Monday, August 10, 2026

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

A. **Call to Order and Pledge of Allegiance**

{Moment of Silence for Bruce Lehmann, a District 196 bus driver, who passed away on July 24.}

1. Approval of Agenda

B. **Recognition**

1. Health Occupations Students of America (HOSA) International Leadership Conference top finishers: Eagan High School's Jonathan Rubin placed first in the Epidemiology Competitive Event, and Eastview High School's Kingston Luu-Nguyen placed sixth in the Healthy Living Competitive Event
   - *presented by Todd Breuer, advisor, and Chapter President Gavin Yang*
2. Apple Valley High School was named one of the Top 5 Speech and Debate teams in the nation, earning the Team Award of Excellence in Speech and the prestigious Daniel S. Masterson Jr. Award for Excellence in Forensics. AVHS top national tournament finishers: Amelia Ugas: 4th Place, Dramatic Interpretation and 3rd Place NCFL (Dramatic Performance); 9th Place NIETOC (Drama); Anisah Somerville: 5th Place, Informative Speaking
   - *presented by Tzitel Voss, speech and debate coaches*

C. **Superintendent's Recognition**

D. **Special Communication Request**

1. Lucas Korkowski

E. **Consent**

1. Minutes of the July 13, 2026, Regular School Board meeting
2. Minutes of the July 28, 2026, Special School Board meeting
3. Schedule of Investments for June 2026
4. Gifts
5. Grants
6. Agreement with YMCA of the North for 2026-27 School-Age Care Program
7. Personnel
8. Agreement for Clinical Experience with Augsburg University
9. Agreement for Student Teaching Experience with Iowa State University
10. Agreement for Student Teaching Experience with the University of South Dakota
11. 2026-27 School Bus Purchase
12. Stipend for Health Services Coordinator 2025-26
13. Stipend for Health Services Coordinator 2026-27

F**. Reports**

1. Advanced Placement (AP) Testing Update
   - *presented by Eric Hansen, director of Secondary Education, and Todd Beach, teacher and Social Studies lead*

2. Community Education Needs Assessment
   - *presented by Khia Bruse, director of Community Education, Michelle Gowans, Community Education Advisory Council chairperson, and Lara Robicheaux, former Community Education Advisory Council chairperson*

G. **Board Member and Superintendent Updates**

H. **Adjournment**
1. Motion to adjourn the meeting

SPECIAL COMMUNICATION REQUEST

School Board meeting date Monday August 10th
(requests are only accepted for the next regular board meeting)

Name: Lucas Korkowski + AVHS Women's Hockey Booster Club
(please print)

Identify stakeholder role (select from above list):
Parent(s) of currently enrolled studens

Please describe your topic in some detail: Insufficient to safely and effectively support a AVHS Women's Hockey Varsity program. We are respectfully asking for your leadership and intervention to explore practical solutions before the upcoming season begins. While we understand Eastview currently co-ops with Burnsville, we ask that District 196 re-examine cooperative options. A partnership between Apple Valley and Burnsville—or a broader district restructuring—could provide the roster depth needed to sustain a healthy program and preserve playing opportunities for our student-athletes.

List school and district employees you contacted about this issue: (specify) Apple Valley High School
Saulter, Reshard - Hansen, Eric - Sikich, Christopher - Hanson, Cory

What action, if any, would you like the School Board or administration to take in response to your comments?

We would like to respectfully request a co-op with either Burnsville and/or Eastview to align with our youth girls program. The co-op has been in play since the 2018-19 season and the girls from the Apple Valley, Burnsville and Eastview school districts have been playing together since 4th grade (Under 10 Classification).

☐ I request a language interpreter for the following language: _____

☐ I request a disability-related accommodation *(a staff member will contact you)*

7/30/2026 — Date



Lucas Korkowski, AVHS Women's Hockey Booster Treasurer — Signature

Contact information:

Address [redacted] Zip _____

Home phone _____

Cell phone [redacted]

Work phone _____

Email address [redacted]

Procedures/204.8.3P/11-21-23

Minutes of the July 13, 2026, Regular School Board Meeting

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

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

Chairperson Cory Johnson called the regular School Board meeting to order at 6:01 p.m. on July 13, 2026, at Dakota Ridge School.

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

The School Board led the Pledge of Allegiance. A moment of silence was observed for Jolene Deilke, a District 196 employee and Early Childhood Special Education speech-language pathologist, who passed away on June 29.

Motion by Mohamed, seconded by Gardner, and carried 6-0, to approve the revised agenda.

Recognition
The School Board recognized Eagan High School students Josiah Schaffhausen and Tristin Nguyen for placing second in Policy Debate at the National Speech and Debate Association National Tournament; Apple Valley High School students Mas'ud Hirsi, Hanna Husen, Isra Yasin, Maab Mohamed Ali, and Amelia Ugas for their performances at the National Catholic Forensic League and National Speech and Debate Association national tournaments; and Multimedia Communications Specialist Cliff Dodge for receiving two national awards from the National School Public Relations Association.

Superintendent's Recognition
Superintendent Bolsoni recognized July as National Disability Pride Month and highlighted District 196's commitment to accessibility, inclusion, and belonging through programs such as Project Explore, Community Education, Special Education, Unified Sports, Best Buddies, and Adapted Athletics. He congratulated Eastview High School graduate Corinne Rogers on earning a silver medal at the 2026

Saddle Seat World Cup. He also recognized the construction workers, contractors, and District 196 staff supporting 12 construction and facility improvement projects across the district this summer. Director of Instruction and Achievement Rachel Hughes introduced Bethany Van Osdel, the district's new educator development and instructional coordinator.

Consent Agenda

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

- Minutes of the June 22, 2026, Regular School Board meeting;
- Treasurer's Report for May 2026;
- Revenues and Expenditures Report for May 2026;
- Gifts;
- Grants;
- Truth-in-Taxation Hearing;
- Appointments to the Budget Advisory Council;
- Long-Term Facilities Maintenance 10-Year Plan for 2027-2036;
- Personnel;
- Agreement for Student Teaching Experience with Educate Pathways;
- Agreement for Clinical Experience with University of St. Thomas;
- Activity Centers Audio Visual Solutions;
- Refrigerated Freight Truck;
- Continuation and Upgrade of Nutrition Services Software;
- Read 180; and
- Acquisition Settlement Agreement for Permanent and Temporary Easements.

Nutrition Services Update

Director of Finance and Operations Christopher Onyango-Robshaw and Nutrition Services Coordinator Spencer Fischer presented a Nutrition Services update. Fischer reviewed the department's accomplishments during the 2025-26 school year, including recognition as a Minnesota School Nutrition Association Hero Site and receiving the Minnesota Department of Agriculture's Golden Drumstick Award for the second consecutive year. He also provided updates on Farm-to-School initiatives, new menu offerings, student engagement efforts, staffing growth, meal participation, operational efficiency, and plans for the 2026-27 school year, including implementation of the Whole Milk for Healthy Kids Act and additional menu enhancements.

2026 District 196 Family Survey

Director of Communications Janet Swiecichowski presented results from the district's inaugural Family Survey, completed by 5,778 respondents representing approximately 6,802 students, or 23 percent of district enrollment. The survey establishes a benchmark for measuring progress toward the district's Strategic Roadmap and Desired Daily Experiences.

The survey found that 90% of respondents rated the quality of education in District 196 as excellent or good. Swiecichowski also highlighted strong results related to student safety, belonging, teacher relationships, and family partnerships. She reviewed areas for continued improvement, including information for families to support learning at home, navigating district technology systems, transportation reliability, and consistency of school discipline. She outlined next steps, including simplifying communication tools, strengthening family engagement, improving resources for learning at home, and continuing efforts to address transportation and technology concerns. The annual family survey is one tool for collecting feedback and input from families. Swiecichowski reported there were no surprises on the survey because results were consistent with input collected during community listening sessions, Board meetings, advisory council meetings, PTO meetings, and parent-teacher conferences.

Collective Bargaining Agreement with Nutrition Services Employees

Director of Human Resources Joel Milteer presented a tentative two-year collective bargaining agreement between the district and Teamsters Local 320 representing Nutrition Services employees. The agreement covers July 1, 2026, through June 30, 2028, and includes salary schedule increases, increases to the district's health insurance contribution of 12 percent in the first year and 9 percent in the second year, and minor language modifications and clarifications. The bargaining unit ratified the agreement on July 3, 2026.

Motion by Gardner, seconded by Magnuson, and carried 6-0, to approve the Collective Bargaining Agreement with Nutrition Services employees.

Collective Bargaining Agreement with Vehicle Technicians

Milteer presented a tentative two-year collective bargaining agreement between the district and Teamsters Local 320 representing Vehicle Technicians. The agreement covers July 1, 2026, through June 30, 2028, and includes salary schedule increases, increased longevity and lead differentials in the second year, increases to the district's health insurance contribution of 12 percent in the first year and 9 percent in the second year, and minor language modifications and clarifications. The bargaining unit ratified the agreement on June 23, 2026.

Motion by Magnuson, seconded by Diamond, and carried 6-0, to approve the Collective Bargaining Agreement with Vehicle Technicians.

