

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 8, 2021
7:00 p.m. School Board Meeting

- I. CALL TO ORDER
- II. REVIEW AND APPROVAL OF THE AGENDA
- III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS
 - A. Superintendent Update
 - 1. Community Education & Early Childhood Presentation
 - 2. Academic Standards and Instructional Curriculum
 - B. Commendation
- IV. CONSENT AGENDA
 - A. Routine Matters
 - 1. Minutes of the regular meeting held October 18, 2021
 - 2. General Disbursements as of 10/29/21 in the amount of \$2,746,422.91
 - 3. Investment Holdings
 - B. Personnel Items
- V. OLD BUSINESS
 - A. Policy 706 – Acceptance of Gifts
 - B. Policy 601 – Academic Standards and Instructional Curriculum
- VI. NEW BUSINESS
 - A. Resolution – Canvassing Returns of Votes of School District General Election
 - B. Resolution – Authorizing Issuance of Certificates of Election and Directing the School District Clerk to Perform other Election Related Duties
 - C. Assurance of Compliance with State and Federal Law Prohibiting Discrimination

D. Policy 452: Evaluation and Development of Professional Staff & Administrative Guideline 452.1

E. Donations

VII. ADVANCE PLANNING

A. Legislative Update

B. Information and Questions from Board

C. Future Meeting Dates

11-22-2021	7:00 p.m.	Regular Board Meeting – Public Comment
12-6-2021	7:00 p.m.	Regular Board Meeting with Truth-in-Taxation

D. Suggested/Future Agenda Items

VIII. ADJOURN REGULAR MEETING

**INFORMATION AND PROPOSALS –
NON-ACTION ITEMS**

Agenda Item III.A.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

Subject: Superintendent Update

Director of Community Education Carole McNaughton-Commers provides an update. Superintendent Unowsky gives an overview of the proposed changes to Policy 601.

Attached:

Community Education Presentation
Academic Standards & Instructional Curriculum Presentation

Enriching and accelerating learning

R

RICHFIELD
PUBLIC SCHOOLS

Lifelong Learning 21-22

Community Education and
Early Childhood Programs

November 8, 2021

Enriqueciendo y acelerando el aprendizaje

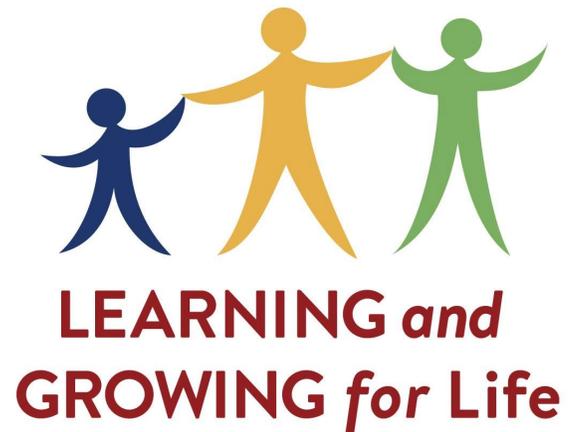


RICHFIELD

PUBLIC SCHOOLS

AGENDA

- Adult & Community
- Families & Youth
- Preschool & ECCE



Pandemic Recovery

- 692 adult participants year to date -- 994 in calendar year 2019
- Online in partnership with other districts: 102 classes, 266 participants

Fall Partnerships

- 31 adults in ESL at Central
- 22 Health and Facilities staff trained in First Aid/CPR
- 20 in Planning Kitchen Remodel with Bloomington
- 28 in Star Watch with Bloomington

New Outreach to Older Adults

- Metro Regional Arts Council grant
 - 12 classes offered, 39 class participants
- 2,479 survey and resource mailing (175 responses)
- 120 seniors at Richfield drive-thru event



Popular

- Learn to Love Your Smartphone/Tablet
- Prepare Your Own Will
- Home Repair & Remodeling
- Corn Tortillas & More
- Evergreen Planter

Informational & Discussion

- Bridging Cultures: Latino & Somali Stories
- Through the Lens of Sojourner Truth
- So You Want to be Anti-Racist?
- Introduction to Native American Arts
- Connections Matter; outreach & liaison groups
- What You Always Wanted to Know about Muslim & Islam

Culinary & Cultural Experiences

- Enchiladas, Sauces and Salsas
- Easy Ethiopian/Eritrean Cooking
- Louisiana Jambalaya & Cornbread
- Homemade Egg Rolls and Samosa
- Taquiza! Authentic Mexican Tacos
- Native American Hoop Dance
- Somali Dance Troupe



Breaking the Barriers to Participation



Community Education Equity Efforts

- Spanish translations in district wide catalog
- Bilingual classes/activities
- Child care available
- Increased bilingual presence at Central and events
- MIRA social media engagement is up 58%
- Free devices & assistance for adult ESL
- Lower fees through grants and scholarships
- Personal invitations and newcomer discounts
- New connections for those with special needs
- Changes to day and time schedules
- Extended hours to serve more families
 - Preschool Plus pilot program
 - Preschool non-school days
 - Elementary School's Out activities

Several activities in this catalog are presented or supported as bilingual, English and Spanish. Look for this symbol next to the activity description.



Varios de los programas en este catálogo son presentados o apoyados bilingüe, inglés y español. Mira por este símbolo a un lado de la descripción de la actividad.

Increasing Access for Families & Youth



RICHFIELD
PUBLIC SCHOOLS

Success through creativity and collaboration

Bilingual, intergenerational, fun experiences

- Family field trips
- On site events
- Community engagement

Partnership impacts

- MIRA outreach = 38% Latino participation growth in CE since 2019
- READY scholarships supporting 190 students, 26 CE activities in 2021

Filling the gaps

- After School
- Non School Days
- Summer

Looking ahead



Early Learning Enrollment Numbers



RICHFIELD
PUBLIC SCHOOLS

80 - 3 year old students in Inclusive
Preschool

188 - 4 year old students in PreK

67 - Families served in ECFE programs

133 - individuals participating in ECFE
programs

Continuous Improvement in Early Learning | **RICHFIELD** PUBLIC SCHOOLS

- Adopted new preschool curriculum, “Creative Curriculum” used for all 3 and 4 year olds and some of our ECFE classes serving preschool aged children.
- Started mixed age preschool programs at Central
- Piloting Spanish Enrichment Preschool at Central
- Piloting PreK Plus (9 hour extended day preschool for 4s at Central)
- Added ECFE programming with multilingual classes
- Restructured preschool classes to all half day programs to match funding allocations
- Continued focus on early literacy and family engagement with our CLSD (Comprehensive Literacy State Development) grant focus
- Literacy coaching for all preschool teachers
- Monitoring of evidence-based practices through classroom learning walks

Anti-Racist Work in Early Learning



RICHFIELD
PUBLIC SCHOOLS

All Early Learning teachers are creating an action plan to further their commitment to anti-racist equity work this year. This work is supported in professional development and coaching sessions.

Work will also be tracked through ILT and building wide Equity Work and Families Learning Together collaboration and teacher accountability partners. Teachers will also participate in the new process of classroom collaboration team lead by our early learning social worker and coaches.

Enriching and accelerating learning

R

RICHFIELD
PUBLIC SCHOOLS

Questions?



**Thank
you!**

Enriqueciendo y acelerando el aprendizaje

Enriching and accelerating learning

R

RICHFIELD
PUBLIC SCHOOLS

**Academic Standards &
Instructional Curriculum**

Understanding the proposed
changes to Policy 601

Board Meeting 11/8/21

Enriqueciendo y acelerando el aprendizaje

- Policy 601 was examined last year for possible updates, and feedback was obtained from Safe & Supportive Schools as well as all high school teaching staff. No changes were approved at that time.
- This policy is now back for a 2nd read by the board tonight. Passage will be recommended after a 3rd read on 11/22/21. Between now and the next board meeting, the policy will be given one final review by the Safe & Supportive Schools committee.

Minor Updates

- Some aspects of the policy have been updated to reflect current realities, such as offering music classes in all of our schools, but not necessarily other performing arts.
- Some wording has been updated to align to our Equity Policy and other recently revised policies.
- A section on reading by grade 3 has been added to comply with current statute and the MSBA model policy.
- The graduation requirements have been replaced with a reference to the Graduation Requirements Policy so as not to be repetitive.

- A new section has been added to communicate the RPS philosophy on grading. This reflects changes that have been made over the past few years as well as our ongoing work to become fully aligned with our entire district practicing standards-based grading.
 - Grades serve the purpose of communicating what students have learned.
 - Grades should be absent of subjective, non-academic factors.
 - Grades should be based on transparent expectations that are communicated to students in advance.

Weighted Grades, GPA, and Class Rank



RICHFIELD
PUBLIC SCHOOLS

Current practices that will continue for our 9th-12th graders:

RHS calculates GPA using the following scale:

A+	=	4.333
A	=	4.000
A-	=	3.667
B+	=	3.333
B	=	3.000
B-	=	2.667
C+	=	2.333
C	=	2.000
C-	=	1.667
D+	=	1.333
D	=	1.000
D-	=	0.667
F	=	0.000

AP, CIS and PSEO	=	x 1.2
Honors	=	x 1.1
All other classes	=	x 1.0

To calculate GPA, take each grade value from the above scale, multiply by the weight for advanced courses, and find the average.

RHS assigns class rank from highest to lowest according to cumulative GPA.

New practices starting with this year's 8th graders:

RHS will calculate GPA using the following scale:

A	=	4.000
A-	=	3.667
B+	=	3.333
B	=	3.000
B-	=	2.667
C+	=	2.333
C	=	2.000
C-	=	1.667
D+	=	1.333
D	=	1.000
D-	=	0.667
F	=	0.000

To calculate GPA, take each grade value from the above scale, and find the average.

No grade will receive a value higher than 4.000, regardless of whether or not it is in an advanced class.

RHS will not assign a class rank.

Reasoning for Major Changes

- Weighted grading and class rank are outdated practices that districts are starting to move away from.
- Having a 4.000 as the highest possible grade value simplifies and equalizes the process for transfer students entering RPS.
- College admissions offices look at the specifics of each student's transcript, not simply the GPA number.
- Equalizing class weighting aligns to our Equity Policy and our values of supporting all students. Providing a higher weight to advanced classes sent the message that we placed an inherently higher value on those courses than on other core classes, electives, career education, etc.
- Assigning a class rank creates unnecessary stress and competition among the students, who should be encouraged to focus instead on doing their best academic work in order to achieve their own dreams.

Enriching and accelerating learning



RICHFIELD
PUBLIC SCHOOLS

Questions/Comments

Enriqueciendo y acelerando el aprendizaje

**INFORMATION AND PROPOSALS –
NON-ACTION ITEMS**

Agenda Item III.B.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

Subject: Commendation

Richfield Public Schools would like to commend staff members Sarah Olson, Stacy Theien-Collins, Dr. Alecia Mobley, and Marisa Zimmerman for their care and respect for their fellow RPS colleagues. Superintendent Unowsky received the following email from Jana Rhoden, special education teacher at RHS:

“Superintendent Unowsky,

Everyone has got me up in my feeling this week so I need to give out some shout-outs.

This week has been a hard one for me. A student made a bad choice and I/we had to watch the fallout. I'm sad for the student and their family, but thankful we can get them help. The team here is compassionate enough to realize I am questioning myself as well.

As of now, 4 of my colleagues have reached out to make sure I'm ok. Sarah, Stacy, Alecia, and Marisa, I can't tell you how much it means to me. I needed it!!! Thank you for making me feel so supported and valued!!!! These are the leaders that help us to show up every day!

I wanted to brag to the school board about how supported I felt. They need to hear the good things!

Thanks, everyone!
Jana”

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	302449	09/29/2021	ST OLAF COLLEGE	R	1,000.00
01	302450	09/30/2021	ANDERSON BRENDA	R	20.00
01	302451	09/30/2021	ANDERSON SHEILA K	R	90.00
01	302452	09/30/2021	AYINDE WAHEED	R	139.00
01	302453	09/30/2021	BEAULIEU NATHAN	R	77.00
01	302454	09/30/2021	BEECHER JOHN L	R	62.00
01	302455	09/30/2021	BERG ADAM	R	92.00
01	302456	09/30/2021	BIX FRUIT COMPANY	R	3,748.35
01	302457	09/30/2021	BOHMBACH JOHN	R	92.00
01	302458	09/30/2021	BOSE THOMAS N	R	135.00
01	302459	09/30/2021	CARLSON KENT	R	20.00
01	302460	09/30/2021	COLBERT BOBBY	R	35.00
01	302461	09/30/2021	COLLEGE TOWN PIZZA INC	R	395.25
01	302462	09/30/2021	COMCAST	R	269.32
01	302463	09/30/2021	DICK BLICK COMPANY	R	1,058.55
01	302464	09/30/2021	DISTRICT 281	R	45.45
01	302465	09/30/2021	EASYPERMIT POSTAGE	R	6,991.02
01	302466	09/30/2021	ECM PUBLISHERS INC	R	168.75
01	302467	09/30/2021	ELABDI KHALED	R	139.00
01	302468	09/30/2021	EMI AUDIO	R	54.99
01	302469	09/30/2021	FAIRCON SERVICE COMPANY	R	1,335.00
01	302470	09/30/2021	FINANGER PHILLIP J	R	100.00
01	302471	09/30/2021	FOLLETT EDUCATIONAL	R	1,299.00
01	302472	09/30/2021	GARCIA ERIKA	R	20.00
01	302473	09/30/2021	GENESIS TECHNOLOGIES INC	R	1,950.00
01	302474	09/30/2021	GLASS DOCTOR OF MINNEAPOLIS	R	1,006.52
01	302475	09/30/2021	GONZALEZ, KEILA	R	6.00
01	302476	09/30/2021	GOVENAT DIANE	R	20.00
01	302477	09/30/2021	GRAHAM THOMAS	R	50.00
01	302478	09/30/2021	HEARTLAND PAYMENT SYSTEMS INC	R	5,161.00
01	302479	09/30/2021	HEGARD LISA	R	20.00
01	302480	09/30/2021	HEGARD SHAWN	R	20.00
01	302481	09/30/2021	HEINEMANN	R	499.40
01	302482	09/30/2021	HRYPA WILLIAM V	R	139.00
01	302483	09/30/2021	IXL LEARNING	R	1,260.00
01	302484	09/30/2021	JARED BLAYDE SNODGRASS BROWN	R	77.00
01	302485	09/30/2021	JESSEN CHRIS	R	77.00
01	302486	09/30/2021	JOHNSON BRODY	R	20.00
01	302487	09/30/2021	KAISERCLIX	R	200.00
01	302488	09/30/2021	KOVACH JIM	R	92.00
01	302489	09/30/2021	KROONBLAWD DAVID	R	139.00
01	302490	09/30/2021	LITERACY RESOURCES, INC (LRI)	R	87.99
01	302491	09/30/2021	LOKKEN SANDRA J	R	20.00
01	302492	09/30/2021	MACKIN BOOK COMPANY	R	951.67
01	302493	09/30/2021	MALLOY MONTAGUE KARNOWSKI & RADO	R	9,600.00
01	302494	09/30/2021	MATRIX COMMUNICATIONS INC	R	1,460.00
01	302495	09/30/2021	MCTLC	R	325.00
01	302496	09/30/2021	MILES SARA	R	50.00
01	302497	09/30/2021	MOOK GREG	R	20.00

