SUPERINTENDENT'S REPORT AND AGENDA

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

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

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

Monday, November 16, 2026
7 p.m. School Board Meeting

I. CALL TO ORDER

II. REVIEW AND APPROVAL OF THE AGENDA

III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS

A. Public Comment

B. Superintendent Update (pages 10-54)

1. Annual Staffing Report (pages 11-54)

C. Commendations (pages 55-56)

IV. CONSENT AGENDA

A. Routine Matters (pages 57-70)

1. Minutes of the Regular Meeting held November 2, 2026 (pages 58-63)
2. General Disbursements as of 11/10/26 in the Amount of $1,334,282.64 (pages 64-70)

B. Personnel Items (page 71)

V. OLD BUSINESS

A. Policy 706: Acceptance of Gifts (pages 72-75)

B. Policy 713: Post-Issuance Debt Compliance & Administrative Guideline 713.1 (pages 76-90)

C. Policy 451: Workload Limits for Certain Special Education Teachers (pages 91-95)

VI. NEW BUSINESS

A. Draft RPS Legislative Platform 2027 (pages 96-98)

B. Resolution Supporting the Dissolution and Replacement of a Cooperative Sponsorship Agreement for Girls Lacrosse (pages 99-101)

C. Joint Powers Agreement for the Learning Exchange Consortium (pages 102-108)

D. Joint Powers Agreement for the Metro South Adult Basic Education Consortium (pages 109-116)

E. Donations (page 117)

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Suggested/Future Agenda Items

D. Future Meeting Dates

11-30-2026	7 p.m.	Regular Board Meeting with Truth-in-Taxation
12-14-2026	7 p.m.	Regular Board Meeting – Public Comment

VIII. CLOSED SESSION AS ALLOWED BY MINNESOTA STATUTE 13D.03 FOR LABOR NEGOTIATIONS STRATEGY

IX. REOPEN MEETING

X. ADJOURN REGULAR MEETING

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Ongoing Data Reference List

Acronyms:

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

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

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

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

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

RPS Student and Staff Demographic Data:

2025-2026 Student Data

3,986 Students Districtwide

- 3,835 Traditional Count
    - 1,707 Elementary (K-5) Average Class Size = 22.17
    - 748 Middle (6-8) Average Class Size = 23.07
    - 1,246 High (9-12) Average Class Size = 25.24
    - 103 Prekindergarten (16 ECSE VPK)
    - 31 Transition+
- 151 Voluntary Prekindergarten (VPK)

Student Diversity (based on state/federal categories*)

- BIPOC: 71.25%
    - American Indian or Alaska Native: 1.13%
    - Asian: 3.31%
    - Hispanic: 45.06%
    - Black or African American: 13.62%
    - Native Hawaiian or Other Pacific Islander: 0.05%
    - 2 or More Races: 8.08%

- White: 28.75%

*Understanding state/federal student race categories: The federal data collection of race/ethnic data requires a two-part question. The first part asks if the student is Hispanic/Latino. The federal government considers Hispanic/Latino to be an ethnicity. The second part requests at least one of the following be selected: American Indian, Asian, Black or African American, Native Hawaiian or Pacific Islander, or White. The federal government considers these groups to be races. If a family selects Hispanic/Latino, a student is reported as Hispanic/Latino to the federal level. For example, if a student is indicated as Hispanic/Latino and White, they would be reported as Hispanic/Latino in the state and federal data. If a family selects more than one of the following: American Indian, Asian, Black or African American, Native Hawaiian/Pacific Islander, or White, the student is reported to the federal level as “two or more races.” For example, if a student is indicated as both American Indian or Alaska Native and White, they would be reported as “two or more races” in the state and federal data. If families do not fill out the race information, districts are required to decide the federal race/ethnicity questions based on the best information they have and to submit the information to MDE.

English Learners
- ELL: 25.74%
- Non-ELL: 74.26%

Free/Reduced Eligible
- Eligible: 55.7%
- Not Eligible: 44.3%

2025-2026 Staff Data

672 Total Staff Districtwide (629.398 FTE)
- 343 Teachers/Licensed Staff (Non-administrators)
- 121 Paraprofessionals
- 78 Facilities & Transportation
- 44 Administration & Classified Management
- 39 Nutrition Services
- 25 Administrative Support Professionals
- 11 Outreach Workers
- 11 Other

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

Staff Diversity (based on self-reported categories)
- BIPOC: 27.97%
    - Hispanic/Latino: 15.03%
    - Black/African American: 5.8%
    - Asian: 3.27%

    - Multiracial: 2.53%
    - American Indian/Alaskan: 1.34%
- White: 72.02%

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Ongoing Board Calendar

Upcoming Events to Attend:

Wednesday, November 18, RHS Band Concert, 7 p.m.
Thursday, November 19, RDLS Literacy Night, 5:30 p.m.
Friday, November 20, Sheridan Hills PTO Fall Family Craft Night, 6 p.m.
Saturday, November 21, Wood Lake Nature Center Open House, 11 a.m.-3 p.m.
Monday, November 30, School Board Meeting, 7 p.m.

Monday, December 14, School Board Meeting, 7 p.m.
Tuesday, December 15, RHS Choir Concert, 7 p.m.

Upcoming Holidays, Heritage Months, and Appreciation Days:

November 26 is Thanksgiving.

November 18 is Education Support Professionals Day.
November 20 is Substitute Educators Day.

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Superintendent Update

Director of Human Resources Michelle Axell will present the annual staffing report.

Attachments:
Annual Staffing Report Presentation
Annual Staffing Report

Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

2026-2027 Staffing Report

November 16, 2026

Enriqueciendo y acelerando el aprendizaje

District Overview

RICHFIELD PUBLIC SCHOOLS

Position	Employees	FTE
Teachers	334	329.654
Paraprofessionals	123	100.836
Facilities & Transportation	75	63.606
Administration and Classified Management	43	42.800
Nutrition Services	39	29.613
Mgmt. & Admin. Support Professionals	25	25.000
Outreach Workers	9	8.938
Student Engagement Specialist	9	8.438
Health Resource Staff	1	1.000
Safe Route to School Coord	1	0.800
Native American Indigenous Ed Coord	1	1.000
Registered Nurse	1	1.000
TOTAL STAFF	**661**	**612.684**

2025-2026 672 employees or 629.399 FTE's (Full-Time Equivalent)

Districtwide Changes

RICHFIELD PUBLIC SCHOOLS

Decrease of 11 employees and 16.718 decrease in FTE's

POSITION	INCREASE in FTE	DECREASE in FTE
Teachers		-9.652
Paraprofessionals		-3.989
Facilities & Transportation		-2.632
Administration and Classified Management		-1.000
Nutrition Services		-0.151
Outreach Workers		-1.063
Student Engagement Specialist	+2.718	
Safe Route to School Coord	+0.050	
Registered Nurse		-1.00
TOTAL FTE	**-16.718**	

Building Changes

RICHFIELD PUBLIC SCHOOLS

INCREASE in FTE		DECREASE in FTE	
District Office	+0.350	Centennial	-0.394
Garage	+0.368	Central	-3.925
Multi Bldg.	+0.800	Senior High	-4.257
RDLS	+0.558	RSTEM	-7.200
SEC	+0.837	Middle	-6.560
Sheridan Hills	+2.738		
RCEP	0.000		

Student Service Ratios

RICHFIELD PUBLIC SCHOOLS

Counselor to Student Ratio

Building	2025-26	2026-27
Middle School	(2) 1:374	(2) 1:374
Senior High	(4) 1:291.25	(4) 1:295.75
RCEP	(1) 1:81	(1) 1:83

Social Worker to Student Ratio

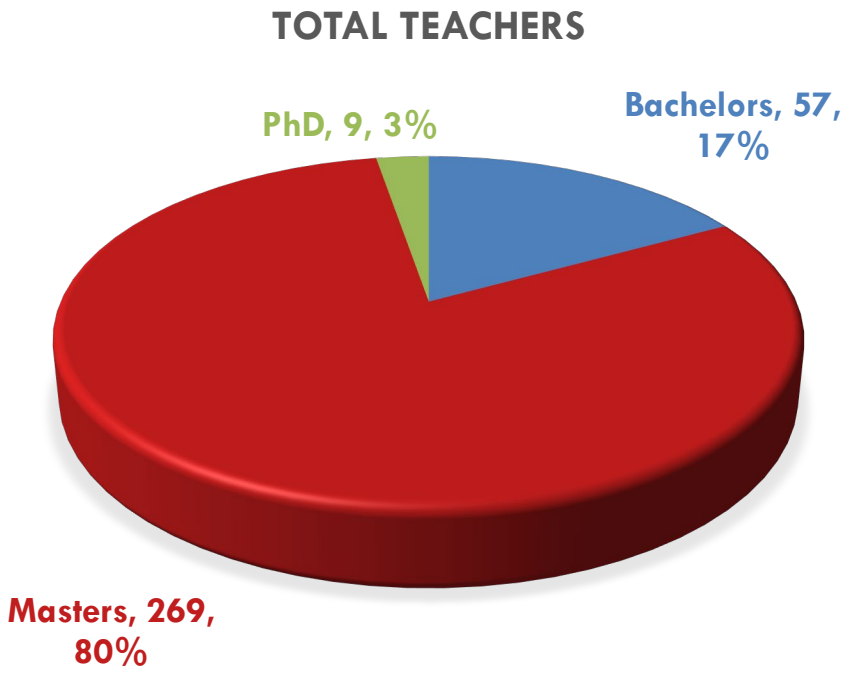
Building	2025-26	2026-27
Centennial	(1) 1:268	(1) 1:295
RDLS	(1) 1:520	(1) 1:499
RSTEM	(1.6) 1:358.8	(1.6) 1:330
Sheridan	(1) 1:413	(1) 1:452
Middle School	(2) 1:374	(1.5) 1:498.67
Senior High	(1.5) 1:776.7	(1.5) 1:788.67
Central	(1) 1:124	(.8) 1:222.5
RCEP	(.5) 1:162	(.2) 1:415
SEC	(.5) 1:62	(.4) 1:75

Teacher Education Level

RICHFIELD PUBLIC SCHOOLS

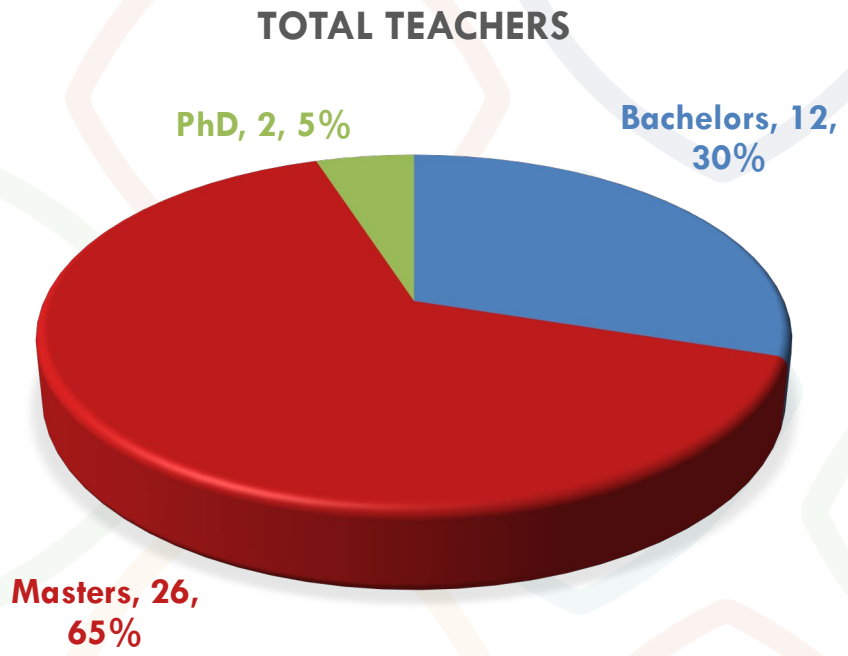
335 Current Teachers

278 teachers (83%) have a Masters degree or higher



40 New Teachers

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



New Teacher Years of Prior Experience

RICHFIELD PUBLIC SCHOOLS

Years of Prior Teaching Experience	Count of New Teachers
0-4 Years	9 (22.50%)
5-9 Years	13 (32.50%)
10-14 Years	11 (27.50%)
15-19 Years	4 (10.00%)
20-24 Years	1 (2.50%)
25+ Years	2 (5.00%)
Total	**40**

Years of Teaching in Richfield

RICHFIELD PUBLIC SCHOOLS

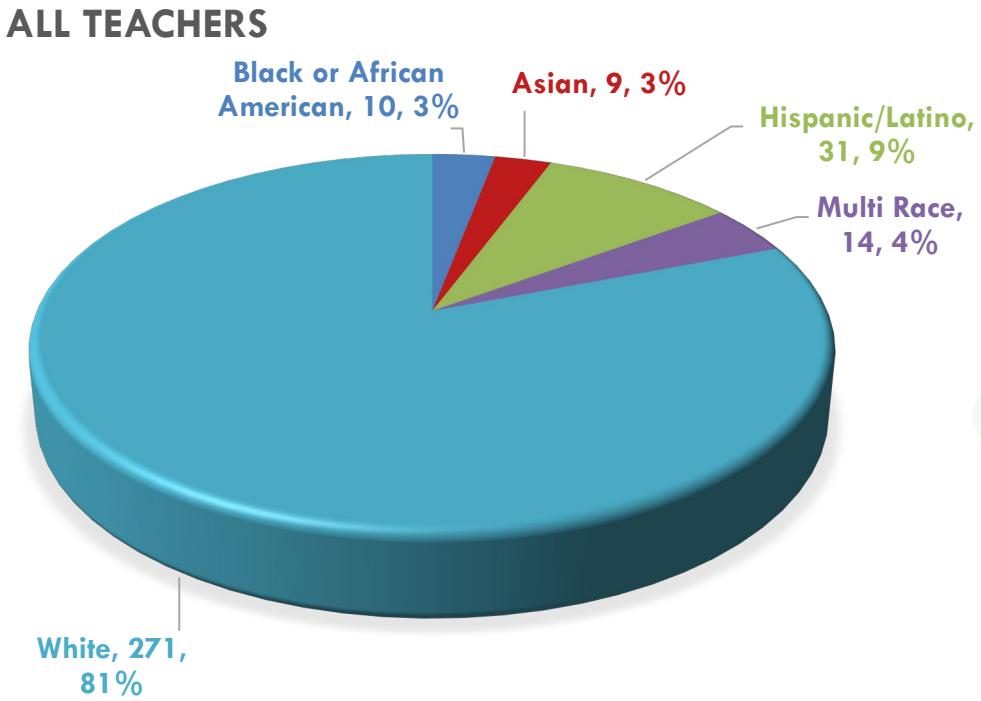
Years of Teaching in Richfield Schools	Count of Teachers
0-4 Years	123 (36.72%)
5-9 Years	88 (26.27%)
10-14 Years	36 (10.75%)
15-19 Years	17 (5.07%)
20-24 Years	26 (7.76%)
25-29 Years	25 (7.46%)
30-34 Years	15 (4.48%)
35-39 Years	5 (1.49%)
Total Teachers	**335**

Teacher Diversity 2026-2027

RICHFIELD PUBLIC SCHOOLS

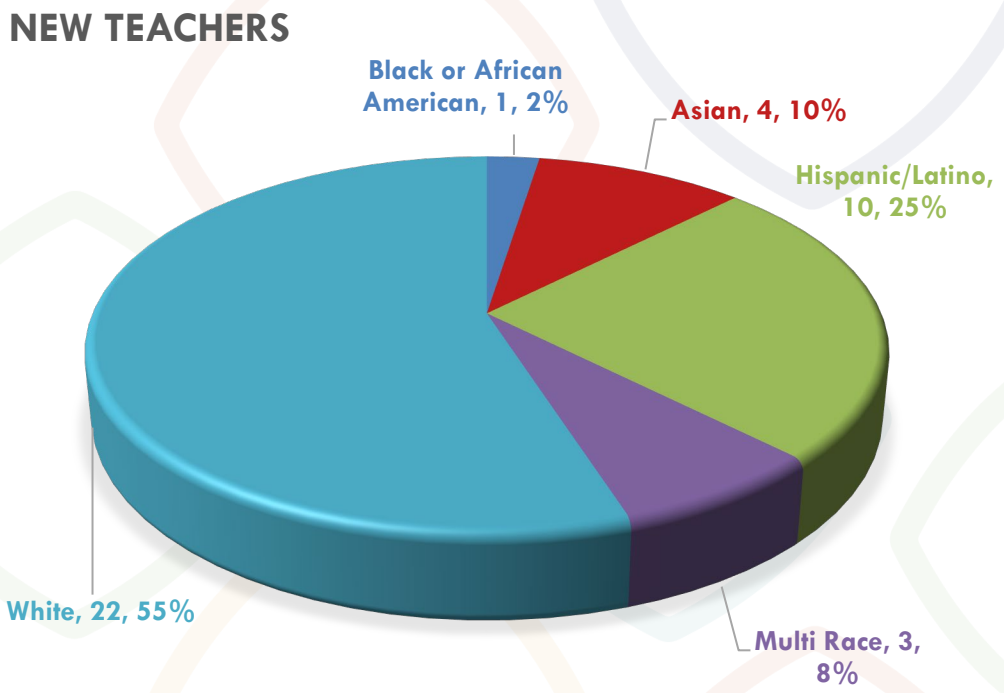
335 Current Teachers

19% of Teachers are BIPOC



40 New Teachers

45% of new hired teacher are BIPOC



Teacher Diversity by Count and % per Year

RICHFIELD PUBLIC SCHOOLS

Year	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
Hispanic/Latino	19 (5.46%)	22 (6.25%)	25 (7.06%)	30 (8.26%)	32 (9.04%)	33 (9.40%)	32 (9.28%)	31 (9.25%)
Asian	9 (2.59%)	8 (2.27%)	7 (1.98%)	7 (1.93%)	9 (2.54%)	8 (2.28%)	8 (2.32%)	9 (2.69%)
Black/African-American	11 (3.16%)	17 (4.83%)	18 (5.08%)	21 (5.79%)	19 (5.37%)	22 (6.27%)	14 (4.06%)	10 (2.99%)
White	309 (88.79%)	295 (83.81%)	298 (84.18%)	303 (83.47%)	290 (81.92%)	286 (81.48%)	277 (80.29%)	271 (80.89%)
American Indian/Alaskan	0 (0.00%)	0 (0.00%)	0 (0.00%)	0 (0.00%)	1 (0.28%)	3 (0.85%)	1 (0.29%)	0 (0.0%)
Multi Race							13 (3.77%)	14* (4.18%)
Other	0 (0.00%)	10 (2.84%)	6 (1.69%)	2 (0.55%)	3 (0.85%)	0 (0.00%)		
Total Teachers	**348 (100%)**	**352 (100%)**	**354 (100%)**	**363 (100%)**	**354 (100%)**	**351 (100%)**	**345 (100%)**	**335 (100%)**

Teacher Multi Race Breakdown

RICHFIELD PUBLIC SCHOOLS

Race	Count
Asian/White	1
Black or African American/White	5
Hispanic/Latino/Other	1
Hispanic/Latino/White	1
American Indian/Alaskan/Black or African American	1
American Indian/Alaskan/Hispanic/Latino	1
American Indian/Alaskan/White	3
Other/White	1
Total	**14**

Richfield Teacher Diversity Compared to State

RICHFIELD PUBLIC SCHOOLS

Race	Richfield Teacher 2026-27	Total State Teachers 2025 PELSB Report
Hispanic/Latino	31 (9.25%)	2288 (2.08%)
Asian	9 (2.69%)	2546 (2.31%)
Black/African-American	10 (2.99%)	1988 (1.80%)
White	271 (80.90%)	91253 (82.77%)
American Indian/Alaskan	0 (0.0%)	373 (0.34%)
Native Hawaiian or Other Pacific Islander	0 (0.00%)	24 (0.02%)
Multi Race	14 (4.18%)	1028 (0.93%)
Unspecified	0 (0.00%)	10754 (9.75%)
Total Teachers	**335** (100%)	**110254** **(100%)**

2017-2026 Total Staff Diversity Trend

RICHFIELD PUBLIC SCHOOLS

Year	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	25-26	26-27
Hispanic/Latino	43	49	57	59	79	102	110	105	101	104
	(6.53%)	(7.11%)	(8.61%)	(9.18%)	(11.93%)	(15.00%)	(16.27%)	(15.63%)	(15.03%)	(15.71%)
Asian	20	24	25	21	21	21	21	19	22	19
	(3.03%)	(3.48%)	(3.78%)	(3.27%)	(3.17%)	(3.09%)	(3.11%)	(2.83%)	(3.27%)	(2.87%)
Black/African-American	33	47	38	48	43	48	53	54	39	40
	(5.01%)	(6.82%)	(5.74%)	(7.47%)	(6.50%)	(7.06%)	(7.84%)	(8.04%)	(5.80%)	(6.04%)
White	561	559	540	502	503	499	485	466	484	471
	(85.13%)	(81.13%)	(81.57%)	(78.07%)	(75.98%)	(73.38%)	(71.75%)	(69.35%)	(72.02%)	(71.15%)
American Indian/Alaskan	2	10	2	2	2	4	4	6	9	7
	(0.30%)	(1.45%)	(0.30%)	(0.31%)	(0.30%)	(0.59%)	(0.59%)	(0.89%)	(1.34%)	(1.06%)
Other	0	0	0	11	14	6	3	22		
	(0.00%)	(0.00%)	(0.00%)	(1.71%)	(2.11%)	(0.88%)	(0.44%)	(3.27%)		
Multi Race									17	21
									(2.53%)	(3.17%)
Total Staff	659	689	662	643	662	680	676	672	672	662
	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)	(100%)

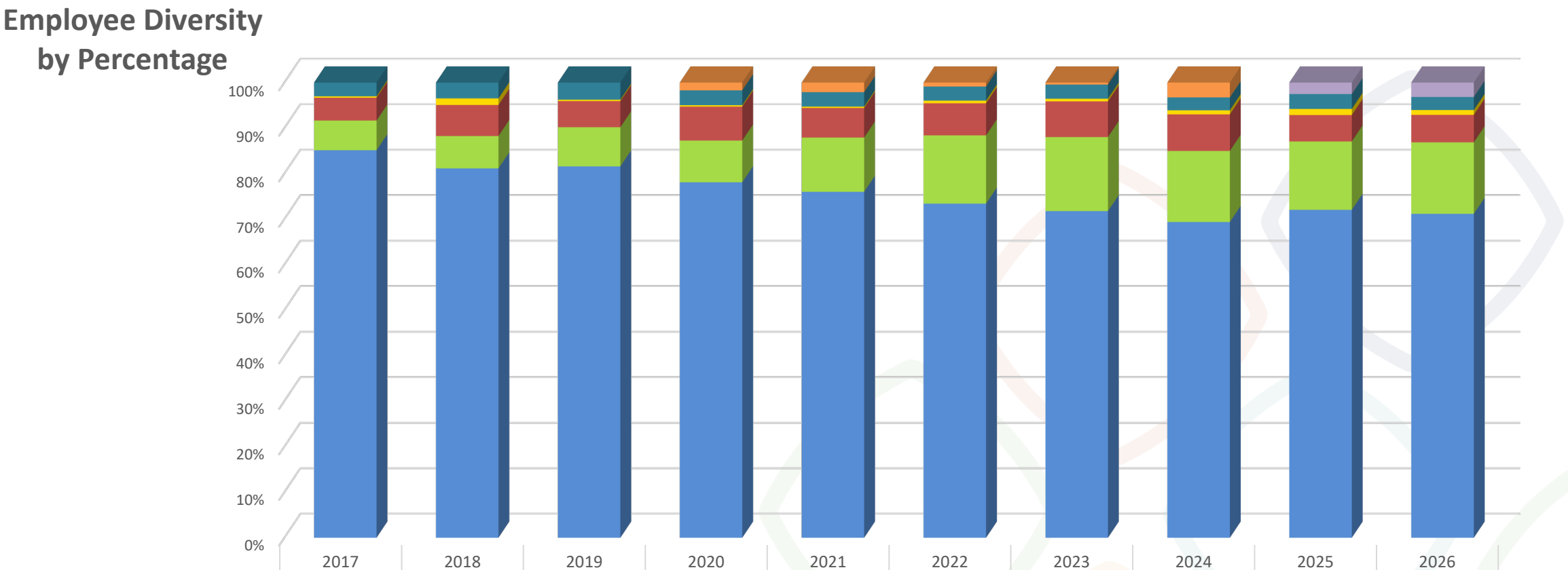
All Staff Multi Race Breakdown

RICHFIELD PUBLIC SCHOOLS

Race	Count
Asian/White	1
Black or African American/Other	1
Black or African American/White	7
Hispanic/Latino/Other	1
Hispanic/Latino/White	4
American Indian/Alaskan/Asian/White	1
American Indian/Alaskan/Black or African American	1
American Indian/Alaskan/Hispanic/Latino	1
American Indian/Alaskan/White	3
Other/White	1
Total	**21**