Resolution for Sale of General Obligation Facilities Maintenance and School Building Bonds

Director of Finance and Operations Christopher Onyango-Robshaw presented a resolution authorizing the district’s financial advisor, Ehlers & Associates, Inc., to solicit proposals for the sale of approximately $148.75 million in General Obligation Facilities Maintenance and School Building Bonds. The bonds will support projects approved by voters in the 2023 referendum, including a new elementary and middle school in Rosemount; renovations and additions at Rosemount High School and Dakota Ridge School; districtwide safety and security improvements; activity centers; and long-term facilities maintenance projects. This is the third of three bond sales approved by voters in 2023.

Motion by Williams, seconded by Mohamed, and carried 6-0, to approve the Resolution for Sale of General Obligation Facilities Maintenance and School Building Bonds.

Board Member and Superintendent Updates

Superintendent Bolsoni reminded families that preparations are underway for the 2026-27 school year and encouraged them to visit the district's Back-to-School Resources Hub, which includes information and checklists for updating contact information, school supply lists, immunization records, athletics registration, and other back-to-school tasks. He noted that registration for fall sports is now open and encouraged families to register early.

Adjournment

Motion by Williams, seconded by Mohamed, and carried 6-0, to adjourn the meeting at 7:18 p.m.

_____

Cory Johnson, School Board Chairperson

_____

Robin Cerio, School Board Clerk

Minutes of the July 28, 2026, Special School Board Meeting

Rosemount - Apple Valley - Eagan Public Schools
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Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

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

Chairperson Cory Johnson called the special School Board meeting to order at 5:03 p.m. on July 28, 2026, at the District Office in Apple Valley.

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

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

Construction update
Carol Hauschild, coordinator of project management and purchasing, briefed School Board members on construction progress at the new Rosemount Middle School and the activity centers at Apple Valley High School and Eastview High School. Representatives from Knutson Construction and Wold Architects and Engineers provided a tour of each of the three construction sites.

Johnson left the meeting at 6:30 p.m.

Adjournment
Motion by Magnuson, seconded by Gardner, and carried 5-0, to adjourn the meeting at 7:51 p.m.

_____
Cory Johnson, School Board Chairperson

_____
Robin Cerio, School Board Clerk

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Schedule of Investments for June 2026

Rosemount - Apple Valley - Eagan Public Schools
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Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

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

Background

Presented for approval is the district's schedule of investments for the month ending June 30, 2026. June transactions include investment purchases of $67.887 million and investment redemptions of $89.497 million, including earned interest.

Alternatives

- Do not approve the schedule of investments.

Recommendation

Approve the schedule of investments for the month ending on June 30, 2026.

Independent School District 196
Rosemount-Apple Valley-Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Investment Summary for Period Ending June 30, 2026

	General Operating Funds (funds 01, 02, 04, 06, 07)	Severance & OPEB Funds Funds 20 & 45	Building Fund 2023A & 2026A Bond Series
Beginning Balance	$ 181,539,469	$ 83,146,610	$ 119,340,315
Purchases	$ 56,138,365	$ 11,748,370	$ -
Redemption	$ 61,000,000	$ 12,000,000	$ 16,496,770
Interest & Account Earnings	$ 527,772	$ 293,151	$ 1,247,756
Account Fees	$ -	$ -	$ -
Ending Balance	**$ 177,205,605**	**$ 83,188,131**	**$ 104,091,301**

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	6/30/2026	6/30/2026	21,999,771	-
26029	Barclays Capital Inc	PJC	01	4.09%	6/9/2026	2/9/2027	4,864,569	135,431
26030	Macquarie Bank Limited	PJC	01	4.06%	6/9/2026	2/9/2027	9,731,181	268,819
26031	Mont Blanc Capital Cor	PJC	20	3.92%	6/15/2026	10/13/2026	5,922,600	77,400
26032	Credit Agricole CIB NY	PJC	20	4.05%	6/16/2026	3/9/2027	5,825,770	174,230
26033	Mizuho Bank Ltd/NY	OPHM	01	4.14%	6/23/2026	2/9/2027	4,870,544	129,456
26035	Old Line Funding LL	RBC	01	4.15%	6/23/2026	1/19/2027	7,811,000	189,000
26034	Thunder Bay Funding	RBC	01	4.11%	6/23/2026	12/17/2026	6,861,301	138,699
							67,886,735	**-**

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	6/30/2026	6/30/2026	51,000,000	-
26007	MSDLAF Term	MSDLAF	66	3.77%	10/9/2025	6/30/2026	16,065,000	431,770
26013	MUFG Bank LTD/NY	PJC	20	3.74%	1/7/2026	6/8/2026	5,906,773	93,227
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
26014	MetLife Short Term Fund	PJC	20	3.72%	1/8/2026	6/8/2026	5,907,890	92,110
							88,713,577	**783,193**
							Total Redemptions	**89,496,770**

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	71,678,363	-
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
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
26022	Bedford Row Funding Co	PJC	01	3.72%	2/4/2026	7/10/2026	4,920,700	79,300
26003	Barclays US CCP	MSDLAF	66	3.94%	10/8/2025	4/10/2026	4,654,865	95,135
26005	MSDLAF Term	MSDLAF	66	3.77%	10/9/2025	4/30/2026	5,925,000	123,620
26010	CP - Credit Agricole CIB NY	PJC	01	3.82%	12/4/2025	4/7/2026	4,935,072	64,928
26026	Credit Agricole CIB NY	OPHM	01	3.88%	5/12/2026	11/12/2026	4,902,889	97,111
26027	Societe Generale SA	OPHM	01	3.90%	5/12/2026	1/12/2027	4,870,694	129,306
26028	LMA Americas LLC	RBC	01	3.87%	5/12/2026	10/13/2026	4,918,508	81,492
26029	Barclays Capital Inc	PJC	01	4.09%	6/9/2026	2/9/2027	4,864,569	135,431
26030	Macquarie Bank Limited	PJC	01	4.06%	6/9/2026	2/9/2027	9,731,181	268,819
26031	Mont Blanc Capital Cor	PJC	20	3.92%	6/15/2026	10/13/2026	5,922,600	77,400
26032	Credit Agricole CIB NY	PJC	20	4.05%	6/16/2026	3/9/2027	5,825,770	174,230
26033	Mizuho Bank Ltd/NY	OPHM	01	4.14%	6/23/2026	2/9/2027	4,870,544	129,456
26035	Old Line Funding LL	RBC	01	4.15%	6/23/2026	1/19/2027	7,811,000	189,000
26034	Thunder Bay Funding	RBC	01	4.11%	6/23/2026	12/17/2026	6,861,301	138,699
							163,886,437	**117,154**

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Gifts

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

Presenter(s) and Title(s): **Christopher Onyango-Robshaw, 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 July 31, 2026.

District Gifts - $110,061.72

Gift	Intended Use	Received From	Received By
$500	Promote and maintain the instrumental music program	City of Apple Valley	William Blatzheim, arts and activities director, Apple Valley High School
$731	Boys' soccer uniforms	AVHS Men's Soccer	Pete Buesgens, assistant principal, Apple Valley High School
$1,000	Purchase T-shirts for the summer speed and strength program	Apple Valley Hockey Association	William Blatzheim, arts and activities director, Apple Valley High School
$1,500	Band for All	The Apple Valley Arts Foundation	William Blatzheim, arts and activities director, Apple Valley High School
$2,000	Purchase T-shirts for the summer speed and strength program	DBrow Properties LLC	Pete Buesgens, assistant principal, Apple Valley High School
$5,800	Promote and maintain the summer Speed and Strength program	Hattrick Coaching LLC	Cory Hanson, athletics director, Apple Valley High School
$4,110.53	Support girls swim and dive	EHS Swim & Dive Booster Club	Polly Reikowski, principal, Eagan High School
$2,220	Boys Hockey Strength & Conditioning	Ricky Sainty	Pete Roback, principal, Rosemount High School

$2,578	Weightroom equipment	Irish Football Boosters	Will Finley, assistant principal/athletic director, Rosemount High School
$5,800	Coaching stipends	Irish Track and Field	Will Finley, assistant principal/athletics director, Rosemount High School
$10,434	Coaching stipends	RHS Girls Blue Line Club	Will Finley, assistant principal/athletics director, Rosemount High School
$1,934	Grit to Great event expenses	VMSS Foundation	Stacey Buchwald, principal, Valley Middle School of STEM
$1,791.19	Purchase a shed and rocks for an outdoor classroom	Glacier Hills PTO	Adriana Henderson, principal, Glacier Hills Elementary School of Arts and Science
$16,730	Special services innovative learning	Anonymous	Nicole Garcia, principal, Parkview Elementary School
$24,935	STEM learning	Anonymous	Nicole Garcia, principal, Parkview Elementary School
$24,998	Innovative Learning Projects	Anonymous	Nicole Garcia, principal, Parkview Elementary School
$3,000	School supplies to be distributed to students	District 196 Foundation	Barb St Aubin, manager, Community Education

Alternatives

- Do not accept some or all the gifts.

Recommendation

Accept gifts totaling $110,061.72

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Grants

Rosemount - Apple Valley - Eagan Public Schools
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Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

Presenter(s) and Title(s): **Christopher Onyango-Robshaw, 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 July 31, 2026.