01	302498	09/30/2021	MOOK MAUREEN	R	50.00
01	302499	09/30/2021	MY CREDIT UNION	R	327.00
01	302500	09/30/2021	NEW LIFE ENTERPRISE	R	576.00
01	302501	09/30/2021	NEWS 2 YOU INC	R	199.68
01	302502	09/30/2021	NORGAARD DANIEL	R	92.00
01	302503	09/30/2021	OCCUPATIONAL MEDICINE CONSULTANTS	R	825.00
01	302504	09/30/2021	OKEY CHRIS	R	50.00
01	302505	09/30/2021	OLEYAR DAVID A	R	139.00
01	302506	09/30/2021	OLSON JEROME R	R	20.00
01	302507	09/30/2021	OLSON NOELLE	R	50.00
01	302508	09/30/2021	OWENS SEDRIC	R	20.00
01	302509	09/30/2021	PAN O GOLD BAKING CO	R	348.20
01	302510	09/30/2021	PAYDHEALTH	R	40,686.65
01	302511	09/30/2021	POLITZ JORDAN	R	139.00
01	302512	09/30/2021	POPP RYAN G	R	20.00
01	302513	09/30/2021	PORTER MARILYN	R	62.00
01	302514	09/30/2021	POTTIOS LAVINIA	R	192.00
01	302515	09/30/2021	PREMIUM WATERS INC	R	200.00
01	302516	09/30/2021	RATWIK ROSZAK & MALONEY PA	R	175.50
01	302517	09/30/2021	ROBIDEAU BRIAN	R	92.00
01	302518	09/30/2021	SCHOLASTIC INC	R	654.50
01	302519	09/30/2021	SCHOOL SPECIALTY, LLC	R	250.14
01	302520	09/30/2021	SHAVOR SYDNEY	R	30.00
01	302521	09/30/2021	SNODGRASS MARILU	R	139.00
01	302522	09/30/2021	STEVE WEISS MUSIC INC	R	494.85
01	302523	09/30/2021	STONE, VICTORIA	R	148.50
01	302524	09/30/2021	TIERNEY BROTHERS INC	R	6,324.41
01	302525	09/30/2021	TIETZ STEVEN M	R	139.00
01	302526	09/30/2021	TOENSING PETER	R	35.00
01	302527	09/30/2021	TRIO SUPPLY COMPANY	R	1,766.68
01	302528	09/30/2021	TWIN CITY HARDWARE	R	288.16
01	302529	09/30/2021	UPPER LAKES FOODS	R	24,652.78
01	302530	09/30/2021	VALLEY SPEECH LANG & LEARN CENTER	R	300.00
01	302531	09/30/2021	VU HIEP	R	216.00
01	302532	09/30/2021	WILSON JOHN P	R	20.00
01	302533	09/30/2021	WITZEL GAIL ANN	R	135.00
01	302534	09/30/2021	XCEL ENERGY	R	80,336.28
01	302535	09/30/2021	MY CREDIT UNION	R	75.00
01	V611174	10/01/2021	LILI CUATE PLIEGO	R	43.00
01	V611175	10/01/2021	GLORIA M ENGLUND	R	134.00
01	V611176	10/01/2021	LINDSEY M LARSON	R	18.60
01	V611177	10/01/2021	KARIN V GAERTNER	R	17.00
01	V611178	10/01/2021	CASSIDY H JAVNER	R	9.65
01	V611179	10/01/2021	GRACE M JENNINGS	R	28.00
01	V611180	10/01/2021	LISA A LEIKNES	R	300.05
01	V611181	10/01/2021	MICHAEL A MANNING	R	87.80
01	V611182	10/01/2021	OFELIA MARTINEZ	R	175.00
01	V611183	10/01/2021	LI J MATTSON	R	175.00
01	V611184	10/01/2021	MARY M MEYER	R	92.99
01	V611185	10/01/2021	DARBY L SWANK	R	70.00

01	V611186	10/01/2021	MARTA I SHAHSAVAND	R	189.48
01	V611187	10/01/2021	KAYE R SWEENEY	R	93.32
01	V2201012	10/04/2021	P-CARD BAIRD LISA	R	3,854.19
01	V2201013	10/04/2021	P-CARD BROWN MATTHEW	R	379.83
01	V2201014	10/04/2021	P-CARD BRUNNER PATTI	R	4,202.66
01	V2201015	10/04/2021	P-CARD CARUSO MATTHEW	R	120.30
01	V2201016	10/04/2021	P-CARD DINGMAN KRISTI	R	14,556.99
01	V2201017	10/04/2021	P-CARD ELLERSON JARED	R	26.99
01	V2201018	10/04/2021	P-CARD FINDLEY LAMPKIN MELISSA	R	100.00
01	V2201019	10/04/2021	P-CARD GEURINK AREND	R	2,500.79
01	V2201020	10/04/2021	P-CARD GULLICKSON KEVIN	R	27.75
01	V2201021	10/04/2021	P-CARD HOLJE CRAIG	R	354.99
01	V2201022	10/04/2021	P-CARD KRETSINGER DAN	R	4,699.77
01	V2201023	10/04/2021	P-CARD LEWIS JENNIFER	R	830.87
01	V2201024	10/04/2021	P-CARD MACE CHRISTI JO	R	127.35
01	V2201025	10/04/2021	P-CARD MAHONEY COLLEEN	R	739.96
01	V2201026	10/04/2021	P-CARD MANNING MICHAEL	R	184.35
01	V2201027	10/04/2021	P-CARD MCGINN DAN	R	365.38
01	V2201028	10/04/2021	P-CARD MCNAUGHTON COMMERS CAROLE	R	1,372.69
01	V2201029	10/04/2021	P-CARD MORALES LIZETTE	R	3,434.46
01	V2201030	10/04/2021	P-CARD SHAHSAVAND MARTA	R	1,205.60
01	V2201031	10/04/2021	P-CARD SMITH DANE	R	60.96
01	V2201032	10/04/2021	P-CARD STACHEL NANCY	R	3,524.75
01	V2201033	10/04/2021	P-CARD VALLEY JENNIFER	R	220.19
01	V2201034	10/04/2021	P-CARD WILLHITE KASYA	R	466.30
01	V2201035	10/04/2021	P-CARD WINTER AMY	R	3,223.55
01	302536	10/07/2021	ACCO BRANDS USA LLC	R	87.41
01	302537	10/07/2021	ACT INC	R	573.75
01	302538	10/07/2021	AMSD-ASSOC OF METRO SCHOOL DIST	R	500.00
01	302539	10/07/2021	ARVIG ENTERPRISES INC	R	1,107.90
01	302540	10/07/2021	BIRD JACQUELINE	R	2,200.00
01	302541	10/07/2021	BIX FRUIT COMPANY	R	4,382.61
01	302542	10/07/2021	BOOKSOURCE	R	1,494.75
01	302543	10/07/2021	BRAMBILLA'S LEASE SYSTEMS, INC	R	2,161.00
01	302544	10/07/2021	BURKSTRAND JENNIFER	R	20.00
01	302545	10/07/2021	BURKSTRAND MICHAEL	R	20.00
01	302546	10/07/2021	CITY OF RICHFIELD	R	4,006.05
01	302547	10/07/2021	COLBERT BOBBY	R	35.00
01	302548	10/07/2021	COLORADO STATE UNIVERSITY	R	1,000.00
01	302549	10/07/2021	COMCAST BUSINESS	R	244.74
01	302550	10/07/2021	COMMERCIAL KITCHEN	R	271.25
01	302551	10/07/2021	COOK AMY	R	20.00
01	302552	10/07/2021	DZIERZAK LOUIS	R	20.00
01	302553	10/07/2021	FILLMYRECIPE LLC	R	357.60
01	302554	10/07/2021	GOVENAT DIANE	R	20.00
01	302555	10/07/2021	GRAHAM THOMAS	R	50.00
01	302556	10/07/2021	HEINEMANN	R	3,723.44
01	302557	10/07/2021	HUBERT COMPANY, LLC	R	430.30
01	302558	10/07/2021	KEE-BOWLING BONNIE	R	77.00
01	302559	10/07/2021	KINECT ENERGY INC	R	515.00

01	302560	10/07/2021	LARSON KEITH	R	50.00
01	302561	10/07/2021	LOFFLER COMPANIES	R	7,808.97
01	302562	10/07/2021	LOKKEN SANDRA J	R	20.00
01	302563	10/07/2021	MCGRAW-HILL EDUCATION, INC.	R	2,550.00
01	302564	10/07/2021	METRO TRANSIT	R	242.50
01	302565	10/07/2021	MINNESOTA ALLIANCE WITH YOUTH	R	8,250.00
01	302566	10/07/2021	MINNESOTA MEMORY, INC.	R	5,774.40
01	302567	10/07/2021	MINUTEMAN PRESS OF RICHFIELD	R	1,085.99
01	302568	10/07/2021	MISF	R	35.00
01	302569	10/07/2021	MNSAA MINNESOTA NONPUBLIC SCHOOL	R	150.00
01	302570	10/07/2021	MOOK MAUREEN	R	50.00
01	302571	10/07/2021	OPTIMIST CLUB OF RICHFIELD	R	50.00
01	302572	10/07/2021	PAN O GOLD BAKING CO	R	583.62
01	302573	10/07/2021	PAYDHEALTH	R	18,093.51
01	302574	10/07/2021	STRATEGIC STAFFING SOLUTIONS	R	14,226.25
01	302575	10/07/2021	TAFFE SARAH ANN	R	8,492.23
01	302576	10/07/2021	THE PRINT SHOP	R	154.00
01	302577	10/07/2021	TOENSING PETER	R	35.00
01	302578	10/07/2021	TRIO SUPPLY COMPANY	R	2,928.40
01	302579	10/07/2021	TWIN CITY HARDWARE	R	1,675.65
01	302580	10/07/2021	UHL COMPANY INC	R	2,450.00
01	302581	10/07/2021	UPPER LAKES FOODS	R	34,877.34
01	302582	10/07/2021	VERIZON WIRELESS	R	283.80
01	302583	10/07/2021	VOSS ELECTRIC CO	R	397.00
01	302584	10/07/2021	WILSON JOHN P	R	20.00
01	302585	10/07/2021	WITZEL GAIL ANN	R	19.00
01	V611188	10/08/2021	ERICA T BARLOW	R	70.00
01	V611189	10/08/2021	DAVID H BIPES	R	9.07
01	V611190	10/08/2021	MIRIAM A CASTRO SANJUAN	R	40.00
01	V611191	10/08/2021	MARY L CLARKSON	R	70.00
01	V611192	10/08/2021	LATANYA R DANIELS	R	70.00
01	V611193	10/08/2021	GEORGE A DENNIS	R	35.00
01	V611194	10/08/2021	MEGAN M STECHER	R	70.00
01	V611195	10/08/2021	JARED ELLERSON	R	70.00
01	V611196	10/08/2021	PETER J FITZPATRICK	R	40.00
01	V611197	10/08/2021	STEVEN T FLUCAS	R	70.00
01	V611198	10/08/2021	MICHAEL L FRANKENBERG	R	70.00
01	V611199	10/08/2021	DAVID A FREEBURG	R	70.00
01	V611200	10/08/2021	RACHEL GENS	R	70.00
01	V611201	10/08/2021	AREND J GEURINK	R	70.00
01	V611202	10/08/2021	JAMES A GILLIGAN	R	70.00
01	V611203	10/08/2021	CHRISTINA M GONZALEZ	R	70.00
01	V611204	10/08/2021	KYLE L GUSTAFSON	R	40.00
01	V611205	10/08/2021	KEVIN D HARRIS	R	40.00
01	V611206	10/08/2021	ANGELICA HELLER	R	113.34
01	V611207	10/08/2021	JAMES L HILL	R	40.00
01	V611208	10/08/2021	JESSICA M HOFFMAN	R	40.00
01	V611209	10/08/2021	CRAIG D HOLJE	R	70.00
01	V611210	10/08/2021	MELISSA M HUSABY	R	48.93
01	V611211	10/08/2021	CASSIDY H JAVNER	R	22.13

01	V611212	10/08/2021	GRACE M JENNINGS	R	115.47
01	V611213	10/08/2021	RACHEL M JOHNSON	R	44.99
01	V611214	10/08/2021	CORY J KLINGE	R	70.00
01	V611215	10/08/2021	DANIEL E KRETSINGER	R	70.00
01	V611216	10/08/2021	ANOOP KUMAR	R	40.00
01	V611217	10/08/2021	LISA A LEIKNES	R	208.54
01	V611218	10/08/2021	SHANNON J LINDBERG	R	40.00
01	V611219	10/08/2021	JOHN M LORENZINI	R	70.00
01	V611220	10/08/2021	COLLEEN M MAHONEY	R	70.00
01	V611221	10/08/2021	MARTHA MALAGON AVILA	R	69.99
01	V611222	10/08/2021	MICHAEL A MANNING	R	70.00
01	V611223	10/08/2021	DANIEL P MCGINN	R	40.00
01	V611224	10/08/2021	DOUG R MCMEEKIN	R	70.00
01	V611225	10/08/2021	CAROLE R MCNAUGHTON-COMMERS	R	70.00
01	V611226	10/08/2021	KENT D MEYER	R	70.00
01	V611227	10/08/2021	ALECIA M MOBLEY	R	70.00
01	V611228	10/08/2021	ERIN H NEILON	R	40.00
01	V611229	10/08/2021	ROBERT G OLSON	R	40.00
01	V611230	10/08/2021	LAURA B OTTERNESS	R	70.00
01	V611231	10/08/2021	MARK S PEDERSEN	R	40.00
01	V611232	10/08/2021	DARBY L SWANK	R	70.00
01	V611233	10/08/2021	DENNIS E PETERSON	R	35.00
01	V611234	10/08/2021	CASSANDRA QUAM	R	70.00
01	V611235	10/08/2021	RENEE C REED-KARSTENS	R	40.00
01	V611236	10/08/2021	KEITH D RIEF	R	40.00
01	V611237	10/08/2021	JENNY RODRIGUEZ	R	30.00
01	V611238	10/08/2021	TERESA L ROSEN	R	70.00
01	V611239	10/08/2021	MAUREEN E RUHLAND	R	40.00
01	V611240	10/08/2021	GRACE E SACHER	R	180.06
01	V611241	10/08/2021	TIMECKA MARIE SANCHEZ-MICHAELS	R	70.00
01	V611242	10/08/2021	ASHLEY SCHAEFER	R	70.00
01	V611243	10/08/2021	MARTA I SHAHSAVAND	R	70.00
01	V611244	10/08/2021	NANCY J STACHEL	R	70.00
01	V611245	10/08/2021	PATRICK M SURE	R	40.00
01	V611246	10/08/2021	STACY THEIEN-COLLINS	R	70.00
01	V611247	10/08/2021	VLADIMIR S TOLEDO	R	40.00
01	V611248	10/08/2021	STEVEN P UNOWSKY	R	80.00
01	V611249	10/08/2021	STEPHEN C URBANSKI	R	40.00
01	V611250	10/08/2021	CARRIE A VALA	R	70.00
01	V611251	10/08/2021	JENNIFER K VALLEY	R	70.00
01	V611252	10/08/2021	RYAN WAGNER	R	40.00
01	V611253	10/08/2021	REBECCA S WALD	R	40.00
01	V611254	10/08/2021	KASYA L WILLHITE	R	70.00
01	V611255	10/08/2021	AMY J WINTER AHSENMACHER	R	70.00
01	302586	10/12/2021	FLANERY-OLSON, JODI	R	280.00
01	302587	10/12/2021	INSTITUTE FOR ENVIROMENTAL	R	771.76
01	302588	10/12/2021	LOFFLER COMPANIES	R	159.00

TOTAL CHECKS, EPAYS & PCARDS **387,995.89**

P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 10/18/2021 BOARD REPORTS

BANK 05	DATE	AMOUNT
Checks	9/29/2021	1,000.00
	9/30/2021	199,907.59
	10/7/2021	133,620.46
	10/12/2021	1,210.76
E-Pays	10/1/2021	1,433.89
	10/8/2021	4,242.52
Pcards-September Paid 10/4/21	10/4/2021	46,580.67

CHECK REGISTER BANK 05 TOTAL =	387,995.89
---------------------------------------	-------------------

BREAKDOWN

01-206-00	224,995.44
02-206-00	86,657.93
03-206-00	799.30
04-206-00	15,915.20
06-206-00	847.86
07-206-00	-
18-206-00	-
20-206-00	58,780.16
21-206-00	-
47-206-00	-

BANK TOTAL =	387,995.89
--------------	-------------------

SUPERINTENDENT'S REPORT AND AGENDA

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

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

Monday, October 18, 2021
7:00 p.m. School Board Meeting

I. CALL TO ORDER

The regular meeting of the Board of Education of ISD 280, Hennepin County, Richfield, Minnesota was held on Monday, October 18, 2021 in the boardroom at the Richfield Public Schools district office. Chair Tim Pollis called the Regular Board Meeting to order at 7:01 p.m. with the following school board members in attendance: Brakke, Maleck, Smisek, and Toensing. Cole was not able to attend.

