

## SUPERINTENDENT'S REPORT AND AGENDA

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

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

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

**Monday, November 21, 2022**  
**7 p.m. School Board Meeting**

- I. CALL TO ORDER
- II. REVIEW AND APPROVAL OF THE AGENDA
- III. INFORMATION AND PROPOSALS -- NON-ACTION ITEMS
  - A. Public Comment
  - B. Superintendent Update
    - 1. Richfield High School Presentation
    - 2. Activities Update
    - 3. Staffing Report
- IV. CONSENT AGENDA
  - A. Routine Matters
    - 1. Minutes of the regular meeting held November 7, 2022
    - 2. General Disbursements as of 11/10/22 in the amount of \$821,156.86
  - B. Personnel Items
- V. OLD BUSINESS
  - A. Policy 303: Evaluation of the Superintendent & Administrative Guidelines 303.1 & 303.2
- VI. NEW BUSINESS
  - A. Policy 304: Evaluation of Administrators & Administrative Guideline 304.1
  - B. Policy 108: Hazing Prohibition

- C. Authorization for Board Member to Substitute/Be Employed on a Casual/Temporary Basis
- D. Non-resident Tuition Rate
- E. Donations

## VII. ADVANCE PLANNING

- A. Legislative Update
- B. Information and Questions from Board
- C. Future Meeting Dates

12-5-2022	7 p.m.	Regular Board Meeting with Truth-in-Taxation
12-19-2022	7 p.m.	Regular Board Meeting – Public Comment

- D. Suggested/Future Agenda Items

## VIII. ADJOURN REGULAR MEETING

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

**Agenda Item II.A.**

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**Subject: Ongoing Data Reference List**

**Acronyms:**

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

AC:	All Conference
ACHM:	All Conference Honorable Mention
ADA:	Americans with Disabilities Act
A.I.:	American Indian
AIPAC:	American Indian Parent Advisory Committee
AP:	Advanced Placement
AP:	Assistant Principal
BGC:	Background Check
BIPOC:	Black, Indigenous, and People of Color
BILT or ILT:	Building Instructional Leadership Team
BOLT:	Building Operational Leadership Team
C&A:	Connect & Assess
CDC:	Centers for Disease Control
CIS:	College in the Schools
CLSD:	Comprehensive Literacy State Development
D.O.:	District Office
ECSE:	Early Childhood Special Education
ESY:	Extended School Year
EL or ELL:	English Learner or English Language Learner
FAFSA:	Free Application for Federal Student Aid
FFVP:	Fresh Fruit and Vegetable Program
F/R or FRP:	Free/Reduced or Free and Reduced Price (usually referring to eligible students)
FTE:	Full-Time Equivalent
GLOW:	Gay, Lesbian Or Whatever (LGBTQ+/allies student group)
GPA:	Grade Point Average
HHM:	Homeless/Highly Mobile
HR:	Human Resources

IEP:	Individualized Education Plan
LGBTQ+ or LGBTQIA+:	Lesbian, Gay, Bisexual, Transgender, Queer, and others or Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and others
LTFM:	Long-Term Facilities Maintenance
MCA:	Minnesota Comprehensive Assessments
MDE:	Minnesota Department of Education
MDH:	Minnesota Department of Health
MIEA:	Minnesota Indian Education Association
MLL:	Multilingual Learning
MnDOT:	Minnesota Department of Transportation
MSBA:	Minnesota School Boards' Association
MSHSL:	Minnesota State High School League
MVP:	Most Valuable Player
NSBA:	National School Boards' Association
NSPRA:	National School Public Relations Association
NWEA-MAP	Northwest Evaluation Association – Measures of Academic Progress
OSHA:	Occupational Safety and Health Administration
OW:	Outreach Worker
PAG:	Parent Advisory Group
PD:	Professional Development
PLC:	Professional Learning Community
PTO or PTSO:	Parent-Teacher Organization or Parent-Teacher-Student Organization
POS:	Point of Sale
Q Comp:	Alternative Teacher Professional Pay System
RCEP:	Richfield College Experience Program
RDLS:	Richfield Dual Language School
RFP:	Request for Proposal
RHS:	Richfield High School
RMS:	Richfield Middle School
RPS:	Richfield Public Schools
SBG:	Standards-Based Grading
SEC:	South Education Center
SEIU:	Service Employees International Union
SEL:	Social-Emotional Learning
SPED:	Special Education
SRTS:	Safe Routes to School
STAT:	Student and Teacher Assistance Team
STEM:	Science, Technology, Engineering, and Math
SY:	School year
T&L:	Teaching & Learning
TMC:	Tri-Metro Conference
VEBA:	Voluntary Employees' Beneficiary Association
VPK:	Voluntary PreKindergarten
YTD:	Year-to-Date

## **RPS Student Demographic Data 2021-2022:**

4,183 Students District-wide

- 4,021 Traditional Count
  - 1,783 Elementary (K-5)      Average Class Size = 21.93
  - 837 Middle (6-8)      Average Class Size = 24.78
  - 1,269 High (9-12)      Average Class Size = 27.3
  - 112 ECSE
  - 20 Transition +
- 162 Voluntary Prekindergarten (VPK)

Student Diversity (based on MDE categories)

- BIPOC: 71.17%
  - American Indian or Alaska Native: 0.98%
  - Asian: 4.47%
  - Hispanic: 42.7%
  - Black or African American: 13.84%
  - Native Hawaiian or Other Pacific Islander: 0.12%
  - 2 or More Races: 9.06%
- White: 28.83%

English Learner

- ELL: 24.79%
- Non-ELL: 75.21%

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

**Agenda Item III.B.**

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**Subject: Superintendent Update**

RHS Principal Stacy Theien-Collins will present alongside the RHS counseling team. Activities Director Chris Peterson will provide an update. Chief HR and Administrative Officer Craig Holje will present the Staffing Report with HR Director Tye Sanchez-Michaels.

**Attached:**

RHS Presentation

Activities Update Presentation

Staffing Report Presentation

*Enriching and accelerating learning*



**RICHFIELD  
HIGH SCHOOL**

**Counseling Redesign Update**

**November 21, 2022**

*Enriqueciendo y acelerando el aprendizaje*





# **RICHFIELD**

## **HIGH SCHOOL**

### **AGENDA**

- The Task
- Goals & Context
- Status
- Q&A



# The Task: Counseling Redesign

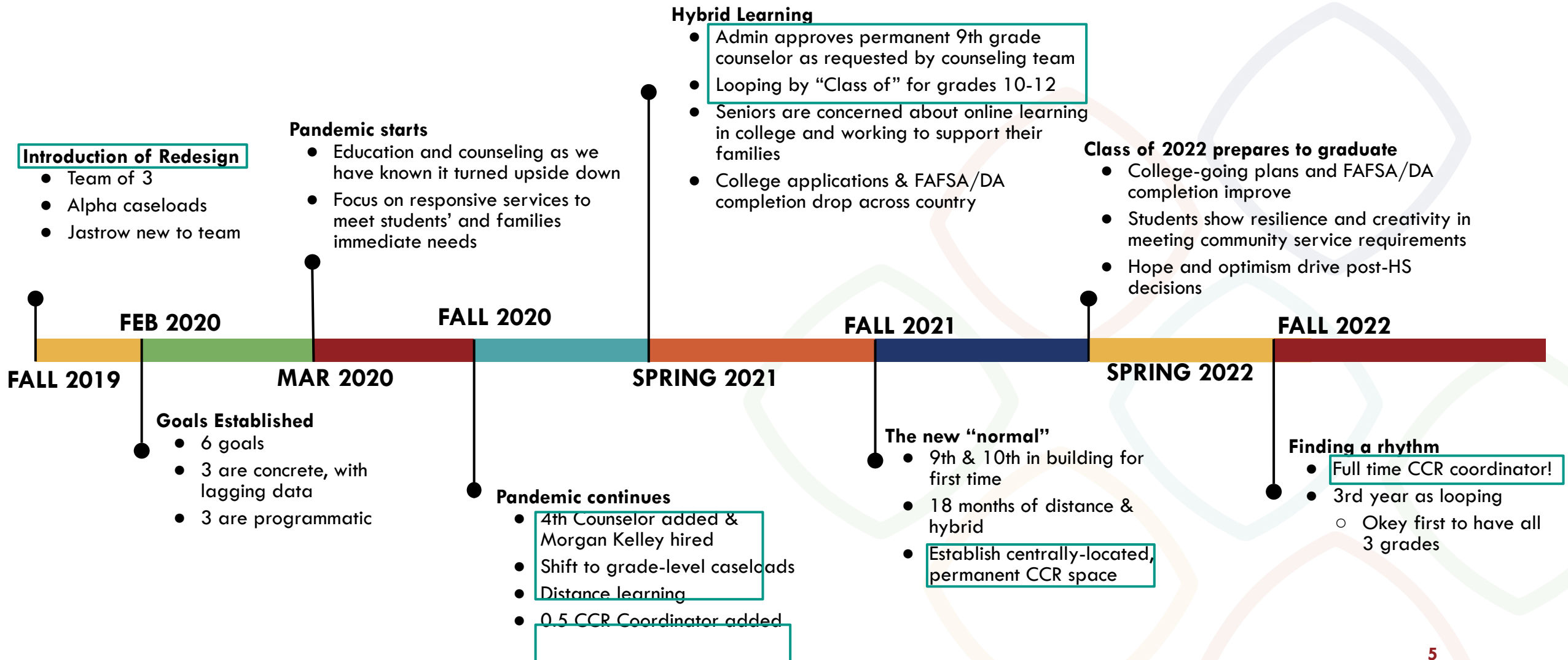
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In response to expressed needs from students and families, district leadership requested a restructuring of the counseling program.

With a focus on equity, these areas were identified:

- Post-High School planning and support
- College/career exploration and knowledge
- CCR curriculum implementation fidelity
- FAFSA/DA completion
- Family/student relationships
- Improved communication
- 9th grade transition

# Process Timeline



### 3 Programmatic Goals

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- Integration of advisory model with school counseling model to ensure high level of exposure to opportunities and college and career readiness
- Full embedding of an evidence-based model
- Development of a cohesive 6-13+ school counseling model

#### Current Work

- CCR lessons are planned out and written
- Naviance curriculum is available
- Counseling model mirrors RMS
- Focus on 9th grade transition
- Establishing systems to share grade-level work year-to-year

***This work would not be possible without the addition of our fourth counselor, Morgan Kelley, and our full-time CCR Coordinator, Julie Magnuson!***

# 9th Grade Transition

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**RICHFIELD**  
HIGH SCHOOL

## Additional Counselor

### Current Work

- Registration (winter of 8th grade)
- Experience RHS Event (spring)
- Spartan Camp & Spartan Crew training (summer)
- 9th grade orientation (fall)
- 9th Grade Transition Committee has been built to generate ideas and problem-solve
- Master scheduling input and ideas
- Spartan Crew activities and curriculum
- Grade-level Meetings

# Data Goal 1: Increased FAFSA Completion Rates

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**RICHFIELD**  
HIGH SCHOOL

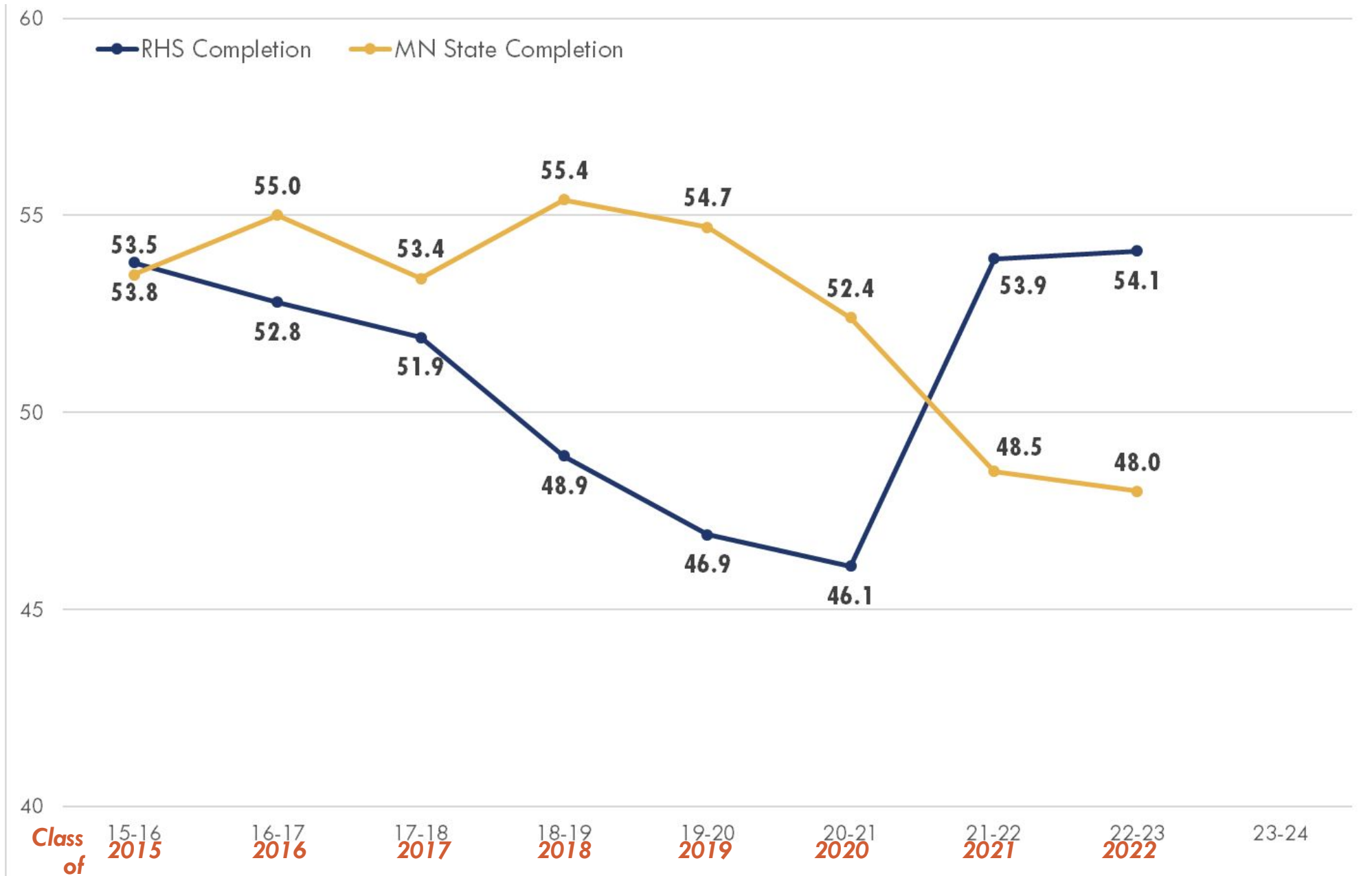
## Important to note:

- FAFSA is the #1 indicator on whether a student will enroll in college

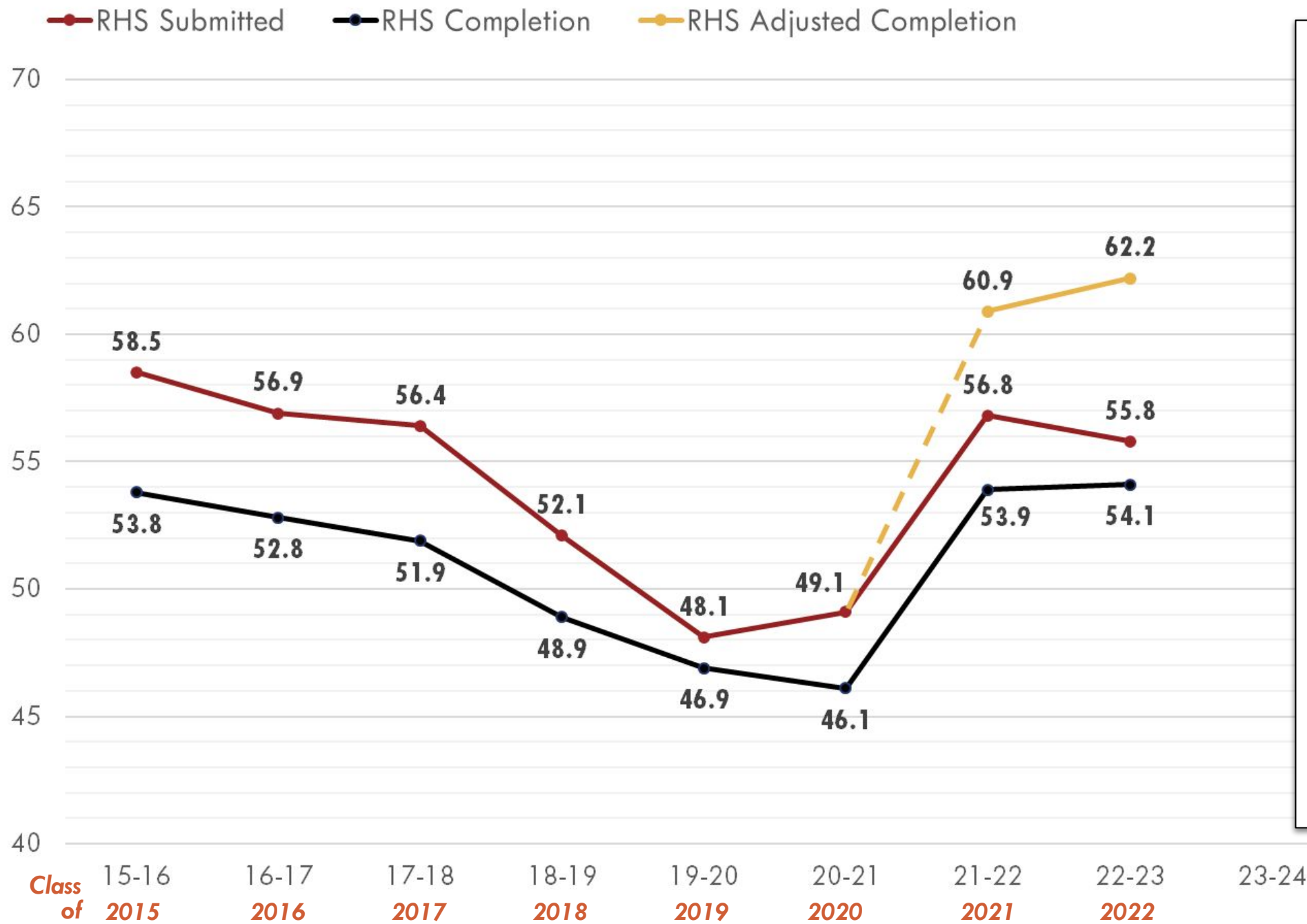
## National Trends:

- Pandemic impacts
  - Downward trends in FAFSA completion
  - College enrollment overall, and especially at community colleges
- Uptick in mental health needs among young people, including college students
- Students choosing to work or delay college entry due to uncertainty

# % of FAFSA Completions: RHS vs: State of MN



FAFSA Submission & Completion Data from State of MN



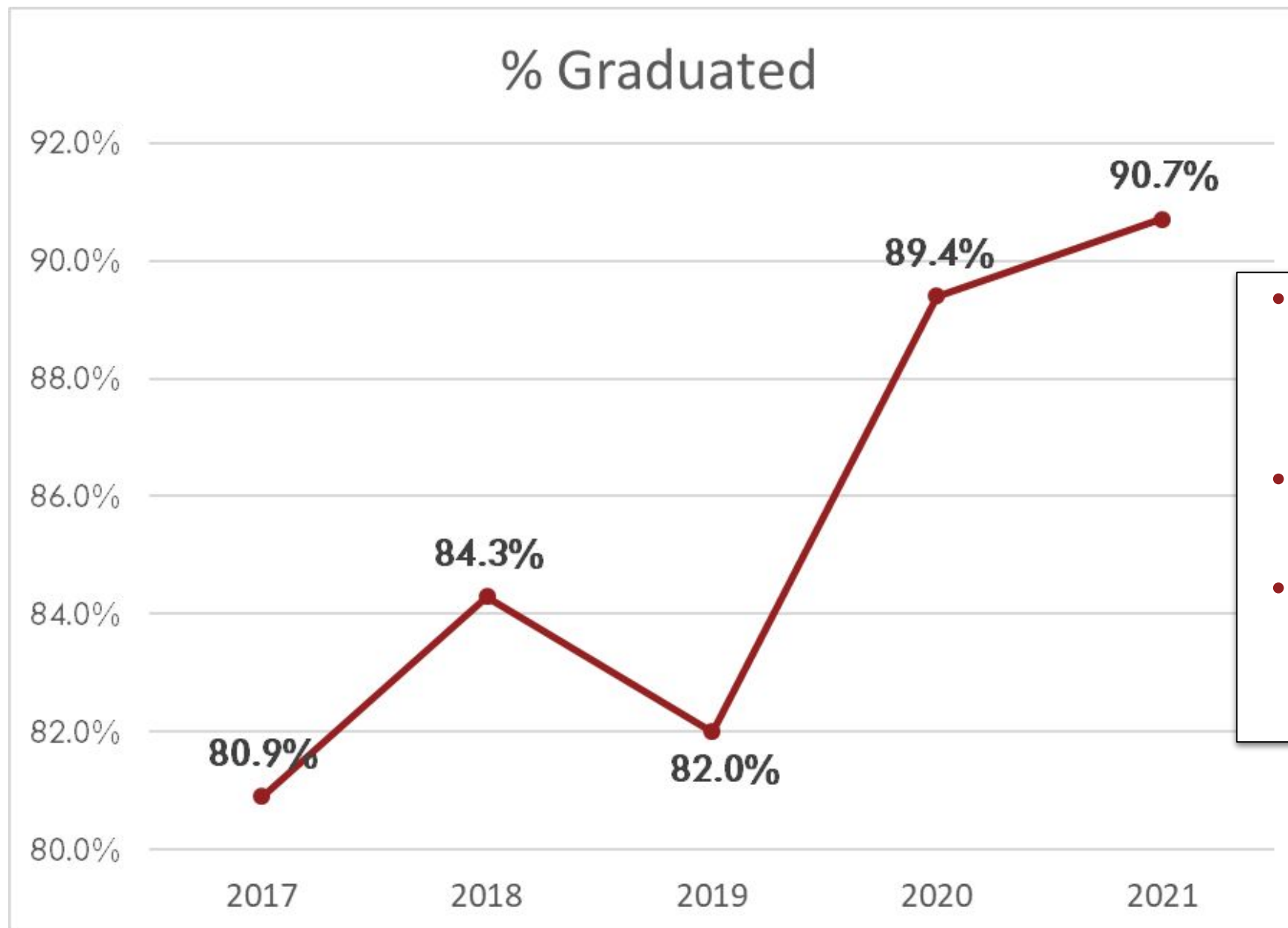
- Provide Financial Aid night in both English & Spanish to students and families
- Videos of presentations and other online resources available
- WIN workshops for FAFSA/DA completion
- FSA ID activity incorporated into advisory
- Adjusted Completion = students who did not appear on state list, including those who filed the Dream ACT



## Data Goal 2: Increase HS Graduation Rates



**RICHFIELD**  
HIGH SCHOOL



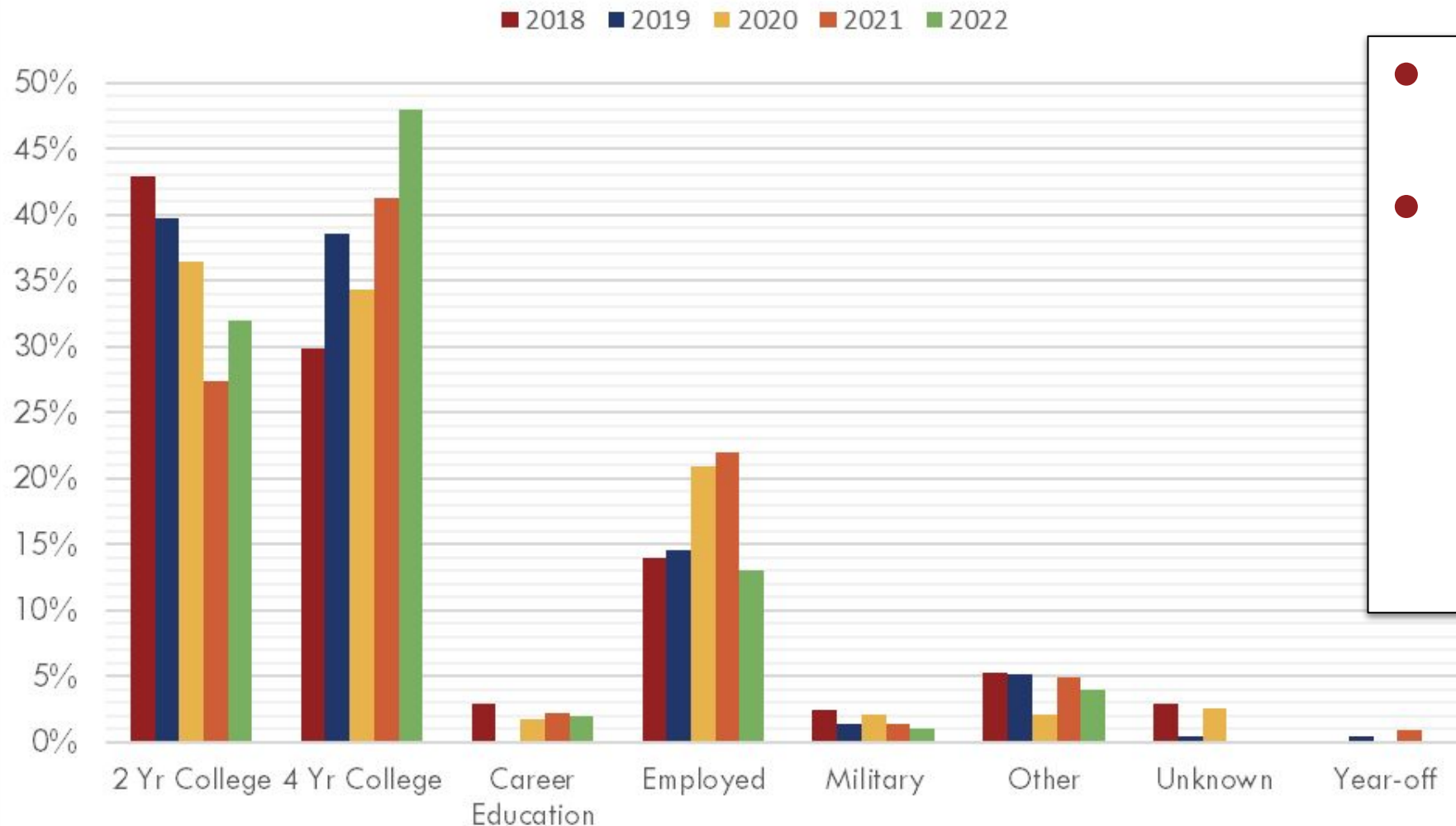
- Collaboration with RCEP
  - Clarification, improvement in referral process
- Additional, varied credit recovery options
- COVID elective credit waiver to address pandemic equity issues

# Data Goal 3: Increase College Application Rates and Exit Plans



**RICHFIELD**  
HIGH SCHOOL

## Post-Secondary Plans 2018-2022



- Self-reported data via Exit Survey
- Wish list:
  - Student Tracker data from National Student Clearinghouse
    - Tracks enrollment, transfer, and matriculation for nearly all US institutions





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**THANK YOU**  
for your time and ongoing support!

**Questions?**

*Enriqueciendo y acelerando el aprendizaje*



# **Richfield Public School Athletics & Activities Fall Review**

November 21, 2022

# Fall Minnesota State High School League (MSHSL) Participation

Sport	Grades	2021 Participants	2022 Participants
Cross Country	(7-12)	40	43
Football	(9-12)	63	76
Soccer-Boys	(8-12)	65	65
Soccer-Girls	(8-12)	39	42
Swimming-Girls	(7-12)	24	24
Tennis-Girls	(7-12)	21	11
Volleyball	(8-12)	43	38
Totals		295	299

# Fall RMS Competitive Activities Participation

2021 Activity	Participants 2021	Participants 2022
Football	42	32
Run Club	7	4
Soccer (Boys & Girls)	15	27
Tennis (Girls)	9	5
Volleyball	18	29
<b>Totals</b>	<b>91</b>	<b>97</b>



# RHS Fall Activities Participation

Activity	2021 Participants	2022 Participants
Cheerleading	13	10
Fall Performance Dance	7	8
Fall Play	17	19
National Honor Society	47	47
Totals	84	84



# Fall Season Review

- Boys Cross Country -3rd in Conference (1 point out of 1st) - 5th at sections - Nathan Gay state qualifer - 1st place section team GPA
- Girls Cross Country- 4th in Conference - 9th at sections - 1st place section team GPA
- Boys Soccer - Section Champions - State Tournament appearance, first since 1975, finishing 4th - 20 seniors
- Girls Soccer - First winning record since early 2000s - lost (1-3) to eventual state champions in sections - 10 seniors

## **Fall Season Review**

- Girls Tennis finished 3rd in TMC (6-3) and had three “clean sweep” victories.
- Volleyball finished 5-4 for 5th in the Tri-Metro - Team Silver Academic Award - 7 seniors
- Football - Twin Cities District Co-Champion - 22 Seniors - District Offensive MVP
- Girls Swimming and Diving - 5th place at Sections, 14 swimmers finished top 8 in 8 events.

## **Looking ahead...Winter Season**

- Winter activities have begun for alpine skiing, dance team, nordic skiing, hockey (boys and girls), gymnastics, wrestling, boys swimming and diving, basketball (boys and girls) and one act play.

# Fall Athletic Award Winners

**Aidan Cossette, XC - AC**

**Casey Gay, XC - AC**

**Nathan Gay, XC - AC, State Qualifier**

**Knut Linne, XC - ACHM**

**Thomas Madrid, XC - AC**

**Esmeralda Benitez Ortiz, GSC - ACHM**

**Avery Gibbs, GSC - AC**

**Jaci Hintz, GSC - AC**

**Julia Lindow, GSC - AC, 2nd Team All-State**

**Eva Patenaude, GSC - AC**

**Alexander Estrada Cortez, BSC - AC**

**Cole Madison, BSC - Section 3AA 1st Team,  
State Tournament 1st Team**

**Angel Mendez Lopez, BSC - AC, StarTribune  
2nd Team All-Metro, 1st Team All-State**

**Andy Mera Morocho, BSC - 3AA Academic  
Team**

**Joshua Olea Cortez, BSC - ACHM**

**Stephen Raghunath, BSC - Section 3AA 1st  
Team**

**Antwane Ruiz, BSC - AC, StarTribune 2nd  
Team All-Metro, 1st Team All-State, State  
Tournament 1st Team**

**Emmanuel Salgado Diaz, BSC - Section 3AA  
1st Team**

**Arturo Salgado Trejo, BSC - ACHM**

**Luis Sanchez, BSC - Section 3AA 1st Team**

**Elijah Randle, FB - AC, District  
Offense Player of the Year**

**Joey Noonan, FB - ACHM**

**Spencer Lewis, FB - ACHM**

**Casey Gay, FB - ACHM**

**Kaleb Olson, FB - ACHM**

**AJ Shelley, FB - AC**

**Payton Gustafson, FB - AC**

**Trevon Cunningham, FB - AC**

**Shannon Cook, FB - AC**

**Maddie Friel, GS&D - AC**

**Charlotte Mook, GS&D - AC**

**Emily Dzierzak, GS&D - AC**

**McKay Hall, GS&D - ACHM**

**Emily Garcia, GS&D - ACHM**

**Georgia McGrath, GS&D - ACHM**

**Grace Anderson, VB - ACHM**

**Maren Jensen, VB - AC**

**Josie Popp, VB - AC**

**Madeline Mendelblatt, VB - ACHM**

**Elizabeth Hernandez, TN - AC**

**Audrey Palmersheim, TN - ACHM**

**Morgan Toler, TN - ACHM**

**Evelyn Smiley, TN - AC**



# Questions & Comments

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**Subject: Staffing Report – October 2022**

Craig Holje, Chief HR & Admin Officer, will review the October 2022 Staffing Report.

**Background Information**

(Prepared by Craig Holje & Tye Michaels)

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

The report indicates that there are 673 employees or 623.113 full time equivalent (FTE) positions in Richfield Public Schools in October 2022. This represents an increase of 9.363 FTE positions from October 2021.

**Attached**

Staffing Report Presentation  
Full Staffing Report Document

*Enriching and accelerating learning*



## **2022-2023 Staffing Report**

November 21, 2022

*Enriqueciendo y acelerando el aprendizaje*

## District Overview



Position	Employees	FTE
Teachers	363	355.518
Paraprofessionals	112	91.908
Custodial & Transportation	72	60.875
Administration and Classified Management	43	42.8
Nutrition Services	36	26.588
Mgmt. & Admin. Support Professionals	27	26.8
Outreach Workers	13	11.938
Student Engagement Specialist	6	5.688
Translation Engagement Coord	1	1.0
<b>TOTAL STAFF</b>	<b>673</b>	<b>623.113</b>

2021-2022 662 employees or 613.75 FTE's (Full-Time Equivalent)



## Districtwide Changes



**RICHFIELD**  
PUBLIC SCHOOLS

Increase of 11 employees or 9.363 FTE's

POSITION	INCREASE in FTE	DECREASE in FTE
Teachers	+9.438	
Paraprofessionals		-5.292
Custodial & Transportation		-1.085
Administration and Classified Management	+2.5	
Nutrition Services	+ 2.258	
Mgmt. & Admin. Support Professionals	+.8	
Outreach Workers		-1.562
Student Engagement Specialist	+1.308	
Miscellaneous Employee Group	1.0	(not reported prior year)
<b>TOTAL FTE</b>	<b>+9.363</b>	

## Building Changes



**RICHFIELD**  
PUBLIC SCHOOLS

INCREASE	DECREASE
Central +.070	Centennial -3.875
District +9.625	Garage -2.339
RCEP No Change	Multi-Bldg. -3.875
RDLS +6.171	Middle -5.636
Senior High +4.366	
RSTEM +.875	
Sheridan +2.981	
SEC no change	

## Student Service Ratios

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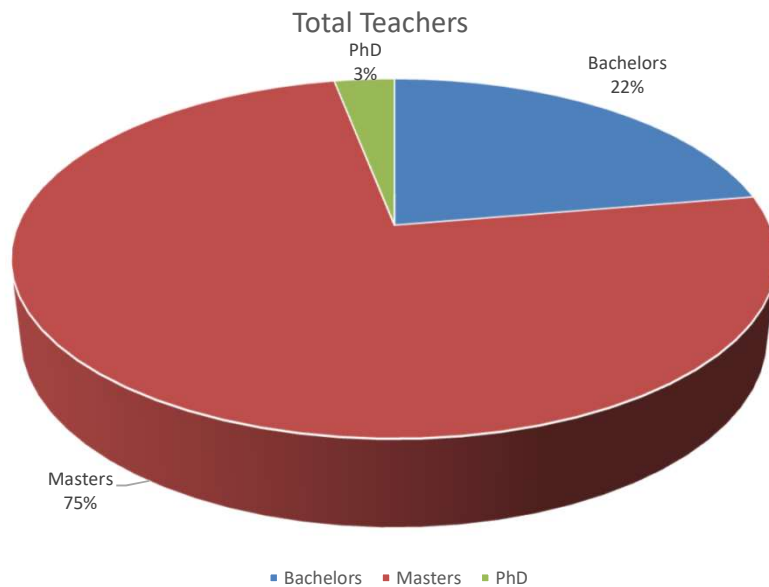
**RICHFIELD**  
PUBLIC SCHOOLS

- Counselor to Student Ratio
- Middle School Counselor (2)  
1:403.5
- Senior High School Counselor (4)  
1:318
- RCEP Counselor 1:50
- Social Worker to Student Ratio
- Centennial 1:333
- Central 1:149
- RDLS 1:505
- RSTEM 1:592
- Sheridan 1:415
- Middle School (2) 1:403.5
- RCEP 1:50
- Senior High 1:1272
- SEC 1:25