2017-2026 % Employee Diversity Trend

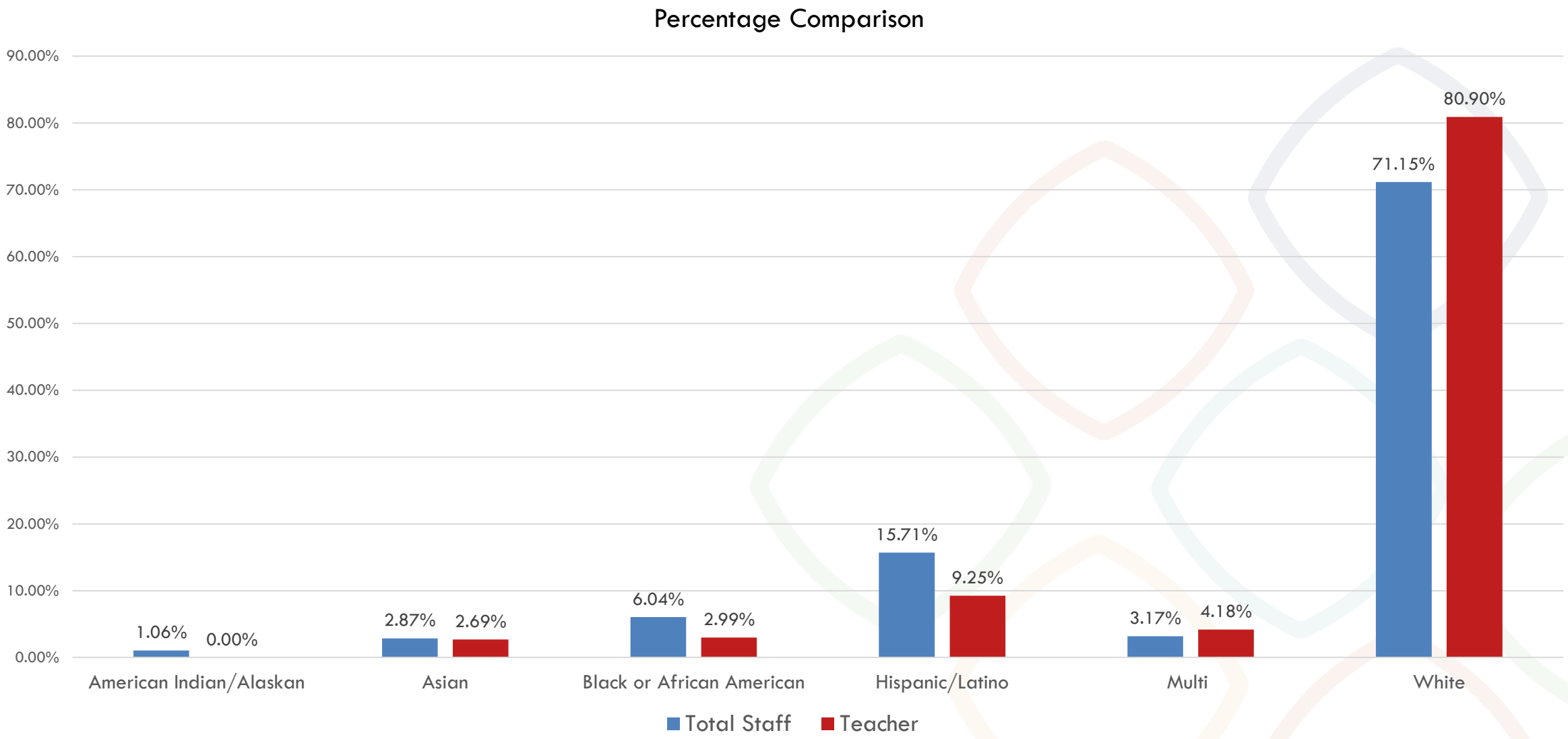
RICHFIELD PUBLIC SCHOOLS



	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
Multi Race									2.53%	3.17%
Other				1.71%	2.11%	0.88%	0.44%	3.27%		
Asian	3.03%	3.48%	3.78%	3.27%	3.17%	3.09%	3.11%	2.83%	3.27%	2.87%
American Indian/Alaskan	0.30%	1.45%	0.30%	0.31%	0.30%	0.59%	0.59%	0.89%	1.34%	1.06%
Black/African-American	5.01%	6.82%	5.74%	7.47%	6.50%	7.06%	7.84%	8.04%	5.80%	6.04%
Hispanic/Latino	6.53%	7.11%	8.61%	9.18%	11.93%	15.00%	16.27%	15.63%	15.03%	15.71%
White	85.13%	81.13%	81.57%	78.07%	75.98%	73.38%	71.75%	69.35%	72.02%	71.15%

2026 % Comparison for Total Staff to Teachers by Race

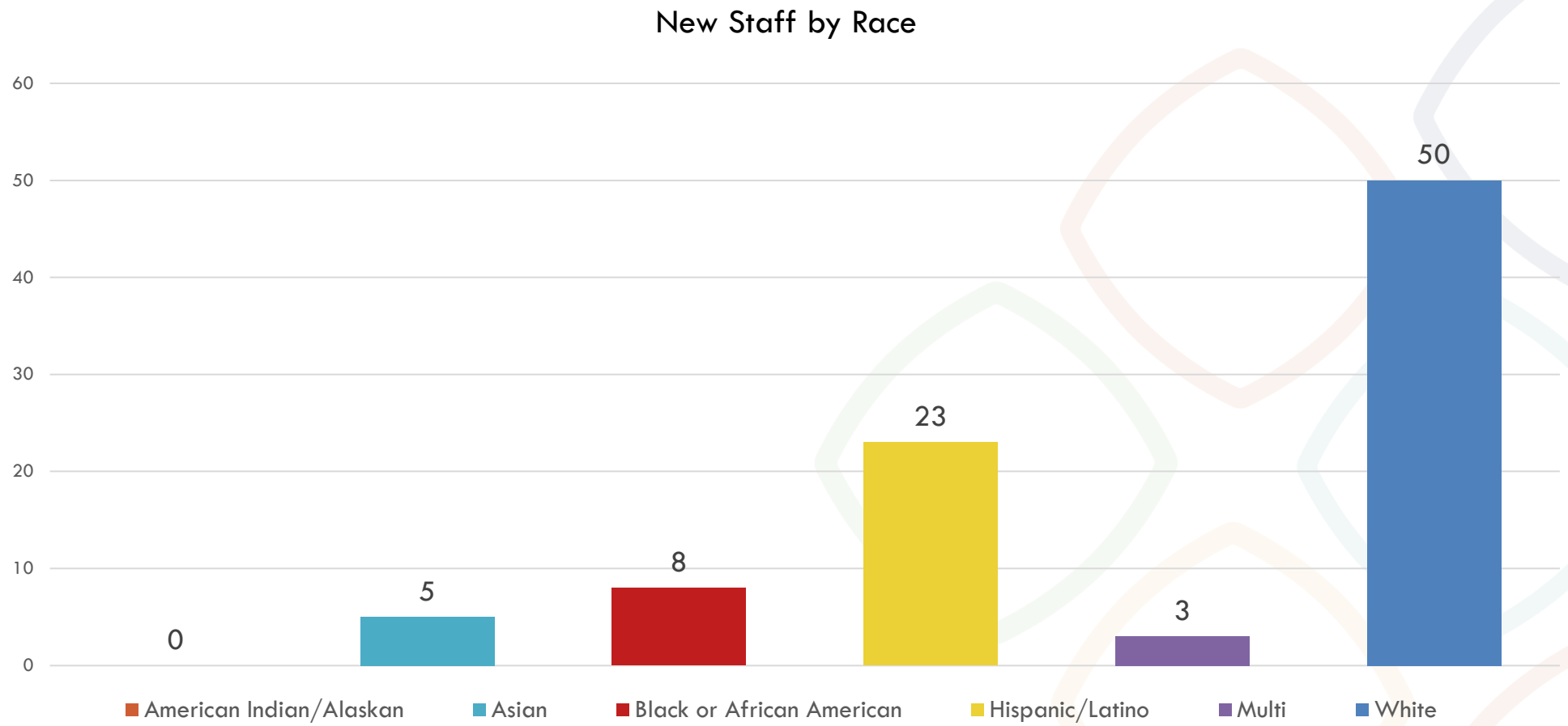
RICHFIELD PUBLIC SCHOOLS



New Staff Hired Since 11/1/2025 to 10/27/2026

RICHFIELD PUBLIC SCHOOLS

- 89 New Staff



QUESTIONS

RICHFIELD PUBLIC SCHOOLS



STAFFING REPORT

November 2026

RICHFIELD
PUBLIC SCHOOLS

Employee Count

Job Classification	Centennial Elementary	Central Education Center	District Office	Garage	Multi Building	RCEP	RDLS Elementary	Richfield High School	Richfield Middle School	RSTEM Elementary	Sheridan Hills Elementary	South Education Center	Total
Administration and Classified Management	1	3	29	1			1	3	3	1	1		43
Facilities & Transportation	3	2		37			3	14	5	8	3		75
Health Resource Staff			1										1
Mgmt. & Admin. Support Professionals	1	2	10	1		1	1	5	2	1	1		25
Native American Indigenous Ed Coord			1										1
Nurse									1				1
Nutrition Services	4						4	15	6	6	4		39
Outreach Workers	1	1			1		1	1	2	1	1		9
Paraprofessionals	20	13	2		1		10	21	13	16	21	6	123
Safe Route to School Coord			1										1
Student Engagement Specialist	1						1	3	1	2	1		9
Teachers	29	22	8		13	6	38	77	55	43	39	5	334
Total	**60**	**43**	**47**	**39**	**14**	**7**	**59**	**139**	**88**	**78**	**71**	**11**	**661**

FTE Summary

Job Classification	Centennial Elementary	Central Education Center	District Office	Garage	Multi Building	RCEP	RDLS Elementary	Richfield High School	Richfield Middle School	RSTEM Elementary	Sheridan Hills Elementary	South Education Center	Total
Administration and Classified Management	1.000	2.800	29.000	1.000			1.000	3.000	3.000	1.000	1.000		42.800
Facilities & Transportation	3.000	2.000		25.606			3.000	14.000	5.000	8.000	3.000		63.606
Health Resource Staff			1.000										1.000
Mgmt. & Admin. Support Professionals	1.000	2.000	10.000	1.000		1.000	1.000	5.000	2.000	1.000	1.000		25.000
Native American Indigenous Ed Coord			1.000										1.000
Nurse									1.000				1.000
Nutrition Services	2.938						3.125	10.869	4.875	4.375	3.431		29.613
Outreach Workers	1.000	1.000			1.000		1.000	1.000	1.938	1.000	1.000		8.938
Paraprofessionals	15.155	10.325	2.000		0.875		7.281	18.450	11.844	12.781	16.500	5.625	100.836
Safe Route to School Coord			0.800										0.800
Student Engagement Specialist	0.938						0.938	2.813	0.938	1.875	0.938		8.438
Teachers	28.800	21.250	6.550		12.600	5.750	37.800	77.270	54.034	42.200	39.000	4.400	329.654
Total	**53.830**	**39.375**	**50.350**	**27.606**	**14.475**	**6.750**	**55.144**	**132.401**	**84.628**	**72.231**	**65.869**	**10.025**	**612.684**

FTE Change from Last Year

Job Classification	Centennial Elementary	Central Education Center	District Office	Garage	Multi Building	RCEP	RDLS Elementary	Richfield High School	Richfield Middle School	RSTEM Elementary	Sheridan Hills Elementary	South Education Center	Total
Administration and Classified Management	0.000	0.000	-1.000	1.000	0.000	0.000	0.000	0.000	0.000	-1.000	0.000	0.000	-1.000
Facilities & Transportation	0.000	0.000	0.000	-0.632	0.000	0.000	0.000	-1.000	-2.000	1.000	0.000	0.000	-2.632
Health Resource Staff	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Mgmt. & Admin. Support Professionals	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Native American Indigenous Ed Coord	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
Nurse	0.000	0.000	0.000	0.000	0.000	0.000	0.000	-1.000	0.000	0.000	0.000	0.000	-1.000
Nutrition Services	-0.001	0.000	0.000	0.000	0.000	0.000	0.000	0.625	-0.625	-0.300	0.150	0.000	-0.151
Outreach Workers	0.000	-1.000	0.000	0.000	0.000	0.000	0.000	0.000	-0.063	0.000	0.000	0.000	-1.063
Paraprofessionals	1.437	-2.725	-0.500	0.000	0.000	0.000	2.163	-1.769	-0.844	-2.938	0.250	0.937	-3.989
Safe Route to School Coord	0.000	0.000	0.050	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.050
Student Engagement Specialist	-0.032	0.000	0.000	0.000	0.000	0.000	0.000	-0.063	0.938	0.937	0.938	0.000	2.718
Teachers	-1.800	-0.200	1.800	0.000	0.800	0.000	-1.606	-1.080	-3.966	-4.900	1.400	-0.100	-9.652
Total	**-0.395**	**-3.925**	**0.350**	**0.368**	**0.800**	**0.000**	**0.557**	**-4.287**	**-6.560**	**-7.201**	**2.738**	**0.837**	**-16.718**

FTE Detailed

	Centennial Elementary	Central Education Center	District Office	Garage	Multi Building	RCEP	RDLS Elementary	Richfield High School	Richfield Middle School	RSTEM Elementary	Sheridan Hills Elementary	South Education Center	Total
Administration and Classified Management	**1.000**	**2.800**	**29.000**	**1.000**			**1.000**	**3.000**	**3.000**	**1.000**	**1.000**		**42.800**
ASSISTANT FACILITIES MANAGER				1.000									1.000
ASSISTANT TO SUPT			1.000										1.000
ASST MIDDLE SCHOOL PRINCIPAL									2.000				2.000
ASST SUPERINTENDENT			1.000										1.000
ASST. HIGH SCHOOL PRINCIPAL								2.000					2.000
COMM ED YOUTH COOR.		1.800											1.800
DIR OF FINANCE			1.000										1.000
DIR OF FOOD & NUTRITION SERV			1.000										1.000
DIR OF HUMAN RESOURCES			1.000										1.000
DIR OF MARKETING & COMM			1.000										1.000
DIR OF SPECIAL ED			1.000										1.000
DIR OF TECHNOLOGY			1.000										1.000
DIRECTOR OF ATHLETICS			1.000										1.000
DIRECTOR OF COMM ED		1.000											1.000
ELEMENTARY PRINCIPAL	1.000						1.000			1.000	1.000		4.000
EXEC DIR OF ADMIN SERVICES			1.000										1.000
EXEC DIR OF SPECIAL PROGRAMS			1.000										1.000
EXEC DIR OF STUDENT SERVICES			1.000										1.000
EXEC DIR OF T&L			1.000										1.000
FACILITIES MANAGER			1.000										1.000

	Centennial Elementary	Central Education Center	District Office	Garage	Multi Building	RCEP	RDLS Elementary	Richfield High School	Richfield Middle School	RSTEM Elementary	Sheridan Hills Elementary	South Education Center	Total
FINANCE ADMINISTRATOR			1.000										1.000
FINANCE MANAGER			1.000										1.000
HEALTH SERVICES SUPERVISOR			1.000										1.000
HIGH SCHOOL PRINCIPAL								1.000					1.000
HUMAN RESOURCES COORDINATOR			2.000										2.000
MANAGER OF HUMAN RESOURCES			1.000										1.000
MIDDLE SCHOOL PRINCIPAL									1.000				1.000
PAYROLL MANAGER / ACCOUNTANT			1.000										1.000
SUP OF STUDENT RECORDS			1.000										1.000
SUPERINTENDENT			1.000										1.000
T&L EXECUTIVE ASSISTANT			1.000										1.000
TECHNOLOGY SUPPORT SPEC			2.000										2.000
TECHNOLOGY SYSTEMS ADMIN			2.000										2.000
TRANSPORTATION SUPERVISOR			1.000										1.000
Facilities & Transportation	**3.000**	**2.000**		**25.606**			**3.000**	**14.000**	**5.000**	**8.000**	**3.000**		**63.606**
BUS DRIVER				16.606									16.606
FAC/ASST TRANS DISPATCHER				1.000									1.000
FAC/BUILDING CLEANER	2.000	1.000					2.000	9.000	3.000	5.000	2.000		24.000
FAC/DISTRICT ENGINEER				1.000									1.000
FAC/GROUNDS PERSON				1.000									1.000
FAC/HEAD CUSTODIAN ELEM SCHOOL	1.000						1.000				1.000		3.000

	Centennial Elementary	Central Education Center	District Office	Garage	Multi Building	RCEP	RDLS Elementary	Richfield High School	Richfield Middle School	RSTEM Elementary	Sheridan Hills Elementary	South Education Center	Total
FAC/HEAD CUSTODIAN HIGH SCHOOL								2.000					2.000
FAC/HEAD CUSTODIAN MDDL/STEM									1.000	1.000			2.000
FAC/MAIL PERSON/BUS DRIVER				1.000									1.000
FAC/MAINTENANCE				1.000				1.000		1.000			3.000
FAC/MECHANIC				1.000									1.000
FAC/NIGHT LEAD PERSON		1.000						1.000	1.000	1.000			4.000
FAC/PAINTER				1.000									1.000
FAC/TRANSPORTATION DISPATCHER				1.000									1.000
FAC/TRUCK DRIVER				1.000									1.000
FAC/WAREHOUSE								1.000					1.000
Health Resource Staff			**1.000**										**1.000**
HEALTH RESOURCE STAFF			1.000										1.000
Mgmt. & Admin. Support Professionals	**1.000**	**2.000**	**10.000**	**1.000**		**1.000**	**1.000**	**5.000**	**2.000**	**1.000**	**1.000**		**25.000**
ADMIN ASSIST 2 - 11 MONTH			1.000					1.000	1.000				3.000
ADMIN ASSIST 2 - 12 MONTH			1.000										1.000
ADMIN ASSIST 3 - 10 1/2 MONTH	1.000						1.000				1.000		3.000
ADMIN ASSIST 3 - 11 MONTH		1.000				1.000		2.000	1.000	1.000			6.000
ADMIN ASSIST 3 - 12 MONTH		1.000	5.000	1.000									7.000
ADMIN ASSIST 4								2.000					2.000
MANAGEMENT ASSISTANT-ACCTNG			1.000										1.000
MANAGEMENT ASSISTANT-SPEC PROG			1.000										1.000
MANAGEMENT ASST-FOOD&NUTRITION			1.000										1.000

	Centennial Elementary	Central Education Center	District Office	Garage	Multi Building	RCEP	RDLS Elementary	Richfield High School	Richfield Middle School	RSTEM Elementary	Sheridan Hills Elementary	South Education Center	Total
Native American Indigenous Ed Coord			**1.000**										**1.000**
NATIVE AMERICAN INDIGENOUS ED COORD			1.000										1.000
Nurse									**1.000**				**1.000**
SCHOOL NURSE									1.000				1.000
Nutrition Services	**2.938**						**3.125**	**10.869**	**4.875**	**4.375**	**3.431**		**29.613**
KITCHEN ASSISTANTS	1.000						1.188	7.994	2.875	2.438	1.494		16.988
KITCHEN MANAGER	1.000						1.000		1.000	1.000	1.000		5.000
KITCHEN PRODUCTION COOK	0.938						0.938	1.875	1.000	0.938	0.938		6.625
KITCHEN PRODUCTION MANAGER								1.000					1.000
Outreach Workers	**1.000**	**1.000**			**1.000**		**1.000**	**1.000**	**1.938**	**1.000**	**1.000**		**8.938**
OUTREACH-BILINGUAL	1.000	1.000			1.000		1.000	1.000	1.938	1.000	1.000		8.938
Paraprofessionals	**15.155**	**10.325**	**2.000**		**0.875**		**7.281**	**18.450**	**11.844**	**12.781**	**16.500**	**5.625**	**100.836**
PARA CAMPUS SUP									3.000				3.000
PARA CLERICAL I	0.500							0.500		1.719	0.813		3.531
PARA CLERICAL II		0.875						2.700	1.875				5.450
PARA HEALTH ASSISTANT	0.875				0.875		0.875			1.000	0.875		4.500
PARA INSTRUCTIONAL	1.750	3.825					1.750	1.000		1.500	2.250		12.075
PARA MANAGERIAL	0.843						1.406			0.938	0.625		3.811
PARA SECURITY MONITOR								2.938					2.938
PARA SPEC ED	11.188	5.625					3.250	11.313	6.969	7.625	11.938	5.625	63.531
PARA TECH SUPPORT			2.000										2.000
Safe Route to School Coord			**0.800**										**0.800**
SAFE ROUTE TO SCHOOL COORD			0.800										0.800
Student Engagement Specialist	**0.938**						**0.938**	**2.813**	**0.938**	**1.875**	**0.938**		**8.438**
STUDENT ENGAGEMENT SPECIALIST	0.938						0.938	2.813	0.938	1.875	0.938		8.438
	Centennial Elementary	**Central Education Center**	**District Office**	**Garage**	**Multi Building**	**RCEP**	**RDLS Elementary**	**Richfield High School**	**Richfield Middle School**	**RSTEM Elementary**	**Sheridan Hills Elementary**	**South Education Center**	**Total**

Teachers	28.800	21.250	2.550		11.600	5.750	37.800	77.270	54.034	42.200	39.000	4.400	324.654
ADAPTIVE PHY ED					2.000						1.000		3.000
ART	0.800						1.000	4.000	2.000	1.000	1.000		9.800
BAND MUSIC								1.000	1.000				2.000
BUSINESS EDUCATION								1.000					1.000
COMPUTER LITERACY INSTR										1.000			1.000
COUNSELOR						1.000		4.000	2.000				7.000
EARLY CHILD./SPEC.ED.		10.000											10.000
ECFE CHILD TEACHER		0.500											0.500
ECFE PARENT EDUCATOR		0.750											0.750
ENGLISH LANGUAGE	2.000				1.000		4.000	5.000	3.500	2.600	2.000		20.100
ENGLISH LANGUAGE/SPANISH								1.000	1.000				2.000
FAMILY CONSUMER SCIENCE								2.000	1.000				3.000
GLOBAL LANG/FRENCH								1.090					1.090
GLOBAL LANG/SPANISH								3.000	1.000				4.000
GRADE 1	2.000									4.000	3.000		9.000
GRADE 1 DUAL LANGUAGE							3.000						3.000
GRADE 2	2.000									4.000	3.000		9.000
GRADE 2 DUAL LANGUAGE							3.000						3.000
GRADE 3	2.000									4.000	3.000		9.000
GRADE 3 DUAL LANGUAGE							4.000						4.000
GRADE 4	2.000									4.000	3.000		9.000
GRADE 4 DUAL LANGUAGE							3.000						3.000
GRADE 5	2.000									3.000	2.000		7.000
GRADE 5 DUAL LANGUAGE							3.000						3.000
GRADE 6									3.000				3.000
INDUSTRIAL TECH								1.000					1.000
INSTRUCTIONAL COACH							1.000	1.000		1.000	1.000		4.000
	Centennial Elementary	**Central Education Center**	**District Office**	**Garage**	**Multi Building**	**RCEP**	**RDLS Elementary**	**Richfield High School**	**Richfield Middle School**	**RSTEM Elementary**	**Sheridan Hills Elementary**	**South Education Center**	**Total**
INTERVENTION & ENRICHMENT SPEC	2.000						1.000			2.000	2.000		7.000

KINDERGARTEN	2.000									3.000	4.000		9.000
KINDERGARTEN DUAL LANG							4.000						4.000
LANGUAGE ARTS						1.000		8.090	4.000				13.090
LANGUAGE ARTS DUAL IMMERSION									1.000				1.000
MATHEMATICS						1.000		6.000	6.000				13.000
MATHEMATICS DUAL LANG								1.090					1.090
MEDIA					1.000								1.000
MUSIC	1.000						1.000		1.000	1.000	1.000		5.000
OCCUPATIONAL THERAPIST		1.000											1.000
OJIBWE LANGUAGE					1.000								1.000
PHY ED/HEALTH								2.000	2.000				4.000
PHYSICAL EDUCATION	1.000				1.000		1.000	2.000		1.000	1.000		7.000
PRE-KINDERGARTEN	1.000	3.000					1.000			1.000	1.000		7.000
PSYCHOLOGIST							0.800	1.000	1.000	1.000	1.000		4.800
Q COMP PEER REVIEWER			3.000										3.000
READING INTERVENTION			0.550						2.000				2.550
READING TEACHER									0.844				0.844
READING/MATH INTERVENTION							1.000						1.000
SCHOOL SOCIAL WORKER	1.000	1.000			1.000		1.000	1.000	1.000	1.600	1.000	0.400	9.000
SCIENCE						1.000		8.000	4.090				13.090
SOCIAL STUDIES						1.000		8.000	2.090				11.090
SOCIAL STUDIES DUAL LANG								1.000	3.000				4.000
SPEC ED/AUTISM								1.000	1.000			1.000	3.000
SPEC ED/DCD	4.000							4.000	1.000		3.000	1.000	13.000
SPEC ED/EBD								6.000	2.000	2.000			10.000
	Centennial Elementary	**Central Education Center**	**District Office**	**Garage**	**Multi Building**	**RCEP**	**RDLS Elementary**	**Richfield High School**	**Richfield Middle School**	**RSTEM Elementary**	**Sheridan Hills Elementary**	**South Education Center**	**Total**
SPEC ED/FLOAT RESOURCE			1.000										1.000
SPEC ED/LD	2.000						2.000	1.000	3.000	1.000	3.000	1.000	13.000

SPEC ED/LD/AUTISM							1.000						1.000
SPEC ED/MSMI											1.000		1.000
SPEC ED/OTHER HEALTH DIS								1.000	1.000	1.000			3.000
SPEC ED-EBD/LD										1.000			1.000
SPECIAL EDUCATION LEAD	1.000	1.000				0.750	1.000	1.000	1.000	1.000	1.000		7.750
SPEECH/LANG PATHOLOGIST	1.000	3.000			2.800				0.700	1.000	1.000		9.500
STEM TEACHER					1.000		1.000		0.810				2.810
T&L ELEMENTARY COORDINATOR			1.000										1.000
T&L SECONDARY COORDINATOR			1.000										1.000
TOSA-CEC COORDINATOR		1.000											1.000
TOSA-TEACHER PROGRAM COORDINAT					1.800								1.800
WOODSHOP									1.000				1.000
WORK BASED LEARNING TCHR								1.000				1.000	2.000
Total	**53.830**	**39.375**	**46.350**	**27.606**	**14.475**	**6.750**	**55.144**	**132.401**	**84.628**	**71.231**	**65.869**	**10.025**	**612.684**

FTE Detailed

Building Name	Job Classification	Department Title	Full Name	FTE
CENTENNIAL ELEMENTARY - TOTAL				**53.830**
CENTENNIAL ELEMENTARY	**Administration and Classified Management - Total**			**1.000**
	Administration and Classified Management	ELEMENTARY PRINCIPAL	COLLINS, ANDREW	1.000
	Custodial & Transportation - Total			**3.000**
	Custodial & Transportation	FAC/BUILDING CLEANER	BARNES, SCOTT	1.000
		FAC/BUILDING CLEANER	WINDOM, MARVIN	1.000
		FAC/HEAD CUSTODIAN ELEM SCHOOL	SCHEMPP, CHRISTIAN	1.000
	Mgmt. & Admin. Support Professionals - Total			**1.000**
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 10 1/2 MONTH	ODDEN, GRETA	1.000
	Nutrition Services - Total			**2.938**
	Nutrition Services	KITCHEN ASSISTANTS	CUATE PLIEGO, ROSALBA	0.500
		KITCHEN ASSISTANTS	SANCHEZ, MARIA	0.500
		KITCHEN MANAGER	TOMKINSON, JOAN	1.000
		KITCHEN PRODUCTION COOK	HOLLIS, BAILEY	0.938
	Outreach Workers - Total			**1.000**
	Outreach Workers	OUTREACH-BILINGUAL	ANDERSON, RYAN	1.000
	Paraprofessionals - Total			**15.155**
	Paraprofessionals	PARA CLERICAL I	JARZYNA, HILLARY	0.500
		PARA HEALTH ASSISTANT	ABDI, MUNA	0.875
		PARA INSTRUCTIONAL	MARTINEZ LOPEZ, TERESA	0.875
		PARA INSTRUCTIONAL	PHILLIPS, KIRSTEN	0.875
		PARA MANAGERIAL	KLUG, KATIE	0.281
		PARA MANAGERIAL	MIGUEL MACEDONIO, ALICIA	0.280
		PARA MANAGERIAL	STRACKA, KATHLEEN	0.281
		PARA SPEC ED	CARDENAS, SARAH	0.875
		PARA SPEC ED	HAINES, KARI	0.875
		PARA SPEC ED	JACKSON, LEONDO	0.813
		PARA SPEC ED	KELLEY, KARISSA	0.875
		PARA SPEC ED	LAPITZ, KATHERINE	0.875
		PARA SPEC ED	LESSARD, AVALYN	0.875
		PARA SPEC ED	MILLER, DANIELLE	0.813
		PARA SPEC ED	MOHAMUD, HALIMA	0.875
		PARA SPEC ED	QUIROZ HERNANDEZ, STEPHANIE	0.875
		PARA SPEC ED	REYES, EVELIN	0.875
		PARA SPEC ED	SANCHEZ HERNANDEZ, JUAN	0.813
		PARA SPEC ED	THOMAS, HEIDI	0.875
		PARA SPEC ED	YANG HERNANDEZ, YANELI	0.875
	Student Engagement Specialist - Total			**0.938**
	Student Engagement Specialist	STUDENT ENGAGEMENT SPECIALIST	LUKE, STANLEY	0.938
	Teachers - Total			**28.800**
	Teachers	ART	ROMANO, CARSON	0.800
		ENGLISH LANGUAGE	ELFTMANN, KAYLA	1.000
		ENGLISH LANGUAGE	WENTHOLD, SARAH	1.000
		GRADE 1	KUSCHE, ANNA	1.000
		GRADE 1	MOEN-VONAHNEN, MACKENZIE	1.000
		GRADE 2	JACKSON, MARGARET	1.000
		GRADE 2	POKE, JAMIE	1.000
		GRADE 3	ANDERSON, MINDY	1.000
		GRADE 3	CLINGAN, SAMUEL	1.000
		GRADE 4	HERMAN, LINDSAY	1.000