Administrators present were Superintendent Unowsky, Assistant Superintendent Daniels, Executive Director Clarkson, and Chief HR & Admin Officer Holje. Student representatives present were Elsy Cruz Parra, Helen Dombrock and Tyler Jake.

II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Smisek, seconded by Maleck, and unanimously carried, the Board of Education approved the agenda.

III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS

- A. Public Comment
- B. Superintendent Update
 - 1. Land Acknowledgement Process
 - 2. Superintendent Goals

IV. CONSENT AGENDA

Motion by Maleck, seconded by Brakke, and unanimously carried, the Board of Education approved the consent agenda.

- A. Routine Matters
 - 1. Minutes of the regular meeting held October 4, 2021
 - 2. General Disbursements as of 10/12/21 in the amount of \$387,995.89
- B. Personnel Items

Certified Full Time Positions for Employment – 1st Year Probation

Kinya Gilbert – Elementary Teacher – RSTEM Elementary

Certified Full Time Positions for Employment – 2nd Year Probation

Chelsea Johnson – Elementary Teacher – RSTEM Elementary

Certified Full Time Positions for Employment – 3rd Year Probation

Adam Spear – Social Studies Teacher - RHS

Classified Full Time Position for Employment – Outreach Worker

Jennifer Puchuela – 20 hr/wk – Outreach Worker – Bi-lingual – Centennial
Effective 10/7/2021

Classified Full Time Position for Employment – Paraprofessional

Geneley Salgado Briones – 40 hr/wk – Security Monitor – RHS
Effective 9/28/2021

Joshua Moton – 40 hr/wk – Campus Security – RMS
Effective 10/11/2021

Classified Part Time Position for Employment – Paraprofessional

Amal Mohamud – 22 hr/wk – Paraprofessional – Early Childhood – Central
Effective 9/27/2021

Yuri Lobaton Tellez – 35 hr/wk – Paraprofessional – Centennial
Effective 10/8/2021

Classified Part Time Resignation – Facilities and Transportation

David Feiker – 34 hr/wk – Bus Driver
Effective 10/17/2021

Classified Part Time Resignation – Food & Nutrition Services

Anna Kiltstofte – 32.5 hr/wk – Production Cook – Sheridan Hills
Effective 10/15/2021

V. OLD BUSINESS

- A. Policy 708: Collection of Unpaid Obligations & Administrative Guideline 708.1 - second read

VI. NEW BUSINESS

- A. Policy 706: Acceptance of Gifts - first read
- B. Policy 601: Academic Standards and Instructional Curriculum - first read
- C. Sheridan Hills Change Order #27

Motion by Maleck, seconded by Toensing, and unanimously carried, the Board of Education approved the change order.

- D. Central Change Order #9

Motion by Smisek, seconded by Brakke, and unanimously carried, the Board of Education approved the change order.

E. RMS Change Order #25

Motion by Brakke, seconded by Maleck, and unanimously carried, the Board of Education approved the change order.

F. Resolution Ratifying the Sale of General Obligation Alternative Facilities Refunding Bonds

Motion by Maleck, seconded by Brakke, and unanimously carried, the Board of Education approved the resolution.

G. Policy 455: Reserve Teacher Pay Scale - single read

Motion by Maleck, seconded by Smisek, and unanimously carried, the Board of Education approved the revised policy.

H. Donations

Motion by Smisek, seconded by Toensing, 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. Future Meeting Dates

11-8-2021	6:00 p.m.	Study Session - Board Goals
11-8-2021	7:00 p.m.	Regular Board Meeting
11-22-2021	7:00 p.m.	Regular Board Meeting - Public Comment

D. Suggested/Future Agenda Items

VIII. ADJOURN REGULAR MEETING

Chair Pollis adjourned the meeting at 8:21 p.m.

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	302589	10/14/2021	ANDERSON BRENDA	R	40.00
01	302590	10/14/2021	ANDERSON SHEILA K	R	90.00
01	302591	10/14/2021	AQUA LOGIC INC	R	1,020.00
01	302592	10/14/2021	ARTHUR R GIBBS III	R	77.00
01	302593	10/14/2021	BATTERIES R US	R	215.00
01	302594	10/14/2021	BEAULIEU NATHAN	R	154.00
01	302595	10/14/2021	BECCARD SETH	R	92.00
01	302596	10/14/2021	BEECHER JOHN L	R	62.00
01	302597	10/14/2021	BEST PLUMBING SPECIALTIES, INC.	R	128.40
01	302598	10/14/2021	BLUE CROSS BLUE SHIELD OF MINNESOTA	R	2,515.00
01	302599	10/14/2021	BORCHERS WILLIAM S	R	77.00
01	302600	10/14/2021	BOSE THOMAS N	R	19.00
01	302601	10/14/2021	BSI MECHANICAL, INC.	R	2,452.35
01	302602	10/14/2021	BSN SPORTS, LLC	R	5,226.00
01	302603	10/14/2021	BURKSTRAND JENNIFER	R	20.00
01	302604	10/14/2021	BURKSTRAND MICHAEL	R	20.00
01	302605	10/14/2021	BUSBY TREVOR	R	92.00
01	302606	10/14/2021	CAPITAL ONE TRADE CREDIT	R	739.31
01	302607	10/14/2021	CARQUEST AUTO PARTS	R	411.73
01	302608	10/14/2021	CEDAR SMALL ENGINE	R	182.72
01	302609	10/14/2021	CENTURYLINK	R	115.47
01	302610	10/14/2021	CEP ART & DESIGN	R	198.00
01	302611	10/14/2021	CHRISTOPHER KYLE OLINGER II	R	77.00
01	302612	10/14/2021	CINTAS CORPORATION NO 2	R	213.70
01	302613	10/14/2021	CITY OF RICHFIELD	R	100.00
01	302614	10/14/2021	COLBERT BOBBY	R	35.00
01	302615	10/14/2021	COMCAST BUSINESS	R	539.74
01	302616	10/14/2021	COOK AMY	R	20.00
01	302617	10/14/2021	CUB FOODS	R	355.26
01	302618	10/14/2021	CULLIGAN SOFT WATER	R	9.50
01	302619	10/14/2021	DICKS LAKEVILLE SANITATION INC	R	7,788.87
01	302620	10/14/2021	DOLLIFF INC	R	433,011.17
01	302621	10/14/2021	ECM PUBLISHERS INC	R	139.00
01	302622	10/14/2021	ECOLAB INC	R	954.92
01	302623	10/14/2021	ELABDI KHALED	R	77.00
01	302624	10/14/2021	FINANGER PHILLIP J	R	100.00
01	302625	10/14/2021	FLANERY-OLSON, JODI	R	20.00
01	302626	10/14/2021	FRYE BEN	R	20.00
01	302627	10/14/2021	GEE TEEZ & COMPANY, LTD.	R	295.50
01	302628	10/14/2021	GOVENAT DIANE	R	20.00
01	302629	10/14/2021	GRAHAM THOMAS	R	50.00
01	302630	10/14/2021	HAAS MUSICAL INSTRUMENT REPAIR, INC	R	923.98
01	302631	10/14/2021	HAASE JASON	R	92.00
01	302632	10/14/2021	HASSE TYLER	R	92.00
01	302633	10/14/2021	HAWKINS INC	R	621.00
01	302634	10/14/2021	HILLYARD	R	9,595.18
01	302635	10/14/2021	HOGLUND BUS CO INC	R	2,526.95
01	302636	10/14/2021	HOME DEPOT U.S.A.	R	1,704.42
01	302637	10/14/2021	HRYPY WILLIAM V	R	77.00

01	302638	10/14/2021	IDENTISYS INC	R	216.36
01	302639	10/14/2021	IGBARBOA URULE	R	201.00
01	302640	10/14/2021	INDEPENDENT SCHOOL MGMT, INC. (ISM)	R	3,800.00
01	302641	10/14/2021	ISD 199 - IGH SCHOOLS	R	2,400.00
01	302642	10/14/2021	JOHNSON BRODY	R	10.00
01	302643	10/14/2021	NOTABLE, INC. (KAMI)	R	6,426.00
01	302644	10/14/2021	KEE-BOWLING BONNIE	R	77.00
01	302645	10/14/2021	KROONBLAWD DAVID	R	62.00
01	302646	10/14/2021	LAKESHORE LEARNING MATERIALS	R	275.93
01	302647	10/14/2021	LARSON ENGINEERING	R	1,700.00
01	302648	10/14/2021	LARSON KEITH	R	50.00
01	302649	10/14/2021	LEROY'S GREAT BEAR	R	1,197.18
01	302650	10/14/2021	LINDERS, NICOLE M	R	33.15
01	302651	10/14/2021	LITERACY RESOURCES, INC (LRI)	R	259.17
01	302652	10/14/2021	LOFFLER COMPANIES	R	1,948.80
01	302653	10/14/2021	LOKKEN SANDRA J	R	35.00
01	302654	10/14/2021	LUPIENT CHEVROLET	R	56.68
01	302655	10/14/2021	MASKEST JOSEPH	R	92.00
01	302656	10/14/2021	MASTER TECHNOLOGY GROUP	R	315.28
01	302657	10/14/2021	MENDELBLATT SCOTT	R	40.00
01	302658	10/14/2021	MIDWEST BUS PARTS INC	R	61.73
01	302659	10/14/2021	MILES SARA	R	50.00
01	302660	10/14/2021	MINUTEMAN PRESS OF RICHFIELD	R	174.91
01	302661	10/14/2021	MOOK MAUREEN	R	50.00
01	302662	10/14/2021	MORBEN BRYAN	R	92.00
01	302663	10/14/2021	NATHAN M DUNBAR	R	278.00
01	302664	10/14/2021	NORTHWOODS PROMOTIONS WEST	R	240.00
01	302665	10/14/2021	NOVAK JANICE SOPHIE	R	80.00
01	302666	10/14/2021	OKEY CHRIS	R	100.00
01	302667	10/14/2021	OLEYAR DAVID A	R	77.00
01	302668	10/14/2021	OLSON NOELLE	R	50.00
01	302669	10/14/2021	ON SITE SANITATION	R	1,413.38
01	302670	10/14/2021	ONE OF ONE CLOTHING	R	211.40
01	302671	10/14/2021	OSCAR ALVARADO HERRERA	R	180.00
01	302672	10/14/2021	OWENS SEDRIC	R	20.00
01	302673	10/14/2021	PER MAR SECURITY SERVICES	R	22.00
01	302674	10/14/2021	PHOENIX SCHOOL COUNSELING	R	15,341.05
01	302675	10/14/2021	PREMIER LIGHTING INC	R	219.78
01	302676	10/14/2021	PROFESSIONAL WIRELESS COMMUNICATION	R	249.96
01	302677	10/14/2021	PROQUEST LLC	R	3,174.80
01	302678	10/14/2021	RANADE PIYUSH	R	92.00
01	302679	10/14/2021	REGENTS OF THE UNIV OF MINNESOTA	R	650.00
01	302680	10/14/2021	RELIABLE DRUG & ALCOHOL INC.	R	350.00
01	302681	10/14/2021	RENNEBERG PETER	R	62.00
01	302682	10/14/2021	ROBIDEAU BRIAN	R	92.00
01	302683	10/14/2021	RUPP ANDERSON SQUIRES & WALDSPURGER	R	3,498.12
01	302684	10/14/2021	SAVVAS LEARNING COMPANY LLC	R	13,252.72
01	302685	10/14/2021	SCHUMACHER ELEVATOR COMPANY	R	1,386.00
01	302686	10/14/2021	SMARTSENSE BY DIGI	R	330.00
01	302687	10/14/2021	SNODGRASS MARILU	R	77.00

01	302688	10/14/2021	STROUP CORY F	R	92.00
01	302689	10/14/2021	TAYLOR BRANDON	R	92.00
01	302690	10/14/2021	TIETZ STEVEN M	R	77.00
01	302691	10/14/2021	TOENSING PETER	R	20.00
01	302692	10/14/2021	TRI METRO CONFERENCE	R	3,000.00
01	302693	10/14/2021	TRISTATE BOBCAT INC	R	4,118.80
01	302694	10/14/2021	TWIN CITY FILTER SERVICE INC	R	1,179.90
01	302695	10/14/2021	TWIN CITY GARAGE DOOR	R	945.00
01	302696	10/14/2021	VARSITY SPIRIT FASHION	R	3,304.00
01	302697	10/14/2021	VELOCITY DRAIN SERVICES INC	R	657.00
01	302698	10/14/2021	W.L. HALL CO	R	75.00
01	302699	10/14/2021	ALLSTATE PETERBILT OF S ST PAUL	R	1,421.88
01	302700	10/14/2021	WELLERWORKS CUSTOM EMBROIDERY	R	130.00
01	302701	10/14/2021	WILSON JOHN P	R	20.00
01	302702	10/14/2021	XCEL ENERGY	R	45.76
01	302703	10/14/2021	ZACK'S INC.	R	363.67
01	302704	10/14/2021	W.L. HALL CO	R	345.00
01	V6112256	10/14/2021	DAVID L FEIKER	R	12.00
01	V6112257	10/14/2021	SHANYN HILL	R	24.98
01	V6112258	10/14/2021	CASSIDY H JAVNER	R	21.51
01	V6112259	10/14/2021	LAURIE E SEIBERT	R	816.93
01	V6112260	10/14/2021	DANE A SMITH	R	12.77
01	V6112261	10/14/2021	MATTHEW S SUTTNER	R	12.00
01	302705	10/21/2021	AMPLIFIED IT LLC	R	900.00
01	302706	10/21/2021	APPRIZE TECHNOLOGY	R	300.00
01	302707	10/21/2021	BERRY COFFEE COMPANY INC.	R	68.00
01	302709	10/21/2021	BIX FRUIT COMPANY	R	10,809.28
01	302710	10/21/2021	BLUE CROSS BLUE SHIELD OF MINNESOTA	R	7,920.00
01	302711	10/21/2021	CATALYST BUYING GROUP LLC	R	189.99
01	302712	10/21/2021	CDW GOVERNMENT INC	R	141,000.00
01	302713	10/21/2021	CITY OF RICHFIELD	R	225.00
01	302714	10/21/2021	CITY OF RICHFIELD	R	5,762.86
01	302715	10/21/2021	COLLEGE TOWN PIZZA INC	R	713.00
01	302716	10/21/2021	COMMERCIAL KITCHEN	R	607.00
01	302717	10/21/2021	DEY DISTRIBUTING	R	35.59
01	302718	10/21/2021	DIGITAL INSURANCE LLC	R	5,263.00
01	302719	10/21/2021	EDUCATORS BENEFIT CONSULTANTS LLC	R	432.97
01	302720	10/21/2021	FAIRCON SERVICE COMPANY	R	750.00
01	302721	10/21/2021	FATH CUTTER, NOELLA	R	4,200.00
01	302722	10/21/2021	GROTH MUSIC COMPANY	R	612.30
01	302723	10/21/2021	GROUP MEDICAREBLUE RX	R	6,644.00
01	302724	10/21/2021	H2I GROUP, INC.	R	60,520.00
01	302725	10/21/2021	HASTINGS CREAMERY LLC	R	12,257.13
01	302726	10/21/2021	HAWKINS INC	R	4,629.67
01	302727	10/21/2021	HILDI INC.	R	1,795.00
01	302728	10/21/2021	HOPE CHURCH	R	14,413.77
01	302729	10/21/2021	HUBERT COMPANY, LLC	R	53.57
01	302730	10/21/2021	IDEAL ENERGIES LLC	R	992.09
01	302731	10/21/2021	INNOVATIVE OFFICE SOLUTIONS LLC	R	1,670.50
01	302732	10/21/2021	INSTITUTE FOR ENVIROMENTAL	R	2,324.00

