISH WELL
OUR SCHOOL FAMILY
BIRTHDAY
DIGGS
14
Leo
Adelyn
Marcus
Conor

IMPLEMENTATION WORK



WELL-BEING

Increasing capacities, skills, structures, and experiences in social-emotional well-being.

- Positive Behavior Interventions and Supports (PBIS)
- Building Assets, Reducing Risks (BARR)
- Non-Exclusionary Discipline

IMPLEMENTATION WORK



EQUITY

Supporting equity as a core competency through practices, structures, beliefs, resources and staffing.

- Cultural Family Advocate Support Model
- Multilingual Communication
- American Indian Education Dream Catchers
- Web Content Accessibility

IMPLEMENTATION WORK



RESOURCES

Providing staffing, facilities, technology and equipment to support a safe, sustainable and dynamic learning environment for students.

- Emergency Response Protocols
- ParentSquare Communication System
- Our Technology Levy Renewal
- Staff Recruitment and Retention
- Bond Project Management

IMPLEMENTATION WORK

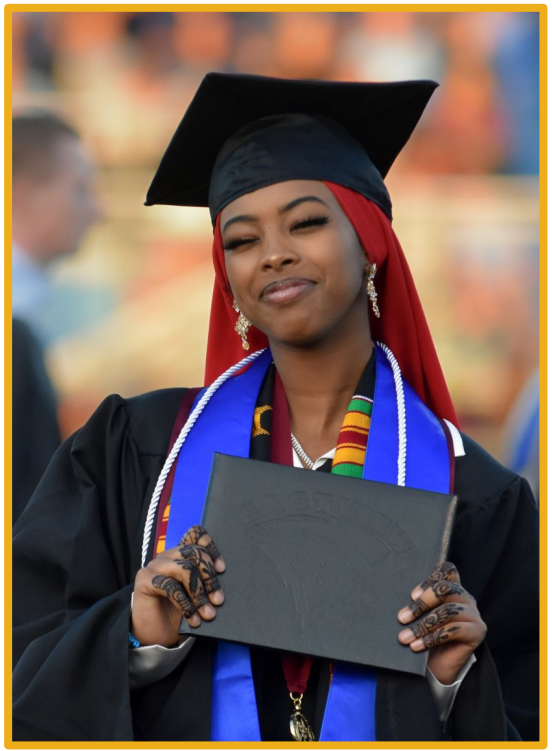
RESOURCES







STRATEGIC ROADMAP



MISSION

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VISION

- Developing the whole student and honoring diverse needs and cultures.
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STRATEGIC PRIORITIES

Wellbeing • Achievement • Equity • Resources

THANK YOU!



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Meeting Date: **05/11/2026** Place on Agenda: **Old Business** Action Requested: **Approval**

Topic: **Policy 508, Wellness**

Presenter(s): **Adam Wattenbarger** Title(s): **General Counsel**

Background
In consultation with Nutrition Services Coordinator Spencer Fischer, the administration is proposing minor changes to Policy 508 to ensure the district's nutrition-related policy language is compliant with state and federal law, including the expectations of the Minnesota Department of Education. These changes primarily include clarifying that all food sold or advertised in schools meets USDA Smart Snacks in School nutrition standards. The revisions also establish three-year evaluation cycle. Finally, statutory references are updated to provide accurate and current citations.

Alternatives
1. Do not approve the changes.
2. Suggest other changes.

Recommendation
Approve the proposed revisions to Policy 508, Wellness.

INDEPENDENT SCHOOL DISTRICT 196
Rosemount-Apple Valley-Eagan Public Schools
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Series Number **508** Adopted **May 2006** Revised ~~**June 2015**~~**May 2026**

Title **Wellness**

1. **Philosophy** – District 196 is committed to providing a healthy school and community environment that enhances student learning and the development of lifelong wellness practices. Achieving a healthy environment for physical, social and emotional health includes nutrition education, physical education opportunities and the provision of nutritious food and beverage options through community partnerships and actions designed to promote student and staff wellness.

2. **Beliefs** – The District 196 Wellness Policy is grounded in the following beliefs.

   2.1 District 196 has a responsibility to foster a learning environment that encourages students to maintain lifelong healthy eating habits, and physical, social and emotional health.

   2.2 There is an evidence-based link between healthy lifestyles and improved student attendance and educational outcomes.

   2.3 Nutrition and physical activity are essential components of the educational process.

3. **Goals** – Through district curriculum and community partnerships, students will learn that nutrition education and physical education are essential components of the educational process leading to lifelong habits of healthy eating and physical activity.

   3.1 Physical Activity

      3.1.1 Through district curriculum (Policy 617, Physical Education Curriculum Beliefs and Goals, and Policy 612, Health Curriculum Beliefs and Goals), District 196 will:

         3.1.1.1 Educate students to recognize that physical education is an essential component of the educational process and that good health fosters student achievement;

         3.1.1.2 Provide opportunities to strengthen the skills and knowledge needed to maintain a healthy lifestyle through the district's physical education and health curricula, and

         3.1.1.3 Provide a developmentally appropriate individual, goal-driven fitness plan to include ongoing evaluations of current personal fitness and health levels.

      3.1.2 Teachers will be encouraged to develop opportunities for physical activity that can be incorporated into subject lessons and are encouraged to provide short, physical activity breaks during class.

      3.1.3 Understanding the importance of physical activity in a child's ability to focus and learn in the classroom, withholding of participation in physical education will be used on a limited basis and only when the physical education teacher must restrict the student's participation to gain control of the student's behavior, or when the student has an injury or other health considerations. These guidelines will not apply to cocurricular activities governed by the Minnesota State High School League rules.

3.2 Nutrition Education

3.2.1 Through district curriculum (Policy 609, Family and Consumer Science (FACS) Education Beliefs and Goals, and Policy 612, Health Curriculum Beliefs and Goals), District 196 will:

3.2.1.1 Provide nutrition education that follows national and state standards and focuses on understanding the relationship between personal behavior, individual health and the impact of food choices, and

3.2.1.2 Provide nutrition education that is developmentally appropriate, culturally relevant and includes participatory activities.

3.2.2 District 196 school cafeterias will serve as "learning laboratories," engaging students in the displays of nutritional education materials.

3.2.3 Teachers will be encouraged to incorporate nutritional information into subject lessons when appropriate.

3.2.4 Nutrition education information and opportunities will be provided to parents through a variety of formats.

3.3 School-based Activities

3.3.1 District 196 will support and promote physical activities for students and families through a broad range of before- and after-school activities, intramurals, summer activities, community education offerings, cocurricular athletics and physical education offerings. These offerings will meet the needs, interests and abilities of all students.

3.3.2 District 196 will support the use of district facilities for physical activities by students, staff and the community outside the normal school day consistent with Administrative Regulation 801.5AR, Community Use of District Facilities.

3.3.3 District 196 will support school and community partnerships that encourage physical and emotional health.

3.3.4 District 196 will support the use of federal child nutrition guidelines and USDA Smart Snacks in School nutrition standards for fund-raising efforts held outside the school day.

3.4 Nutrition Promotion

3.4.1 Students will be encouraged to develop healthy eating habits both during and after the school day.

3.4.2 District 196 will support families' efforts to provide healthy food choices for children and will share information about healthy food choices available in school and suggestions for home.

3.4.3 Schools will utilize competitive pricing, signage, product placement and promotional strategies to let students know which items are healthy, such as salads and fruit, and to encourage these healthy food choices consistent with federal child nutrition guidelines.

3.4.4 Advertising agreements with the district must comply with Administrative Regulation 801.6.2AR, Advertising, and the district will ~~strive for~~ maintain advertising of products and services at school during the school day that are USDA Smart Snacks in School nutrition standard compliant while ~~promote~~promoting wellness and healthy lifestyles.

4. **Nutrition Guidelines** – Federal child nutrition guidelines and USDA Smart Snacks in School nutrition standards apply to all foods and beverages available at each District 196 school during the school day (including reimbursable school meals) with the objectives of promoting student health and reducing childhood obesity.

   4.1 District 196 schools will ~~strive to eliminate~~restrict students' access to unhealthy foods on school grounds. ~~Middle School~~All school vending machines will ~~not~~ be ~~turned on during the school day~~compliant with USDA Smart Snacks in School standards.

   4.2 Non-food items and healthy food choices (in compliance with federal child nutrition guidelines) will be encouraged for school celebrations. Caution will be exercised when offering foods and materials that may cause allergic reactions.

   4.3 Food and beverages will not be part of student birthday recognition events.

   4.4 District 196 encourages parents, staff, organizations and individuals to support a healthy school environment by following the federal child nutrition guidelines for all foods and beverages brought into schools.

   4.5 Food will not be used as a reward or punishment for academic performance or behavior. Building administrators may allow the purchase of food or snacks for testing days based on research and recommended best practices. Per the Americans with Disabilities Act, special consideration will be given for students with an Individual Education Plan, 504 accommodation or with special health or dietary requirements.

   4.6 To the extent possible, District 196 will ensure that all students have access to an adequate time to eat school breakfast and lunch.

5. **Implementation/Compliance -** District and school administrators, school staff and those responsible for cocurricular activities will ensure that all school activities, including classroom practices, are consistent with federal child nutrition guidelines and district policy, and will communicate that to the District 196 community.

   5.1 District Wellness Committee

      5.1.1 District 196 will maintain a Wellness Committee to support the goals of the Wellness Policy.

      5.1.2 The District Wellness Committee membership will include representation from the following:

         5.1.2.1 School and district-level administration, including ~~Food and~~ Health Services, Human Resources, Instruction and Achievement and Nutrition Services;

         5.1.2.2 Staff, including physical education teachers and school health professionals;

         5.1.2.3 Students, parents and ~~the~~ District 196 community, and

         5.1.2.4 School Board.

      5.1.3 The District Wellness Committee will be responsible to the superintendent ~~or designee~~ and the c~~C~~oordinator of Nutrition Services for:

         5.1.3.1 Establishing and maintaining federal child nutrition guidelines and USDA Smart Snack in school nutrition standard ~~standards~~ regulations for all foods and beverages available to students and staff in the district during the school day and at school-sponsored events, when appropriate, in accordance with federal child nutrition guidelines and district policy;

5.1.3.2 Establishing methods to monitor results of the Wellness Policy;

5.1.3.3 Regularly compiling data reported from schools to assess compliance with the Wellness Policy;

5.1.3.4 Annually reviewing the policy and reporting to the superintendent ~~or~~ and the ~~C~~coordinator of Nutrition Services ~~designee~~ ~~on~~ on the progress made by the district in attaining the goals of the Wellness Policy, and

5.1.3.5 Making recommendations for revisions to the Wellness Policy to the superintendent, when necessary.

5.1.4 The superintendent ~~or designee~~ and the ~~C~~coordinator of Nutrition Services will ensure compliance with the Wellness Policy and report annually to the School Board.

5.2 School Wellness Committees

5.2.1 Each school will establish and maintain a wellness committee to promote healthy living to staff, students and parents and assist in the reporting and monitoring requirements of this policy.

5.2.2 The principal or ~~designee~~ assistant administrator will work with the school wellness committee to report annually to the District Wellness Committee about the school's compliance with the Wellness Policy.

5.3 The district communications director will ~~periodically~~ annually inform the District 196 community about school and district progress in attaining the goals of the Wellness Policy.

5.3.1 At least once every three years, District 196 will evaluate compliance with the wellness policy, including (1) the extent to which schools are in compliance; (2) how the policy compares to model wellness policies; and (3) a description of the progress made in attaining wellness goals. The results of this assessment will be made available to the public through the district website.

References: -

Minn. Stat. § 121A.215 (Local School District Wellness Policy)
Minn. Stat. § 124D.111 (School Meals Policies)
42 U.S.C. § 1751 *et seq.* (Healthy and Hunger-Free Kids Act)
42 U.S.C. § 1758b (Local School Wellness Policy)
42 U.S.C. § 1771 *et seq.* (Child Nutrition Act)
7 U.S.C. § 5341 (Establishment of Dietary Guidelines)
7 C.F.R. § 210.10 (School Lunch Program Regulations)
7 C.F.R. § 220.8 (School Breakfast Program Regulations)
~~Child Nutrition and Special Supplemental Nutrition Program for Women, Infants and Children (WIC) Reauthorization Act of 2004, Public Law 108-265~~
~~Healthy, Hunger-Free Kids Act of 2010, Public Law 111-296~~
~~U.S. Department of Agriculture Services Program Regulations 210, 215, 220, 225 and 245~~
Policy 604, Cocurricular Student Activities
Policy 801, District-Community Relations

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Meeting Date: **05/11/2026** Place on Agenda: **New Business** Action Requested: **Review**

Topic: **Policy 503, Student Rights and Responsibilities**

Presenter(s): **Adam Wattenbarger** Title(s): **General Counsel**

Background
The administration is proposing an addition to the district's cell phone policy to add a prohibition on students wearing or using smart glasses in school. Concerns have been raised by administrators at all levels that these devices, which are becoming more common, have the ability to surreptitiously record or photograph others, or to transmit information to the wearer in a manner that could affect academic integrity or create distractions. The relevant new language is:

> To protect the privacy rights of students and staff and to uphold academic integrity, smart glasses, augmented reality eyewear, and similar head-mounted devices are prohibited from being worn or used at school unless approved for instructional use. This includes but is not limited to any eyewear or headgear equipped with integrated cameras, audio or video recording or transmitting capabilities, or the ability to covertly display information to the wearer.

Alternatives
1. Do not approve the changes.
2. Suggest other changes.

Recommendation
Review the proposed revisions to Policy 503, Student Rights and Responsibilities, for purposes of approval at the Board meeting on June 8, 2026.

INDEPENDENT SCHOOL DISTRICT 196
Rosemount-Apple Valley-Eagan Public Schools
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Series Number **503** Adopted **May 1978** Revised ~~**August 2025—June**~~ **2026**

Title **Student Rights and Responsibilities**

1. **Student Rights**

   1.1 The School Board recognizes that students are entitled to the civil liberties guaranteed all citizens. One of the primary goals of public education is to prepare students to successfully complete the transition from school into the general society in which they will live, and to accept the responsibility commensurate with the rights and privileges which they have and those they will assume.

   1.2 The district shall provide an environment in which students may exercise the rights and privileges of the society in which they will live, with its proportional amount of responsibility.

   1.3 Students have the right to freely express ideas, verbally or in writing, within their school program. Responsible criticism and reasonable dissent are basic to the educational process. However, false statements, disruptive activities, threats, the use of obscenities, profanity or ridicule, and advocating violation of the law or school rules and regulations are unacceptable means of expression.

   1.4 Students have the right to be safe and free from threatening situations on school property, at school activities and in district vehicles. Students have the right to an equitable educational environment, free from bias, discrimination or institutional racism.

2. **Student Responsibilities**

   2.1 Student responsibilities include: conscientious effort in school work and activities; respect for the rights of other students, staff and visitors; and adherence to and cooperation in upholding local, state and federal laws, and district and school policies and regulations. Most of all, students, administration and staff share the responsibility of establishing and maintaining a safe, stimulating and productive learning environment.

   2.2 A major student responsibility at all grade levels is regular attendance. Many studies correlate regular attendance with success in school. Regular attendance means that the academic learning process is not interrupted, less time is spent on make-up assignments, and students benefit from participation and interaction with others in class. State law requires every child between seven and 17 years of age to receive instruction. Students with excessive unexcused absences will be considered truant. Establishing a pattern of good attendance will benefit the student in school and in the workplace. Research shows that when students attend school regularly, they have better academic outcomes, are more connected to their community, develop important friendships, strengthen social-emotional skills, and are significantly more likely to graduate from high school.

3. **Student Behavior and Discipline**

   3.1 For the purposes of this policy, behavior is defined as a student's demeanor and conduct in relation to:

      3.1.1 Treatment of other people;

      3.1.2 Care for property;

      3.1.3 Responsibility for personal possessions, and

      3.1.4 Accountability for own actions.

   3.2 For the purposes of this policy, discipline:

      3.2.1 Sets behavioral limits and guidelines to lead students to and through adulthood;

3.2.2 Develops individual respect for law, authority, property, and the rights of others and self, and

3.2.3 Develops a mature individual capable of self-control and direction.

3.3 Disciplinary efforts are to be as positive as possible, and are to include recognizing and strengthening appropriate behavior.

3.4 Every student and employee in District 196 is entitled to learn and work in a safe school environment. Therefore, the district is responsible for making reasonable rules and regulations governing student behavior and conduct, and maintaining proper control and discipline. To ensure this, it is important that the district establish and communicate clear student behavior expectations and support these expectations with appropriate consequences that are applied consistently. District employees are expected to deal with students fairly and honestly, and to treat all students with courtesy and respect.

3.5 In establishing a suitable learning environment, with proper control and discipline, the general maturation of the students involved must be considered. Within this context, district officials must protect the health and well-being of all students while safeguarding individual rights.

3.6 Students are expected to behave in accordance with federal, state and local laws and rules; and district and school policies, rules and regulations, and in a way that respects the rights and safety of others. Staff will take corrective action to discipline a student and/or to modify a student's behavior when a student's behavior does not fall within these parameters.

3.6.1 Actions which may be used by district staff to discipline students and/or encourage them to modify their behavior include but are not limited to: student conference, parent or guardian notification, parent or guardian conference, parent or guardian shadow, loss of privileges, educational programming, non-exclusionary discipline, needs assessment, threat assessment, recommended chemical assessment, restorative programming, mediation, fine, restitution, detention, removal from class, in-school suspension, dismissal from school, out-of-school suspension, exclusion, expulsion, bus suspension or expulsion, withdrawal agreement, mental health referral, referral to law enforcement authorities and recommendation of alternative community services. Administrators may apply more or less severe consequences after considering disciplinary history, the severity of the behavior, intent, the age or development of the child or other extenuating circumstances.

3.6.2 The use of corporal punishment is not permitted. Corporal punishment is defined as hitting or spanking a student with or without an object or use of unreasonable physical force that causes bodily harm or substantial emotional harm. An employee or agent of the school district shall not inflict corporal punishment or cause corporal punishment to be inflicted on a student to reform unacceptable conduct or as a penalty for unacceptable conduct. An employee or agent of the district shall not use prone restraint or inflict any form of physical holding that restricts or impairs a student's ability to breathe; restricts or impairs a student's ability to communicate distress; places pressure or weight on a student's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen; or results in straddling a student's torso.

3.6.3 When an incident occurs in which one or more students have been physically or emotionally harmed by the misbehavior of another student(s), district staff shall be sensitive to the need to provide support to the victim(s) and to inform their parent(s) or guardian(s) about the incident.

3.6.4 School staff may report suspected criminal misconduct by a student to law enforcement. Law enforcement officers shall be permitted to carry out necessary law

enforcement functions in the schools, including the removal of a student from school grounds in appropriate circumstances.

3.6.5 The school district will cooperate and coordinate with county crisis service providers as appropriate and feasible to respond to the needs of students whose behavior may be addressed by crisis intervention.

3.7 Physical Restraint - A teacher or school principal in exercising the person's lawful authority, may use reasonable force when it is necessary under the circumstances to correct or restrain a student to prevent bodily harm or death to the student or to another. A school district employee, school bus driver, or other agent of a district in exercising the person's lawful authority, may use reasonable force when it is necessary under the circumstances to restrain a student to prevent bodily harm or death the student or to another. Reasonable force will be used in compliance with Minnesota Statute 121A.582, Minnesota Statute 121A.58 and other laws. Special care will be taken with students with disabilities to follow any guidelines for physical restraint which may be written into their individual education plan (IEP). Physical holds of students with IEPs shall only be done in an emergency, by authorized personnel, in conformance with the law on restrictive procedures and the district's restrictive procedures plan.

3.8 The policies in sections 3.1-3.7 above will be adjusted, as required by federal and state laws and regulations and by the student's individual education plan (IEP), for special education students. For more information, refer to appropriate sections of Administrative Regulation 503.3AR, Student Behavior Expectations and Consequences for Misbehavior, Administrative Regulation 503.3.1AR, Students Receiving Special Education Services: Responses for Behavior, other district policies and regulations related to special education students and the District 196 Child Study Handbook.

3.9 An employee or agent of the school district does not include a school resource officer as defined in Minnesota Statute 626.8482, subd.1 paragraph (c).

4. **Prohibition of Harassment, Discrimination (Including Sex Discrimination under Title IX), Violence or Hazing**

4.1 District 196 is committed to maintaining an educational and employment environment that is free from harassment, discrimination, violence or hazing. As required by Title IX and other state and federal nondiscrimination laws, District 196 prohibits any form of harassment, discrimination, violence or hazing in admission, employment or in any of its education programs or activities, including vocational activities.

4.1.1 It is a violation of this policy for any District 196 student, staff or third party to harass an employee, student, visitor or other person through conduct or communication of a sexual nature or regarding sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information as defined by law and administrative regulations.

4.1.2 It is a violation of this policy for any District 196 student, staff or third party to inflict, threaten to inflict or attempt to inflict violence based on sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information upon any employee, student, visitor or other person.

4.1.3 It shall be a violation of this policy for any District 196 student, staff or third party to plan, direct, encourage, aid or engage in hazing. It will also be a violation of this policy for any staff to condone or fail to report any hazing.

4.1.4 It shall be a violation of this policy for any District 196 student, staff or third party to engage in discrimination based on sex, race, religion, color, creed, national origin,

marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information upon any employee, student, visitor or other person.

4.1.4.1 District 196 shall comply with state and federal laws prohibiting discrimination, including Title IX of the Educational Amendments of 1972, Title VI and VII of the Civil Rights Act of 1964, the Age Discrimination Act in the Employment Act of 1967, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1991, the Genetic Information Nondiscrimination Act of 2008 and the Minnesota Human Rights Act.

4.1.4.2 No person protected by these laws shall, on the grounds of race, color, creed, religion, national origin, sex, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information be excluded from participation in, be denied the benefits of or be otherwise subjected to discrimination in employment or under any educational program or activity operated by the district.

4.1.4.3 The school district complies with a number of state and federal laws prohibiting discrimination. Copies of these laws are available for no charge in each district building and on the district website.