		GRADE 4	SMITH, CALLIE	1.000
		GRADE 5	ALTENBACH, MELISSA	1.000
		GRADE 5	JENKINS, SCOTT	1.000
		INTERVENTION & ENRICHMENT SPEC	HERMAN, LEE	1.000
		INTERVENTION & ENRICHMENT SPEC	PETERSON, DEBRA	1.000
		KINDERGARTEN	SCHEER, JACQUELINE	1.000
		KINDERGARTEN	SSEMUJJU, JENNA	1.000
		MUSIC	HANSON, NAOMI	1.000
		PHYSICAL EDUCATION	CHRIST, JOHN	1.000
		PRE-KINDERGARTEN	SCHIROO, KELSEY	1.000
		SCHOOL SOCIAL WORKER	ROONEY, JASON	1.000
		SPEC ED/DCD	KEELEY, CHRISTINE	1.000
		SPEC ED/DCD	MACAHILIG, SHERWIN	1.000
		SPEC ED/DCD	NORWICK, JACOB	1.000
		SPEC ED/DCD	VERHULST, HANNAH	1.000
		SPEC ED/LD	COSTELLO, TERRIE	1.000
		SPEC ED/LD	THOMAS, MICHELLE	1.000
		SPECIAL EDUCATION LEAD	PATOCK, NICOLE	1.000
		SPEECH/LANG PATHOLOGIST	REHM, ALLISON	1.000
CENTRAL EDUCATION CENTER - TOTAL				**39.375**
CENTRAL EDUCATION CENTER	**Administration and Classified Management - Total**			**1.000**
	Administration and Classified Management	DIRECTOR OF COMM ED	SKARE-KLECKER, AMY	1.000
	Custodial & Transportation - Total			**2.000**
	Custodial & Transportation	FAC/BUILDING CLEANER	AGUILAR SALDANA, SANDRA	1.000
		FAC/NIGHT LEAD PERSON	TOLEDO, VLADIMIR	1.000
	Mgmt. & Admin. Support Professionals - Total			**2.000**
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 11 MONTH	LAUER-SCHUMACHER, JESSICA	1.000
		ADMIN ASSIST 3 - 12 MONTH	BURSTEIN, CARLEEN	1.000
	Outreach Workers - Total			**1.000**
	Outreach Workers	OUTREACH-BILINGUAL	RUIZ SALGADO, EDLLOMELINE	1.000
	Paraprofessionals - Total			**10.325**
	Paraprofessionals	PARA CLERICAL II	CHRISTIAN, CARMEN	0.875
		PARA INSTRUCTIONAL	GRISWOLD, AMANDA	0.700
		PARA INSTRUCTIONAL	HARTMAN, STEPHANIE	0.875
		PARA INSTRUCTIONAL	HEYER-WALSH, STEPHANIE	0.875
		PARA INSTRUCTIONAL	MOHAMUD, AMAL	0.500
		PARA INSTRUCTIONAL	PRISCO PLASCENCIA, LIZBETH	0.875
		PARA SPEC ED	CHRISTIAN, EMILY	0.875
		PARA SPEC ED	HUGHES, ELIZABETH	0.875
		PARA SPEC ED	HUGHES, JULIE	0.875
		PARA SPEC ED	KLICKER, GRACE	0.875
		PARA SPEC ED	NELSON, DANA	0.875
		PARA SPEC ED	SCHUETTE, ANNE	0.875
		PARA SPEC ED	WEBSTER, KARI	0.375
	Teachers - Total			**21.250**
	Teachers	EARLY CHILD./SPEC.ED.	COLEMAN, SARAH	1.000
		EARLY CHILD./SPEC.ED.	FRANZ, MICHELLE	1.000
		EARLY CHILD./SPEC.ED.	KAISER, MELISSA	1.000
		EARLY CHILD./SPEC.ED.	KONDRAK, MARY	1.000
		EARLY CHILD./SPEC.ED.	NEILON, ERIN	1.000
		EARLY CHILD./SPEC.ED.	NORWICK, EMILY	1.000
		EARLY CHILD./SPEC.ED.	OLSON, TANYA	1.000
		EARLY CHILD./SPEC.ED.	REED-KARSTENS, RENEE	1.000
		EARLY CHILD./SPEC.ED.	THORSON, KIRSTEN	1.000

		EARLY CHILD./SPEC.ED.	WALD, REBECCA	1.000
		ECFE CHILD TEACHER	OOSTERHOF, JODI	0.500
		ECFE PARENT EDUCATOR	WRIGHT, STACEY	0.750
		OCCUPATIONAL THERAPIST	HENDRICKS LEUNING, LANA	1.000
		PRE-KINDERGARTEN	GOIN, LAURA	1.000
		PRE-KINDERGARTEN	LOSIER, LORINDA	1.000
		PRE-KINDERGARTEN	SAUER, AMANDA	1.000
		SCHOOL SOCIAL WORKER	SCHRAMM, MELISSA	1.000
		SPECIAL EDUCATION LEAD	LAMPRON, AMBER	1.000
		SPEECH/LANG PATHOLOGIST	BERGSTROM, JENNIFER	1.000
		SPEECH/LANG PATHOLOGIST	FISH, ANGELA	1.000
		SPEECH/LANG PATHOLOGIST	HOFFMAN, JESSICA	1.000
		TOSA-CEC COORDINATOR	YUNKER, AUBREE	1.000
	Administration and Classified Management - Total			**1.800**
	Administration and Classified Management	COMM ED YOUTH COOR.	DUBE, ABBY	1.000
		COMM ED YOUTH COOR.	LITWINCZUK, JOLIENE	0.800
DISTRICT OFFICE - TOTAL				**50.350**
DISTRICT OFFICE	**Administration and Classified Management - Total**			**29.000**
	Administration and Classified Management	ASSISTANT TO SUPT	QUAM, CASSANDRA	1.000
		ASST SUPERINTENDENT	NYEMBWE, BONDO	1.000
		DIR OF FINANCE	SAVATDY, HEIDI	1.000
		DIR OF FOOD & NUTRITION SERV	MANNING, MICHAEL	1.000
		DIR OF HUMAN RESOURCES	AXELL, MICHELLE	1.000
		DIR OF MARKETING & COMM	OTTERNESS, LAURA	1.000
		DIR OF SPECIAL ED	ETNIER, HAYLEY	1.000
		DIR OF TECHNOLOGY	STEELE, JUSTIN	1.000
		DIRECTOR OF ATHLETICS	JOHNSON, TERESA	1.000
		EXEC DIR OF ADMIN SERVICES	HOLJE, CRAIG	1.000
		EXEC DIR OF SPECIAL PROGRAMS	WILLHITE, KASYA	1.000
		EXEC DIR OF STUDENT SERVICES	GONZALEZ, CHRISTINA	1.000
		EXEC DIR OF T&L	GENS, RACHEL	1.000
		FACILITIES MANAGER	OLSON, ROBERT	1.000
		FINANCE ADMINISTRATOR	BLANKENSHIP, RONALD	1.000
		FINANCE MANAGER	LORENZINI, JOHN	1.000
		HEALTH SERVICES SUPERVISOR	WHITESIDE, MICHELLE	1.000
		HUMAN RESOURCES COORDINATOR	BOWDEN, ELLEN	1.000
		HUMAN RESOURCES COORDINATOR	LOPEZ-DEL VALLE, NOEMI	1.000
		MANAGER OF HUMAN RESOURCES	STRAND ALCANTARA, ERICA	1.000
		PAYROLL MANAGER / ACCOUNTANT	SCHWAPPACH, CARLA	1.000
		SUP OF STUDENT RECORDS	HAYEK, KYAH	1.000
		SUPERINTENDENT	UNOWSKY, STEVEN	1.000
		T&L EXECUTIVE ASSISTANT	MORALES MORENO, LIZETTE	1.000
		TECHNOLOGY SUPPORT SPEC	ENE, GEORGE	1.000
		TECHNOLOGY SUPPORT SPEC	GEURINK, AREND	1.000
		TECHNOLOGY SYSTEMS ADMIN	MCMEEKIN, DOUG	1.000
		TECHNOLOGY SYSTEMS ADMIN	MEYER, KENT	1.000
		TRANSPORTATION SUPERVISOR	KELLER, JEFFREY	1.000
	Health Resource Staff - Total			**1.000**
	Health Resource Staff	MISC	SANCHEZ VIDAL, JACQUELINE	1.000
	Mgmt. & Admin. Support Professionals - Total			**10.000**
		ADMIN ASSIST 2 - 11 MONTH	DAVISON, STEPHANIE	1.000

		ADMIN ASSIST 2 - 12 MONTH	BAIRD, LISA	1.000
		ADMIN ASSIST 3 - 12 MONTH	BRUNNER, PATTI	1.000
		ADMIN ASSIST 3 - 12 MONTH	DINGMAN, KRISTI	1.000
		ADMIN ASSIST 3 - 12 MONTH	GAVILAN-TEPOZTECO, KAREN	1.000
		ADMIN ASSIST 3 - 12 MONTH	HERRERA, BECKY	1.000
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 12 MONTH	KILLORIN, AMIE	1.000
		MANAGEMENT ASSISTANT-ACCTNG	HALE, TRACY	1.000
		MANAGEMENT ASSISTANT-SPEC PROG	LUNDY, MICHELLE	1.000
		MANAGEMENT ASST-FOOD&NUTRITION	O'MEARA, CASSI	1.000
	Native American Indigenous Ed Coord - Total			**1.000**
	Native American Indigenous Ed Coord	MISC	WEAVER, SAMANTHA	1.000
	Paraprofessionals - Total			**2.000**
	Paraprofessionals	PARA TECH SUPPORT	JOHANNES, LIA	1.000
		PARA TECH SUPPORT	SALGADO GAXIOLA, JOSE	1.000
	Safe Route to School Coord - Total			**0.800**
	Safe Route to School Coord	MISC	BRACKETT, TIMOTHY	0.800
	Teachers - Total			**6.550**
	Teachers	READING INTERVENTION	TSCHIDA, MARY	0.550
		T&L ELEMENTARY COORDINATOR	SOBRASKE, AMY	1.000
		T&L SECONDARY COORDINATOR	OLEJNICAK, KATHERINE	1.000
		Q COMP PEER REVIEWER	HUBER, ERIN	1.000
		Q COMP PEER REVIEWER	MANUEL, ANDREA	1.000
		Q COMP PEER REVIEWER	SOBRASKE, JOSEPH	1.000
		SPEC ED/FLOAT RESOURCE	STECKER, TIFFANY	1.000
GARAGE - TOTAL				**27.606**
GARAGE	**Administration and Classified Management - Total**			**1.000**
	Administration and Classified Management	ASSISTANT FACILITIES MANAGER	MYHRO, RYAN	1.000
	Custodial & Transportation - Total			**25.606**
	Custodial & Transportation	BUS DRIVER	AGUILAR ALATOMA, ARACELI	0.750
		BUS DRIVER	ANDERSON, HOWARD	0.625
		BUS DRIVER	CHILDS, PATRICK	0.625
		BUS DRIVER	CHRISTIAN, MICHAEL	0.250
		BUS DRIVER	COUGHLIN, TIMOTHY	0.250
		BUS DRIVER	DAUGHERTY, WESLEY	0.375
		BUS DRIVER	DAUPHINAIS, STEVEN	0.625
		BUS DRIVER	FAHIE, JAMES	0.625
		BUS DRIVER	GORSKI, JOHN	0.688
		BUS DRIVER	GORSKI, ROBERT	0.938
		BUS DRIVER	HANKS, DAVID	0.675
		BUS DRIVER	HANSEN, HEATHER	0.750
		BUS DRIVER	HUBBARD, TARA	0.550
		BUS DRIVER	HUBERTY, MARTIN	0.750
		BUS DRIVER	JAEGER, MICHAEL	0.250
		BUS DRIVER	JONES, ERIC	0.650
		BUS DRIVER	LARSON, BRANDT	0.706
		BUS DRIVER	LINDBERG, JEFFREY	0.875
		BUS DRIVER	PEDERSEN, MARK	0.750
		BUS DRIVER	PLIEGO MONTESINOS, ISRAEL	0.563
		BUS DRIVER	POMERLEAU, PAUL	0.875
		BUS DRIVER	RANSOM, CHRISTOPHER	0.563

		BUS DRIVER	SPENCE, DENNIS	0.625
		BUS DRIVER	TROEDSON, WESLEY	0.813
		BUS DRIVER	VETSCH, DANIEL	0.250
		BUS DRIVER	WASSATHER, KATHIE	0.650
		BUS DRIVER	WOLLENBURG, JUSTIN	0.313
		BUS DRIVER	WORMAN, WILLIAM	0.250
		FAC/ASST TRANS DISPATCHER	BENTZ, JACOB	1.000
		FAC/DISTRICT ENGINEER	ENERSON, ERIK	1.000
		FAC/GROUNDS PERSON	THOMPSON, JOSEPH	1.000
		FAC/MAIL PERSON/BUS DRIVER	CARROLL, LEANN	1.000
		FAC/MAINTENANCE	LILJENQUIST, DOMINIC	1.000
		FAC/MECHANIC	SHIMKUS, ALEX	1.000
		FAC/PAINTER	KUMAR, ANOOP	1.000
		FAC/TRANSPORTATION DISPATCHER	WILLIAMS, ERNEST	1.000
		FAC/TRUCK DRIVER	RODGERS, XAVIER	1.000
	Mgmt. & Admin. Support Professionals - Total			**1.000**
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 12 MONTH	SANCHEZ, JENNIFER	1.000
MULTI BUILDING - TOTAL				**14.475**
MULTI BUILDING	**Outreach Workers - Total**			**1.000**
	Outreach Workers	OUTREACH-BILINGUAL	HASSAN, JAMILLA	1.000
	Paraprofessionals - Total			**1.875**
	Paraprofessionals	PARA HEALTH ASSISTANT	ARMSTRONG, KAYLEIGH	0.875
	Teachers - Total			**11.600**
	Teachers	ADAPTIVE PHY ED	HICKMAN, BLAKE	1.000
		ADAPTIVE PHY ED	POPP, STEPHANIE	1.000
		ENGLISH LANGUAGE	PETERSEN, JILL	1.000
		MEDIA	FREDERICKSON, LINDA	1.000
		OJIBWE LANGUAGE	BUTLER, DAVID	1.000
		PHYSICAL EDUCATION	GARCIA CARRENO, KAREN	1.000
		SCHOOL SOCIAL WORKER	DAWOLO, NICKI	1.000
		SPEECH/LANG PATHOLOGIST	HEIDERSCHEIT, ELIZABETH	1.000
		SPEECH/LANG PATHOLOGIST	MARKLE, AMANDA	1.000
		SPEECH/LANG PATHOLOGIST	RAMBEAU, ANNIE	0.800
		STEM TEACHER	BERDAHL, BARBARA	1.000
		TOSA-TEACHER PROGRAM COORDINAT	THOEMKE, MICHELLE	1.000
		TOSA-TEACHER PROGRAM COORDINAT	RITT, SHANNON	0.800
RCEP - TOTAL				**6.750**
RCEP	**Mgmt. & Admin. Support Professionals - Total**			**1.000**
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 11 MONTH	SOTO-CARMONA, SONIA	1.000
	Teachers - Total			**5.750**
	Teachers	COUNSELOR	ACOSTACANO, CASSIE	1.000
		LANGUAGE ARTS	LIND, AUDRA	1.000
		MATHEMATICS	GRAVELLE, JENNIFER	1.000
		SCIENCE	JUENEMANN, SHERYL	1.000
		SOCIAL STUDIES	LENTZ, JULIE	1.000
		SPECIAL EDUCATION LEAD	HOEHN, MARGARET	0.750
RDLS ELEMENTARY - TOTAL				**55.144**
RDLS ELEMENTARY	**Administration and Classified Management - Total**			**1.000**
	Administration and Classified Management	ELEMENTARY PRINCIPAL	ARNOLD, MATTHEW	1.000
	Custodial & Transportation - Total			**3.000**
		FAC/BUILDING CLEANER	CRUZ ESTEVA, ELSA	1.000

Custodial & Transportation	FAC/BUILDING CLEANER	MANIKARAN, RISHEDEO	1.000
	FAC/HEAD CUSTODIAN ELEM SCHOOL	JAYAMANNE, LALINDA	1.000
Mgmt. & Admin. Support Professionals - Total			**1.000**
Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 10 1/2 MONTH	HUERTA-ANAYA, ALICIA	1.000
Nutrition Services - Total			**3.125**
Nutrition Services	KITCHEN ASSISTANTS	MOROCHO CUZCO, ROMALDO	0.563
	KITCHEN ASSISTANTS	WOODS, TIARRA	0.625
	KITCHEN MANAGER	MEYER, MARY	1.000
	KITCHEN PRODUCTION COOK	JENNINGS, GRACE	0.938
Outreach Workers - Total			**1.000**
Outreach Workers	OUTREACH-BILINGUAL	HERNANDEZ XOCHIPILTECALT, KIMBERLY	1.000
Paraprofessionals - Total			**7.281**
Paraprofessionals	PARA HEALTH ASSISTANT	RODRIGUEZ, JENNY	0.875
	PARA INSTRUCTIONAL	FLORES HERNANDEZ, GRECIA	0.875
	PARA INSTRUCTIONAL	PENA GRANADOS, LAURA	0.875
	PARA MANAGERIAL	LUJAMBIO, MAURICIO	0.469
	PARA MANAGERIAL	OLIVARES RIVERA, JACQUELINE	0.469
	PARA MANAGERIAL	SILVA SEGURA, ARELI	0.469
	PARA SPEC ED	ABUNDEZ MARTINEZ, JANET	0.813
	PARA SPEC ED	BARBERAN, MAYRA	0.813
	PARA SPEC ED	CHACON, ADRIANA	0.813
	PARA SPEC ED	SAAVEDRA, BRIZAIDA	0.813
Student Engagement Specialist - Total			**0.938**
Student Engagement Specialist	STUDENT ENGAGEMENT SPECIALIST	GARCIA, EMMA	0.938
Teachers - Total			**37.800**
Teachers	ART	MACK, MAIA	1.000
	ENGLISH LANGUAGE	DANIEWICZ, MARGARET	1.000
	ENGLISH LANGUAGE	HASSAN, TRISTAN	1.000
	ENGLISH LANGUAGE	KILPATRICK SALAZAR, STEPHANIE	1.000
	ENGLISH LANGUAGE	SEYMOUR, ELIZABETH	1.000
	GRADE 1 DUAL LANGUAGE	ALMENDAREZ ESPINO, AYME	1.000
	GRADE 1 DUAL LANGUAGE	DEVITA, EMILY	1.000
	GRADE 1 DUAL LANGUAGE	MEZA, GENESIS	1.000
	GRADE 2 DUAL LANGUAGE	BARRIOS, HUGO	1.000
	GRADE 2 DUAL LANGUAGE	GAZ IBARRA, ROSENDA GUADALUPE	1.000
	GRADE 2 DUAL LANGUAGE	PINEDA ROLDAN, JAMIE	1.000
	GRADE 3 DUAL LANGUAGE	DENECOUR, HOLLY	1.000
	GRADE 3 DUAL LANGUAGE	KEIL, MORGAN	1.000
	GRADE 3 DUAL LANGUAGE	ORTIZ MORALES, DIANA	1.000
	GRADE 3 DUAL LANGUAGE	ROSE, MAYA	1.000
	GRADE 4 DUAL LANGUAGE	ROGAN, KATHRYN	1.000
	GRADE 4 DUAL LANGUAGE	SOSA, JESSICA	1.000
	GRADE 4 DUAL LANGUAGE	VIRANT, HANNAH	1.000
	GRADE 5 DUAL LANGUAGE	APARICIO BARBERA, NATALIA	1.000
	GRADE 5 DUAL LANGUAGE	JACQUES, KATHERINE	1.000
	GRADE 5 DUAL LANGUAGE	RENDON, ALLISON	1.000
	INSTRUCTIONAL COACH	HUTTON, SARAH	1.000
	INTERVENTION & ENRICHMENT SPEC	GARCIA HERNANDEZ, ANGELA	1.000
	KINDERGARTEN DUAL LANG	MATIAS MARTINEZ, BLANCA	1.000
	KINDERGARTEN DUAL LANG	PEREZ, PALOMA	1.000
	KINDERGARTEN DUAL LANG	PETERS, EMILIE	1.000
	KINDERGARTEN DUAL LANG	RIVERA GONZALEZ, AURA	1.000
	MUSIC	TAYLOR, KARI	1.000

		PHYSICAL EDUCATION	TOUSIGNANT, JOHN	1.000
		PRE-KINDERGARTEN	PONCE, AMY	1.000
		PSYCHOLOGIST	RAMIREZ, JOANNA	0.800
		READING/MATH INTERVENTION	FRUETEL, ERIKA	1.000
		SCHOOL SOCIAL WORKER	ROSE, MADILYNE	1.000
		SPEC ED/LD	POPLAWSKI, ABBY	1.000
		SPEC ED/LD	RUTILO, LUIS	1.000
		SPEC ED/LD/AUTISM	HALVORSON, CARA	1.000
		SPECIAL EDUCATION LEAD	SMITH, SARAH	1.000
		STEM TEACHER	CHAMPINE, ADRIAN	1.000
RICHFIELD HIGH SCHOOL - TOTAL				**132.401**
RICHFIELD HIGH SCHOOL	**Administration and Classified Management - Total**			**3.000**
	Administration and Classified Management	ASST. HIGH SCHOOL PRINCIPAL	HARRIS, MICHAEL	1.000
		ASST. HIGH SCHOOL PRINCIPAL	VALA, CARRIE	1.000
		HIGH SCHOOL PRINCIPAL	THEIEN-COLLINS, STACY	1.000
	Custodial & Transportation - Total			**14.000**
	Custodial & Transportation	FAC/BUILDING CLEANER	ARIAS YANEZ, MARIA	1.000
		FAC/BUILDING CLEANER	ESCOBAR FUENTES, MARIA	1.000
		FAC/BUILDING CLEANER	GJONDEDAJ, EDMOND	1.000
		FAC/BUILDING CLEANER	GJONDEDAJ, LAVDIE	1.000
		FAC/BUILDING CLEANER	GOSCHEY, KAY	1.000
		FAC/BUILDING CLEANER	HANSON, ADAM	1.000
		FAC/BUILDING CLEANER	MAHADEO, RADHIKA	1.000
		FAC/BUILDING CLEANER	MARTINEZ CRUZ, GUSTAVO	1.000
		FAC/BUILDING CLEANER	YEPEZ, CHRISTIAN	1.000
		FAC/HEAD CUSTODIAN HIGH SCHOOL	HARRIS, KEVIN	1.000
		FAC/HEAD CUSTODIAN HIGH SCHOOL	THOMPSON, RICKY	1.000
		FAC/MAINTENANCE	MAHADEO, DAVANAND	1.000
		FAC/NIGHT LEAD PERSON	BAUZA, NIKOLAS	1.000
		FAC/WAREHOUSE	VENTURA PEREZ, RAMIRO	1.000
	Mgmt. & Admin. Support Professionals - Total			**5.000**
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 2 - 11 MONTH	BRIONES SALGADO, GENELEY	1.000
		ADMIN ASSIST 3 - 11 MONTH	DOMINGUEZ, IBELIZET	1.000
		ADMIN ASSIST 3 - 11 MONTH	SCHMIDT, LORI	1.000
		ADMIN ASSIST 4	CRUZ ESTEVA, JENNIFER	1.000
		ADMIN ASSIST 4	NICHOLS, STEPHANIE	1.000
	Nutrition Services - Total			**10.869**
	Nutrition Services	KITCHEN ASSISTANTS	BARTLETT, CHRISTINE	0.625
		KITCHEN ASSISTANTS	BJOSTAD, DANIEL	0.625
		KITCHEN ASSISTANTS	COUGHLIN, AMY	0.719
		KITCHEN ASSISTANTS	COYOTE TENANGO, EDELIA	0.625
		KITCHEN ASSISTANTS	CRUZ MIRANDA, ELVIRA	0.625
		KITCHEN ASSISTANTS	EROGLU, CEREN	0.775
		KITCHEN ASSISTANTS	IBRAHIM, NASHWA	0.875
		KITCHEN ASSISTANTS	LEBEAU, HEATHER	0.625
		KITCHEN ASSISTANTS	MALAGON AVILA, MARTHA	0.625
		KITCHEN ASSISTANTS	OBERPRILLER, RYAN	0.625
		KITCHEN ASSISTANTS	REMER, BREANNA	0.625
		KITCHEN ASSISTANTS	RUBIO SEGURA, ISRAEL	0.625
		KITCHEN PRODUCTION COOK	MARTINEZ, OFELIA	0.938
		KITCHEN PRODUCTION COOK	VENTURA RUBIO, ISELA	0.938
		KITCHEN PRODUCTION MANAGER	ROCCHIO, MELISSA	1.000
	Outreach Workers - Total			**1.000**
	Outreach Workers	OUTREACH-BILINGUAL	MEZA SIERRA, ANGELICA	1.000