01	302733	10/21/2021	KINECT ENERGY INC	R	13,981.19
01	302734	10/21/2021	LANGUAGE LINE SERVICE	R	1,712.51
01	302735	10/21/2021	LIGHTSPEED TECHNOLOGIES, INC.	R	80,116.00
01	302736	10/21/2021	LOFFLER	R	1,225.09
01	302737	10/21/2021	METROPOLITAN MECHANICAL CONTRACTORS	R	8,091.95
01	302738	10/21/2021	MINNETESOL	R	35.00
01	302739	10/21/2021	MNSHAPE	R	190.00
01	302740	10/21/2021	PAN O GOLD BAKING CO	R	727.30
01	302741	10/21/2021	PREMIUM WATERS INC	R	502.69
01	302742	10/21/2021	RED PEPPER SOFTWARE, LLC	R	1,250.00
01	302743	10/21/2021	REGENTS OF THE UNIV OF MINNESOTA	R	395.00
01	302744	10/21/2021	REGION 3AA	R	1,240.00
01	302745	10/21/2021	RODRIGUEZ EMBROIDERY INC	R	770.77
01	302746	10/21/2021	RYAN JEANNIE M	R	689.27
01	302747	10/21/2021	SCHMITT MUSIC CREDIT	R	307.62
01	302748	10/21/2021	SHERWIN WILLIAMS CO	R	113.71
01	302749	10/21/2021	TYSON FOODS INC	R	3,378.69
01	302750	10/21/2021	TRAFERA HOLDINGS, INC.	R	29,636.00
01	302751	10/21/2021	TRIO SUPPLY COMPANY	R	4,494.32
01	302752	10/21/2021	TWIN CITY HARDWARE	R	282.76
01	302753	10/21/2021	TYLER TECHNOLOGIES, INC.	R	23,318.70
01	302754	10/21/2021	UNDERWOOD DISTRIBUTING CO.	R	699.50
01	302755	10/21/2021	UNITED HEALTHCARE INSURANCE CO	R	503.63
01	302756	10/21/2021	UNITED HEALTHCARE/AARP MEDICARE RX	R	88.70
01	302757	10/21/2021	UNITED HEARTH CARE /AARP MEDICARE RX	R	88.70
01	302759	10/21/2021	UPPER LAKES FOODS	R	60,830.16
01	302760	10/21/2021	US AIR PURIFIERS LLC	R	6,804.60
01	302761	10/21/2021	VISTAR	R	1,947.21
01	302762	10/21/2021	TREMCO/WEATHERPROOFING TECH, INC.	R	36,144.24
01	302763	10/21/2021	XCEL ENERGY	R	6,867.57
01	V611262	10/21/2021	SHARON K CHRISTIANSON	R	61.12
01	V611263	10/21/2021	GLORIA M ENGLUND	R	6.57
01	V611264	10/21/2021	ANNE-MARIE KILSTOFTE	R	27.34
01	V611265	10/21/2021	SHERRI L MEDVEC	R	36.09
01	V611266	10/21/2021	STEVEN C PEER	R	69.72
01	V611267	10/21/2021	YONG HUA QUAN	R	175.00
01	V611268	10/21/2021	TERESA L ROSEN	R	511.11
01	V611269	10/21/2021	CARMEN SARMIENTO	R	8.20
01	V611270	10/21/2021	WESLEY M TROEDSON	R	10.00
01	V611271	10/21/2021	SARAH J JESPERSON	R	1,558.26
01	302764	10/25/2021	A.J. MOORE ELECTRIC, INC.	R	2,541.17
01	302765	10/25/2021	ALL STATE COMMUNICATIONS INC	R	25,350.00
01	302766	10/25/2021	BRAUN INTERTEC CORP	R	466.00
01	302767	10/25/2021	CORVAL CONSTRUCTION	R	110,914.77
01	302768	10/25/2021	CUSTOM DRYWALL, INC.	R	5,900.00
01	302769	10/25/2021	ICS CONSULTING, LLC (DBA: ICS)	R	62,708.56
01	302770	10/25/2021	INNOVATIVE OFFICE SOLUTIONS LLC	R	88,233.28
01	302771	10/25/2021	INSTITUTE FOR ENVIROMENTAL	R	4,990.00
01	302772	10/25/2021	INTEREUM, INC	R	81,976.37
01	302773	10/25/2021	MAVO SYSTEMS INC	R	6,408.25

01	302774	10/25/2021	MCDONOUGH'S SEWER SERVICES, INC.	R	1,672.08
01	302775	10/25/2021	MOBILE RADIO ENGINE	R	45,542.92
01	302776	10/25/2021	PHILLIP HUCH	R	7,655.00
01	302777	10/25/2021	ROCHON CORPORATION MINNESOTA	R	416,068.31
01	302778	10/25/2021	SHAW-LUNDQUIST ASSOCIATES, INC.	R	105,761.97
01	302779	10/25/2021	INDIGO SIGNWORKS, INC.	R	2,181.00
01	302780	10/25/2021	TITAN ENVIROMENTAL, INC.	R	26,387.50
01	302781	10/25/2021	VELOCITY DRAIN SERVICES INC	R	3,235.75
01	302782	10/25/2021	WOLD ARCHITECTS AND ENGINEERS	R	38,439.73
01	302783	10/28/2021	AIM ELECTRONICS INC	R	500.00
01	302784	10/28/2021	ALL STATE COMMUNICATIONS INC	R	270.00
01	302785	10/28/2021	ALLIANCE INTERPRETING SERVICES	R	170.00
01	302786	10/28/2021	BEN FRANKLIN ELECTRIC INC	R	2,281.00
01	302787	10/28/2021	BEST BUY BUSINESS ADVANTAGE	R	20,889.47
01	302788	10/28/2021	BRINK'S INCORPORATED	R	1,429.24
01	302789	10/28/2021	BSI MECHANICAL, INC.	R	11,752.48
01	302790	10/28/2021	BSN SPORTS, LLC	R	5,637.87
01	302791	10/28/2021	CANON USA	R	4,166.53
01	302792	10/28/2021	CAPITAL ONE TRADE CREDIT	R	192.23
01	302793	10/28/2021	CAPTIVATE MEDIA & CONSULTING	R	1,488.00
01	302794	10/28/2021	CARQUEST AUTO PARTS	R	47.45
01	302795	10/28/2021	CDW GOVERNMENT INC	R	1,179.92
01	302796	10/28/2021	CINTAS CORPORATION NO 2	R	320.55
01	302797	10/28/2021	CITY OF RICHFIELD	R	637.50
01	302798	10/28/2021	COMCAST	R	267.00
01	302799	10/28/2021	CONTINENTAL RESEARCH CORP	R	2,347.87
01	302800	10/28/2021	DARK KNIGHT SOLUTIONS, LLC	R	400.00
01	302801	10/28/2021	DARRYL WALETZKO LLC	R	4,400.00
01	302802	10/28/2021	DAVIS MARIE	R	20.00
01	302803	10/28/2021	DEPARTMENT OF HUMAN SERVICES	R	124.00
01	302804	10/28/2021	DOOR SERVICE COMPANY OF THE TWIN CI	R	187.50
01	302805	10/28/2021	DRAMATISTS PLAY SERVICE, INC.	R	420.00
01	302806	10/28/2021	ECM PUBLISHERS INC	R	1,623.05
01	302807	10/28/2021	ECOLAB INC	R	664.86
01	302808	10/28/2021	FASTENAL INDUSTRIAL	R	262.83
01	302809	10/28/2021	FOSS, KIM	R	158.26
01	302810	10/28/2021	FURTHER	R	6,075.00
01	302811	10/28/2021	GEORGAKOPOULOS, TESS	R	25.00
01	302812	10/28/2021	GOEBEL JUDITH K	R	150.00
01	302813	10/28/2021	WW GRAINGER INC	R	419.75
01	302814	10/28/2021	HAWKINS INC	R	2,003.71
01	302815	10/28/2021	HILLYARD	R	10,991.80
01	302816	10/28/2021	HOGLUND BUS CO INC	R	1,035.68
01	302817	10/28/2021	IDENTISYS INC	R	279.53
01	302818	10/28/2021	IIX INSURANCE INFORMATION EXCHANGE	R	59.30
01	302819	10/28/2021	INNOVATIVE OFFICE SOLUTIONS LLC	R	1,501.36
01	302820	10/28/2021	INSTITUTE FOR ENVIROMENTAL	R	7,790.00
01	302821	10/28/2021	INTERMEDIATE DISTRICT 287	R	18,588.06
01	302822	10/28/2021	KLOBE RESIDENTIAL	R	140.00
01	302823	10/28/2021	KOCH SCHOOL BUS SERVICE, INC.	R	5,619.84

01	302824	10/28/2021	LOFFLER COMPANIES	R	448.00
01	302825	10/28/2021	LYNCH MICHAEL	R	120.00
01	302826	10/28/2021	MADISON NATIONAL LIFE INS CO INC	R	15,918.67
01	302827	10/28/2021	MALLOY MONTAGUE KARNOWSKI & RADO	R	6,000.00
01	302828	10/28/2021	MAVO SYSTEMS INC	R	9,927.50
01	302829	10/28/2021	MID AMERICA BUSINESS SYSTEMS INC	R	7,550.00
01	302830	10/28/2021	MINNESOTA CLAY COMPANY	R	645.15
01	302831	10/28/2021	MN DEPT HEALTH	R	35.00
01	302832	10/28/2021	MTN-METROPOLITAN TRANSP NETWORK	R	188,276.00
01	302833	10/28/2021	MULCAHY	R	1,579.26
01	302834	10/28/2021	NCS PEARSON INC	R	1,795.31
01	302835	10/28/2021	SCHOOL SPECIALTY, LLC	R	111.22
01	302836	10/28/2021	SHERWIN WILLIAMS CO	R	253.43
01	302837	10/28/2021	STERICYCLE, INC.	R	1,909.82
01	302838	10/28/2021	SMARTSENSE BY DIGI	R	262.53
01	302839	10/28/2021	TITAN ENVIRONMENTAL, INC.	R	32,233.20
01	302840	10/28/2021	TOLL COMPANY	R	46.56
01	302841	10/28/2021	TRANSPORTATION PLUS, INC.	V	-62,938.75
01	302841	10/28/2021	TRANSPORTATION PLUS, INC.	R	62,938.75
01	302842	10/28/2021	UNITED STATES TREASURER	R	430.00
01	302843	10/28/2021	US TICKET, INC.	R	516.60
01	302844	10/28/2021	VELOCITY DRAIN SERVICES INC	R	2,546.25
01	302845	10/28/2021	VSP VISION SERVICE PLAN	R	3,305.82
01	302846	10/28/2021	ALLSTATE PETERBILT OF S ST PAUL	R	203.50
01	302847	10/28/2021	WE NEAL SLATE CO	R	664.08
01	302848	10/28/2021	TREMCO/WEATHERPROOFING TECH, INC.	R	593.75
01	302849	10/28/2021	WORLD FUEL SERVICES, INC.	R	1,793.75
01	302850	10/28/2021	XCEL ENERGY	R	76,099.28
01	302851	10/28/2021	YOUTH ENRICHMENT LEAGUE (YEL!)	R	560.00
01	302852	10/28/2021	NESCO LLC #774121	R	121.00
01	302853	10/28/2021	NEW DOMINION SCHOOL	R	18,675.13
01	302854	10/28/2021	NILFISK, INC.	R	110.80
01	302855	10/28/2021	NOVACARE REHABILITATION	R	150.00
01	302856	10/28/2021	OLYMPIC COMMUNICATIONS INC	R	360.00
01	302857	10/28/2021	POTTIOS LAVINIA	R	504.00
01	302858	10/28/2021	PROFESSIONAL WIRELESS COMMUNICATION	R	164.97
01	302859	10/28/2021	RATWIK ROSZAK & MALONEY PA	R	329.00
01	302860	10/28/2021	REGION 3AA	R	2,730.00
01	302861	10/28/2021	RICK JONES	R	4,225.00
01	302862	10/28/2021	RIDDELL/ALL AMERICAN SPORTS CORP	R	11,020.60
01	302863	10/28/2021	SCHOOL SERVICE EMPLOYEES UNION	R	8,118.53
01	V611272	10/28/2021	HOWARD P ANDERSON	R	4.00
01	V611273	10/28/2021	LILI CUATE PLIEGO	R	52.95
01	V611274	10/28/2021	BRANDT J LARSON	R	19.00
01	V611275	10/28/2021	JENNIFER K LEWIS	R	354.85
01	V611276	10/28/2021	CAROLE R MCNAUGHTON-COMMERS	R	201.42
01	V611277	10/28/2021	ERIN H NEILON	R	52.02
01	V611278	10/28/2021	MICHELLE T THOEMKE	R	47.94
01	302864	10/29/2021	BAUSCHELT PATRICK	R	400.00
01	302865	10/29/2021	BOSE THOMAS N	R	77.00

01	302866	10/29/2021	BURKSTRAND EVAN	R	20.00
01	302867	10/29/2021	BURKSTRAND JENNIFER	R	20.00
01	302868	10/29/2021	BURKSTRAND MICHAEL	R	20.00
01	302869	10/29/2021	CAREY SEELEY DIZERZAK	R	20.00
01	302870	10/29/2021	CARTER JEREMY	R	80.00
01	302871	10/29/2021	COLBERT BOBBY	R	35.00
01	302872	10/29/2021	COOK AMY	R	20.00
01	302873	10/29/2021	DERO	R	1,925.19
01	302874	10/29/2021	DZIERZAK LOUIS	R	20.00
01	302875	10/29/2021	GOVENAT DIANE	R	20.00
01	302876	10/29/2021	GRAHAM THOMAS	R	50.00
01	302877	10/29/2021	HOVERSON DOUGLAS B	R	120.00
01	302878	10/29/2021	JENSEN ERIC	R	80.00
01	302879	10/29/2021	KARNAS MIKE	R	480.00
01	302880	10/29/2021	KENNEY JOHN C	R	200.00
01	302881	10/29/2021	LARSON KEITH	R	50.00
01	302882	10/29/2021	LOKKEN SANDRA J	R	35.00
01	302883	10/29/2021	MAUER BRIAN J	R	80.00
01	302884	10/29/2021	MOOK MAUREEN	R	50.00
01	302885	10/29/2021	SUNNARBORG STEPHANIE	R	77.00
01	302886	10/29/2021	THUROW BENNETT	R	80.00
01	302887	10/29/2021	TOENSING PETER	R	20.00
01	302888	10/29/2021	TRANSPORTATION PLUS, INC.	R	18,702.00
01	302889	10/29/2021	TWIN CITY TRANSPORTATION	R	44,236.75
01	302890	10/29/2021	ZAHRADKA ROBERT	R	240.00