4.1.5 The district will act to investigate all complaints, either formal or informal, verbal or written, of harassment, discrimination, violence or hazing, and to discipline or take appropriate action against any employee, student or other district personnel who is found to have violated this policy.

4.1.6 District 196 has written procedures for reporting and investigating all complaints of harassment, discrimination, violence or hazing, which provide for appropriate disciplinary action based on results of the investigation and shall communicate these procedures to district personnel and students.

Complete grievance procedures can be found in Administrative Regulations 405.7AR and 503.4AR, Harassment, Discrimination, Violence or Hazing and in Administrative Regulation 503.5AR, Title IX Sex Nondiscrimination Regulation, Grievance Procedure and Process. The district has appointed a Title IX Coordinator and Human Rights Officers who are charged with receiving, investigating and working to remedy complaints of harassment, discrimination, violence or hazing. Among other things, they are responsible for coordinating the district's compliance with applicable discrimination laws, and identifying and addressing any problems that arise during the review of such complaints.

4.1.6.1 Specifically, the following persons are appointed as the Title IX Coordinator or Human Rights Officers (which includes serving as the District's, Section 504 and/or ADA Coordinators) as follows:

4.1.6.1.1 For all Title IX complaints or for complaints involving harassment, discrimination, violence or hazing *by district personnel,* contact:
Joel Milteer
Director of Human Resources – Title IX Coordinator
3455 153rd Street West
Rosemount, MN 55068-4946
651-423-7859
joel.milteer@district196.org

4.1.6.1.2 For complaints involving harassment, discrimination, violence or hazing *by a student*, contact the appropriate level director:
Jeremy Sorenson
Director of Elementary Education (grades k-5)
3455 153rd Street West
Rosemount, MN 55068-4946
651-423-7782
jeremy.sorenson@District196.org

Or

Eric Hansen
Director of Secondary Education (grades 6-12)
3455 153rd Street West
Rosemount, MN 55068-4946
651-423-7712
Eric.Hansen@District196.org

4.1.6.1.3 For complaints involving the disability *of a student* including their rights under Section 504, contact:
Janet Fimmen
Director of Special Education
3455 153rd Street West
Rosemount, MN 55068-4946
651-423-7629
Janet.fimmen@District196.org

4.1.6.2 A complaint made to one Human Rights Officer that falls within the province of another Human Rights Officer, shall be forwarded to the appropriate Human Rights Officer.

4.1.6.3 When appropriate, in fulfilling their duties, Human Rights Officers may delegate investigational and other responsibilities to employees or agents of the district.

4.1.6.4 Inquiries concerning the application of federal civil rights laws may be referred to the appropriate Human Rights Officer or to the Assistant Secretary of the Office of Civil Rights (OCR), whom may be reached at 1-800-421-3481 or ocr@ed.gov.

4.1.6.5 A student with a disability is entitled to receive regular or special education and related aids and services that are designed to meet his or her individual educational needs. Further information about the rights of students with disabilities can be found in school district regulation 503.6.1AR, Section 504 Process for Students, on the district website or by contacting the Director of Special Education.

4.1.6.6 All vocational opportunities offered by the school district will be offered in a nondiscriminatory manner consistent with law and this regulation. A summary of program offerings and admission criteria can be found in high school student registration guides. District 196 will take steps to assure that English language skills will not be a barrier to admission and participation in vocational programs.

4.1.7 The superintendent develops and implements programs and processes to:

4.1.7.1 Assure district compliance in employment or educational programs, athletics, counseling, activities and facilities;

4.1.7.2 Evaluate district operations in terms of applicable federal and state laws prohibiting discrimination, harassment, violence and hazing;

4.1.7.3 Set up a Title IX grievance process and appoint the district Human Resource Officers, and

4.1.7.4 Set up a Section 504 grievance process, and appoint a Section 504 grievance officer.

4.1.8 Employees and students are responsible for reporting any evidence of discrimination, harassment, violence or hazing on the basis of race, color, creed, religion, national origin, sex, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information in the district. The district has developed regulations appointing appropriate staff persons to whom reports shall be made. Appropriate action may be taken against all who fail to report instances of discrimination, harassment, violence or hazing.

4.1.9 This policy does not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Minnesota Department of Human Rights, or Equal Employment Opportunity Commission (EEOC), filing a complaint with the OCR, initiating civil action or seeking redress under state criminal statutes and/or federal law.

4.1.10 Nothing in this policy shall preclude teaching about issues related to sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information issues as part of the school curriculum.

4.1.11 Retaliation - The district shall discipline or take appropriate action against any student or district personnel who retaliates against any person who reports alleged harassment, discrimination, violence or hazing, or against any person who testifies, participates in or assists in an investigation, or who testifies, assists or participates in a proceeding or hearing relating to such harassment, discrimination, violence or hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

4.1.12 All persons in the district affected by this policy shall be notified about this policy as required by law.

4.1.13 Some of the listed “protected classes” are only protected from certain limited forms of discrimination or harassment pursuant to Minnesota law.

5. **Prohibition of Bullying and Intimidation**

5.1 Students have the right to be safe and free from threatening situations on school property, at school activities and in district vehicles. Bullying interferes with students’ ability to learn and teachers’ ability to educate students in a safe environment. To the extent bullying affects the educational environment of schools, it is the school district’s intent to prevent bullying from occurring, and to investigate and respond to bullying that has not been prevented.

5.2 District 196 and the Safe and Supportive Schools Act define bullying as intimidating, threatening, abusive or harming conduct that is objectively offensive and:

5.2.1 There is an actual or perceived imbalance of power between the student engaging in prohibited conduct and the target of the behavior and the conduct is repeated or forms a pattern, or

5.2.2 Materially and substantially interferes with a student’s educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services or privileges.

5.3 District 196 and the Safe and Supportive Schools Act define cyberbullying as using technology or other electronic communication including, but not limited to, a transfer of a sign, signal, writing, image, sound, or data, including a post on a social network internet website or forum, transmitted through a computer, cell phone, or other electronic device to bully another.

5.4 For purposes of this policy, intimidating, threatening, abusive, or harming conduct may involve, but is not limited to, conduct that causes physical harm to a student or a student's property or causes a student to be in reasonable fear of harm to person or property; under Minnesota common law violates a student's reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; is directed at any student or students including those based on a person's actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation, including gender identity and expression, academic status related to student performance, disability or status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA). However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA.

5.5 Bullying includes malicious and sadistic conduct and sexual exploitation as further described in Administrative Regulation 503.8 AR, Bullying Prohibition.

5.6 Bullying behavior should be reported to a staff member. The district's processes for reporting and responding to bullying behavior can be found in Administrative Regulation 503.8 AR, Bullying Prohibition and Procedure 503.8P, Report of Bullying Behavior.

6. **Acceptable Use of Information Technology**

6.1 District 196 offers employees, students and other authorized users (as determined by the Technology Department and school and department administrators) access to a variety of information technology resources, including the Internet and email (at approved grade levels). Internet access in District 196 offers employees and students vast, diverse, unique and ever-changing resources, and promotes educational excellence by facilitating resource sharing, innovation and communication.

6.2 Use of the Internet, district computer networks and computer workstations is a privilege which may be revoked at any time for abusive conduct.

6.2.1 District networks are a shared resource which are the property of the school district and, as such, may be subject to district-authorized search to ensure the integrity of the network and compliance with policies and laws.

6.2.2 In addition to the district's standard consequences for student misbehavior (see Administrative Regulation 503.3AR, Student Behavior Expectations and Consequences for Misbehavior), any network misuse or illegal activities will result in temporary or permanent cancellation of network privileges, contact with the student's parent or guardian and, if a violation of law has occurred, contact with law enforcement authorities.

6.2.3 In response for the privilege of accessing the Internet, every Internet user has the responsibility to respect and protect the rights of every other user on the Internet, and to act in a responsible, ethical and legal manner. The administration shall develop regulations for student use of the Internet.

6.2.4 Network users should not assume that stored data and files are private. Network storage will be treated like school lockers. Network administrators may review files and communications to maintain system integrity and ensure that users are utilizing the system responsibly. Any such review shall be limited by the requirements of Minnesota Statute 13.32, subd. 14 and other applicable law.

6.2.5 Access to the Internet is given to students who agree to act in a considerate and responsible manner.

6.3 Students, employees and parents are advised that the Internet contains inappropriate material. The district does not condone the access or use of such materials in the school environment. Students who knowingly bring such materials into the school environment on their own initiative, regardless of format, will be dealt with according to standard district discipline policies. The district reserves the right to revoke access to the Internet for student misuse.

6.4 In accordance with federal law, the district attempts to block or filter Internet access to visual depictions that are obscene, pornographic or harmful to minors.

6.5 Concerns from students, parents and guardians about Internet or other computer network information that is assigned to a student by a teacher or is otherwise part of teacher-led or directed instruction will be handled in the same manner as concerns about other instructional resources used in District 196. Policies and regulations regarding instructional resources, including selection and reconsideration, also apply to network resources.

7. Cell Phones

7.1 Purpose - The purpose of this policy is to improve academic focus and attainment, minimize the negative impact of cell phones on student behavior and mental health, and to create a distraction-free learning environment that fosters stronger student-teacher and student-to-student relationships.

7.2 Limits and Expectations—District 196 limits student possession and use of cell phones in schools. Students are also prohibited from using a cell phone to engage in conduct prohibited by school district policies, including, but not limited to, cheating, bullying, and harassment.

7.2.1 If brought to school, cell phones should be kept off and out of sight during the instructional day except as authorized by a teacher for a specific curricular or instructional purpose, or as permitted below:

7.2.1.1 High Schools may permit students to use their cell phones during passing time and lunch and before and after the instructional day provided that they are used in a nondisruptive manner consistent with school district policies and regulations.

7.2.1.2 Middle and elementary schools require cell phones to be off and out of sight during the instructional day (including during passing time, recess, lunch and field trips), but may permit students to use their cell phones before and after the instructional day provided that they are used in a nondisruptive manner consistent with school district policies and regulations.

7.2.2 Cell phones are never allowed to be out or used in bathrooms or locker rooms.

7.2.3 The school board directs the schools to establish and communicate specific rules and protocols consistent with this policy.

7.3 Consequences for Violations

7.3.1 Students who are in violation of this and other school district policies, regulations, rules or protocols may be subject to disciplinary action pursuant to the school district's discipline policy, 503.3AR, Student Behavior Expectations and Responses for Behavior and school specific rules and protocols.

7.3.2 Students who are in violation of this and other school district policies, regulations, rules or protocols may have their cell phone confiscated by school staff. Cell phones that are confiscated by a school will be returned in accordance with school building rules and protocols and parents or guardians may be required to retrieve them from school. In appropriate circumstances in which criminal behavior is suspected, a confiscated cell phone may be provided to law enforcement.

7.3.2 In some cases, students may lose the privilege of bringing a cell phone to school or may be required to turn their phone in at the school office at the beginning of the day and pick it up at the end of the day.

7.4 Searches - If the school district has a reasonable suspicion that a student has violated a school policy, rule, or law by use of a cell phone, or that a cell phone contains evidence of such a violation, a school administrator may search the cell phone. The search will be reasonably related in scope to the circumstances justifying the search.

7.5 Risk of Loss - Students who bring cell phones to school do so at their own risk. District 196 assumes no responsibility for theft, loss, or damage of a cell phone brought to school and will not assume responsibility for investigating loss or theft.

7.6 Family Responsibilities - Parents and guardians may contact the school office with information a student must receive during the school day or to contact a student. Students and their parents or guardians should review this policy and their individual school's rules and protocols regarding cell phones.

7.7 Policy Exceptions - Students who require an emergency exception to this policy or a disability-related accommodation related to this policy should contact their building administrator.

7.8. Application of Policy to Other Personal Electronic Devices ~~.~~ — Except as noted in Section 7.9 below, ~~S~~students are permitted to possess other personal electronic devices at school at their own risk, but provisions 7.3-7.4 above shall apply to such devices if they are used in a manner that causes a nuisance or to engage in conduct prohibited by school district policies including, but not limited to, cheating, bullying, and harassment.

7.9 To protect the privacy rights of students and staff and to uphold academic integrity, smart glasses, augmented reality eyewear, and similar head-mounted devices are prohibited from being worn or used at school unless approved for instructional use. This includes but is not limited to any eyewear or headgear equipped with integrated cameras, audio or video recording or transmitting capabilities, or the ability to covertly display information to the wearer.

8. **Patriotic Exercises** – Student appreciation and understanding of the United States of America, the American heritage and democratic ideals are enhanced by ceremonies and other observances.

8.1 The Pledge of Allegiance shall be said at every school every school day, and schools shall regularly involve students in activities and programs to increase student understanding of the United States of America and its heritage.

8.2 In accordance with the law, individuals who wish to opt out of saying the Pledge of Allegiance or participation in patriotic exercises due to personal beliefs will be permitted to do so and staff and students must respect another person's right to make that choice.

References:

- Minnesota Statute 13.32, Educational Data
- Minnesota Statute 121A.03, Model Policy
- Minnesota Statute 121A.031, School Student Bullying Policy
- Minnesota Statute 121A.0312, Malicious and Sadistic Conduct
- Minnesota Statute 121A.11, United States Flag
- Minnesota Statutes 121A.40-121A.575, Pupil Fair Dismissal Act
- Minnesota Statute 121A.58, Corporal Punishment; Prone Restraint; and Certain Physical Holds
- Minnesota Statute 121A.582, Student discipline; reasonable force
- Minnesota Statute 121A.69, Hazing Policy
- Minnesota Statute 121A.73, School Cell Phone Policy
- Minnesota Statutes 125A.094-125A.0942, Restrictive procedures for children with disabilities

- Minnesota Statute Chap. 363A, Minnesota Human Rights Act
- Minnesota Statute 609.321-609.324, Prostitution
- Minnesota Statute 609.341-609.345, Definitions
- Minnesota Chapter 260E, Reporting of maltreatment of minors
- Minnesota Administrative Rules 3525.3700-4700, Due process
- West Virginia State Board of Education vs. Barnette, 63 U.S. Supreme Court 1178 (1943)
- 47 U.S.C. § 254(h), Children's Internet Protection Act
- 20 U.S.C. 1681 et seq (Title IX of the Educational Amendments of 1972)
- 42 U.S.C. 2000e et seq (Title VI and VII of the Civil Rights Act)
- 42 U.S.C. 12101 et seq (Americans with Disabilities Act of 1991)
- 29 U.S.C. 621 et seq (Age Discrimination in Employment Act of 1967)
- 29 U.S.C. 794 (Section 504 of the Rehabilitation Act of 1973)
- 42 U.S.C. 2000ff (Title II of Genetic Information Nondiscrimination Act of 2008)
- District 196 Restrictive Procedures Plan
- MSBA/MASA Model Policy 413, Harassment and Violence
- MSBA/MASA Model Policy 506, Student Discipline
- MSBA/MASA Model Policy 507, Corporal Punishment and Prone Restraint
- MSBA/MASA Model Policy 514, Bullying Prevention Policy
- MSBA/MASA Model Policy 522, Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process
- MSBA/MASA Model Policy 523, Policies Incorporated by Reference
- MSBA/MASA Model Policy 524, Internet, Technology, and Cell Phone Acceptable Use and Safety Policy
- MSBA/MASA Model Policy 524.5 Personal Electronic Communication Devices
- MSBA/MASA Model Policy 525, Hazing Prohibition
- MSBA/MASA Model Policy 531, The Pledge of Allegiance
- MESPA and MASSP, The Cell Phone Toolkit (July 2024)

Rosemount • Apple Valley • Eagan
Public Schools

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

Meeting Date: **05/11/2026** Place on Agenda: **New Business** Action Requested: **Review**

Topic: **2026-27 Overview of Student Rights and Responsibilities**

Presenter(s): **Adam Wattenbarger** Title(s): **General Counsel**

Background
The *Overview of Student Rights and Responsibilities* handbook is reviewed and updated annually to ensure compliance with state and federal notification requirements and school district policy. Suggested changes to the handbook are solicited from school and district department staff. From these suggestions, the administration develops recommended revisions. The *Overview of Student Rights and Responsibilities* is communicated to families electronically. It is also posted on the district website, and a number of paper copies will be available at each school.

The recommended revisions for 2026-27 are highlighted and noted in the *Overview of Student Rights and Responsibilities* handbook using ~~strikethroughs~~ and underlines. They include the following:

- New language prohibiting smart glasses in school.
- An updated description of the district's language access plan, which outlines the district's processes and procedures to ensure effective communication with students and families who communicate in a language other than English.
- Updated language regarding student use of artificial intelligence (AI).
- Updates providing additional detail to the Protection and Privacy of Student Records section.

**Note: The message from the superintendent, formatting, design, and page numbering will be updated and finalized once the language revisions are approved. Similarly, the 2025-26 forms found at the back of the handbook will be replaced with 2026-27 forms as soon as they are available.*

Alternatives
1. Suggest other revisions.
2. Do not approve one or more of the revisions.

Recommendation
Review the proposed revisions to the *Overview of Student Rights and Responsibilities* handbook for the 2026-27 school year for approval at the June 8, 2026, School Board meeting.

2026-27 School Year

OVERVIEW OF STUDENT RIGHTS & RESPONSIBILITIES

This handbook is available online at:
Este manual está disponible en línea en:
Buugan waxaa la heli karaa barta internetka ee:

www.District196.org/parents

YOU MATTER.
If you or someone you know needs support:

Dakota County Crisis Response • Call 952-891-7171
National Crisis Text Line • Text SCHOOL to 741741
Suicide & Crisis Lifeline • Call or text 988

August ~~2025~~2026

Dear District 196 Families:

To help provide a safe and productive learning environment for students, staff, families and visitors to our schools, the district publishes this Overview of Student Rights and Responsibilities handbook each year to share important information about student rights, responsibilities and disciplinary responses for different types of behavior.

We ask that all families be familiar with the information in this handbook and discuss it with your school-aged children. School staff will briefly review the handbook with students at the beginning of the school year, but your support of expectations for student behavior at school is an important part of our partnership to educate our children.

There are a number of changes in this year's handbook. Some of the more significant changes include:

- New language prohibiting smart glasses in school.
- An updated description of the district's language access plan, which outlines the district's processes and procedures to ensure effective communication with students and families who communicate in a language other than English.
- Updated language regarding student use of artificial intelligence (AI).
- Updates providing additional detail to the Protection and Privacy of Student Records section.

- ~~A new section about student health, including information about student medications, management of communicable disease, and vision and hearing screening.~~
- ~~A new section linking the district's language access plan, which provides resources for students and adults who communicate in a language other than English.~~
- ~~Updated language about limits on student use of cell phones at school.~~
- ~~Information about student use of artificial intelligence (AI).~~
- ~~Various updates to the list of prohibited student behaviors and the range of school responses to these behaviors.~~

NOTE: Information about the Educational Benefits Program and the application form are available at the end of the handbook. Families who complete the form and qualify for the Educational Benefits Program generate additional funds for their child's school and receive free or discounted Community Education and activity participation fees.

If you have any questions about information in this handbook, please contact the principal at your child's school. Best wishes for a successful school year of learning and growth.

Sincerely,



Michael Bolsoni
Superintendent

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About This Handbook

This handbook includes an overview of District 196 policies, regulations and procedures about student rights and responsibilities. Those documents are periodically updated in response to changes in the law and other circumstances. Therefore, there may have been changes to the documents reviewed in this handbook since the handbook was published in summer ~~2025~~2026. If you have questions or would like more information about a specific issue, contact your school principal.

STUDENT RIGHTS

The School Board recognizes that students are entitled to the civil liberties guaranteed all citizens. One of the primary goals of public education is to prepare students to successfully complete the transition from school into the general society in which they will live and to accept the responsibility commensurate with the rights and privileges that they have and those they will assume. The district shall provide an environment in which students may exercise the rights and privileges of the society in which they live, with its proportional amount of responsibility.

Students have the right to freely express ideas, verbally or in writing, within their school program. Responsible criticism and reasonable dissent are basic to the educational process. However, false statements, disruptive activities, threats, the use of obscenities, profanity or ridicule, and advocating violation of the law or school rules and regulations are unacceptable means of expression.

Students have the right to be safe and free from threatening situations on school property, at school activities and in district vehicles. Students have the right to an equitable educational environment, free from bias, discrimination or institutional racism.

Commitment to Justice

District 196 decries and rebukes any and all forms of racism, bigotry or intolerance towards District 196 students. District 196 will continually examine district practices and policies to eliminate injustices where they are found and to develop an inclusive and equitable culture in which all students can learn and flourish.

Prohibition of Harassment, Discrimination (Including Sex Discrimination Under Title IX) Violence or Hazing

Policy

District 196 is committed to maintaining an educational and employment environment that is free from harassment, discrimination, violence or hazing. District 196 prohibits any form of harassment, discrimination, violence or hazing, as these terms are defined herein.

It is a violation of this policy for any District 196 student, staff or third party to harass an employee, student, visitor or other person through conduct or communication of a sexual nature or regarding sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information, as defined by this policy and supporting administrative regulations.

It is a violation of this policy for any District 196 student, staff or third party to inflict, threaten to inflict or attempt to inflict violence based on sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information, upon any employee, student, visitor or other person.

It shall be a violation of this policy for any District 196 student, staff or third party to plan, direct, encourage, aid or engage in hazing. It will also be a violation of this policy for any staff to condone or fail to report any hazing.

It shall be a violation of this policy for any District 196 student, staff or third party to engage in discrimination based on sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information, upon any employee, student, visitor or other person.

District 196 shall comply with state and federal laws prohibiting discrimination, including Title IX of the Educational Amendments of 1972, Title VI and VII of the Civil Rights Act of 1964, the Age Discrimination ~~Act~~ in ~~the~~ Employment Act of 1967, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act ~~(ADA)~~ of 199~~0~~1, the Genetic Information Nondiscrimination Act of 2008 and the Minnesota Human Rights Act. Copies of these laws are available for no charge in each district building and on the district website.

No person protected by these laws shall, on the grounds of sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information be excluded from participation in, be denied the benefits of or be otherwise subjected to discrimination in employment or under any educational program or activity operated by the district.