Paraprofessionals - Total			**18.450**
Paraprofessionals	PARA CLERICAL I	JOCELYN, ELIZABETH	0.500
	PARA CLERICAL II	JOHNSON, ERIN	0.700
	PARA CLERICAL II	LILJENQUIST, JOAN	1.000
	PARA CLERICAL II	PICHARDO TERRONES, MELANIE	1.000
	PARA INSTRUCTIONAL	BEGORDIS, HALEY	1.000
	PARA SECURITY MONITOR	CANAS PERDOMO, MARTIN	1.000
	PARA SECURITY MONITOR	GIBSON, DEVON	0.938
	PARA SECURITY MONITOR	WHITE, MARSHALL	1.000
	PARA SPEC ED	BEEBE, HEIDI	0.906
	PARA SPEC ED	BIEVER, BRENDA	0.813
	PARA SPEC ED	BLAKEY, JALIL	0.906
	PARA SPEC ED	BOIE, AMBER	0.906
	PARA SPEC ED	DAVIS, DAJOUN	0.906
	PARA SPEC ED	DENESEN, JEFF	0.813
	PARA SPEC ED	EDWARDS, DEMETRIUS	0.813
	PARA SPEC ED	FEIGHT, MARIA	0.906
	PARA SPEC ED	HARVIEUX, DANIEL	0.906
	PARA SPEC ED	LUNA APODACA, SARA	0.906
	PARA SPEC ED	O'ROURKE, RYAN	0.813
	PARA SPEC ED	WILLIAMS, GUY	0.813
	PARA SPEC ED	ZUBAH, LUCY	0.906
Student Engagement Specialist - Total			**2.813**
Student Engagement Specialist	STUDENT ENGAGEMENT SPECIALIST	CONTRERAS, VANESSA	0.938
	STUDENT ENGAGEMENT SPECIALIST	MARTINEZ CRUZ, HARRY	0.938
	STUDENT ENGAGEMENT SPECIALIST	WITHERS, LINDSAY	0.938
Teachers - Total			**77.270**
Teachers	ART	CASSELLIUS, ANI	1.000
	ART	MILLER, ADAM	1.000
	ART	SACHER, GRACE	1.000
	ART	SCHMELING-FREMDER, EMILY	1.000
	BAND MUSIC	ARMBRUSTER, CHAD	1.000
	BUSINESS EDUCATION	FOGEL, JUSTIN	1.000
	COUNSELOR	CAMACHO-SUAREZ, MELANIE	1.000
	COUNSELOR	JASTROW, DANIELLE	1.000
	COUNSELOR	KELLEY HERTZ, MORGAN	1.000
	COUNSELOR	OKEY, JESSICA	1.000
	ENGLISH LANGUAGE	ANDREWS, JOHANNA	1.000
	ENGLISH LANGUAGE	INNERS, REBECCA	1.000
	ENGLISH LANGUAGE	NUELLE, CAROLYN	1.000
	ENGLISH LANGUAGE	STAVER, SOPHIA	1.000
	ENGLISH LANGUAGE	TUY, TATYANA	1.000
	ENGLISH LANGUAGE/SPANISH	HRKAC-BUDZISZ, ALLISON	1.000
	FAMILY CONSUMER SCIENCE	LEWIS, JENNIFER	1.000
	FAMILY CONSUMER SCIENCE	SETZER, ALEXIS	1.000
	GLOBAL LANG/FRENCH	STEELE, MORGAN	1.090
	GLOBAL LANG/SPANISH	EBERLEIN, ADAM	1.000
	GLOBAL LANG/SPANISH	PEREZ MARTINEZ, ALAIN	1.000
	GLOBAL LANG/SPANISH	WEBENDORFER, TIMOTHY	1.000
	INDUSTRIAL TECH	SEEHUSEN, DONALD	1.000
	INSTRUCTIONAL COACH	LOWTHER, ARIANA	1.000
	LANGUAGE ARTS	ALCOTT, ADAM	1.000
	LANGUAGE ARTS	BORKA, ANDRE	1.000
	LANGUAGE ARTS	HICKEY, CAYLEIGH	1.000

		LANGUAGE ARTS	JOHNSON, ANNIE	1.000
		LANGUAGE ARTS	MUELLER, BONNIE	1.090
		LANGUAGE ARTS	NAZARIAN, NATALIE	1.000
		LANGUAGE ARTS	SCHIFFLER REBER, NICOLE	1.000
		LANGUAGE ARTS	VO, KAYLA	1.000
		MATHEMATICS	HANSON, ALYSSA	1.000
		MATHEMATICS	LUNA-ROBLEDO, MARIA DEL CARMEN	1.000
		MATHEMATICS	MULLENBACH, MATTHEW	1.000
		MATHEMATICS	SCHOLZ, KRISTINE	1.000
		MATHEMATICS	SEIBERT, LAURIE	1.000
		MATHEMATICS	SOMES, ETHAN	1.000
		MATHEMATICS DUAL LANG	STREITZ, SARAH	1.090
		PHY ED/HEALTH	DREIFKE, DUSTIN	1.000
		PHY ED/HEALTH	ZEIDLER, MATTHEW	1.000
		PHYSICAL EDUCATION	HOFMANN, TRACIE	1.000
		PHYSICAL EDUCATION	PULFORD, KRISTIAN	1.000
		PSYCHOLOGIST	WOLFGRAM, JESSICA	1.000
		SCHOOL SOCIAL WORKER	NIELSEN-PEREZ, WHITNEY	1.000
		SCIENCE	BOIE, DAVID	1.000
		SCIENCE	BROWN, MATTHEW	1.000
		SCIENCE	CLARK, DAVID	1.000
		SCIENCE	COLLINS, SAMUEL	1.000
		SCIENCE	JAVNER, CASSIDY	1.000
		SCIENCE	JENSEN BIVENS, SARAH	1.000
		SCIENCE	KERSTEN OLSON, JENNIFER	1.000
		SCIENCE	LOPEZ, ALIAH	1.000
		SOCIAL STUDIES	AVERY MORALES, JON	1.000
		SOCIAL STUDIES	BUNGERT, MIRIAM	1.000
		SOCIAL STUDIES	HARA, ALI	1.000
		SOCIAL STUDIES	KLAUSING, CONNOR	1.000
		SOCIAL STUDIES	MONGOLD-CAMPBELL, KYLEE	1.000
		SOCIAL STUDIES	PETERSON, CHRISTOPHER	1.000
		SOCIAL STUDIES	POWERS, BENJAMIN	1.000
		SOCIAL STUDIES	WEGNER, KATHRYN	1.000
		SOCIAL STUDIES DUAL LANG	TOLEDO, MARIA	1.000
		SPEC ED/AUTISM	BLUM, JOSEPH	1.000
		SPEC ED/DCD	BARTON, SHANE	1.000
		SPEC ED/DCD	KALBOW, ALEXANDER	1.000
		SPEC ED/DCD	MATTSON, EMILY	1.000
		SPEC ED/DCD	RHODEN, JANA	1.000
		SPEC ED/EBD	ANDERSON, KAYLEE	1.000
		SPEC ED/EBD	FINELLI, GAVIN	1.000
		SPEC ED/EBD	GALLAGHER, KYLE	1.000
		SPEC ED/EBD	HEIER, GABRIELLE	1.000
		SPEC ED/EBD	ROYCE, THEODORE	1.000
		SPEC ED/EBD	TATLEY, GRACE	1.000
		SPEC ED/LD	WOLF, JOEL	1.000
		SPEC ED/OTHER HEALTH DIS	NELSON, DEREK	1.000
		SPECIAL EDUCATION LEAD	OLSON, SARAH	1.000
		WORK BASED LEARNING TCHR	EDWARDS, NATHAN	1.000
RICHFIELD MIDDLE SCHOOL - TOTAL				**84.628**
RICHFIELD MIDDLE SCHOOL	**Administration and Classified Management - Total**			**3.000**
	Administration and Classified Management	ASST MIDDLE SCHOOL PRINCIPAL	HAGER, AMY	1.000
		ASST MIDDLE SCHOOL PRINCIPAL	WARD, ALEXANDER	1.000
		MIDDLE SCHOOL PRINCIPAL	BARLOW, ERICA	1.000

Custodial & Transportation - Total			**5.000**
Custodial & Transportation	FAC/BUILDING CLEANER	HERAS, LUZ	1.000
	FAC/BUILDING CLEANER	RODRIGUEZ, SAN JUANA	1.000
	FAC/BUILDING CLEANER	SARMIENTO, CARMEN	1.000
	FAC/HEAD CUSTODIAN MDDL/STEM	HOLLIS, ETHAN	1.000
	FAC/NIGHT LEAD PERSON	GIACOMOTTI FRANCIA, JANY	1.000
Mgmt. & Admin. Support Professionals - Total			**2.000**
Mgmt. & Admin. Support Professionals	ADMIN ASSIST 2 - 11 MONTH	ROGERS, MARILYN	1.000
	ADMIN ASSIST 3 - 11 MONTH	WEIRICH, MARTA	1.000
Nurse - Total			**1.000**
Nurse	SCHOOL NURSE	SWANK, DARBY	1.000
Nutrition Services - Total			**4.875**
Nutrition Services	KITCHEN ASSISTANTS	NEWELL, TANYA	0.625
	KITCHEN ASSISTANTS	REESE, KATHIE	0.750
	KITCHEN ASSISTANTS	ROSSANO NAVARRETE, ANGELICA	0.875
	KITCHEN ASSISTANTS	VALDEZ, MARIA	0.625
	KITCHEN MANAGER	NICKELL, JODI	1.000
	KITCHEN PRODUCTION COOK	MATTSON, LI	1.000
Outreach Workers - Total			**1.938**
Outreach Workers	OUTREACH-BILINGUAL	MONTEJO MAGANA, JOSE ANTONIO	1.000
	OUTREACH-BILINGUAL	RODRIGUEZ, ELIZABETH	0.938
Paraprofessionals - Total			**11.844**
Paraprofessionals	PARA CAMPUS SUP	CARTER, STEPHANIE	1.000
	PARA CAMPUS SUP	JONES, KATHRYN	1.000
	PARA CAMPUS SUP	OLEA CORTEZ, DAIRYN	1.000
	PARA CLERICAL II	CANSECO DE OLIVA, KARLA	1.000
	PARA CLERICAL II	SALINAS, MADELYNN	0.875
	PARA SPEC ED	BERG, NOAH	0.906
	PARA SPEC ED	FERREIRA, CATHERINE	0.813
	PARA SPEC ED	MACK, SEANA	0.813
	PARA SPEC ED	PEDENKO, CHRISTINA	0.906
	PARA SPEC ED	RHOADES, CHRISTINA	0.906
	PARA SPEC ED	SNIDARICH, JAMIE	0.906
	PARA SPEC ED	THIBODEAUX, JESSE	0.813
	PARA SPEC ED	VASSAR, NECOLE	0.906
Student Engagement Specialist - Total			**0.938**
Student Engagement Specialist	STUDENT ENGAGEMENT SPECIALIST	GREEN, WILLIE	0.938
Teachers - Total			**54.034**
Teachers	ART	BLUMA, MEGAN	1.000
	ART	WILLIS, MELVIN	1.000
	BAND MUSIC	NEEDLEMAN, COREY	1.000
	COUNSELOR	BERGLAND, TOBY	1.000
	COUNSELOR	SCOTT, KAREN	1.000
	ENGLISH LANGUAGE	ANAYA-GENNRICH, CAROLINA	1.000
	ENGLISH LANGUAGE	ILLESCAS GOMEZ, EDGAR	1.000
	ENGLISH LANGUAGE	MORTLAND, OLUTOYE	1.000
	ENGLISH LANGUAGE	VEERAMACHANENI, JENNIFER	0.500
	ENGLISH LANGUAGE/SPANISH	EGBERG, SARAH	1.000
	FAMILY CONSUMER SCIENCE	LEIKNES, LISA	1.000
	GLOBAL LANG/SPANISH	VALENZUELA MELGAR, MARIA	1.000
	GRADE 6	GREGOR, MARY	1.000
	GRADE 6	LOESCH, AARON	1.000
	GRADE 6	OSUJI, VIVIAN	1.000
	LANGUAGE ARTS	FRANK, AMY	1.000
	LANGUAGE ARTS	HALL, KEVIN	1.000

		LANGUAGE ARTS	KNODEL, JARED	1.000
		LANGUAGE ARTS	RABORN, DILLON	1.000
		LANGUAGE ARTS DUAL IMMERSION	ARIAS ORTIZ, LUZ	1.000
		MATHEMATICS	BLUNT, KRISTINE	1.000
		MATHEMATICS	DRUMMOND, JON	1.000
		MATHEMATICS	FRIEL, KENNETH	1.000
		MATHEMATICS	GIFFORD, GRETCHEN	1.000
		MATHEMATICS	HENDRICKS, CAROLE	1.000
		MATHEMATICS	JOHNSON, ELIZABETH	1.000
		MUSIC	SCHLEIFE, KYLE	1.000
		PHY ED/HEALTH	DOMINGUEZ, DEVIYANI	1.000
		PHY ED/HEALTH	GOTHMANN, BRENT	1.000
		PSYCHOLOGIST	WILLIAMS, MELISSA	1.000
		READING INTERVENTION	DETERS, LAURA	1.000
		READING INTERVENTION	RILEY, ELISABETH	1.000
		READING TEACHER	DOYLE, TERESA	0.844
		SCHOOL SOCIAL WORKER	CORCORAN, JOSEPH	1.000
		SCIENCE	MCDONOUGH, ERIN	1.090
		SCIENCE	OLSEN, AVIVA	1.000
		SCIENCE	VONRUDEN, GREGORY	1.000
		SCIENCE	ZELLAR, ELIZABETH	1.000
		SOCIAL STUDIES	BOE, JACOB	1.000
		SOCIAL STUDIES	HOLM, SARAH	1.090
		SOCIAL STUDIES DUAL LANG	CLAYTON, EMMA	1.000
		SOCIAL STUDIES DUAL LANG	LIMA, MIGUEL	1.000
		SOCIAL STUDIES DUAL LANG	REDETZKE, RYAN	1.000
		SPEC ED/AUTISM	WHEELER, LEAH	1.000
		SPEC ED/DCD	BUFFINGTON, KELLY	1.000
		SPEC ED/EBD	LARSON, LINDSEY	1.000
		SPEC ED/EBD	SIGUENZA, BRANDON	1.000
		SPEC ED/LD	LEEKE, NICHOLAS	1.000
		SPEC ED/LD	LYTLE, CHRISTINA	1.000
		SPEC ED/LD	NIBBE, EMILY	1.000
		SPEC ED/OTHER HEALTH DIS	KESTLER, KATRINA	1.000
		SPECIAL EDUCATION LEAD	PETERSEN, MICHAEL	1.000
		SPEECH/LANG PATHOLOGIST	SYRIKA, ASIMINA	0.700
		STEM TEACHER	MCCLENDON, LAURA	0.810
		WOODSHOP	RELSON, MARK	1.000
RSTEM ELEMENTARY - TOTAL				**72.231**
RSTEM ELEMENTARY	**Administration and Classified Management - Total**			**1.000**
	Administration and Classified Management	ELEMENTARY PRINCIPAL	WOODS, KELLY	1.000
	Custodial & Transportation - Total			**8.000**
	Custodial & Transportation	FAC/BUILDING CLEANER	DOYLE-LOVSETH, CHARLIE	1.000
		FAC/BUILDING CLEANER	MANIKARAN, DEVIKA	1.000
		FAC/BUILDING CLEANER	MCCLINTON, KEITH	1.000
		FAC/BUILDING CLEANER	MICHALSKY, RALPH	1.000
		FAC/BUILDING CLEANER	PAVON GONZALEZ, FRANCISCO	1.000
		FAC/HEAD CUSTODIAN MDDL/STEM	JOHNSON, RANDY	1.000
		FAC/MAINTENANCE	SANCHEZ, ANDRES	1.000
		FAC/NIGHT LEAD PERSON	GANT, CHARLES	1.000
	Mgmt. & Admin. Support Professionals - Total			**1.000**
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 11 MONTH	DISMUKE, CRYSTAL	1.000
	Nutrition Services - Total			**4.375**

Nutrition Services	KITCHEN ASSISTANTS	AGUILAR VALLADARES, LETICIA	0.813
	KITCHEN ASSISTANTS	ENGLUND, GLORIA	0.500
	KITCHEN ASSISTANTS	LANNERS, LEAH	0.438
	KITCHEN ASSISTANTS	TOSSOU, AKUVI	0.688
	KITCHEN MANAGER	WASHINGTON, PAULA	1.000
	KITCHEN PRODUCTION COOK	HERNANDEZ-BALBUENA, GUADALUPE	0.938
Outreach Workers - Total			**1.000**
Outreach Workers	OUTREACH-BILINGUAL	CLARA, YASMIN	1.000
Paraprofessionals - Total			**12.781**
Paraprofessionals	PARA CLERICAL I	ARRIAZA, MARIA	1.000
	PARA CLERICAL I	RHODES, LUCINDA	0.719
	PARA HEALTH ASSISTANT	REVIER, VICTORIA	1.000
	PARA INSTRUCTIONAL	ODEGARD, STACY	0.625
	PARA INSTRUCTIONAL	SMITH, DANE	0.875
	PARA MANAGERIAL	HAGEN, SAMANTHA	0.469
	PARA MANAGERIAL	RODRIGUEZ MUNIZ, INGRID	0.469
	PARA SPEC ED	FLANERY, ERINN	0.875
	PARA SPEC ED	NELSON, JANET	0.813
	PARA SPEC ED	PADDOCK, JAMES	0.875
	PARA SPEC ED	PALMER, LAURIE	0.813
	PARA SPEC ED	PERSONS, MELISSA	0.813
	PARA SPEC ED	RITCHIE, BREANNE	0.875
	PARA SPEC ED	SANCHEZ, MARLEN	0.813
	PARA SPEC ED	WENDORFF, NINA	0.875
	PARA SPEC ED	WILLIAMS, TAMIKA	0.875
Student Engagement Specialist - Total			**1.875**
Student Engagement Specialist	STUDENT ENGAGEMENT SPECIALIST	BRANDON, CARLISHA	0.938
	STUDENT ENGAGEMENT SPECIALIST	FASSASSI, NOURA	0.938
Teachers - Total			**42.200**
Teachers	ART	SORENSON, ADAM	1.000
	COMPUTER LITERACY INSTR	FLITSCH, MARNI	1.000
	ENGLISH LANGUAGE	DAVIS, PATRICIA	1.000
	ENGLISH LANGUAGE	DEVITA, GALE	1.000
	ENGLISH LANGUAGE	SUTTON, LAURA	0.600
	GRADE 1	MARTIN, MOLLY	1.000
	GRADE 1	NUR, SUMAIA	1.000
	GRADE 1	STRASZEWSKI, MARISSA	1.000
	GRADE 1	TOPP, GEORGIA	1.000
	GRADE 2	GERTEN, MICHELLE	1.000
	GRADE 2	KLOSINSKI, KIRSTEN	1.000
	GRADE 2	TADE, ELIANA	1.000
	GRADE 2	WEST, MAYA	1.000
	GRADE 3	KEGAN, LESLIE	1.000
	GRADE 3	LARSON, BETHANN	1.000
	GRADE 3	MCKEAND, MELISSA	1.000
	GRADE 3	ONISHI, ANDREW	1.000
	GRADE 4	ALLEN, CARRIE	1.000
	GRADE 4	FORSTER, HANNAH	1.000
	GRADE 4	LIETZAU, OLIVIA	1.000
	GRADE 4	PREGLER, CHRISTOPHER	1.000
	GRADE 5	HOLETZ, KAREN	1.000
	GRADE 5	MCMILLAN, OMAR	1.000
	GRADE 5	RICHARDS, ZACHERY	1.000
	INSTRUCTIONAL COACH	CAHILL, NICOLE	1.000

		INTERVENTION & ENRICHMENT SPEC	KING-LYBECK, CYNTHIA	1.000
		INTERVENTION & ENRICHMENT SPEC	SARAZINE, DARCI	1.000
		KINDERGARTEN	LAHREN, MICHELLE	1.000
		KINDERGARTEN	MUNSON, JENNIFER	1.000
		KINDERGARTEN	OLMSTED, MICHELLE	1.000
		MUSIC	VARGAS ESTEVEZ, VERONICA	1.000
		PHYSICAL EDUCATION	THRASH, TYLER	1.000
		PRE-KINDERGARTEN	GORDON, KATHLEEN	1.000
		PSYCHOLOGIST	SWEENEY, KAYE	1.000
		SCHOOL SOCIAL WORKER	ALFARO-GLOVER, JENNIFER	1.000
		SCHOOL SOCIAL WORKER	EISELE, BRIT	0.600
		SPEC ED/EBD	GULLAND, KIRSTIN	1.000
		SPEC ED/EBD	PEACHA, CORA	1.000
		SPEC ED/LD	BJORKLUND, TESSA	1.000
		SPEC ED/OTHER HEALTH DIS	SELLMEYER, ANIKA	1.000
		SPEC ED-EBD/LD	SAGMOE, MARIBETH	1.000
		SPECIAL EDUCATION LEAD	WATKINS, MARY	1.000
		SPEECH/LANG PATHOLOGIST	MILBRATH, ROCHELLE	1.000
SHERIDAN HILLS ELEMENTARY - TOTAL				**65.869**
SHERIDAN HILLS ELEMENTARY	**Administration and Classified Management - Total**			**1.000**
	Administration and Classified Management	ELEMENTARY PRINCIPAL	GARCIA, YVETTE	1.000
	Custodial & Transportation - Total			**3.000**
	Custodial & Transportation	FAC/BUILDING CLEANER	MARTINEZ MARTINEZ, MARIA	1.000
		FAC/BUILDING CLEANER	MOROCHO, TERESA	1.000
		FAC/HEAD CUSTODIAN ELEM SCHOOL	GROSSMAN, WILLIAM	1.000
	Mgmt. & Admin. Support Professionals - Total			**1.000**
	Mgmt. & Admin. Support Professionals	ADMIN ASSIST 3 - 10 1/2 MONTH	GILLIGAN, VIKKI	1.000
	Nutrition Services - Total			**3.431**
	Nutrition Services	KITCHEN ASSISTANTS	HECHT, JENNIFER	0.719
		KITCHEN ASSISTANTS	TSCHIDA, DANIELLE	0.775
		KITCHEN MANAGER	MEDVEC, SHERRI	1.000
		KITCHEN PRODUCTION COOK	RUBIO SEGURA, PATRICIA	0.938
	Outreach Workers - Total			**1.000**
	Outreach Workers	OUTREACH-BILINGUAL	GARZA, EUNICE	1.000
	Paraprofessionals - Total			**16.500**
	Paraprofessionals	PARA CLERICAL I	WILSON, KEISHA	0.813
		PARA HEALTH ASSISTANT	MAZURKIEWICZ, ALLISHA	0.875
		PARA INSTRUCTIONAL	FITZGERALD, NANCY	0.500
		PARA INSTRUCTIONAL	GILBERTSON, RACHEL	0.875
		PARA INSTRUCTIONAL	MCCARTY, TIFFANY	0.875
		PARA MANAGERIAL	CAJAMARCA, DAYANA	0.313
		PARA MANAGERIAL	CAMP, BRANDON	0.313
		PARA SPEC ED	APPELL, MICHELLE	0.875
		PARA SPEC ED	BARBOUCHE, BOUCHRA	0.875
		PARA SPEC ED	HAIK-SHAW, MEGAN	0.813
		PARA SPEC ED	HALLANGER, CHRISTIAN	0.875
		PARA SPEC ED	HELLESVIG, LEONA	0.875
		PARA SPEC ED	JUNG, ALEXANDRA	0.813
		PARA SPEC ED	KRAUS, DEAN	0.875
		PARA SPEC ED	LIEN, LESLIE	0.875
		PARA SPEC ED	MANSFIELD, PAYTON	0.875
		PARA SPEC ED	MCCULLOUGH, CATHERINE	0.813

		PARA SPEC ED	NIDAY, JOHN	0.813
		PARA SPEC ED	RICKER, ELIZABETH	0.875
		PARA SPEC ED	SISLER, KEONA	0.875
		PARA SPEC ED	WEIBEL, MEGHAN	0.813
	Student Engagement Specialist - Total			**0.938**
	Student Engagement Specialist	STUDENT ENGAGEMENT SPECIALIST	LEWIS, CLARA	0.938
	Teachers - Total			**39.000**
	Teachers	ADAPTIVE PHY ED	SONG, THOMAS	1.000
		ART	KAMHOLZ, NICHOL	1.000
		ENGLISH LANGUAGE	RUMMEL, ANN	1.000
		ENGLISH LANGUAGE	VOIGT, LORI	1.000
		GRADE 1	PERRY, KAIA	1.000
		GRADE 1	UNG, MELINA	1.000
		GRADE 1	WALKER, ANA	1.000
		GRADE 2	BOIE, JASON	1.000
		GRADE 2	GREGERSEN, MARY JO	1.000
		GRADE 2	MILLER, LEJEUNE	1.000
		GRADE 3	CREIGHTON, JESSICA	1.000
		GRADE 3	JENSEN, TAYLOR	1.000
		GRADE 3	KROHN, STACY	1.000
		GRADE 4	BERRES, SARAH	1.000
		GRADE 4	MCCABE, CONNOR	1.000
		GRADE 4	SMITH, AMBER	1.000
		GRADE 5	SIMMONS, TIMOTHY	1.000
		GRADE 5	ZEH, MARY	1.000
		INSTRUCTIONAL COACH	AMBROSIUS, MEGAN	1.000
		INTERVENTION & ENRICHMENT SPEC	SUNDAL, ELIZABETH	1.000
		INTERVENTION & ENRICHMENT SPEC	WIEBER, KATHLEEN	1.000
		KINDERGARTEN	CASTRO, MIRNA	1.000
		KINDERGARTEN	HOULE, RYAN	1.000
		KINDERGARTEN	NGUYEN, MEGHAN	1.000
		KINDERGARTEN	THOMPSON, TRICIA	1.000
		MUSIC	YAMAMOTO, CLAIRE	1.000
		PHYSICAL EDUCATION	TAYLOR, MOLLY	1.000
		PRE-KINDERGARTEN	CORNES, RACHEL	1.000
		PSYCHOLOGIST	HAWN, SARAH	1.000
		SCHOOL SOCIAL WORKER	REICHEL, REBECCA	1.000
		SPEC ED/DCD	BASTIAN, SHELBY	1.000
		SPEC ED/DCD	HUEPER, SHELBY	1.000
		SPEC ED/DCD	TESKE, PRESTON	1.000
		SPEC ED/LD	AVILA, KATHERINE	1.000
		SPEC ED/LD	CORRADI, JOSEPHINE	1.000
		SPEC ED/LD	NELSON, SARAH	1.000
		SPEC ED/MSMI	TOBEY, MICHELLE	1.000
		SPECIAL EDUCATION LEAD	GREELEY, DEBORAH	1.000
		SPEECH/LANG PATHOLOGIST	HAYES, DANA	1.000
SOUTH EDUCATION CENTER - TOTAL				**10.025**
SOUTH EDUCATION CENTER	**Paraprofessionals - Total**			**5.625**
	Paraprofessionals	PARA SPEC ED	ATKINS, RANDALL	0.938
		PARA SPEC ED	GARCIA, SARA-ROSE	0.938
		PARA SPEC ED	HANSEN, JENNA	0.938
		PARA SPEC ED	KNOBLAUCH, CATHERINE	0.938
		PARA SPEC ED	LOVICK, SHELLEY	0.938
		PARA SPEC ED	RAMIREZ, CICELY	0.938

Teachers - Total				**4.400**
	Teachers	SCHOOL SOCIAL WORKER	HILLER, SUZANNE	0.400
		SPEC ED/AUTISM	BROWN, LEAH	1.000
		SPEC ED/DCD	BALLANGER, DREW	1.000
		SPEC ED/LD	MCGEE, MARGARET	1.000
		WORK BASED LEARNING TCHR	WOLFF, MICHELE	1.000
GRAND TOTAL				**612.684**

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Commendations

RPS would like to commend RMS band teacher Corey Needleman. Supt. Unowsky received the following email from an RPS parent:

> *"I wanted to take a moment to express my sincere appreciation for Mr. Needleman and the wonderful honors band experience he provides for our students. My 7th-grade daughter has participated a couple of times now, and it has been such a valuable experience for her. It pushes her outside her comfort zone with new and challenging music while also giving her the opportunity to meet and play alongside students from other schools. It's hard work, but it's the wonderful kind of challenge that helps her grow.*
>
> *Mr. Needleman provided those same opportunities for my older daughter who is now in 9th grade. She continues to benefit from those foundational experiences and was even awarded a scholarship for private lessons to further develop her musical skills. She would not have had these incredible opportunities without Mr. Needleman's encouragement and support. All of this is above and beyond the instruction and encouragement he provides every day in band class. We feel very fortunate to have a teacher who is so committed to helping students grow as musicians and as individuals."*

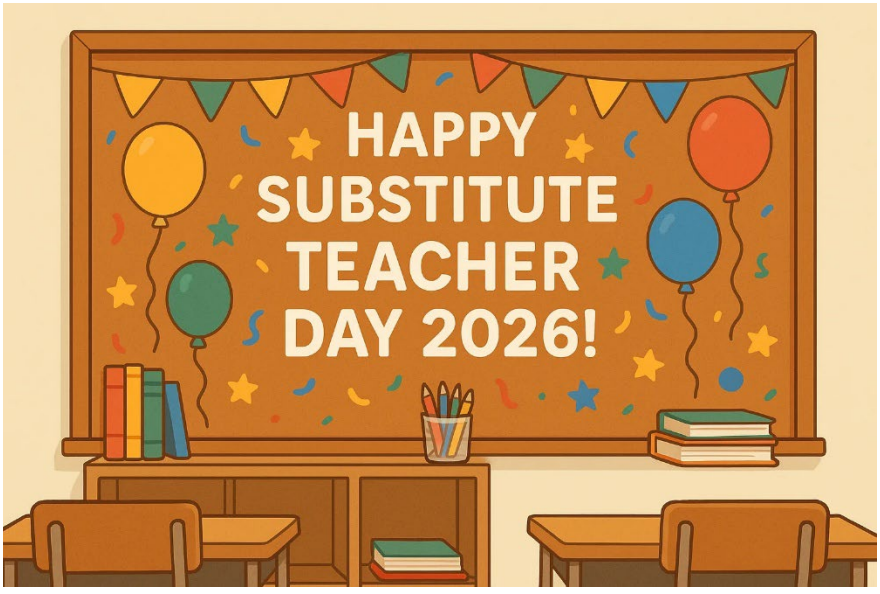
Thank you to Mr. Needleman - you are appreciated!