Grant	Intended Use	Received From	Received By
$2,500	Travel stipend from the Minnesota Vikings for the 2026 NFL FLAG Championships in Westfield, IN	RCX Sports Foundation	Brandon Carol, coach, Eagan High School
$5,000	Sensory Path	ECMC Foundation	Dave Lostetter, principal, Thomas Lake Elementary School
$37,000	Installing one secure exterior master key box that will allow law enforcement to access a locked school building during a crisis.	Minnesota Department of Education	Reshard Saulter, coordinator, Safety and Security
$137,500	Improve access, support and educational opportunities for newcomer children and youth ages 3-21. Supports integration and success of newcomer students, including Afghan and Ukrainian families through services and partnerships.	Minnesota Department of Education	Stephanie Hicks, program specialist, State/Federal

Alternatives

- Do not accept some or all the grants.

Recommendation

Accept the grants, as presented.

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Agreement with YMCA of the North for 2026-27 School-Age Care

Rosemount - Apple Valley - Eagan Public Schools
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Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

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

Background

District 196 has an agreement with the Eagan YMCA and Burnsville YMCA of YMCA of the North to provide before- and after-school care for school-age students in District 196.

The proposed agreement is for $345,000 and covers the period from Aug. 31, 2026, through June 9, 2027. The school-age care sites covered by the agreement are Cedar Park, Deerwood, Diamond Path, East Lake, Echo Park, Emerald Trail, Glacier Hills, Greenleaf, Highland, Northview, Oak Ridge, Parkview, Pinewood, Red Pine, Rosemount, Shannon Park, Southview, Thomas Lake, Westview, and Woodland elementary schools.

Alternatives

- Do not approve the proposed agreement.
- Suggest changes to the proposed agreement.

Recommendation

Approve as presented.

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*

Term: 2026-27 school year, the period of August 31, 2026 through June 9, 2027.

It is agreed that Independent School District 196 (The School District or District 196) shall provide space at Deerwood, Diamond Path, East Lake, Emerald Trail, Glacier Hills, Greenleaf, Highland, Northview, Oak Ridge, Parkview, Pinewood, Red Pine, Rosemount, Shannon Park, Thomas Lake, Woodland, Cedar Park, Echo Park, Southview and Westview schools for the YMCA School Age Care Program.

The YMCA of the Greater Twin Cities and District 196 agree that:

1. It is the intent of the YMCA to provide a School Age Care (SAC) Program at each of the elementary schools listed above. The purpose of the SAC Program is to provide before and after school childcare and childcare on school release days. The SAC Program will operate from August 31, 2026 through June 9, 2027. YMCA understands and agrees that it is responsible for the supervision and control of all school age children participating in the above identified Program, including drop-off/pick-up. The School District will provide appropriate space for the program as noted in Paragraph 2, but otherwise shall have 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 SAC Program 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 programs that operate in its buildings. YMCA agrees not to assign or sublet the space used for the SAC Program.

3. The YMCA will provide programming on school release days in District 196. The SAC sites will stay open on school release days based on enrollment. If enrollment is lower than 10 students, the YMCA reserves the right to close a site and accommodate students at the closest open site.

4. The YMCA agrees to pay District 196 rental fees in the amount of $17,250 per site for the 2026-27 school year.

5. Payments should be made payable to Independent School District 196. The payment schedule is as follows: $172,500 due on December 23, 2026 and $172,500 due on April 30, 2027. Payments should be sent to ISD 196 Community Education Facilities Service Center at 12900 Johnny Cake Ridge Road, Apple Valley, 55124.

6. The School District shall provide the normal custodial and maintenance services. Additional requested services shall be paid for by the YMCA after first receiving written permission from Community Education for the additional services. Custodial overtime fees for snow removal services may also be assessed and the YMCA will be invoiced in those circumstances in which snow removal services are required to allow for SAC Program access to a building on days and/or times when School District access to the building is not otherwise required.

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

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

9. The School District and the 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. The YMCA agrees to provide its own general liability insurance in an amount deemed appropriate by the 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. YMCA shall name District 196 as "an additional insured" on its insurance policy and, furthermore, shall provide the school district with a Certificate of lnsurance 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 the School District. The certificate of insurance shall include the following statement: "District 196 is an additional named insured under the liability insurance coverage pursuant to a contract with district 196. Such insurance is primary insurance without recourse to or contribution from any similar insurance carried by District 196." The insurance coverage carried by the YMCA 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 District 196 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 District 196 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. YMCA will be responsible for the cost of any property damage that occurs as a result of YMCA's use of the space, except for damage related to the normal wear and tear of each site.

10. Although the SAC Program is generally offered for the students attending schools within the designated center area, each program may also include students from another District 196 school with District permission.

11. The School District shall have the right to enter and inspect the SAC programs that are in operation in its buildings at any time.

12. The YMCA agrees not to assign or sublet the space used for the SAC Programs.

13. The School District shall have the right to terminate this agreement for any reason and remove the SAC program from any of its buildings upon providing a 30-day written notice to the YMCA of the School District's intent to terminate. The School District shall have the right to terminate this agreement immediately with respect to individual building sites in the event that the site is damaged or destroyed by fire or other casualty such that the continued operation of the SAC program is rendered impractical. The School District shall have the right to terminate this agreement due to a breach of this agreement by the YMCA and, in that circumstance, may remove the 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 the YMCA. The parties may also mutually agree to terminate this agreement or reduce the number of sites. In the event of early termination for any reason, the following terms will apply:

    a. In the event of early termination of the agreement, rental fees shall be recalculated and the YMCA shall only be responsible for the payment of a prorated portion of the rental fees for the days it operates its Program prior to the effective date of early termination.

b. 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 number of sites at which the Program operates.
c. In the event that early termination or modification of the agreement occurs after a rental payment date, the School District will refund the YMCA the amount due based upon the recalculation.

14. YMCA agrees that the Program 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/policies/policy/~board/policies/post/5038ar-bullying-prohibition. Copies of other District policies are available online at https://www.district196.org/about/policies.

15. YMCA agrees that all personnel of the YMCA have received a thorough background check by the 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.

16. 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.

17. 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.

18. The parties will not have any obligation or responsibility to each other if, and during such time that, the performance of an obligation of either party is delayed, materially hindered or becomes impossible as a result of any event of force majeure, including, but not limited to acts of God or the public enemy, acts of any governmental authority, strikes, embargos, fires, floods, epidemics, quarantine restrictions and unusually severe weather. In such circumstances, the parties shall also have the right to (1) terminate this agreement with immediate effect; or (2) request modification of the agreement, in which case the parties will work diligently and in good faith to negotiate an amendment to this agreement that modifies payment, service or other terms to reasonably account for the force majeure event.

19. 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.

20. The books, records, documents and accounting procedures and practices of the YMCA, that are relevant to this agreement, 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.

21. 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

For Independent School District 196:

_____

Cory Johnnson, Chairperson
School Board
Dated: _____

_____,

Robin Cerio, Clerk
School Board
Dated: _____

_____

Khia Bruse, Director
Community Education
Dated: *8/3/26*

For: YMCA

Mary E. J Herbst
_____

Mary Herbst, VP of Enterprise Risk & Compliance
YMCA of the North
Dated: 8/3/2026

Personnel

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approval**

Presenter(s) and Title(s): **Tiffany Weiler, 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
Abbott, Brent S	44060	Tech Ed Teacher	DHMS	08/24/2026	0.60	Replacement
Abbott, Brent S	44060	Family & Consumer Science Tchr	DHMS	08/24/2026	0.40	Replacement
Anderson, Amanda E	147808	Counselor-Middle School	DHMS	08/24/2026	1.00	Replacement
Arias Garcia, Valentina	147865	Music Therapist	DSC	08/24/2026	1.00	New Allocation
Armstrong, Riley R	147805	Physical Education Teacher	RMS	08/24/2026	0.50	Replacement
Armstrong, Riley R	147805	Adaptive PE Teacher	RMS	08/24/2026	0.50	Replacement
Ashland, Clark B	146951	Career Development Teacher	EHS	08/24/2026	1.00	Replacement
Austin, Katherine C	40931	Communications Teacher	DHMS	08/24/2026	1.00	Long Term Sub
Bicknell, Amanda L	145903	Science Teacher	EVHS	08/24/2026	1.00	Replacement
Browen, Sara B	147853	Family & Consumer Science Tchr	SHMS	08/24/2026	1.00	Replacement
Cannady, Christopher	147432	School Psychologist	AVHS	08/24/2026	0.50	Replacement
Cannady, Christopher	147432	School Psychologist	SBLC	08/24/2026	0.50	Replacement
Colstrom, Marie E	147796	Physical Therapist	DSC	07/06/2026	0.80	Replacement
Crayne, Kalie R	147872	Grade 1 Teacher	GL	08/24/2026	1.00	Replacement
Cross, Jakeb H	38385	Career Development Teacher	RHS	08/24/2026	1.00	Replacement
Danielson, Jodi A	147746	I&A MnMTSS Implementation	RHS	08/24/2026	1.00	New Allocation
Daszkiewicz, Denise E	145921	Career Development Teacher	SES	08/24/2026	0.80	Replacement
Easty, Nadine A	41567	ELD Teacher	ET	08/24/2026	0.70	New Allocation
Easty, Nadine A	41567	ELD Teacher	DSC	08/24/2026	0.30	New Allocation
Fagre, Alexander J	147870	School Psychologist	ET	08/24/2026	1.00	Long Term Sub
Garcia Glassing, Jonah C	39395	Physical Education Teacher	FRMS	08/24/2026	0.20	New Allocation
Gaylord, Samuel M	146120	Sp Ed Centerbased Teacher	CP	08/24/2026	1.00	Replacement
Hadler, Jenna	146493	Grade 3 Teacher	CP	08/24/2026	1.00	Long Term Sub
Hamilton, Virginia R	147791	English Teacher	RMS	08/24/2026	1.00	Replacement
Heidrick, Sally H	21603	Kindergarten Teacher	TL	08/24/2026	1.00	Long Term Sub
Herbig, Terrill S	147186	Social Studies Teacher	SBLC	08/24/2026	1.00	Replacement
Hinkley, Alicia B	146952	Art Teacher	SES	08/24/2026	0.83	Replacement
Hubbard, Summer	147810	Nurse	DOE	08/24/2026	0.42	Replacement
Hunt, Katelin G	147434	Grade 5 Teacher	GH	08/24/2026	1.00	Replacement
Hunt, Madeleine G	41131	Parent Educator	DVLC	08/24/2026	0.26	Replacement