TOTAL CHECKS & E-PAYS					2,746,422.91
----------------------------------	--	--	--	--	---------------------

CHECKS & E-PAYS FOR 11/08/2021 BOARD REPORTS

BANK 05	DATE	AMOUNT
E-Pays	10/14/2021	900.19
	10/21/2021	2,463.41
	10/28/2021	732.18
Checks	10/14/2021	550,364.58
	10/21/2021	571,521.60
	10/28/2021	516,850.35
	10/29/2021	67,157.94
Construction Checks	10/25/2021	1,036,432.66

CHECK REGISTER BANK 05 TOTAL =	2,746,422.91
---------------------------------------	---------------------

BREAKDOWN

01-206-00	1,268,459.52
02-206-00	101,581.31
03-206-00	402,484.63
04-206-00	38,827.03
06-206-00	928,573.42
07-206-00	-
18-206-00	-
20-206-00	4,947.88
21-206-00	1,549.12
47-206-00	-

BANK TOTAL =	2,746,422.91
--------------	---------------------

RICHFIELD PUBLIC SCHOOLS

Investment Holdings as of
November 2, 2021

Description	Matures	Rate	Cost	General Operating	Custodial (Scholarships)	2018A Bond	2018B Bond	OPEB Bond
MN TRUST TERM SERIES	11/24/21	0.03%	15,000,000.00	15,000,000.00	-	-	-	-
BMO HARRIS BANK, NA	01/26/22	0.28%	4,000,000.00	4,000,000.00	-	-	-	-
PREFERRED BANK	02/04/22	0.10%	249,700.00	249,700.00	-	-	-	-
WESTERN ALLIANCE BANK / TORREY P	02/04/22	0.20%	249,200.00	249,200.00	-	-	-	-
CUSTOMERS BANK	02/18/22	0.11%	249,700.00	249,700.00	-	-	-	-
US TREASURY N/B	10/31/22	0.06%	124,082.34	-	124,082.34	-	-	-
SALLIE MAE BANK/SALT LKE	08/25/23	0.30%	249,248.07	-	249,248.07	-	-	-
VERITEX COMMUNITY BANK	01/20/22	0.09%	249,700.00	-	-	-	-	249,700.00
GBC INTERNATIONAL BANK	01/20/22	0.09%	249,700.00	-	-	-	-	249,700.00
Bank OZK	02/28/22	2.65%	230,100.00	-	-	-	-	230,100.00
TULSA CO ISD #3-TXBL	04/01/22	2.58%	693,178.90	-	-	-	-	693,178.90
TEXAS ST-C-REF-TXBL	10/01/22	1.61%	784,606.90	-	-	-	-	784,606.90
HONOLULU-E-TXBL	10/01/22	1.61%	282,931.00	-	-	-	-	282,931.00
HONOLULU CITY and CNTY	10/01/22	1.58%	965,371.30	-	-	-	-	965,371.30
GREENSTATE CREDIT UNION	10/26/22	0.07%	249,800.00	-	-	-	-	249,800.00
Trustar Bank	10/26/22	0.05%	249,800.00	-	-	-	-	249,800.00
SERVISFIRST BANK	10/26/22	0.05%	249,800.00	-	-	-	-	249,800.00
ROBBINSDALE ISD-B-REF	02/01/23	0.13%	2,716,236.55	-	-	-	-	2,716,236.55
HAWAII-FA-TXBL	10/01/23	1.62%	882,359.50	-	-	-	-	882,359.50
NYC -TXBL -REF -D	08/01/24	0.38%	506,600.00	-	-	-	-	506,600.00
Total Investments Held			28,432,114.56	19,748,600.00	373,330.41	-	-	8,310,184.15

Agenda Item IV.B

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

Subject: PERSONNEL ITEMS
(Recommended by Superintendent)

That the Board of Education approve the following personnel items:

Classified Full Time Position for Employment – Classified Management

Pamela Olson – 40 hr/wk – Human Resources Manager – District Office
Effective 11/01/2021

Classified Full Time For Employment – Paraprofessional

Stacie Mahowald – 40hr/wk - Health Assistant – District Wide
Effective 10/25/2021

Classified Full Time Position for Employment - Administrative and Management Support Professionals

Michelle Lundy – 40 hr/wk – Management Assistant Special Programs – District Office
Effective 11/15/2021

Classified Part Time Position For Employment – Paraprofessional

Sonya Coleman – Special Education Paraprofessional – Central Education Center
Effective 10/18/2021

Anne Schuette – Early Childhood Special Education – Central Education Center
Effective 10/15/2021

Tahjah Fox – 35 hr/wk - Special Education Paraprofessional – South Education Center
Effective 10/4/2021

Isabella Kilibarda – 40 hr/wk - Paraprofessional/Clerical – Sheridan Hills
Effective 9/23/2021 (correction: employee did not resign)

Brenda Biever – Special Education Paraprofessional – RHS
Effective 11/4/2021

Arely Anderson – 32.5 hr/wk – Special Education Paraprofessional – RSTEM
Effective 11/01/2021

Classified Part Time Position For Employment – Student Engagement Specialist

Bradley Skoog – 25 hr/wk - Student Engagement Specialist – RHS
Effective 11/02/2021

Classified Part Time For Employment – Outreach Worker

Melissa Gonzalez-Herrera – 40 hr/wk – Outreach Worker – RMS
Effective 10/18/2021

Classified Part Time - Food & Nutrition Services

Sara Herman – 25 hr/wk - Kitchen Assistant – RMS
Effective 10/18/2021

Ruth Arves – 25 hr/wk Kitchen Assistant – RHS
Effective 10/18/2021

Yogeeta Manikaran – 20 hr/wk – Kitchen Assistant – RDLS
Effective 10/29/2021

Classified Part Time Resignation - Paraprofessional

Terri Vetsch – Instructional Paraprofessional – Centennial
Effective 10/21/2021

Janet Abundez Martinez – Special Education Paraprofessional – RDLS
Effective 11/01/2021

Marie Corbett – Special Education Paraprofessional – Sheridan Hills
Effective 11/12/2021

Classified Part Time Resignation - Food & Nutrition Services

Ruth Arves – Kitchen Assistant – RHS
Effective 10/19/2021

OLD BUSINESS – FOR REVIEW

Agenda Item V.A.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

Subject: Acceptance of Gifts

(Recommended by the Superintendent)

A second read of Policy 706: Acceptance of Gifts.

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.

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 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. This may be done with a routine vote at the Board's discretion.

IV. GIFTS OF REAL OR PERSONAL PROPERTY

The school board may vote to accept a gift, grant or devise or personal property only by the adoption of a resolution approved by two-thirds of its members ~~at the Board's discretion.~~ 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.

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 personnel procedures and practices. Financial support for the position will be paid to the district, not directly to the person occupying the position.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23

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 district unless otherwise provided in the agreed upon terms.

Legal References: Minn. Stat. §123B.02, Subd. 6 (Bequests, Donations, Gifts)
Minn. Stat. §465.03 (Gifts)

~~ADOPTED~~ RATIFIED BY THE BOARD OF EDUCATION: November 1, 1999

REVISED BY THE BOARD OF EDUCATION: September 17, 2007, October 21, 2013

REAFFIRMED BY THE BOARD OF EDUCATION: February 19, 2002

Adopted: _____

MSBA/MASA Model Policy 706

Orig. 1995

Revised: _____

Rev. 2007

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 Minn. Stat. § 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 (Bequests, Donations, Gifts)

Minn. Stat. § 465.03 (Gifts)

Cross References:

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

Subject: Academic Standards and Instructional Curriculum

(Recommended by the Superintendent)

A second read of Policy 601: Academic Standards and Instructional Curriculum. The board reviewed this policy last year on 10/4/20 and 10/19/20, but did not move forward with revisions at the time. Last year's process also incorporated feedback from Safe & Supportive Schools and from all high school teachers through a survey. The administration has now determined a more appropriate timeline for updating this policy.

Recommended edits include changes to statute regarding literacy screening, explicit reference to Policy 106 in regards to sexuality education curriculum, addition of a statement on the purpose of grading, changes to practices of calculating GPA and class rank, and to reference the graduation policy rather than restating the graduation requirements in this policy.

This policy will be brought to Safe & Supportive Schools for final review before being brought back to the board for a third read.

Attachments:

Policy 601: Academic Standards and Instructional Curriculum – redlined

MSBA Model Policy: District Curriculum and Instruction Goals

- 1 B. Each student will have the opportunity and will be expected to develop and
2 apply essential knowledge that enables that student to:
- 3 1. Live as a responsible, productive citizen within local, state, national
4 and global political, social, and economic systems.
 - 5 2. Bring many perspectives, including historical and scientific, to
6 contemporary issues.
 - 7 3. Know and understand democratic institutions.
 - 8 4. Communicate and relate collaborate effectively with ~~Races and~~
9 ~~cultures other than the students own people of all racial and cultural~~
10 gender, ability, and all other backgrounds and identities.
 - 11 5. Practice stewardship of the land, natural resources and the
12 environment.
 - 13 6. Use a variety of tools and technology to gather and use information,
14 enhance learning, solve problems, and increase productivity.
- 15
- 16 C. Students will have opportunities to apply creativity and self-expression
17 through visual and verbal images, music, literature, world languages,
18 movement and the performing arts.
- 19
- 20 D. School practices and instruction will be directed toward developing within
21 each student self knowledge and a sense of personal and communal
22 responsibility for:
- 23 1. Establishing and achieving personal and career goals.
 - 24 2. Adapting to change.
 - 25 3. Leading a healthy and fulfilling life.
 - 26 4. Civic behavior and citizenship.
 - 27 5. Becoming a self-directed learner.
 - 28 5-6. Contributing to positive change in our society.
- 29
- 30 E. Students will be given the opportunity to acquire interpersonal skills
31 necessary to:
- 32 1. Interact respectfully and purposefully with consideration for diversity
33 and interdependence.
 - 34 2. Address human problems through team effort.
 - 35 3. Resolve conflicts with and among others.
 - 36 4. Function constructively within social unite community.
 - 37 5. Promote a society that is sensitive to issues of Race race, culture,
38 gender and ability and all characteristics that contribute to the
39 uniqueness of each individual sensitive society.
- 40
- 41 5. F. School practices and instruction will be directed toward ensuring every child is
42 reading at or above grade level no later than the end of grade 3. Reading instruction will
43 be grounded in evidence-based practices and balanced instruction in phonemic
44 awareness, phonics, fluency, vocabulary development, and comprehension with
45 attention given to continuously assessing, evaluating, and communicating students'
46 reading progress and needs. A local literacy plan that includes the process for
47 identifying students not reading at grade level and providing appropriate interventions
48 will be created on an annual basis. RPS employs a balanced assessment approach
49 that identifies, through multiple measure benchmarks, each student's performance

Formatted: No bullets or numbering

1 relative to grade level proficiency, beginning in Kindergarten. Additional diagnostic
2 assessment are administered to students who fall significantly below grade level
3 benchmarks, and the results of these assessments are used to develop a plan for
4 providing targeted interventions that supplement core instruction.
5

6 **V. ACADEMIC STANDARDS AND INSTRUCTIONAL CURRICULUM**
7

8 A. The ~~director of teaching and learning~~ Assistant Superintendent shall be
9 responsible for the implementation of the district's academic standards and
10 instructional curriculum.

11
12 B. The district shall have defined academic standards and a comprehensive
13 instructional curriculum for the following content areas:

- 14 • Science
- 15 • Reading and language arts
- 16 • Social studies
- 17 • Math
- 18 • Physical education
- 19 • ~~BHealth~~ business education
- 20 • Science/technology/engineering
- 21 • Media literacy
- 22 • World languages
- 23 • Family and consumer sciences
- 24 • ~~Visual and performing arts~~
- 25 • Health, including a comprehensive sexuality education curriculum as
26 outlined in Policy 106 (Students and Employees with Communicable and
27 Infectious Diseases).

28
29 C. Each curricular content area will have a guide that includes:

- 30 • ~~Mission~~ Purpose and real-world application
- 31 • Grade-appropriate standards
- 32 • Curriculum materials
- 33 • Assessment
- 34 • Differentiation models
- 35 • ~~Media~~

36
37 D. Each curricular content area will be reviewed and revised on a cyclical basis
38 as per Policy 612 (Curriculum Decision Making for Continuous
39 Improvement).

40
41 E. The academic standards and instructional curriculum shall align with those
42 established by the Minnesota Department of Education or by local adoption
43 as provided in statute.

44
45 F. The elementary schools shall offer the following:

- 46 • ~~Visual and performing arts~~
- 47 • Music

- 1 • Integrated language arts
- 2 • Math
- 3 • Physical education
- 4 • Science/technology/engineering
- 5 • Health, including education on infectious diseases
- 6 • Social studies

8 G. The middle school shall offer the following:

- 9 • Visual ~~and performing~~ arts
- 10 • Integrated language arts
- 11 • Math
- 12 • Music
- 13 • Physical education
- 14 • Science/technology/engineering
- 15 • Health, including education on infectious diseases
- 16 • Social studies
- 17 • World language
- 18 • Technology education

19 ~~H. The high school will require the following semester credits for graduation:~~

- 20 ~~• 8 credits of English language arts~~
- 21 ~~• 6 credits of mathematics (This requirement includes algebra II, geometry,~~
- 22 ~~and statistics/probability/Int Algebra, Geometry and Adv Algebra or higher)~~
- 23 ~~• 6 credits of science (Biology is a mandatory requirement. Students must~~
- 24 ~~take either Chemistry or Physics. The third requirement can be addressed with~~
- 25 ~~either Chemistry or Physics or other science courses available. This requirement~~
- 26 ~~includes biology, chemistry, and physics)~~
- 27 ~~• 8 credits of social studies (This requirement includes U.S. history,~~
- 28 ~~geography, government and citizenship, world history and economics/Civics~~
- 29 ~~Seminar, Geography, World History, U.S. History and Economics/ Government.)~~
- 30 ~~• 2 credits in the fine arts~~
- 31 ~~• 2 credits of Physical physical Education education~~
- 32 ~~• 1 credit of Health health~~
- 33 ~~10-16 elective course credits~~

36 • H. All requirements, temporary changes, and provisions for graduation are

37 documented in Policy 521: Graduation Requirements.

38 I. The school board shall review and affirm all academic standards and

39 instructional curriculum revisions.

40 J. The district shall provide professional development opportunities to advance

41 staff members' knowledge, skills and abilities in effectively delivering the

42 standards and curriculum through instruction.