Staff Appreciation Days

November 18 is Education Support Professionals Day. In Richfield, we take this opportunity to celebrate our coordinators of specific programs (such as Indigenous Education, the RHRC, and Safe Routes to School). These individuals provide exceptional organization, vision, and behind-the-scenes leadership to bridge essential services, resources, and opportunities for our students, staff, and families. We thank them for their tireless dedication to guiding impactful programs that strengthen, inspire, and elevate our entire school community.



November 20 is Substitute Educators Day. We extend our deepest gratitude to the dedicated substitute educators across Richfield Public Schools who step up every day to keep our classrooms running smoothly. Their adaptability, enthusiasm, and seamless support ensure that student learning continues without missing a beat. RPS is grateful for their dedication to maintaining consistent, safe, and welcoming learning environments across our entire district.



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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Routine Matters

(Recommended by the superintendent)

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

Attachments:

1. Minutes of the Regular Meeting held November 2, 2026
   - Disbursements from the November 2, 2026 Meeting
   - Checks & E-pay Register from the November 2, 2026 Meeting
   - Superintendent's Report and Agenda Meeting Minutes from November 2, 2026
2. General Disbursements as of 11/10/26 in the Amount of $1,334,282.64
   - Disbursements for the November 16, 2026 Meeting
   - Checks & E-pay Register for the November 16, 2026 Meeting

CHECKS, EPAYS, PCards & Scholarships
11/02/2026 BOARD REPORTS

BANK 05		DATE	AMOUNT
	Checks		
		10/14/2026	38,276.04
		10/15/2026	70,027.88
		10/22/2026	1,342,447.79
	SCHOLARSHIP	10/14/2026	7,000.00
		10/22/2026	2,500.00
	CHECK REGISTER BANK 05 TOTAL =		**1,460,251.71**

BREAKDOWN		
01-206-00		1,147,588.59
02-206-00		107,565.75
03-206-00		1,969.04
04-206-00		39,012.91
06-206-00		343.00
07-206-00		162,663.68
18-206-00		1,108.74
20-206-00		
21-206-00		
47-206-00		-
	BANK TOTAL =	**1,460,251.71**

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	320310	10/14/2026	BARTLETT, CORMAC	R	69.57
01	320311	10/14/2026	BOTSFORD CODY W	R	126.30
01	320312	10/14/2026	BRIGHTWORKS	R	85.00
01	320313	10/14/2026	BSI MECHANICAL, INC.	R	4,912.60
01	320314	10/14/2026	BURKSTRAND JENNIFER	R	28.43
01	320315	10/14/2026	BURKSTRAND MICHAEL	R	52.63
01	320316	10/14/2026	CDW GOVERNMENT INC	R	3,050.00
01	320317	10/14/2026	CINTAS CORPORATION NO 2	R	30.00
01	320318	10/14/2026	CLAIRE SOLNITZKY	R	250.00
01	320319	10/14/2026	COMCAST	R	1,099.67
01	320320	10/14/2026	COOK AMY	R	52.65
01	320321	10/14/2026	EMI AUDIO	R	400.00
01	320322	10/14/2026	ENVIROMATIC CORP OR AMERICA, INC	R	1,571.51
01	320323	10/14/2026	FASTENAL INDUSTRIAL	R	324.98
01	320324	10/14/2026	GILLUND, TOM	R	135.00
01	320325	10/14/2026	GRAFTON SCHOOL, INC.	R	837.33
01	320326	10/14/2026	GRAHAM THOMAS	R	52.63
01	320327	10/14/2026	WW GRAINGER INC	R	313.48
01	320328	10/14/2026	H&B SPECIALIZED PRODUCTS INC	R	1,895.00
01	320329	10/14/2026	HAYES, ZURI A	R	24.20
01	320330	10/14/2026	HILLYARD MINNEAPOLIS	R	1,774.00
01	320331	10/14/2026	HOME DEPOT CREDIT SERVICES	R	992.57
01	320332	10/14/2026	HRYPA WILLIAM V	R	164.00
01	320333	10/14/2026	INDA ADIN	R	13.00
01	320334	10/14/2026	INNOVATIVE OFFICE SOLUTIONS LLC	R	240.00
01	320335	10/14/2026	JULIE ANDERSON FOLK ART	R	180.00
01	320336	10/14/2026	KALDANE, KRISTIN	R	86.00
01	320337	10/14/2026	KARNAS MIKE	R	135.00
01	320338	10/14/2026	KORTE STEVEN	R	90.00
01	320339	10/14/2026	KROONBLAWD DAVID	R	90.00
01	320340	10/14/2026	KRUEGER BRANDT	R	52.63
01	320341	10/14/2026	LEONA WILKINS BEASLEY	R	30.25
01	320342	10/14/2026	LOFFLER	R	1,031.91
01	320343	10/14/2026	LOFFLER COMPANIES	R	950.73
01	320344	10/14/2026	LUVA VIVA AWARENESS	R	540.00
01	320345	10/14/2026	MAD HATTER WELLNESS	R	1,012.00
01	320346	10/14/2026	MARY AMANDA GUTIERREZ	R	28.43
01	320347	10/14/2026	MELANIE JOHNSON-AYLWARD	R	28.43
01	320348	10/14/2026	MENDELBLATT SCOTT	R	104.23
01	320349	10/14/2026	MILES ROBERT THOMPSON	R	147.36
01	320350	10/14/2026	MILES SARA	R	147.36
01	320351	10/14/2026	MITSON STEPHON	R	90.00
01	320352	10/14/2026	MRI SOFTWARE LLC	R	436.00
01	320353	10/14/2026	MSCA	R	125.00
01	320354	10/14/2026	NEUMAN MICHAEL	R	86.00
01	320355	10/14/2026	NICKELL, TAYLOR	R	24.20
01	320356	10/14/2026	NILFISK, INC.	R	768.40
01	320357	10/14/2026	NOKOMIS SHOE SHOP	R	124.95
01	320358	10/14/2026	OHARA MEGAN	R	28.43
01	320359	10/14/2026	OKEY CHRIS	R	94.73
01	320360	10/14/2026	OLSON ANDREA JADE	R	56.86
01	320361	10/14/2026	PARISH, BENJAMIN W	R	28.43
01	320362	10/14/2026	PEREZ LUCCIANO	R	90.00

01	320363	10/14/2026	PITNEY BOWES BANK PURCHASE POWER	R	5,128.18
01	320364	10/14/2026	PLUNKETT'S /VARMENT GUARD	R	1,111.09
01	320365	10/14/2026	PROPIO LS, LLC	R	124.02
01	320366	10/14/2026	RICKETTS, KATHLEEN	R	52.63
01	320367	10/14/2026	ROBINSON, AMARI J	R	24.20
01	320368	10/14/2026	SCHILLER THOMAS M	R	135.00
01	320369	10/14/2026	SCHLETTY JENNIE M	R	28.43
01	320370	10/14/2026	SCHLETTY, MARK	R	28.43
01	320371	10/14/2026	SETON	R	1,422.74
01	320372	10/14/2026	SHERWIN WILLIAMS CO	R	464.35
01	320373	10/14/2026	SOAR LEARNING, INC.	R	1,677.06
01	320374	10/14/2026	ST OLAF COLLEGE	R	2,000.00
01	320375	10/14/2026	STARK MOLLY	R	72.60
01	320376	10/14/2026	THUROW BENNETT	R	135.00
01	320377	10/14/2026	UNITED HEALTHCARE/AARP MEDICARE RX	R	119.10
01	320378	10/14/2026	UNITED HEARTHCARE /AARP MEDICARE RX	R	119.10
01	320379	10/14/2026	UNITEDHEALTHCARE	R	775.82
01	320380	10/14/2026	UNIVERSITY LANGUAGE CENTER	R	1,187.01
01	320381	10/14/2026	UNIVERSITY OF ST THOMAS	R	5,000.00
01	320382	10/14/2026	VISTA HIGHER LEARNING	R	479.40
01	320383	10/14/2026	YANG BENJAMIN	R	90.00
01	320384	10/15/2026	ADVANCED COMMERCIAL KITCHENS	R	2,103.00
01	320385	10/15/2026	INTERMEDIATE DISTRICT 287	R	500.45
01	320386	10/15/2026	KEMPS LLC	V	0.00
01	320387	10/15/2026	KEMPS LLC	R	5,984.36
01	320388	10/15/2026	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	8,819.38
01	320389	10/15/2026	MASSP-MN ASSOCIATION	R	885.00
01	320390	10/15/2026	PAN O GOLD BAKING CO	R	593.65
01	320391	10/15/2026	REGION 1 INFORMATION MGMT SERVICE	R	200.00
01	320392	10/15/2026	TORTILLERIA LA PERLA	R	83.67
01	320393	10/15/2026	TRIO SUPPLY COMPANY	R	2,406.92
01	320394	10/15/2026	UPPER LAKES FOODS	V	0.00
01	320395	10/15/2026	UPPER LAKES FOODS	R	48,451.45
01	**320213**	**10/22/2026**	**AUGSBURG COLLEGE**	**V**	**-675.00**
01	**320236**	**10/22/2026**	**AUGSBURG COLLEGE**	**V**	**-225.00**
01	320396	10/22/2026	ALERUS RETIREMENT AND BENEFITS	R	930.60
01	320397	10/22/2026	AMERGIS HEALTHCARE STAFFING, INC.	R	3,813.20
01	320398	10/22/2026	AI TECHNOLOGIES LLC	R	240.00
01	320399	10/22/2026	AUGSBURG COLLEGE	R	2,000.00
01	320400	10/22/2026	AVIBEN	R	540.06
01	320401	10/22/2026	BERRY COFFEE COMPANY INC.	R	757.01
01	320402	10/22/2026	BITUMINOUS ROADWAYS, INC.	R	8,750.00
01	320403	10/22/2026	BCBS OF MINNESOTA & BLUE PLUS	R	8,142.00
01	320404	10/22/2026	BRAND FARMS	R	1,800.00
01	320405	10/22/2026	CATALYST BUYING GROUP LLC	R	1,309.22
01	320406	10/22/2026	CDW GOVERNMENT INC	R	18,450.00
01	320407	10/22/2026	CHUBB	R	381,714.34
01	320408	10/22/2026	CITY OF RICHFIELD	R	9,407.62
01	320409	10/22/2026	COMMERCIAL KITCHEN	R	976.62
01	320410	10/22/2026	DEPARTMENT OF HUMAN SERVICES	R	1,440.00
01	320411	10/22/2026	DIGITAL INSURANCE LLC	R	5,203.00
01	320412	10/22/2026	EASE THERAPY LLC	R	15,750.00
01	320413	10/22/2026	ECM PUBLISHERS INC	R	147.50
01	320414	10/22/2026	FLANERY-OLSON, JODI	R	478.00

01	320415	10/22/2026	GROUP MEDICAREBLUE RX	R	8,325.00
01	320416	10/22/2026	HAMMER SPORTS, LLC	R	120.00
01	320417	10/22/2026	INNOVATIVE OFFICE SOLUTIONS LLC	R	207.80
01	320418	10/22/2026	INTERMEDIATE DISTRICT 287	R	387,890.86
01	320419	10/22/2026	IRONDALE	R	500.00
01	320420	10/22/2026	ISD #271	R	115,070.00
01	320421	10/22/2026	JUNIOR ACHIEVEMENT NORTH	R	600.00
01	320422	10/22/2026	KEMPS LLC	V	0.00
01	320423	10/22/2026	KEMPS LLC	R	3,016.48
01	320424	10/22/2026	LARSON ENGINEERING	R	900.00
01	320425	10/22/2026	LB CARLSON LLP	R	2,350.00
01	320426	10/22/2026	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	7,289.78
01	320427	10/22/2026	LOFFLER COMPANIES	R	10,652.38
01	320428	10/22/2026	LOYOLA UNIVERSITY CHICAGO	R	500.00
01	320429	10/22/2026	MADISON NATIONAL LIFE INS CO INC	R	17,563.32
01	320430	10/22/2026	MAXORPLUS LTD, DBA: VYTLONE	R	157,256.73
01	320431	10/22/2026	METRO COMMUNITY ED DIRECTORS ASSN.	R	100.00
01	320432	10/22/2026	METROPOLITAN MECHANICAL CONTRACTORS	R	14,635.50
01	320433	10/22/2026	ONEBRIDGE BENEFITS INC.	R	2,392.00
01	320434	10/22/2026	OPTIMIST CLUB OF RICHFIELD	R	57.50
01	320435	10/22/2026	PAN O GOLD BAKING CO	R	458.14
01	320436	10/22/2026	PENGUIN RANDOM HOUSE LLC	R	4,230.75
01	320437	10/22/2026	PIONEER VALLEY EDUCATIONAL PRESS	R	154.00
01	320438	10/22/2026	PROCARE THERAPY	R	9,375.00
01	320439	10/22/2026	PROFESSIONAL WIRELESS COMMUNICATION	R	4,433.02
01	320440	10/22/2026	PROQUEST LLC	R	3,752.44
01	320441	10/22/2026	RATWIK ROSZAK & MALONEY PA	R	370.50
01	320442	10/22/2026	RIEHLE KELLY ANN	R	116.00
01	320443	10/22/2026	RINGCENTERAL, INC.	R	9,412.61
01	320444	10/22/2026	RX VALET, LLC	R	1,454.89
01	320445	10/22/2026	SAFETYFIRST PLAYGROUND MAINTENANCE	R	14,496.22
01	320446	10/22/2026	SAFEWAY DRIVING SCHOOL, LLC	R	15,200.00
01	320447	10/22/2026	SCHOOL SERVICE EMPLOYEES UNION	R	5,384.10
01	320448	10/22/2026	SNLM	R	100.00
01	320449	10/22/2026	SQUIRES, WALDSPURGER & MACE, P.A.	R	1,045.49
01	320450	10/22/2026	SSESIMBA, DEOGRASIUS	R	74.00
01	320451	10/22/2026	SUNDE ENGINEERING, PLLC.	R	343.00
01	320452	10/22/2026	TRAVELERS CL REMIT CENTER	R	9,112.00
01	320453	10/22/2026	TRI METRO CONFERENCE	R	5,000.00
01	320454	10/22/2026	TRIO SUPPLY COMPANY	R	931.35
01	320455	10/22/2026	UHL COMPANY INC	R	4,157.17
01	320456	10/22/2026	UNITED STATES TREASURER	R	200.00
01	320457	10/22/2026	UPPER LAKES FOODS	R	22,338.40
01	320458	10/22/2026	VOYAGER SOPRIS LEARNING	R	1,134.00
01	320459	10/22/2026	XCEL ENERGY	R	41,073.19
01	320460	10/22/2026	AUGSBURY UNIVERSITY	R	225.00
			TOTAL CHECKS & SCHOLARSHIPS		**1,460,251.71**

SUPERINTENDENT'S REPORT AND AGENDA

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

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

Monday, November 2, 2026
7 p.m. School Board Meeting

I. CALL TO ORDER

The regular meeting of the board of education of ISD 280, Hennepin County, Richfield, Minnesota was held on Monday, November 2, 2026 in the boardroom at the Richfield Public Schools District Office. Chair Carter called the regular board meeting to order at 7:01 p.m. with the following school board members in attendance: Dennis, Liss, Pollis, Spencer and Tompkins. Superintendent Unowsky, Assistant Superintendent Nyembwe, Executive Director Gens and Executive Director Holje were present. Student board representatives Jasmine Hernandez-Ellwood and Maritza Santiago-Lopez were present.

II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Tompkins, seconded by Dennis, and unanimously carried, the board of education approved the agenda.

III. INFORMATION AND PROPOSALS - NON-ACTION ITEMS

A. Superintendent Update
    1. Richfield High School Presentation
    2. Activities Presentation
B. Commendations

IV. CONSENT AGENDA

A. Routine Matters
    1. Minutes of the Regular Meeting held October 19, 2026
    2. General Disbursements as of 10/22/26 in the Amount of $1,460,251.71
    3. Investment Holdings
B. Personnel Items

Certified – New Hire					
Name	**Employee Group**	**Position**	**Building**	**FTE**	**Effective Date**
Megan Endresen	Mgmt	Special Education Supervisor	District Office	Full-time	11/9/2026
Classified – New Hire					

Name	Employee Group	Position	Building	FTE	Effective Date
Fernando Lopez	Para	Student Support/ Security Monitor	Richfield High School	Full-Time	11/2/2026
Classified – Reclassification					
Name	**Employee Group**	**Position**	**Building**	**FTE**	**Effective Date**
Stacy Odegard	Para	Instructional Paraprofessional	Richfield STEM Elementary	Full-Time	10/19/2026

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

V. OLD BUSINESS

A. Policy 706: Acceptance of Gifts - second read
B. Policy 713: Post-Issuance Debt Compliance & Administrative Guideline 713.1 - second read

VI. NEW BUSINESS

A. Policy 451: Workload Limits for Certain Special Education Teachers - first read
B. Donations

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

VII. ADVANCE PLANNING

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

11-16-2026	7 p.m.	Regular Board Meeting - Public Comment
11-30-2026	7 p.m.	Regular Board Meeting with Truth-in-Taxation

VIII. ADJOURN REGULAR MEETING

Chair Carter adjourned the meeting at 8:35 p.m.

CHECKS, EPAYS, PCards & SCHOLARSHIPS
11/16/2026 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	10/29/2026	656,353.50
	10/30/2026	127,522.52
Voided Checks 11/4	11/4/2026	(1,200.00)
	11/4/2026	463,709.50
	11/6/2026	10,595.16
Voided Checks 11/10 Reissued	11/10/2026	(13,100.00)
	11/10/2026	13,100.00
Pcards- October 2026	11/4/2026	68,476.11
EPAYS	10/29/2026	3,214.15
	11/6/2026	3,611.70
SCHOLARSHIP	10/29/2026	2,000.00

CHECK REGISTER BANK 05 TOTAL =	1,334,282.64

BREAKDOWN	
01-206-00	939,491.23
02-206-00	110,680.73
03-206-00	128,471.55
04-206-00	5,717.90
06-206-00	-
07-206-00	-
18-206-00	-
20-206-00	149,921.23
21-206-00	-
47-206-00	-
BANK TOTAL =	1,334,282.64

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	320461	10/29/2026	A CLEAR SOLUTION AUTO GLASS	R	150.00
01	320462	10/29/2026	AGATE SR DERRICK	R	135.00
01	320463	10/29/2026	ALL STATE COMMUNICATIONS LLC	R	14,232.04
01	320464	10/29/2026	ALTMAN ADAM	R	575.00
01	320465	10/29/2026	ANDERSON SHEILA K	R	784.35
01	320466	10/29/2026	ANJI RUD	R	69.26
01	320467	10/29/2026	BECCARD SETH	R	135.00
01	320468	10/29/2026	BEST PLUMBING SPECIALTIES, INC.	R	361.02
01	320469	10/29/2026	BRAND FARMS	R	1,800.00
01	320470	10/29/2026	BRATTON DONALD	R	135.00
01	320471	10/29/2026	BSI MECHANICAL, INC.	R	10,116.99
01	320472	10/29/2026	CALLEN MCINNES	R	69.26
01	320473	10/29/2026	CANON FINANCIAL SERVICES INC	R	4,619.32
01	320474	10/29/2026	CAPITAL ONE TRADE CREDIT	R	362.06
01	320475	10/29/2026	CHASKA HIGH SCHOOL	R	1,000.00
01	320476	10/29/2026	CINTAS CORPORATION NO 2	R	257.80
01	320477	10/29/2026	DEMCO MEDIA	R	148.56
01	320478	10/29/2026	DENAE HANZAL	R	100.00
01	320479	10/29/2026	DIESEL DIRECT CENTRAL LLC - FUEL	R	33,388.83
01	320480	10/29/2026	WAHEED AYINDE	R	464.00
01	320481	10/29/2026	FRONTIER TRANSPORTATION SRVCS, LLC	R	90,043.78
01	320482	10/29/2026	WW GRAINGER INC	R	360.68
01	320483	10/29/2026	HAMMER SPORTS, LLC	R	120.00
01	320484	10/29/2026	HEALTHJOY LLC	R	10,094.50
01	320485	10/29/2026	HILLYARD MINNEAPOLIS	R	11,934.15
01	320486	10/29/2026	HJELM, ADAM	R	10.00
01	320487	10/29/2026	IDEAL ENERGIES SOLAR LEASE 2021,LLC	R	7,982.55
01	320488	10/29/2026	INNOVATIVE OFFICE SOLUTIONS LLC	R	1,039.92
01	320489	10/29/2026	INTEGRATED FOOD SERVICE	R	2,150.00
01	320490	10/29/2026	INTEGROW NUMERACY SOLUTIONS	R	24,000.00
01	320491	10/29/2026	KEMPS LLC	V	0.00
01	320492	10/29/2026	KEMPS LLC	R	5,096.38
01	320493	10/29/2026	LEAH K SWEET SLICKER	R	182.00
01	320494	10/29/2026	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	6,341.49
01	320495	10/29/2026	LOFFLER COMPANIES	R	174.42
01	320496	10/29/2026	MATRIX COMMUNICATIONS, INC	R	24,563.00
01	320497	10/29/2026	MAXORPLUS LTD, DBA: VYTLONE	R	137,766.73
01	320498	10/29/2026	MEDSOURCE SALES LLC	R	1,979.00
01	320499	10/29/2026	METRO VOLLEYBALL OFFICIAL ASSOC LLC	R	60.00
01	320500	10/29/2026	MINUTEMAN PRESS	R	576.26
01	320501	10/29/2026	MN DEPTARTMENT OF COMMERCE	R	116.00
01	320502	10/29/2026	MUSKA ELECTRIC CO.	R	1,470.00
01	320503	10/29/2026	NCS PEARSON INC	R	179.99
01	320504	10/29/2026	NEI ELECTRIC, INC.	R	582.33
01	320505	10/29/2026	NEUMAN MICHAEL	R	86.00
01	320506	10/29/2026	NORMANDALE COMMUNITY COLLEGE	R	90,858.70

01	320507	10/29/2026	NORTHERN SALT INC	R	9,052.50
01	320508	10/29/2026	NOVAK JANICE SOPHIE	R	80.00
01	320509	10/29/2026	OKEY CHRIS	R	63.15
01	320510	10/29/2026	ON SITE SANITATION	R	25.00
01	320511	10/29/2026	PAN O GOLD BAKING CO	R	181.17
01	320512	10/29/2026	PINEDA TACOS	R	600.00
01	320513	10/29/2026	PLUNKETT'S /VARMENT GUARD	R	149.00
01	320514	10/29/2026	QUALITY FLOW SYSTEMS, INC.	R	24,965.00
01	320515	10/29/2026	RANADE PIYUSH	R	135.00
01	320516	10/29/2026	SAUVE'S OUTDOOR SERVICES, INC.	R	500.00
01	320517	10/29/2026	SCHMITT MUSIC	R	543.95
01	320518	10/29/2026	SIMMS ANN MARIE	R	86.00
01	320519	10/29/2026	STONE ARCH STUDIO LLC	R	200.00
01	320520	10/29/2026	STROUP CORY F	R	135.00
01	320521	10/29/2026	TRIO SUPPLY COMPANY	R	2,274.51
01	320522	10/29/2026	TRUSTED METRO OFFICIALS	R	1,330.00
01	320523	10/29/2026	U OF M - ACADEMIC SUPPT RESOURCES	R	72,355.00
01	320524	10/29/2026	ULINE	R	1,111.82
01	320525	10/29/2026	UNIVERSITY OF MINNESOTA-TWIN CITIES	R	2,000.00
01	320526	10/29/2026	UPPER LAKES FOODS	R	33,292.45
01	320527	10/29/2026	VISTA HIGHER LEARNING	R	7,961.50
01	320528	10/29/2026	VOYAGER SOPRIS LEARNING	R	154.00
01	320529	10/29/2026	VSP INSURANCE CO. (CT)	R	3,609.39
01	320530	10/29/2026	WIESE USA, INC.	R	215.00
01	320531	10/29/2026	XCEL ENERGY	R	10,440.69
01	320532	10/29/2026	ZASTROW, JOHN C.	R	222.00
01	V2601614	10/29/2026	MICHELLE L AXELL	R	669.90
01	V2601615	10/29/2026	MEGAN BLUMA	R	359.75
01	V2601616	10/29/2026	ELVIRA CRUZ MIRANDA	R	307.20
01	V2601617	10/29/2026	ANGELA M FISH	R	22.04
01	V2601618	10/29/2026	LANA HENDRICKS LEUNING	R	69.24
01	V2601619	10/29/2026	JESSICA M HOFFMAN	R	98.35
01	V2601620	10/29/2026	LIA JOHANNES	R	33.38
01	V2601621	10/29/2026	MIRIAM KENNING	R	93.05
01	V2601622	10/29/2026	JOLIENE S LITWINCZUK	R	157.12
01	V2601623	10/29/2026	JOHN M LORENZINI	R	347.00
01	V2601624	10/29/2026	ERYN MILES	R	61.83
01	V2601625	10/29/2026	DARBY L SWANK	R	11.55
01	V2601626	10/29/2026	ANDRES SANCHEZ VIDAL	R	349.00
01	V2601627	10/29/2026	LAURIE E SEIBERT	R	187.24
01	V2601628	10/29/2026	KAYE R SWEENEY	R	7.98
01	V2601629	10/29/2026	MICHELLE T THOEMKE	R	62.40
01	V2601630	10/29/2026	KIRSTEN THORSON	R	67.33
01	V2601631	10/29/2026	REBECCA S WALD	R	282.35
01	V2601632	10/29/2026	MICHELLE R WHITESIDE	R	27.44
01	320533	10/30/2026	DONALD BLACKHAWK	R	600.00
01	320534	10/30/2026	HOLLY M HENNING	R	300.00