Employees and students are responsible for reporting any evidence of discrimination, harassment, violence or hazing on the basis of sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information in the district. The district has developed regulations appointing appropriate staff persons to whom reports shall be made. Appropriate action may be taken against all who fail to report instances of discrimination, harassment, violence or hazing.

The district will act to investigate all complaints, either formal or informal, verbal or written, of harassment, discrimination, violence or hazing, and to discipline or take appropriate action against any employee, student or other district personnel who is found to have violated this policy. District 196 has written procedures for reporting and investigating all complaints of harassment, discrimination, violence or hazing, which provide for appropriate disciplinary action based on results of the investigation and shall communicate these procedures to district personnel and students. Complete grievance procedures can be found in Administrative Regulations 405.7AR and 503.4AR, Harassment Discrimination, Violence or Hazing and in Administrative Regulation 503.5AR, Title IX Sex Nondiscrimination Regulation, Grievance Procedure and Process. All policies, regulations and procedures are posted on the school district website. Investigation processes shall be governed by the applicable regulation. Some of the listed “protected classes” are only protected from certain limited forms of discrimination and harassment pursuant to Minnesota law.

The district has appointed a Title IX Coordinator and Human Rights Officers who are charged with receiving, investigating and working to remedy complaints of harassment, discrimination, violence or hazing. Among other things, they are responsible for coordinating the district's compliance with applicable discrimination laws, which includes overseeing Title IX complaints relating to sex discrimination and harassment and identifying and addressing any problems that arise during the review of such complaints.

The district shall discipline or take appropriate action against any student or district personnel who retaliates against any person who reports alleged harassment, discrimination, violence or hazing, or who testifies, participates in or assists in an investigation, proceeding or hearing relating to such harassment, discrimination, violence or hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal or harassment.

The district's grievance processes do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Minnesota Department of Human Rights~~,~~ or Equal Employment Opportunity Commission (EEOC), filing a complaint with the Office for Civil Rights (OCR), initiating civil action or seeking redress under state criminal statutes and/or federal law.

Definitions

Sexual Harassment – For purposes of Administrative Regulations 405.7AR and 503.4AR, Harassment Discrimination, Violence or Hazing, sexual harassment is a form of sex discrimination and includes unwelcome sexual advances, requests for sexual favors, sexually-motivated physical conduct, other verbal or physical conduct or communication of a sexual nature, including communication accomplished through the use of technology, including sexting and some forms of cyberbullying when (a) submission to that conduct or communication is made a term or condition, explicitly or implicitly, of employment, public services or education; or (b) submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment, public services or education; or (c) that conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public services or education, or creating an intimidating, hostile or offensive employment, public services or educational environment. For purposes of Administrative Regulation 503.5AR, Title IX Sex Nondiscrimination Regulation, ~~-~~Grievance Procedure and Process, sexual harassment is defined as conduct on the basis of sex that satisfies one or more of the following: (1) An employee of the district conditioning the provision of an aid, benefit, or service of the district on an individual's participation in unwelcome sexual conduct; (2) Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the district's education program or activity; or (3) "Sexual assault" as defined in 20 U.S.C. Section 1092(f)(6)(A)(v), "dating violence" as defined in 34 U.S.C. Section 12291(a)(10), "domestic violence" as defined in 34 U.S.C. Section 12291(a)(8), or "stalking" as defined in 34 U.S.C. Section 12291(a)(30).

Violence – For purposes of Administrative Regulations 405.7AR and 503.4AR, Harassment, Discrimination, Violence or Hazing, violence is a physical act of aggression or force or the threat of aggression or force that is based upon that person's sex, ~~-~~race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information. It includes sexual violence prohibited by District Regulation 503.3AR, Student Behavior Expectations and Responses for Behavior. Violence may include threats communicated through use of technology, including some forms of cyberbullying.

Harassment (other than sexual harassment) - For purposes of Administrative Regulations 405.7AR and 503.4AR, Harassment, Discrimination, Violence or Hazing, ~~violence,~~ harassment other than sexual harassment that is based on sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age~~,~~ or genetic information consists of physical or verbal conduct or communication, including electronic communication, that is demeaning or hostile to an individual's status related to one or more of the categories listed above when: a) submission to that conduct or communication is made a term or condition, explicitly or implicitly, of employment, public services or education; or b) submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that

individual's employment, public services or education; or c) that conduct or communication has the purpose or effect of substantially interfering with an individual's employment, public services or education, or creating an intimidating, hostile or offensive employment, public services or educational environment.

Hazing – Hazing means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person in order for the student to be initiated into or affiliated with a student organization. Hazing may occur on or off school property and during or outside of school hours.

Discrimination – Discrimination means to segregate or separate on the basis of an individual's sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information, except where authorized by law. Discrimination includes the following: to exclude from admission, to deny access to or participation in or the benefits of programs or activities, including vocational opportunities or to otherwise subject to discrimination in employment or in any educational program or activity operated by the district.

District 196 Nondiscrimination Notice

As required by Title IX and other state and federal nondiscrimination laws, District 196 does not discriminate in admission, employment or in any of its education programs– and activities, including vocational opportunities, on the basis of sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, membership or activity in a local human rights commission, age or genetic information. District 196 provides equal access to designated youth groups.

The Director of Human Resources, Joel Milteer (651-423-7859 – joel.milteer@district196.org) is the designated Title IX Coordinator and has also been designated to respond to employment-related inquiries regarding the district's non-discrimination policies. The Director of Elementary Education, Jeremy Sorenson (651-423-7782 – jeremy.sorenson@district196.org) and the Director of Secondary Education, Eric Hansen (651-423-7712 – eric.hansen@district196.org) have been designated to respond to student-related inquiries regarding the district's non-discrimination policies. The Director of Special Education, Janet Fimmen (651-423-7629 – janet.fimmen@district196.org) has been designated to respond to inquiries concerning the rights of a student with a disability. The mailing address for all directors is 3455 153rd Street W, Rosemount, MN 55068. Inquiries about the application of Title IX and its regulations to District 196 may be referred to the Title IX Coordinator, the U.S. Department of Education's Office for Civil Rights (OCR), or both. District 196's nondiscrimination policies and grievance procedures are located at district196.org and contain information about how to report discrimination and make a complaint.

Nondiscrimination in Vocational Opportunities

All vocational opportunities offered by the school district will be offered in a nondiscriminatory manner. A summary of program offerings and admission criteria can be found in high school student registration guides. District 196 will take steps to assure that English language skills will not be a barrier to admission and participation in vocational programs.

Safe and Supportive Minnesota Schools (Bullying Prohibition)

Students have the right to be safe and free from threatening situations on school property, at school activities and in district vehicles. Bullying interferes with students' ability to learn and teachers' ability to educate students in a safe environment. To the extent bullying affects the educational environment of the schools, it is the school district's intent to prevent bullying from occurring, and to investigate and respond to bullying that has not been prevented.

The Safe and Supportive Minnesota Schools Act defines bullying as intimidating, threatening, abusive or harming conduct that is objectively offensive and: a) there is an actual or perceived imbalance of power between the student engaging in prohibited conduct and the target of the behavior and the conduct is repeated or forms a pattern; or b) ~~or~~ materially and substantially interferes with a student's educational opportunities or performance or ability to participate in school functions or activities or receive school benefits, services or privileges. The Act defines cyberbullying as bullying using technology or other electronic communication, including, but not limited to, a transfer of a sign, signal, writing, image, sound or data, including a post on a social network Internet website or forum, transmitted through a computer, cell phone or other electronic device. For purposes of the Act, intimidating, threatening, abusive, or harming conduct may involve, but is not limited to, conduct that causes physical harm to a student or a student's property or causes a student to be in reasonable fear of harm to person or property; under Minnesota common law violates a student's reasonable expectation of privacy, defames a student, or constitutes intentional infliction of emotional distress against a student; is directed at any student or students including those based on a person's actual or perceived race, ethnicity, color, creed, religion, national origin, immigration status, sex, marital status, familial status, socioeconomic status, physical appearance, sexual orientation, including gender identity and expression, academic status related to student performance, disability, ~~or~~ status with regard to public assistance, age, or any additional characteristic defined in the Minnesota Human Rights Act (MHRA). However, prohibited conduct need not be based on any particular characteristic defined in this paragraph or the MHRA. Bullying includes malicious and sadistic conduct as further defined in Administrative Regulation 503.8AR, Bullying Prohibition and sexual exploitation.

Bullying behavior should be reported to a staff member. The district's processes for reporting and responding to bullying behavior can be found in Administrative Regulation 503.8AR, Bullying Prohibition and Procedure 503.8P, Report of Bullying Behavior. All policies, regulations and procedures are posted on the school district website.

Gender Inclusion

All students need a safe and supportive school environment in which to learn. Administrative Regulation 503.9AR, Gender Inclusion, describes District 196's commitment to foster an educational environment that is safe, supportive and free from discrimination for all students, regardless of gender identity or gender expression.

Special Education Services for Students

In accordance with state and federal mandates, District 196 seeks out, evaluates and serves students with disabilities. District staff use a comprehensive child study process to systematically screen, evaluate and place students in special education services from ages birth-22. Students are entitled to a free appropriate public education in the "least restrictive environment." To learn more about your rights under special education law. you may request a copy of the Notice of Procedural Safeguards from your principal or download it from the Minnesota Department of Education: http://education.state.mn.us/mde/dse/sped/proc/

Section 504 Process for Students

Section 504 is a federal law which prohibits discrimination against persons with a disabling condition in any program receiving federal financial assistance. The law defines a person with a disabling condition as anyone who:

- Has a mental or physical impairment, which substantially limits one or more major life activities;
- Has a record of such an impairment, or
- Is regarded as having such an impairment.

The district has specific responsibilities under the law, which include identifying, reviewing and, if the child is determined to be eligible, developing and implementing a 504 plan providing regular or special education and related aids and services. Janet Fimmen (651-423-7629 – janet.fimmen@district196.org – 3455 153rd Street W, Rosemount, MN 55068) has been designated to respond to inquiries and grievances concerning Section 504.

Suspected Maltreatment of Minors and Vulnerable Adults

School staff members are required to report suspected maltreatment of minors and vulnerable adults. For minors (which term includes students aged 18 to 21 when suspected maltreatment has occurred in the school setting), a report must be made when the individual knows or has reason to believe a child is being or has within the past three years been neglected or abused. A full definition of what constitutes abuse or neglect is found in Minnesota Statutes Chapter 260E but includes physical or sexual abuse, neglect, threatened injury, egregious harm, substantial child endangerment and maltreatment of a child in a facility. For vulnerable adults, a report must be made when the individual knows or has reason to believe that a vulnerable adult is being or has been maltreated, or has knowledge that a vulnerable adult has sustained a physical injury which is not reasonably explained. Under Minnesota Statute 626.5572, the definition of "vulnerable adult" generally includes individuals 18 years of age or older who possess a mental, physical or emotional impairment limiting their ability to provide adequately for their own care without assistance or their ability to protect themselves from maltreatment. The statute also defines maltreatment of vulnerable adults to include, among other things, physical or sexual abuse, neglect or financial exploitation.

Any person who is required to report suspected maltreatment and who fails to do so may be guilty of a crime. At the same time, any person who reports suspected maltreatment in good faith is immune from civil or criminal liability and may not be retaliated against.

The principal, teacher, school nurse and/or other staff who report suspected maltreatment may discuss the situation with the alleged victim and emphasize that the school is not interested in accusing or punishing anyone, but rather is interested in helping ensure that the maltreatment does not continue.

When the alleged victim is a minor, upon receiving information of suspected maltreatment, employees must call the proper authorities ~~within 24 hours~~immediately and make a written report within 72 hours. In case of suspected maltreatment in school, even when the child is aged 18 to 21, the proper authority to contact is the Minnesota Department of Education (651-582-8546). In case of suspected maltreatment outside the school setting, the proper authority to contact is Child Protection Intake of Dakota County Social Services (952-891-7459) and/or the local law enforcement agency.

When the alleged victim is a vulnerable adult and the suspected maltreatment occurred outside the school, upon receiving information of suspected maltreatment, a report must be made within 24 hours to the Minnesota Adult Abuse Reporting Center (1-844-880-1574).

Employees who suspect maltreatment should consult with the appropriate principal or supervisor and may consult with the district legal department. Such consultation does not obviate the responsibility to report when warranted.

Student Health

Health Services

District 196 follows guidance from the Centers for Disease Control and Prevention (CDC), the Minnesota Department of Health, the Minnesota Department of Education, the Minnesota Board of Nursing and other leading health organizations to deliver appropriate health services to students.

Health Information

Families are responsible for sharing health concerns and medical diagnoses such as seizures, diabetes, asthma, and severe allergic reactions with the school nurse directly, especially when the concern has the potential for an emergency event or when medication or health procedures may be required during the school day.

Medication and Medical Procedures

Students have the right to receive medications and medical procedures in order for them to attend school consistent with board policy and procedure. Families are responsible for communicating with the school nurse about changes in medications or medical procedures and providing necessary authorizations annually from the health care provider. Students are responsible for cooperating with school staff regarding medications and medical procedures to be administered during the school day. A student in grades 7-12 may possess and use nonprescription pain relief in a manner consistent with the labeling, if the school has received written annual authorization from the student's parent or guardian permitting the student to self-administer the medication. For more information regarding medications and medical procedures, see Policy 506, Student Welfare, ~~and~~ Administrative Regulation 506.2.2AR, Administration of Medication and Access to Telehealth Services, and Procedure 506.2.2.1P, Authorization for Administration of Medication at School.

Communicable Disease Management

Appropriate action will be taken in school to prevent and control the spread of communicable disease. Illness guidelines are shared at schools and through the health services website about when to keep your child home or when they will be sent home due to illness. It is expected that families will update their contact information with school as well as have emergency back up plans to pick your child up in a timely manner when they are unable to stay at school. For more information see Policy 506, Student Welfare.

Vision and Hearing Screening

Impaired vision and/or hearing can drastically impact a child's ability to learn. Nurses are trained to identify vision and hearing issues and to work with families to find solutions. District 196 routinely screens students at school:

- Vision screening is completed in grades 1, 3, 5, 7, and 10 when resources are available
- Color vision screening is completed on 1st grade boys only
- Hearing is screened for students in grades 2 and 4
- Vision and/or hearing screenings may be completed when requested by a teacher, parent/guardian or student or when a student is being evaluated for specialized services including special education
- Parents will be notified of students who do not pass a screening.
- Reach out to your school nurse if you have concerns about your child being screened

Immunizations

Immunizations protect children from childhood communicable diseases; thereby reducing illness, absenteeism, and permanent health conditions that may impact their ability to learn. In order for a student to continue enrollment in District 196, Minnesota law requires that parents or adult students demonstrate immunization compliance according to Administrative Regulation 501.5AR, Student Immunizations. While exclusion should always be the last resort, students who are not in compliance with the law will not be allowed to attend school until documentation showing compliance is received by the school. A student who transfers into District 196 has 30 days to comply.

Minnesota Health Care Programs

The Minnesota Health Care Programs (MHCP) have free and low-cost health insurance for children and families who qualify. MHCP helps families access and pay for medical services including medical, dental, mental health, hospitalizations, surgeries, and more. MHCP applications are available at www.mnsure.org

For more information about Minnesota Health Care Programs or for assistance obtaining or filling out an application, please contact one of the following organizations:

- MNSure at 651-539-2099 OR 1-855-366-7873
- The Minnesota Department of Human Services at 651-297-3862
- Dakota County Community Services at 651-554-5611

Language Access

The school board has adopted a Language Access Plan that outlines the district's processes and procedures to ensure effective communication with students and families who communicate in a language other than English. The plan includes the use of qualified spoken language interpreters and translated materials for important communications, including meetings, conferences, and discussions related to a student's academic progress, educational decisions, and placement in specialized programs and services. These services ensure that families who communicate in a language other than English can meaningfully participate in their child's education, consistent with the district's Language Access Plan and Minnesota law.~~The school board adopted a language access plan that specifies the district's process and procedures to render effective language assistance to students and adults who communicate in a language other than English. The language access plan includes how the district and its schools will use trained or certified spoken language interpreters for communication related to academic outcomes, progress, determinations, and placement of students in specialized programs and services.~~ The language access plan is available at:

https://www.district196.org/services/language-services

Student Interviews with Social Services and Law Enforcement Officials

Requests to interview students made by law enforcement officers and those other than a student's parents or guardians, school district officials, employees and/or agents, shall be made through the principal's office. Upon receiving a request, it shall be the responsibility of the principal to determine whether the request will be granted and to consult with the district's legal department where appropriate.

In Cases Involving Child Abuse or Neglect . . .

In the case of an investigation pursuant to the Reporting of Maltreatment of Minors Act, Minnesota Statutes Chapter 260E, a local welfare agency, the agency responsible for investigating the report, and a local law enforcement agency may interview, without parental consent, an alleged victim and any minors who currently reside with or who have resided with the alleged perpetrator. The interview may take place at school and during school hours. School district officials will work with the local welfare agency, the agency responsible for investigating the report, or law enforcement agency to select a place appropriate for the interview.

When the local welfare agency, local law enforcement agency, or agency responsible for assessing or investigating a report of maltreatment determines that an interview should take place on school district property, school district officials must receive written notification of intent to interview the child on school district property prior to the interview. The notification shall include the name of the child to be interviewed, the purpose of the interview, and a reference to the statutory authority to conduct an interview on school district property. Where the interviews are conducted by the local welfare agency, the notification must be signed by the chair of the local social services agency or the chair's designee. The notification is private educational data on the student. School district officials may not disclose to the parent, legal custodian or guardian the contents of the notification or any other related information regarding the interview until notified in writing by the local welfare or law enforcement agency that the investigation or assessment has been concluded, unless a school employee or agent is alleged to have maltreated the child. Until school district officials receive said notification, all inquiries regarding the nature of the investigation or assessment should be directed to the local welfare or law enforcement agency or the agency responsible for assessing or investigating a report of maltreatment shall be solely responsible for any disclosure regarding the nature of the assessment or investigation.

School district officials shall have discretion to reasonably schedule the time, place, and manner of an interview by a local welfare or local law enforcement agency on school district premises. However, where the alleged perpetrator is believed to be a school district official or employee, the local welfare or local law enforcement agency will have discretion to determine where the interview will be held. The interview must be conducted not more than 24 hours after the receipt of the notification unless another time is considered necessary by agreement between the school district officials and the local welfare or law enforcement agency. However, school district officials must yield to the discretion of the local welfare or law enforcement agency concerning other persons in attendance at the interview. School district officials will make every effort to reduce the disruption to the educational program of the child, other students, or school staff when an interview is conducted on school district premises.

Students shall not be taken from school district property without the consent of the principal and proper documentation.

In Cases Other Than Those Involving Child Abuse or Neglect . . .

Interviews Regarding Conduct With A Nexus To School - School administration will grant permission to law enforcement officials to interview a student in school regarding their alleged behavior, or the alleged behavior of others, that took place on school grounds, during the school day, or with a nexus to school safety only when:

- the interview is held in a closed room away from the view of students and adults;
- a school administrator or law enforcement official attempts to inform the student's parent or guardian about the interview the same day it occurs; and
- school administration asks to see the law enforcement officer's credentials and makes a record of the credentials before providing access to a student if the officer is unknown to the school.

Exceptions to this section may be permitted in response to exigent circumstances or with a properly issued judicial order, warrant or subpoena. School administrators should attempt to contact the legal department to review any judicial order, warrant or subpoena.

Interviews Regarding Conduct Without A Nexus To School - School administration will grant permission to law enforcement officials to interview a student in school regarding their alleged behavior, or the alleged behavior of others, that took place outside of the school day and off school property only when:

- the interview is held in a closed room away from the view of students and adults;
- the law enforcement official receives prior permission from the student's parent or guardian to conduct the interview; and
- school administration asks to see the law enforcement officer's credentials and makes a record of the credentials before providing access to a student if the officer is unknown to the school.

Exceptions to this section may be permitted in response to exigent circumstances or with a properly issued judicial order, warrant or subpoena. School administrators should attempt to contact the legal department to review any judicial order, warrant or subpoena.

General - A classroom teacher may never release a student at the request of a social service or law enforcement official unless this request has been checked and approved by the appropriate school administrator.

Law enforcement may make a custodial arrest of a student at school with a valid judicial arrest warrant or without a warrant if otherwise authorized by law. School staff members shall not interfere with a law enforcement decision to remove a student from school for law enforcement purposes; however, reasonable efforts shall be made to consult with the district's legal department prior to the arrest and to inform a student's parent or guardian of the arrest as soon as possible.

A student who is not under custodial arrest may not be released to law enforcement officers without prior parent or guardian permission, or if a parent or guardian is not available, a principal may authorize release if determined necessary for the welfare of the student.

Law enforcement officers shall not be involved in an educational decision to remove a student from school as a disciplinary response.

Protection and Privacy of Student Records

Pursuant to the requirements of Administrative Regulation 505.2AR, Protection and Privacy of Student Records, and the requirements of federal law (34 C.F.R. Section 99.7), the following constitutes the district's annual notification to parents, guardians and students regarding data privacy practices of the district. Administrative Regulation 505.2AR, Protection and Privacy of Student Records, incorporates state and federal requirements on data privacy rights in student educational records, as summarized below.

Privacy Rights

Educational records which identify or could be used to identify a student, other than directory information (see below), may not be released to members of the public without the written permission of the student's parent or guardian, or the student if ~~he or she~~the student is 18 years of age or older or attends a post-secondary institution or as otherwise permitted by law. This general rule is subject to specific and limited exceptions, which are described in Administrative Regulation 505.2AR, Protection and Privacy of Student Records.

One exception, which permits disclosure of educational records without consent, is disclosure to school officials with legitimate educational interests. A school official is a person employed by the school as an administrator, supervisor, instructor, or support staff; a person serving on the School Board; a person or company

with whom the school has contracted to provide a service instead of using its own employees or officials including the school district's insurer or an authorized volunteer. Legitimate educational interests include those directly related to the school official's professional responsibilities for classroom instruction, teaching, assessment and research, student achievement and progress, student discipline, student health or welfare, or other legitimate professional responsibilities.