New Hires

Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Iversen, Johanna	147823	Sp Ed Centerbased Teacher	FRMS	08/24/2026	1.00	New Allocation
Jacoby, Deborah K	16621	Kindergarten Teacher	GH	08/24/2026	1.00	Long Term Sub
Karsky, Andrew M	43278	Mathematics Teacher	AVHS	08/24/2026	1.00	New Allocation
Kealy, Michael	147792	Grade 5 Teacher	GL	08/24/2026	1.00	New Allocation
Keech, Patricia A	29838	Q Comp Peer Leader	SBLC	08/24/2026	1.00	Long Term Sub
Klemm, Eileen A	24563	Speech-Language Pathologist	DSC	08/24/2026	0.90	Long Term Sub
Kodet, Benton J	147814	Adaptive PE Teacher	DHMS	08/24/2026	0.50	Replacement
Kodet, Benton J	147814	Adaptive PE Teacher	NV	08/24/2026	0.50	Replacement
Kraemer, Olivia L	40286	English Teacher	EVHS	08/24/2026	1.00	Replacement
Larson, Hannah N	41455	Sp Ed Centerbased Teacher	RES	08/24/2026	1.00	Replacement
Larson, Michael H	19072	English Teacher	RMS	08/24/2026	1.00	Long Term Sub
Lawless, Jamie L	147835	Grade 5 Teacher	PV	08/24/2026	1.00	Replacement
Lenz, Peter J	147869	Science Teacher	EVHS	08/24/2026	1.00	Long Term Sub
Marrin, Jeris E	147825	Occupational Therapist	EP	08/24/2026	1.00	New Allocation
McCoy, Michaela M	147815	I&A MnMTSS Implementation	AVHS	08/24/2026	1.00	New Allocation
McDermott, Courtney E	147797	Grade 2 Teacher	WV	08/24/2026	1.00	Replacement
McDonald, Ceil A	39156	Spanish Teacher	EHS	08/31/2026	1.00	Long Term Sub
McGinnis, Rodney J	41363	Adaptive PE Teacher	DP	08/24/2026	0.70	Replacement
McGinnis, Rodney J	41363	Adaptive PE Teacher	SP	08/24/2026	0.30	Replacement
Michelson, Kelsey L	147826	Occupational Therapist	RMS	08/24/2026	0.30	Replacement
Michelson, Kelsey L	147826	Occupational Therapist	CP	08/24/2026	0.30	Replacement
Michelson, Kelsey L	147826	Occupational Therapist	RES	08/24/2026	0.20	Replacement
Michelson, Kelsey L	147826	Occupational Therapist	SV	08/24/2026	0.20	Replacement
Miller, Dustin W	39892	Career Development Teacher	SES	08/24/2026	1.00	Replacement
Mitzel, Lily K	146664	Instrumental Music Teacher	RES	08/24/2026	0.60	New Allocation
Mitzel, Lily K	146664	Instrumental Music Teacher	WL	08/24/2026	0.30	New Allocation
Mitzel, Lily K	146664	Instrumental Music Teacher	RMS	08/24/2026	0.10	New Allocation
Moore, Lassie M	147793	Special Ed Teacher	Trans+	08/24/2026	1.00	Replacement
Nemer, Samantha R	147809	Grade 2 Teacher	SP	08/24/2026	1.00	Replacement
Odegard, Elizabeth A	10652	Kindergarten Teacher	DW	08/24/2026	1.00	Long Term Sub

New Hires

Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Olson, Rachel M	147829	Kindergarten Teacher	WV	08/24/2026	1.00	Replacement
Togstad Percival, Robin D	17608	Counselor-High School	EVHS	08/10/2026	0.60	Replacement
Togstad Percival, Robin D	17608	Counselor-High School	EVHS	08/10/2026	0.40	Long Term Sub
Peterson, Kendall	144847	Kindergarten Teacher	DW	08/24/2026	1.00	New Allocation
Pomeroy, Taylor N	147031	Early Childhood Teacher	PV	08/24/2026	1.00	Long Term Sub
Powell, Rachel A	145396	Kindergarten Teacher	WV	08/24/2026	1.00	New Allocation
Remmert, Nancy J	147852	I&A MnMTSS Implementation	EVHS	08/24/2026	0.80	New Allocation
Richard, Emma E	147798	Sp Ed Resource Teacher	HL	08/24/2026	1.00	Replacement
Rome, Erick S	146252	Spanish Teacher	SHMS	08/24/2026	0.75	Replacement
Rupiper, Marie	147867	Sp Ed Centerbased Teacher	Trans+	08/24/2026	1.00	Long Term Sub
Ruskusky, Amy L	147866	Nurse	WV	08/24/2026	1.00	Replacement
Sandford, Ariane	146945	TOSA	AVHS	08/24/2026	1.00	New Allocation
Sandoval, Monica L	43284	Grade 2 Teacher	RES	08/24/2026	1.00	Long Term Sub
Schaaf, Jaclyn R	145871	Grade 2 Teacher	GH	08/24/2026	1.00	Replacement
Schmidt, Lisa M	25898	Counselor-High School	EHS	09/08/2026	1.00	Long Term Sub
Schuck, Keely C R	147229	Grade 1 Teacher	SV	08/24/2026	1.00	Long Term Sub
Selle, Emily R	147567	English Teacher	EHS	08/24/2026	1.00	Long Term Sub
Servant, Candice Ap	39844	Sp Ed Centerbased Teacher	WV	08/24/2026	1.00	Replacement
Shaw, Carly M	146756	Social Studies Teacher	DHMS	08/24/2026	1.00	Replacement
Smith, Sarah E	147794	Science Teacher	RMS	08/24/2026	1.00	New Allocation
Strand, Cara L	147806	Nurse	DOE	08/24/2026	0.41	Replacement
Summers, Katherine L	146960	English Teacher	EHS	08/24/2026	1.00	Long Term Sub
Symreng, Malin C	147813	Mathematics Teacher	RMS	08/24/2026	0.40	New Allocation
Talukdar, Rumi	43683	Sp Ed Centerbased Teacher	HL	08/24/2026	1.00	Replacement
Thaden, Nicole L	147748	Spec Ed TOSA Secondary Lead	AVHS	08/24/2026	0.34	Replacement
Thaden, Nicole L	147748	Spec Ed TOSA Secondary Lead	EHS	08/24/2026	0.33	Replacement
Thaden, Nicole L	147748	Spec Ed TOSA Secondary Lead	SBLC	08/24/2026	0.33	Replacement
VandeBerg, Benjamin C	145557	Physical Education Teacher	SHMS	08/24/2026	1.00	Replacement
Vander Schaaf, Krista M	145219	Sp Ed Centerbased Teacher	CP	08/24/2026	1.00	Replacement
Vander Velden, Andrea L	43898	Grade 5 Teacher	RP	08/24/2026	1.00	Replacement

New Hires

Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Vrieze, Karlie M	146542	Mathematics Teacher	VMS	08/24/2026	1.00	Long Term Sub
Wieneke, Madeline A	147747	I&A MnMTSS Implementation	EHS	08/24/2026	1.00	New Allocation
Williams, Benjamin M	33355	Physical Education Teacher	GL	08/24/2026	1.00	Replacement
Wyatt, Angela J	13508	Instrumental Music Teacher	EVHS	08/24/2026	0.20	Long Term Sub