01	320535	10/30/2026	JAYME BAD WARRIOR	R	500.00
01	320536	10/30/2026	JOSEPH BIGBEAR	R	600.00
01	320537	10/30/2026	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	1,811.60
01	320538	10/30/2026	NORTH CENTRAL BUS	R	122,310.92
01	320539	10/30/2026	THOMAS CAIN	R	600.00
01	320540	10/30/2026	ZACHERIAH RED BEAR	R	300.00
01	320541	10/30/2026	TERENCE FIDDLER	R	500.00
01	**320533**	**11/04/2026**	**DONALD BLACKHAWK**	**V**	**-600.00**
01	**320539**	**11/04/2026**	**THOMAS CAIN**	**V**	**-600.00**
01	320542	11/04/2026	ALL STATE COMMUNICATIONS LLC	R	21,733.00
01	320543	11/04/2026	ARVIG ENTERPRISES INC	R	1,207.90
01	320544	11/04/2026	AVIBEN	R	540.06
01	320545	11/04/2026	AZURE ADLER	R	182.00
01	320546	11/04/2026	BENCHMARK EDUCATION COMPANY, LLC.	R	62.72
01	320547	11/04/2026	BINDERY EQUIPMENT & SERVICE, INC.	R	440.81
01	320548	11/04/2026	BOHMBACH JOHN	R	95.00
01	320549	11/04/2026	ASPI SOLUTIONS, INC.	R	381.85
01	320550	11/04/2026	BSN SPORTS, LLC	R	1,049.90
01	320551	11/04/2026	BURGESON NANCY	R	111.00
01	320552	11/04/2026	BURKSTRAND JENNIFER	R	28.43
01	320553	11/04/2026	BURKSTRAND MICHAEL	R	52.63
01	320554	11/04/2026	CDW GOVERNMENT INC	R	228.00
01	320555	11/04/2026	CINTAS CORPORATION NO 2	R	344.83
01	320556	11/04/2026	COOK AMY	R	52.63
01	320557	11/04/2026	DIESEL DIRECT CENTRAL LLC - FUEL	R	1,790.15
01	320558	11/04/2026	COREMARK METALS	R	109.56
01	320559	11/04/2026	ECM PUBLISHERS INC	R	128.37
01	320560	11/04/2026	EMILY FALK-LARSON	R	28.43
01	320561	11/04/2026	ESCAPE FIRE PROTECTION, INC.	R	1,070.00
01	320562	11/04/2026	EXPLOREK12, INC.	R	27,936.00
01	320563	11/04/2026	FASTEST LABS-BLOOMINGTON	R	765.83
01	320564	11/04/2026	GRAHAM THOMAS	R	52.63
01	320565	11/04/2026	WW GRAINGER INC	R	824.43
01	320566	11/04/2026	HAWKINS INC	R	4,411.49
01	320567	11/04/2026	HILLYARD MINNEAPOLIS	R	6,913.13
01	320568	11/04/2026	HOME DEPOT CREDIT SERVICES	R	733.47
01	320569	11/04/2026	INSTITUTE FOR ENVIROMENTAL	R	1,937.50
01	320570	11/04/2026	KEMPS LLC	V	0.00
01	320571	11/04/2026	KEMPS LLC	R	4,369.52
01	320572	11/04/2026	KINECT ENERGY INC	R	580.00
01	320573	11/04/2026	KRUEGER BARBARA	R	28.43
01	320574	11/04/2026	KRUEGER BRANDT	R	52.63
01	320575	11/04/2026	LEROY'S GREAT BEAR	R	49.99
01	320576	11/04/2026	RUSS DAVIS WHOLESALE/LIBERTY FRESH	V	0.00
01	320577	11/04/2026	RUSS DAVIS WHOLESALE/LIBERTY FRESH	R	11,596.61
01	320578	11/04/2026	LOMAX CARLA	R	231.00
01	320579	11/04/2026	MARY AMANDA GUTIERREZ	R	28.43

01	320580	11/04/2026	MASOP-MN ASSC SCHL OFF PROF	R	50.00
01	320581	11/04/2026	MCEA	R	798.00
01	320582	11/04/2026	MINNESOTA UI FUND	R	288,168.91
01	320583	11/04/2026	MULTILINGUAL WORD INC	R	561.36
01	320584	11/04/2026	NEUMAN MICHAEL	R	86.00
01	320585	11/04/2026	NORTH CENTRAL INTERNATIONAL, LLC	R	171.00
01	320586	11/04/2026	ON SITE SANITATION	R	1,173.00
01	320587	11/04/2026	PAN O GOLD BAKING CO	R	828.58
01	320588	11/04/2026	PEDIATRIC HOME SERVICE	R	4,125.00
01	320589	11/04/2026	PLOY KHUNISOM	R	60.00
01	320590	11/04/2026	PROFESSIONAL WIRELESS COMMUNICATION	R	481.52
01	320591	11/04/2026	PROPIO LS, LLC	R	457.40
01	320592	11/04/2026	RAPTOR TECHNOLOGIES, LLC	R	1,686.56
01	320593	11/04/2026	RICKETTS, KATHLEEN	R	52.63
01	320594	11/04/2026	RX VALET, LLC	R	2,060.00
01	320595	11/04/2026	SCHLETTY JENNIE M	R	28.43
01	320596	11/04/2026	SCHLETTY, MARK	R	28.43
01	320597	11/04/2026	SCHOOL SERVICE EMPLOYEES UNION	R	5,560.01
01	320598	11/04/2026	SIMMS ANN MARIE	R	86.00
01	320599	11/04/2026	STATE INDUSTRIAL PRODUCTS	R	1,800.30
01	320600	11/04/2026	THUROW JOSHUA	R	135.00
01	320601	11/04/2026	TRANSPORTATION PLUS, INC.	R	252.00
01	320602	11/04/2026	TRIO SUPPLY COMPANY	R	2,253.69
01	320603	11/04/2026	TWIN CITY FILTER SERVICE INC	R	235.00
01	320604	11/04/2026	UPPER LAKES FOODS	R	28,429.77
01	320605	11/04/2026	URBANZ, STACEY G	R	28.43
01	320606	11/04/2026	USI CONSULTING GROUP	R	28,725.00
01	320607	11/04/2026	VERIZON WIRELESS	R	320.08
01	320608	11/04/2026	XCEL ENERGY	R	4,919.04
01	V2601683	11/04/2026	P-CARD BAIRD LISA	R	5,995.91
01	V2601684	11/04/2026	P-CARD BARLOW ERICA	R	4,892.11
01	V2601685	11/04/2026	P-CARD BLUMA, MEGAN BOLLIG	R	930.76
01	V2601686	11/04/2026	P-CARD BROWN MATTHEW	R	536.93
01	V2601687	11/04/2026	P-CARD BRUNNER PATTI	R	6,306.87
01	V2601688	11/04/2026	P-CARD COLLINS, ANDREW	R	472.14
01	V2601689	11/04/2026	P-CARD CRUZ ESTEVA JENNIFER	R	5,451.24
01	V2601690	11/04/2026	P-CARD EDWARDS NATHAN	R	517.77
01	V2601691	11/04/2026	P-CARD ETNIER HAYLEY	R	461.85
01	V2601692	11/04/2026	P-CARD GARCIA YVETTE	R	1,134.24
01	V2601693	11/04/2026	P-CARD GEURINK AREND	R	118.42
01	V2601694	11/04/2026	P-CARD GONZALEZ CHRISTINA	R	402.66
01	V2601695	11/04/2026	P-CARD HOLJE CRAIG	R	155.00
01	V2601696	11/04/2026	P-CARD HUERTA-ANAYA ALICIA	R	2,866.17
01	V2601697	11/04/2026	P-CARD JOHNSON, TERESA (STADEM)	R	89.50
01	V2601698	11/04/2026	P-CARD LEIKNES LISA	R	733.71
01	V2601699	11/04/2026	P-CARD LEWIS JENNIFER	R	1,931.75
01	V2601700	11/04/2026	P-CARD LUNDY MICHELLE	V	0.00

01	V2601701	11/04/2026	P-CARD LUNDY MICHELLE	R	14,971.00
01	V2601702	11/04/2026	P-CARD MANNING MICHAEL	R	1,438.36
01	V2601703	11/04/2026	P-CARD MCCLENDON LAURA	R	68.98
01	V2601704	11/04/2026	P-CARD MORALES LIZETTE	R	9,586.25
01	V2601705	11/04/2026	P-CARD OLSON ROBERT	R	1,527.94
01	V2601706	11/04/2026	P-CARD OTTERNESS, LAURA	R	2,024.03
01	V2601707	11/04/2026	P-CARD PETERSON CHRIS	R	783.04
01	V2601708	11/04/2026	P-CARD SACHER GRACE	R	1,176.32
01	V2601709	11/04/2026	P-CARD SEEHUSEN DONALD	R	258.87
01	V2601710	11/04/2026	P-CARD SETZER ALEXIS	R	205.43
01	V2601711	11/04/2026	P-CARD SKARE-KLECKER AMY	R	2,076.61
01	V2601712	11/04/2026	P-CARD VENTURA PEREZ RAMIRO	R	92.87
01	V2601713	11/04/2026	P-CARD WILLHITE KASYA	R	56.58
01	V2601714	11/04/2026	P-CARD WOODS KELLY	R	1,212.80
01	320609	11/06/2026	DONALD BLACKHAWK	R	300.00
01	320610	11/06/2026	GROTH MUSIC COMPANY	R	5,635.57
01	320611	11/06/2026	HILLYARD MINNEAPOLIS	R	1,984.81
01	320612	11/06/2026	JW PEPPER & SON INC	R	48.49
01	320613	11/06/2026	ROBIN BEDEAU	R	600.00
01	320614	11/06/2026	SCHMITT MUSIC	R	1,726.29
01	320615	11/06/2026	THOMAS CAIN	R	300.00
01	V2601633	11/06/2026	MATTHEW ARNOLD	R	70.00
01	V2601634	11/06/2026	MICHELLE L AXELL	R	70.00
01	V2601635	11/06/2026	LISA M BAIRD	R	15.94
01	V2601636	11/06/2026	ERICA T BARLOW	R	70.00
01	V2601637	11/06/2026	NIKOLAS BAUZA	R	40.00
01	V2601638	11/06/2026	ELEANOR CARR	R	57.30
01	V2601639	11/06/2026	ANDREW COLLINS	R	70.00
01	V2601640	11/06/2026	ERIK ENERSON	R	40.00
01	V2601641	11/06/2026	HAYLEY ETNIER	R	101.28
01	V2601642	11/06/2026	YVETTE GARCIA	R	70.00
01	V2601643	11/06/2026	RACHEL GENS	R	70.00
01	V2601644	11/06/2026	AREND J GEURINK	R	70.00
01	V2601645	11/06/2026	CHRISTINA M GONZALEZ	R	70.00
01	V2601646	11/06/2026	AMY E HAGER	R	70.00
01	V2601647	11/06/2026	KEVIN D HARRIS	R	40.00
01	V2601648	11/06/2026	MICHAEL G HARRIS	R	70.00
01	V2601649	11/06/2026	LANA HENDRICKS LEUNING	R	40.00
01	V2601650	11/06/2026	JESSICA M HOFFMAN	R	40.00
01	V2601651	11/06/2026	CRAIG D HOLJE	R	70.00
01	V2601652	11/06/2026	MARTIN B HUBERTY	R	39.92
01	V2601653	11/06/2026	JEFFREY KELLER	R	70.00
01	V2601654	11/06/2026	ANOOP KUMAR	R	40.00
01	V2601655	11/06/2026	JOHN M LORENZINI	R	70.00
01	V2601656	11/06/2026	DAVANAND MAHADEO	R	40.00
01	V2601657	11/06/2026	MICHAEL A MANNING	R	526.24
01	V2601658	11/06/2026	DOUG R MCMEEKIN	R	70.00

01	V2601659	11/06/2026	KENT D MEYER	R	70.00
01	V2601660	11/06/2026	ERIN H NEILON	R	40.00
01	V2601661	11/06/2026	STEPHANIE NICHOLS	R	45.00
01	V2601662	11/06/2026	COLE NUTTING	R	6.02
01	V2601663	11/06/2026	BONDO NYEMBWE	R	70.00
01	V2601664	11/06/2026	ROBERT G OLSON	R	70.00
01	V2601665	11/06/2026	LAURA B OTTERNESS	R	70.00
01	V2601666	11/06/2026	CASSANDRA QUAM	R	70.00
01	V2601667	11/06/2026	RENEE C REED-KARSTENS	R	40.00
01	V2601668	11/06/2026	HEIDI SAVATDY	R	70.00
01	V2601669	11/06/2026	CHRISTIAN SCHEMPP	R	40.00
01	V2601670	11/06/2026	AMY B SKARE-KLECKER	R	70.00
01	V2601671	11/06/2026	TERESA M JOHNSON	R	70.00
01	V2601672	11/06/2026	JUSTIN STEELE	R	70.00
01	V2601673	11/06/2026	STACY THEIEN-COLLINS	R	70.00
01	V2601674	11/06/2026	RICKY THOMPSON	R	40.00
01	V2601675	11/06/2026	VLADIMIR S TOLEDO	R	40.00
01	V2601676	11/06/2026	STEVEN P UNOWSKY	R	270.00
01	V2601677	11/06/2026	CARRIE A VALA	R	70.00
01	V2601678	11/06/2026	REBECCA S WALD	R	40.00
01	V2601679	11/06/2026	ALEXANDER WARD	R	70.00
01	V2601680	11/06/2026	MICHELLE R WHITESIDE	R	70.00
01	V2601681	11/06/2026	KASYA L WILLHITE	R	70.00
01	V2601682	11/06/2026	KELLY L WOODS	R	70.00
01	**320220**	**11/09/2026**	**KRULL MELISSA**	**V**	**-12,800.00**
01	**320540**	**11/09/2026**	**ZACHERIAH RED BEAR**	**V**	**-300.00**
01	320616	11/10/2026	KRULL MELISSA	R	12,800.00
01	320617	11/10/2026	ZACHERIAH RED BEAR	R	300.00

TOTAL CHECK, EPAYS, PCARDS & SCHOLARSHIPS	**1,334,282.64**

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

Board of Education

Independent School District 280, Richfield, MN

Regular Meeting

November 16, 2026

Certified – Change of Assignment

Name	Employee Group	Position	Building	FTE	Effective Date
Teresa Doyle	Certified	Reading Teacher	Richfield Middle School	Part-Time	10/12/2026

Certified – Resignation

Name	Employee Group	Position	Building	FTE	Effective Date
Allison Hrkac-Budzisz	Certified	English Language	Richfield High School	Full-Time	11/30/2026

Classified – New Hire

Name	Employee Group	Position	Building	FTE	Effective Date
Drew Hansen	Paraprofessional	Special Education Paraprofessional	Richfield Middle School	Full-Time	11/16/2026

Classified – Reclassification

Name	Employee Group	Position	Building	FTE	Effective Date
Christian Yepez	Facilities and Transportation	Maintenance A	Richfield Middle School	Full-Time	11/9/2026
Karla Canseco De Oliva	Outreach Worker	Bilingual Outreach Worker	Richfield Middle School	Full-time	11/2/2026

Classified – Resignation

Name	Employee Group	Position	Building	FTE	Effective Date	Years of Service
Edmond Gjondedaj	Facilities and Transportation	Building Cleaner	Richfield High School	Full-Time	11/5/2026	3
Stephanie Carter	Paraprofessional	Campus Supervisor	Richfield Middle School	Full-Time	11/5/2026	2

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Acceptance of Gifts

(Recommended by the superintendent)

Passage upon a third read of Policy 706: Acceptance of Gifts. This policy describes the conditions under which the District can accept donations of money or property. This policy is primarily governed by Minnesota statute.

This policy ***does not*** mention individual gifts given to employees, which are governed by Policy 408: Gifts to Employees and Administrative Guideline 408.1.

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

Attachments:
Policy 706: Acceptance of Gifts - redlined
MSBA Model Policy 706: Acceptance of Gifts

Independent School District 280
Richfield Public Schools

ACCEPTANCE OF GIFTS

I. PURPOSE

The purpose of this policy is to provide guidelines for the acceptance of gifts by the school board of Richfield Public Schools.

II. GENERAL STATEMENT OF POLICY

It is the policy of the Richfield Public Schools to accept gifts only in compliance with state law.

III. ACCEPTANCE OF GIFTS GENERALLY

The school board may receive, for the benefit of the ~~school d~~District, bequests, donations or gifts for any proper purpose. The school board shall have the sole authority to determine whether any gift or any precondition, condition, or limitation on use included in a proposed gift furthers the interests of or benefits the ~~school d~~District and whether it should be accepted or rejected. This may be done with a routine vote at the ~~Board's~~ school board's discretion.

IV. GIFTS OF REAL OR PERSONAL PROPERTY

The school board may vote to accept a gift, grant or devise ~~or~~ of real or personal property only by ~~the adoption of~~ a resolution approved by a two-thirds majority of its members. The resolution must fully describe any preconditions, conditions or limitations placed on the gift by the donor. The real or personal property so accepted may not be used for religious or sectarian purposes.

V. FINANCIAL GIFTS TO SUPPORT HIRING OF PERSONNEL

If a financial gift is offered to support the hiring of personnel, the school board must authorize the addition or retention of positions prior to the commencement of recruitment. Recruitment, selection, assignment and supervision of personnel shall be in accordance with applicable laws, collective bargaining agreements, and ~~district~~ District personnel procedures and practices. Financial support for the position will be paid to the ~~district~~District, not directly to the person occupying the position.

VI. ADMINISTRATION IN ACCORDANCE WITH TERMS

If the school board agrees to accept a bequest, donation, gift, grant or devise which contains preconditions, conditions or limitations on use, the school board shall administer it in accordance with those terms. Once accepted, a gift shall be the property of the ~~school d~~District unless otherwise provided in the agreed upon terms.

Legal References:
Minn. Stat. §123B.02, Subd. 6 (~~Bequests, Donations, Gifts~~General Powers of Independent School Boards)
~~Minn. Stat. §465.03 (Gifts~~ to Municipalities)

RATIFIED BY THE BOARD OF EDUCATION: November 1, 1999

REVISED BY THE BOARD OF EDUCATION: September 17, 2007; October 21, 2013; November 22, 2021

REAFFIRMED BY THE BOARD OF EDUCATION: February 19, 2002

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Adopted: _____ *MSBA/MASA Model Policy 706*
Orig. 1995
Revised: _____ *Rev. 2022*

706 ACCEPTANCE OF GIFTS

[Note: The provisions of this policy substantially reflect statutory requirements.]

I. PURPOSE

The purpose of this policy is to provide guidelines for the acceptance of gifts by the school board.

II. GENERAL STATEMENT OF POLICY

It is the policy of this school district to accept gifts only in compliance with state law.

III. ACCEPTANCE OF GIFTS GENERALLY

The school board may receive, for the benefit of the school district, bequests, donations or gifts for any proper purpose. The school board shall have the sole authority to determine whether any gift or any precondition, condition, or limitation on use included in a proposed gift furthers the interests of or benefits the school district and whether it should be accepted or rejected.

IV. GIFTS OF REAL OR PERSONAL PROPERTY

The school board may accept a gift, grant or devise of real or personal property only by the adoption of a resolution approved by two-thirds of its members. The resolution must fully describe any conditions placed on the gift. The real or personal property so accepted may not be used for religious or sectarian purposes.

[Note: This voting requirement and gift use provision is specified by Minnesota Statutes section 465.03.]

V. ADMINISTRATION IN ACCORDANCE WITH TERMS

If the school board agrees to accept a bequest, donation, gift, grant or devise which contains preconditions, conditions or limitations on use, the school board shall administer it in accordance with those terms. Once accepted, a gift shall be the property of the school district unless otherwise provided in the agreed upon terms.

Legal References: Minn. Stat. § 123B.02, Subd. 6 (General Powers of Independent School Boards)
Minn. Stat. § 465.03 (Gifts to Municipalities)

Cross References: None

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Post-Issuance Debt Compliance

(Recommended by the superintendent)

Passage upon a third read of Policy 713: Post-Issuance Debt Compliance. This policy establishes the District's commitment to monitoring its borrowed funds (such as bonds and loans) to ensure continuous compliance with federal tax and financial reporting regulations set by the IRS and SEC. The administrative guideline outlines the step-by-step procedures, recordkeeping practices, and monitoring routines the Finance Department must follow to manage tax rules, track funds, and maintain required public disclosures over the life of the District's debt.

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

Attachments:
Policy 713: Post-Issuance Debt Compliance - redlined
Administrative Guideline 713.1 - redlined

RICHFIELD PUBLIC SCHOOLS

POST-ISSUANCE DEBT COMPLIANCE ~~Policy~~

I. PURPOSE

The ~~School~~ school ~~Board~~ board ~~(the "Board")~~ of Independent School District No. 280 (Richfield), Minnesota (the "District") has chosen, by policy, to take steps to help ensure that all obligations will be in compliance with all applicable federal regulations. This policy may be amended, as necessary, in the future.

~~IRS Background~~II. IRS BACKGROUND

The Internal Revenue Service (IRS) is responsible for enforcing compliance with the Internal Revenue Code (the "Code") and regulations promulgated thereunder ("Treasury Regulations") governing certain obligations (for example: tax-exempt obligations, Build America Bonds, Recovery Zone Development Bonds and various "Tax Credit" Bonds). The IRS encourages issuers and beneficiaries of these obligations to adopt and implement a post-issuance debt compliance policy and procedures to safeguard against post-issuance violations.

~~SEC Background~~III. SEC BACKGROUND

The Securities and Exchange Commission (SEC) is responsible for enforcing compliance with the SEC Rule 15c2-12 (the "Rule"). Governments or governmental entities issuing obligations generally have a requirement to meet specific continuing disclosure standards set forth in continuing disclosure agreements ("CDA"). Unless the issuer, obligated person, or a specific obligation is exempt from compliance with CDAs, these agreements are entered into at the time of obligation issuance to enable underwriter(s) to comply with the Rule. The Rule sets forth certain obligations of:

~~(i)~~A. underwriters to receive, review and disseminate official statements prepared by issuers of most primary offerings of municipal securities,

B. ~~(ii)~~ underwriters to obtain CDAs from issuers and other obligated persons to provide material event disclosure and annual financial information on a continuing basis, and

C. ~~(iii)~~ broker-dealers to have access to such continuing disclosure in order to make recommendations of municipal securities transactions in the secondary market.

The SEC encourages issuers and beneficiaries adopt and implement a post-issuance debt compliance policy and procedures to safeguard against Rule violations.

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When obligations are issued, the CDA commits the issuer or obligated person to provide certain annual financial information and material event notices to the public. Issuers and other obligated persons may also choose to provide periodic, voluntary financial information and filings to investors in addition to fulfilling the specific responsibilities delineated in their CDA. It is important to note that issuers and other obligated persons should not give any one investor certain information that is not readily available to all market participants by disseminating information to the marketplace, at large. Issuers and other obligated persons should be aware that any disclosure activities determined to be "communicating to the market" can be subject to regulatory scrutiny.

IV. POST-ISSUANCE DEBT COMPLIANCE POLICY OBJECTIVE

The District desires to monitor these obligations to ensure compliance with the Code, Treasury Regulations and the SEC Rule. To help ensure compliance, the District has developed this policy. This policy shall apply to the obligations mentioned above, including bonds, notes, loans, lease purchase contracts, lines of credit, commercial paper or any other form of debt that is subject to compliance.

V. POST-ISSUANCE DEBT COMPLIANCE POLICY

The ~~Director~~ director of ~~Finance~~ finance is designated as the District's agent who is responsible for post-issuance compliance of these obligations.

The ~~Director~~ director of ~~Finance~~ finance shall assemble all relevant documentation, records and activities required to ensure post-issuance debt compliance as further detailed in Administrative Guideline 713.1: Post-Issuance Debt Compliance Procedures. At a minimum, the post-issuance debt compliance procedures for each qualifying obligation will address the following:

~~1.~~A. General post-issuance compliance;
~~2.~~B. General recordkeeping;
~~3.~~C. Arbitrage yield restriction and rebate;
~~4.~~D. Expenditure and asset documentation to be assembled and retained;
~~5.~~E. Miscellaneous documentation to be assembled and retained;
~~6.~~F. Additional undertakings and activities that support points 1 through 5 above;
~~7.~~G. Continuing disclosure obligations;
~~8.~~H. Compliance with future requirements.

The ~~Director~~ director of ~~Finance~~ finance shall apply the post-issuance debt compliance procedures to each qualifying obligation and maintain a record of the results. Further, the ~~Director~~ director of ~~Finance~~ finance will ensure that the Policy 713: Post-Issuance Debt Compliance ~~Policy~~ and ~~Procedures~~ Administrative Guideline 713.1 are updated on a regular and as needed basis.

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The ~~Director~~ director of ~~Finance~~ finance or any other individuals responsible for assisting the ~~Director~~ director of ~~Finance~~ finance in maintaining records needed to ensure post-issuance debt compliance, are authorized to expend funds as needed to attend training or secure use of other educational resources for ensuring compliance such as consulting, publications, and compliance assistance.

Most of the provisions of this ~~Post-Issuance Debt Compliance Policy~~policy are not applicable to taxable governmental obligations unless there is a reasonable possibility that the District may refund their taxable governmental obligation, in whole or in part, with the proceeds of a tax-exempt governmental obligation. If this refunding possibility exists, then the ~~Director~~ director of ~~Finance~~ finance shall treat the taxable governmental obligation as if such issue were an issue of tax-exempt governmental obligations and comply with the requirements of this policy.

VI. PRIVATE ACTIVITY BONDS

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The District may issue tax-exempt obligations that are "private activity" bonds because either (1) the bonds finance a facility that is owned by the District but used by one or more qualified 501(c)(3) organizations, or (2) the bonds are so-called "conduit bonds", where the proceeds are loaned to a qualified 501(c)(3) organization or another private entity that finances activities eligible for tax-exempt financing under federal law (such as certain manufacturing projects and certain affordable housing projects). Prior to the issuance of either of these types of bonds, the ~~Director~~ director of ~~Finance~~ finance shall take steps necessary to ensure that such obligations will remain in compliance with the requirements of this ~~Post-Issuance Debt Compliance Policy~~policy.