43 VI. GRADING

Formatted: Indent: Left: 0.5", No bullets or numbering

Formatted: No bullets or numbering

Formatted: Numbered + Level: 1 + Numbering Style: I, II, III, ... + Start at: 3 + Alignment: Left + Aligned at: 0.25" + Tab after: 0.75" + Indent at: 0.75"

Formatted: Indent: Left: 0", First line: 0"

1 ~~Richfield Public Schools understands grades to serve the sole purpose of~~
2 ~~communicating what students have learned or are capable of doing as a result of~~
3 ~~their learning. To that end, grades at RPS should be absent of subjective, non-~~
4 ~~academic factors such as behavior, homework completion, participation,~~
5 ~~attendance, persistence, effort, stereotypes, etc., that may inflate or deflate~~
6 ~~students' grades and distort the message about their learning. Rather, our aim is~~
7 ~~to work towards a more just and objective end where all students receive grades~~
8 ~~based on a clear set of academic standards and performance expectations that~~
9 ~~ultimately communicate what they have learned and can do.~~

Formatted: Numbered + Level: 1 + Numbering Style: A, B, C, ... + Start at: 1 + Alignment: Left + Aligned at: 0.25" + Indent at: 0.5"

10
11
12 ~~B. Both RMS and Currently, RHS will use the following grading system to~~
13 ~~determining-determine a grade's value for Grade Point Average (GPA):~~

Formatted: Indent: Left: 0.5", First line: 0"

Formatted: Indent: Left: 0", First line: 0"

- 14 A+ = 4.333
- 15 A = 4.000
- 16 A- = 3.667
- 17 B+ = 3.333
- 18 B = 3.000
- 19 B- = 2.667
- 20 C+ = 2.333
- 21 C = 2.000
- 22 C- = 1.667
- 23 D+ = 1.333
- 24 D = 1.000
- 25 D- = 0.667
- 26 F = 0.000

27
28
29 ~~C. RMS does not do class rank nor calculate GPA. It does assign~~
30 ~~grades. Currently, RHS calculates GPA by multiplying-multiplying the~~
31 ~~value of the grade above by the following weighting system and then~~
32 ~~averaging all those values:~~

- 33 AP, CIS and PSEO = \times 1.2
- 34 Honors = \times 1.1
- 35 All other classes = \times 1.0

Formatted: Indent: Left: 0.5", Hanging: 0.5"

Formatted: Indent: Hanging: 0.5"

Formatted: Indent: Hanging: 0.5"

36
37
38 ~~MD. Currently, RHS assigns class rank from highest to lowest according to~~
39 ~~accumulative GPA as defined in item "LC."~~

40
41 ~~E. Beginning with the Class of 2026, RHS will stop assigning class rank, and will~~
42 ~~also stop using the weighted grading system defined in item C. Additionally,~~
43 ~~A+ grades will no longer be offered; the highest possible grade to achieve~~
44 ~~will be an A. Thus, GPA will be calculated by averaging the values of all of a~~
45 ~~student's grades, none of which can be higher than 4.000.~~

46
47
48 ~~F. In general, RMS does not assign class rank nor calculate GPA. However, RMS~~
49 ~~does assign a GPA number to classes that middle school students take for high~~

Formatted: Indent: Left: 0.38", First line: 0"

1 school credit. In this instance, they use the same system for calculating GPA as is
2 used at RHS.

3
4 Legal References:

5
6 Minn. Stat 120B.02 (Educational Expectations for Minnesota Students)

7 ~~Minn. Stat 120B.024 (Graduation Requirements)~~

8 Minn. Stat 120B.11 (School District Process)

9 Minn. Stat. § 120B.12 (Reading Proficiently no Later than the End of Grade 3)

10 Minn. Stat. § 120B.30, Subd. 1 (Statewide Testing and Reporting System)

11 Minn. Stat. § 120B.35, Subd. 3 (Student Academic Achievement and Growth)

12 Minn. Stat. § 122A.40, Subd. 8 (Employment; Contracts; Termination)

13 Minn. Stat. § 122A.41, Subd. 5 (Teacher Tenure Act; Cities of the First Class;
14 Definitions)

15 Minn. Stat. § 123B.147, Subd. 3 (Principals)

16 Minn. Stat. § 125A.56, Subd. 1 (Alternate Instruction Required)

17 20 U.S.C. § 5801, et seq. (National Education Goals 2000)

18 20 U.S. c. 6301, et seq. (~~Every Student Succeeds Act~~~~No Child Left Behind Act~~)

19
20 Cross References:

21
22 Board Policy 101 (Strategic Plan)

23 Board Policy 106 (Students and Employees with Communicable and Infectious
24 Diseases)

25 Board Policy 521 (Graduation Requirements)

26 Board Policy 612 (Curriculum Decision Making for Continuous Improvement)

27
28 ~~ADOPTED-RATIFIED~~ BY THE BOARD OF EDUCATION: March 21, 2005

29 ~~AMENDED-REVISED~~ BY THE BOARD OF EDUCATION: February 7, 2011; August
30 15, 2011; June 17, 2014; ~~December 7, 2020~~; November 22, 2021

31
32

Adopted: _____

MSBA/MASA Model Policy 601

Orig. 1995

Revised: _____

Rev. 2020

601 SCHOOL DISTRICT CURRICULUM AND INSTRUCTION GOALS

[Note: Minn. Stat. § 120B.11 requires school districts to adopt a comprehensive long-term strategic plan that addresses the review of curriculum, instruction, student achievement, and assessment. MSBA/MASA Model Policies 601, 603, and 616 address these statutory requirements. In addition, MSBA/MASA Model Policies 613-615 and 617-620 provide procedures to further implement the requirements of Minn. Stat. § 120B.11.]

I. PURPOSE

The purpose of this policy is to establish broad curriculum parameters for the school district that encompass the Minnesota Academic Standards and federal law and are aligned with creating the world's best workforce.

II. GENERAL STATEMENT OF POLICY

The policy of the school district is to establish the "world's best workforce" in which all learning in the school district should be directed and for which all school district learners should be held accountable.

III. DEFINITIONS

- A. "Academic standard" means a summary description of student learning in a required content area or elective content area.
- B. "Benchmark" means specific knowledge or skill that a student must master to complete part of an academic standard by the end of the grade level or grade band.
- C. "Curriculum" means district or school adopted programs and written plans for providing students with learning experiences that lead to expected knowledge, skills, and career and college readiness.
- D. "Instruction" means methods of providing learning experiences that enable students to meet state and district academic standards and graduation requirements.
- E. "Performance measures" are measures to determine school district and school site progress in striving to create the world's best workforce and must include at least the following:

1. the size of the academic achievement gap and rigorous course taking, including college-level advanced placement, international baccalaureate, postsecondary enrollment options, including concurrent enrollment, other rigorous courses of study or industry certification courses or programs, and enrichment experiences by student subgroup;
 2. student performance on the Minnesota Comprehensive Assessments;
 3. high school graduation rates; and
 4. career and college readiness under Minn. Stat. § 120B.30, Subd. 1.
- F. “World’s best workforce” means striving to: meet school readiness goals; have all third-grade students achieve grade-level literacy; close the academic achievement gap among all racial and ethnic groups of students and between students living in poverty and students not living in poverty; have all students attain career and college readiness before graduating from high school; and have all students graduate from high school.
- G. “Experiential learning” means learning for students that includes career exploration through a specific class or course or through work-based experiences such as job shadowing, mentoring, entrepreneurship, service learning, volunteering, internships, other cooperative work experience, youth apprenticeship, or employment.

IV. LONG-TERM STRATEGIC PLAN

- A. The school board, at a public meeting, shall adopt a comprehensive, long-term strategic plan to support and improve teaching and learning that is aligned with creating the world’s best workforce and includes the following:
1. clearly defined school district and school site goals and benchmarks for instruction and student achievement for all student categories identified in state and federal law;

[Note: MSBA/MASA Model Policy 601, Section IV.B. and MSBA/MASA Model Policy 616 address this requirement.]
 2. a process to assess and evaluate each student’s progress toward meeting state and local academic standards, assess and identify students for participation in gifted and talented programs and accelerate their instruction, adopt procedures for early admission to kindergarten or first grade of gifted and talented learners which are sensitive to under-represented groups, and identify the strengths and weaknesses of instruction in pursuit of student and school success and curriculum affecting students’ progress and growth toward career and college readiness and leading to the world’s best workforce;

[Note: MSBA/MASA Model Policy 618 addresses this requirement.]

3. a system to periodically review and evaluate the effectiveness of all instruction and curriculum, taking into account strategies and best practices, student outcomes, principal evaluations under Minn. Stat. § 123B.147, Subd. 3, students' access to effective teachers who are members of populations under-represented among the licensed teachers in the district or school and who reflect the diversity of enrolled students under Minn. Stat. § 120B.35, Subd. 3(b)(2), and teacher evaluations under Minn. Stat. § 122A.40, Subd. 8, or 122A.41, Subd. 5;

[Note: MSBA/MASA Model Policy 616 addresses this requirement.]

4. strategies for improving instruction, curriculum, and student achievement, including the English and, where practicable, the native language development and the academic achievement of English learners;

[Note: MSBA/MASA Model Policy 616 addresses this requirement.]

5. a process to examine the equitable distribution of teachers and strategies to ensure low-income and minority children are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers;
6. education effectiveness practices that integrate high-quality instruction, rigorous curriculum, technology, and a collaborative professional culture that develops and supports teacher quality, performance, and effectiveness; and
7. an annual budget for continuing to implement the school district plan.

B. School district site and school site goals shall include the following:

1. All students will be required to demonstrate essential skills to effectively participate in lifelong learning.* These skills include the following:

[*Note: The criteria for acceptable performance in basic skills areas may need to be modified for students with unique learning needs. These modifications will be reflected in the Individualized Education Program (IEP) or Rehabilitation Act Section 504 Accommodation plan.]

- a. reading, writing, speaking, listening, and viewing in the English language;
- b. mathematical and scientific concepts;
- c. locating, organizing, communicating, and evaluating information and developing methods of inquiry (i.e., problem solving);

- d. creative and critical thinking, decision making, and study skills;
 - e. work readiness skills;
 - f. global and cultural understanding.
2. Each student will have the opportunity and will be expected to develop and apply essential knowledge that enables that student to:
- a. live as a responsible, productive citizen and consumer within local, state, national, and global political, social, and economic systems;
 - b. bring many perspectives, including historical, to contemporary issues;
 - c. develop an appreciation and respect for democratic institutions;
 - d. communicate and relate effectively in languages and with cultures other than the student's own;
 - e. practice stewardship of the land, natural resources, and environment;
 - f. use a variety of tools and technology to gather and use information, enhance learning, solve problems, and increase human productivity.
3. Students will have the opportunity to develop creativity and self-expression through visual and verbal images, music, literature, world languages, movement, and the performing arts.
4. School practices and instruction will be directed toward developing within each student a positive self-image and a sense of personal responsibility for:
- a. establishing and achieving personal and career goals;
 - b. adapting to change;
 - c. leading a healthy and fulfilling life, both physically and mentally;
 - d. living a life that will contribute to the well-being of society;
 - e. becoming a self-directed learner;
 - f. exercising ethical behavior.
5. Students will be given the opportunity to acquire human relations skills

necessary to:

- a. appreciate, understand, and accept human diversity and interdependence;
- b. address human problems through team effort;
- c. resolve conflicts with and among others;
- d. function constructively within a family unit;
- e. promote a multicultural, gender-fair, disability-sensitive society.

[Note: School district and site goals example courtesy of the Winona School District.]

- C. Every child is reading at or above grade level no later than the end of grade 3, including English learners, and teachers provide comprehensive, scientifically based reading instruction, including a program or collection of instructional practices that is based on valid, replicable evidence showing that, when the programs or practices are used, students can be expected to achieve, at a minimum, satisfactory reading progress. The program or collection of practices must include, at a minimum, effective, balanced instruction in all five areas of reading (phonemic awareness, phonics, fluency, vocabulary development, and reading comprehension), as well as instructional strategies for continuously assessing, evaluating, and communicating the student's reading progress and needs.
1. The school district must identify, before the end of kindergarten, grade 1, and grade 2, all students who are not reading at grade level. Students identified as not reading at grade level by the end of kindergarten, grade 1, and grade 2 must be screened for characteristics of dyslexia, unless a different reason for the reading difficulty has been identified.
 2. Students in grade 3 or higher who demonstrate a reading difficulty to a classroom teacher must be screened for characteristics of dyslexia, unless a different reason for the reading difficulty has been identified.

[Note: According to Minnesota statutes, dyslexia screening is to be conducted in a locally determined manner.]

3. Reading assessments in English and in the predominant languages of district students, where practicable, must identify and evaluate students' areas of academic need related to literacy. The school district also must monitor the progress and provide reading instruction appropriate to the specific needs of English learners. The school district must use locally adopted, developmentally appropriate, and culturally responsive

assessment and annually report summary assessment results to the Commissioner of Education by July 1.

4. The school district must annually report to the Commissioner of Education by July 1 a summary of the district's efforts to screen and identify students who demonstrate characteristics of dyslexia using screening tools such as those recommended by the Minnesota Department of Education's dyslexia specialist. With respect to students screened or identified under paragraph
 - a. the report must include:
 - i. a summary of the district's efforts to screen for dyslexia;
 - ii. the number of students screened for that reporting year; and
 - iii. the number of students demonstrating characteristics of dyslexia for that year.
5. A student identified as having a reading difficulty must be provided with alternate instruction under Minn. Stat. § 125A.56, Subd. 1.
6. At least annually, the school district must give the parent of each student who is not reading at or above grade level timely information about:
 - a. the student's reading proficiency as measured by a locally adopted assessment;
 - b. reading-related services currently being provided to the student and the student's progress; and
 - c. strategies for parents to use at home in helping their students succeed in becoming grade-level proficient in reading English and their native languages.

This provision may not be used to deny a student's right to a special education evaluation.

7. For each student who is not reading at or above grade level, the school district shall provide reading intervention to accelerate student growth and reach the goal of reading at or above grade level by the end of the current grade and school year. If a student does not read at or above grade level by the end of grade 3, the school district must continue to provide reading intervention until the student reads at grade level. Intervention methods shall encourage family engagement and, where possible, collaboration with appropriate school and community programs. Intervention methods may include, but are not limited to, requiring attendance in summer school, intensified reading instruction that may require that the student be

removed from the regular classroom for part of the school day, extended day programs, or programs that strengthen students' cultural connections.

[Note: School districts are strongly encouraged, but not required, to provide personal learning plans, as provided in Paragraph 8.]

8. The school district will provide a personal learning plan for a student who is unable to demonstrate grade-level proficiency, as measured by the statewide reading assessment in grade 3. The school district will determine the format of the personal learning plan in collaboration with the student's educators and other appropriate professionals. The school district will develop the personal learning plan in consultation with the student's parent or guardian. The personal learning plan will address knowledge gaps and skill deficiencies through strategies such as specific exercises and practices during and outside of the school day, periodic assessments, and reasonable timelines. The personal learning plan may include grade retention if it is in the student's best interest. The student's school will maintain and regularly update and modify the personal learning plan until the student reads at grade level. This paragraph does not apply to a student under an Individualized Education Program.

Legal References: Minn. Stat. § 120B.018 (Definitions)
Minn. Stat. § 120B.02 (Educational Expectations for Minnesota Students)
Minn. Stat. § 120B.11 (School District Process)
Minn. Stat. § 120B.12 (Reading Proficiently no Later than the End of Grade 3)
Minn. Stat. § 120B.30, Subd. 1 (Statewide Testing and Reporting System)
Minn. Stat. § 120B.35, Subd. 3 (Student Academic Achievement and Growth)
Minn. Stat. § 122A.40, Subd. 8 (Employment; Contracts; Termination)
Minn. Stat. § 122A.41, Subd. 5 (Teacher Tenure Act; Cities of the First Class; Definitions)
Minn. Stat. § 123B.147, Subd. 3 (Principals)
Minn. Stat. § 125A.56, Subd. 1 (Alternate Instruction Required)
20 U.S.C. § 5801, *et seq.* (National Education Goals 2000)
20 U.S.C. § 6301, *et seq.* (Every Student Succeeds Act)

Cross References: MSBA/MASA Model Policy 104 (School District Mission Statement)
MSBA/MASA Model Policy 613 (Graduation Requirements)
MSBA/MASA Model Policy 614 (School District Testing Plan and Procedure)
MSBA/MASA Model Policy 615 (Testing Accommodations, Modifications, and Exemptions for IEPs, Section 504 Plans, and LEP Students)
MSBA/MASA Model Policy 616 (School District System Accountability)
MSBA/MASA Model Policy 618 (Assessment of Student Achievement)

NEW BUSINESS - FOR ACTION

Agenda Item VI.A.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

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

(Recommended by the Superintendent)

That the Board of Education document and complete the proper board procedures for the election that took place on November 2, 2021 as it relates to the Richfield Public School District.