Non-Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Anderson, Maria T	147881	Sp Ed Paraprofessional	DW	08/31/2026	0.78	Replacement
Boeser, Sheila M	33700	Sp Ed Paraprofessional	BHMS	08/31/2026	0.84	New Allocation
Bollinger, Megan A	147821	Instructional Clerk	TL	08/31/2026	0.38	Replacement
Brosam, Amanda E	147544	Nutrition Services Associate	ET	08/31/2026	0.75	Replacement
Chinnappa, Ashalatha	147875	Sp Ed Paraprofessional	EP	08/31/2026	0.78	New Allocation
Coronado Garcia, Cinthya I	147817	ECFS Teaching Assistant	DVLC	08/31/2026	0.28	Replacement
Davey, Katie Jean N	146275	Elem Media Clerk	TL	08/31/2026	0.72	New Allocation
Delgado Silva, Jesus J	147843	Custodian	DOE	07/30/2026	0.50	Replacement
Delgado Silva, Jesus J	147843	Custodian	DR	07/30/2026	0.50	Replacement
Dolloff, Amelia K	147543	Admin Asst to Principal	BHMS	07/13/2026	1.00	Replacement
Ford, Angela J	147538	Nutrition Services Associate	EHS	08/31/2026	0.63	Replacement
Freund, Sarah R	147652	Sp Ed Paraprofessional	OR	08/31/2026	0.78	Replacement
Gawboy, Theresa C	147880	Sp Ed Paraprofessional	DHMS	08/31/2026	0.84	New Allocation
Grieger, Cory J	147822	Sp Ed Paraprofessional	GH	08/31/2026	0.78	New Allocation
Haas, Robyne A	147863	Sp Ed Paraprofessional	SHMS	08/31/2026	0.84	Replacement
Hall, Craig A	147848	Custodian	EP	07/30/2026	1.00	Replacement
Idris, Rania S	147436	Sp Ed Paraprofessional	ET	08/31/2026	0.78	New Allocation
Jenkins, Sheila J	145996	ECFS Teaching Assistant	DVLC	08/31/2026	0.73	Temp Position
Kelly, Kaliah J	147834	Sp Ed Paraprofessional	BHMS	08/31/2026	0.44	New Allocation
Laser, Eleanor W	147820	Sp Ed Paraprofessional	RES	08/31/2026	0.78	Replacement
Luna, Teresa I	30781	Sp Ed Paraprofessional	RES	08/31/2026	0.78	Replacement
McGuiggan Ficklin, Kelly K	30808	Sp Ed Paraprofessional	CP	08/31/2026	0.78	Replacement
McLane, Amanda L B	147871	Instructional Clerk	DW	08/31/2026	0.75	Replacement

New Hires

Non-Licensed Staff

Employee	EE #	Assignment	Location	Employment Date	FTE	New Hire Reason
Michel, Lauren A	147816	Secretary - 12 Month	DOE CE	07/09/2026	1.00	Temp Position
Newton, Gregory J	147851	Mobile Device Support Spec	DO	08/17/2026	1.00	Replacement
Ramiya Kannan,	147410	Sp Ed Paraprofessional	PV	08/31/2026	0.78	Replacement
Rossi Bove, Maria V	147644	Sp Ed Paraprofessional	OR	08/31/2026	0.38	Replacement
Roth, Amelia L	147827	Secretary - 12 Month	DO	07/15/2026	1.00	Replacement
Shibata, Nicole J	43822	Nutrition Services Associate	GL	08/31/2026	0.75	Replacement
Torry, Brandon A	147839	Sp Ed Paraprofessional	DR	08/31/2026	0.84	Replacement
Warner, Jacqueline A	147130	Sp Ed Paraprofessional	PV	08/31/2026	0.78	New Allocation

Change of Assignment

Licensed Staff

Employee	EE #	New Assignment	New Location	Effective Date	FTE
Blatzheim, William F	31731	Assistant HS Principal	AVHS	07/01/2026	1.00
Lohner, Johanna F	144510	Sp Ed Centerbased Teacher	GH	08/24/2026	1.00

Non-Licensed Staff

Employee	EE #	New Assignment	New Location	Effective Date	FTE
Grabowski, Sarah G	147061	Sp Ed Paraprofessional	FRMS	08/31/2026	0.44
Kuhn, Amanda L	33988	Comm Ed Youth Prog Coord	DOE	07/27/2026	1.00
Read, Hilary J	42675	Behavior Clerk	SHMS	08/31/2026	0.88
Tobako, Jennifer	147482	Custodian	EVHS	08/03/2026	1.00

Separations

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Barlow, Amy L	37242	Elem Nutrition Serv Manager	PW	06/30/2026	Resignation
Peschiutta, David R	15837	Bus Driver	DOE	06/26/2026	Retirement
Ross-Bennett, Mark R	145257	Chaperone/Crossing Guard	DOE	06/04/2026	Resignation
Weston, Nicole M	31318	Nutrition Services Associate	PW	06/04/2026	Resignation

Separations

Licensed Staff

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Alexander, Wendi G	30033	Occupational Therapist	PW	06/05/2026	Retirement
Biolo, Claire AK	42232	Grade 5 Teacher	OR	07/15/2026	Resignation
Deilke, Jolene D	22707	Speech-Language Pathologist	DVLC	06/29/2026	Deceased
Dooper-Salazar, Jennifer	146916	English Teacher	AVHS	06/05/2026	Resignation
Dooper-Salazar, Jennifer	146916	Academic Interventionist	AVHS	06/05/2026	Resignation
Dovenmuehler, Erich S	40244	Special Ed Teacher	DR	07/29/2026	Resignation
Eggum, Rebecca M	146838	Speech-Language Pathologist	RES	06/05/2026	Resignation
Eggum, Rebecca M	146838	Speech-Language Pathologist	DP	06/05/2026	Resignation
Greene, Kimberly Ka	41566	Talent Development Teacher	RES	06/05/2026	Resignation
Harder, Christopher G	20241	Social Studies Teacher	RHS	06/05/2026	Retirement
Sebold, Anastasia M	38539	Grade 3 Teacher	ET	06/05/2026	Resignation
Smith, Ashley Nicole	43713	Grade 5 Teacher	NV	06/05/2026	Resignation
Spangler, Kristine E	23583	Speech-Language Pathologist	DSC	07/31/2026	Resignation
Spangler, Kristine E	23583	TOSA	DSC	07/31/2026	Resignation
Stanley, Phillip D	28918	Art Teacher	RHS	06/05/2026	Resignation
Vatsaas, Cheryl W	25028	Nurse	DOE	06/05/2026	Retirement
Walker, Troy L	39381	Grade 4 Teacher	HL	06/05/2026	Resignation

Non-Licensed Staff

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Alonzi, Christine J	26404	Sp Ed Paraprofessional	DW	06/04/2026	Retirement
Berndt, David A	38039	Bus Driver	DOE	06/04/2026	Retirement
Brooks, Chad R	40662	Instructional Clerk	GL	06/04/2026	Resignation
Chatfield, Luann J	29093	ECFS Teaching Assistant	DP	06/04/2026	Retirement
Davis, Deanna M	19655	Human Resources Specialist	DO	09/21/2026	Retirement
Egan, Andrea M	145049	Exec Asst to Supt Office	DO	08/10/2026	Resignation
Fischbach, Cathy M	31170	Secretary - 12 Month	DO	09/14/2026	Retirement
Garcia, Alison L	146327	Sp Ed Paraprofessional	HL	06/04/2026	Resignation
Garin, Allyson L	144423	Communication Specialist	DO	08/03/2026	Resignation
Henry, Lisa J	35801	Sp Ed Paraprofessional	RHS	08/28/2026	Resignation

Separations

Non-Licensed Staff

Employee	EE #	Assignment	Location	Effective Date	Separation Type
Horn, Jessica M	37545	Sp Ed Paraprofessional	RES	06/04/2026	Resignation
Lent, Amy E	10555	Bus Driver	DOE	06/04/2026	Termination
Meletio, Monica M	144259	Sp Ed Paraprofessional	EHS	06/04/2026	Resignation
Miller, Latham P	39679	Sp Ed Paraprofessional	EL	07/16/2026	Retirement
Monjes, Kristina T	42487	Sp Ed Paraprofessional	HL	06/04/2026	Resignation
Murray, Julie G	38701	ECFS Teaching Assistant	DVLC	07/23/2026	Resignation
Nelson, Sara L	39176	Secretary - 10 Month	SP	08/14/2026	Resignation
Olafson, Amy L	146140	Sp Ed Paraprofessional	NV	06/04/2026	Resignation
Orozco Roesler, Erin E	146049	Nutrition Services Associate	GH	06/04/2026	Resignation
Overmyer, Skyler J	145694	Sp Ed Paraprofessional	NV	06/04/2026	Resignation
Quist, Desiree B	146792	Sp Ed Paraprofessional	RHS	06/04/2026	Resignation
Santos, Lupita	147063	Nutrition Services Associate	AVHS	06/04/2026	Resignation
Saulter, Reshard M	43714	School Safety & Climate Coordi	DO	10/08/2026	Resignation
Stevens, Quinton J	43115	Sp Ed Paraprofessional	DR	06/04/2026	Resignation
Stiehm, Charles J	32238	Chaperone/Crossing Guard	DOE	07/09/2026	Retirement
Tuss, Alexander J	147640	Sp Ed Paraprofessional	GL	06/04/2026	Resignation
Williams, Jack J	146469	Sp Ed Paraprofessional	Trans+	06/04/2026	Resignation
Wingate, Andrena M	14722	Behavior Clerk	SHMS	06/04/2026	Retirement
Youngkrantz, Mary P	43696	Sp Ed Paraprofessional	PV	06/04/2026	Retirement
Yussuf, Halima O	147282	Sp Ed Paraprofessional	DHMS	06/04/2026	Resignation
Yusuf, Anas M	42526	Instructional Clerk	DW	06/04/2026	Resignation