# Teacher Education Level

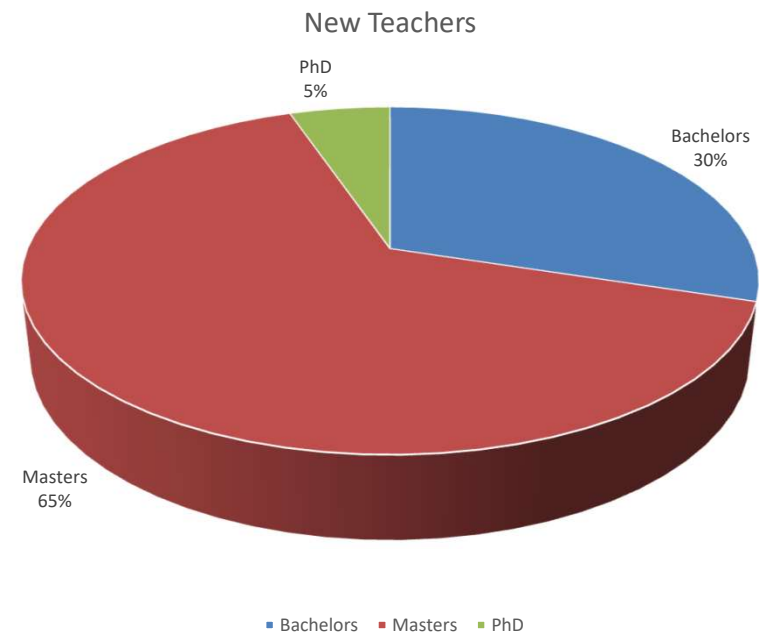
## 363 Current Teachers

282 teachers (78%) have a Masters degree or higher



## 57 New Teachers

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

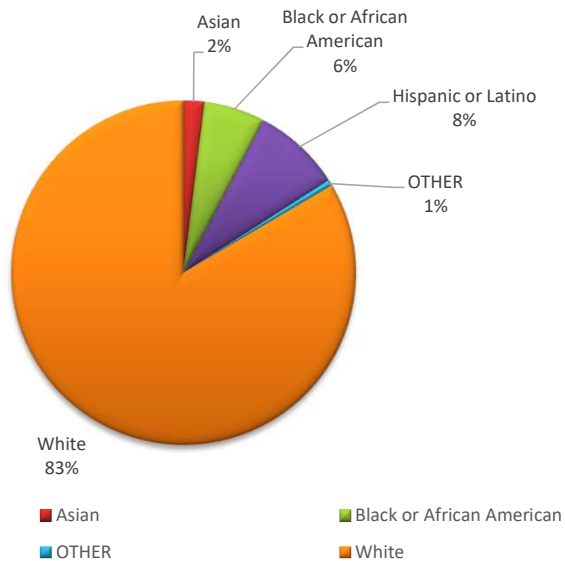


# Teacher Diversity 2022-2023

## Current Teachers

363 current teachers

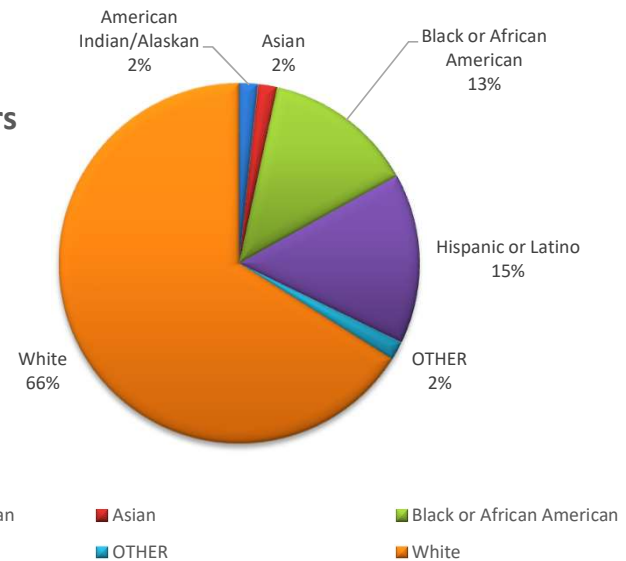
All Teachers



## New Teachers

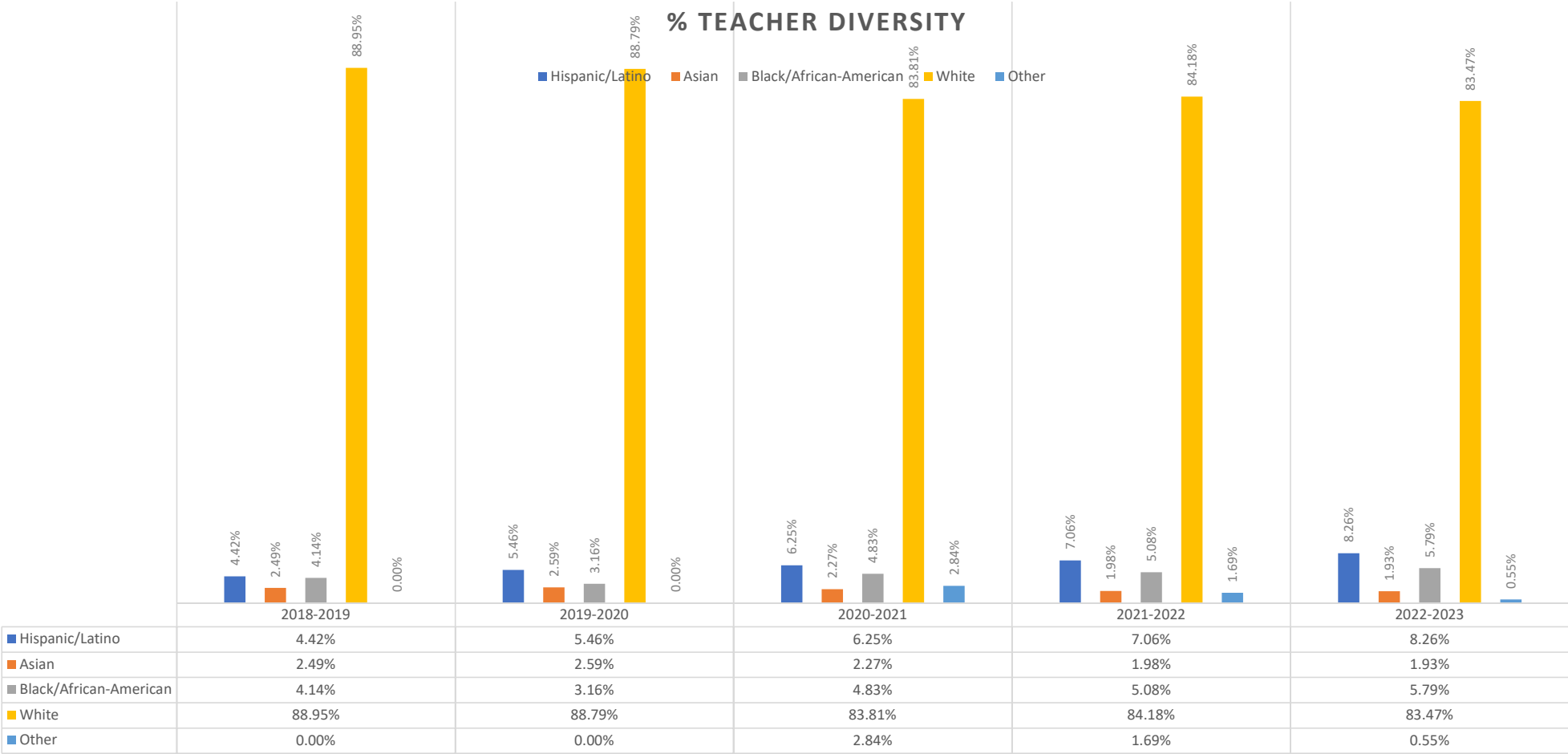
57 new teachers

New Teachers



## Teacher Diversity

Year	2018- 2019	2019- 2020	2020- 2021	2021- 2022	2022- 2023
Total Teachers	362	348	352	354	363
Hispanic/Latino	16	19	22	25	30
Asian	9	9	8	7	7
Black/African-American	15	11	17	18	21
White	322	309	295	298	303
Other	0	0	10	6	2

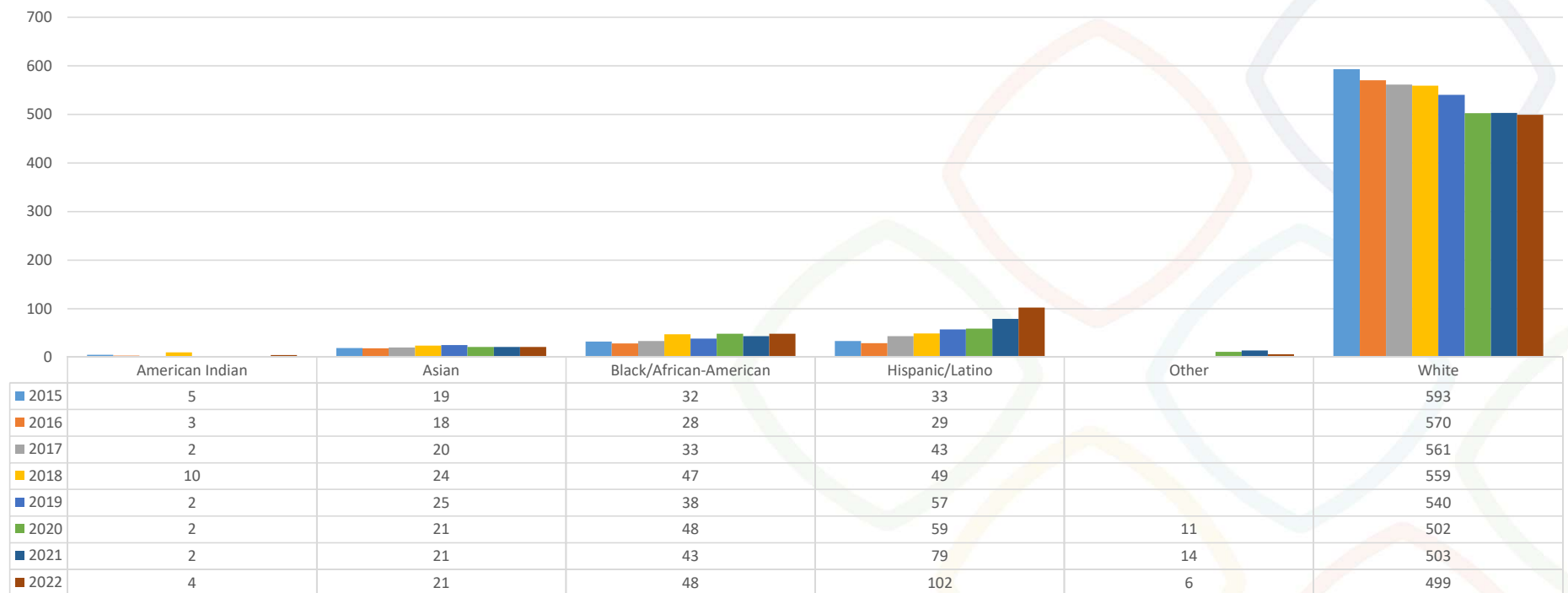




# 2015-2022 Total Staff by Race



Employee Diversity by Count

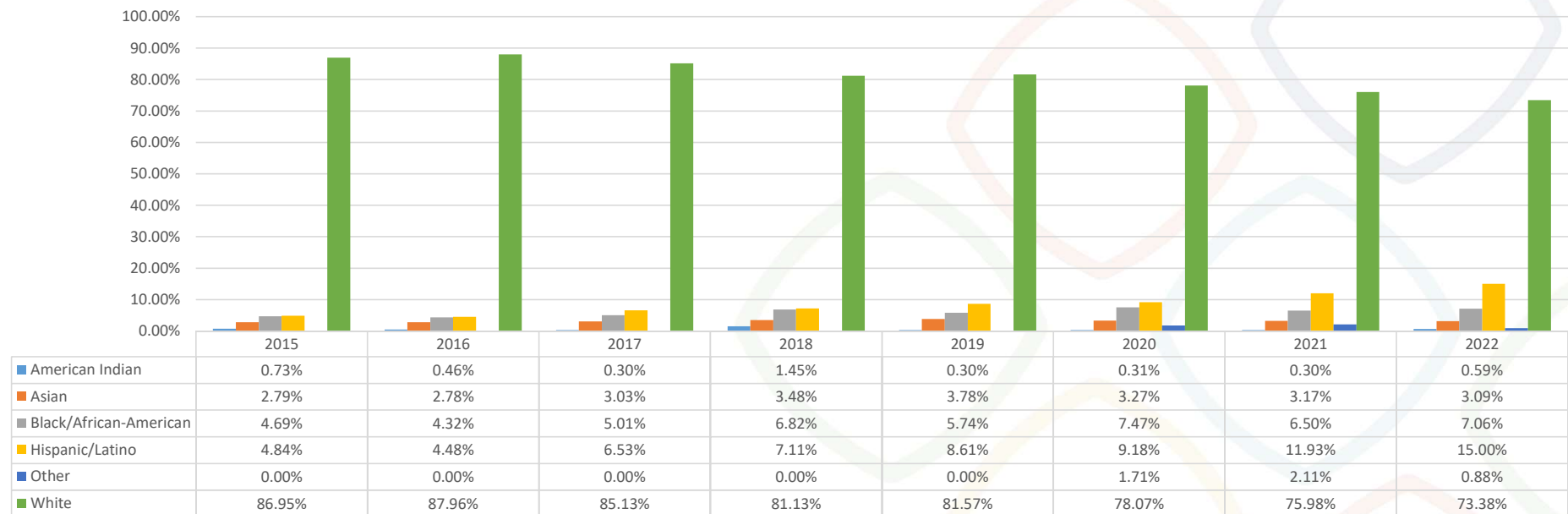


# 2015-2022 Employee Diversity Trend



**RICHFIELD**  
PUBLIC SCHOOLS

2015-2022 Employee Diversity Trend

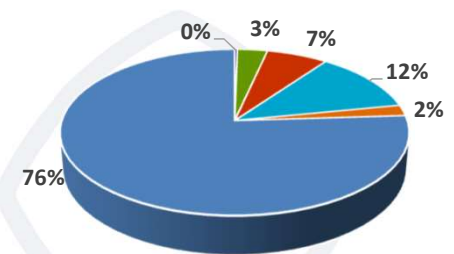


# 2017-2022 Total Staff by Race

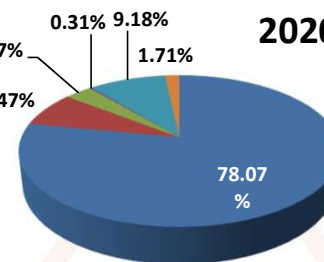


**RICHFIELD**  
PUBLIC SCHOOLS

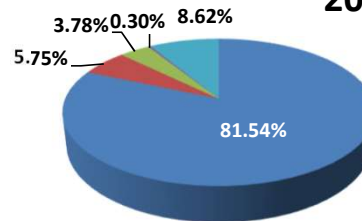
2021



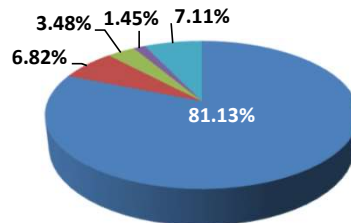
2020



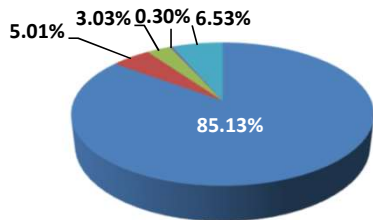
2019



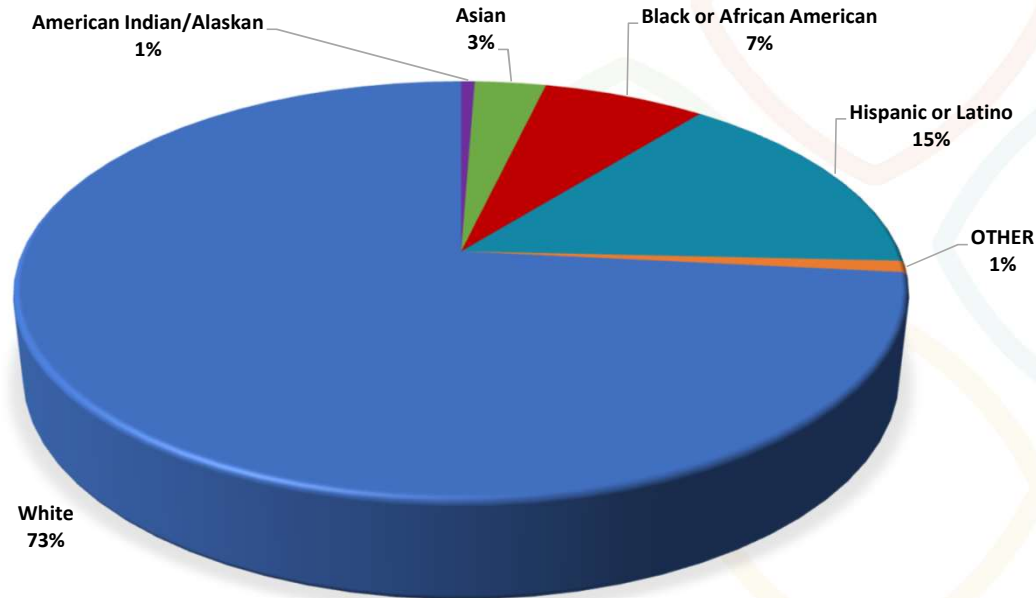
2018



2017



2022



# QUESTIONS

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# **STAFFING REPORT**

**OCTOBER  
2022**

**RICHFIELD PUBLIC SCHOOLS**

Employee Count													
	Location												
Job Classification	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING SUBS ETC	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	Total
Administration and Classified Management	1	3	30				1	3	3	1	1		43
Facilities & Transportation				25	1								26
Facilities & Transportation	3	2	11				3	11	6	7	3		46
Food & Nutrition	4						3	14	5	6	4		36
Mgmt. & Admin. Support Prof.	1	3	11	1		1	1	5	2	1	1		27
Miscellaneous Employees			1										1
Outreach Workers	2	2	2				1	1	3	1	1		13
Paraprofessionals	14	11	7		1		10	16	12	20	16	5	112
Student Engagement	1						1	2	1	1			6
Teachers	36	22	19		3	7	40	80	61	52	37	6	363
<b>Total</b>	<b>62</b>	<b>43</b>	<b>81</b>	<b>26</b>	<b>5</b>	<b>8</b>	<b>60</b>	<b>132</b>	<b>93</b>	<b>89</b>	<b>63</b>	<b>11</b>	<b>673</b>