Directory Information

"Directory information" includes a student's name, date and place of birth, major field of study, participation and performance in officially recognized activities and sports, weight and height of members of athletic teams, dates of attendance, enrollment status, district-issued email address, grade level, degrees, honors, diplomas and awards received, honor roll, school of attendance, the most recent previous educational agency or institution attended, photographs and other visual and audio representations for school-approved publications, yearbooks, newspapers, public presentations, ID badges, and publication on school-approved Internet pages and student identification (ID) numbers, user IDs or other unique personal identifiers used by a student for purposes of accessing or communicating in electronic systems or displayed on an ID badge. (A student's identifier is directory information but educational records can only be accessed with the identifier in conjunction with the use of a password or personal identification number (PIN) or other factor known or possessed only by the authorized user.) Directory information does not include identifying data which references religion, race, color, disability, social position or nationality. "Directory information" also includes home addresses and home telephone numbers of students in grades 11 through 12, for the purpose of providing such information to military recruiting officials as requested by the military and to institutions of higher learning as requested by the institutions, in accordance with state and federal law. "Directory information" also includes school schedule, daily attendance record and parent or guardian names for the purpose of providing such information to law enforcement officers. "Directory information" also includes home addresses, and telephone numbers for the purpose of providing such information to the Dakota County Library for purposes of issuing a library card.

In accordance with the Minnesota Data Practices Act and federal law the district must release to military recruiting officers and institutions of higher learning the names, addresses and home telephone numbers of students in 11th and 12th grades within 60 days after the date of the request, unless parents or students refuse to release the information.

Directory information may be released to the public without prior parent, guardian or student consent unless the parent, guardian or student (if the student is age 18 or older) has objected in writing to the release of one or more categories of such information. Parent(s) or guardian(s) or students age 18 or older may object to the release of directory information by completing Procedure 505.2.4.3P, Denial of Release of Directory and Yearbook Information.~~A parent/guardian may not prevent the disclosure of a student's name, identifier or district-issued email address in a class in which the student is enrolled or on a student ID badge.~~ The form should be completed and returned to your student's school. If filed, the denial of release of information will remain in effect until it is modified or rescinded by the parent, guardian or eligible student. A parent/guardian may not prevent the disclosure of a student's name, identifier or district-issued email address in a class in which the student is enrolled or on a student ID badge.

Inspection of Records

Parent(s) or guardian(s) of a student, or a student who is age 18 or older, may request to inspect and review any of the student's educational records except those which are, by state or federal law, made confidential. The district will comply with the request immediately if possible and, if not, within 10 days exclusive of weekends and holidays. Copies of records may be obtained upon written request. A copying and handling fee will be charged. ~~(See Administrative Regulation 505.2AR, Protection and Privacy of Student Records.)~~

Challenge to Accuracy of Records

A parent, guardian or student age 18 or older who believes that specific information in the student's educational records is inaccurate, misleading, incomplete or

violates the privacy or other rights of the student, may request that the district amend the record in question. Challenges may be made by requesting and filing Procedure 505.2.11P, Request to Amend Educational Records, with the Superintendent at Independent School District 196, 3455 153rd Street West, Rosemount, Minnesota 55068-4946.

If the Superintendent declines to amend the record as requested within 30 days, the parent, guardian, or student who is 18 or older, will be advised in writing of their right to request and obtain a hearing. If either the Superintendent or, after hearing, the hearing officer appointed by the school district, determines that the record in question is inaccurate, misleading, incomplete or violates the privacy or other rights of the student, the record will be amended, the parent, guardian, or student age 18 or older will be notified of the change, and an attempt will be made to notify past recipients of the data. If, as a result of the hearing, it is determined that the challenged record is not inaccurate, misleading, incomplete or in violation of the privacy or other rights of the student, the parent, guardian, or student age 18 or older, will be notified of their rights to place a statement with the record commenting upon it and setting out any reason for disagreeing with the decision of the district. The decision of the Superintendent as responsible authority or the hearing officer may, with regard only to questions of accuracy and completeness of records, be appealed in accordance with the applicable provisions of the State Administrative Procedures Act, Minnesota Statute Chapter 14, relating to contested cases. To the extent that a record is alleged to be misleading or to violate the privacy or other rights of a student, in violation of the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C. Section 1232~~[g]~~ and 34 C.F.R. Part 99), neither state nor federal law provides for an appeal.

Special Education Records

District 196 complies with 34 C.F.R. Chapter III Section 300.624. At the time of the student's graduation or when the student ages out of eligibility for special education services, special education records are no longer needed to provide educational services to the child. Requests for destruction of special education records can be made by:

- The graduated student, age 18 or older, or
- The non-graduated student, age 22 or older, or
- The parent or guardian of a 17-year-old or younger graduated student, or
- A person assigned guardianship of a former student with a disability who is no longer eligible for special education services.

Special education records are defined as any records stored in the district's child study files that include a referral form and the subsequent steps of evaluation and/or assessment, including: raw data, any record of staffing and/or team meeting, and individualized educational plan (IEP), progress report and annual review. Special education data includes but is not limited to the child study forms labeled CS1 through CS99 and any supporting data, as well as due process forms DP1 through DP12 and any supporting data, and any analogous forms used in the district prior to the development of the forms now in use. Special education records include records on students referred for special education service and denied assessment; referred for special education service, assessed and denied service; and/or assessed and granted service. There may be instances in which the director of special education may need to determine if records are special education records.

A former District 196 student (or the parent or guardian of such a student) who is the subject of special education data may request destruction of special education records by calling 651-423-7628 or writing to the Director of Special Education at Independent School District 196, 3455 153rd Street West, Rosemount, Minnesota, 55068-4946. Former students who are in doubt as to whether they are subjects of special education data or want more information regarding destruction of data may call 651-423-7628 for a determination. If records exist, the former student may request destruction of the data by writing to the director of special education at Independent School District 196, 3455 153rd Street West, Rosemount, Minnesota, 55068-4946.

Under federal law, destruction can mean the physical removal of personal identifiers from information so that the information is no longer personally identifiable.

The choice of destruction method generally lies with the school district.

~~The district~~District 196 shall not destroy any education records if there is an outstanding request to inspect or review the records. In addition, despite a request to destroy records a district can keep certain records necessary to comply with the General Education Provision Act (GEPA), which requires that recipients of federal funds keep records related to the use of those funds.

When considering a request to destroy records, families should consider~~Families are cautioned~~ that a student may want to maintain certain special education records for documentation purposes in the future, such as for applying for SSI benefits.

Transfer of Records to Other Schools

District 196 forwards educational records (including disciplinary records) of students to other schools and school districts in which a student seeks or intends to enroll upon request of that school or school district. A parent, guardian or student who is age 18 years or older may request and receive a copy of the records which are transferred and may, pursuant to policy, challenge the accuracy of the records. The district does not, however, notify parent(s), guardian(s) or students age 18 or older prior to such transfer.

Types and Purposes of Data Gathering: Right to Refuse or Not Refuse

Educational programs administered by the district involve the submission by students of assignments, reports and the taking of tests. The district may also collect information for purposes of student enrollment, the administration of various school programs and for purposes of student health and safety. Information required to be submitted by students in connection with such reports, assignments and tests is private data under the terms of the Minnesota Government Data Practices Act, Minnesota Statute 13.01, et. seq. Such information is gathered and used as part of the educational process, in part to determine what the student is learning and what the student needs to learn. The district may also gather information from students when necessary to maintain the order and discipline of the school. In some cases this may include private data.

There is no legal requirement that students submit such data, but their failure to do so will have a direct result upon grades which are measured by evaluating such information. In some cases, students may be required to share data when it is necessary to maintain order and discipline. Failure to provide data in such cases may lead to disciplinary action.

School officials within the school district may receive and use the collected data when they have a legitimate educational interest in evaluating the student's progress or maintaining the order and discipline of the school. Such information is treated as private information under the terms of the Minnesota Government Data Practices Act and is not to be disclosed to third parties, unless authorized by law, consistent with the terms of the Minnesota Government Data Practices Act, the Family Educational Rights and Privacy Act (FERPA) (20 U.S.C.1232~~[g]~~ and 34 C.F.R. Part 99), without permission of the parent(s) or guardian(s) of minor students or students age 18 or older.

School officials may also use student data for research, including student data that is collected or assembled for purposes of student assessments. The research may be for developing, validating or administering predictive tests; to administer student aid programs, or to improve instruction. Student data collected or assembled for student assessments may be used in research that includes, but is not limited to norming studies, longitudinal or alignment studies and growth research. Parents, guardians and adult students may contact the district with questions about such research and may also refuse to participate in certain student assessments.

The district maintains the information described above in its educational records.

There are two basic student record systems:

- **Cumulative records** are gathered on all students, and include, but may not be limited to, group achievement and ability measures, Title I services, English Language Development services, ~~Gifted and~~ Talent Development services, interest inventories, disciplinary interventions, transcripts and other records, and logs and notes as appropriate, and
- **Child study records** are gathered when direct and indirect services and programs are delivered to individual students, and include, but may not be limited to, individually administered achievement tests, sensory and motor function tests, intellectual measures and other records, individual educational plans, evaluation reports and logs and notes as appropriate. Such services and programs include but are not limited to psychological and special education services.

Location of Records

The educational records gathered on students are maintained in secure locations in district schools and the District Office.

- **Cumulative records** are maintained in the school the student attends. When the student graduates or transfers out of District 196, the records are maintained at the school of last attendance for one year. After one year the records are moved to the District Office and archived into the digital imaging system.
- **Current child study records** are stored in the school the student attends. Historical child study records are transferred once per year to the District Office where they are archived into the digital imaging system. Questions may be addressed to the Director of Special Education or the principal of the school the student attends.

Records are released to outside individuals or agencies only according to provisions in Administrative Regulation 505.2AR, Protection and Privacy of Student Records. Parents or students age 18 or older may request an opportunity to inspect records and/or receive copies of records according to provisions in Administrative Regulation 505.2AR, Protection and Privacy of Student Records. To make an appointment, Procedure 505.2.10P, Parent or Eligible Student Request to Inspect Records and/or Obtain Copies of Educational Records, should be completed and submitted to the principal of the school the student attends or last attended. District policies, regulations and procedures are available on the district website.

Complaints for Non-compliance

Parent(s), guardian(s), and students age 18 or older may submit written complaints of violation of rights accorded them ~~to~~by 20 U.S.C. Section 1232~~(g)~~ to the Student Privacy Policy Office, U. S. Department of Education, 400 Maryland Avenue, SW; Washington, DC 20202-8520.

For More Information

This review of the data privacy rights of students, parents and guardians in the educational records maintained by District 196 is intended only to be a summary of the provisions of Administrative Regulation 505.2AR, and applicable state and federal law. The policy and regulation ~~is~~ are available on the district website www.district196.org. Requests for copies of the regulation and questions should be addressed to: Student Information, Independent School District 196 3455 153rd St. West, Rosemount, MN 55068, 651-423-7700. Questions about records stored at ~~your child's~~a school can be addressed to the principal. Questions about child study records can be addressed to the principal or to: Director of Special Education, Independent School District 196, 3455 153rd St. West, Rosemount, MN 55068, 651-423-7628.

~~***Complaints for Non-Compliance***~~

~~Parent(s), guardian(s) and students age 18 or older may submit written complaints of violation of rights accorded them by 20 USC Section 1232(g) to the Student Privacy Policy Office, U.S. Dept. of Education, 400 Maryland Avenue, SW; Washington, DC 20202-8520.~~

Protection of Pupil Rights Amendment

The federal Protection of Pupil Rights Amendment (PPRA) and Minnesota law give students and parents/guardians rights regarding student surveys and other matters, including the following:

Districts must directly notify parents/guardians and students each year of their rights under the law.

- Districts must receive written consent of the parent/guardian or adult student before administering any student surveys funded by the U.S. Dept. of Education (USDOE) if the survey includes "protected" information regarding any of the following "protected" topics:
  - Political affiliations or beliefs of the student or the student's parents/guardians;
  - Mental or psychological problems of the student or the student's family;
  - Sexual behavior or attitudes;
  - Illegal, anti-social, self-incriminating or demeaning behavior;
  - Critical appraisals of other individuals with whom respondents have close family relationships;
  - Legally recognized privileged or analogous relationships, such as those of attorneys, physicians and ministers;
  - Religious practices, affiliations, or beliefs of the student or the student's parents/guardians, or
  - Income (other than that required by law to determine eligibility for participation in a program or for receiving financial assistance under such a program).

- Parents/guardians have the "right to notice" and an opportunity to "opt out" of any of the following:
  - A student survey (as defined in Administrative Regulation 801.9AR) not included in the section above;
  - Activities involving the collection, disclosure or use of personal information obtained from students for the purpose of marketing, selling or otherwise distributing said information to others, or
  - Any non-emergency invasive physical exams or screenings that are required for attendance, administered and scheduled by the school in advance, and not necessary to protect the immediate safety of the student or other students, except for hearing, vision, or scoliosis screenings, or others as permitted or required by state law.

- Parents/guardians and eligible students have the right to inspect certain materials prior to a student participating in a survey. A request to inspect materials can be made to the building principal. Available for review will be:
  - Student surveys;
  - Documents and instruments used to collect personal information from students if used in marketing, sales or distribution to others, and
  - Instructional materials used as part of the educational curriculum or as part of student surveys conducted under sections listed above.

Schools will give parents/guardians notice and information about surveys that may be administered to students, as more fully detailed in Administrative Regulation 801.9AR, Use of Students, Employees and/or District Data for Research.

Parents/guardians and eligible students can report violations of the PPRA by contacting the U.S. Dept. of Education Policy Compliance Office, 400 Maryland Avenue SW, Washington, DC 20202-5920.

Collection, protection and use of data obtained from students is governed by Policy 801, District-Community Relations; Administrative Regulation 801.9AR, Use of Students, Employees and/or District Data for Research and Policy 505, Student Records and corresponding administrative regulations.

District 196 will not impose an academic or other penalty upon a student who opts out of participating in a survey.

Patriotic Exercise

Student appreciation and understanding of the United States of America, the American heritage and democratic ideals are enhanced by ceremonies and other observances. The Pledge of Allegiance shall be said at every school every school day, and schools shall regularly involve students in activities and programs to increase student understanding of the United States of America and its heritage. In accordance with the law, individuals who wish to opt out of saying the Pledge of Allegiance or participation in patriotic exercises due to personal beliefs will be permitted to do so and staff and students must respect another person's right to make that choice.

Safety and Security

District 196 and each of its schools have emergency plans that are reviewed annually and revised when appropriate. Video cameras are placed in schools and buses as a deterrent for unwanted behavior and to aid investigation of unwanted behaviors. Conversations and actions may be recorded on video/audio recordings. Students are subject to discipline and referral to law enforcement for incidents of misconduct caught on video. In addition, to enhance the safety of students, staff and visitors, district officials follow the safety and security guidelines listed below.

- All visitors must report to the office or visitor's desk and sign in when they first arrive at school during school hours.
- All visitors must be given a nametag or badge to wear while they are in the building during school hours.
- Staff are expected to question people in the building whom they don't recognize and who are not wearing a nametag or badge.
- Students and staff are expected to immediately report to a teacher or administrator any suspicious behavior or situation that makes them uncomfortable.
- All but one outside door will be locked during the school day.
- Portions of the building that will not be needed after the regular school day are closed off.
- Signs will be posted on one or more exterior doors welcoming visitors and informing them to sign in.
- Locked exterior doors will be equipped with an audible alarm.
- Schools and departments will not display building layouts on websites.
- Safety and security information is included in newsletters and handbooks for students, staff and parents/guardians.

- High schools will require students to identify themselves upon request in school or on school property, and place a person at the main entrance to greet visitors and assist them with signing in.
- All visitors must wear identification badges in district buildings during school hours.
- Schools must conduct annual emergency drills and schools shall be available to law enforcement officials, as requested, for practice drills.
- Building supervision is provided in schools when most community education and other after-school activities are taking place.
- In the event of a major disaster covered by the media during the school day, in general, high school students should be permitted to see televisions and media throughout the day to observe and discuss the situation; middle school students should be permitted to see televisions and media for a relatively short time, and elementary school students should not be permitted to view television and other media.
- Minnesota Statute 123B.03 requires school districts to perform criminal history background checks on everyone offered employment in the district, including all volunteer athletic and cocurricular coaches. The district exercises discretion when requiring background checks on selected other volunteers and independent contractors by considering such factors as the amount of student contact and the duration of the contact. The district does not perform background checks on the staff or volunteers of outside clubs and organizations that offer activities for youth in the community that are not organized or operated by the district.

Health and Safety Notices

Annual Integrated Pest Management Pesticide Notification

District 196 uses a licensed, professional pest control service for the prevention and control of rodents, insects and other pests in and around the district's buildings. The program consists of inspection and monitoring to determine whether pests are present and whether any treatment is needed, recommendations for maintenance and sanitation to help eliminate pests without the need for pest control materials, utilization of non-chemical measures such as traps, caulking and screening, and application of EPA-registered pest control materials when needed.

The long-term health effects on children from the application of pesticides or the class of chemicals to which they belong, may not be fully understood. The district will only use pesticides when non-chemical methods have been ineffective. To limit the potential pesticide exposure, the district follows safety regulations to ensure pesticides are applied properly.

A copy of the management plan or estimated schedule of pest control applications is available for review at the district's Facilities Office. Requests can be made to the Buildings and Grounds Manager at 651-423-7735.

Annual Asbestos Notification

District 196 is required by the Environmental Protection Agency (EPA) to maintain an asbestos management plan for all building materials that contain asbestos. District 196 is in full compliance with the Asbestos Hazard Emergency Response Act, and performs a surveillance check for damage every six months. Every building containing asbestos is fully re-inspected every three years to ensure it is being properly maintained. Additional asbestos projects may occur throughout the year as construction projects dictate.

Details on the locations, condition, and type of asbestos-containing materials and copies of building management plans are available at each building and at the District 196 Facilities Office. Please feel free to direct any questions about asbestos or any safety issue to the Facilities and Grounds Manager, at 651-423-7735.

Indoor Air Quality Annual Notification

Minnesota school districts are required to develop and implement an Indoor Air Quality (IAQ) Management Plan and to monitor and improve indoor air quality.

The Minnesota Department of Education has established guidelines that are based on the Environmental Protection Agency's (EPA) resource document, Indoor Air Quality (IAQ) Tools for Schools.

District 196 has an Indoor Air Quality (IAQ) Management Plan. The management plan outlines specific policies and procedures that will be used in the district to address indoor air quality issues.

If you have any questions concerning IAQ, or would like to use the EPA Tools for Schools checklists, please contact the Facilities and Grounds Manager, at 651-423-7735.

Lead in School Drinking Water Notification

Minnesota school districts are required to develop and implement a plan to test for and remediate the presence of lead in public schools. District 196's lead in school drinking water plan can be found on its website at www.district196.org/services/facilities. The plan outlines the routine water management strategies and procedures that will be used in the district to maintain water quality and reduce exposure to lead. Test results and a description of any required remediation will be included on the website along with the plan. The information will be updated at least annually.

If you have any questions concerning lead in drinking water, please contact the Facilities and Grounds Manager, at 651-423-7735.

Student Nutrition

Our schools provide free healthy meals every school day for all students. District 196 participates in the Minnesota Free Schools Meals program which allows each student to receive one breakfast and one lunch free of charge. This does not include ala carte, second entrées or milk only purchases. Parents or guardians are responsible for all additional items purchased by their child. Funds may be deposited into a student's meal account through PayPAMs, District 196's electronic payment system, or payments may be sent to school with the student.

Households may apply for free/reduced-price meal benefits anytime during the school year. Although there is no charge for breakfast and/or lunch for the 2026~~5~~-27~~6~~ school year, the district asks that all households who may be eligible apply for Educational Benefits at the beginning of the school year. A household can apply anytime during the school year. Households can reapply if their financial circumstances change during the school year.

www.district196.org/edbenefits

Applications for the **upcoming school year 2026~~5~~-27~~6~~** will be **available July 2025~~5~~6** and are needed each school year. If your household qualifies, each approved application provides additional funding to programs at your child's school.

Accident & Property Insurance

District 196 does not provide accident insurance for injuries that happen to students at school or during school activities, nor does the district provide insurance protection for student property that is lost, stolen or damaged at school or at school activities. Families that wish to have accident or property protection are encouraged to contact an insurance company.

Corporal Punishment, Physical Restraint and Reasonable Force

Corporal Punishment

Corporal punishment (hitting or spanking a student with or without an object or use of unreasonable physical force that causes bodily harm or substantial emotional harm) is not permitted. An employee or agent of a district shall not inflict corporal punishment upon a student to reform unacceptable conduct or as a penalty for unacceptable conduct. An employee or agent of the district shall not use prone restraint or inflict any form of physical holding that restricts or impairs a student's ability to breathe; restricts or impairs a student's ability to communicate distress; places pressure or weight on a student's head, throat, neck, chest, lungs, sternum, diaphragm, back, or abdomen; or results in straddling a student's torso. An employee or agent of the school district does not include a school resource officer as defined in Minnesota Statute 626.8482, subd.1 paragraph (c).

Physical Restraint and Reasonable Force

In certain instances, it becomes necessary for staff to use physical restraint to provide a safe environment for students. A teacher or school principal, in exercising the person's lawful authority, may use reasonable force when it is necessary under the circumstances to correct or restrain a student to prevent bodily harm or death to the student or to another. A school employee, school bus driver, or other agent of the district, in exercising the person's lawful authority, may use ~~may use~~ reasonable force when it is necessary under the circumstances to restrain a student to prevent bodily harm or death to the student or to another. Reasonable force will be used in compliance with Minnesota Statute 121A.582, Minnesota Statute 121A.58 and other laws. Special care will be taken with students with disabilities to follow any guidelines for physical restraint which may be written into their individual education plan (IEP). Physical holds of students with IEPs shall only be done in an emergency, by authorized personnel, in conformance with the law on restrictive procedures and the district's restrictive procedures plan.

STUDENT RESPONSIBILITIES

Student responsibilities include: conscientious effort in school work and activities; respect for the rights of other students, staff and visitors; and adherence to and cooperation in upholding local, state and federal laws, and district and school policies, rules and regulations. Most of all, students, administration and staff share the responsibility of establishing and maintaining a safe, stimulating and productive learning environment.