Leave of Absence without Pay

Licensed Staff

Employee	EE #	Assignment	Leave Begins	Leave Ends
Alleven, Julianna M	40101	Grade 4 Teacher LOA	08/24/2026	06/10/2027
Gleason, Lauren L	36444	Grade 5 Teacher LOA	08/24/2026	06/10/2027
Harder, Cristin A	19253	Mathematics Teacher	08/24/2026	06/10/2027
Hitt, Jena L	37986	Counselor-High School	08/10/2026	06/10/2027
Johnson, Kennedy M R	38318	Speech-Language Pathologist	08/24/2026	06/10/2027

Leave of Absence without Pay

Licensed Staff

Employee	EE #	Assignment	Leave Begins	Leave Ends
Krohe, Elizabeth A	39506	EL Teacher	08/24/2026	06/06/2031
Morrone, Tiffany N	23435	Speech-Language Pathologist	08/24/2026	06/10/2027
Mulcare, Christine A	35694	Grade 4 Teacher	08/24/2026	06/06/2031
Pfarr, Stacy M	27048	Occupational Therapist	08/24/2026	06/10/2027
Russell Prinske, Kathleen M	14692	Title I Teacher	08/24/2026	06/10/2027
Townsend, Teri L	34568	SpEd TOSA Curriculum Coach	08/24/2026	06/10/2027
Valdivia, Kristine B	28881	EL Teacher	08/24/2026	06/10/2027

Non-Licensed Staff

Employee	EE #	Assignment	Leave Begins	Leave Ends
Servant, Candice Ap	39844	Sp Ed Paraprofessional	08/31/2026	06/09/2027
Wickstrom, Megan M	38867	Sp Ed Paraprofessional	08/31/2026	06/09/2027

DISTRICT196
One District. Infinite Possibilities.

Agreement for Clinical Experience with Augsburg University

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

Presenter(s) and Title(s): **Joel Milteer, 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 Augsburg University follows the district's student teacher/intern contract guidelines.

Alternatives

- Do not approve the agreement.
- Suggest changes to the agreement.

Recommendation

Approve the agreements as presented.

AGREEMENT FOR CLINICAL EXPERIENCE

This Agreement is entered into between Augsburg University, 2211 Riverside Ave, Minneapolis, MN 55454 ("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:

Augsburg University

Date: July 9, 2026 By: _____

Name: Paula O'Loughlin

Title: Provost and Senior Vice President

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. P**rocess 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

DISTRICT196
One District. Infinite Possibilities.

Agreement for Student Teaching with Iowa State University

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

Presenter(s) and Title(s): **Joel Milteer, 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 Iowa State University follows the district's student teacher contract guidelines.

Alternatives

- Do not approve the agreement.
- Suggest changes to the agreement.

Recommendation

Approve as presented.

AGREEMENT FOR STUDENT TEACHING EXPERIENCE

This Agreement is entered into between Iowa State University, 515 Morrill Road, Ames, Iowa 50011, ("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 ($150.00/8 week session) 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:

Iowa State University	**TO: ISD 196**
Teresa Kahler, Licensure Coordinator	Attn: Joel Milteer, Director of Human Resources
1620J Lagomarcino Hall	3455 153rd Street West
901 Stange Road Ames, IA 50011	Rosemount, MN 55068
takahler@iastate.edu	Joel.Milteer@district196.org
515-294-7004	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:

Iowa State University

Date: 07/27/2026 By: Jaime Boeckman

Official: Jaime Boeckman
Title: Interim Dir of Educator Preparation Program

Date: 07/27/2026 By: Laura Jolly (Jul 27, 2026 10:03:09 CDT)

Official: Dr. Laura Jolly
Title: Dean of College of Health & Human Sciences

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. P**rocess 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

DISTRICT196
One District. Infinite Possibilities.

Agreement for Student Teaching with the University of South Dakota

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

Presenter(s) and Title(s): **Joel Milteer, 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 the University of South Dakota follows the district's student teacher contract guidelines.

Alternatives

- Do not approve the agreement.
- Suggest changes to the agreement.

Recommendation

Approve as presented.

Docusign Envelope ID: 281126A5-6940-8323-81E8-D4AE69CC2C0B

AGREEMENT FOR STUDENT TEACHING EXPERIENCE

This Agreement is entered into between the University of South Dakota, 414 E Clark St., Vermillion, SD 57069, ("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

Docusign Envelope ID: 281126A5-6940-8323-81E8-D4AE69CC2C0B

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 $250.00 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.

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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, $1,000,000 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.

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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.

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.

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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: Chelle Gilbertson	Attn: Joel Milteer, Director of Human Resources
Program Asst I	3455 153rd Street West
414 E Clark St.	Rosemount, MN 55068
Chelle.Gilbertson@usd.edu	Joel.Milteer@district196.org
605-658-6607	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.

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

Docusign Envelope ID: 281126A5-6940-8323-81E8-D4AE69CC2C0B

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:

University of South Dakota

Date: 7/28/2026 By: DocuSigned by: Amy Schweinle 32D442A80FA54B4...
Official: Amy Schweinle
Title: Dean

Date: 7/28/2026 By: Signed by: Kurt Hackemer C78F46215914482...
Official: Kurt Hackemer
Title: Provost and Vice President for

Independent School District No. 196

Date: _____ By: _____
Chairperson of the School Board

Date: _____ By: _____
Clerk of the School Board

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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. P**rocess 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.

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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

Docusign Envelope ID: 281126A5-6940-8323-81E8-D4AE69CC2C0B

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

DISTRICT196
One District. Infinite Possibilities.

2026-27 School Bus Purchase

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

Presenter(s) and Title(s): **Christopher Onyango-Robshaw, Director of Finance/Operations and Dan Kretsinger, Coordinator of Transportation**

Background

The administration is seeking permission to purchase five 77-passenger school buses, five Type A buses, and three type III passenger vans.

Using the Sourcewell contract and the State of Minnesota contract for the purchase and trade-in values, bids for school buses meeting the district's specifications and trade allowances are shown below.

Vendor	Quantity	Unit Price	Trade-in	Final Cost
77-Passenger Bus - Regular Education				
Hoglund Bus Co, Inc	5	$ 170,058.01	$ (26,000.00)	**$ 824,290.05**
(State contract)				
Type A Passenger Bus - Special Education				
Hoglund Bus Co, Inc	5	$ 117,556.03	$ (7,500.00)	**$ 580,280.15**
(Sourcewell Contract)				
Type III Passenger Van				
Hoglund Bus Co, Inc	3	$ 93,534.63	$ (3,000.00)	**$ 277,603.89**
(Sourcewell Contract)				
				$ 1,682,174.09

Alternatives

- Do not approve the recommendation.

Recommendation

Approve the purchase of the ten school buses and three type III passenger vans.

Stipend for Health Services Coordinator 2025-26

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

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

Background

Health Services Coordinator Mary Langworthy was hired at the maximum salary for the position. An annual market rate adjustment has typically been applied for this key role; however, this stipend was inadvertently missed for the 2025-26 school year. The district proposes a retroactive market rate adjustment stipend of $20,000 for the position to be paid for the 2025-26 school year.

Alternatives

- Do not approve the stipend.

Recommendation

Approve as presented.

Stipend for Health Services Coordinator 2026-27

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Consent**

Action Requested: **Approve**

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

Background

Health Services Coordinator, Mary Langworthy, was hired at the maximum salary for the position. The district proposes a market rate adjustment stipend of $20,000 for the position to be paid for the 2026-27 school year.

Alternatives

- Do not approve the stipend.

Recommendation

Approve as presented.

Advanced Placement (AP) Testing Update

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Reports**

Action Requested: **None**

Presenter(s) and Title(s): **Eric Hansen, Director of Secondary Education, and Todd Beach, Social Studies Lead Teacher**

Background

This report provides information on Advanced Placement (AP) exam participation and performance. Information shared tonight will include the benefits of students taking AP courses, as well as the exams.

Participation in AP courses is growing in District 196 high schools, largely due to new course offerings. Information about AP courses is included in high school registration materials each year, and all students in grades 9-12 may register for AP courses. There is significant evidence that participation in AP courses strongly correlates with student achievement, college readiness, and college completion.

AP participation is broad across the district. Nearly 3,000 students participated in AP, and more than 5,800 AP exams were administered, reflecting a strong culture of advanced academic participation. District students earned an 83.2 percent AP pass rate (3+), an average score of 3.60, and 58.6 percent of all exams earned a score of 4 or 5, demonstrating a high level of college readiness. Economically disadvantaged students are accessing and succeeding in AP. More than one in four (26.8 percent) economically disadvantaged high school students participated in at least one AP exam, and 70.9 percent earned a qualifying score of 3 or higher, demonstrating that a substantial number of students from economically disadvantaged backgrounds are finding success in rigorous coursework.

Recommendation

This is an informational report, and no Board action is required at this time.

Advanced Placement (AP) Results

Eric Hansen

Director of Secondary Education

Todd Beach

Specialist - Instruction & Achievement

August 10, 2026

DISTRICT196

One District. Infinite Possibilities.

Presentation Goals

Information and Implications



1. What is ‘AP” and how does it align to our Strategic Roadmap?
2. What is the impact of AP on student achievement?
3. Who has these opportunities in District 196?
4. What is new and relevant that we need to know?
5. What are the implications of this information?