## Richfield Public Schools

### FTE Summary

Full Time Equivalent	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING SUBS ETC	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTAR	SOUTH EDUCATIO N CENTER	Total
Administration and Classified Management	1.000	2.800	30.000				1.000	3.000	3.000	1.000	1.000		42.800
Facilities & Transportation	3.000	2.000	9.750	15.625	0.500		3.000	11.000	6.000	7.000	3.000		60.875
Food & Nutrition	2.813						2.438	9.469	4.156	4.463	3.250		26.588
Mgmt. & Admin. Support Prof.	1.000	3.000	11.000	1.000		1.000	1.000	4.800	2.000	1.000	1.000		26.800
MISC			1.000										1.000
Outreach Workers	1.500	2.000	2.000				1.000	0.938	2.500	1.000	1.000		11.938
Paraprofessionals	10.818	8.850	6.875		0.675		7.407	13.172	11.687	15.393	12.438	4.594	91.908
Student Engagement	0.938						0.938	1.938	0.938	0.938			5.688
Teachers	35.700	20.238	17.350		3.000	6.750	40.000	78.780	61.000	50.500	36.200	6.000	355.518
<b>Total</b>	<b>56.768</b>	<b>38.888</b>	<b>77.975</b>	<b>16.625</b>	<b>4.175</b>	<b>7.750</b>	<b>56.782</b>	<b>123.096</b>	<b>91.281</b>	<b>81.293</b>	<b>57.888</b>	<b>10.594</b>	<b>623.113</b>

### Change from Last Year

Full Time Equivalent	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT WIDE	GARAGE	MULTI BUILDING SUBS ETC	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTAR	SOUTH EDUCATIO N CENTER	Total
Administration and Classified Management	0.000	0.000	5.000	0.000	0	0	0.000	-2.500	0.000	0.000	0.000	0.000	2.500
Facilities & Transportation	0.000	0.000	2.750	-2.339	-1.5	0	0.000	-1.000	-1.000	1.000	1.000	0.000	-1.089
Food & Nutrition	0.000	0.000	0.000	0.000	-0.625	0	-0.963	3.719	-0.375	0.500	0.000	0.000	2.256
Mgmt. & Admin. Support Prof.	0.000	1.000	0.000	0.000	0	0	0.000	-0.200	0.000	0.000	0.000	0.000	0.800
MISC	0.000	0.000											0.000
Outreach Workers	-0.500	-0.500	-1.000	0.000	0	0	0.000	-0.063	0.500	0.000	0.000	0.000	-1.563
Paraprofessionals	-0.375	-1.968	-0.475	0.000	-0.25	0	1.634	0.748	-3.761	-1.625	0.781	0.000	-5.291
Student Engagement	0.000	0.000	0.000	0.000	0	0	0.000	1.313	0.000	0.000	0.000	0.000	1.313
Teachers	-3.000	1.538	3.350	0.000	-1.5	0	5.500	2.350	-1.000	1.000	1.200	0.000	9.438
<b>Total</b>	<b>-3.875</b>	<b>0.070</b>	<b>9.625</b>	<b>-2.339</b>	<b>-3.875</b>	<b>0.000</b>	<b>6.171</b>	<b>4.366</b>	<b>-5.636</b>	<b>0.875</b>	<b>2.981</b>	<b>0.000</b>	<b>8.364</b>

## Richfield Public Schools

### FTE Summary

Full Time Equivalent	CENTENNIAL ELEMENTARY	CENTRAL EDUCATION CENTER	DISTRICT OFFICE	GARAGE	MULTI BUILDING SUBS ETC	RCEP	RDLS ELEMENTARY	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	SOUTH EDUCATION CENTER	Total
Administration and Classified Management	1.000	2.800	30.000				1.000	3.000	3.000	1.000	1.000		42.800
Facilities & Transportation	3.000	2.000	9.750	15.625	0.500		3.000	11.000	6.000	7.000	3.000		60.875
Food & Nutrition	2.812						2.438	9.469	4.156	4.462	3.250		26.588
Mgmt. & Admin. Support Prof.	1.000	3.000	11.000	1.000		1.000	1.000	4.800	2.000	1.000	1.000		26.800
MISC			1.000										1.000
Outreach Workers	1.500	2.000	2.000				1.000	0.938	2.500	1.000	1.000		11.938
Paraprofessionals	10.818	8.850	6.875		0.675		7.407	13.172	11.687	15.392	12.438	4.594	91.908
Student Engagement	0.938						0.938	1.938	0.938	0.938			5.688
Teachers	35.700	20.238	17.350		3.000	6.750	40.000	78.780	61.000	50.500	36.200	6.000	355.518
<b>Total</b>	<b>56.768</b>	<b>38.888</b>	<b>77.975</b>	<b>16.625</b>	<b>4.175</b>	<b>7.750</b>	<b>56.782</b>	<b>123.096</b>	<b>91.281</b>	<b>81.292</b>	<b>57.888</b>	<b>10.594</b>	<b>623.113</b>



**FTE Detailed**[illegible]

**FTE Detailed**[illegible]

# FTE Detailed

Full Time Equivalent		DISTRICT OFFICE	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RCLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3	6.000			2.000					1.000				9.000
	ADMIN ASSIST 3 -10 1/2 MONTH					1.000	1.000		1.000					3.000
	ADMIN ASSIST 3 -11 MONTH		1.800	1.000				1.000						3.800
	ADMIN ASSIST 4		2.000											2.000
	MANAGEMENT ASSISTANT	2.000												2.000
	TECHNOLOGY SUPPORT SPEC	1.000												1.000
	<b>Total</b>	<b>11.000</b>	<b>4.800</b>	<b>2.000</b>	<b>3.000</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>		<b>1.000</b>		<b>26.800</b>
MISC	TRANSLATION/ENGAGE COORD	1.000												1.000
	<b>Total</b>	<b>1.000</b>												<b>1.000</b>
Outreach Workers	OUTREACH(COMMUNITY/FAMILY)	1.000												1.000
	OUTREACH-BILINGUAL	1.000		2.000	2.000	1.500	1.000	1.000	1.000					9.500
	STUDENT ENGAGEMENT SPECIALIST		0.938	0.500										1.438
	<b>Total</b>	<b>2.000</b>	<b>0.938</b>	<b>2.500</b>	<b>2.000</b>	<b>1.500</b>	<b>1.000</b>	<b>1.000</b>	<b>1.000</b>					<b>11.938</b>
Paraprofessionals	HEALTH RESOURCE STAFF	1.000												1.000
	KITCHEN ASSISTANTS							0.625						0.625
	PARA CAMPUS SUP			2.000										2.000
	PARA CLERICAL	1.000	1.750	2.000				1.954	0.750		0.675			8.130
	PARA HEALTH ASSISTANT	0.875				0.875	0.880	1.000	0.875					4.505
	PARA INST/MANG								0.750					0.750
	PARA INSTRUCTIONAL		1.422		0.600	0.875	0.875	0.875	1.312					5.959
	PARA INSTRUCTIONAL HQ				3.875	0.875	2.696	1.000	0.875					9.321
	PARA MANAGERIAL		0.938			0.568	1.331	0.688	0.312					3.837
	PARA SECURITY MONITOR		2.938											2.938
	PARA SPEC ED		0.812	1.812	2.625	3.438	0.812	5.062	0.875					15.438
	PARA SPEC ED HQ		5.312	5.875	1.750	4.188	0.812	4.188	6.688				4.594	33.406
	PARA TECH SUPPORT	4.000												4.000
	<b>Total</b>	<b>6.875</b>	<b>13.172</b>	<b>11.687</b>	<b>8.850</b>	<b>10.818</b>	<b>7.407</b>	<b>15.392</b>	<b>12.438</b>		<b>0.675</b>		<b>4.594</b>	<b>91.908</b>
Student Engagement	STUDENT ENGAGEMENT SPECIALIST		1.938	0.938		0.938	0.938	0.938						5.688
	<b>Total</b>		<b>1.938</b>	<b>0.938</b>		<b>0.938</b>	<b>0.938</b>	<b>0.938</b>						<b>5.688</b>
Teachers	ADAPTIVE PHY ED	1.000									2.000			3.000
	ART		4.000	2.000		0.700	1.000	1.000	0.800					9.500
	BAND MUSIC		1.000	1.000										2.000
	BEHAVIOR SPECIALIST							1.000						1.000

**FTE Detailed**

Full Time Equivalent		DISTRICT OFFICE	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLs ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	COMPUTER LITERACY INSTR							1.000						1.000
	COUNSELOR		4.000	2.000								1.000		7.000
	DANCE TEACHER			1.000										1.000
	DEAN OF STUDENTS			1.000				1.000						2.000
	DIGITAL LEARNING COACH	1.000												1.000
	EARLY CHILD FAMILY EDUCATOR				1.000									1.000
	EARLY CHILD PARENT EDUCATOR				0.900									0.900
	EARLY CHILD./SPEC.ED				9.000									9.000
	EARLY CHILDHOOD COORDINATOR				1.000									1.000
	EARLY LEARNING PARENT ELL				0.338									0.338
	ELEMENTARY ED						4.000							4.000
	ENGLISH AS A SECOND LANG	1.800	3.000	5.000		4.000	4.000	3.000	2.000		1.000			23.800
	FAMILY CONSUMER SCIENCE		2.000											2.000
	GLOBAL LANG/FRENCH		1.000											1.000
	GLOBAL LANG/GERMAN		0.900											0.900
	GLOBAL LANG/SPANISH		1.000	2.000										3.000
	GLOBAL LANG/SPANISH/ SOCIAL STUD			1.000										1.000
	GRADE 1					2.000		4.000	3.000					9.000
	GRADE 1 DUAL LANGUAGE						4.000							4.000
	GRADE 2					3.000	1.000	3.000	4.000					11.000
	GRADE 2 DUAL LANGUAGE						1.000							1.000
	GRADE 3					3.000		4.000	1.000					8.000
	GRADE 3 DUAL LANGUAGE						2.000							2.000
	GRADE 4					2.000		5.000	3.000					10.000
	GRADE 4 DUAL LANGUAGE						3.000							3.000
	GRADE 4/5							1.000						1.000
	GRADE 5					3.000		4.000	3.000					10.000
	GRADE 5 DUAL LANGUAGE						3.000							3.000
	GRADE 6			4.000										4.000
	INSTRUCTIONAL COACH	1.000		1.000										2.000
	INSTRUCTIONAL COACH/MATH INTER	0.800												0.800
	KINDERGARTEN					2.000		4.000	3.000					9.000

**FTE Detailed**

Full Time Equivalent		DISTRICT OFFICE	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	KINDERGARTEN DUAL LANG						4.000							4.000
	LANGUAGE ARTS		8.630	4.000								1.000		13.630
	LANGUAGE ARTS DUAL IMMERSION		0.720											0.720
	LITERACY INTERVENTION	1.000						1.500	1.000					3.500
	LITERACY/MATH INTERVENTION		1.000			1.000								2.000
	LITERACY COACH	1.000				1.000	1.000	1.000	1.000					5.000
	MARKETING/BUSINESS		1.000											1.000
	MATH INTERVENTIONIST		1.000	2.000		2.000	2.000	1.500	1.000					9.500
	MATHEMATICS		6.000	5.000								1.000		12.000
	MATHEMATICS COACH	1.000												1.000
	MATHEMATICS DUAL LANG		1.000											1.000
	MEDIA		2.000			1.000	1.000		0.800					4.800
	MUSIC			1.000		1.000	1.000	1.000	1.000					5.000
	PHY ED/HEALTH		2.000	1.000										3.000
	PHY ED/SOCIAL STUDIES		1.000											1.000
	PHYSICAL EDUCATION		1.000	1.000		1.000	1.000	1.000	1.000					6.000
	PRE-KINDERGARTEN				3.000	1.000	1.000	1.000	1.000					7.000
	PRE-KINDERGARTEN/ ECFE				1.000									1.000
	PSYCHOLOGIST	1.500	1.000	1.000										3.500
	Q COMP PEER REVIEWER	2.000												2.000
	READING SPECIALIST	0.750	2.000	2.000			1.000							5.750
	SCHOOL NURSE	1.000	1.000	1.000										3.000
	SCHOOL SOCIAL WORKER	1.000	1.000	2.000	1.000	1.000	1.000	1.500				1.000	1.000	10.500
	SCIENCE		8.000	5.000								1.000		14.000
	SOCIAL STUDIES		6.530	3.000								1.000		10.530
	SOCIAL STUDIES DUAL LANG		2.000	2.000										4.000
	SPEC ED DUE PROCESS TEACHER	0.500												0.500
	SPEC ED/AUTISM		1.000	1.000					1.000				1.000	4.000
	SPEC ED/DCD		3.000	1.000		1.000			2.000				1.000	8.000
	SPEC ED/DCD/LD							1.000						1.000
	SPEC ED/EBD		3.000	2.000		2.000		1.000	1.000			0.750	1.000	10.750
	SPEC ED/LD		1.000	2.000			1.000		2.000					6.000
	SPEC ED/LD/AUTISM						1.000							1.000
	SPEC ED/MMI					1.000		1.000						2.000
	SPEC ED/MSMI								1.000					1.000

**FTE Detailed**

Full Time Equivalent		DISTRICT OFFICE	RICHFIELD HIGH SCHOOL	RICHFIELD MIDDLE SCHOOL	CENTRAL EDUCATION CENTER	CENTENNIAL ELEMENTARY	RDLS ELEMENTARY	RSTEM ELEMENTARY	SHERIDAN HILLS ELEMENTARY	GARAGE	MULTI BUILDING SUBS ETC	RCEP	SOUTH EDUCATION CENTER	Total
Teachers	SPEC ED/OTHER HEALTH DIS		3.000	1.000		1.000	1.000	3.000						9.000
	SPEC ED-EBD/LD					1.000		1.000						2.000
	SPEC ED-EBD/OHD			1.000										1.000
	SPECIAL ED/LITERACY COACH												1.000	1.000
	SPECIAL EDUCATION LEAD		1.000	1.000										2.000
	SPEECH/LANG PATHOLOGIST		1.000		3.000	1.000	1.000	1.000	1.000					8.000
	STEM TEACHER			1.000				1.000						2.000
	TALENT DEVELOPMENT							1.000	1.000					2.000
	TOSA - STUDENT ENGAGEMENT SPEC	2.000							0.600					2.600
	TOSA-RESTORATIVE PRACTICE DEAN		1.000											1.000
	TOSA-TEACHER PROGRAM COORDINAT			1.000										1.000
	WORK BASED LEARNING TCHR		1.000										1.000	2.000
<b>Total</b>		<b>17.350</b>	<b>78.780</b>	<b>61.000</b>	<b>20.238</b>	<b>35.700</b>	<b>40.000</b>	<b>50.500</b>	<b>36.200</b>		<b>3.000</b>	<b>6.750</b>	<b>6.000</b>	<b>355.518</b>
<b>Total</b>		<b>77.975</b>	<b>123.096</b>	<b>91.281</b>	<b>38.888</b>	<b>56.768</b>	<b>56.782</b>	<b>81.292</b>	<b>57.888</b>	<b>16.625</b>	<b>4.175</b>	<b>7.750</b>	<b>10.594</b>	<b>623.113</b>



Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
CENTENNIAL ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	MAHONEY , COLLEEN	1.000
	<b>Administration and Classified Management - Total</b>			<b>1.000</b>
	Facilities & Transportation	FAC/BUILDING CLEANER	BARNES, SCOTT	1.000
		FAC/BUILDING CLEANER	WINDOM, MARVIN	1.000
		FAC/HEAD CUSTODIAN	FITZPATRICK, PETER	1.000
	<b>Facilities &amp; Transportation - Total</b>			<b>3.000</b>
	Food & Nutrition	KITCHEN ASSISTANTS	CUATE PLIEGO, ROSALBA	0.500
		KITCHEN ASSISTANTS	SANCHEZ, MARIA	0.375
		KITCHEN MANAGER	TOMKINSON, JOAN	1.000
		KITCHEN PRODUCTION COOK	WASHINGTON, PAULA	0.938
	<b>Food &amp; Nutrition - Total</b>			<b>2.812</b>
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 -10 1/2 MONTH	STANLEY , DAINA	1.000
	<b>Mgmt. &amp; Admin. Support Prof. - Total</b>			<b>1.000</b>
	Outreach Workers	OUTREACH-BILINGUAL	HERNANDEZ XOCHIPILTECATL, ANALY	1.000
		OUTREACH-BILINGUAL	PUCHUELA , JENNIFER	0.500
	<b>Outreach Workers - Total</b>			<b>1.500</b>
	Paraprofessionals	PARA HEALTH ASSISTANT	AGUIRRE IGUANERO, ROSARIO	0.875
		PARA INSTRUCTIONAL	PHILLIPS, KIRSTEN	0.875
		PARA INSTRUCTIONAL HQ	MARTINEZ LOPEZ, TERESA	0.875
		PARA MANAGERIAL	MIGUEL MACEDONIO, ALICIA	0.280
		PARA MANAGERIAL	REYES, EVELIN	0.288
		PARA SPEC ED	LAPITZ, KATHERINE	0.875
		PARA SPEC ED	PRISCO PLASCENCIA, LIZBETH	0.812
		PARA SPEC ED	QUIROZ HERNANDEZ, STEPHANIE	0.875
		PARA SPEC ED	SANCHEZ HERNANDEZ, YANELI	0.875
		PARA SPEC ED HQ	FUTCHI, WENDY	0.812
		PARA SPEC ED HQ	HERNANDEZ XOCHIPILTECALT, KIMBERLY	0.875
		PARA SPEC ED HQ	JACKSON, LEONDO	0.812
		PARA SPEC ED HQ	MOHAMUD, HALIMA	0.875
		PARA SPEC ED HQ	THOMAS, HEIDI	0.812
	<b>Paraprofessionals - Total</b>			<b>10.812</b>
	Student Engagement	STUDENT ENGAGEMENT SPECIALIST	LUKE, STANLEY	0.938
	<b>Student Engagement - Total</b>			<b>0.938</b>
	Teachers	ART	SORENSEN, ADAM	0.700
		ENGLISH AS A SECOND LANG	HEALY, JENNA	1.000
		ENGLISH AS A SECOND LANG	INNERS, REBECCA	1.000
		ENGLISH AS A SECOND LANG	WEBER, RACHEL	1.000
		ENGLISH AS A SECOND LANG	WENTHOLD, SARAH	1.000
		GRADE 1	BUDHRAM, DEVIKA	1.000
		GRADE 1	SCHEER, JACQUELINE	1.000
		GRADE 2	JACKSON, MARGARET	1.000
		GRADE 2	MOALLIN, ROWDA	1.000
		GRADE 2	SMITH , CALLIE	1.000
		GRADE 3	ANDERSON, MINDY	1.000
		GRADE 3	MOEN-VONAHNEN, MACKENZIE	1.000
		GRADE 3	SOBRASKE, JOSEPH	1.000
		GRADE 4	CLINGAN, SAMUEL	1.000
		GRADE 4	HERMAN, LINDSAY	1.000
		GRADE 5	ALTENBACH, MELISSA	1.000
		GRADE 5	JENKINS, SCOTT	1.000
		GRADE 5	KLOSINSKI, KIRSTEN	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
CENTENNIAL ELEMENTARY	Teachers	KINDERGARTEN	KUSCHE, ANNA	1.000
		KINDERGARTEN	POKE, JAMIE	1.000
		LITERACY/MATH INTERVENTION	PETERSON, DEBRA	1.000
		LITERACYCOACH	SOBRASKE, AMY	1.000
		MATH INTERVENTIONIST	FENELON, PATRICIA	1.000
		MATH INTERVENTIONIST	HERMAN, LEE	1.000
		MEDIA	NELSON, KARI	1.000
		MUSIC	HANSON, NAOMI	1.000
		PHYSICAL EDUCATION	CHRIST, JOHN	1.000
		PRE-KINDERGARTEN	SSEMUJJU , JENNA	1.000
		SCHOOL SOCIAL WORKER	ROONEY, JASON	1.000
		SPEC ED/DCD	KEELEY, CHRISTINE	1.000
		SPEC ED/EBD	CHRISTIANSON, SHARON	1.000
		SPEC ED/EBD	STECKER, TIFFANY	1.000
		SPEC ED/MMI	DONAHUE , JODI	1.000
		SPEC ED/OTHER HEALTH DIS	SUTTNER, MATTHEW	1.000
		SPEC ED-EBD/LD	REGER, THOMAS	1.000
		SPEECH/LANG PATHOLOGIST	REHM, ALLISON	1.000
		Teachers - Total		
	CENTENNIAL ELEMENTARY - Total			56.768
CENTRAL EDUCATION CENTER	Administration and Classified Management	COMM ED YOUTH COOR.	DUBE, ABBY	1.000
		COMM ED YOUTH COOR.	SAINATI, LYNN	0.800
		DIRECTOR OF COMM ED	SKARE-KLECKER, AMY	1.000
	Administration and Classified Management - Total			2.800
	Facilities & Transportation	FAC/BUILDING CLEANER	AGUILAR SALDANA, SANDRA	1.000
		FAC/BUILDING CLEANER	TOLEDO, VLADIMIR	1.000
	Facilities & Transportation - Total			2.000
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 12 MONTH	SHIVELY . CARLEEN	1.000
		ADMIN ASSIST 3	LAUER-SCHUMACHER, JESSICA	1.000
		ADMIN ASSIST 3	WOLLENBURG, CHARLOTTE	1.000
	Mgmt. & Admin. Support Prof. - Total			3.000
	Outreach Workers	OUTREACH-BILINGUAL	BARTLETT, SHIRLEY	1.000
		OUTREACH-BILINGUAL	BOLANOS, LUIS	1.000
	Outreach Workers - Total			2.000
	Paraprofessionals	PARA INSTRUCTIONAL	MOHAMUD, AMAL	0.600
		PARA INSTRUCTIONAL HQ	BESSER , SUE	0.875
		PARA INSTRUCTIONAL HQ	GARCIA, SARA-ROSE	0.875
		PARA INSTRUCTIONAL HQ	HARTMAN, STEPHANIE	0.875
		PARA INSTRUCTIONAL HQ	LITWINCZUK, JOLIENE	0.875
		PARA INSTRUCTIONAL HQ	WEBSTER, KARI	0.375
		PARA SPEC ED	CARR, KRISTI	0.875
		PARA SPEC ED	HUGHES, JULIE	0.875
		PARA SPEC ED	SCHUETTE, ANNE	0.875
		PARA SPEC ED HQ	CHRISTIAN, CARMEN	0.875
		PARA SPEC ED HQ	NELSON, DANA	0.875
	Paraprofessionals - Total			8.850
	Teachers	EARLY CHILD FAMILY EDUCATOR	CORNES, RACHEL	1.000
		EARLY CHILD PARENT EDUCATOR	KOEHLER, STACEY	0.400
		EARLY CHILD PARENT EDUCATOR	WEBSTER, DEBRA	0.500
		EARLY CHILD./SPEC ED.	FRANZ, MICHELLE	1.000
		EARLY CHILD./SPEC.ED.	HENKELMAN, MELISSA	1.000
		EARLY CHILD./SPEC.ED.	LAMPRON, AMBER	1.000



Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent	
CENTRAL EDUCATION CENTER	Teachers	EARLY CHILD /SPEC.ED	MORGAN, KATRINA	1.000	
		EARLY CHILD /SPEC.ED.	NEILON, ERIN	1.000	
		EARLY CHILD /SPEC.ED.	OLSON, TANYA	1.000	
		EARLY CHILD /SPEC.ED.	REED-KARSTENS, RENEE	1.000	
		EARLY CHILD /SPEC.ED.	SKAJEWSKI, JOLA	1.000	
		EARLY CHILD /SPEC.ED.	WALD, REBECCA	1.000	
		EARLY CHILDHOOD COORDINATOR	BULLEN, JENELLE	1.000	
		EARLY LEARNING PARENT ELL	WING, JOAN	0.338	
		PRE-KINDERGARTEN	COLEMAN, SARAH	1.000	
		PRE-KINDERGARTEN	HILL, SHANYN	1.000	
		PRE-KINDERGARTEN	LOSIER, LORINDA	1.000	
		PRE-KINDERGARTEN/ECFE	THORSON, KIRSTEN	1.000	
		SCHOOL SOCIAL WORKER	SCHRAMM, MELISSA	1.000	
		SPEECH/LANG PATHOLOGIST	BERGSTROM, JENNIFER	1.000	
		SPEECH/LANG PATHOLOGIST	FISH, ANGELA	1.000	
		SPEECH/LANG PATHOLOGIST	HOFFMAN, JESSICA	1.000	
		Teachers - Total			20.238
		CENTRAL EDUCATION CENTER - Total			38.888
	DISTRICT OFFICE	Administration and Classified Management	ASSISTANT TO SUPT	QUAM, CASSANDRA	1.000
ASST SUPERINTENDENT			DANIELS, LATANYA	1.000	
CHIEF H/R & ADMIN OFFICER			HOLJE, CRAIG	1.000	
COMMUNICATION SPECIALIST			OTTERNESS, LAURA	1.000	
DIR OF FACILITIES & TRANSP			KRETSINGER, DANIEL	1.000	
DIR OF FINANCE			GILLIGAN, JAMES	1.000	
DIR OF FOOD & NUTRITION SERV			MANNING, MICHAEL	1.000	
DIR OF HUMAN RESOURCES			SANCHEZ-MICHAELS, TIMECKA	1.000	
DIR OF MARKETING & COMM.			VALLEY, JENNIFER	1.000	
DIR OF MULTI LINGUAL & RCEP			WILLHITE, KASYA	1.000	
DIR OF SECONDARY ED			STECHER, MEGAN	1.000	
DIR OF SPECIAL ED			MOBLEY, ALECIA	1.000	
DIR OF STUDENT SERVICES			GONZALEZ, CHRISTINA	1.000	
DIR OF TECHNOLOGY			KLINGE, CORY	1.000	
DIRECTOR OF ATHLETICS			PETERSON, CHRISTOPHER	1.000	
DIRECTOR OF ELEMENTARY EDUCATI			GENS, RACHEL	1.000	
DIRECTOR OF EXTENDED LEARNING			HEYER, JONATHAN	1.000	
DISTRICT DATA & TESTING COORD			MORRISSEY, MELISSA	1.000	
EXEC DIR OF SPECIAL PROGRAMS			CLARKSON, MARY	1.000	
FINANCE MANAGER			LORENZINI, JOHN	1.000	
HEALTH SERVICES SUPERVISOR			WHITESIDE, MICHELLE	1.000	
HUMAN RESOURCES COORDINATOR			QUINTANILLA, IDOLINA	1.000	
MANAGER OF HUMAN RESOURCES			OLSON, PAMELA	1.000	
PAYROLL ACCOUNTANT			LA FAVE, EMILY	1.000	
SPEC PROGRAMS FINANCE SUPVR			BLANKENSHIP, RONALD	1.000	
SUP OF STUDENT RECORDS			RUMPPE, KATHLEEN	1.000	
SUPERINTENDENT			UNOWSKY, STEVEN	1.000	
TECHNOLOGY SUPPORT SPEC			ENE, GEORGE	1.000	
TECHNOLOGY SYSTEMS ADMIN		MCMEEKIN, DOUG	1.000		
TECHNOLOGY SYSTEMS ADMIN		MEYER, KENT	1.000		
Administration and Classified Management - Total			30.000		
Facilities & Transportation		BUS DRIVER	CARROLL, STEVEN	0.250	
		BUS DRIVER	COUGHLIN, TIMOTHY	0.500	
		FAC/DISTRICT ENGINEER	OLSON, ROBERT	1.000	

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
DISTRICT OFFICE	Facilities & Transportation	FAC/GROUNDS PERSON	HILL, JAMES	1.000
		FAC/GROUNDS PERSON	JAYAMANNE, THARIN	1.000
		FAC/GROUNDS PERSON	THOMPSON, ETHAN	1.000
		FAC/MAIL PERSON/BUS DRIVER	GORSKI, JOHN	1.000
		FAC/MAINTENANCE	RIEF, KEITH	1.000
		FAC/PAINTER	KUMAR, ANOOP	1.000
		FAC/TRUCK DRIVER	PEDERSEN, MARK	1.000
		FAC/WAREHOUSE	GULLICKSON, KEVIN	1.000
	Facilities & Transportation - Total			9.750
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 12 MONTH	BAIRD, LISA	1.000
		ADMIN ASSIST 2 - 12 MONTH	WALSH, TRENT	1.000
		ADMIN ASSIST 3	AYALA, JESSICA	1.000
		ADMIN ASSIST 3	BERRES, NANCY	1.000
		ADMIN ASSIST 3	BRUNNER, PATTI	1.000
		ADMIN ASSIST 3	DINGMAN, KRISTI	1.000
		ADMIN ASSIST 3	HERRERA, BECKY	1.000
		ADMIN ASSIST 3	LADUKE, COURTNEY	1.000
		MANAGEMENT ASSISTANT	HALE, TRACY	1.000
		MANAGEMENT ASSISTANT	LUNDY, MICHELLE	1.000
		TECHNOLOGY SUPPORT SPEC	GEURINK, AREND	1.000
	Mgmt. & Admin. Support Prof. - Total			11.000
	MISC	TRANSLATION/ENGAGE COORD	RUBIO ESCODA, ROSA	1.000
	MISC - Total			1.000
	Outreach Workers	OUTREACH(COMMUNITY/FAMILY)	JESPERSON, SARAH	1.000
		OUTREACH-BILINGUAL	AIDED, FALIS	1.000
	Outreach Workers - Total			2.000
	Paraprofessionals	HEALTH RESOURCE STAFF	DOMINGUEZ, IBELIZET	1.000
		PARA CLERICAL	MEACHAM, GINA	1.000
		PARA HEALTH ASSISTANT	LABELLE, MARNA	0.875
		PARA TECH SUPPORT	ACEVEDO, ASHLEY	1.000
		PARA TECH SUPPORT	DENNIS, GEORGE	1.000
		PARA TECH SUPPORT	KRETSINGER, BAILEY	1.000
		PARA TECH SUPPORT	SALGADO GAXIOLA, JOSE	1.000
	Paraprofessionals - Total			6.875
	Teachers	ADAPTIVE PHY ED	ANDERSON, ERIC	1.000
		DIGITAL LEARNING COACH	FRIEL, KENNETH	1.000
		ENGLISH AS A SECOND LANG	MADDEN, CLAIRE	0.800
		ENGLISH AS A SECOND LANG	PINTO-MOE, MONICA	1.000
		INSTRUCTIONAL COACH	THOEMKE, MICHELLE	1.000
		INSTRUCTIONAL COACH/MATH INTER	MERYHEW, TERRY	0.800
		LITERACY INTERVENTION	MATAS, BETSEY	1.000
		LITERACYCOACH	SORGENFRIE, RENEE	1.000
		MATHEMATICS COACH	PONCE, AMY	1.000
		PSYCHOLOGIST	BAUMGARDNER, JOANN	0.500
		PSYCHOLOGIST	SWEENEY, KAYE	1.000
		Q COMP PEER REVIEWER	BURT, EMILY	1.000
		Q COMP PEER REVIEWER	YUNKER, AUBREE	1.000
		READING SPECIALIST	TSCHIDA, MARY	0.750
		SCHOOL NURSE	SWANK, DARBY	1.000
		SCHOOL SOCIAL WORKER	VAUGHN, CHANTELLE	1.000
		SPEC ED DUE PROCESS TEACHER	RITT, SHANNON	0.500
		TOSA - STUDENT ENGAGEMENT SPEC	HUBER, ERIN	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
DISTRICT OFFICE	Teachers	TOSA - STUDENT ENGAGEMENT SPEC	KEGAN, LESLIE	1.000
	Teachers - Total			17.350
DISTRICT OFFICE - Total				77.975
GARAGE	Facilities & Transportation	BUS DRIVER	ANDERSON, HOWARD	0.938
		BUS DRIVER	ASHMEAD, JOHN	0.250
		BUS DRIVER	CHILDS, PATRICK	0.250
		BUS DRIVER	DAUGHERTY, WESLEY	0.344
		BUS DRIVER	GORSKI, ROBERT	0.938
		BUS DRIVER	HANKS, DAVID	0.500
		BUS DRIVER	HERALD, GORDON	0.312
		BUS DRIVER	JAEGER, MICHAEL	0.250
		BUS DRIVER	JONES, ERIC	0.650
		BUS DRIVER	LARSON, BRANDT	0.706
		BUS DRIVER	LINDBERG, JEFFREY	0.931
		BUS DRIVER	MIDDLETON, JOHN	0.275
		BUS DRIVER	OLSON, STEVEN	0.650
		BUS DRIVER	SUNDERLIN, ROBERT	0.700
		BUS DRIVER	THIMELL, JEFFREY	0.250
		BUS DRIVER	TROEDSON, WESLEY	0.906
		BUS DRIVER	VETSCH, DANIEL	0.250
		BUS DRIVER	WASSATHER, KATHIE	0.650
		BUS DRIVER	WISE, LEE ANN	0.250
		FAC/ASST TRANS DISPATCHER	OLSON, JON	1.000
		FAC/BUS DRIVER/BUILDING CLR	AGUILAR ALATOMA, ARACELI	0.625
		FAC/BUS DRIVER/BUILDING CLR	CARROLL, LEANN	1.000
		FAC/GARAGE SUPERVISOR	MCGINN, DANIEL	1.000
		FAC/MECHANIC	RANSOM, CHRISTOPHER	1.000
		FAC/TRANSPORTATION DISPATCHER	HAUG, SANDRA	1.000
	Facilities & Transportation - Total			15.625
	Mgmt. & Admin. Support Prof	ADMIN ASSIST 3	GOGUE, MICHELLE	1.000
	Mgmt. & Admin. Support Prof. - Total			1.000
GARAGE - Total				16.625
MULTI BUILDING SUBS ETC	Facilities & Transportation	FAC/LAUNDRY WORKER/BUS DRIVER	GILMORE, JAMIE	0.500
	Facilities & Transportation - Total			0.500
	Paraprofessionals	PARA CLERICAL	MCINNIS, VICKIE	0.675
	Paraprofessionals - Total			0.675
	Teachers	ADAPTIVE PHY ED	PADDOCK, JAMES	1.000
		ADAPTIVE PHY ED	POPP, STEPHANIE	1.000
		ENGLISH AS A SECOND LANG	SJOSTEN, JENNIFER	1.000
	Teachers - Total			3.000
MULTI BUILDING SUBS ETC - Total				4.175
RCEP	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH	CAMPOS, EVELYN	1.000
	Mgmt. & Admin. Support Prof. - Total			2.000
	Teachers	COUNSELOR	ACOSTACANO, CASSIE	1.000
		LANGUAGE ARTS	STADEM, TERESA	1.000
		MATHEMATICS	GRAVELLE, JENNIFER	1.000
		SCHOOL SOCIAL WORKER	CARLTON, JILL	1.000
		SCIENCE	JUENEMANN, SHERYL	1.000
		SOCIAL STUDIES	LENTZ, JULIE	1.000
		SPEC ED/EBD	HOEHN, MARGARET	0.750
	Teachers - Total			6.750