Student Attendance

A major student responsibility at all grade levels is regular attendance. Many studies correlate regular attendance with success in school. Regular attendance means that the academic learning process is not interrupted, less time is spent on make-up assignments, and students benefit from participation and interaction with others in class. State law requires every child between seven and 17 years of age to receive instruction. Students with excessive unexcused absences will be considered truant. Establishing a pattern of good attendance will benefit the student in school and in the workplace. Research shows when students attend school regularly, they have better academic outcomes, are more connected to their community, develop important friendships, strengthen social-emotional skills and are significantly more likely to graduate from high school.

When does poor attendance become a problem?

- By 9th grade, regular and high attendance is a better predictor of graduation rates than 8th grade test scores.
- Missing 10 percent, or about 18 days, of the school year can drastically affect a student's academic success.
- Students can be chronically absent even if they only miss a day or two of school every few weeks.
- Attendance is an important life skill that will help a student graduate from college and keep a job.
- Truancy may result in the termination of the open enrollment of a nonresident student.

A student may be excused from attendance for the whole or any part of the time school is in session during any school year for the reasons set forth in Minnesota Statute 120A.22, subd. 12. Schools will also make reasonable efforts to accommodate any student who wishes to be excused from a curricular activity for a religious observance or American Indian cultural practice, observance, or ceremony per Minnesota Statute 120A.35.

High School Student Attendance Expectation

Excessive absences may have adverse consequences due to the inability of students to keep up with course assignments, activities, assessments, etc. With the exception of the school-authorized and verified absences noted below, high school students are expected to attend every class every day.

Excessive Absence Rule – Notification/Intervention Process

Each student's attendance, grades and discipline incidents are recorded electronically and available to parents/guardians online. When a student reaches his or her seventh absence in a specific trimester course (or five absences at schools on a quarter system), notification of the absences will be communicated to the student's parent/guardian. This notification will also advise that there may be adverse consequences, which may include loss of credit due to the student's inability to keep up with course assignments, activities, course assessments, etc. When the number of a student's absences reaches 10 in one trimester (or eight in one quarter) excluding absences not counted in the excessive absence rule, the school's designated administrator will review and investigate the reasons for the absences and determine a course of action which may include one or more of the following: parent/guardian meeting; parent/guardian meeting with teacher(s) and counselor, and/or development of an attendance intervention plan.

Types of Absences:

Absences which **are not** counted in the excessive absence rule include, but are not limited to:

- School-sponsored curricular and cocurricular activities;
- Official religious holidays and religious observances or American Indian cultural practice, observance or ceremony;
- Death of an immediate family member (parent, step-parent, guardian, sibling, grandparent);
- Unique or emergency circumstances which are authorized (or, whenever possible, pre-authorized) by a school administrator;
- Chronic or long-term illnesses which are verified by a doctor's signed statement and authorized by a school administrator;
- Authorized appointments with school personnel;
- Military deployment of a family member, and
- In-school suspension, out-of-school suspension and transitional study hall (removal from class for one or more class periods).

Absences which **are** counted in the excessive absence rule include, but are not limited to:

- Verified/Excused – Absences which are verified by the parent/guardian with reasons accepted by the school. Accepted reasons are illness, medical or dental appointments that cannot be made outside of school time, and pre-authorized, pre-planned absence of one day or more (this must be arranged prior, preferably at least one week, to the absence in order to be verified).
- Unexcused – Unexcused absences will be treated with responses in accordance with the behavior expectations and responses for behavior outlined in district policy and administrative regulation. Unexcused absences occur when a student is absent from school without approval. Responses may include, but are not limited to, detention and in-school suspension. Students with unexcused absences from one or more class periods on seven school days per year may be identified as truant and subject to Administrative Regulation 503.2.1AR, Truancy, in compliance with state law on compulsory instruction.
- Tardies – Tardies are defined as being late to class without a pass. Responses such as detention and in-school suspension may be assigned to students with excessive tardies.

Make-Up Work

Class absences necessitate make-up work, which, if not completed on time, may lead to failure or incomplete grades. Teachers must allow students to complete missed work, assignments, tests, quizzes, etc., but it is the student's responsibility to consult their teacher about absences from class and required make-up work. Students generally have two days per day of verified/excused absence in which to turn in make-up work.

Student Fees and Fines

Fees may be charged in areas considered to be cocurricular, extracurricular, non-curricular or supplementary to the requirements of a class or educational program

or as otherwise permitted by state law. Schools shall charge students for lost, damaged or destroyed books, materials, supplies and equipment which are owned by the district, including damage to school buses. Schools may fine students for parking violations on school property. Complete information about student fees and fines can be found on the school district's website in Administrative Regulation 507.2AR, Student Fees and Fines.

Students Transported in Vehicles Other Than Those Provided by the District

District 196 provides transportation to students as required by state law and such additional transportation as budgets permit. Financial limitations prevent the district from providing student transportation to all curricular and cocurricular activities. It is the parent's or guardian's responsibility (or the responsibility of the adult student age 18 or older) to provide transportation between school sites when students need to go from one school site to another for educational reasons during the school day. It is also the parent's or guardian's responsibility (or the responsibility of the adult student age 18 or older) to provide transportation to and from cocurricular events and activities when transportation is not otherwise provided by District 196. Parents/guardians may permit their students to transport themselves between sites or to/from some cocurricular activities, but may be required to sign a release of liability and should enforce safe driving expectations with their students. The district does not supervise students who drive between sites or to and from cocurricular events and activities and is not liable for accidents or injuries that occur.

Test Security Information for Students

As with any test, students have a responsibility to keep test content secure and act with honesty and integrity during administration of standards-based accountability assessments such as the Minnesota Comprehensive Assessments (MCAs) and ~~ACCESS for ELLs~~WIDA ACCESS. The Minnesota Department of Education (MDE) expects students to follow all state and district policies for test administration and has added a code of conduct that students must view before beginning any standards-based accountability assessment:

- On this test, do your own best work to show what you know and can do.
- Do not accept help finding answers to test questions.
- Do not give answers to other students.
- Do not tell others what is on the test.
- There may be disciplinary responses if you do not follow directions or if you behave dishonestly.

MDE takes test security seriously and encourages any individual with firsthand knowledge of a test security concern to contact MDE. Educators, parents/guardians, students and others can report any suspected incidents of cheating or other improper or unethical behavior on statewide assessments by using an online tip line at ~~https:// public.education.mn.gov/tip/,~~ https://pub.education.mn.gov/tip/ by sending an email to mde.testing@state.mn.us or calling 651-582-8674. (If the report is submitted anonymously, MDE will not respond in writing.) Depending upon the nature of each report and the amount of information provided, MDE will follow up with the district to investigate alleged irregularities. If individuals have a concern about test security practices, they are encouraged to raise their concerns with their District Assessment Coordinator or the district's legal counsel before contacting MDE.

Digital Tools and Digital Citizenship

District 196 offers students access to a variety of technology resources, including the Internet and email at approved grade levels. The curricular use of online Internet resources supports teaching and learning. Resources may include, but are not limited to, email, online discussion boards, blogs, presentation creating/sharing technology, cloud computing, generative artificial intelligence (AI) and software from technology providers. The information shared through these resources can become accessible to and/or the property of the hosting site or provider depending on the Terms of Service. In some cases, information posted or shared by students and teachers may be available to the public.

Pursuant to Minnesota Statute § 13.32, school districts in Minnesota must annually notify families of the curriculum, testing and assessment providers that have access to educational data. The inventory of these digital tools used by District 196 is posted on the 1:1 Parent Resources page at www.district196.org/academics /digital-learning/11-ipad-parent-resources. The inventory includes the name of each digital tool and the educational data elements affected through the use of each tool. Parents and guardians may contact digitaltools@district196.org with additional questions regarding specific digital tools used in classrooms or with a request to inspect a contract associated with a particular digital tool listed on the inventory. For specific information about online resources used in a student's classroom, contact the student's teacher.

In accordance with federal law, the district attempts to block Internet access to visual depictions that are obscene or harmful to minors. However, it is still possible that students may encounter material that parents and guardians consider inappropriate. Parents and guardians may contact their student's teacher to discuss any concerns they may have about their student's access to Internet.

Students are expected to follow the guidelines listed in District 196 Administrative Regulation 503.7AR, Acceptable Use of Information Technology – Students. Use of the Internet and other computer networks is a privilege which may be revoked at any time for abusive conduct. In addition to the district's standard responses for student behavior (as described elsewhere in this document), any network misuse or illegal activities may result in temporary or permanent cancellation of network privileges, contact with the student's parent or guardian and, if a violation of law has occurred, contact with law enforcement authorities. District-owned networks, servers and end-user devices are a shared resource which are the property of the district and may be subject to district-authorized search to ensure the integrity of the district network and devices, and to ensure compliance with policies and laws. School officials may also access or monitor student use of digital tools for purposes of instruction, technical support, exam proctoring or as otherwise authorized by law. Subject to the limitations in Minnesota Statute § 13.32, students do not have an expectation of privacy with regard to district-owned networks, servers, computers and other devices. Students who are permitted to bring their own electronic devices to school will comply with school-specific guidelines for the use of personal electronic devices in school. Students are expected to follow the guidance provided by their classroom teacher regarding the use of AI.

District 196 recognizes artificial intelligence (AI) as a powerful tool to enhance teaching and learning. The district is committed to integrating AI into its learning and technology framework to enrich the educational experience, promote equity, and meet the diverse needs of students and staff, all while upholding academic integrity. The use of generative AI tools is governed by District 196's AI Guidance, which prioritizes ethical use, academic integrity, and transparency.

Permitted Use

- Only use AI tools when your teacher has given permission for a specific class or assignment.
- ~~Students may use AI tools only when explicitly authorized by their teacher.~~
- AI should support ~~not replace~~ student effort, not replace it.

- Students must cite AI use and be able to explain how it was used.

Prohibited Use

- Submitting AI-generated content as one's own work, without teacher approval and proper citation, ~~Copying AI-generated content without approval or citation~~ is treated as plagiarism.
- Entering identifiable personal information into AI tools is prohibited to protect student privacy.

Student Responsibilities

- Transparency: Be honest about AI use. ~~and when in doubt, disclose.~~When uncertain whether AI use is permitted, ask your teacher.
- Accuracy & Authenticity: Verify AI-generated content for correctness and bias.
- Privacy: Do not share personal or sensitive information in AI tools.

Consequences for Misuse

- Violations of this policy will result in disciplinary action consistent with school expectations regarding academic integrity.

By following these guidelines, students can responsibly engage with AI while upholding the values of academic excellence and integrity in District 196.

Student Behavior Expectations and Responses for Behavior

The disciplinary responses for behavior described herein are designed to be fair, firm and consistent for all students in District 196. They apply to k-12, early childhood and adult basic education (ABE) students in any school or other district building, on district property, in district vehicles, at school bus stops, at school or district activities and events, during school videoconferencing, or in student parking areas, including off-site parking locations commonly used by students. Disciplinary responses also apply to behaviors carried out through the use of electronic communication. The disciplinary responses may also apply for behaviors which take place at other locations but directly affect school programs or activities.

Because it is not possible to list every behavior that occurs, behaviors not included herein will be responded to as necessary by staff. Minor behaviors are dealt with by bus drivers, chaperones, classroom teachers, counselors, administrators and other appropriate district staff. Cheating, lying, plagiarism, copyright violations, misuse of artificial intelligence (AI) and other "academic" behaviors will be dealt with in the context of the student's classroom or cocurricular activities and are not addressed in the following chart of behaviors.

Students participating in cocurricular activities will also be expected to abide by the bylaws of the Minnesota State High School League, regardless of whether the particular activity is sponsored by the League.

In addition to the disciplinary responses detailed in this handbook, a school or the Transportation Department may respond to student behavior in a variety of ways which include, but are not limited to, dismissal from school, removal from class, loss of cocurricular activities, loss of access to school facilities and grounds outside of the regular school day, reports to probation services, police reports, community service, fines, loss of driving and parking privileges (at the high school level), and chemical evaluation.

District 196 strives to keep students in the classroom, to limit suspensions from school, to view discipline through an equity lens and to eliminate disproportionality in school discipline for students of color and students receiving special education services. District 196 seeks to prevent student dismissals from school through the early detection of problems and to respond to inappropriate behaviors in a manner that is designed to prevent behaviors from recurring, including through restorative practices, nonexclusionary disciplinary policies and practices and skill building where appropriate. Each District 196 school fosters the social and

emotional learning of its students and seeks the engagement of students, parents/guardians, staff and community.

The school district recognizes that when a student is unable to meet adult expectations it is often because the student lacks the skills to respond to a situation appropriately. The school district provides staff development to reinforce this understanding and supports school staff in using tiered interventions that teach students skills and prioritizes relationships between students and teachers. The school district discourages responses to unwanted student behavior that take away the student's opportunity to build skills for responding more appropriately.

Student support staff members (including, where appropriate, counselors, social workers, cultural family advocates, case managers and school psychologists) may be available to assist students who engage in unwanted behavior. Families shall be offered access to information in their primary language in circumstances in which information is communicated about their student's behavior orally or in writing. Administrators will determine if ongoing language translation/interpretation is desired when first communicating with a family regarding their child's behavior.

District 196 seeks to avoid the unnecessary criminalization of student behavior. Administrators may involve law enforcement authorities as necessary to respond to significant concerns in the school environment. If a student violates a district policy or regulation, which is also a violation of a law, the student may be referred to the police. In accordance with state law, administrators will refer to the juvenile delinquency or criminal justice system any student who brings a firearm to school unlawfully. School staff members shall not interfere with a law enforcement decision to remove a student from school for law enforcement purposes; however, reasonable efforts shall be made to inform a student's parent or guardian of the involvement of law enforcement. Law enforcement officers shall not be involved in an educational decision to remove a student from school as a disciplinary response.

Chemicals and Drug Paraphernalia

As detailed more fully in the following charts, District 196 prohibits students from, among other things, possessing, using or distributing "chemicals" and "drug paraphernalia." For the purposes of this document, the word "chemicals" means narcotics or controlled substances, items purported or believed to be a narcotic or a controlled substance, any derivatives or synthetic versions of narcotics or controlled substances that can be used for the purpose of mood alteration, and prescription drugs or over-the-counter medications to be used for the purpose of mood alteration. Commonly known as marijuana or cannabis, THC in all its forms, including medicinal, edible or synthetic cannabis, is prohibited. "Drug paraphernalia" means items prohibited by Minnesota or federal law that are used for consumption or manufacturing of drugs. Any prescription or over-the-counter medication a student is required to take, with limited exceptions permitted by regulation, must be left with and administered by the school nurse, in accordance with Administrative Regulation 506.2.2AR, Administration of Medication and Access to Telehealth Services, however, medical cannabis may not be possessed or used on school district property or in school district vehicles. Students in grades 7-12 may self-administer standard doses of non-prescription pain relievers with written parent/guardian permission. (Refer to Procedure 506.2.1.2P, Emergency Information – Secondary Students, for more information.)

Responses

For each behavior described in the following charts, there are specific responses for first, second, third and fourth occurrences; however, administrators may apply lesser or greater responses after considering intent, the age and development of the child and other extenuating circumstances. The definitions of those responses, and other responses for unwanted behavior, are as follows:

★– Student conference and parent or guardian notification; may include, but is not limited to, parent/guardian conference, parent/guardian shadow (elementary and middle only), loss of phone or technology privileges, educational programming, needs assessment, restorative programming, restitution, peer mediation, adult-facilitated mediation, detention, in-school suspension and up to one day out-of-school suspension.

Chemical Assessment (middle and high school) – Secondary students who violate certain rules regarding alcohol and chemicals may receive a recommendation

for a chemical assessment. Assessment will be at the expense of the student's parent(s) or guardian(s) (or the adult student, if age 18 or older).

Detention – Requirement for a student to remain in school or attend school outside normal school hours or to go to a designated area during the school day (e.g., lunch detention).

Dismissal – Dismissing a student from school for less than one school day.

Educational Programming – In appropriate circumstances, educational programming, including through Saturday school, may be offered to address student behavior.

Exclusion – Action taken by the School Board to prevent a student from enrolling or re-enrolling for a period of time not to extend beyond the school year.

Expulsion – A School Board action to prohibit an enrolled student from further attendance for up to 12 months from the date the student is expelled.

Expulsion from Bus – Transportation Department student conduct specialist or school administrator action to prohibit a student from riding a school bus or other district vehicle for up to 12 months from the date of the expulsion from the bus.

Fine – A financial penalty assessed of a student by the school.

Loss of Phone Privileges – A student may be prohibited from bringing a personal ~~telephone~~ cell phone to school.

Mediation – Mediation is designed to:

- Prevent minor behaviors from escalating to the point where disciplinary responses need to be applied.
- Resolve interpersonal conflicts that may also require disciplinary responses.

Mental Health Referral –Students may be referred to community mental health resources on a case-by-case basis as appropriate. Assessment will be at the expense of the students' parent(s) or guardian(s) or the adult student, if age 18 or older.

Nonexclusionary Discipline – Nonexclusionary disciplinary policies and practices may include many of the responses listed herein and may also include, but are not limited to, evidence-based positive behavior interventions and supports, social and emotional services, school-linked mental health services, counseling services, social work services, academic screening for Title 1 services or reading interventions, and alternative education services. Nonexclusionary disciplinary policies and practices also include, but are not limited to, the policies and practices under sections 120B.12; 121A.575, clauses (1) and (2); 121A.031, subdivision 4, paragraph (a), clause (1); 121A.61, subdivision 3, paragraph (r); and 122A.627, clause (3).

Notification of Parent or Guardian – Conversation (in person or by telephone) and/ or written contact between a school employee (usually a teacher, student support staff member or administrator) and a student's parent or guardian.

Notification of Police – Contact by the school administration or Transportation Department with the local police department to inform them about an illegal behavior engaged in by a student.

Parent Conference – Scheduled meeting between a school employee and a student's parent or guardian.

Parent Shadow (elementary school) – The principal may offer the "parent shadow" disciplinary response (the parent or guardian to follow the student for half a day at school) to the student's parent(s) or guardian(s) for any elementary student behavior that results in a one-day, out-of-school suspension, except for weapon possession, look- alike weapon possession, assault or fighting. The parent(s) or guardian(s) may then choose to accept or not accept the parent shadow disciplinary response. Parent shadows will be expected to abide by the guidelines in Administrative Regulation 806AR, Visitors to Schools, and to complete the disciplinary response within five school days of the incident.

Parent Shadow (middle school) – The principal may offer the "parent shadow" consequence (the parent or guardian to follow the student for half a day at school) to the student's parent(s) or guardian(s) for any middle school student behavior that results in a ★ disciplinary response. The parent(s) or guardian(s) may then choose to accept or not accept the parent shadow disciplinary response. Parent shadows will be expected to abide by the guidelines in Administrative Regulation 806AR, Visitors to Schools, and to complete the disciplinary response within five school days of the incident.

Recess Detention (elementary school) – Recess detention means excluding or excessively delaying a student from participating in a scheduled recess period as a consequence for student behavior. Recess detention will only be used as permitted by Minnesota Statute 121A.611.

Removal from Class – Action taken by a teacher, principal or other district employee to prohibit a student from attending one or more class period or activity period for up to five days. A student who engages in assaultive or violent behavior in the classroom must be removed from class immediately and may be subject

to other disciplinary responses. The removal from the classroom shall be for a period of time deemed appropriate by the administrator, in consultation with the teacher.

Restitution – Compensation or compensatory service required of a student who has damaged, taken or destroyed school or personal property.

Restorative Programming – Individual schools may offer restorative practices and programming to prevent and address disciplinary matters.

Suspension from Bus – Action taken by the Transportation Department student conduct specialist or an administrator to prohibit a student from riding a school bus or other district vehicle for a specific number of days per incident.

Suspension, In-school – Action taken by a teacher, principal or other district employee to prohibit a student from attending more than one class and/or activity period for a period of time not to exceed five days. Individual schools may provide restorative programming during in-school suspension.

Suspension, Out-of-school – Action taken by the school administration to prohibit a student from attending school for a period of no more than 10 school days. If a suspension is longer than five days, the suspending administrator shall provide the superintendent or designee with a reason for the suspension. A student who is on out-of-school suspension may not be in the school, on school or district property or attend school or district activities during the period of the suspension. If a student's total days of removal from school exceeds 10 cumulative days in a school year, the district shall make reasonable attempts to convene a meeting with the student and the student's parent or guardian prior to removing the student from school, and with the permission of the parent or guardian, arrange for a mental health screening for the student. (The school district will not pay for the assessment unless it is part of an assessment for special education purposes.) The purpose of the meeting shall be to at-tempt to determine the student's need for assessment, other services or whether the parent or guardian should have the student assessed to determine whether the student needs treatment for a mental health disorder.

Threat Assessment - In appropriate circumstances, individual schools may assemble a multidisciplinary threat assessment team to conduct a threat assessment with the purpose of ensuring student and staff safety.

Violent Student Behavior (VSB) – A student who engages in a behavior identified as "VSB" (violent student behavior) in the disciplinary responses chart will be identified as a student with a history of violent behavior.

Withdrawal Agreement – A student who engages in a behavior that results the consideration of expulsion or exclusion may be offered a withdrawal agreement to withdraw from school for up to 12-months in lieu of an expulsion or exclusion.

Dismissal of Early Learning Students

A student enrolled in kindergarten through grade 3 or a preschool or prekindergarten program, including a child participating in early childhood family education, school readiness, school readiness plus, voluntary prekindergarten, Head Start, or other school-based preschool or prekindergarten program, may not be subject to dismissals from school within the meaning of Minnesota Statutes 121A. This limitation does not apply to a dismissal from school for less than one day, except as provided under state and federal law for a student receiving special education services. Expulsions and exclusions of early learning students through grade 3 may be used only after other nonexclusionary disciplinary options under Minnesota Statute 121A.425 have been exhausted, and only in circumstances where there is an ongoing serious safety threat to the child or others. For purposes of this section, nonexclusionary discipline must include at least one of the following:

- Collaborating with the student's family or guardian, child mental health consultant or provider, education specialist, or other community-based support;
- Creating a plan, written with the parent or guardian, that details the action and support needed for the student to fully participate in the current educational program, including a preschool or prekindergarten program; or
- Providing a referral for needed support services, including parenting education, home visits, other supportive education interventions, or, where appropriate, an evaluation to determine if the pupil is eligible for special education services or section 504 services.