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**

What is AP?

Advanced Placement from College Board



- College Board AP started **1955**
- Pursue **college-level studies** through peer-reviewed curriculum
- Opportunity to **earn college credit**
- More **District 196 students** from more **diverse backgrounds** are succeeding in AP courses.

BY THE NUMBERS

2025 AP in District 196

28
SUBJECTS OFFERED IN 196

2,872
STUDENTS in an AP COURSE

5,556
EXAMS TAKEN IN 2025

83%
PASS RATE DISTRICT 196

VISION: Engaging students with opportunities in academics, arts and athletics.

Who Can Take AP Courses?

No Barriers to Registration



- **All students** (grades 9-12) may register for **AP**
- Information about AP courses is included in high school registration materials

College Readiness & Completion

Evidence-based



There is significant evidence that **participation** in **AP courses** strongly **correlates** with student achievement, college readiness, and college completion.

Source: Peer-reviewed research conducted with the University of Texas and the U.S. Department of Education (2006).

Impact of AP

Student Achievement



Students who take **AP courses** in high school are more likely to graduate from college **within four years** and earn **higher college GPAs** than peers who did not take AP courses.

Source: Hargrove and Dodd, 2007
University of Texas

Course Rigor Matters

Preparing for Success



The **rigor** of high school coursework is **more important** than parent education, family income, or race/ethnicity in predicting post-secondary success.

Source: Adelman (1999, 2006)

Passing AP Exams Correlates with Higher ACT/SAT Scores



Students who **take and pass AP exams** earn **higher ACT** and **SAT scores** than peers who did not pass the exam.

Source: Warne, R. T., Larsen, R., Anderson, B., & Odasso, A. J. (2015). The Impact of Participation in the Advanced Placement Program on Students' College Admissions Test Scores. *The Journal of Educational Research*, 108:5

Top 5 Factors In College Admissions

1. Academic Performance and Course Rigor: **College-preparatory**
2. Test Scores (ACT/SAT): **Strong test scores** still play a role
3. Extracurricular Involvement and **Leadership**
4. Personal Essays and Student Voice: A **student's story, identity, resilience, and perspective.**
5. Letters of Recommendation: Highlight a student's academic potential, character, and growth—strong **relationships and personalized letters.**

Sources: based on data from the National Association for College Admission Counseling (NACAC) 2023**,** *Inside Higher Ed*, "Test-Optional Admissions: What the Data Shows" (2022), *Harvard Graduate School of Education*, "Turning the Tide" Report (2016), and *Common App Annual Report* (2023).

Impact of AP on College Completion

Comparisons among students with the same abilities and backgrounds (e.g., test scores, family income, poverty index)

Student Group	**AP Exam** Scores of 3, 4, 5	**AP Exam** Scores of 1 & 2	Took **AP Course** but **not the exam**
African American	28% higher	22% higher	16% higher
Hispanic	28% higher	12% higher	10% higher
White	33% higher	22% higher	20% higher
Low Income	26% higher	17% higher	12% higher
Non low income	34% higher	23% higher	19% higher

5-Year College Graduation Rates

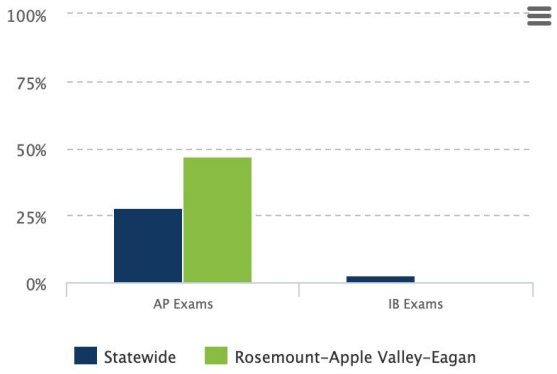
Source: Chrys Dougherty, Lynn Mellor, and Shuling Jian. The Relationship Between Advanced Placement and College Graduation (National Center for Educational Accountability, 2015)

Opportunities in 196

Rosemount-Apple Valley-Eagan (019601)
High School Graduation Year: 2023 **Demographics:** All Students

Rigorous Course Enrollment

Rigorous Course Exams

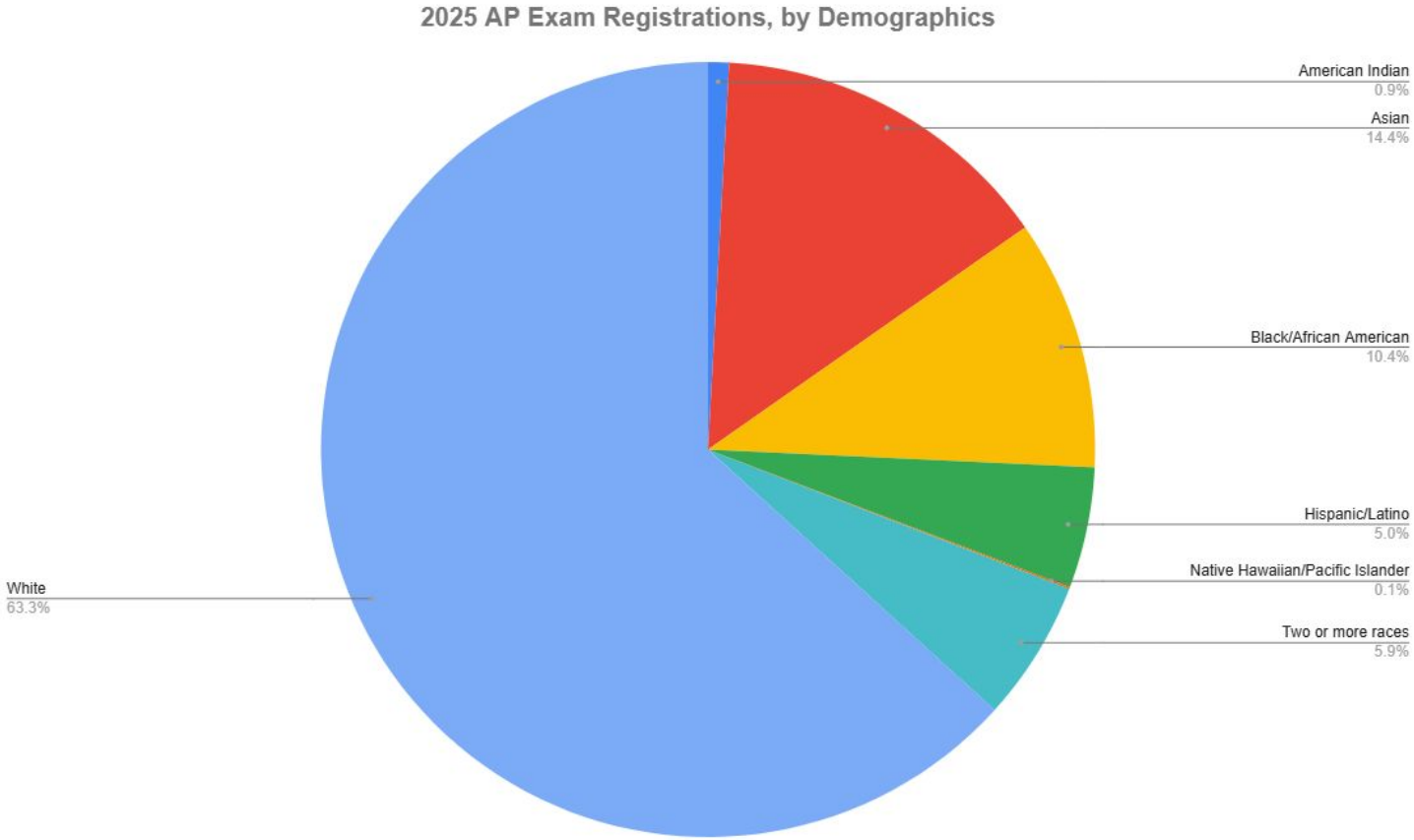


	Exams	Number of Students In Program	Number of Students Graduated	Percent Participating
Statewide	AP	17,380	62,275	28%
	IB	2,135	62,275	3%
Rosemount-Apple Valley-	AP	1,054	2,232	47%
	IB	CTSTR	2,232	%

47%

of District 196 students take an AP Course during high school

AP Registrations Representative of Student Body



UPDATE: New in 2024: AP World History 9

District 196

- World History (on-level) and **AP World History** (advanced) offered in 9th grade for the **first time** during the 2024–2025 school year.

- **The Course:** AP World History content is c.1200 to the present-day. Highly focused on **historical thinking** and **reasoning skills**.