Attached:

Abstract of Votes Cast

Write-In Tally

Extract of Minutes of Meeting of School Board – Canvassing Returns of Votes

Abstract of Votes Cast
Independent School District No. 280 (RICHFIELD)
State of Minnesota
at the MUNICIPAL AND SCHOOL DISTRICT GENERAL
Held Tuesday, November 02, 2021

Compiled from the Official Returns.

Summary of Totals
Independent School District No. 280 (RICHFIELD)
Tuesday, November 02, 2021 MUNICIPAL AND SCHOOL DISTRICT GENERAL

KEY TO PARTY ABBREVIATIONS

NP - Nonpartisan

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

NP
Rachel Banks Kupcho
998

NP
Eric Carter
971

NP
Tim Pollis
937

WI
WRITE-IN
107

Detail of Election Results
 Independent School District No. 280 (RICHFIELD)
 Tuesday, November 02, 2021 MUNICIPAL AND SCHOOL DISTRICT GENERAL

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

Precinct	NP Rachel Banks Kupcho	NP Eric Carter	NP Tim Pollis	WI WRITE-IN
27 8266 : ISD 280 - MOUNT CALVARY CHURCH ED BLDG	81	70	68	8
27 8267 : ISD 280 - ST PETERS CATHOLIC CHURCH	139	131	119	13
27 8268 : ISD 280 - SHERIDAN HILLS SCHOOL	181	176	163	16
27 8269 : ISD 280 - ST RICHARDS CATHOLIC CHURCH	84	81	74	10
27 8270 : ISD 280 - RICHFIELD MIDDLE SCHOOL	132	136	136	14
27 8271 : ISD 280 - CENTRAL SCHOOL	123	121	128	16
27 8272 : ISD 280 - HOPE PRESBYTERIAN EDUCATION FACILITY	93	96	93	6
27 8273 : ISD 280 - RICHFIELD DUAL LANGUAGE SCHOOL	68	69	74	9
27 8274 : ISD 280 - CENTENNIAL SCHOOL	97	91	82	15
Total:	998	971	937	107

We, the school board members of Independent School District No. 280 (RICHFIELD), certify that we have canvassed the returns of the MUNICIPAL AND SCHOOL DISTRICT GENERAL held on Tuesday, November 02, 2021 and have herein specified the names of any candidates receiving votes and the number of votes received by each candidate, and have herein specified the number of votes for and against any ballot questions voted on in this election.

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

Witness our official signature at _____ in _____ County this _____ day of _____, 2021.

School Board Member

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

I, _____, Clerk of the Independent School District No. 280 (RICHFIELD) do hereby certify the within and foregoing _____ pages to be a full and correct copy of the original abstract and return of the votes cast in the Independent School District No. 280 (RICHFIELD) MUNICIPAL AND SCHOOL DISTRICT GENERAL held on Tuesday, November 02, 2021.

Witness my hand and official seal of office this _____ day of _____, 2021.

Write-in Tally Form

City and School District Election November 2, 2021

City/School District Name: ISD 280

Ward/Precinct: Mt. Calvary Education Building

Tally ALL write-in votes for city and/or school district offices:

	Absentee Tally		Polling Place Tally	
City/School Office	Candidate Name	Tally Votes	Candidate Name	Tally Votes
School Board Member	Abolish this office			
School Board Member			Donald Trump	
School Board Member			Wiley Mosely	
School Board Member			Peter Lavin	
School Board Member			Jane Koenig	
School Board Member			Cheryl Sarno	
School Board Member			Barb Schrenk	
School Board Member			Dan Hall	

Election Judge: 

Election Judge: 

Write-in Tally Form

City and School District Election November 2, 2021

City/School District Name: ISD 280

Ward/Precinct: St. Peter's Catholic Church

Tally ALL write-in votes for city and/or school district offices:

City/School Office	Absentee Tally		Polling Place Tally	
	Candidate Name	Tally Votes	Candidate Name	Tally Votes
School Board Member			Anna Lissiman, Self	
School Board Member			Antonio Craig	
School Board Member			Constantina Watters	
School Board Member			Jonathan Watters	
School Board Member			Peter Voss	
School Board Member			Matthew Hanley	
School Board Member			Hasniyah Bradley	
School Board Member			John Ashmead	
School Board Member			Cathy Bender	
School Board Member			Bob Hall	
School Board Member			Christina Bracke	

Election Judge: 

Election Judge: 

Write-in Tally Form

City and School District Election November 2, 2021

City/School District Name: ISD 280

Ward/Precinct: Sheridan Hills

Tally ALL write-in votes for city and/or school district offices:

	Absentee Tally		Polling Place Tally	
City/School Office	Candidate Name	Tally Votes	Candidate Name	Tally Votes
School Board Member			David Rosario	III
School Board Member			Kelly Zoellmer	
School Board Member			Mary Allen	
School Board Member			Molly Berlinger	
School Board Member			Daniel Berlinger	
School Board Member			Alyce Hamilton, MD	
School Board Member			Marcia Saner	
School Board Member			Molly Bank	
School Board Member			Let's Go Brandon	
School Board Member			Erica Allenberg (crossed out)	

Election Judge: 

Election Judge: 

Write-in Tally Form

City and School District Election November 2, 2021

City/School District Name: ISD 280

Ward/Precinct: St. Richard's Catholic Church

Tally ALL write-in votes for city and/or school district offices:

	Absentee Tally		Polling Place Tally	
City/School Office	Candidate Name	Tally Votes	Candidate Name	Tally Votes
School Board Member			Bob Dylan	
School Board Member			Jim Morrison	
School Board Member			Janis Joplin	
School Board Member			Judy Thul	
School Board Member			Corwin Diamond	
School Board Member			Emilie Bertram	
School Board Member			Laura Pueringer	
School Board Member			Jamie Hysjulien	
School Board Member			Fred Wizie	

Election Judge: 

Election Judge: 

Write-in Tally Form

City and School District Election November 2, 2021

City/School District Name: ISD 280

Ward/Precinct: Richfield Middle School

Tally ALL write-in votes for city and/or school district offices:

	Absentee Tally		Polling Place Tally	
City/School Office	Candidate Name	Tally Votes	Candidate Name	Tally Votes
School Board Member	Lynette Chambers			
School Board Member			Hannah Mattson	
School Board Member			Bob Martin	
School Board Member			Jill Maxey	
School Board Member			Daniel Maxey	
School Board Member			Kari Webster	
School Board Member			Dean Hughes	
School Board Member			Jackie Hughes	
School Board Member			Wild Turkey	
School Board Member			Val Mayer	
School Board Member			(blank)	

Election Judge: 

Election Judge: 

Write-in Tally Form

City and School District Election November 2, 2021

City/School District Name: ISD 280

Ward/Precinct: Central School

Tally ALL write-in votes for city and/or school district offices:

	Absentee Tally		Polling Place Tally	
City/School Office	Candidate Name	Tally Votes	Candidate Name	Tally Votes
School Board Member			Marie Davis	
School Board Member			Sue Sandahl	
School Board Member			Peggy Wilson	
School Board Member			Michael Hilden	
School Board Member			Mike Smith	
School Board Member			Random Marxist DFLer	
School Board Member			Zachary Olson	
School Board Member			Barry LeBlanc	
School Board Member			Nic Romero	
School Board Member			Mia Kahn	

Election Judge: 

Election Judge: 

Write-in Tally Form

City and School District Election November 2, 2021

City/School District Name: ISD 280

Ward/Precinct: Centennial School

Tally ALL write-in votes for city and/or school district offices:

	Absentee Tally		Polling Place Tally	
City/School Office	Candidate Name	Tally Votes	Candidate Name	Tally Votes
School Board Member	Andra Reed (RHS)			
School Board Member	Darryl Bengston (RHS)			
School Board Member	Carol Adams			
School Board Member	John Holter			
School Board Member	Allison Martin			
School Board Member			James (Jay) Garey	
School Board Member			Lisa Rudolph	
School Board Member			Emily Antin	
School Board Member			Mike Lang	
School Board Member			Jeff Wood	
School Board Member			Jon Anderson	
School Board Member			Ellen Cutter	
School Board Member			Lyta Anderson	
School Board Member			Wayne Anderson	
School Board Member			Mickey Mouse	

Election Judge: 

Election Judge: 

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

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 280 (Richfield), State of Minnesota, was duly held in said school district on the 8th day of November, 2021, at 7 o'clock p.m., for the purpose, in part, of canvassing its general election.

The following members were present:

and the following were absent:

Member _____ moved the adoption of the following resolution:

**RESOLUTION CANVASSING RETURNS OF VOTES
OF SCHOOL DISTRICT GENERAL ELECTION**

BE IT RESOLVED by the School Board of Independent School District No. 280,

State of Minnesota, as follows:

1. It is hereby found, determined and declared that the general election of the voters of this school district held on November 2, 2021, was in all respects duly and legally called and held.
2. As specified in the attached Abstract and Return of Votes Cast, a total of 1,365 voters of the district voted at said general election on the election of three (3) school board members for four (4) year term vacancies on the board caused by expiration of term on the first Monday in January next following the general election as follows:

RACHEL BANKS KUPCHO	998
ERIC CARTER	971
TIM POLLIS	937
WRITE IN CANDIDATES	107

NEW BUSINESS - FOR ACTION

Agenda Item VI.B.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

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

(Recommended by the Superintendent)

That the Board of Education adopt the resolution as presented.

Attached:

1. Resolution Authorizing Issuance of Certificates of Election and Directing the School District Clerk to Perform Other Election Related Duties:
 - a. Clerk's Certificate of Election as to Abstract and Return of Votes Cast
 - b. Certificate of Election
 - c. Acceptance of Office And Oath of Office

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

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 280 (Richfield), State of Minnesota, was held in said school district on the 8th day of November 2021, at 7 o'clock p.m.

The following members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

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

WHEREAS, the board has canvassed the general election for school board members held on November 2, 2021.

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

1. The chair and clerk are hereby authorized to execute certificates of election on behalf of the school board of Independent School District No. 280 to the following candidates:
 - a. Rachel Banks Kupcho
 - b. Eric Carter
 - c. Tim Pollis

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

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

**CERTIFICATE OF ELECTION
(Full 4 Year Term)**

This is to certify as follows:

1. The School Board of Independent School District No. 280 on November 8, 2021, canvassed the general election of school board members held on November 2, 2021.
2. Rachel Banks Kupcho received the largest number of votes cast for the office of school board member of Independent School District No. 280 for a full four (4) year term.
3. There are three (3) full four (4) year term vacancies on the board caused by expiration of term on the first Monday in January next following the election.
4. Therefore Rachel Banks Kupcho is elected to the office of school board member of Independent School District No. 280 for a full four (4) year term beginning on the first Monday in January 2022 and expiring on the first Monday in January 2026.

By authority of the School Board of Independent School District No. 280, pursuant to resolution dated November 8, 2021.

Dated: _____

Chair

Dated: _____

Clerk

**CERTIFICATE OF ELECTION
(Full 4 Year Term)**

This is to certify as follows:

1. The School Board of Independent School District No. 280 on November 8, 2021, canvassed the general election of school board members held on November 2, 2021.
2. Eric Carter received the second largest number of votes cast for the office of school board member of Independent School District No.280 for a full four (4) year term.
3. There are three (3) full four (4) year term vacancies on the board caused by expiration of term on the first Monday in January next following the election.
4. Therefore Eric Carter is elected to the office of school board member of Independent School District No. 280 for a full four (4) year term beginning on the first Monday in January 2022 and expiring on the first Monday in January 2026.

By authority of the School Board of Independent School District No. 280, pursuant to resolution dated November 8, 2021.

Dated: _____

Chair

Dated: _____

Clerk

**CERTIFICATE OF ELECTION
(Full 4 Year Term)**

This is to certify as follows:

1. The School Board of Independent School District No. 280 on November 8, 2021, canvassed the general election of school board members held on November 2, 2021.
2. Tim Pollis received the third largest number of votes cast for the office of school board member of Independent School District No. 280 for a full four (4) year term.
3. There are three (3) full four (4) year term vacancies on the board caused by expiration of term on the first Monday in January next following the election.
4. Therefore Tim Pollis is elected to the office of school board member of Independent School District No. 280 for a full four (4) year term beginning on the first Monday in January, 2022 and expiring on the first Monday in January, 2026.

By authority of the School Board of Independent School District No. 280, pursuant to resolution dated November 8, 2021.

Dated: _____

Chair

Dated: _____

Clerk

NEW BUSINESS - FOR ACTION

Agenda Item VI.C.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

**Subject: Assurance of Compliance with State and Federal Law Prohibiting
Discrimination**

(Recommended by the Superintendent)

That the Board of Education approve the Assurance of Compliance with State and Federal Law Prohibiting Discrimination 2021-2022 form to be submitted to the Minnesota Department of Education.

Background Information

(Prepared by Cassandra Quam and Craig Holje)

Pursuant to Minnesota Statutes, section 127A.42, subd. 3, each school board must annually submit to the Commissioner of Education a statement of compliance with state and federal laws prohibiting discrimination and providing the designated supporting information to assure that statement prior to November 15.

Attached:

Assurance of Compliance with State and Federal Law Prohibiting Discrimination
2021-2022 Form



Virginia Davis

E-mail:
mde.compliance-assistance@state.mn.us

Phone: 651-582-8338

Address:
1500 Highway 36 West, Roseville, MN
55113

Assurance of Compliance

0280-01 Richfield Public School District
-INFORMATION NEEDED TO EVIDENCE COMPLIANCE-
School Year: 21-22

* - indicates required fields.

Coordinator Identification Information

	Human Rights Coordinator	Title IX Coordinator	504 Coordinator
Name*	Craig Holje	Craig Holje	Mary Clarkson
Telephone Number*	612-798-6031	612-798-6031	612-798-6041
Fax Number*	612-798-6057	612-798-6057	612-798-6057
E-Mail Address*	craig.holje@rpsmn.org	craig.holje@rpsmn.org	mary.clarkson@rpsmn.org

Mandated Reporter Training

Minnesota Chapter 260E.30, Subd. 2(b). Districts must inform all mandated reporters of the duties.

Date of Verification *

I verify that all mandated reporters employed by or otherwise associated with any school in this district have been informed of mandated reporting requirements and of the prohibition of retaliation against anyone reporting maltreatment.

10/12/2021

As part of the Minnesota Department of Education's data collection for the Minnesota Olmstead Plan related to the topic area Prevent Abuse and please provide the following information;

Total number of school district employees who have received mandated reporter training as of verification date? 974

Number of licensed staff? 385

Number of unlicensed staff? 589

*This information is requested to assist in the prevention of abuse and neglect of students with disabilities through increased awareness and education of all school personnel and their duties associated with mandated reporting requirements.

Document Submittal Verification

Does MDE have current and accurate copies of the following documents?
Please submit updated policy if revised since Last Submitted Date.

Document	Last Submitted Date	Upload Document*
Harassment and Violence policy	11/02/2016	Select Upload Document: <input type="button" value="Choose File"/> 103 Harassm... Policy.pdf

District Compliance Requirements Checklist

This assurance is given in consideration of and for the purpose of obtaining any and all federal grants, loans, contracts, property, discounts, or other federal financial assistance extended after the date hereof to the district by the U.S. Department of Education and the Minnesota Department of Education (MDE), in installment payments after such date of application for federal financial assistance and state aid allotments which were approved before such date.

The district recognizes and agrees that such federal and state financial assistance will be extended in reliance on the representations, supporting information required by Minnesota Statute, section 127A.42, subd. 3 and agreements made in this assurance. This assurance is binding on the district and the persons authorized to submit information on behalf of the district.