Staff Notification of Violent Behavior by Students (VSB)

Pursuant to Minnesota Statute 121A.64, a classroom teacher has a legitimate educational interest in knowing which students placed in the teacher's classroom have a history of violent behavior. Teachers must be notified before such students are placed in the teacher's classroom and when students already in the teacher's classroom are newly identified as having a history of violent behavior.

Identification of Students with a History of Violent Behavior–A student who engages in a behavior identified as "VSB" (violent student behavior) in the disciplinary responses chart will be identified as a student with a history of violent behavior.

Notification to Teachers/Staff–Teacher notification will occur on Procedure 503.3.5P, Staff Notification of Violent Behavior by Students, with a copy placed in the student's educational record and retained pursuant to the school district's records retention schedule. Written notification should be provided to all of the student's classroom teachers. Building principals have discretion to provide notice to other staff members who also interact with the student. Written notification to the teacher will occur prior to the placement of a student in the teacher's classroom whenever possible. Once a student has been identified as a student with a history of violent behavior, notification will occur for the remainder of the school year and the following school year. The period of notification will be extended accordingly for each new incident of violent behavior that occurs.

Notification to the Parent/Guardian of a Student Identified as Having a History of Violent Behavior – Parent/Guardian notification of a student having a history of violent behavior will be consistent with notification practices in this handbook and Administrative Regulation 503.3AR, Student Behavior Expectations and Responses for Behavior.

Notice to Other School Districts – This notice is an educational record and will be transferred to an enrolling school district.

Training – Pursuant to Minnesota Statute 121A.64, representatives of the School Board and representatives of the teachers will discuss the needs of students and staff. The parties may discuss necessary training which may include training on conflict resolution and positive behavior interventions and possible intervention services such as student behavioral assessments.

Written Notification from Law Enforcement – A school that receives formal notification from law enforcement or the court system about a student's delinquent conduct in the community shall process that notification as required by Minnesota Statute 121A.75. This may include notification of appropriate staff if necessary to protect others from needless vulnerability and to allow staff members to work with the student in an appropriate manner. Notification shall be in accordance with the law and shall not be governed by the district's procedures for staff notification of students with a history of violent behavior. The handling and retention of records received pursuant to Minnesota Statute 121A.75 shall be according to the requirements of that statute and Minnesota Statute 120A.22, subd. 7.

Record of Notice–The administration must keep a copy of Procedure 503.3.5P, Staff Notification of Violent Behavior by Students, on file to provide a record of those staff members notified under this section.

Cell Phone Policy

The purpose of District 196's cell phone policy is to improve academic focus and attainment, minimize the negative impact of cell phones on student behavior and mental health, and to create a distraction-free learning environment that fosters stronger student-teacher and student-to-student relationships.

Limits and Expectations - District 196 limits student possession and use of cell phones in schools. Students are also prohibited from using a cell phone to engage

in conduct prohibited by school district policies, including, but not limited to, cheating, bullying, and harassment. If brought to school, cell phones should be kept off and out of sight during the instructional day except as authorized by a teacher for a specific curricular or instructional purpose, or as permitted below:

- High Schools may permit students to use their cell phones during passing time and lunch and before and after the instructional day provided that they are used in a nondisruptive manner consistent with school district policies and regulations.
- Middle and elementary schools require cell phones to be off and out of sight during the instructional day (including during passing time, recess, lunch and field trips), but may permit students to use their cell phones before and after the instructional day provided that they are used in a nondisruptive manner consistent with school district policies and regulations.

Cell phones are never allowed to be out or used in bathrooms or locker rooms.

Schools will establish and communicate specific rules and protocols consistent with this policy.

Consequences for Violations - Students who are in violation of this and other school district policies, regulations, rules or protocols may be subject to disciplinary action pursuant to the school district's discipline policy, 503.3AR, Student Behavior Expectations and Responses for Behavior and school specific rules and protocols. Students who are in violation of this and other school district policies, regulations, rules or protocols may have their cell phone confiscated by school staff. Cell phones that are confiscated by a school will be returned in accordance with school building rules and protocols and parents or guardians may be required to retrieve them from school. In appropriate circumstances in which criminal behavior is suspected, a confiscated cell phone may be provided to law enforcement. In some cases, students may lose the privilege of bringing a cell phone to school or may be required to turn their phone in at the school office at the beginning of the day and pick it up at the end of the day.

Searches - If the school district has a reasonable suspicion that a student has violated a school policy, rule, or law by use of a cell phone, or that a cell phone contains evidence of such a violation, a school administrator may search the cell phone. The search will be reasonably related in scope to the circumstances justifying the search.

Risk of Loss - Students who bring cell phones to school do so at their own risk. District 196 assumes no responsibility for theft, loss, or damage of a cell phone brought to school and will not assume responsibility for investigating loss or theft.

Family Responsibilities - Parents and guardians may contact the school office with information a student must receive during the school day or to contact a student. Students and their parents or guardians should review this policy and their individual school's rules and protocols regarding cell phones.

Policy Exceptions - Students who require an emergency exception to this policy or a disability-related accommodation related to this policy should contact their building administrator.

Application of Policy to Other Personal Electronic Devices ~~–~~ Except as noted below, ~~S~~students are permitted to possess other personal electronic devices at school at their own risk, but provisions ~~7.3-7.4~~ above shall apply to such devices if they are used in a manner that causes a nuisance or to engage in conduct prohibited by school district policies including, but not limited to, cheating, bullying, and harassment.

Smart glasses - To protect the privacy rights of students and staff and to uphold academic integrity, smart glasses, augmented reality eyewear, and similar head-mounted devices are prohibited from being worn or used at school unless approved for instructional use. This includes but is not limited to any eyewear or headgear equipped with integrated cameras, audio or video recording or transmitting capabilities, or the ability to covertly display information to the wearer.

Behaviors and Responses

Students are expected not to engage in the following behaviors. A student who intentionally engages in a listed behavior is subject to a school response. The responses apply regardless of whether the behavior took place in school, on district property, in a district vehicle, at a school or district activity, during school videoconferencing, at a school bus stop, ~~or~~ in student parking areas, including off-site parking locations commonly used by students or in other locations but the conduct has a clear nexus to school. Responses also apply to behaviors carried out through the use of electronic communication such as text message, social media and other types of electronic communication. The responses may also apply for behaviors which take place at other locations but directly affect school programs or activities. Schools shall use nonexclusionary disciplinary policies and practices before using suspension, expulsion or exclusion proceedings or student withdrawal agreements, except where it appears that a student will create an immediate and substantial danger to self or surrounding persons or property. Exclusionary practices will not be used to address attendance and truancy issues. The school district makes every effort to apply disciplinary responses consistently, but the administrator may recommend longer or shorter suspensions, expulsion, denial of transportation privileges, other discipline, or interventions such as mental health referrals on a case-by-case basis. This may include more severe disciplinary responses for students with multiple occurrences in different categories of behavior, when a single behavior is particularly severe or when a student engages in a 5th occurrence of a behavior. Administrators may apply less severe disciplinary responses after considering intent, the age and development of the child or other extenuating circumstances. Administrators may also require students to engage in a conflict resolution or skill building experiences in addition to the listed responses.

CONTINUUM OF RESPONSE

ABUSIVE, DISCRIMINATORY, THREATENING OR BULLYING BEHAVIORS	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
1. **Harassment –** Participating in or conspiring with others to engage in acts that injure, bully, degrade, intimidate or disgrace other individuals, including indecent exposure, displaying pornography, and harassing words or actions that negatively impact on an individual or group because of their characteristics, including through the use of electronic communication. Harassment based upon an individual or group's sex, race, religion, color, creed, national origin, marital status, familial status, disability, status with regard to public assistance, sexual orientation, gender identity, age or genetic information shall also be handled in accordance with 503.4AR, Harassment, Discrimination, Violence or Hazing.				
(grades k-5)	★	★	★	★
(grades 6-12)	1-day suspension	3-day suspension	5-day suspension	expulsion

2. **Bullying –** Bullying is defined in Administrative Regulation 503.8AR, Bullying Prohibition. Bullying is subject to discipline under other categories including, but not limited to, abuse, assault, and harassment. See Administrative Regulation 503.8AR, Bullying Prohibition. Victims of bullying who respond with prohibited behavior will have access to a remedial response consistent with the regulation.				
3. **Hazing –** Committing an act against a student or coercing a student into committing an act that creates a substantial risk of harm or holds a student up to ridicule in order for the student to be initiated into or affiliated with a student organization, group or club, including through the use of electronic communication. Hazing shall also be handled in accordance with 503.4AR, Harassment, Discrimination, Violence or Hazing by a Student.				
(grades k-5)	★	★	★	★
(grades 6-8)	1-day suspension	3-day suspension	5-day suspension	expulsion
(grades 9-12)	3-day suspension	5-day suspension and •VSB	expulsion and •VSB	
ABUSIVE, DISCRIMINATORY, THREATENING OR BULLYING BEHAVIORS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
4. **Abuse/Alarm: Verbal, Written or Otherwise Expressed –** Arousing alarm in others through the use of language that is discriminatory, abusive, or obscene, including through the use of electronic communication.				
Involving student or staff (grades k-5)	★	★	★	★
Involving student (grades 6-12)	★	1-day suspension	2-day suspension	3-day suspension and •VSB
Involving self-harm (grades k-12)	Conduct district risk assessment	Conduct district risk assessment	Conduct district risk assessment	Conduct district risk assessment
Involving staff (grades 6-12)	★	2-day suspension	3-day suspension and •VSB	4-day suspension and •VSB

5. **Assaultive Behavior: Verbal, Written or Otherwise Expressed** Confrontation with a student or staff member through statements or actions which bullies, intimidates, threatens or causes fear of bodily harm or death, including through the use of electronic communication.				
Upon a student or staff member (grades k-5)	★	★	★ grades k-3; 1-day suspension grades 4-5	★ grades k-3; 3-day suspension and •VSB grades 4-5
Upon a student (grades 6-12)	3-day suspension	5-day suspension and •VSB	expulsion and •VSB	
Upon a staff member (grades 6-12)	5-day suspension and •VSB	expulsion and •VSB		
6. **Threat of Bomb or Violence –** With the purpose of terrorizing another or with reckless disregard of the risk of causing terror in another, directly or indirectly communicating a threat of a bomb or other act of violence against the school or another individual, including through the use of electronic communication.				
(grades k-5)	★	★	★ and •VSB	★ and •VSB
(grades 6-8)	5-day suspension and •VSB	expulsion and •VSB		
(grades 9-12)	expulsion and •VSB			
DISRUPTIVE OR NUISANCE BEHAVIORS	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**

7. **Dress** – Clothing, accessories and videoconferencing backgrounds may not include words or visuals which are lewd*, obscene*, disruptive*, abusive*, racist or discriminatory*, or which advertise drugs, alcohol or tobacco. Dress or grooming which is disruptive to the classroom or school atmosphere is not allowed. Shoes must be worn at all times in school for health and safety reasons. Secondary school students may not wear facemasks, clothing, or any item that would prevent the student from being immediately identifiable, except as authorized or required by school administrators. ***Lewd and Obscene** is defined as follows: 1) The average person, applying contemporary community standards, would find that the clothing taken as a whole appeals to the prurient interest of minors of like age; 2) The clothing depicts or describes sexual conduct in a manner that is patently offensive to prevailing standards in the adult community concerning how such conduct should be presented to minors of like age, and 3) The clothing taken as a whole lacks serious literary, artistic, political or scientific value for minors. ***Disruptive** is defined as reasonably forecasted to materially and substantially interfere with the requirements of appropriate discipline in the operation of the school or the work of the school or to infringe on the rights of other students. ***Abusive** is defined as insulting, contemptuous or defamatory. ***Racist or Discriminatory** is defined as demonstrating prejudice against groups or individuals, as referred to in the district's anti-discrimination policy.				
(grades k-5)	★	★	★	★
(grades 6-12)	★	1-day susp.	3-day susp.	5-day susp.
8.**Interference, Disruption or Obstruction –** Any action taken to attempt to prevent one or more staff members or students from exercising their assigned duties or which compromises safety but is not otherwise covered by another behavioral category, including but not limited to, shouting, screaming or actions taken through the use of electronic communication.				
(grades k-5)	★	★	★	★
(grades 6-12)	★	★	1-day suspension	2-day suspension
DISRUPTIVE OR NUISANCE BEHAVIORS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**

9. **Vehicle, Unauthorized Use** – Occupying or using vehicles during school hours without school authorization.				
(grades k-8)	★	★	★	★
(grades 9-12)	★; may include revocation of parking permit	1-day suspension; may include revocation of parking permit	3-day suspension; may include revocation of parking permit	5-day suspension; may include revocation of parking permit
Refusal to comply with parking regulations. (grades 9-12)	★	1-day suspension; may include revocation of parking permit	3-day suspension; may include revocation of parking permit	5-day suspension; may include revocation of parking permit
10. **Driving, Careless or Reckless** – Driving on school property in such a manner as to endanger persons or property.				
(grades k-8)	★	★	★	★
(grades 9-12)	★; may include revocation of parking permit	3-day suspension; may include revocation of parking permit	5-day suspension; may include revocation of parking permit	expulsion
11. **Gambling** – Playing a game of chance for stakes.				
(grades k-5)	★	★	★	★
(grades 6-8)	★	★	1-day suspension	3-day suspension
(grades 9-12)	★	1-day suspension	3-day suspension	5-day suspension
DISRUPTIVE OR NUISANCE BEHAVIORS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**

12. **Nuisance and/or Recording Devices** – Causing a nuisance with objects that cause distractions, such as ~~MP3 players (iPods),~~ cell~~ular~~ phones, ~~universal remote controls,~~ laser pointers, speakers, headphones, iPads, smart watches, smart glasses, Bluetooth devices, etc. This includes, but is not limited to, causing a nuisance through the non-curricular use of cameras, cell phones or other devices for photographic, audio, video, or digital recording and/or sharing of those recordings without staff permission. It also includes unauthorized sharing of videoconferencing links or session content. Students who cause a nuisance as described above may be prohibited from possessing their device in school for up to 45 days in addition to the disciplinary responses listed below.				
(grades k-5)	★	★	★	★
(grades 6-12)	★	1-day suspension	3-day suspension	5-day suspension
Recording, sharing or posting videos or images of a fight or conflict. (grades 6-12)	1-day suspension	3-day suspension	5-day suspension	10-day suspension
13. **Records or Identification Falsification** – Falsifying signatures, data, or school documents, or refusing to give proper identification or giving false information to a staff member.				
(grades k-5)	★	★	★	★
(grades 6-8)	★	1-day suspension	3-day suspension	5-day suspension
(grades 9-12)	★	3-day suspension	5-day suspension	5-day suspension
DISRUPTIVE OR NUISANCE BEHAVIORS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
14. **Technology-Related**				

Unauthorized access or activity in a secured area of a computer, network or digital platform, non-school use of technology, unauthorized adding or altering of hardware/software on a workstation or server (damage of property) or other violations of 503.7AR, Acceptable Use of Information Technology – Students (grades k-5)	★	★	★	★
Unauthorized access or activity in a secured area of a computer, network or digital platform (grades 6-12)	3-day suspension	5-day suspension	expulsion	
Non-school use of technology (grades 6-12)	★	★	1-day suspension	3-day suspension
Unauthorized adding or altering of hardware/software on a workstation or server (damage of property) (grades 6-12)	3-day suspension and restitution	5-day suspension and restitution	expulsion and restitution	
Unauthorized use or possession of a cell phone or other electronic device during the instructional day when such use is prohibited by District Policy 503, Student Rights and Responsibilities. (grades k-12)	★ - may also include loss of cell phone privileges at school	★- may also include loss of cell phone privileges at school	★- may also include loss of cell phone privileges at school	★- may also include loss of cell phone privileges at school
Other violations of 503.7AR, Acceptable Use of Information Technology – Students (grades 6-12)	★	★	1-day suspension	3-day suspension
15. **Alarm, False** – Intentionally giving a false report to 911 or a false alarm of a fire or other emergency, including through the use of electronic communication, or interfering with any alarm or alarm sensor.				
(grades k-5) (including dialing 911 and hanging up)	★	★	★	★ grades k-3; 1-day suspension grades 4-5
(grades 6-12)	5-day suspension	expulsion		
Dialing 911 and hanging up (grades 6-12)	★	1-day suspension	3-day suspension	5-day suspension
PHYSICAL BEHAVIORS	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
16.**Physical Contact – Student –** Unwanted and/or disruptive physical contact with another student that does not rise to fighting or assault.				

(grades k-5)	★	★	★	★
(grades 6-12)	★	★	1-day suspension	1-day suspension
17. **Bodily Harm, Inflicting** – Committing a reckless or negligent act that inflicts bodily harm upon another person.				
(grades k-5)	★	★	★	★
(grades 6-12)	1-day suspension	3-day suspension	5-day suspension	expulsion
18. **Fight-Promotion: Promoting/Instigating a Fight –** Contributing to or promoting a fight verbally or through behavior, including through the use of electronic communication. Students who violate this provision through an electronic device may be prohibited from possessing their device in school for up to 45 days in addition to the disciplinary responses listed below.				
(grades k-5)	★	★	★	★
(grades 6-12)	1-day suspension	3-day suspension	4-day suspension and •VSB	4-day suspension and •VSB
19. **Fighting** – Adversarial physical contact (differentiated from poking, pushing, or shoving) in which both of the parties contributed to the situation by verbally instigating a fight and/or physical action.				
(grades k-5)	★	★	★	★ and •VSB
(grades 6-8)	1-day suspension	3-day suspension	4-day suspension and •VSB	5-day suspension and •VSB
(grades 9-12)	2-day suspension	3-day suspension and •VSB	5-day suspension and •VSB	expulsion and •VSB
Refusing to obey an order to cease striking, hitting, or attacking another student with the intent to cause physical harm. (grades 6-12)	10 day suspension and •VSB	expulsion and •VSB		
PHYSICAL BEHAVIORS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**

20. **Physical Contact – Staff** – Making unwanted physical contact with a staff person while refusing to follow the direction of an adult in authority.				
(grades k-5)	★	★	★	★
(grades 6-12)	5-day suspension and •VSB	10-day suspension and •VSB	expulsion and •VSB	
21. **Assaultive Behavior: Physical** – Acting with intent to cause fear in another person of immediate bodily harm or death, or intentionally inflicting or attempting to inflict bodily harm upon another person, including where bodily harm is inflicted upon an individual who is not the intended target. **Differentiated from fighting (#19) due to either the lack of mutuality in an assault or the degree of physical harm caused.*				
Upon a student (grades k-5)	★	★	★ grades k-3; 1-day suspension and •VSB grades 4-5	★ grades k-3; 3-day suspension and •VSB grades 4-5
Upon a staff member, including agents, volunteers and School Resource Officers (grades k-5)	★ and •VSB	★ and •VSB	★ grades k-3; 3-day suspension and •VSB grades 4-5	★ grades k-3; 5-day suspension and •VSB grades 4-5
Upon a student (grades 6-12)	5-10 day suspension and •VSB	expulsion and •VSB		
Upon a staff member, including agents, volunteers and School Resource Officers (grades 6-12)	expulsion and •VSB			
Refusing to obey an order to cease striking, hitting, or attacking another student with the intent to cause physical harm. (grades 6-12)	10-day suspension and •VSB	expulsion and •VSB		
22. **Assaultive Behavior: Aggravated** – Engaging in physical aggression upon another person with a weapon or a device used as a weapon, or physical aggression upon another person that inflicts "substantial bodily harm" as that term is defined in Minnesota's criminal code.				
(grades k-3)	★ and •VSB	★ and •VSB	★ and •VSB	★ and •VSB
(grades 4-5)	3-day suspension and •VSB	3-day suspension and •VSB	3-day suspension and •VSB	3-day suspension and •VSB
(grades 6-12)	Expulsion and •VSB			

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PROPERTY RELATED BEHAVIORS	1st Occurrence	2nd Occurrence	3rd Occurrence	4th Occurrence
23. **Propping, Rigging, Disabling or Misusing a Secure Door** Any action which causes a door to be unsecured in order to facilitate subsequent re-entry or unauthorized use of an emergency exit.				
(grades k-8)	★	★	★	★
(grades 9-12)	★	1-day suspension	3-day suspension	3-day suspension
24. **Fire Extinguisher, Unauthorized Use** – Unauthorized handling of a fire extinguisher or fire alarm sensors.				
(grades k-5)	★	★	★	★
(grades 6-12)	5-day suspension	expulsion		
25. **Trespassing** – Being present in any district facility or portion of a district facility when it is closed to the public or when the student does not have the authorization to be there, or unauthorized presence in a district vehicle. In addition to the disciplinary response, the student may also be subject to a no trespass notice.				
(grades k-5)	★	★	★	★
(grades 6-8)	★	1-day suspension	3-day suspension	5-day suspension
(grades 9-12)	3-day suspension	5-day suspension	expulsion	
26. **Theft, or Knowingly Receiving or Possessing Stolen Property** – Unauthorized taking of the property of another person or receiving or possessing such property, including taking financial information without permission. (For more information about theft related to the use of information technology, refer to 503.7AR, Acceptable Use of Information Technology - Students.)				
(grades k-5)	★ and restitution	★ and restitution	★ and restitution	★ and restitution
(grades 6-12) Theft, or Knowingly Receiving or Possessing Stolen Property – with a value $50 or less	1-day suspension and restitution	3-day suspension and restitution	5-day suspension and restitution	expulsion and restitution
(grades 6-12)Theft, or Knowingly Receiving or Possessing Stolen Property – with a value over $50	3-day suspension and restitution	5-day suspension and restitution	expulsion and restitution	
(grades 6-12)Theft or Knowingly Receiving or Possessing Stolen Property – with a value over $500	5-day suspension and restitution	expulsion and restitution		
(grades 6-12)Theft or Knowingly Receiving or Possessing Stolen Property – with a value over $1,000	expulsion and restitution			