In a case where compliance activities are reasonably within the control of a private party (i.e., a 501(c)(3) organization or conduit borrower), the ~~Director~~ director of ~~F~~finance may determine that all or some portion of compliance responsibilities described in this policy shall be assigned to the relevant party. In the case of conduit bonds, the conduit borrower will be assigned all compliance responsibilities other than those required to be undertaken by the District under federal law. In a case where the ~~Director~~ director of ~~Finance~~ finance is concerned about the compliance ability of a private party, the ~~Director~~ director of ~~F~~finance may require that a trustee or other independent third party be retained to assist with record keeping for the obligation and/or that the trustee or such third party be responsible for all or some portion of the compliance responsibilities.

The ~~Director~~ director of ~~Finance~~ finance is additionally authorized to seek the advice, as necessary, of bond counsel and/or its financial advisor to ensure the District is in compliance with this ~~Post-Issuance Debt Compliance Policy~~policy.

Cross References:
Internal Revenue Code Section 148
Treasury Regulation Section 1.150-2
Treasury Regulation Section 1.141

RATIFIED BY THE BOARD OF EDUCATION: March 7, 2016
REVISED BY THE BOARD OF EDUCATION: January 3, 2022

RICHFIELD PUBLIC SCHOOLS

POST-ISSUANCE DEBT COMPLIANCE PROCEDURES

~~As~~ In Richfield Public Schools, as directed by the ~~ratification of the~~ Policy 713: Post-Issuance Debt Compliance ~~Policy~~, the ~~Director of Finance~~director of finance will perform the following post-issuance debt compliance procedures for all of the District's outstanding debt.

A. General Post-Issuance Compliance

1. Ensure written procedures and/or guidelines have been put in place for individuals to follow when more than one person is responsible for ensuring compliance with post-issuance debt compliance procedures.
~~a.~~
2. Ensure training and/or educational resources for post-issuance compliance have been approved and obtained.
~~b.~~
~~c.~~3. The ~~Director of Finance~~director of finance ~~-~~understands that there are options for voluntarily correcting failures to comply with post-issuance compliance requirements (such as remedial actions under Section 1.141-12 of the Treasury Regulations and the ability to enter into a closing agreement under the Tax-Exempt Bonds Voluntary Closing Agreement Program described in Notice 2008-31 (the "VCAP Program")).

B. General Recordkeeping

1. Retain records and documents for the obligation and all obligations issued to refund the obligation for a period of at least seven years following the final payment of the obligation. If an obligation is refunded, then the final payment of the refunding obligation becomes the beginning of the period unless otherwise directed by the District's bond counsel.
~~a.~~
2. Retain electronic (preferred) and/or paper versions of records and documents for the obligation.
~~b.~~
3. General records and documentation to be assembled and retained:
~~c.~~
   a. Description of the purpose of the obligation (referred to as the project) and the state statute authorizing the project.
   ~~i.~~
   b. Record of tax-exempt status or revocation of tax-exempt status, if applicable.
   ~~ii.~~
   c. Any correspondence between the District and the IRS.
   ~~iii.~~
   d. Audited financial statements.

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~~iv.~~
e. All accounting audits of property financed by the obligation.
~~v.~~
f. Obligation transcripts, official statements and other offering documents of the obligation.
~~vi.~~
g. Minutes and resolutions authorizing the issuance of the obligation.
~~vii.~~
h. Certifications of the issue price of the obligation.
~~viii.~~
i. Any formal elections for the obligation (i.e. election to employ an accounting methodology other than the specific tracing method).
~~ix.~~
j. Appraisals, demand surveys, or feasibility studies for property financed by the obligation.
~~x.~~
k. All information reports filed for the obligations.
~~xi.~~
l. All management contracts and other service agreements, research contracts, and naming rights contracts.
~~xii.~~
m. Documents related to governmental grants associated with construction, renovation or purchase of property financed with the obligation.
~~xiii.~~
n. Reports of any prior IRS examinations of the District or the District's obligation.
~~xiv.~~
o. All correspondence related to the above (faxes, emails, or letters).
~~xv.~~

C. Arbitrage Yield Restriction and Rebate Recordkeeping

1. Investment and arbitrage documentation to be assembled and retained:
~~a.~~
a. ~~i.~~ – An accounting of all deposits, expenditures, interest income and asset balances associated with each fund established in connection with the obligation. – This includes an accounting of all monies deposited to the debt service fund to make debt service payments on the obligation, regardless of the source derived. – Accounting for expenditures and assets is described in further detail in Section 4.

b. Statements prepared by Trustee or Investment Provider.
~~i.~~

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c. Documentation of at least quarterly allocations of investments and investment earnings to each obligation

~~ii.~~

d. ~~iv.~~ Documentation for investments made with obligation proceeds such as:

~~1.~~1) Investment contracts (i.e. guaranteed investment contracts).

~~2.~~2) Credit enhancement transactions (i.e. bond insurance contracts).

~~3.~~3) Financial derivatives (e.g. swaps, caps, and collars).

~~4.~~ Bidding of financial products.

e. ~~Investments~~ Documentation that investments acquired with obligation proceeds are purchased at fair market value (e.g. three bid safe harbor rule for open market securities needed in advance refunding escrows).

~~b~~2. Computations of the arbitrage yield.

~~c~~3. Computations of yield restriction and rebate amounts including but not limited to:

a. Compliance in meeting the "Temporary Period from Yield Restriction Exception" and limiting the investment of funds after the temporary period expires.

~~i.~~

b. Compliance in meeting the "Rebate Exception".

~~ii.~~

~~1.~~1) Qualifying for the "Small Issuer Exception"

2) – Qualifying for a "Spending Exception"

~~2.~~

- 6 Month Spending Exception
- 18 Month Spending Exception
- 24 Month Spending Exception

3) Qualifying for the "Bona Fide Debt Service Fund Exception"

~~3.~~

4) Quantifying arbitrage on all funds established in connection with the obligation in lieu of satisfying arbitrage exceptions including reserve funds and debt service Funds.

~~4.~~

4. Computations of yield restriction and rebate payments.

~~1.~~

5. Timely Tax Form 8038-T filing, if applicable.

~~e.~~

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a. Remit any arbitrage liability associated with the obligation to the IRS at each five year anniversary date of the obligation, and the date in which the obligation is no longer outstanding (redemption or maturity date), whichever comes sooner, within 60 days of said date.

~~i.~~

6. Timely Tax Form 8038-R filing, if applicable.

~~f.~~

~~i.~~ a. Remit the form after the date in which the obligation is no longer outstanding (redemption or maturity date), whichever comes sooner, within 2 years of said date.

~~g.~~e. 7. Procedures or guidelines for monitoring instances where compliance with applicable yield restriction requirements depends on subsequent reinvestment of obligation proceeds in lower yielding investments (e.g. reinvestment in zero coupon SLGS).

~~D.~~ D. Expenditure and Asset Documentation to be Assembled and Retained

1. Documentation of allocations of obligation proceeds to expenditures (e.g. allocation of proceeds to expenditures for the construction, renovation or purchase of facilities owned and used in the performance of exempt purposes).

~~a.~~

~~i.~~ a. Such allocation will be done not later than the earlier of: eighteen (18) months after the later of the date the expenditure is paid, or the date the project, if any, that is financed by the obligation is placed in service; or the date sixty (60) days after the earlier of the fifth anniversary of the issue date of the obligation, or the date sixty (60) days after the retirement of the obligation.

2. Documentation of allocations of obligation proceeds to issuance costs.

~~b.~~

3. Copies of requisitions, draw schedules, draw requests, invoices, bills and cancelled checks related to obligation proceed expenditures during the construction period.

~~c.~~

4. Copies of all contracts entered into for the construction, renovation or purchase of facilities financed with obligation proceeds.

~~d.~~

5. Records of expenditure reimbursements incurred prior to issuing obligations for projects financed with obligation proceeds (declaration of official intent/reimbursement resolutions including all modifications).

~~e.~~

6. List of all facilities and equipment financed with obligation proceeds.

~~f.~~

7. Depreciation schedules for depreciable property financed with obligation proceeds.

~~g.~~

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8. Documentation that tracks the purchase and sale of assets financed with obligation proceeds.

~~h.~~

9. Documentation of timely payment of principal and interest payments on the obligation.

~~i.~~

10. Tracking of all issue proceeds and the transfer of proceeds into the debt service fund as appropriate.

~~j.~~

~~k.~~ 11. Documentation that excess earnings from a Reserve Fund are transferred to the Debt Service Fund on an annual basis. Excess earnings are balances in a Reserve Fund that exceed the Reserve Fund requirement.

~~E.~~ E. Miscellaneous Documentation to be Assembled and Retained

1. ~~a.~~ Ensure that the project, while the obligation is outstanding, will avoid IRS private activity concerns.

2. ~~b.~~ The ~~Director of Finance~~Director of finance shall monitor the use of all obligation-financed facilities in order to:

a.~~i.~~ Determine whether private business uses of obligation-financed facilities have exceeded the *de minimus* limits set forth in Section 141(b) of the Code as a result of:

1) ~~1)~~ sale of the facilities;

2) ~~2)~~ sale of District capacity rights;

3) ~~3)~~ leases and subleases of facilities including easements or use arrangements for areas outside the four walls (e.g., hosting of cell phone towers);

4) ~~4)~~ leasehold improvement contracts, licenses, management contracts in which the District authorizes a third party to operate a facility (e.g. cafeteria);

5) ~~5)~~ research contracts;

6) ~~6)~~ preference arrangements (in which the District permits a third party preference (e.g. parking in a public parking lot, joint ventures, limited liability companies or partnership arrangements):

7) ~~7)~~ output contracts or other contracts for use of utility facilities including contracts with large utility users;

8) ~~8)~~ development agreements which provide for guaranteed payments or property values from a developer;

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9) ~~9)~~ grants or loans made to private entities including special assessment agreements;

10)~~10)~~ naming rights agreements; and

11)~~11)~~ other arrangements that provide special legal entitlements to nongovernmental persons

~~ii~~b. determine whether private security or payments that exceed the *de minimus* limits set forth in Section 141(b) of the Code have been provided by nongovernmental persons with respect to such obligation-financed facilities.

~~c~~3. The ~~Director of Finance~~Director of finance shall provide training and educational resources to any District staff that have the primary responsibility for the operation, maintenance, or inspection of obligation-financed facilities with regard to the limitations on the private business use of obligation-financed facilities and as to the limitations on the private security or payments with respect to obligation-financed facilities.

~~d~~4. The ~~Director of Finance~~Director of finance shall undertake the following with respect to the obligations:

~~i~~a. an annual review of the books and records maintained by the District with respect to such obligations; and

~~ii~~b. an annual physical inspection of the facilities financed with the proceeds of such obligations, conducted by the ~~Director of Finance~~Director of finance with the assistance of any District staff who have the primary responsibility for the operation, maintenance, or inspection of such obligation-financed facilities.

~~e~~5. Changes in the project that impact the terms or commitments of the obligation are properly documented and necessary certificates or opinions are on file.

~~F.~~ F. Additional Undertakings and Activities that Support Sections 1 through 5 above:

1. The ~~Director of Finance~~Director of finance will notify the District's bond counsel, financial advisor and arbitrage provider of any survey or inquiry by the IRS immediately upon receipt. Usually responses to IRS inquiries are due within 21 days of receipt. Such IRS responses require the review of the above-mentioned data and must be in writing. As much time as possible is helpful in preparing the response.

~~a.~~

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2. The ~~Director of Finance~~Director of finance will consult with the District's bond counsel, financial advisor and arbitrage provider before engaging in post-issuance credit enhancement transactions (e.g. obligation insurance, letter of credit, or hedging transactions.

~~b.~~

3. The ~~Director of Finance~~Director of finance will monitor all "qualified tax-exempt debt obligations" (often referred to as "bank qualified" obligations) within the first calendar year to determine if the limit is exceeded, and if exceeded, will address accordingly.– For obligations issued during years 2009 and 2010, the limit was $30,000,000 During this period, the limit also applied to pooled financings of the governing body and provides a separate $30,000,000 for each 501 (c)(3) conduit borrower. In 2011 and thereafter it is $10,000,000 unless changed by Congress.

~~c.~~

4. Identify any post-issuance change to terms of obligations which could be treated as a current refunding of "old" obligations by "new" obligations, often referred to as a "reissuance".

~~d.~~

5. ~~e.~~ The ~~Director of Finance~~Director of finance will consult with the District's bond counsel prior to any sale, transfer, change in use or change in users of obligation-financed property which may require "remedial action" under applicable Treasury Regulations or resolution pursuant to the VCAP Program.

~~i~~a. A remedial action has the effect of curing a deliberate action taken by the District which results in satisfaction of the private business test or private loan test.– Remedial actions under Section 1.141-12(d)(e) and (f) include the redemption of non-qualified obligations and/or alternative uses of proceeds or the facility (i.e. to be used for another qualified purpose).

~~f~~6. The ~~Director of Finance~~Director of finance will ensure that the appropriate tax form for federal subsidy payments is prepared and filed in a timely fashion for applicable obligations (e.g. Build America Bonds).

~~G.~~ G. Continuing Disclosure Obligations

1. Identify a position at the District to be responsible for compliance with continuing disclosure obligations as defined by the Rule and any policies of the District.

~~a.~~

2. The position responsible for compliance may have the ability to assign responsibilities, delegate where appropriate or engage a dissemination agent or third-party service providers to perform all or some of the duties described in this section.– The District cannot delegate its compliance responsibilities.

~~b.~~

3. The District should specify how providers or delegated authorities will be monitored and supervised.

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~~c.~~

4. The District should identify the documents that set forth the respective requirements being monitored at the time of closing for each obligation.

~~d.~~

5. The District should catalog all outstanding Continuing Disclosure Agreements and establish consolidated filing requirements based on the outstanding CDAs.

~~e.~~

6. The District should identify the frequency of the actions to be undertaken to ensure compliance, establish a system or filing alerts or reminders to administer the filing requirements.

~~f.~~

7. The ~~Director of Finance~~Director of finance for compliance must be made aware of any new outstanding debt, changes to obligation or loan covenants, events of acceleration or default that would materially affect investors.

~~g.~~

8. The District should review a compliance checklist to verify compliance with CDA requirements, at least annually, although it may be advisable to provide more frequent reviews in connection to specific material events.

~~h.~~

~~i.~~9. The District should monitor mandatory material events specifically identified in accordance with the Rule and file required notices within 10 days of occurrence.

a. Principal and interest payment delinquencies.

~~1.~~

b. Non-payment related defaults, if material.

~~2.~~

c. Unscheduled draws on debt service reserves reflecting financial difficulties.

~~3.~~

d. Unscheduled draws on credit enhancements reflecting financial difficulties.

~~4.~~

e. Substitution of credit or liquidity providers or their failure to perform.

~~5.~~

f. Adverse tax opinion, IRS notices or material events affecting the tax status of the obligation.

~~6.~~

g. Modifications to rights of security holders, if material.

~~7.~~

h. Obligation calls, if material.

~~8.~~

i. Defeasances.

~~9.~~

j. Release, substitution or sale of property securing repayment of the obligations, if material.

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~~10.~~

k. Rating Changes.

~~11.~~

l. Bankruptcy, insolvency, receivership, or similar event of the obligated person(s).

~~12.~~

m. Merger, consolidation, or acquisition of the obligated person, if material.

~~13.~~

n. Appointment of a successor or additional trustee, or change of name of a trustee, if material.

~~14.~~

o. Incurrence of financial obligation of the District, if material, or agreement to covenants, events of default, remedies, priority rights, or other similar terms of a financial obligation of the District, any of which affect security holders, if material.

~~15.~~

~~16.~~p. Default, event of acceleration, termination event, modification of terms, or other similar events under the terms of the financial obligation of the District, any of which reflect financial difficulties.

10~~j~~. In addition to the mandatory material events, the District should review and file any additional or voluntary event notices.

~~k~~11. The District should maintain a catalog of all outstanding obligations whether publicly offered or privately placed, and the terms and conditions that govern default or acceleration provisions.

~~l~~12. Any missed filing requirement should be remedied with a failure to file notice as soon as possible once the late filing is identified and the required information is available to file.

~~m~~13. Sensitive information such as bank accounts and wire information should be redacted from documents prior to posting on EMMA.

~~n~~14. The District needs to monitor for changes in law and regulations that effect continuing disclosure obligations and review disclosure policies and procedures periodically to ensure compliance and consistency with regulation and market expectations.

~~H.~~ H. Compliance with Future Requirements

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~~a.~~ 1. Take measures to comply with any future requirements issued beyond the date of these Post-Issuance Debt Compliance Procedures which are essential to ensuring compliance with the applicable state and federal regulations.

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Cross References:
Internal Revenue Code Section 148
Treasury Regulation Section 1.150-2
Treasury Regulation Section 1.141

Dated: March 7, 2016
Revised: January 3, 2022

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Workload Limits for Certain Special Education Teachers

(Recommended by the superintendent)

A second read of Policy 451: Workload Limits for Certain Special Education Teachers. This policy is required by statute and adheres closely to the MSBA model policy.

Suggested changes have been included to update definitions and adhere to District branding and style guidelines. District administration has consulted neighboring districts, who all have policies that closely follow the statutory language.

Attachments:
Policy 451: Workload Limits for Certain Special Education Teachers - redlined
MSBA Model Policy 427: Workload Limits for Certain Special Education Teachers

RICHFIELD PUBLIC SCHOOLS

WORKLOAD LIMITS FOR CERTAIN SPECIAL EDUCATION TEACHERS

I. PURPOSE

The purpose of this policy is to establish general parameters for determining the workload limits of special education staff in Richfield Public Schools who provide services to children with disabilities receiving direct special education services 60 percent or less of the instructional day.

II. DEFINITIONS

~~A. Special Education Staff; Special Education Teacher~~

~~"Special education staff" and "special education teacher" both mean a teacher employed by the school district who is licensed under the rules of the Professional Educator Licensing and Standards Board to instruct children with specific disabling conditions.~~

~~B~~A. Direct Services

"Direct services" means special education services provided by a ~~special education~~ teacher or a related service professional when the services are related to instruction, including cooperative teaching.

~~C~~B. Indirect Services

"Indirect services" means special education services ~~provided by a special education teacher~~ which include ongoing progress reviews; cooperative planning; consultation; demonstration teaching; modification and adaptation of the environment, curriculum, materials, or equipment; and direct contact with children with disabilities to monitor and observe. Indirect services may be provided by a teacher or related services professional to another regular education, special education teacher, related services professional, paraprofessional, support staff, parents/guardians, and public and nonpublic agencies to the extent that the services are written in the student's IEP and IFSP.

C. Special Education Staff; Special Education Teacher

"Special education staff" and "special education teacher" both mean a teacher employed by the school district who is licensed under the rules of the Professional Educator Licensing and Standards Board to instruct children with specific disabling conditions.

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Commented [CQ1]: Rearranged into alphabetical order

D. Workload

"Workload" means a special education teacher's total number of minutes required for all due process responsibilities, including direct and indirect services, evaluation and reevaluation time, management of individualized education programs (IEPs), travel time, parental contact, and other services required in the IEPs.

III. GENERAL STATEMENT OF POLICY

A. Workload limits for special education teachers shall be determined by the appropriate special education administrator, in consultation with the building principal and the superintendent.

B. In determining workload limits for special education staff, the ~~school d~~District shall take into consideration the following factors: student contact minutes, evaluation and reevaluation time, indirect services, management of IEPs, travel time, and other services required in the IEPs of eligible students.

IV. COLLECTIVE BARGAINING AGREEMENT UNAFFECTED

This policy shall not be construed as a reopening of negotiations between the ~~school d~~District and the special education teachers' exclusive representative, nor shall it be construed to alter or limit in any way the managerial rights or other authority of the ~~school d~~District set forth in the Public Employers Labor Relations Act or in the collective bargaining agreement between the ~~school d~~District and the special education teachers' exclusive representative.

Legal References:
Minn. Stat. § 179A.07, Subd. 1 (Inherent Managerial Policy)
Minn. Rule 3525.0210, Subps. 14, 27, 44, and 49 (Definitions of "Direct Services," "Indirect Services," "Teacher," and "Workload")
Minn. Rule 3525.2340, Subp. 4.B. (Case Loads for School-Age Educational Service Alternatives)

~~***Cross References:*** MSBA/MASA Model Policy 508 (Extended School Year for Certain Students with Individualized Education Programs)~~
~~MSBA/MASA Model Policy 608 (Instructional Services – Special Education)~~

RATIFIED BY THE BOARD OF EDUCATION: August 17, 2015

REVISED BY THE BOARD OF EDUCATION: February 7, 2022

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Adopted: _____ *MSBA/MASA Model Policy 427*
Orig. 2015
Revised: _____ *Rev. 2026*

427 WORKLOAD LIMITS FOR CERTAIN SPECIAL EDUCATION TEACHERS

[NOTE: School districts are required by Minnesota Rules 3525.2340, subpart 4.B, to have a policy for determining the workload limits of special education staff who provide services to students who receive direct special education services sixty (60) percent or less of the instructional day.]

[NOTE: Minnesota Statutes, section 179A.07, subdivision 1, of the Public Employment Labor Relations Act (PELRA) provides that a public employer is not required to meet and negotiate on matters of inherent managerial policy. Matters of inherent managerial policy include, but are not limited to, such areas of discretion or policy as the functions and programs of the employer, its overall budget, utilization of technology, the organizational structure, selection of personnel, and direction of personnel. MSBA's position is that this policy is not a mandatory subject of bargaining. School districts, therefore, are cautioned to not relinquish their inherent managerial right to determine workload limits for special education staff.]

I. PURPOSE

The purpose of this policy is to establish general parameters for determining the workload limits of special education staff who provide services to children with disabilities receiving direct special education services sixty (60) percent or less of the instructional day.

II. DEFINITIONS

[NOTE: MSBA arranged these paragraphs in alphabetical order in February 2026.]

A. Direct Services

"Direct services" means special education services provided by a teacher or a related service professional when the services are related to instruction, including cooperative teaching.

B. Indirect Services

"Indirect services" means special education services which include ongoing progress reviews; cooperative planning; consultation; demonstration teaching; modification and adaptation of the environment, curriculum, materials, or equipment; and direct contact with the pupil to monitor and observe. Indirect services may be provided by a teacher or related services professional to another regular education, special education teacher, related services professional, paraprofessional, support staff, parents, and public and nonpublic agencies to the extent that the services are written in the pupil's IEP and IFSP.

C. Special Education Staff; Special Education Teacher

"Special education staff" and "special education teacher" both mean a teacher employed by the school district who is licensed under the rules of the Minnesota Professional Educator Licensing and Standards Board to instruct children with specific disabling conditions.

D. Workload

"Workload" means a special education teacher's total number of minutes required for all due process responsibilities, including direct and indirect services, evaluation and reevaluation time, management of individualized education programs (IEPs), travel time, parental contact, and other services required in the IEPs.

III. GENERAL STATEMENT OF POLICY

A. Workload limits for special education teachers shall be determined by the appropriate special education administrator, in consultation with the building principal and the superintendent.

B. In determining workload limits for special education staff, the school district shall take into consideration the following factors: student contact minutes, evaluation and reevaluation time, indirect services, management of IEPs, travel time, and other services required in the IEPs of eligible students.

IV. COLLECTIVE BARGAINING AGREEMENT UNAFFECTED

This policy shall not be construed as a reopening of negotiations between the school district and the special education teachers' exclusive representative, nor shall it be construed to alter or limit in any way the managerial rights or other authority of the school district set forth in the Public Employment Labor Relations Act or in the collective bargaining agreement between the school district and the special education teachers' exclusive representative.

Legal References: Minn. Stat. § 179A.07, Subd. 1 (Inherent Managerial Policy)
Minn. Rule 3525.0210, Subps. 14, 27, 44, and 49 (Definitions)
Minn. Rule 3525.2340, Subp. 4.B. (Case Loads for School-Age Educational Service Alternatives)

Cross References: MSBA/MASA Model Policy 508 (Extended School Year for Certain Students with Individualized Education Programs)
MSBA/MASA Model Policy 608 (Instructional Services – Special Education)

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Legislative Platform

(Recommended by the superintendent)

A first read of the draft RPS 2027 legislative platform.

Background Information

This legislative platform is built on a similar structure to previous years, with all broad categories remaining the same, as we continue the focus on reduction of mandates, funding of requirements and racial equity.

Reduce Mandates and Enhance Local Control
Reducing mandates and enhancing local control remains an important area of our focus, as the democratic trifecta of the 2023 and 2024 legislative sessions created numerous unfunded or underfunded mandates. The transition of teachers in classrooms based on employee leave legislation also negatively affects student academic outcomes.

Continue to Support Full Funding of Requirements
Full funding of legislative requirements requires continued vigilance, as universal free lunch resulted in an increase of $400,000 in nutrition services funds to feed our students (who didn't previously qualify for free meals) and a simultaneous $2.1 million reduction in compensatory education to support students' reading and math skills. Any reductions in special education and/or ADSIS funding would decrease supports in reading and math even further.

Diversify Staff Workforce and Promote Equitable Outcomes
While MN has taken strong steps to diversify the workforce and promote equitable outcomes, there are still fewer than 10% teachers of color in the state of MN, while the state's academic outcomes retain large gaps between white students and students of color. There are currently barriers to teacher licensure, especially for teachers who are licensed in other states and have moved to MN to continue teaching.

Improve School Safety

There are many areas related to school safety that can be enhanced. The fact that guns can be legally stored and maintained on school grounds due to a loophole in the law is unacceptable.

Attachments:
RPS Draft 2027 Legislative Platform

RICHFIELD PUBLIC SCHOOLS

Enriching and accelerating learning

Enriqueciendo y acelerando el aprendizaje

Richfield Public Schools 2027 Legislative Platform

REDUCE MANDATES AND ENHANCE LOCAL CONTROL

- Do not create any new unfunded mandates for school districts.
- Allow districts to choose which standardized tests to complete at the high school level. [1,2]
- Reduce special education paperwork requirements to allow teachers to spend more time with students.
- Protect districts' ability to choose their own insurance plans.

CONTINUE TO SUPPORT FULL FUNDING OF REQUIREMENTS

- Provide permanent funding for lost compensatory revenue due to universal free meals.[1,2,3]
- Repeal the $250 million contingent cut to special education cross-subsidy reduction aid enacted in 2025 and increase state funding for special education.
- Protect the state ADSIS funding system to provide support for students struggling academically.[2]
- Fully fund the mandates created in the 2023 and 2024 legislative sessions.

DIVERSIFY STAFF WORKFORCE AND PROMOTE EQUITABLE OUTCOMES

- Approve multiple pathways to teacher licensure, including the Tiered Teacher Licensure System, registered teacher apprenticeships, and several pathway programs to address staffing shortages and diversify the teacher workforce.