- **The Exam Format**:
  - 55 Multiple-Choice Questions | 55 minutes | 40% of exam score
  - 3 Short-Answer Questions | 40 minutes | 20% of exam score
  - 1 Document-Based Question | 60 minutes | 25% of exam score
  - 1 Long-Essay Question | 40 minutes | 15% of exam score

Challenges and Opportunities

District 196



First time

AP enrolled 9th graders in District 196



Resistance

due to the unknowns



Globally only **11%** of 9th gr. take the AP World exam



Impact of taking AP in the **future**

Course Preparation

6-12 Focus on Skill Development



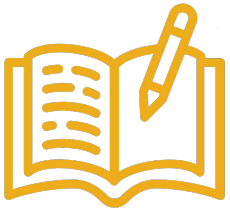
6-12 Focus on **Disciplinary Literacies** in Social Studies



On-going **Professional Learning** with teachers



Dialogue and Decisions about **Course Sequencing**



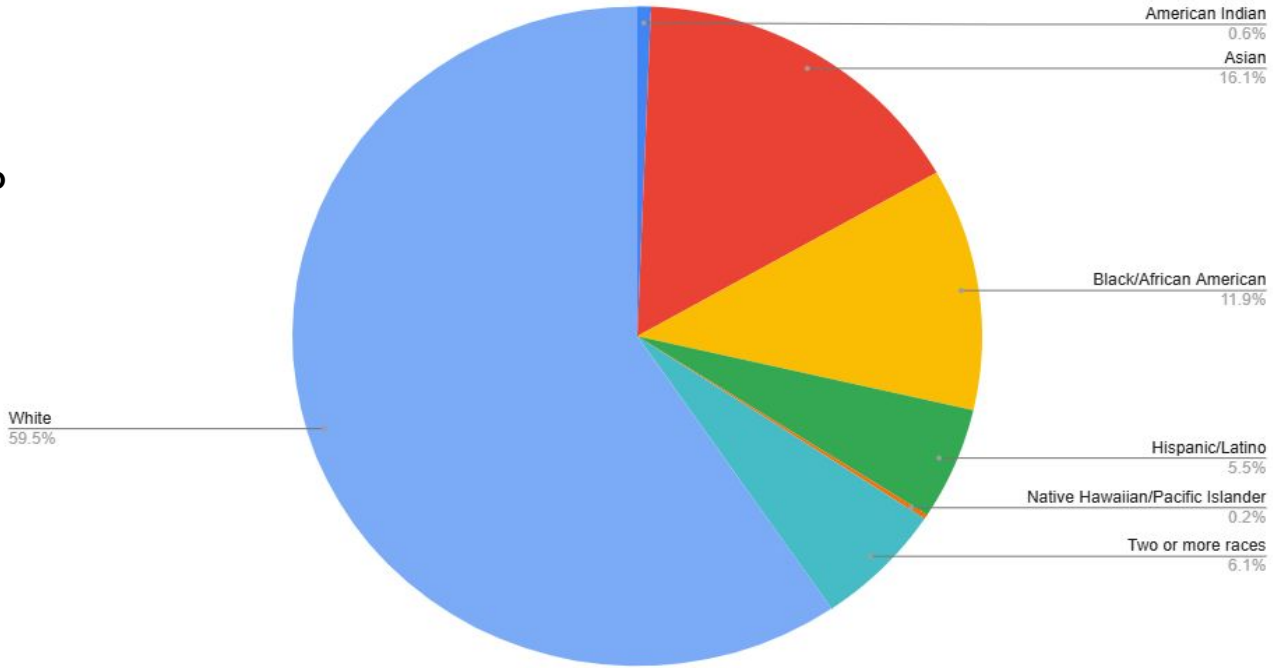
Communication with students and community

AP World History 9

Cohort Information

Grade 9 AP World History

Breakdown of 9th graders who took the AP World Exam in District 196.



Exam Results Grade 9

AP World History Exam 2025

Operational Exam Pass Rates (Form 2)	
District 196	**81.75% pass rate**
Minnesota	75.8% pass rate
Global	64.3% pass rate

EDUCATE. DEVELOP. INSPIRE.

Key Takeaways

- **Results worth celebrating!** Eager learners had the opportunity to challenge themselves in a rigorous college-level course, and they rose to meet that challenge.
- Our **teachers** were incredibly thoughtful in meeting students where they were; worked with deep **care and commitment** to build their **reasoning and thinking** skills in preparation for this exam.
- Reflects the **dedication** of stakeholders, and opens the door to continued growth for our students, schools and community.

EDUCATE. DEVELOP. INSPIRE.

So what's next?

How do we encourage, recruit, invite and communicate about these AP opportunities?

What are our schools doing to promote this opportunity?



QUESTIONS?

Community Education Needs Assessment

Rosemount - Apple Valley - Eagan Public Schools
Educating, developing, and inspiring our students for lifelong success.

Meeting Date: **08/10/2026**

Place on Agenda: **Reports**

Action Requested: **None**

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

Background

District 196 Community Education conducted a community needs assessment in 2025 to better understand the strengths, gaps, and evolving needs of the families and residents it serves. A work group of Community Education staff and Community Education Advisory Council members developed and tested the survey in early 2025, and the department collected responses from August through October 2025, ultimately hearing from 1,170 respondents across the district. This report shares the results of that assessment including who responded, how they participate in Community Education programming, and the barriers they identified to fuller participation. The report also outlines how Community Education is responding to that feedback through a set of priorities for the 2026–27 school year.

Recommendation

This report is informational only; no action is required.

Community Needs Assessment

Khia Bruse, Director of Community Education

Michelle Gowans and Lara Robicheaux,

Community Education Advisory Council

August 10, 2026

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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

Impact of Community Education



2025-2026 Registrations

1,427 Early Childhood

26,445 Youth

19,590 Adults

275+ Facility Rental Groups

Needs Assessment Purpose



- Identify community needs and priorities
- Inform decision-making
- Avoid duplication of efforts
- Enhance strategic planning
- Empower community members
- Monitor and evaluate progress
- Promote equity & inclusivity
- Build partnerships

Process & Implementation

Building the Needs Assessment

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
Jan - June 2025	**June - Aug 2025**	**Aug - Oct 2025**	**Jan - May 2026**	**2026-2027**
Work Group identified, survey design, & testing	Develop marketing content & promote	Promotion & data collection	Review findings & develop roadmap	Implementation

Community Survey Response

Community Survey Response

1,170
Total Responses

81%
Participated in last 5 years

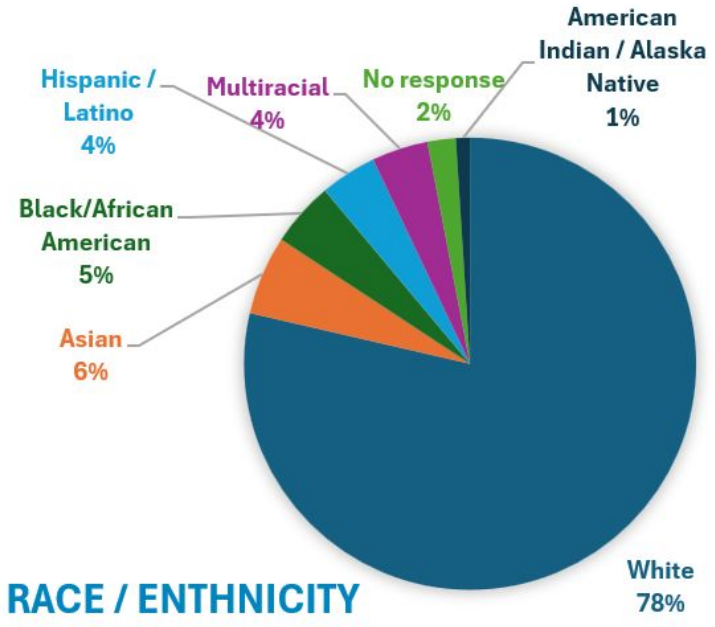
41%
Have children in school

59%
No children in school

Respondent Profile

Adults who responded to the survey





Why Participants Choose CE

Top motivations reported

- Learning / Skill Development
- Program Relevance
- Socializing / Meeting People
- Contributing to Community
- Accessibility of Programs
- Using District Facilities



Community Sentiment



97% Highly satisfied with current programs

90% Likely to recommend District 196 Community Ed

"District 196 Community Education is one of the most valuable resources for families in our community." — Survey Respondent

System-Wide Themes

Findings across 1,170 respondents

#1 Cost & Affordability

Single most-cited barrier across all programs.

Critical given 65% of revenue depends on fees and rentals.

#2 Scheduling Conflicts

44% cite time conflicts.

Evening (5–8 PM) is the top preference across all age groups.

#3 Program Variety & Progression

Participants seek more intermediate/advanced options.

#4 Registration & Website Usability

Popular programs fill instantly;

registration reform is a high-urgency operational need.

#5 Location & Geographic Access

Participants prefer programs near neighborhood schools.

#6 Inclusion & Cultural Responsiveness

Families want programming that reflects their backgrounds and accommodates all abilities.

Top 3 Department-wide Priorities

1. **Out-of-School-Time Safety & Security**
2. **Cultural Responsiveness**
3. **Responding to Community Needs Assessment findings**



How We're Responding to Themes

2026-27



#1 Cost & Affordability

- Class fee market study
- Vendor fees
- Fee Assistance and utilization

#2 Scheduling Conflicts

- ECFE evening class review

How We're Responding

2026-27

#3 Program Variety & Progression

- Increase intermediate & advanced class offerings
- Explore expanded middle school programming

#4 Registration & Website Usability

- Aquatics lottery registration process
- Updated registration system (ARUX)
- ABE diploma registration

How We're Responding

2026-27

#5 Location & Geographic Access

- Activity Centers opening

#6 Inclusion & Cultural Responsiveness

- Youth programming for special needs
- Project Explore accommodations, adaptive equipment and location accessibility
- Culturally-responsive programming

THANK YOU!

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