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PROPERTY RELATED BEHAVIORS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
27. **Robbery or Extortion –** Obtaining property from another person where his or her consent was induced by use of force, threat of force or under false pretenses, including through the use of electronic communication.				
(grades k-5)	★	★	★	★
(grades 6-8)	3-day suspension and restitution	5-day suspension, restitution and •VSB	expulsion, restitution and •VSB	
(grades 9-12)	expulsion, restitution and •VSB			
28. **Damage of or Tampering with Property (Vandalism)** – Intentionally damaging or tampering with property that belongs to the school, district, other students, employees or others. *(Note: Damaging or tampering with safety and security equipment [e.g., fire extinguishers, Automated External Defibrillators {AEDs}, surveillance cameras/equipment, fire alarm sensors, sprinkler systems] will automatically result in disciplinary responses beginning at the 2nd occurrence level.)*				
(grades k-5)	★ and restitution	★ and restitution	★ and restitution	★ and restitution
(grades 6-8)	★ 1-day suspension and restitution	3-day suspension and restitution	5-day suspension, restitution and •VSB	expulsion, restitution and •VSB
(grades 9-12)	3-day suspension and restitution	5-day suspension, restitution and •VSB	expulsion, restitution and •VSB	
Damage of Property (Vandalism) – Greater than $500 damage (grades 9-12)	5-day suspension and restitution	expulsion, restitution and •VSB		
Damage of Property (Vandalism) - Greater than $1,000 damage (grades 9-12)	10-day suspension and restitution	expulsion, restitution and •VSB		
29. **Burglary** – Entering a building or a specific area of a building without consent and with intent to commit a crime, or entering a building without consent and committing a crime.				
(grades k-5)	★	★ grades k-3; 3 day suspension and restitution grades 4-5	★ grades k-3; 3 day suspension and restitution grades 4-5	★ grades k-3; 3 day suspension and restitution grades 4-5
(grades 6-12)	expulsion and restitution			

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PROPERTY RELATED BEHAVIORS (continued)	1st Occurrence	2nd Occurrence	3rd Occurrence	4th Occurrence
30. **Arson** – Intentional destruction or damage to school or district buildings or property by means of fire.				
(grades k-3)	★	★	★	★
(grades 4-12)	expulsion, restitution and VSB			

Continuum of Response continued on next page…

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SEXUAL, EXPLICIT OR LEWD BEHAVIORS	1st Occurrence	2nd Occurrence	3rd Occurrence	4th Occurrence
31. **Pornography Possessing** – Creating or accessing sexually explicit material, including through the use of electronic communications or materials.				
(grades k-5)	★	★	★	★
(grades 6-8)	★	1-day suspension	3-day suspension	5-day suspension
(grades 9-12)	★	3-day suspension	5-day suspension	5-day suspension
32. **Pornography Sharing** – Sharing pornography including through the use of electronic communications or materials, such as sexting.				
(grades k-5)	★	★	★	★
(grades 6-8)	1-day suspension	3-day suspension	5-day suspension	5-day suspension
(grades 9-12)	3-day suspension	5-day suspension	5-day suspension	5-day suspension
33. **Lewd Behavior** – Sexual conduct that is considered indecent or offensive or other indecent behavior, including public urination. Lewd behavior that occurs on a school bus will also result in a 5-day bus suspension for a first occurrence and an expulsion from the bus for a second occurrence for students in grades 9-12.				
(grades k-5)	★	★	★	★
(grades 6-8)	★	1-day suspension	5-day suspension	expulsion
(grades 9-12)	1-day suspension	3-day suspension	5-day suspension	expulsion

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SEXUAL, EXPLICIT OR LEWD BEHAVIORS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
34. **Sexual Violence** – A physical act of non-consensual, intentional touching of another person's intimate parts under their clothing OR the intentional touching of another person's intimate parts under their clothing where the consent of the victim is not a defense under Minnesota's criminal code (For more information, refer to 503.4AR, Harassment, Discrimination, Violence or Hazing by a Student and 503.5AR, Title IX Sex Nondiscrimination Regulation, Grievance Regulation and Process.)				
(grades k-5)	★ grades k-3; 1-day suspension and •VSB grades 4-5	★ grades k-3; 3-day suspension and •VSB grades 4-5	★ grades k-3; 5-day suspension and •VSB grades 4-5	★ grades k-3; 10-day suspension and •VSB grades 4-5
(grades 6-8)	5-day suspension and •VSB	expulsion and •VSB		
(grades 9-12)	expulsion and •VSB			
Touching over the clothing as otherwise described above (grades k-5)	★	★	★	★
Touching over the clothing as otherwise described above (grades 6-8)	2-day suspension	5-day suspension	10-day suspension	expulsion
Touching over the clothing as otherwise described above (grades 9-12)	5-day suspension	10-day suspension	expulsion	

Continuum of Response continued on next page…

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TOBACCO, ALCOHOL OR CHEMICALS	1st Occurrence	2nd Occurrence	3rd Occurrence	4th Occurrence
35. **Tobacco and E-Cigarettes, Possessing** – Possessing, or using tobacco or e-cigarettes (including, liquid or electronic cigarettes, vape pens and other devices, e-cigars or electronic hookah pens) in district buildings, on district grounds, in district vehicles or at district events in violation of 406.5AR, Tobacco-Free and Electronic Delivery Device-Free Environment. Use in a classroom or on a school bus will automatically result in disciplinary responses beginning at the 2nd occurrence level. K-5 students will receive a bus expulsion for a 4th use occurrence on a bus and 6-12 students will receive a bus expulsion for a 3rd use occurrence on a bus. Possession of tobacco for purposes of a traditional American Indian spiritual or cultural ceremony is permitted and not subject to this provision.				
(grades k-5)	★	★	★	★
(grades 6-12)	★	1-day suspension	2-day suspension	3-day suspension
36.**Tobacco and E-Cigarettes, Intent to Sell, Give or Share –** Selling, giving or sharing tobacco or e-cigarettes (including liquid or electronic cigarettes, vape pens, e-cigars or electronic hookah pens) in district buildings, on district grounds, in district vehicles or at district events in violation of 406.5AR, Tobacco-Free and Electronic Delivery Device-Free Environment.				
(grades k-5)	★	★	★	★
(grades 6-12)	3-day suspension	5-day suspension	10-day suspension	expulsion
37. **Alcohol, Possession or Use** – Possessing, influenced by the use of, sharing alcohol or using alcohol.				
(grades k-5)	★	★	★	★
(grades 6-12) (possessing, under the influence or using)	2-day suspension with recommendation for a chemical assessment	4-day suspension with recommendation for a chemical assessment	6-day suspension with recommendation for a chemical assessment	8-day suspension with recommendation for a chemical assessment
(grades 6-12) (sharing)	2-day suspension with recommendation for a chemical assessment	4-day suspension with recommendation for a chemical assessment	8-day suspension with recommendation for a chemical assessment	10-day suspension with recommendation for a chemical assessment

•VSB – violent student behavior see page 27
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TOBACCO, ALCOHOL OR CHEMICALS (continued)	1st Occurrence	2nd Occurrence	3rd Occurrence	4th Occurrence
38. **Alcohol*, Intent to Sell–** Selling or intending to sell alcohol, including through the use of electronic communication, where selling is prohibited by Minnesota or federal law. * For the purposes of this handbook, alcohol means any alcoholic substance—in whatever form (e.g., liquid, powder)—that has an intoxicating effect on the central nervous system and includes any alcoholic substance which may not be legally possessed or consumed by persons under the age of 21.				
(grades k-5)	★	★	★	★
(grades 6-12)	3-day suspension and recommendation for a chemical assessment	5-day suspension and recommendation for a chemical assessment	10-day suspension and recommendation for a chemical assessment	Expulsion and recommendation for a chemical assessment
39. **Chemicals: Possession, Under the Influence, Attempted Possession, Sharing or Use –** Possessing, being influenced by the use of, sharing or attempting to possess or use any chemical or drug paraphernalia, including through electronic communication. *(See definition of "chemicals and drug paraphernalia" on page 25)*				
(grades k-5)	★	★	★	★
(grades 6-12) – Possession, under the influence, attempted possession or use of chemicals other than those felony level chemicals listed below will result in the following disciplinary responses.	2-day suspension with recommendation for a chemical assessment	4-day suspension with recommendation for a chemical assessment	6-day suspension with recommendation for a chemical assessment	10-day suspension with recommendation for a chemical assessment
(grades 6-12) – Sharing of chemicals other than those felony level chemicals listed below will result in the following disciplinary responses.	4-day suspension with recommendation for a chemical assessment	6-day suspension with recommendation for a chemical assessment	10-day suspension with recommendation for a chemical assessment	expulsion with recommendation for a chemical assessment
(grades 6-12) – Possession, under the influence, attempted possession or use of certain felony-level chemicals, specifically cocaine, ecstasy (MDMA), heroin, opioids, nonmedical methamphetamine (meth) and psilocybin (magic mushroom)	10-day suspension with recommendation for a chemical assessment	expulsion		
(grades 6-12) – Sharing of certain felony-level drugs, specifically cocaine, ecstasy (MDMA), heroin, opioids, nonmedical methamphetamine (meth) and psilocybin (magic mushroom), will result in expulsion.	expulsion			

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TOBACCO, ALCOHOL OR CHEMICALS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
40. **Chemicals: Intent to Sell–** Selling chemicals or drug paraphernalia, or intending or offering to sell chemicals or drug paraphernalia, including through electronic communication. *(See definition of "chemicals and drug paraphernalia" on page 25)*				
(grades k-5)	★	★	★	★
(grades 6-8)	10-day suspension with recommendation for a chemical assessment	expulsion		
(grades 9-12)	expulsion			

Continuum of Response continued on next page…

WEAPONS OR PROHIBITED MATERIALS	1st Occurrence	2nd Occurrence	3rd Occurrence	4th Occurrence
41. **Incendiary Devices** – Unauthorized possession or igniting of matches, lighters and other devices that produce flames.				
(grades k-5)	★	★	★	★
(grades 6-12)	1-day suspension	3-day suspension	5-day suspension	expulsion
42. **Fireworks or Combustibles, Possession** – Possessing or offering for sale any substance, combination of substances or articles prepared to produce a visible or audible effect by combustion, explosion, deflagration or detonation.				
(grades k-5)	★	1-day suspension **or** parent shadow	3-day suspension	5-day suspension
(grades 6-12)	3-day suspension	5-day suspension	expulsion	
43. **Fireworks or Combustibles, Use** – Using or igniting any substance, combination of substances or articles prepared to produce a visible or audible effect by combustion, explosion, deflagration or detonation.				
(grades k-5)	★	★	★	★
(grades 6-8)	3-day suspension	5-day suspension	expulsion	
(grades 9-12)	5-day suspension	expulsion		
44. **Mace, Pepper Gas or Taser Possession** – Possession of mace, pepper gas, tasers or similar substances designed to cause pain or injury.				
(grades k-5)	★	★	★	★ and •VSB
(grades 6-8) – mere possession	★	1-day suspension	3-day suspension	5-day suspension
(grades 9-12) – mere possession	★	3-day suspension	5-day suspension	5-day suspension
(grades 6-8) - Possession with evidence of intended use or display at school for harmful or threatening purposes.	3-day suspension	5-day suspension and •VSB	expulsion and •VSB	
(grades 9-12) - Possession with evidence of intended use or display at school for harmful or threatening purposes.	5-day suspension and •VSB	expulsion and •VSB		

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WEAPONS OR PROHIBITED MATERIALS (continued)	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
45.**Ammunition Possession** – Possession of bullets, other projectiles designed to be used in a weapon or other material designed to cause pain or injury.				
(grades k-5)	★	★	★ grades k-3; 1-day suspension Grades 4-5	★ grades k-3; 1-day suspension Grades 4-5
(grades 6-8)	1-day suspension	3-day suspension and •VSB	expulsion and •VSB	
(grades 9-12)	3-day suspension and •VSB	5-day suspension and •VSB	expulsion and •VSB	
46. **Weapon or Look-alike Weapon, Possession** – Possessing any firearm, whether loaded or unloaded, or any device intended to look like a firearm; any knife; any device or instrument designed as a weapon and capable of producing severe bodily harm, or intended to look like a device or instrument capable of producing severe bodily harm; or any other device, instrument, substance or explosive which, in the manner in which it is used or intended to be used, is calculated or likely to produce severe bodily harm or looks like it is calculated or likely to produce severe bodily harm.				
Look-alike weapon possession (grades k-5)	★	★	★	★ and •VSB
Weapon, possession (grades k-5) *(NOTE: State law requires expulsion if the weapon is a firearm.*)	★ to expulsion and •VSB			
Weapon or look-alike weapon, possession (grades 6-12) **mere possession of a knife, without evidence of intended use or display ~~at school~~ for harmful or threatening purposes is subject to the consequences below.*	expulsion and •VSB			
Mere possession of a knife without evidence of intended use or display ~~at school~~ for harmful or threatening purposes (grades 6-12)	5-day suspension and •VSB	10-day suspension and •VSB	expulsion and •VSB	

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Student Transportation: Behavior Expectations

Riding a school bus is a privilege, not a right. The bus driver is responsible for maintaining appropriate student behavior on the bus and is authorized to assign students to specific seats. To help ensure the safety of students, transportation employees and other motorists, students are expected to abide by all student behavior rules outlined in school district regulations, and reviewed above in this handbook, and by the additional transportation safety rules reviewed below in the following chart. The driver will report students who violate the rules to the student's school principal or the Transportation Department student conduct specialist. Serious behavior described in the above list of behaviors, if it occurs on a school bus, may result in a denial of transportation privileges in addition to the school responses identified above. If a student's transportation privileges are denied because of the student's behavior, the student's parent(s) or guardian(s) will be responsible for transporting the student to and from school. Any student who is issued a citation trespassing them from a school property will lose their bus riding privileges to/from that property. Student behavior policies may be adjusted – as required by federal and state laws and regulations – for students who have individual education plans [IEPs].

Video cameras are used on some school buses, and students' conversations and actions may be recorded on video/audio. The use of video cameras is intended to decrease student behavior and allow safe bus operation for students, drivers and other motorists.

While riding in a district vehicle, in accordance with state law, students shall not transport gasoline, animals or any other dangerous or objectionable objects, except for animals specifically trained to assist people who are blind or have other disabilities. Students are allowed to bring other items on the bus that can be held on the student's lap or at his/her seat in a safe manner as long as it does not displace another student. Items such as skateboards, roller blades, ice skates, bats, etc. are allowed on the bus when stored in an appropriate bag/container so as to prevent injury to bus passengers. Items that are longer than 39 inches (the height of the bus seat back) are prohibited without approval from the Transportation Department.

To ensure on-time arrival at schools, students are expected to be present at the bus stop five minutes prior to the scheduled pick-up time. Once students board the bus they must remain on the bus until they have reached their school or designated stop.

BEHAVIORS IN DISTRICT VEHICLES	**1st Occurrence**	**2nd Occurrence**	**3rd Occurrence**	**4th Occurrence**
47. **Eating/Drinking on the Bus –** Due to the dangers of choking and of allergic reactions to food, eating and drinking are not allowed on the bus.				
(grades k-5)	★	★	1-day bus suspension	3-day bus suspension
(grades 6-12)	★	1-day bus suspension	3-day bus suspension	5-day bus suspension
48. **Improper Boarding or Departing** – Getting on or off the bus in a manner which could cause injury to self or others or getting on or off the bus at the wrong bus stop.				
(grades k-5)	★	★	1-day bus suspension	3-day bus suspension
(grades 6-12)	★	1-day bus suspension	3-day bus suspension	5-day bus suspension

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BEHAVIORS IN DISTRICT VEHICLES (continued)	1st Occurrence	2nd Occurrence	3rd Occurrence	4th Occurrence
49. **Not Remaining Seated** when the bus is in motion (as required by Minnesota Statute 169.447), including not keeping hands, arms, legs and head inside the bus.				
(grades k-5)	★	★	1-day bus suspension	3-day bus suspension
(grades 6-12)	★	★	1-day bus suspension	3-day bus suspension
50. **Poking, Pushing, Shoving, or Play-Fighting**				
(grades k-3)	★	★	★	1-day bus suspension
(grades 4-5)	★	★	1-day bus suspension	3-day bus suspension
(grades 6-12)	★	1-day bus suspension	3-day bus suspension	5-day bus suspension
51. **Tampering With or Damage of Emergency or Safety Equipment** – Unauthorized handling of emergency or safety equipment on the bus, including first aid kits, fire extinguishers, cameras, two-way radios and emergency doors, windows or hatches, or crossing/patrol flags.				
(grades k-5)	★ and restitution	1-day bus suspension and restitution	3-day bus suspension and restitution	5-day bus suspension and restitution
(grades 6-8)	1-day bus suspension and restitution	3-day bus suspension and restitution	5-day bus suspension and restitution	expulsion from bus and restitution
(grades 9-12)	3-day bus suspension and restitution	5-day bus suspension and restitution	expulsion from bus and restitution	
52. **Throwing, Shooting or Spraying of Objects or Propellants** – Throwing or shooting any objects inside a bus, from outside to inside or from inside to outside a bus, including any spraying of propellants such as cologne, paint, etc. while on the bus. Throwing, shooting or spraying of objects or propellants directly at the bus driver will automatically result in disciplinary responses beginning at the second occurrence level.				
(grades k-5)	★ and restitution	1-day bus suspension and restitution	3-day bus suspension and restitution	5-day bus suspension and restitution
(grades 6-12)	★ and restitution	3-day bus suspension and restitution	5-day bus suspension and restitution	expulsion from bus and restitution
53. **Physical Contact With the Driver** Making physical contact with the driver while the driver is operating the bus through physical touch or with an object.				
(grades k-5)	1-day bus suspension and restitution	3-day bus suspension and restitution	5-day bus suspension and restitution	Expulsion from bus and restitution

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(grades 6-12)	3-day bus suspension and restitution	5-day bus suspension and restitution	expulsion from bus and restitution	
54. **Use of Nuisance and/or Recording Devices on a School Bus** Using nuisance devices including, but not limited to, laser pointers, cellular phones, cameras or electronic devices on a school bus in a way that becomes a distraction to the bus driver and/or disrupts the safe transportation of students and/or endangers students or employees. *Consequences start at the 2nd occurrence when the student is asked by bus driver/chaperone to cease the activity and student refuses.				
(grades k-5)	★	★	1-day bus suspension	3-day bus suspension
(grades 6-12)	1-day bus suspension	3-day bus suspension	5-day bus suspension	10-day bus suspension

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Minnesota Statute 121A.59 states: "Transportation by school bus is a privilege, not a right, for an eligible student. A student's eligibility to ride a school bus may be revoked for a violation of school bus safety or conduct policies, or for violation of any other law governing student conduct on a school bus, pursuant to a written school district discipline policy. Revocation of a student's bus riding privilege is not an exclusion, expulsion, or suspension under the Pupil Fair Dismissal Act. Revocation procedures for a student who is an individual with a disability under the Individuals with Disabilities Education Act, United States Code, title 20, section 1400 et seq., section 504 of the Rehabilitation Act of 1973, United States Code, title 29, section 794, and the Americans with Disabilities Act, Public Law Number 101-336, are governed by these provisions."

Students Receiving Special Education: Responses to Behavior

In general, all students are expected to comply with district policies, regulations and rules on student behavior. However, for students receiving special education the policies, regulations and rules may be adjusted as required by federal and state laws and regulations, and by the student's individual education plan (IEP). Whenever possible, the staff will develop positive interventions to manage the behavior of special education students rather than administer a punishment.

In-School Suspension (ISS)

A student receiving special education may receive ISS to continue to benefit from instruction.

Out-of-School Suspension (OSS)

A student receiving special education services shall be provided alternative educational services to the extent a suspension exceeds five consecutive school days. A special education student may not receive out-of-school suspension for more than 10 school days except as permitted by applicable law described below.

When a student receiving special education services has been suspended for six–ten consecutive school days or more than ten cumulative school days in the same school year, and that suspension does not involve a recommendation for expulsion or exclusion or other change of placement under federal law, relevant members of the student's individualized education program team, including at least one of the student's teachers, shall meet and determine the extent to which the student needs service in order to continue to participate in the general education curriculum, although in another setting, and to progress toward meeting the goals in the student's individualized education program. That meeting must occur as soon as possible, but no more than ten days after the sixth consecutive day of suspension or the eleventh cumulative day of suspension.

A manifestation determination must be conducted for a suspension that is expected to be for more than 10 consecutive school days. A manifestation determination must also be conducted for all disciplinary removals, once a student has accumulated more than 10 days of suspension in a school year when the current removal is one –in a series of removals constituting a change of placement. When a manifestation is conducted, a written notice of the IEP team meeting and a Notice of Suspension must be sent to student's parent or guardian. The IEP team will meet and document whether behavior is a manifestation of the student's disability. If the IEP team determines that the incident is a manifestation of the student's disability, an out-of-school suspension may still take place with the agreement of the student's parent(s) or guardian(s), or as otherwise permitted by law. The IEP team must conduct a functional behavioral assessment and develop a behavioral intervention plan or, as applicable, review and modify an existing plan. If the student's conduct was determined to be a direct result of a failure to implement the IEP, the team must take immediate steps to remedy the failure. If the IEP team determines that the incident is not a manifestation of thestudent's disability, action will be taken under the discipline policy, however the IEP team must determine the extent to which services are needed to enable the student to continue to participate in the general education curriculum and progress toward meeting IEP goals. A functional behavioral assessment may be conducted if determined appropriate by the IEP team.

If at any time the team determines that the student cannot follow district policies and regulations on student behavior due to his or her disability and that a regulated procedure is necessary, an assessment will be conducted which may lead to writing a Behavior Intervention Plan into an IEP.

Expulsion/Exclusion

Before proceeding with an expulsion or exclusion, the district must conduct a manifestation determination review as described above. If the IEP team determines that the incident is a manifestation of the student's disability, expulsion or exclusion may not take place. However, the district may use due process procedures to propose a change in the student's IEP and placement. Moreover, even if it is determined that the incident was a manifestation of the student's disability, the district may impose a placement to an interim alternative educational setting for up to 45 school days in the circumstances described in the following section.