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
<b>RCEP</b>	<b>- Total</b>			<b>7.750</b>
RDLS ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	SHAHSAVAND, MARTA	1.000
	<b>Administration and Classified Management - Total</b>			<b>1.000</b>
	Facilities & Transportation	FAC/BUILDING CLEANER	CRUZ ESTEVA , ELSA	1.000
		FAC/BUILDING CLEANER	MANIKARAN, RISHDEO	1.000
		FAC/HEAD CUSTODIAN	KIELTY, PATRICK	1.000
	<b>Facilities &amp; Transportation - Total</b>			<b>3.000</b>
	Food & Nutrition	KITCHEN ASSISTANTS	WOODS, TIARRA	0.500
		KITCHEN MANAGER	MEYER, MARY	1.000
		KITCHEN PRODUCTION COOK	JENNINGS, GRACE	0.938
	<b>Food &amp; Nutrition - Total</b>			<b>2.438</b>
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 -10 1/2 MONTH	HUERTA-ANAYA , ALICIA	1.000
	<b>Mgmt. &amp; Admin. Support Prof. - Total</b>			<b>1.000</b>
	Outreach Workers	OUTREACH-BILINGUAL	BALBUENA RENDON, CARLOS	1.000
	<b>Outreach Workers - Total</b>			<b>1.000</b>
	Paraprofessionals	PARA HEALTH ASSISTANT	RODRIGUEZ, JENNY	0.880
		PARA INSTRUCTIONAL	SAAVEDRA, BRIZAIDA	0.875
		PARA INSTRUCTIONAL HQ	CARMONA FERNANDEZ, CARMEN	1.000
		PARA INSTRUCTIONAL HQ	HEYER-WALSH, STEPHANIE	0.875
		PARA INSTRUCTIONAL HQ	REYES, REEM	0.821
		PARA MANAGERIAL	LUJAMBIO, MAURICIO	0.431
		PARA MANAGERIAL	SILVA SEGURA, ARELI	0.431
		PARA MANAGERIAL	ZETZMAN , MARY	0.469
		PARA SPEC ED	GARCIA, EMMA	0.812
		PARA SPEC ED HQ	ABUNDEZ MARTINEZ, JANET	0.812
	<b>Paraprofessionals - Total</b>			<b>7.407</b>
	Student Engagement	STUDENT ENGAGEMENT SPECIALIST	MENDOZA RODRIGUEZ, IDANIA	0.938
	<b>Student Engagement - Total</b>			<b>0.938</b>
	Teachers	ART	MACK , MAIA	1.000
		ELEMENTARY ED	CARRILLO BELTRAN , JULIO	1.000
		ELEMENTARY ED	NEVAREZ BADILLA , YESENIA ISABEL	1.000
		ELEMENTARY ED	RAMIREZ FUENTES, MARIA GUADALUPE LEONOR	1.000
		ELEMENTARY ED	TORRES, SANTIAGO	1.000
		ENGLISH AS A SECOND LANG	ANAYA-GENNRICH, CAROLINA	1.000
		ENGLISH AS A SECOND LANG	FIGUEROA GARCIA, JUAN	1.000
		ENGLISH AS A SECOND LANG	SALA GIL DE AVALLE , MONICA	1.000
		ENGLISH AS A SECOND LANG	SEYMOUR, ELIZABETH	1.000
		GRADE 1 DUAL LANGUAGE	BARRIOS, HUGO	1.000
		GRADE 1 DUAL LANGUAGE	GAZ IBARRA, ROSENDA GUADALUPE	1.000
		GRADE 1 DUAL LANGUAGE	MEZA, GENESTIS	1.000
		GRADE 1 DUAL LANGUAGE	SOSA , JESSICA	1.000
		GRADE 2	PASCO ALBESA, JOANA	1.000
		GRADE 2 DUAL LANGUAGE	DE PENA, ANGELA	1.000
		GRADE 3 DUAL LANGUAGE	SALMERON CHACON, JAVIER	1.000
		GRADE 3 DUAL LANGUAGE	VIRANT, HANNAH	1.000
		GRADE 4 DUAL LANGUAGE	OLIVARES, EUDORO	1.000
		GRADE 4 DUAL LANGUAGE	PAYNE, CHELSEY	1.000
		GRADE 4 DUAL LANGUAGE	SMITH, MOLLY	1.000
		GRADE 5 DUAL LANGUAGE	JACQUES, KATHERINE	1.000
		GRADE 5 DUAL LANGUAGE	RENDON, ALLISON	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
RDLS ELEMENTARY	Teachers	GRADE 5 DUAL LANGUAGE	ROGAN, KATHRYN	1.000
		KINDERGARTEN DUAL LANG	CASTRO, MIRNA	1.000
		KINDERGARTEN DUAL LANG	MATIAS MARTINEZ, BLANCA	1.000
		KINDERGARTEN DUAL LANG	PEREZ, PALOMA	1.000
		KINDERGARTEN DUAL LANG	STANSLASKI , EVANGELINA	1.000
		LITERACYCOACH	EGBERG , SARAH	1.000
		MATH INTERVENTIONIST	ARIAS COBOS, AGUSTIN	1.000
		MATH INTERVENTIONIST	ARPIN, JACK	1.000
		MEDIA	CHAMPINE, ADRIAN	1.000
		MUSIC	TAYLOR, KARI	1.000
		PHYSICAL EDUCATION	TOUSIGNANT, JOHN	1.000
		PRE-KINDERGARTEN	RUIZ PENA, MARA	1.000
		READING SPECIALIST	GARCIA HERNANDEZ, ANGELA	1.000
		SCHOOL SOCIAL WORKER	SLAGHT, KAREN	1.000
		SPEC ED/LD	POPLAWSKI , ABBY	1.000
		SPEC ED/LD/AUTISM	HALVORSON, CARA	1.000
		SPEC ED/OTHER HEALTH DIS	SMITH, SARAH	1.000
		SPEECH/LANG PATHOLOGIST	MARKLE, AMANDA	1.000
		Teachers - Total		
	RDLS ELEMENTARY - Total			56.782
RICHFIELD HIGH SCHOOL	Administration and Classified Management	ASST SECONDARY PRINCIPAL	FLUCAS, STEVEN	1.000
		ASST SECONDARY PRINCIPAL	VALA, CARRIE	1.000
		PRINCIPAL	THEIEN-COLLINS, STACY	1.000
	Administration and Classified Management - Total			3.000
	Facilities & Transportation	FAC/BUILDING CLEANER	GOSCHEY, KAY	1.000
		FAC/BUILDING CLEANER	HANSON, ADAM	1.000
		FAC/BUILDING CLEANER	HORN, DAVID	1.000
		FAC/BUILDING CLEANER	LOVSETH, CHARLIE	1.000
		FAC/BUILDING CLEANER	MCCLINTON, KEITH	1.000
		FAC/BUILDING CLEANER	SANCHEZ HERNANDEZ, JUAN	1.000
		FAC/BUILDING CLEANER	SCHEMP, CHRISTIAN	1.000
		FAC/ENGINEER	WAGNER, RYAN	1.000
		FAC/HEAD CUSTODIAN	GUSTAFSON, KYLE	1.000
		FAC/MAINTENANCE	SURE, PATRICK	1.000
		FAC/NIGHT LEAD PERSON	HOLLIS, ETHAN	1.000
	Facilities & Transportation - Total			11.000
	Food & Nutrition	KITCHEN ASSISTANTS	ARIAS YANEZ, MARIA	0.625
		KITCHEN ASSISTANTS	BULLOCK, NICOLE	0.625
		KITCHEN ASSISTANTS	COUGHLIN, AMY	0.719
		KITCHEN ASSISTANTS	EROGLU, CEREN	0.625
		KITCHEN ASSISTANTS	HERRERA BELLO , ROBERTO	0.625
		KITCHEN ASSISTANTS	IBRAHIM, NASHWA	0.375
		KITCHEN ASSISTANTS	MALAGON AVILA, MARTHA	0.625
		KITCHEN ASSISTANTS	MARTINEZ, OFELIA	0.625
		KITCHEN ASSISTANTS	MOROCHO CUZCO, SEGUNDO	0.500
		KITCHEN ASSISTANTS	PALAPA RAMIREZ, MARIA CONSUELO	0.625
		KITCHEN ASSISTANTS	RUBIO SEGURA, ISRAEL	0.625
		KITCHEN PRODUCTION COOK	VENTURA PEREZ, RAMIRO	0.938
		KITCHEN PRODUCTION COOK	VENTURA RUBIO, ISELA	0.938
		KITCHEN PRODUCTION MANAGER	HUSABY, MELISSA	1.000
		Food & Nutrition - Total		
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH	BRIONES SALGADO, GENELEY	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
RICHFIELD HIGH SCHOOL	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 -11 MONTH	SANTOS, AUDREY	0.800
		ADMIN ASSIST 3 -11 MONTH	SCHMIDT, LORI	1.000
		ADMIN ASSIST 4	CRUZ ESTEVA , JENNIFER	1.000
		ADMIN ASSIST 4	LINDBERG, SHANNON	1.000
	<b>Mgmt. &amp; Admin. Support Prof. - Total</b>			<b>4.800</b>
	Outreach Workers	STUDENT ENGAGEMENT SPECIALIST	CONTRERAS, VANESSA	0.938
	<b>Outreach Workers - Total</b>			<b>0.938</b>
	Paraprofessionals	PARA CLERICAL	BARCENAS, YESENIA	0.938
		PARA CLERICAL	BLOOMER, KELLY	0.812
		PARA INSTRUCTIONAL	ANDERSON, CHARLOTTE	0.422
		PARA INSTRUCTIONAL	BARTLETT, CHRISTINE	0.500
		PARA INSTRUCTIONAL	NOLLENBERGER, COLLEEN	0.500
		PARA MANAGERIAL	HILLMAN, NOAH	0.938
		PARA SECURITY MONITOR	BRANDON, CARLISHA	1.000
		PARA SECURITY MONITOR	SANCHEZ VIDAL, ANDRES	0.938
		PARA SECURITY MONITOR	TORRY, BRANDON	1.000
		PARA SPEC ED	BIEVER, BRENDA	0.812
		PARA SPEC ED HQ	DENESEN, JEFF	0.812
		PARA SPEC ED HQ	GAWBOY, GRAY	0.906
		PARA SPEC ED HQ	HARVIEUX, DANIEL	0.906
		PARA SPEC ED HQ	MACDONALD, SUSAN	0.906
		PARA SPEC ED HQ	WEBB, JOHN	0.906
		PARA SPEC ED HQ	ZUBAH, LUCY	0.875
	<b>Paraprofessionals - Total</b>			<b>13.172</b>
	Student Engagement	STUDENT ENGAGEMENT SPECIALIST	CRUZ, HARRY	0.938
		STUDENT ENGAGEMENT SPECIALIST	WITHERS, LINDSAY	1.000
	<b>Student Engagement - Total</b>			<b>1.938</b>
	Teachers	ART	CASSELLIUS, ANI	1.000
		ART	MILLER, ADAM	1.000
		ART	SACHER, GRACE	1.000
		ART	SCHMELING-FREMDER , EMILY	1.000
		BAND MUSIC	ARMBRUSTER , CHAD	1.000
		COUNSELOR	JASTROW, DANIELLE	1.000
		COUNSELOR	KELLEY HERTZ, MORGAN	1.000
		COUNSELOR	LINDE, SARA	1.000
		COUNSELOR	OKEY, JESSICA	1.000
		ENGLISH AS A SECOND LANG	ANDREWS, JOHANNA	1.000
		ENGLISH AS A SECOND LANG	NUELLE , CAROLYN	1.000
		ENGLISH AS A SECOND LANG	SELCKE, MADELINE	1.000
		FAMILY CONSUMER SCIENCE	LEWIS , JENNIFER	1.000
		FAMILY CONSUMER SCIENCE	SHANNON, DAWN	1.000
		GLOBAL LANG/FRENCH	STEELE, MORGAN	1.000
		GLOBAL LANG/GERMAN	KATSER, MADELINE	0.900
		GLOBAL LANG/SPANISH	BRADSETH CHRISTIANSEN, KRISTEN	1.000
		LANGUAGE ARTS	BORKA, ANDRE	0.820
		LANGUAGE ARTS	HOLLE, KARAH	0.810
		LANGUAGE ARTS	JALLO, STEPHANY	1.000
		LANGUAGE ARTS	JOHNSON, ANNIE	1.000
		LANGUAGE ARTS	MUELLER, BONNIE	1.000
		LANGUAGE ARTS	PULFORD, KRISTIAN	1.000
		LANGUAGE ARTS	SCHIFFLER REBER, NICOLE	1.000
		LANGUAGE ARTS	VO, KAYLA	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
RICHFIELD HIGH SCHOOL	Teachers	LANGUAGE ARTS	WEBENDORFER, TIMOTHY	1.000
		LANGUAGE ARTS DUAL IMMERSION	DOOPER-SALAZAR, JENNIFER	0.720
		LITERACY/MATH INTERVENTION	ALCOTT, ADAM	1.000
		MARKETING/BUSINESS	CARUSO, MATTHEW	1.000
		MATH INTERVENTIONIST	SCHOLZ, KRISTINE	1.000
		MATHEMATICS	HANSON , ALYSSA	1.000
		MATHEMATICS	KUPLIC, LEELA	1.000
		MATHEMATICS	LUNA-ROBLEDO, MARIA DEL CARMEN	1.000
		MATHEMATICS	MULLENBACH, MATTHEW	1.000
		MATHEMATICS	SEIBERT, LAURIE	1.000
		MATHEMATICS	ZOELLMER, JONATHAN	1.000
		MATHEMATICS DUAL LANG	STREITZ, SARAH	1.000
		MEDIA	EDWARDS, NATHAN	1.000
		MEDIA	FREDERICKSON, LINDA	1.000
		PHY ED/HEALTH	RESTEMAYER, WHITNEY	1.000
		PHY ED/HEALTH	ZEIDLER, MATTHEW	1.000
		PHY ED/SOCIAL STUDIES	FOGELSON, DANIEL	1.000
		PHYSICAL EDUCATION	HOFMANN, TRACIE	1.000
		PSYCHOLOGIST	CHURCH, CHRISTINE	1.000
		READING SPECIALIST	BEHNKE, JENNIFER	1.000
		READING SPECIALIST	HAGER, AMY	1.000
		SCHOOL NURSE	NELSON, LIBBY	1.000
		SCHOOL SOCIAL WORKER	WELLS, PATRICK	1.000
		SCIENCE	BOIE, DAVID	1.000
		SCIENCE	BROWN, MATTHEW	1.000
		SCIENCE	CLARK, DAVID	1.000
		SCIENCE	COLLINS , SAMUEL	1.000
		SCIENCE	DEGIDIO , JORDAN	1.000
		SCIENCE	JAVNER , CASSIDY	1.000
		SCIENCE	JENSEN BIVENS, SARAH	1.000
		SCIENCE	KERSTEN OLSON, JENNIFER	1.000
		SOCIAL STUDIES	AVERY, JON	1.000
		SOCIAL STUDIES	BUNGERT, MIRIAM	1.000
		SOCIAL STUDIES	MANUEL, ANDREA	1.000
		SOCIAL STUDIES	OLEJNIAK , KATHERINE	1.000
		SOCIAL STUDIES	POWERS, BENJAMIN	1.000
		SOCIAL STUDIES	SPEAR, ADAM	0.720
		SOCIAL STUDIES	WEGNER, KATHRYN	0.810
		SOCIAL STUDIES DUAL LANG	TURNER, MITCHELL	1.000
		SOCIAL STUDIES DUAL LANG	VACA ALONSO, ALICIA	1.000
		SPEC ED/AUTISM	BLUM , JOSEPH	1.000
		SPEC ED/DCD	KALBOW, ALEXANDER	1.000
		SPEC ED/DCD	MATTSON, EMILY	1.000
		SPEC ED/DCD	RHODEN, JANA	1.000
		SPEC ED/EBD	CONLEY, ROBIN	1.000
		SPEC ED/EBD	FINELLI, GAVIN	1.000
		SPEC ED/EBD	ROYCE, THEODORE	1.000
		SPEC ED/LD	WOLF, JOEL	1.000
		SPEC ED/OTHER HEALTH DIS	HATTEN, EMILY	1.000
		SPEC ED/OTHER HEALTH DIS	NELSON, DEREK	1.000
		SPEC ED/OTHER HEALTH DIS	SCHULZ, ALEXANDRA	1.000
		SPECIAL EDUCATION LEAD	OLSON, SARAH	1.000



Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
RICHFIELD HIGH SCHOOL	Teachers	SPEECH/LANG PATHOLOGIST	MILBRATH, ROCHELLE	1.000
		TOSA-RESTORATIVE PRACTICE DEAN	HARRIS, MICHAEL	1.000
		WORK BASED LEARNING TCHR	MCINNES, CALLEN	1.000
	Teachers - Total			78.780
RICHFIELD HIGH SCHOOL - Total				123.096
RICHFIELD MIDDLE SCHOOL	Administration and Classified Management	ASST SECONDARY PRINCIPAL	FREEBURG, DAVID	1.000
		ASST SECONDARY PRINCIPAL	SCHAEFER, ASHLEY	1.000
		PRINCIPAL	BARLOW, ERICA	1.000
	Administration and Classified Management - Total			3.000
	Facilities & Transportation	FAC/BUILDING CLEANER	KAHSAI, MUSYE	1.000
		FAC/BUILDING CLEANER	SARMIENTO, CARMEN	1.000
		FAC/BUILDING CLEANER	SWAGGERT, JACK	1.000
		FAC/HEAD CUSTODIAN	HARRIS, KEVIN	1.000
		FAC/MAINTENANCE	WISE, CORY	1.000
		FAC/NIGHT LEAD PERSON	URBANSKI, STEPHEN	1.000
		Facilities & Transportation - Total		
	Food & Nutrition	KITCHEN ASSISTANTS	HECHT, JENNIFER	0.719
		KITCHEN ASSISTANTS	MONTESINOS SANCHEZ, LIDIA	0.875
		KITCHEN ASSISTANTS	NEWELL, TANYA	0.625
		KITCHEN MANAGER	NICKELL, JODI	1.000
		KITCHEN PRODUCTION COOK	MATTSON , LI	0.938
	Food & Nutrition - Total			4.156
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 2 - 11 MONTH	ZALDANA, MARITZA	1.000
		ADMIN ASSIST 3 -11 MONTH	WEIRICH, MARTA	1.000
	Mgmt. & Admin. Support Prof. - Total			2.000
	Outreach Workers	OUTREACH-BILINGUAL	GONZALEZ, MASSIEL	1.000
		OUTREACH-BILINGUAL	MONTEJO MAGANA, JOSE ANTONIO	1.000
		STUDENT ENGAGEMENT SPECIALIST	HARRIS, BRAD	0.500
	Outreach Workers - Total			2.500
	Paraprofessionals	PARA CAMPUS SUP	MOTON, JOSHUA	1.000
		PARA CAMPUS SUP	WATKINS, ANNETTE	1.000
		PARA CLERICAL	DAVISON, STEPHANIE	1.000
		PARA CLERICAL	RODRIGUEZ, ELIZABETH	1.000
		PARA SPEC ED	OLSON, ROBERT	0.906
		PARA SPEC ED	PEDENKO, CHRISTINA	0.906
		PARA SPEC ED HQ	FEIGHT, MARIA	0.906
		PARA SPEC ED HQ	FERREIRA, CATHERINE	0.812
		PARA SPEC ED HQ	HOLTGRAVE, SHEILA	0.812
		PARA SPEC ED HQ	JOHNSON, BONNIE	0.812
		PARA SPEC ED HQ	OLSON, DIANE	0.812
		PARA SPEC ED HQ	RHOADES, CHRISTINA	0.906
		PARA SPEC ED HQ	THIBODEAUX, JESSE	0.812
	Paraprofessionals - Total			11.687
	Student Engagement	STUDENT ENGAGEMENT SPECIALIST	JONES, KATHRYN	0.938
	Student Engagement - Total			0.938
	Teachers	ART	CULVER, KOURTNEY	1.000
		ART	PAUL, EDWARD	1.000
		BAND MUSIC	NEEDLEMAN, COREY	1.000
		COUNSELOR	BERGLAND, TOBY	1.000
		COUNSELOR	SCOTT, KAREN	1.000
		DANCE TEACHER	SMITH, CARRIE	1.000



Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
RICHFIELD MIDDLE SCHOOL	Teachers	DEAN OF STUDENTS	HOWARD-FELICIAN, GATHA TARA	1.000
		ENGLISH AS A SECOND LANG	HASSAN , TRISTAN	1.000
		ENGLISH AS A SECOND LANG	ILLESCAS GOMEZ , EDGAR	1.000
		ENGLISH AS A SECOND LANG	MORTLAND, OLUTOYE	1.000
		ENGLISH AS A SECOND LANG	PETERSEN, JILL	1.000
		ENGLISH AS A SECOND LANG	WATERS, KELSEY	1.000
		GLOBAL LANG/SPANISH	ARIAS ORTIZ , LUZ	1.000
		GLOBAL LANG/SPANISH	NWAIWU , JACQUELINE	1.000
		GLOBAL LANG/SPANISH/SOCIAL STUD	LIMA, MIGUEL	1.000
		GRADE 6	DETERS, LAURA	1.000
		GRADE 6	GREGOR, MARY	1.000
		GRADE 6	LOESCH, AARON	1.000
		GRADE 6	OSUJI, VIVIAN	1.000
		INSTRUCTIONAL COACH	STEPHENS, KATHARINE	1.000
		LANGUAGE ARTS	FOY , SAMUEL	1.000
		LANGUAGE ARTS	FRANK, AMY	1.000
		LANGUAGE ARTS	KNODEL, JARED	1.000
		LANGUAGE ARTS	LEIKNES, LISA	1.000
		MATH INTERVENTIONIST	BLUNT , KRISTINE	1.000
		MATH INTERVENTIONIST	ROOT, ANDREW	1.000
		MATHEMATICS	DEAN, MATTHEW	1.000
		MATHEMATICS	DRUMMOND, JON	1.000
		MATHEMATICS	GIFFORD, GRETCHEN	1.000
		MATHEMATICS	JOHNSON, ELIZABETH	1.000
		MATHEMATICS	LUCE , ETHAN	1.000
		MUSIC	SANDEL , EUGENE	1.000
		PHY ED/HEALTH	LEDUC, STEVEN	1.000
		PHYSICAL EDUCATION	BURNS, PATRICIA	1.000
		PSYCHOLOGIST	WILLIAMS, MELISSA	1.000
		READING SPECIALIST	DOUCETTE, KAREN	1.000
		READING SPECIALIST	ENGELSMITH, ANDREW	1.000
		SCHOOL NURSE	HANKS , JULIE ANN	1.000
		SCHOOL SOCIAL WORKER	CORCORAN, JOSEPH	1.000
		SCHOOL SOCIAL WORKER	KEEN DAWOLO , NICKI	1.000
		SCIENCE	AYLWARD, GARY	1.000
		SCIENCE	MARINELLO, LAUREN	1.000
		SCIENCE	MCCLENDON , LAURA	1.000
		SCIENCE	VONRUDEN, GREGORY	1.000
		SCIENCE	ZELLAR, ELIZABETH	1.000
		SOCIAL STUDIES	BOE, JACOB	1.000
		SOCIAL STUDIES	HOLM, SARAH	1.000
		SOCIAL STUDIES	WADE, QUINTON	1.000
		SOCIAL STUDIES DUAL LANG	CLAYTON, EMMA	1.000
		SOCIAL STUDIES DUAL LANG	REDETZKE, RYAN	1.000
		SPEC ED/AUTISM	WHEELER, LEAH	1.000
		SPEC ED/DCD	RICE-HANSON, ALAINA	1.000
		SPEC ED/EBD	ROLL, JOSEPHINE	1.000
		SPEC ED/EBD	WILLIAMS, MICHELLE	1.000
		SPEC ED/LD	HORAK, MICHELE	1.000
		SPEC ED/LD	LYTLE , CHRISTINA	1.000
		SPEC ED/OTHER HEALTH DIS	KESTLER , KATRINA	1.000
		SPEC ED-EBD/OHD	ELLIS, JASMINE	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
RICHFIELD MIDDLE SCHOOL	Teachers	SPECIAL EDUCATION LEAD	PETERSEN , MICHAEL	1.000
		STEM TEACHER	BLUMA, MEGAN	1.000
		TOSA-TEACHER PROGRAM COORDINAT	MAGNUSON, JULIE	1.000
	Teachers - Total			61.000
RICHFIELD MIDDLE SCHOOL - Total				91.281
RSTEM ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	WINTER AHSENMACHER, AMY	1.000
	Administration and Classified Management - Total			1.000
	Facilities & Transportation	FAC/BUILDING CLEANER	MANIKARAN, DEVIKA	1.000
		FAC/BUILDING CLEANER	MICHALSKY, RALPH	1.000
		FAC/BUILDING CLEANER	SHIMKUS, ALEX	1.000
		FAC/BUILDING CLEANER	STUECK, GARY	1.000
		FAC/HEAD CUSTODIAN	JOHNSON, RANDY	1.000
		FAC/MAINTENANCE	JAYAMANNE, LALINDA	1.000
		FAC/NIGHT LEAD PERSON	GANT, CHARLES	1.000
	Facilities & Transportation - Total			7.000
	Food & Nutrition	KITCHEN ASSISTANTS	HERNANDEZ BALBUENA, IRIS	0.500
		KITCHEN ASSISTANTS	HERNANDEZ-BALBUENA, GUADALUPE	0.962
		KITCHEN ASSISTANTS	LANNERS, LEAH	0.438
		KITCHEN ASSISTANTS	QUAN, YONG	0.812
		KITCHEN MANAGER	JOHNSON MYRICK , RACHEL	1.000
		KITCHEN PRODUCTION COOK	GAERTNER, KARIN	0.750
	Food & Nutrition - Total			4.462
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 -11 MONTH	DISMUKE, CRYSTAL	1.000
	Mgmt. & Admin. Support Prof. - Total			1.000
	Outreach Workers	OUTREACH-BILINGUAL	CLARA, YASMIN	1.000
	Outreach Workers - Total			1.000
	Paraprofessionals	KITCHEN ASSISTANTS	LEBEAU, HEATHER	0.625
		PARA CLERICAL	RHODES, LUCINDA	0.375
		PARA CLERICAL	STOKES, LINDA	0.580
		PARA CLERICAL	STRAMER, GRANT	1.000
		PARA HEALTH ASSISTANT	JACKSON, LAURIE	1.000
		PARA INSTRUCTIONAL	ALAIMO, RYAN	0.875
		PARA INSTRUCTIONAL HQ	SMITH, DANE	1.000
		PARA MANAGERIAL	CARLSON-ONICH, JOSEPH	0.344
		PARA MANAGERIAL	FLANERY, ERINN	0.344
		PARA SPEC ED	JOHNSON, ERIN	0.812
		PARA SPEC ED	KOLLER, AARON	0.812
		PARA SPEC ED	MARSHALL, KAIMAH	0.812
		PARA SPEC ED	MCBORROUGH, MARTINA	0.812
		PARA SPEC ED	MOALIM, NAIMA	0.812
		PARA SPEC ED	PONCIUS, KAMERON	1.000
		PARA SPEC ED HQ	ESHETE, GENET	0.875
		PARA SPEC ED HQ	HENNESSY, WENDY	0.812
		PARA SPEC ED HQ	NELSON, JANET	0.812
		PARA SPEC ED HQ	PALMER, LAURIE	0.812
		PARA SPEC ED HQ	WILLIAMS , TAMIKA	0.875
	Paraprofessionals - Total			15.392
	Student Engagement	STUDENT ENGAGEMENT SPECIALIST	BURGESS, LARRY	0.938
	Student Engagement - Total			0.938
	Teachers	ART	EDSTROM, RACHEL	1.000
		BEHAVIOR SPECIALIST	SCHROEDER, ANNIE	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
RSTEM ELEMENTARY	Teachers	COMPUTER LITERACY INSTR	FLITSCH, MARNI	1.000
		DEAN OF STUDENTS	MEULEMANS, RYAN	1.000
		ENGLISH AS A SECOND LANG	DAVIS, PATRICIA	1.000
		ENGLISH AS A SECOND LANG	KROEKER, CHARITY	1.000
		ENGLISH AS A SECOND LANG	SUTTON, LAURA	1.000
		GRADE 1	HUTSON, BAILEY	1.000
		GRADE 1	JENSEN , TAYLOR	1.000
		GRADE 1	PROVOST, DIANE	1.000
		GRADE 1	STRASZEWSKI, MARISSA	1.000
		GRADE 2	GERTEN, MICHELLE	1.000
		GRADE 2	HANSEN, JUDY	1.000
		GRADE 2	SELLMEYER, ANIKA	1.000
		GRADE 3	DODD, GEORGIA	1.000
		GRADE 3	HOLZ , LAURA	1.000
		GRADE 3	LARSON, BETHANN	1.000
		GRADE 3	MCKEAND, MELISSA	1.000
		GRADE 4	ALLEN , CARRIE	1.000
		GRADE 4	GILBERT, KINYA	1.000
		GRADE 4	KORANDA, CHELSEA	1.000
		GRADE 4	OLSON, CHRISTOPHER	1.000
		GRADE 4	PREGLER, CHRISTOPHER	1.000
		GRADE 4/5	ONISHI, ANDREW	1.000
		GRADE 5	CROSBY, SARA	1.000
		GRADE 5	DYER, PAMELA	1.000
		GRADE 5	HOLETZ, KAREN	1.000
		GRADE 5	MCMILLAN, OMAR	1.000
		KINDERGARTEN	LAHREN, MICHELLE	1.000
		KINDERGARTEN	MUNSON, JENNIFER	1.000
		KINDERGARTEN	OLMSTED, MICHELLE	1.000
		KINDERGARTEN	SWENSON, KASSANDRA	1.000
		LITERACY INTERVENTION	KING-LYBECK, CYNTHIA	1.000
		LITERACY INTERVENTION	KREBSBACH, VANESSA	0.500
		LITERACYCOACH	PICHEL, ALISON	1.000
		MATH INTERVENTIONIST	AWBREY, CHRISTINE	1.000
		MATH INTERVENTIONIST	THIES, BARBARA	0.500
		MUSIC	MYLES, GAYLE	1.000
		PHYSICAL EDUCATION	HICKMAN, BLAKE	1.000
		PRE-KINDERGARTEN	GORDON, KATHLEEN	1.000
		SCHOOL SOCIAL WORKER	ALFARO-GLOVER, JENNIFER	1.000
		SCHOOL SOCIAL WORKER	BUXTON , LAUREN	0.500
		SPEC ED/DCD/LD	OKELL, CASSANDRA	1.000
		SPEC ED/EBD	GULLAND, KIRSTIN	1.000
		SPEC ED/MMI	WEGLEITNER , HANNAH	1.000
		SPEC ED/OTHER HEALTH DIS	COX, KYLEE	1.000
		SPEC ED/OTHER HEALTH DIS	KOKKU, JESSICA	1.000
		SPEC ED/OTHER HEALTH DIS	TOLLMAN, SADIE	1.000
		SPEC ED-EBD/LD	SAGMOE, MARIBETH	1.000
		SPEECH/LANG PATHOLOGIST	SYRIKA , ASIMINA	1.000
		STEM TEACHER	GLICK, KATHLEEN	1.000
		TALENT DEVELOPMENT	SARAZINE, DARCI	1.000
Teachers - Total				50.500
RSTEM ELEMENTARY - Total				81.292

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
SHERIDAN HILLS ELEMENTARY	Administration and Classified Management	ELEMENTARY PRINCIPAL	STACHEL, NANCY	1.000
	<b>Administration and Classified Management - Total</b>			<b>1.000</b>
	Facilities & Transportation	FAC/BUILDING CLEANER	GILLIGAN, ZACHARY	1.000
		FAC/BUILDING CLEANER	MOROCHO, TERESA	1.000
		FAC/HEAD CUSTODIAN	GROSSMAN, WILLIAM	1.000
	<b>Facilities &amp; Transportation - Total</b>			<b>3.000</b>
	Food & Nutrition	KITCHEN ASSISTANTS	ENGLUND, GLORIA	0.625
		KITCHEN ASSISTANTS	VAILLANCOURT-YERHOT, JUDY	0.688
		KITCHEN MANAGER	MEDVEC, SHERRI	1.000
		KITCHEN PRODUCTION COOK	RUBIO SEGURA, PATRICIA	0.938
	<b>Food &amp; Nutrition - Total</b>			<b>3.250</b>
	Mgmt. & Admin. Support Prof.	ADMIN ASSIST 3 -10 1/2 MONTH	GILLIGAN, VIKKI	1.000
	<b>Mgmt. &amp; Admin. Support Prof. - Total</b>			<b>1.000</b>
	Outreach Workers	OUTREACH-BILINGUAL	GARZA, EUNICE	1.000
	<b>Outreach Workers - Total</b>			<b>1.000</b>
	Paraprofessionals	PARA CLERICAL	GONZALEZ ONOFRE, DENISSE	0.750
		PARA HEALTH ASSISTANT	MAZURKIEWICZ, ALLISHA	0.875
		PARA INST/MANG	MCCARTY, TIFFANY	0.750
		PARA INSTRUCTIONAL	FITZGERALD, NANCY	0.500
		PARA INSTRUCTIONAL	KILIBARDA, ISABELLA	0.812
		PARA INSTRUCTIONAL HQ	AAMOT, MARIA	0.875
		PARA MANAGERIAL	SANCHEZ DOMINGUEZ, YAQUELIN	0.312
		PARA SPEC ED	HALLANGER, CHRISTIAN	0.875
		PARA SPEC ED HQ	AHLSTROM, DEBBIE	0.812
		PARA SPEC ED HQ	HELLESVIG, LEONA	0.875
		PARA SPEC ED HQ	JUNG, ALEXANDRA	0.812
		PARA SPEC ED HQ	LIEN, LESLIE	0.875
		PARA SPEC ED HQ	MCCULLOUGH, CATHERINE	0.812
		PARA SPEC ED HQ	NIDAY, JOHN	0.812
		PARA SPEC ED HQ	RICKER, ELIZABETH	0.875
		PARA SPEC ED HQ	WEIBEL, MEGHAN	0.812
	<b>Paraprofessionals - Total</b>			<b>12.438</b>
	Teachers	ART	KAMHOLZ, NICHOL	0.800
		ENGLISH AS A SECOND LANG	RUMMEL, ANN	1.000
		ENGLISH AS A SECOND LANG	VOIGT, LORI	1.000
		GRADE 1	BROLSMA, RACHEL	1.000
		GRADE 1	BUSTA-LOKEN, ERICA	1.000
		GRADE 1	REDLIN, KAREN	1.000
		GRADE 2	ERICSON, MOLLY	1.000
		GRADE 2	GREGERSEN, MARY	1.000
		GRADE 2	HALPERN, THERESA	1.000
		GRADE 2	MILLER, LEJEUNE	1.000
		GRADE 3	KROHN, STACY	1.000
		GRADE 4	BERRES, SARAH	1.000
		GRADE 4	BOIE, JASON	1.000
		GRADE 4	MCCABE, CONNOR	1.000
		GRADE 5	FOY, KATHERINE	1.000
		GRADE 5	SIMMONS, TIMOTHY	1.000
		GRADE 5	ZEH, MARY	1.000
		KINDERGARTEN	ANDERSON, BRITTANY	1.000
		KINDERGARTEN	PERRY, KAIA	1.000

Base Location Building Name	Job Classification	Department Title	Full Name Last-First	Full Time Equivalent
SHERIDAN HILLS ELEMENTARY	Teachers	KINDERGARTEN	THOMPSON, TRICIA	1.000
		LITERACY INTERVENTION	SUNDAL, ELIZABETH	1.000
		LITERACYCOACH	BAYLEY, JENNIFER	1.000
		MATH INTERVENTIONIST	WIEBER, KATHLEEN	1.000
		MEDIA	BERDAHL, BARBARA	0.800
		MUSIC	HOULE, RYAN	1.000
		PHYSICAL EDUCATION	TAYLOR, MOLLY	1.000
		PRE-KINDERGARTEN	SAUER, AMANDA	1.000
		SPEC ED/AUTISM	GREELEY, DEBORAH	1.000
		SPEC ED/DCD	BASTIAN, SHELBY	1.000
		SPEC ED/DCD	HUEPER, SHELBY	1.000
		SPEC ED/EBD	WELLS, OWEN	1.000
		SPEC ED/LD	AVILA, KATHERINE	1.000
		SPEC ED/LD	THARP, GAY	1.000
		SPEC ED/MSMI	TOBEY, MICHELLE	1.000
		SPEECH/LANG PATHOLOGIST	THOMPSON, DANA	1.000
		TALENT DEVELOPMENT	CREIGHTON, JESSICA	1.000
		TOSA - STUDENT ENGAGEMENT SPEC	THEOBALD, BETHANY	0.600
		Teachers - Total		
	SHERIDAN HILLS ELEMENTARY - Total			57.888
SOUTH EDUCATION CENTER	Paraprofessionals	PARA SPEC ED HQ	JONES, TEIZU	0.938
		PARA SPEC ED HQ	KNOBLAUCH, CATHERINE	0.938
		PARA SPEC ED HQ	PEER, STEVEN	0.906
		PARA SPEC ED HQ	RUTHERFORD, JENNIFER	0.906
		PARA SPEC ED HQ	WOLDUM, JENNIFER	0.906
	Paraprofessionals - Total			4.594
	Teachers	SCHOOL SOCIAL WORKER	HILLER, SUZANNE	1.000
		SPEC ED/AUTISM	DARAITIS, KIM	1.000
		SPEC ED/DCD	BALLANGER, DREW	1.000
		SPEC ED/EBD	LARSON, LINDSEY	1.000
		SPECIAL ED/LITERACYCOACH	JAMA, SUAD	1.000
	WORK BASED LEARNING TCHR	SPANGLER-WAGNER, JENNIFER	1.000	
	Teachers - Total			6.000
SOUTH EDUCATION CENTER - Total			10.594	
Overall - Total			623.113	