IMPROVE SCHOOL SAFETY

- Increase restrictions and close loopholes related to the presence and/or storage of guns on school grounds.[1]

DRAFT

[1] Aligned to the 25-26 AMSD Legislative Platform
[2] Aligned to the 25-26 MSBA Legislative Platform
[3] Aligned to the 25-26 MASA Legislative Platform

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Resolution Supporting the Dissolution and Replacement of a Cooperative Sponsorship Agreement

(Recommended by the superintendent)

That the board approve this resolution for the 2026-2027 school year to support the dissolution of the cooperative sponsorship with Academy of Holy Angels to be replaced by a cooperative sponsorship with Academy of Holy Angels and United Christian Academy for girls lacrosse.

Background Information

Girls lacrosse has been part of a cooperative sponsorship with Academy of Holy Angels. United Christian Academy has requested to join the cooperative sponsorship, which requires a dissolution of the current agreement and approval of a new agreement.

Minnesota State High School League
2100 Freeway Blvd., Brooklyn Center, MN 55430-1735
763-560-2262, Fax: 763.569.0499

Application for DISSOLUTION of Cooperative Sponsorship

Deadline: Not later than the first day of practice for that sport season.
PLEASE SEE BYLAW 403.2 (A-C) and 403.4 (A-D) (amended May 15, 2017) FOR INFORMATION REGARDING REQUIRED DOCUMENTATION AND APPLICATION PROCEDURE

The governing boards of each participating school must jointly make application for dissolution of cooperative sponsorship.

On behalf of the following schools, we hereby apply for dissolution of the cooperative sponsorship of Girls Lacrosse (activity) (boys' or girls') (Adapted-CI or PI) beginning with the **20**26 - **20**27 school year.

List **ALL** schools included in the cooperative sponsorship. *Attach another form if necessary.*

	School	City
High School **#1:**	Academy of Holy Angels	Richfield, MN
High School **#2:**	Richfield H.S.	Richfield, MN
High School **#3:**		
High School **#4:**		

1. Has the school board of each member school of the existing co-op approved a resolution to dissolve the co-op?

☒ **Yes** A copy of the resolution approved by the school board of each member school, stating the reason to dissolve the co-op, MUST be included with this application.

☐ **No** DO NOT SUBMIT this application until a resolution, stating the reason to dissolve the existing co-op, has been approved by the school board of each member school.

2. Please circle appropriate letter.

Member School			
High School #1	A	B	C
High School #2	A	B	C
High School #3	A	B	C
High School #4	A	B	C

Reason for the Dissolution

A. Our school is dropping the activity.

B. Our school will sponsor this activity without a cooperative sponsorship.

C. Our school will sponsor this activity as part of a new cooperative sponsorship. Please submit an Application for Cooperative Sponsorship for the new co-p.

Signature of the person duly authorized by the member school to act on behalf of the member school.

	Designated School Representative	Title of the Designated School Representative
High School **#1:**	David Sorkin	President
High School **#2:**		
High School **#3:**		
High School **#4:**		

Official Action of the MSHSL Board of Directors

☐ Approved ☐ Not Approved

Signature: _____ Date: _____
MSHSL Executive Director

Minnesota State High School League
2100 Freeway Blvd., Brooklyn Center, MN 55430-1735
763-560-2262, Fax: 763.569.0499

Application for Cooperative Sponsorship

Deadline: Not later than 30 days prior to the first day of practice for that sport season.
PLEASE SEE BYLAW 403.2 (A-C) and 403.4 (A-D) (amended May 15, 2017) FOR INFORMATION REGARDING REQUIRED DOCUMENTATION AND APPLICATION PROCEDURE

The governing boards of each participating school must jointly make application for cooperative sponsorship.

On behalf of the following schools, we hereby apply for cooperative sponsorship of Girls Lacrosse ____**beg**inning with the **2026 - 2027** school year. (activity) (boys' or girls') (Adapted-CI or PI)

List **ALL** schools included in the cooperative sponsorship. *Attach another form if necessary.*

	School	Enrollment (9-12)*	City	Administrative Region**	Competitive Section**
High School #1:	Academy of Holy Angels	618	Richfield	Region 3AA	6
High School #2:	Richfield High School	927	Richfield	Region 3AA	6
High School #3:	United Christian Academy	139	Bloomington	Region 4A	6
High School #4:					

*Enrollment reported to the State of Minnesota on October 1 of the previous school year. **Current (Number and Class)

1. Do any of the above schools belong to a conference in this activity?
   ☐ **Yes** This application must include a review and comments from the conference(s) of which the schools are members.
   ☐ **No**
2. Do any of the above schools currently have a cooperative agreement in this activity?
   ☐ **Yes** An application for dissolution must be submitted for the existing agreement.
   ☐ **No**
3. Describe the conditions which have prompted your request to co-sponsor this activity. (See model resolution at www.mshsl.org/About MSHSL/Membership Information: A History & Model Resolution for School Boards)

   AHA and RHS have been in a co-op for this sport. UCA asked to join this year. They dissolved their co-op with Bloomington Kennedy because games were canceled due to low numbers, wanted more stability.

4. List the number of students, by grade level, who participated in this activity during the previous year. *If the school did not sponsor the program last year, indicate the number of students expected to participate in this cooperatively-sponsored activity this year if approved.*

	7th	8th	9th	10th	11th	12th
High School #1	0	0	11	6	4	7
High School #2	0	1	1	0	0	0
High School #3	0	0	0	1	0	0
High School #4						

5. Team Identification: (Indicate how cooped schools should be identified in tournament programs): **Academy of Holy Angels**
6. Team Colors: Royal Blue / Vegas Gold Team Mascot:____Stars_____
7. Host School (school that will receive revenue share check): Academy of Holy Angels

	Board of Education (or designee)	School	Date
Signed	David Sorkin	Academy of Holy Angels	8-24-26
Signed			
Signed			
Signed			

Official Action of the MSHSL Board of Directors

☐ Approved ☐ Not Approved

Signature: Date:

MSHSL Executive Director

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

SUBJECT: Joint Powers Agreement for the Learning Exchange Consortium

(Recommended by the superintendent)

That the board of education authorizes the 2026-2027 consortium agreement between Richfield and Bloomington to jointly provide community education programs and services for adults with disabilities.

2026 JOINT POWERS AGREEMENT FOR THE LEARNING EXCHANGE CONSORTIUM TO COOPERATIVELY PROVIDE COMMUNITY EDUCATION PROGRAMS AND SERVICES FOR ADULTS WITH DISABILITIES

PREAMBLE

THIS AGREEMENT IS MADE and entered by and between the school districts named herein, hereafter collectively referred to as "members," and individually as "member," which are signatories to this Agreement.

It is the intention of the members to jointly cooperate to provide educational and enrichment opportunities for adults with disabilities; increase the public awareness of the role of adults with disabilities; enhance the role of adults with disabilities within the community; enhance cooperation and coordination with the Adaptive Recreation programs; and promote cooperation with other organizations that function within the two communities.

In consideration of the mutual promises and agreements contained herein and subject to the provisions of Minnesota Statutes Section 471.59 and all other applicable statutes, rules, and regulations, the following members:

Independent School District No. 271, Bloomington (ISD 271)
Independent School District No. 280, Richfield (ISD 280)

Hereto agree as follows:

RECITALS

WHEREAS, the members agree to maintain a joint powers entity entitled Learning Exchange Consortium to provide educational and enrichment opportunities for adults with disabilities. Base funding for the consortium will be provided by each consortium member based upon the funding it receives from the State of Minnesota as determined from the Minnesota Department of Education Levy Limitation and Certification reports and collected by the fiscal agent of said consortium.

AGREEMENT

1. JOINT POWERS.

The members are jointly empowered to act on behalf of the consortium and to take such actions as may be necessary from time to time to fulfill the purpose of this Agreement. The name of the entity formed by this Joint Powers Agreement shall be the Learning Exchange Consortium.

2. PURPOSE.

The purpose of the Consortium is to enable the members to provide collaborative efforts for Learning Exchange services, which include: Providing enrichment and educational opportunities, increase the awareness of the role of adults with disabilities, enhance the cooperation and coordination by the members, and promote cooperation with other organizations that function within the two communities.

3. ORGANIZATION AND GOVERNANCE.

The activities contemplated by this Agreement shall be overseen by the Consortium Board. The Consortium Board, hereinafter termed "the Board", shall be in existence for the duration of this Agreement.

A. Voting Representation
The Board shall consist of one voting member from each member District to this Agreement.

Members of the Board shall not be deemed to be employees of the Consortium and will not be compensated by the Consortium for serving on the Board. For all purposes, including workers' compensation, each member of the Board shall be considered to be an employee of the member District that made their appointment.

B. Voting and Quorum
Each Board member shall be entitled to one vote on Board matters.

A quorum shall consist of all Board members. Board action shall be determined by a majority of the votes cast at a meeting of the Board. All votes of the Board shall be recorded and become a matter of public record.

C. Meetings
The Board shall meet at least two times annually at the call of the fiscal agent. Board members will agree to the date and time for regular and special meetings.

4. BOARD DUTIES AND RESPONSIBILITIES.

The Board shall have and exercise all powers that may be necessary and convenient to enable it to perform and carry out the responsibilities conferred on it or contemplated by this Agreement, or which may hereafter be imposed on it by law or contract.

Such powers shall include the power to accept and disburse funds and to apply for state funds necessary for the purposes set forth herein. The board shall not have the authority to levy taxes.

The Board, on behalf of each individual member, shall assume the following responsibilities:

A. The Board, with the input and assistance of the fiscal agent, shall consider and approve all budgets and evaluate the programs and services provided by the Consortium.

B. The Board shall review this Agreement on an annual basis and, if necessary, amend this Agreement in accordance with paragraph 11.

C. The Board shall review contracts and/or leases at the request of the fiscal agent as needed to help fulfill the purpose of this Agreement.

5. FINANCIAL PARTICIPATION.

The members agree that the Board shall have the authority to utilize funds received in the name of the Consortium for the purposes outlined herein. The members further agree that they shall share in any Consortium deficit as approved by a majority vote of the Board. Each member shall share in any deficit in proportion to the respective enrollment of each district in the current fiscal year.

6. MEMBER OBLIGATIONS.

Each member shall be obligated to:

A. Submit appropriate financial data required by the State to qualify for program approval.

B. Contribute to the efforts of the Consortium. For example, member Districts agree to provide the following:

i. Administrative leadership and support;
ii. Outreach and marketing through Community Education catalogs;
iii. Referral of students to the program; and
iv. Liaison support of local schools, social service agencies and employers.
v. Use of District facilities for classes at no additional cost, with exceptions on weekends, etc.

C. Direct all State Aid and Levy funding intended for Adults with Disabilities to the fiscal agent on behalf of the Consortium.

7. FISCAL AGENT.

ISD 271 shall serve as the fiscal agent for the Consortium. The Board, by a majority vote, may designate any other member to act as fiscal agent for the Consortium, provided the designated fiscal agent accepts the responsibilities. The fiscal agent shall perform the following duties and responsibilities:

A. The fiscal agent is responsible for fiscal management of the Consortium. The fiscal agent shall develop a program budget and submit the same to the Board for approval. The fiscal agent shall monitor the program budget and ensure proper recordkeeping of all receipts and expenditures of the Consortium.

B. The fiscal agent is responsible for the organizational structure and staffing and supervision in order to implement programs.

C. The fiscal agent shall develop operational guidelines and procedures. Such guidelines and procedures shall be presented to the Board.

D. The fiscal agent shall collect data from members as necessary to perform the purposes of this Agreement.

E. The fiscal agent shall submit all required State performance reports and fiscal reports.

F. The fiscal agent shall keep all records on behalf of the Consortium.

G. The fiscal agent is responsible for program planning and development. The fiscal agent will report to the Board on program planning and development at each Board meeting.

8. INSURANCE.

The members agree that they will at all times, during the term of this Agreement or any extension thereof, at their own expense, maintain and keep in force comprehensive general public liability insurance against claims for personal injury, death, or property damage arising in connection with this Agreement in the limits set forth in Minnesota Statutes Section 466.04, as amended. The members further agree that they will name the Consortium as an additional insured on said insurance policies and submit certificates of said insurance to the fiscal agent.

The members agree that they will carry workers' compensation insurance as required by law, and that they will submit certificates of said insurance to the fiscal agent.

In the event that the procured liability coverage does not cover a particular act or omission, each individual member shall not be individually liable unless required by law, but any such liability shall be apportioned amongst the members based upon their percent of enrollment relative to the other members of the Consortium in the 12 months preceding the act or omission.

Activities by the Consortium are intended to be and shall be construed as a "cooperative activity" and the Consortium shall be deemed a "single government unit" for purposes of liability, as set forth in Minnesota Statutes Section 471.59, subd. 1a(b). To the fullest extent permitted by law, each member of the Consortium agrees to defend and indemnify the other members, their school board members, employees, and volunteers, from and against all claims, damages, losses, and expenses, including attorney fees, arising out of or resulting from the activities under this Agreement.

Under no circumstances, however, shall a party be required to pay, on behalf of itself or other parties, any amounts in excess of the limits on liability established in Minnesota Statutes Chapter 466 applicable to any one party. The limits of liability for some or all of the parties may not be added together to determine the maximum amount of liability for any party. Nothing in this Agreement shall constitute a waiver of the rights, benefits, immunities, and privileges that each party is entitled to under federal law or state law.

9. TERM OF AGREEMENT AND TERMINATION.

This term of this Agreement shall run from the date of authorization of the School Boards of each respective member through June 30, 2027, unless it is terminated prior to June 30, 2027, as a result of the Consortium being:

A. Terminated by the mutual consent of the members;
B. Suspended or superseded by a subsequent agreement between the members; or
C. Terminated by operation of law.

If the Agreement is terminated, all assets acquired as a result of the joint exercise of powers pursuant to this Agreement remaining after the date of termination and after payment of any outstanding debts or expenses, shall be returned to those members in good standing on the date of termination in proportion to the respective contributions made by the member.

10. WITHDRAWAL

Upon adoption of a resolution of its School Board, an individual member may withdraw from participation in the Consortium by providing eleven (11) months written notice.

A withdrawing member shall not be entitled to the return of any contributions previously paid, and shall remain jointly liable for all indebtedness made on behalf of the Consortium during the period in which the withdrawing member was a member of the Consortium. The members shall engage in negotiations over the terms of such indebtedness, including the possibility of a settlement and release of liability for withdrawing members.

11. AMENDMENTS.

Proposed amendments must be submitted to the Board for review and approval. Prior to a meeting of the Board at which an amendment of this Agreement will be considered, each Board member shall be given ten (10) days prior written notice of the meeting and the proposed amendment. In order to be approved, amendments must receive a majority vote of those Board members present at a duly qualified meeting at which the vote is taken.

Should an amendment receive the requisite approval from the Board as provided in this section, the amendment shall be submitted to each member School Board represented

on the Board. The amendment shall not be enacted unless adopted by the School Board of each member represented on the Board.

12. EFFECTIVE DATE.

The members agree that this Agreement shall become effective upon authorization of the School Boards of each respective member and shall be enforced from and after that date until terminated in accordance with paragraph 9.

13. AUTHORIZATION.

IN WITNESS WHEREOF, the undersigned member, pursuant to an authorizing resolution of its respective School Board, has caused this Agreement to be signed on the date on the following page.

_____	_____	_____
Chair, Bloomington ISD 271	Clerk, Bloomington ISD 271	Date
_____	_____	_____
Chair, Richfield ISD 280	Clerk, Richfield 280	Date

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

SUBJECT: Joint Powers Agreement for the Metro South Adult Basic Education Consortium

(Recommended by the superintendent)

That the board of education authorizes the 2026-2027 consortium agreement between Richfield, Bloomington, Eden Prairie and Edina to jointly provide Adult Basic Education ("ABE") services for its residents 17 years of age and older who are not currently enrolled in public school regular day classes.

2026 JOINT POWERS AGREEMENT FOR THE METRO SOUTH ADULT BASIC EDUCATION CONSORTIUM

PREAMBLE

THIS AGREEMENT IS MADE and entered by and between the school districts named herein, hereafter collectively referred to as "members," and individually as "member," which are signatories to this Agreement.

This Agreement is made pursuant to Minnesota Statutes section 471.59, which provides that two or more governmental units may by agreement jointly exercise any power common to the contracting members, and Minnesota Statutes section 124D.521, which sets forth the requirements for adult basic education consortia. Each of the members to this Agreement has been duly authorized to enter into the Agreement by its respective School Board.

It is the intention of the members to jointly cooperate to provide Adult Basic Education ("ABE") services for its residents 17 years of age and older who are not currently enrolled in public school regular day classes.

In consideration of the mutual promises and agreements contained herein and subject to the provisions of Minnesota Statutes section 471.59 and all other applicable statutes, rules, and regulations, the following members:

Independent School District No. 271, Bloomington (ISD 271)
Independent School District No. 272, Eden Prairie (ISD 272)
Independent School District No. 273, Edina (ISD 273)
Independent School District No. 280, Richfield (ISD 280)

hereto agree as follows:

RECITALS

WHEREAS, the members agree to maintain a joint powers entity entitled Metro South Adult Basic Education Consortium ("Consortium") to provide adult education and literacy education. Base funding for the Consortium will be provided by the State of Minnesota to the duly assigned fiscal agent on behalf of the operation of the program; and

WHEREAS, the members seek to provide Adult Basic Education ("ABE") opportunities to its residents 17 years of age and older who are not currently enrolled in public school regular day classes; and

WHEREAS, the members understand that programs funded through the WorkForce Innovation and Opportunity Act and Minnesota Statutes section 124D.52, Adult Basic Educations, needs to be part of a cooperative ABE delivery system established by written agreement among two or more school districts; and

WHEREAS, the members certify that the Consortium will carry out tasks and responsibilities in compliance with all applicable State and Federal laws and regulations, as well as the promises and agreements contained herein; and

WHEREAS, the purposes of the laws are to enable all adults to acquire basic skills necessary to function in society and also enable adults who desire to continue their education to at least the level of completion of secondary school.

NOW THEREFORE, in consideration of the mutual promises and agreements set forth, the members agree as follows:

AGREEMENT

1. JOINT POWERS.

The members are jointly empowered to act on behalf of the several members and to take such actions as may be necessary from time to time to fulfill the purpose of this Agreement. The name of the entity formed by this Joint Powers Agreement shall be the Metro South Adult Basic Education Consortium. The Consortium shall have all the powers, duties, authorities, and responsibilities pertaining to the provision of ABE Services of the School Boards of each individual member that are herein designated and assigned to the Consortium.

2. PURPOSE.

The purpose of the Consortium is to enable the members to provide programs that offer comprehensive learning opportunities and support service choices appropriate for and accessible to adults at all basic skill and English language levels of need, as Per Minnesota. Statute 124D.52, subd. 2. (b)(1).

3. ORGANIZATION AND GOVERNANCE.

The activities contemplated by this Agreement shall be overseen by the Consortium Board. The Consortium Board, hereinafter termed "the Board," shall be in existence for the duration of this Agreement.

A. Voting Representation.

The Board shall consist of one voting member from each member District to this Agreement. Members of the Board shall not be deemed to be employees of the Consortium and will not be compensated by the Consortium for serving on the Board. For all purposes, including workers' compensation, each member of the Board shall be considered to be an employee of the member District that made their appointment.

B. Voting and Quorum.

Each Board member shall be entitled to one vote on Board matters. A quorum shall consist of all Board members. Board action shall be determined by a majority of the votes cast at a meeting of the Board. All votes of the Board shall be recorded and become a matter of public record.

C. Meetings.

Each of the Community Education Directors shall meet quarterly and the chair of the Board does not have to call the quarterly meetings. Two or more members may request a special meeting of the Board by submitting a written notice to all Board members.

4. BOARD DUTIES AND RESPONSIBILITIES.

The Board shall have and exercise all powers that may be necessary and convenient to enable it to perform and carry out the responsibilities conferred on it or contemplated by this Agreement, or which may hereafter be imposed on it by law or contract.

Such powers shall include the power to accept and disburse funds and to apply for state and federal funds necessary for the purposes set forth herein. The Board shall not have the authority to levy taxes.

The Board, on behalf of each individual member, shall assume the following responsibilities:

A. The Board, with the input and assistance of the fiscal agent, shall consider and approve all budgets and evaluate the programs and services provided by the Consortium.

B. The Board shall review this Agreement on an annual basis and, if necessary, amend this Agreement in accordance with paragraph 11.

C. The Board shall review contracts and/or leases at the request of the fiscal agent as needed to help fulfill the purpose of this Agreement.

5. FINANCIAL PARTICIPATION.

The members agree that the Board shall have the authority to utilize funds received in the name of the Consortium for the purposes outlined herein. The members further agree they shall share in any Consortium deficit as approved by a majority vote of the Board. Each member shall share in any deficit in proportion to the respective enrollment of each district in the current fiscal year.

6. MEMBER OBLIGATIONS.

Each member shall be obligated to:

A. Submit appropriate financial data required by the State to qualify for program approval.

B. Contribute to the ABE efforts of the Consortium. For example, member Districts may provide the following:

1) Administrative leadership and support;
2) Outreach and marketing through Community Education catalogs;
3) Referral of students to the program; and
4) Liaison support of local schools, social service agencies and employers.

C. Agree to abide by any requirements set forth in the annual adult basic education program application, including the state adult basic education assurances which are hereby incorporated into this Agreement by reference.

D. Direct all revenue intended for ABE Services, whether it be State, Federal, or local funding, to the fiscal agent on behalf of the Consortium.

7. FISCAL AGENT.

ISD 271 shall serve as the fiscal agent for the Consortium. The Board, by a majority vote, may designate any other member to act as fiscal agent for the Consortium, provided the designated fiscal agent accepts the responsibilities. The fiscal agent shall perform the following duties and responsibilities:

A. The fiscal agent is responsible for fiscal management of the Consortium. The fiscal agent shall develop a program budget and submit the same to the Board for approval. The fiscal agent shall monitor the program budget and ensure proper recordkeeping of all receipts and expenditures of the Consortium.

B. The fiscal agent shall develop formulas, pertaining to both revenues and expenditures, for the distribution of Consortium funds. Such formulas shall be submitted to the Board for approval.

C. The fiscal agent is responsible for the organizational structure, staffing and supervision in order to implement programs. The fiscal agent shall employ Consortium-wide ABE staff working on behalf of the Consortium.

D. The fiscal agent shall develop operational guidelines and procedures. Such guidelines and procedures shall be presented to the Board.

E. The fiscal agent shall collect data from members as necessary to perform the purposes of this Agreement.

F. The fiscal agent shall submit application materials on behalf of the Consortium for State, Federal, and other grants.

G. The fiscal agent shall submit all required State and Federal performance reports and fiscal reports.

H. The fiscal agent shall file this Agreement with the Minnesota Department of Education as required by Minnesota Statutes section 124D.521.

I. The fiscal agent shall provide necessary assurances to State and Federal authorities.

J. The fiscal agent shall keep all records on behalf of the Consortium.

K. The fiscal agent is responsible for program planning and development. The fiscal agent will report to the Board on program planning and development at each Board meeting.

L. The fiscal agent shall perform all obligations and duties as set forth in Minnesota Statutes section 124D.521, as amended.

8. INSURANCE.

The members agree that they will at all times, during the term of this Agreement or any extension thereof, at their own expense, maintain and keep in force comprehensive general public liability insurance against claims for personal injury, death, or property damage arising in connection with this Agreement in the limits set forth in Minnesota Statutes section 466.04, as amended. The members further agree that they will name the Consortium as an additional insured on said insurance policies and submit certificates of said insurance to the fiscal agent.

The members agree that they will carry workers' compensation insurance as required by law, and that they will submit certificates of said insurance to the fiscal agent.

In the event the procured liability coverage does not cover a particular act or omission, each individual member shall not be individually liable unless required by law, but any such liability shall be apportioned amongst the members based upon their percent of enrollment relative to the other members of the Consortium in the 12 months preceding the act or omission.

Activities by the Consortium are intended to be and shall be construed as a "cooperative activity" and the Consortium shall be deemed a "single government unit" for purposes of liability, as set forth in Minnesota Statutes section 471.59, subd. 1a(b). To the fullest extent permitted by law, each member of the Consortium agrees to defend and indemnify the other members, their school board members, employees, and volunteers, from and against all claims, damages, losses, and expenses, including attorney fees, arising out of or resulting from the activities under this Agreement.

Under no circumstances, however, shall a party be required to pay, on behalf of itself or other parties, any amounts in excess of the limits on liability established in Minnesota Statutes Chapter 466 applicable to any one party. The limits of liability for some or all of the parties may not be added together to determine the maximum amount of liability for any party. Nothing in this Agreement shall constitute a waiver of the rights, benefits, immunities, and privileges that each party is entitled to under federal law or state law.

9. TERM OF AGREEMENT AND TERMINATION.

This term of this Agreement shall run from the date of authorization of the School Boards of each respective member through June 30, 2027, unless it is terminated prior to June 30, 2027 as a result of the Consortium being:

A. Terminated by the mutual consent of the members;

B. Suspended or superseded by a subsequent agreement between the members; or

C. Terminated by operation of law.

If the Agreement is terminated, all assets acquired as a result of the joint exercise of powers pursuant to this Agreement remaining after the date of termination and after payment of any outstanding debts or expenses, shall be returned to those members in good standing on the date of termination in proportion to the respective contributions made by the member.

10. WITHDRAWAL

Upon adoption of a resolution of its School Board, an individual member may withdraw from participation in the Consortium by providing eleven (11) months written notice. Written notice must also be submitted to the Commissioner of the Minnesota Department of Education.

A withdrawing member shall not be entitled to the return of any contributions previously paid, and shall remain jointly liable for all indebtedness made on behalf of the Consortium during the period in which the withdrawing member was a member of the Consortium. The members shall engage in negotiations over the terms of such indebtedness, including the possibility of a settlement and release of liability for withdrawing members.

11. AMENDMENTS.

Proposed amendments must be submitted to the Board for review and approval. Prior to a meeting of the Board at which an amendment of this Agreement will be considered, each Board member shall be given ten (10) days prior written notice of the meeting and the proposed amendment. In order to be approved, amendments must receive a majority vote of those Board members present at a duly qualified meeting at which the vote is taken.

Should an amendment receive the requisite approval from the Board as provided in this section, the amendment shall be submitted to each member School Board represented on the Board. The amendment shall not be enacted unless adopted by the School Board of each member represented on the Board.

12. EFFECTIVE DATE.

The members agree that this Agreement shall become effective upon authorization of the School Boards of each respective member, and shall be enforced from and after that date until terminated in accordance with paragraph 9.

13. AUTHORIZATION.

IN WITNESS WHEREOF, the undersigned member, pursuant to an authorizing resolution of its respective School Board, has caused this Agreement to be signed on the date on the following page.

Chair, Bloomington ISD 271	Clerk, Bloomington ISD 271	Date
Chair, Eden Prairie ISD 272	Clerk, Eden Prairie ISD 272	Date

Chair, Edina ISD 273	Clerk, Edina ISD 273	Date
Chair, Richfield ISD 280	Clerk, Richfield ISD 280	Date

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

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 16, 2026

Subject: Donations

(Recommended by the superintendent)

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

The RHS Spartan Food Shelf received a donation of $500.00 from Willis Cahill of Richfield.

Sheridan Hills Elementary School received donations of 20.00 from Helen Ong of Edina, $57.50 through the Blackbaud Giving Fund, and $324.56 through the American Online Giving Foundation.