If the IEP team determines that the incident is not a manifestation of the student'sdisability, the school may proceed with appropriate procedures to expel or exclude the student in accordance with the law and district policy. The IEP team must determine the services to be provided during the period of expulsion. A functional behavioral assessment may be conducted if determined appropriate by the IEP team.

Exceptions

In accordance with the federal Individuals with Disabilities Education Act (IDEA), a student with an IEP may be placed in an appropriate interim alternative educational setting for 45 school days if the student engages in the following conduct on school premises or at a school function:

- Carries or possesses a dangerous weapon (as defined in federal law) to or at school, on school premises or to or at a school function;
- Knowingly possesses or uses illegal drugs or sells or solicits the sales of a con–trolled substance while at school, on school premises or at a school function;or
- Inflicts serious bodily injury (as defined in federal law) upon another person while at school, on school premises or at a school function.

School administration has the power to require the 45-day placement; however, the student's IEP team must determine the appropriate interim alternative educational setting subject to the parent/guardian's right to appeal pursuant federal law. If the conduct does not meet the criteria above, the district may request a local due process hearing to seek an order to change the student's current educational placement for up to 45 school days if the district believes that maintaining the student in the current educational placement is substantially likely to result in injury to the student or to others, and/or the district may propose a change in placement for the student, subject to the parent(s)' or guardian(s)' right to due process procedures.

Involvement of Law Enforcement Officers and Crisis Teams

Law enforcement officers may not be used to perform educational interventions, including regulated procedures, either on an emergency basis or in accordance with an IEP. Law enforcement officers shall not be involved in an educational decision to remove a student from school as a disciplinary response.

School staff members may report a crime suspected to have been committed by a child with a disability to law enforcement and law enforcement will be allowed to exercise its responsibilities to respond to reports of criminal conduct, including the removal of a student from school grounds in appropriate circumstances. School staff members shall neither request nor interfere with a law enforcement decision to remove a student from school for law enforcement purposes; however, reasonable efforts will be made to inform a student's parent or guardian of the involvement of law enforcement. If a student with an IEP is restrained or removed from a classroom, school building, or school grounds by a law enforcement officer at the request of a school staff person during the school day twice in a 30-day period, the student's IEP team must meet to determine if the IEP is adequate or if additional evaluation is needed.

Resolving Concerns

Students who are concerned about a specific disciplinary action or student conduct violation may consult with their parent(s) or guardian(s), teachers and/or student support services staff (counselors, psychologists, etc.) to informally resolve the concern.

Students, parents/guardians, and school staff members may also file a complaint and seek corrective action when the requirements of Minnesota Statutes 121A.40-121A.61, including the implementation of the district's behavior and discipline policies and regulations, are not being implemented appropriately or are being discriminately applied. To file a complaint, a complainant must put their specific concerns in writing to either the:

- director of elementary education (for complaints involving elementary or early learning students); or
- the applicable secondary school principal or coordinator (for complaints involving secondary school students).

If the applicable secondary school principal or coordinator is the individual who is alleged to have engaged in the violation, the complaint may be filed with the director of secondary education.

Written complaints must be mailed, emailed or personally delivered to the appropriate director, principal or coordinator. The complaint must be postmarked, emailed or delivered within five school days of the disciplinary action that is the subject of the complaint.

The director, principal or coordinator receiving a timely complaint will commence an investigation within three school days of receipt of the complaint. The director, principal or coordinator may delegate the investigation to another administrator or a third party with knowledge of the laws pertaining to student discipline. The investigation will include an opportunity for involved parties to submit additional information related to the complaint. Upon completion of the investigation the investigator will provide a written determination to the complainant that addresses each allegation and contains findings and conclusions. The

written determination will be limited as required by state and federal law to protect the privacy rights of individuals involved in the complaint. If the investigation finds that the requirements of Minnesota Statutes, sections 121A.40 -121A.61, including any of the district's behavior and discipline policies and regulations, were not implemented appropriately, the investigator will require a corrective action plan which may include corrections to a student's record and/or the provision of staff training, coaching, or other accountability practices to ensure future compliance. The individual conducting the investigation is responsible for ensuring the district maintains the written determination and related complaint records and for regulating access to any such records.

Complainants who wish to file a formal appeal of an expulsion or exclusion decision should follow the requirements of Minnesota Statute 121A.49 as described in District Regulation 503.3.2AR, Process for Removal from Class, Suspension, Exclusion and Expulsion of a Student.

District 196 prohibits reprisals or retaliation against any person who asserts, alleges, or reports a complaint under this paragraph. A person who engages in reprisal or retaliation will be subject to consequences consistent with applicable district policies, regulations, and collective bargaining agreements.

Search and Seizure

If the school administration has a reason to believe an illegal act or violation of school rules has been committed or is about to be committed, they are authorized to search the student and her or his personal property, including cell phones and vehicles, or any school district property used by the student, and seize any item the possession of which is specifically prohibited by law, district policies or school rules or which contains evidence of a violation of the law, district policies or school rules. Searches will be limited to circumstances in which there is reasonable suspicion that thesearch will produce evidence of the suspected misconduct. The scope and/or intrusiveness of the search must be reasonably related to the objectives of the search. Whenever feasible, the student will be present when her or his property or school property which she or he uses, is being searched. All items seized will be given to the proper authorities or returned to the true owner.

A general search of school properties, devices and technologies including, but not limited to, lockers, iPads, computers, computer networks, school digital platforms or desks, may occur at any time, and items belonging to the school may be seized. (See below for more information regarding school lockers.) School administration will not monitor or access a student's school-issued device except as permitted by Minnesota Statute 13.32, subd. 14.

In order to maintain a safe and healthy educational environment, planned and generalized schoolwide canine detection procedure (commonly referred to as canine sniff) of student lockers, desks, vehicles when parked on school property, and school facilities and grounds may be conducted periodically in District 196. In addition, canine detection may also be utilized when an administrator has a specific suspicion that contraband is present on school property. The contraband the canine may detect includes drugs, bomb devices and firearms. If a dog alerts to an item in a locker or a vehicle, it may be searched by school officials.

School Lockers – School lockers are the property of the district. At no timedoes the district relinquish its exclusive control of lockers provided for the convenience of students. Inspection of the interior of lockers may be conducted by school authorities for any reason at any time, without notice, without student consent and without a search warrant. The personal possessions of students within a school locker may be searched only when school authorities have a reasonable suspicion that the search will uncover evidence of a violation of law or school rules. As soon as practicable after the search of a student's personal possessions, school authorities must provide notice of the search to students whose lockers were searched unless disclosure would impede an ongoing investigation by police or school officials.

Process for Student Dismissal: Removal from Class, Suspension, Exclusion and Expulsion

Grounds for Suspension, Exclusion or Expulsion

Pursuant to Minnesota Statute 121A.45, a student may be suspended, excluded or expelled on any of the following grounds:

- Willful violation of any district policy or regulation, or school or classroom rule. Such regulations must be clear and definite to provide notice to students that they must conform their conduct to those requirements.
- Willful conduct that significantly disrupts the right of others to an education, or the ability of school personnel to perform their duties or school-sponsored cocurricular activities.
- Willful conduct that endangers district employees, the student or other students, surrounding persons or school property.

Removal from Class/In-School Suspension (ISS)

"Removal from class" and "removal" are defined as any actions taken by a teacher, principal or other district employee to prohibit a student from attending a class or activity period for a period of time not to exceed five days.

"In-school suspension" (ISS) is defined as any action taken by a teacher, principal or other district employee to prohibit a student from attending more than one class and/or activity period for a period of time not to exceed five days.

"Class period" or "activity period" is defined as a block of time devoted to one subject area or activity. A student may be removed from a class or activity period, or receive ISS after the teacher consults with and receives approval from the principal or his or her designee.

- The decision for removal or ISS will be made by the principal or his or her designee. The student will be notified verbally. The parent(s) or guardian(s) will be notified by telephone or first class U.S. mail.
- The student will be removed from class or receive ISS without an informal administrative conference if he or she exhibits willful conduct which materially and substantially disrupts the right of others to an education or willful conduct which endangers district employees, the student or other students or school property.
- The school retains custody of the student during the removal from class or ISS. The principal or his or her designee is responsible for the student who has been removed from class or suspended.
- Students will return to class upon completion of the removal or suspension period.
- After a student has been removed from class more than 10 times in one school year, the school shall notify and meet with the student's parent or guardian to discuss the problem that is causing the student to be removed from class.

Suspension from School/Out-of-School Suspension (OSS)

The administration may suspend a student from school when necessary.

Suspension from School for One Day or Less – When a student is suspended from school for one day or less, the student and his or her parent or guardian shall be notified about his or her suspension at or before the suspension is to take effect except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property.

Suspension from School for More than One Day – "Suspension" means an action taken by the school administration, under rules promulgated by the School Board, prohibiting a student from attending school for a period of no more than 10 school days. (This definition does not apply to dismissal from school for one school day or less.) Before OSS begins, the school administration shall attempt to provide nonexclusionary disciplinary policies and practices except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property. Nonexclusionary disciplinary policies and practices" means policies and practices that are alternatives to dismissing a student from school, including but not limited to evidence-based positive behavior interventions and supports, social and emotional services, school-linked mental health services, counseling services, social work services, academic screening for Title 1 services or reading interventions, and alternative education services. Nonexclusionary disciplinary policies and practices include but are not limited to the policies and practices under sections 120B.12; 121A.575, clauses (1) and (2); 121A.031, subdivision 4, paragraph (a), clause (1); 121A.61, subdivision 3, paragraph (r); and 122A.627, clause (3). When a student is suspended for more than one day, the student shall have an informal administrative conference before the suspension except where it appears that the student will create an immediate and substantial danger to self or to surrounding persons or property, in which case the conference shall take place as soon as practicable following the suspension. At or before the informal administrative conference, a school administrator shall notify the student of the grounds for the suspension and provide an explanation of the evidence the authorities have, and the student may present the student's version of the facts. The following documents shall be personally served upon the student at or before the time the suspension is to take effect, and upon the student's parent or guardian by U.S. mail within 48 hours of the conference:

- A written notice containing the grounds for suspension;
- A brief statement of the facts;
- A description of the testimony;
- A readmission plan;
- A copy of Minnesota Statutes 121A.40 to 121A.56, and
- Appropriate alternative educational services (when required by law). (Alternative educational services may include, but are not limited to: special tutoring, modified curriculum, modified instruction, other modifications or adaptations, instruction through electronic media, special education services as indicated by appropriate assessment, homebound instruction, supervised homework, or enrollment in another district or in an alternative learning center selected to allow the student to progress toward meeting graduation requirements, although in another setting.)

If a student's total days of removal from school exceeds 10 cumulative days in a school year, the district shall make reasonable attempts to convene a meeting with the student and the student's parent or guardian prior to removing the student from school, and with the permission of the parent or guardian arrange for a mental health screening for the student. (The district will not pay for the assessment unless it is part of an assessment for special education purposes.) The purpose of the meeting shall be to attempt to determine the student's need for assessment, other services, or whether the parent or guardian should have the student assessed to determine whether the student needs treatment for a mental health disorder.

The district shall make reasonable efforts to notify the parent(s) or guardian(s) of the suspension by telephone as soon as possible following suspension.
In the event a student is suspended without an informal administrative conference on the grounds that the student will create an immediate and substantial danger to self or to surrounding persons or property, the written notice shall be served upon the student and the student's parent(s) or guardian(s) by U.S. mail within 48 hours of the conference. Service by U.S. mail is complete upon mailing. A copy will be retained by the principal.

Alternative educational services must be provided to a student who is suspended for more than five consecutive days. Alternative educational services, if the student wishes to take advantage of them, must be adequate to allow the student to make progress toward meeting graduation standards and help prepare the student for readmission.

School administration must allow a suspended student the opportunity to complete all school work assigned during the period of the student's suspension and

to receive full credit for satisfactorily completing the assignments. The school principal or other person having administrative control of the school building or program is encouraged to designate a district or school employee as a liaison to work with the student's teachers to allow the suspended student to (1) receive timely course materials and other information, and (2) complete daily and weekly assignments and receive teachers' feedback.

Consecutive Suspensions – Suspension may not be consecutively imposed against the same student for the same course of conduct or incident of misconduct except in the following circumstances:

- When the student will create an immediate and substantial danger to self or to surrounding persons or property, or
- When the district is in the process of initiating an expulsion, in which case the administration may extend the suspension up to 15 days.
- A separate administrative conference is required for each period of suspension.

Notice of Right to be Reinstated – Whenever a student fails to return to school within 10 days of the termination of dismissal, the school administrator shall inform the student and his or her parent(s) or guardian(s) by U.S. mail of the student's right to attend and to be reinstated in the public school.

Exclusion and Expulsion

"Exclusion" means a School Board action to prevent enrollment or re-enrollment of a student for a period that shall not extend beyond the school year.
"Expulsion" means an action taken by the School Board to prohibit an enrolled student from further attendance for up to 12 months from the date the student is expelled.

The School Board is the only authority that may exclude or expel a student. No exclusion or expulsion may be imposed without a hearing, unless the right to a hearing is waived in writing by the student and parent(s) or guardian(s). A Waiver of Hearing will be used for this purpose. A Notice of Intended Action and Hearing will be handled by the superintendent in the following manner:

- Be served upon the student and his or her parent(s) or guardian(s) personally or by U.S. mail;
- Contain a complete statement of facts, a list of witnesses and a description of their testimony;
- State the date, time and place of the hearing;
- Be accompanied by a copy of Minnesota Statutes 121A.40-121A.56;
- Describe nonexclusionary discipline practices accorded the student in an attempt to avoid the expulsion proceedings, and
- Inform the student and parent(s) or guardian(s) of the right to:
    - Have a representative of the student's own choosing, including legal counsel, at the hearing. (The district must advise the student's parent(s) or guardian(s) that free or low-cost legal assistance may be available and that a legal assistance resource list is available from the Minnesota Department of Education and is posted on their website.);
    - Examine the student's records before the hearing;
    - Present evidence, and
    - Confront and cross-examine witnesses.

Hearing – The hearing shall be scheduled within 10 days of the service of the written notice unless an extension, not to exceed five days, is requested for good cause by the School Board, student, or parent(s) or guardian(s).

- The School Board may appoint a hearing officer for exclusion or expulsion of students.
- The superintendent shall designate the site of hearings. Clerical assistance and supplies expenses shall be borne by the district.
- The hearing shall be at a time and place reasonably convenient to the student and parent(s) or guardian(s).
- The hearing shall be closed unless the student, or parent(s) or guardian(s) request an open hearing.

- The student shall have a right to a representative of his or her own choosing, including legal counsel.
- The hearing shall take place before an independent hearing officer, a member of the School Board, a committee of the board or the full board, as determined by the School Board.
- The hearing shall be conducted in a fair and impartial manner.
- The School Board shall record the hearing proceedings at district expense, and a party may obtain a transcript at its own expense.
- Testimony shall be given under oath. The hearing officer or a member of the board shall have the power to issue subpoenas and administer oaths.
- At a reasonable time before the hearing, the student, parent(s) or guardian(s), or his or her representative shall be given access to all public school district records pertaining to the student, including any tests or reports upon which the proposed action may be based.
- The student, parent(s) or guardian(s), or his or her representative shall have the right to compel the attendance of any official employee or agent of the district or any public employee or any other person who may have evidence upon which the proposed action may be based, and to confront and cross-examine any witness testifying for the district.
- The student, parent(s) or guardian(s), or his or her representative shall have the right to present evidence and testimony, including expert psychological or educational testimony.
- The student cannot be compelled to testify in the dismissal proceedings.
- A copy of the hearing record will be made available to the student or his or her parent(s) or guardian(s) or representative in transcript form as determined by the School Board upon request and without charge.
- The recommendation of the hearing officer or board member or committee shall be based solely on substantial evidence presented at the hearing and must be made to the board and served upon the parties within two days of the end of the hearing.
- The School Board shall base its decision upon the recommendation of the hearing officer or board member or committee, and shall render its decision at a special meeting within five days after receiving the recommendation.
- The School Board may provide the parties with the opportunity to present exceptions and comments to the hearing officer's recommendations provided that neither party presents any evidence not admitted at the hearing.
- The decision by the School Board must be based on the record, must be in writing and must state the controlling facts on which the decision is made in sufficient detail to apprise the parties and the Minnesota Commissioner of Education of the basis and reason for the decision.

Appeal – A party to an exclusion or expulsion decision made under Minnesota Statutes 121A.40 to 121A.56 may appeal the decision to the Minnesota Commissioner of Education within 21 calendar days of School Board action.

- Upon being served with a notice of appeal, the district shall provide the commissioner and the parent(s) or guardian(s) with a complete copy of the hearing record within five days.
- All written submissions by the appellant must be submitted and served on the respondent within 10 days of its actual receipt of the transcript.
- All written submissions by the respondent must be submitted and served on the appellant within 10 days of its actual receipt of the written submissions of the appellant.
- In accordance with state law, the decision of the School Board will be implemented during the appeal to the commissioner.
- In an appeal under this section, the commissioner may affirm the decision of the agency, may remand the decision for additional findings, or may reverse or modify the decision if the substantial rights of the petitioners may have been prejudiced because the administrative findings, inferences, conclusions or decisions are:
    - In violation of constitutional provisions;
    - In excess of the statutory authority or jurisdiction of the school district;
    - Made upon unlawful procedure, except as provided in Minnesota Statute 121A.48;
    - Affected by other error of law;

- Unsupported by substantial evidence in view of the entire record submitted, or
- Arbitrary or capricious.

The commissioner or his or her representative shall make a final decision based upon the record of evidence. The commissioner shall issue a decision within 30 calendar days of receiving the entire record and the parties' written submission on appeal. The commissioner's decision shall be final and binding upon the parties after the time for appeal expires under Minnesota Statute 121A.50.

For a student who remains enrolled in the district or is awaiting enrollment in a new district, the district has a continuing responsibility to review the student's schoolwork and grades on a quarterly basis to ensure the student is on track for readmission with the student's peers. The school district must communicate on a regular basis with the student's parent or guardian to ensure that the student is completing the work assigned through the alternative educational services as defined in section 121A.41, subdivision 11. These services are required until the student enrolls in another school or returns to the same school.
A student receiving school-based or school-linked mental health services continues to be eligible for those services until the student is enrolled in a new district. The school district must provide information to the student's parent or guardian on accessing mental health services, including any free or sliding fee providers in the community. The information must also be posted on the district website.

Judicial Review – The decision of the Minnesota Commissioner of Education made under Minnesota Statutes 121A.40 to 121A.56 is subject to judicial review under Minnesota Statutes 14.63 to 14.69. The decision of the commissioner is stayed pending an appeal under this section.

Reports to Service Agency – The School Board shall report any action taken pursuant to Minnesota Statutes 121A.40 to 121A.56 to the appropriate public service agency, when the student is under the supervision of such agency.

Report to Minnesota Commissioner of Education – The School Board shall report such exclusion or expulsion within 30 days of the effective date of the action to the Commissioner of Education through the electronic reporting system.

- This report shall include a statement of alternative educational services given the student and the reason for, the effective date and the duration of the exclusion or expulsion. The report must also include the student's age, grade, gender, race and special education status.
- The School Board must include state student identification numbers of affected students on all dismissal reports required by the Department of Education.

Notice of Right to Be Reinstated – Whenever a student fails to return to school within 10 school days of the termination of dismissal, a school administrator shall inform the student and the student's parent(s) or guardian(s) by U.S. mail of the student's right to attend and to be reinstated in the public school.

Admission or Readmission Plan – A school administrator must prepare and enforce an admission or readmission plan and hold a reentry meeting for any student who is suspended, excluded or expelled from school. Parents/guardians, and where appropriate, a teacher or other staff member may be invited to a reentry meeting. Interpreters shall be available for families with a primary language other than English. An admission/readmission plan arising out of an expulsion or exclusion shall include, where appropriate, a provision for implementing alternative educational services upon readmission, but may not be used to extend the current suspension. The plan must include measures to improve the student's behavior which may include completing a character education program, consistent with Minnesota Statute 120B.232, subd. 1, social and emotional learning, counseling, social work services, mental health services, referrals for special education or 504 evaluation, and evidence-based academic interventions. The plan may request parent/guardian involvement in the admission or readmission process, and may indicate the disciplinary responses that may result if the student does not improve the student's behavior. A readmission plan may include restorative measures, provisions to address the student's academic success, parent and/or student conferences with school staff, restitution, referrals to other services, and other measures determined by the administration to be designed to address the student's behavior and school engagement. Relevant information from a

student's readmission plan will be shared with appropriate staff on a need-to-know basis. A school administrator or other designated staff member will communicate with the student or the parent/guardian (as appropriate) approximately two weeks following a student's readmission to school to discuss the student's reintegration into school.

Student withdrawal agreement – A student withdrawal agreement means a verbal or written agreement between a school administrator or district administrator and a student's parent or guardian to withdraw a student from the school district to avoid expulsion or exclusion dismissal proceedings. The duration of the withdrawal agreement cannot be for more than a 12-month period. A school shall not use a student withdrawal agreement without attempting to first use nonexclusionary disciplinary policies and practices except where it appears that the student will create an immediate and substantial danger to self or surrounding persons or property. A student subject to a student withdrawal agreement is entitled to the rights detailed above in paragraphs 4.11-4.13 of Administrative Regulation 503.3.2AR-. Student withdrawal agreements must be reported to the Minnesota Commissioner of Education in the same manner as expulsions and exclusions.

INSERTS HERE:

~~2025~~ 2026 – ~~2026~~ 2027 School Year Statewide Assessments: Parent/Guardian Participation Guide and Refusal Information
~~2025~~2026- ~~2026~~ 2027 Application of Benefits (nutrition services letter) Somali, Spanish, & English

School Board

Cory Johnson, Chairperson
Anna Williams, Vice Chairperson
~~Sakawdin Mohamed~~Robin Cerio, Clerk
~~Leah Gardner~~Sakawdin Mohamed, Treasurer
~~Robin Cerio~~Leah Gardner, Director
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Serving all or part of the cities of
Apple Valley, Burnsville, Coates, Eagan, Inver Grove Heights, Lakeville, Rosemount, Empire and Vermillion Township