Check all statements in which the district has complied with the state and federal requirements prohibiting discrimination.

Federal Laws:

* Title VI of the Civil Rights Act of 1964 (42 USC 2000d, et. seq.; 34 C.F.R. Part 100), which provides that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which the district receives federal financial assistance.

- * Title VII of the Civil Rights Act of 1964 (42 USC 2000e, et. seq.; P.L. 88-352), as amended by the Equal Employment Opportunity Act of 1972 (P.L. 92-261), which prohibits discrimination in employment because of an individual's race, color, religion, sex, or national origin.
- * Title VII of the Civil Rights Act of 1964 Pregnancy Discrimination Act (within Title VII) (42 USC § 2000e(k)).
- * Title IX of the Education Amendments of 1972 (20 USC § 1681; 34 C.F.R. Part 106), which prohibits discrimination on the basis of sex in education programs and activities receiving or benefiting from federal financial assistance.
- * The Age Discrimination in Employment Act of 1967 (29 USC § 621; 42 USC § 6101; 29 C.F.R. Part 621), which prohibits discrimination on the basis of age (over 40 years).
- * Section 504 of the Rehabilitation Act of 1973 (34 C.F.R. part 104) prohibiting discrimination on the basis of disability.
- * The American with Disabilities Act (42 USC § 12101, et seq.), also prohibiting discrimination on the basis of disability.
- * Denial of Equal Educational Opportunity Prohibited (20 USC § 1703).
- * The Fair Housing Act (42 USC § 3601 et seq.; 24 C.F.R. part 100).
- * The Age Discrimination Act of 1975 (42 USC § 6101 and 6102; 34 C.F.R. part 110).
- * Prohibition of Discrimination Based on Blindness (20 USC § 1684).

State Laws:

- * The Minnesota Human Rights Act (Minn. Stat. § 363A), which prohibits discrimination in education programs and activities on ground of race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, sexual orientation, disability or age
- * Minnesota Statutes, section 121A.031, which requires school districts to have a written policy to prevent and to prohibit student bullying.
- * Minnesota Statutes, section 121A.03, which requires school districts to have a policy prohibiting sexual/racial/religion harassment and violence which applies to students, teachers, administrators and other school personnel.
- * Minnesota Statutes, section 121A.04, which prohibits sex discrimination in athletic programs.
- * Minnesota Rules, part 3500.0550, relating to the Inclusive Educational Program Plan.
- * Minnesota Rules, Chapter 3535.0100-.0180; 3535.2300-.2800; 3535.3000-.3700, relating to equality of educational opportunity and school desegregation, and prohibition of discriminatory practices.

By clicking "Submit" you are affirming that these laws are available in each building in the district, that the information that you have provided and that you have the authority to submit this assurance on behalf of the district. Clicking "Cancel" will clear data entered.

NOTE: When data entry is complete, click "Submit" to send data to The State Department of Education.

Submit

Cancel

NEW BUSINESS – FOR REVIEW

Agenda Item VI.D.

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

Subject: Evaluation and Development of Professional Staff

(Recommended by the Superintendent)

A first read of Policy 452: Evaluation and Development of Professional Staff and Administrative Guideline 452.1.

Attachments:

Policy 452: Evaluation and Development of Professional Staff
Administrative Guideline 452.1

RICHFIELD PUBLIC SCHOOLS

EVALUATION AND DEVELOPMENT OF PROFESSIONAL STAFF

I. PURPOSE

The Richfield Board of Education recognizes that the quality of educational programs and school environment experienced by the students in this district depends, to a large degree, upon the performance and skills of the professional staff. The Board believes that periodic evaluation and staff development can contribute positively to both performance and skills. This process:

1. will provide identification and recognition of effective performance.
2. will be a key element in a systematic process whereby each staff member may improve competence and effectiveness.
3. will be one basis for improving the instruction that is provided for students.
4. will guide decisions regarding the granting of tenure and subsequent retention of staff.
5. will include measures based on classroom observations, student engagement and student achievement.

II. POLICY

The Evaluation and Development of Professional Staff in Richfield will include the following components:

1. Classroom/Teacher Observations will encompass 45 percent of the total professional staff evaluation. Three formal evaluation/development procedures will be employed as follows:
 - A. One procedure will be the evaluation of probationary staff. Such evaluations will summarize the probationary staff member's competence at a given point in time and will be the basis for personnel decisions such as retention and/or the granting of tenure. Evaluations shall be based on observed performance resulting in a written document that is reviewed with the teacher and placed in the teacher's personnel file. The frequency of formal evaluation for probationary staff shall be as provided in law.
 - B. The second set of procedures will be used for the development of non-probationary staff whose overall performance is satisfactory or better.
 - 1.) The staff development process will recognize competence and contribution and will encourage continued improvement of performance. A Professional Growth Plan shall be prepared at least once each year. It will be reviewed by an administrator and placed in

1 the teacher's personnel file. Non-probationary staff will participate in a
2 3 year review cycle that includes three sets of observation/conferences
3 by a peer reviewer during the first two years of the cycle. During the
4 third year of the cycle, two observations/conferences will be conducted
5 by peer reviewers and a third observation/conference will be
6 completed by an administrator who will complete a summative
7 evaluation. The Summative evaluation will be maintained as part of
8 the teacher's personnel file.

9
10 2.). A formal evaluation process may be requested by an administrator
11 when performance deems it necessary or by the teacher when
12 desired.

13
14 C. A third procedure will be used for the evaluation of tenured staff
15 whose performance becomes unsatisfactory. This evaluation will
16 summarize the staff member's competence at a given point in time, will
17 provide guidance, assistance and time for improvement, and will be the
18 basis for personnel decisions regarding retention of staff.

19
20 2. Student Engagement will compose 20% of the professional staff evaluation.
21 Student engagement will be measured used identified indicators on the
22 Richfield Professional Teaching Standards that are included in each of the
23 standards.

24
25 3. Student achievement will encompass 35% of the professional staff
26 evaluation. This component will be based on the following achievement data:

- 27
28 a. School Improvement Goal – 5%
29 b. Professional Learning Community Goal – 20%
30 c. Individual Professional Growth Plan – 10%

31
32 These procedures apply to all licensed staff, full and part time, who are not
33 classified as administrators. The latter are participants in a separate process.

34
35 Evaluations and staff development conferences shall be conducted in a fair and
36 open manner and shall be based on the following criteria:

- 37
38 Standard 1: Relationships and Learning Environment
39 Standard 2 : Planning for Student
40 Standard 3: Knowledge of Pedagogy and Delivery of
41 Standard 4: Classroom Management
42 Standard 5: Professionalism

43
44 Summative Evaluations will be conducted by a licensed administrator, and a
45 summary document will be prepared in writing. The staff member being
46 evaluated shall have the opportunity to review the document with the
47 administrator and make any written responses, which may be appropriate. Both
48 persons will sign the evaluation document indicating that they have conferred
49 about the results. This document shall be reviewed by a district office
50 administrator whose signature will also appear on it. The evaluation document

1 will become part of the professional staff member's personnel file. As such it will
2 be treated as private data, and access to it will be limited to the employee and
3 other school district employees who have a legitimate need for the information.
4

5 Each evaluation document will contain a written improvement plan, will be
6 specific as to performance, will identify when direct observation(s) occurred, and
7 will indicate the source of other data.
8

9 The staff development and goal setting process will include a review of the plan
10 at the beginning of the year and again in May. The record will be kept in the
11 employee's personnel file. The record will include related information as
12 indicated on the professional growth form and the professional growth that
13 resulted.
14

15 The Board intends that administrators will make the evaluation/development of
16 professional staff a high priority and will treat it accordingly in the allocation of
17 their time. In turn, the Board will provide training and other resources necessary
18 for the proper execution of the function. It is the Board's intent that building
19 principals and teachers be involved in developing the detailed procedures
20 necessary to give effect to the principles contained in this policy and that the
21 procedures be made a part of the Licensed Personnel Policies and Procedures
22 Manual.
23

24 Legal References: Minn. Stat. § 120A.41 (Length of School Year; Days of
25 Instruction)

26 Minn. Stat. § 120A.415 (Extended School Calendar)

27 Minn. Stat. § 120B.22, Subd. 2 (Violence Prevention Education)

28 Minn. Stat. § 122A.18, Subd. 4 (Board to Issue Licenses; Expiration and
29 Renewal)

30 Minn. Stat. § 122A.40, Subds. 7 and 7a (Employment; Contracts;
31 Termination - Additional Staff Development and Salary)

32 Minn. Stat. § 122A.41, Subds. 4 and 4a (Teacher Tenure Act; Cities of the
33 First Class; Definitions - Additional Staff Development and Salary)

34 Minn. Stat. § 122A.60 (Staff Development Program)

35 Minn. Stat. § 122A.61 (Reserved Revenue for Staff Development)

36 Minn. Stat. § 126C.10, Subds. 2 and 2b (General Education Revenue)

37 Minn. Stat. § 126C.13, Subd. 5 (General Education Levy and Aid)
38

39 ADOPTED BY THE BOARD OF EDUCATION: November 18, 1985
40

41 AMENDED BY THE BOARD OF EDUCATION: October 6, 1986; July 21, 1997;
42 January 7, 2002; April 19, 2004, August 18, 2014

RICHFIELD PUBLIC SCHOOLS

EVALUATION AND DEVELOPMENT OF PROFESSIONAL STAFF

To realize the vision of academic success for all students, we must ensure that all staff apply or are developing the skills, strategies and dispositions that enable them to differentiate instruction, assessment, communication and learning environment to provide full access for all students to rigorous, relevant learning opportunities.

I. PURPOSE

Guide and support the professional growth of Richfield Public School's teachers through positive collegial coaching.

II. ASSUMPTIONS

- A culture that supports excellence in teaching strengthens RPS's capacity to attract, develop, and retain highly effective professionals.
- New teachers need ongoing support to succeed.
- Collegial collaboration and ongoing support from peers and administrators contribute significantly to teacher effectiveness.

III. PROFESSIONAL TEACHING STANDARDS

The purpose of these standards is to define professional practices that will foster student success in a diverse and changing community. Standards provide teachers, mentors and administrators with a clear and common understanding of professional expectations. They form the basis for goal setting, coaching and professional development.

The standards are a result of collaboration within and across groups of administrators and teachers. They are derived from analysis and synthesis of national models with consideration for the characteristics of the Richfield schools' community, strategic goals and school improvement initiatives. They will be the framework for professional discussions related to teaching and learning, professional development and evaluation of teacher performance and will guide the process of professional development and teacher evaluation.

IV. TEACHER INDUCTION PROGRAM

- A. A licensed administrator will complete at least 2 formal classroom observations of the probationary teacher based on the Professional Teaching Standards for each year 1-3. The third observation will be designed collaboratively between teacher and administrator based on teacher need/interest.
- B. In years 1 and 2, probationary teachers will receive coaching and support through a mentorship program, which capitalizes on the expertise of experienced teachers who are interested in working with new teachers.

- 1 • Non-tenured teachers will receive a Teacher Induction Program Handbook,
2 which will guide mentor/mentee interactions.
- 3 • Licensed administrators will work with the district staff development
4 coordinator to select a mentor from the assigned site or program.
5 Exceptions may be made to the requirement for an on-site mentor.
- 6 • Mentor and Mentee will meet at least monthly and more often as agreed
7 upon between mentor/mentee.
- 8 • Observation and/or modeling, collaborative planning and other development
9 will occur quarterly or as determined by the mentor and mentee. A
10 reflective conference will follow observations and demonstrations.
- 11 • Mentors will attend training sessions to facilitate their mentorship skill
12 development.

13
14 **V. PROFESSIONAL EFFECTIVENESS PROGRAM**

- 15
16 A. A licensed administrator will complete a formal classroom observation based
17 on the Professional Teaching Standards every third year for each tenured
18 teacher.
- 19
20 B. In addition, tenured teachers will choose one of the following growth plan
21 options:
22
23 1. Establish a professional development study group with one or more
24 colleagues.
 - 25 • Collect and use data pertaining to student achievement and other
26 factors related to their responsibilities (surveys, test results, student
27 work or other indicators) to identify professional growth priorities.
 - 28 • Annually develop an individual or group professional growth plan that
29 focuses on student achievement, is aligned with the Professional
30 Teaching Standards, and addresses goals and initiatives in the school
31 improvement plan.
 - 32 • Use varied activities including peer observation and coaching, action
33 research, analysis of student work, and other activities developed in
34 consultation with a licensed administrator.
 - 35 • Submit the professional growth plan to the licensed administrator who
36 will help guide the work of the study group.
 - 37 • Meet with the study group at least 4 times during the school year.
 - 38 • Summarize the process and results with attention to changes in
39 professional practice and submit the summary to the licensed
40 administrator.
- 41
42 2. Design an individual professional growth plan each school year, which
43 follows all of the steps for the professional study group process but is done
44 independently in alignment with their professional growth goals and with the
45 support of a licensed administrator.

46
47 Professional growth forms are submitted to the Director of Curriculum,
48 Instruction & Technology in the Fall and to Personnel following administrative
49 review in the Spring.

1
2 **VI. FORMAL OBSERVATION AND EVALUATION**
3

4 Formal observation and evaluation includes a review of completed pre-observation
5 documents, a classroom observation, a post observation conference with full and
6 summary professional teaching standards information, and a reflective summary.
7 The observation will be completed by a licensed administrator and will be based
8 on the Professional Teaching Standards. The teacher will complete a self-
9 assessment on the standards to share with the administrator in the post
10 observation conference. The observation and evaluation form that is completed
11 by the licensed teacher and administrator is submitted to the Director of
12 Curriculum, Instruction & Technology and placed in the teacher's personnel file.
13

14 RPS Education Effectiveness Advisory will ensure the continuous improvement of
15 our professional evaluation and support system through periodic review,
16 development and revision of the process including:

- 17
- 18 • Professional teaching standards
 - 19 • Tenured teachers' assessment and development
 - 20 • Teacher induction
- 21
22
23

24 Dated: April 19, 2004
25 Reviewed: August 18, 2014
26 Revised:
27

Board of Education
Independent School District 280
Richfield, Minnesota

Regular Meeting, November 8, 2021

Subject: Donations

(Recommended by the Superintendent)

That the Board of Education accept the following donations with gratitude.

The Richfield Middle School Music Department received the following donations:

A cornet valued at \$200 and a flute valued at \$150 from Nicholas Gaudette of Minneapolis.

A flute valued at \$95 from Jeffery Dunitz of Minneapolis.

A flute valued at \$100 from Pam Schiele of Richfield.

A flute valued at \$125, a flute valued at \$225, and a trumpet valued at \$200 from Chad Speck of Minneapolis.

A flute valued at \$250 from Shelley Parker of St. Paul.

A flute valued at \$700 from Lesley Earles, band director at Edison High School.

A trumpet valued at \$400 from Kirk Spencer of Richfield.

A trumpet valued at \$450 from Alex Berry of Minneapolis.

A trumpet valued at \$500 from Steve Kelley of New Hope.

A trumpet valued at \$250 from Dave Graf of Shorewood.

A trumpet valued at \$200 from Benji Conklin of Minneapolis.

A trumpet valued at \$150 from Tanner Reed of Richfield.

A trumpet valued at \$450 from Kate Wiecher of Richfield.

A trumpet valued at \$300 from Christy Cink of Edina.

A flute valued at \$400, a flute valued at \$250, a flute valued at \$750, a trumpet valued at \$75.00, and a clarinet valued at \$250 from anonymous donors.

The RPS General Fund received donations of \$25.00 from Michelle Burnside of Richfield and \$10.00 from Lisa Ferrara of Freehold, NJ.

The RPS Special Education Program at South Education Center received a donation of \$20 from Sarah Barott of Eagan, MN.