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	306321	10/13/2022	ANDERSON SHEILA K	R	50.00
01	306322	10/13/2022	ANNIES FROZEN YOGURT	R	52.00
01	306323	10/13/2022	APPRIZE TECHNOLOGIES	R	225.00
01	306324	10/13/2022	BARNES & NOBLE BOOK	R	342.17
01	306325	10/13/2022	BIX FRUIT COMPANY	R	2,921.89
01	306326	10/13/2022	BOOKSOURCE	R	929.03
01	306327	10/13/2022	BRIGHTBILL THEODORE	R	276.00
01	306328	10/13/2022	BSN SPORTS, LLC	R	476.90
01	306329	10/13/2022	CDW GOVERNMENT INC	R	302.25
01	306330	10/13/2022	CENTURYLINK	R	71.00
01	306331	10/13/2022	CHUBB	R	255,545.04
01	306332	10/13/2022	CITY OF RICHFIELD	R	3,602.32
01	306333	10/13/2022	COMCAST BUSINESS	R	246.35
01	306334	10/13/2022	CUB FOODS	R	517.47
01	306335	10/13/2022	CURRICULUM ASSOCIATES, LLC	R	81.90
01	306336	10/13/2022	CYBERSOFT TECHNOLOGIES	R	295.00
01	306337	10/13/2022	DEMCO MEDIA	R	140.80
01	306338	10/13/2022	DICK BLICK COMPANY	R	24.19
01	306339	10/13/2022	DISTRICT 3 DECA	R	1,400.00
01	306340	10/13/2022	DISCOUNT SCHOOL SUPPLY	R	18.92
01	306341	10/13/2022	EASTERWOOD JOHN L	R	138.00
01	306342	10/13/2022	ECM PUBLISHERS INC	R	173.75
01	306343	10/13/2022	FASTEST LABS OF BLOOMINGTON	R	1,180.00
01	306344	10/13/2022	FLANERY-OLSON, JODI	R	355.00
01	306345	10/13/2022	GENESIS TECHNOLOGIES INC	R	4,680.00
01	306346	10/13/2022	H&B SPECIALIZED PRODUCTS INC	R	63,748.00
01	306347	10/13/2022	HASTINGS CREAMERY LLC	R	15,291.74
01	306348	10/13/2022	HOME DEPOT U.S.A.	R	1,187.40
01	306349	10/13/2022	HRYPA WILLIAM V	R	334.00
01	306350	10/13/2022	HUBERT COMPANY, LLC	R	604.19
01	306351	10/13/2022	IIX INSURANCE INFORMATION EXCHANGE	R	46.70
01	306352	10/13/2022	INNOVATIVE OFFICE SOLUTIONS LLC	R	232.34
01	306353	10/13/2022	LOFFLER	R	1,225.09
01	306354	10/13/2022	LVC COMPANIES INC	R	3,457.33
01	306355	10/13/2022	MACMILLAN HOLDINGS	R	816.22
01	306356	10/13/2022	MALLOY MONTAGUE KARNOWSKI & RADO	R	7,850.00
01	306357	10/13/2022	MASSP-MN ASSOCIATION	R	865.00
01	306358	10/13/2022	MATRIX COMMUNICATIONS, INC	R	647.50
01	306359	10/13/2022	MCGRAW-HILL EDUCATION, INC.	R	1,739.52
01	306360	10/13/2022	MESSERLI & KRAMER	R	1,328.42
01	306361	10/13/2022	MINNESOTA CLAY COMPANY	R	292.84
01	306362	10/13/2022	MINNESOTA MEMORY, INC.	R	11,495.00
01	306363	10/13/2022	MINNETESOL	R	35.00
01	306364	10/13/2022	OKEY CHRIS	R	80.00
01	306365	10/13/2022	OLEYAR DAVID A	R	138.00
01	306366	10/13/2022	OLYMPIC COMMUNICATIONS INC	R	2,304.50
01	306367	10/13/2022	ON SITE SANITATION	R	1,132.00

01	306368	10/13/2022	PAN O GOLD BAKING CO	R	401.06
01	306369	10/13/2022	PAYDHEALTH	R	4,165.22
01	306370	10/13/2022	REGENTS OF THE UNIV OF MINNESOTA	R	650.00
01	306371	10/13/2022	SNA-SCHOOL NUTRITION	R	2,093.50
01	306372	10/13/2022	THE HOME DEPOT PRO INSTITUTIONAL	R	568.83
01	306373	10/13/2022	TRAFERA, LLC	R	106,850.00
01	306374	10/13/2022	TRIMARK MARLINN LLC	R	5,397.36
01	306375	10/13/2022	TRIO SUPPLY COMPANY	R	1,287.38
01	306376	10/13/2022	TRUGREEN LIMITED PARTNERSHIP	R	11,697.00
01	306377	10/13/2022	TWIN TOWN GUITARS	R	108.00
01	306378	10/13/2022	UPPER LAKES FOODS	R	26,120.99
01	306379	10/13/2022	UW-MADISON BURSAR	R	1,500.00
01	306380	10/13/2022	WEBER MARK	R	138.00
01	V612244	10/13/2022	KATRINA L MORGAN	R	80.00
01	V612245	10/13/2022	MELISSA J WILLIAMS	R	199.00
01	306381	10/14/2022	MASSP-MN ASSOCIATION	R	865.00
01	306382	10/14/2022	NOVA EDUCATION CONSULTANTS	R	5,376.25
01	306383	10/14/2022	RYAN JEANNIE M	R	706.89
01	306384	10/20/2022	AMPLIFIED IT, A CDW COMPANY	R	3,550.60
01	306385	10/20/2022	BIX FRUIT COMPANY	R	3,687.70
01	306386	10/20/2022	BCBS OF MINNESOTA & BLUE PLUS	R	9,900.00
01	306387	10/20/2022	BRINK'S INCORPORATED	R	1,792.02
01	306388	10/20/2022	BSN SPORTS, LLC	R	12,366.16
01	306389	10/20/2022	CATALYST BUYING GROUP LLC	R	3,718.73
01	306390	10/20/2022	COMCAST BUSINESS	R	541.35
01	306391	10/20/2022	COMMERCIAL KITCHEN	R	21,894.07
01	306392	10/20/2022	CYBERSOFT TECHNOLOGIES	R	795.00
01	306393	10/20/2022	DARK KNIGHT SOLUTIONS, LLC	R	350.00
01	306394	10/20/2022	DICKS SANITATION SERVICE, INC (DSI)	R	8,358.27
01	306395	10/20/2022	DIGITAL INSURANCE LLC	R	8,900.00
01	306396	10/20/2022	DOLLIFF INC	R	39,250.56
01	306397	10/20/2022	DOOR SERVICE COMPANY OF THE TWIN CI	R	1,442.00
01	306398	10/20/2022	ECM PUBLISHERS INC	R	1,490.00
01	306399	10/20/2022	EDUCATORS BENEFIT CONSULTANTS LLC	R	456.35
01	306400	10/20/2022	ENVIROMATIC CORP OR AMERICA, INC	R	1,362.78
01	306401	10/20/2022	FREEWHEEL BIKE RICHFIELD	R	159.96
01	306402	10/20/2022	GONZALEZ JOSUE	R	48.71
01	306403	10/20/2022	GROUP MEDICAREBLUE RX	R	7,159.50
01	306404	10/20/2022	INDEPENDENT SCHOOL DISTRICT #625	R	2,767.68
01	306405	10/20/2022	INNOVATIVE OFFICE SOLUTIONS LLC	R	16,351.51
01	306406	10/20/2022	INTERMEDIATE DISTRICT 287	R	89,541.37
01	306407	10/20/2022	INTERMEDIATE SCHOOL DISTRICT 917	R	11,093.58
01	306408	10/20/2022	INTERSTATE STRIPING	R	1,455.25
01	306409	10/20/2022	JENSEN RANDAL	R	150.00
01	306410	10/20/2022	JW PEPPER & SON INC	R	24.20
01	306411	10/20/2022	KLOBE RESIDENTIAL	R	40.00
01	306412	10/20/2022	LAKESHORE LEARNING MATERIALS	R	23.98
01	306413	10/20/2022	LAURIE PEEBLES	R	39.00

01	306414	10/20/2022	LOFFLER COMPANIES	R	4,045.74
01	306415	10/20/2022	MATRIX COMMUNICATIONS, INC	R	370.00
01	306416	10/20/2022	MINUTEMAN PRESS EDINA	R	1,129.53
01	306417	10/20/2022	MIRA	R	22,680.00
01	306418	10/20/2022	THE PROPHET CORPORATION	R	590.00
01	306419	10/20/2022	ONEBRIDGE BENEFITS INC.	R	5,221.50
01	306420	10/20/2022	ONETOUCH PHOTO BOOTH	R	845.00
01	306421	10/20/2022	OSCAR ALVARADO HERRERA	R	1,850.00
01	306422	10/20/2022	PAN O GOLD BAKING CO	R	604.57
01	306423	10/20/2022	PHOENIX SCHOOL COUNSELING	R	5,265.55
01	306424	10/20/2022	PILMARK	R	676.80
01	306425	10/20/2022	POVOLNY KATHLEEN IGOE	R	96.00
01	306426	10/20/2022	POWERSCHOOL GROUP LLC	R	7,715.00
01	306427	10/20/2022	RATWIK ROSZAK & MALONEY PA	R	583.00
01	306428	10/20/2022	RGC GYMNASTICS	R	2,400.00
01	306429	10/20/2022	RUPP ANDERSON SQUIRES & WALDSPURGER	R	8,501.38
01	306430	10/20/2022	SAVVAS LEARNING COMPANY LLC	R	13,560.44
01	306431	10/20/2022	STB OF BLOOMINGTON, INC.	R	1,137.00
01	306432	10/20/2022	SYLVAN LEARNING	R	4,980.00
01	306433	10/20/2022	TRAVELERS CL REMIT CENTER	R	24,723.00
01	306434	10/20/2022	TRIO SUPPLY COMPANY	R	2,529.94
01	306435	10/20/2022	UNITED HEALTHCARE INSURANCE CO	R	528.23
01	306436	10/20/2022	UNITED HEALTHCARE/AARP MEDICARE RX	R	101.20
01	306437	10/20/2022	UNITED HEARTHCARE /AARP MEDICARE RX	R	101.20
01	306438	10/20/2022	UPPER LAKES FOODS	R	30,058.54
01	306439	10/20/2022	VANESSA MERRY	R	275.00
01	306440	10/20/2022	VIG SOLUTIONS INC	R	10,985.95
01	306441	10/20/2022	VISTA HIGHER LEARNING	R	2,216.37
01	306442	10/20/2022	VSP INSURANCE CO. (CT)	R	103.27
01	306443	10/20/2022	WAYSIDE PUBLISHING	R	645.26
01	306444	10/20/2022	XCEL ENERGY	R	5,184.11
01	306445	10/21/2022	ANDERSON BRENDA	R	24.00
01	306446	10/21/2022	ANDERSON SHEILA K	R	50.00
01	306447	10/21/2022	BAUSCHELT PATRICK	R	80.00
01	306448	10/21/2022	BECKMAN ALISON	R	20.00
01	306449	10/21/2022	BLOOMQUIST BRIAN	R	92.00
01	306450	10/21/2022	BOHMBACH JOHN	R	92.00
01	306451	10/21/2022	BSI MECHANICAL, INC.	R	3,062.01
01	306452	10/21/2022	CARLSON DEBORAH J	R	48.00
01	306453	10/21/2022	CARLSON MICHAEL DAVID	R	24.00
01	306454	10/21/2022	CHALLGREN MARK	R	77.00
01	306455	10/21/2022	CINTAS CORPORATION NO 2	R	708.23
01	306456	10/21/2022	COLLINS NICOLE	R	20.00
01	306457	10/21/2022	DALLE MATT P	R	92.00
01	306458	10/21/2022	DELASALLE HIGH SCHOOL	R	200.00
01	306459	10/21/2022	DOOR SERVICE COMPANY OF THE TWIN CI	R	373.00
01	306460	10/21/2022	ECOLAB INC	R	201.50
01	306461	10/21/2022	EPLER KATHERINE	R	20.00



01	306462	10/21/2022	FINANGER PHILLIP J	R	120.00
01	306463	10/21/2022	FLANERY-OLSON, JODI	R	24.00
01	306464	10/21/2022	FRYE BEN	R	24.00
01	306465	10/21/2022	GOVENAT DIANE	R	20.00
01	306466	10/21/2022	GRAHAM THOMAS	R	50.00
01	306467	10/21/2022	WW GRAINGER INC	R	1,952.28
01	306468	10/21/2022	HALL MELISSA	R	20.00
01	306469	10/21/2022	HEGARD LISA	R	20.00
01	306470	10/21/2022	HEIMER STEVEN M	R	92.00
01	306471	10/21/2022	HERFF JONES INC	R	4,139.22
01	306472	10/21/2022	HERITAGE CRYSTAL CLEAN INC	R	441.53
01	306473	10/21/2022	HILLYARD MINNEAPOLIS	R	4,628.96
01	306474	10/21/2022	HOBERG CLINT	R	92.00
01	306475	10/21/2022	HOGLUND BUS CO INC	R	121.42
01	306476	10/21/2022	KARNAS MIKE	R	80.00
01	306477	10/21/2022	LARSON KEITH	R	50.00
01	306478	10/21/2022	MAINLINE TRANSPORTATION, INC. (MTI)	R	1,305.50
01	306479	10/21/2022	MALLOY MONTAGUE KARNOWSKI & RADO	R	11,500.00
01	306480	10/21/2022	MASBO	R	225.00
01	306481	10/21/2022	MCCARTAN MEGAN	R	60.00
01	306482	10/21/2022	MEDSOURCE SALES LLC	R	488.95
01	306483	10/21/2022	MENDELBLATT SCOTT	R	24.00
01	306484	10/21/2022	METRO TRANSIT	R	194.00
01	306485	10/21/2022	METROPOLITAN MECHANICAL CONTRACTORS	R	909.00
01	306486	10/21/2022	MIDWEST BUS PARTS INC	R	3,435.23
01	306487	10/21/2022	MONARCH BUS SERVICE, INC.	R	100.00
01	306488	10/21/2022	MOOK GREG	R	20.00
01	306489	10/21/2022	MOOK MAUREEN	R	50.00
01	306490	10/21/2022	MOUND WESTONKA HIGH SCHOOL	R	255.00
01	306491	10/21/2022	MRI SOFTWARE LLC	R	723.50
01	306492	10/21/2022	OLSON MOLLY	R	13.00
01	306493	10/21/2022	OLYMPIC COMMUNICATIONS INC	R	495.00
01	306494	10/21/2022	OWENS SEDRIC	R	24.00
01	306495	10/21/2022	PAPCO, INC.	R	561.18
01	306496	10/21/2022	PORTER SHARON S	R	20.00
01	306497	10/21/2022	SCHMITT MUSIC CREDIT	R	731.44
01	306498	10/21/2022	SCHRANK JAMES A	R	92.00
01	306499	10/21/2022	SMARTSENSE BY DIGI	R	330.00
01	306500	10/21/2022	SUNNARBORG STEPHANIE	R	77.00
01	306501	10/21/2022	SWANK MOTION PICTURES, INC.	R	1,440.00
01	306502	10/21/2022	TAYLOR JASON	R	35.00
01	306503	10/21/2022	TOENSING PETER	R	35.00
01	306504	10/21/2022	TOLL COMPANY	R	11.64
01	306505	10/21/2022	TRI CITY UNITED	R	200.00
01	306506	10/21/2022	TWIN CITIES DISTRICT FOOTBALL	R	100.00
01	306507	10/21/2022	TWIN CITY FILTER SERVICE INC	R	515.22
01	306508	10/21/2022	TWIN CITY HARDWARE	R	1,574.21
01	306509	10/21/2022	UHL COMPANY INC	R	362.22

01	306510	10/21/2022	VETSCH TERRI	R	120.00
01	306511	10/21/2022	ALLSTATE PETERBILT OF S ST PAUL	R	1,940.31
01	306512	10/21/2022	WHEELCO	R	383.96
01	306513	10/21/2022	WILSON TYLER	R	80.00
01	306514	10/21/2022	ZACK'S INC.	R	204.74
01	V612246	10/21/2022	ASHLEY ACEVEDO	R	28.98
01	V612247	10/21/2022	MARIA ARIAS YANEZ	R	163.68
01	V612248	10/21/2022	AMY L COUGHLIN	R	79.00
01	V612249	10/21/2022	CEREN EROGLU	R	153.80
01	V612250	10/21/2022	ANGELA M FISH	R	16.18
01	V612251	10/21/2022	BRAD HARRIS	R	136.20
01	V612252	10/21/2022	ROBERTO HERRERA BELLO	R	175.00
01	V612253	10/21/2022	JESSICA M HOFFMAN	R	41.08
01	V612254	10/21/2022	NASHWA M IBRAHIM	R	124.98
01	V612255	10/21/2022	DANIEL E KRETSINGER	R	38.44
01	V612256	10/21/2022	MARNA M LABELLE	R	14.88
01	V612257	10/21/2022	OFELIA MARTINEZ	R	175.00
01	V612258	10/21/2022	MARY M MEYER	R	149.95
01	V612259	10/21/2022	SEGUNDO R MOROCHO CUZCO	R	174.97
01	V612260	10/21/2022	ERIN H NEILON	R	40.38
01	V612261	10/21/2022	DARBY L SWANK	R	7.75
01	V612262	10/21/2022	JOSE A SALGADO GAXIOLA	R	92.33
01	V612263	10/21/2022	ANNE C SCHUETTE	R	7.08
01	V612264	10/21/2022	JOAN M TOMKINSON	R	175.00
01	V612265	10/21/2022	JUDY L VAILLANCOURT-YERHOT	R	55.65
01	V612266	10/21/2022	CARRIE A VALA	R	103.03
01	V612267	10/21/2022	MICHELLE R WHITESIDE	R	19.47
01	V612268	10/21/2022	MELISSA J WILLIAMS	R	13.68
01	306515	10/25/2022	CM CONSTRUCTION COMPANY	R	21,391.34
01	306516	10/27/2022	BIX FRUIT COMPANY	R	2,647.99
01	306517	10/27/2022	BSI MECHANICAL, INC.	R	1,728.50
01	306518	10/27/2022	BSN SPORTS, LLC	R	556.64
01	306519	10/27/2022	CANON USA	R	1,603.66
01	306520	10/27/2022	CAPTIVATE MEDIA & CONSULTING	R	1,488.00
01	306521	10/27/2022	CHESS & STRATEGY GAME ASSOCIATION	R	437.50
01	306522	10/27/2022	CINTAS CORPORATION NO 2	R	115.99
01	306523	10/27/2022	CITY OF RICHFIELD	R	4,553.00
01	306524	10/27/2022	CONTEMPORARY TRANSPORTATION LLC	R	5,340.00
01	306525	10/27/2022	CURRICULUM ASSOCIATES, LLC	R	24,477.88
01	306526	10/27/2022	DASH SPORTS, LLC	R	2,280.00
01	306527	10/27/2022	DEAN ROBERT JOHNSON	R	144.00
01	306528	10/27/2022	ECM PUBLISHERS INC	R	154.40
01	306529	10/27/2022	ECOLAB INC	R	360.18
01	306530	10/27/2022	ELLEN M TRONNES	R	400.00
01	306531	10/27/2022	GOEBEL JUDITH K	R	150.00
01	306532	10/27/2022	GONZALEZ JOSUE	R	140.00
01	306533	10/27/2022	WW GRAINGER INC	R	673.83
01	306534	10/27/2022	GUITAR CENTER STORE	R	1,721.00

01	306535	10/27/2022	HAL LEONARD	R	195.00
01	306536	10/27/2022	HAWKINS INC	R	40.00
01	306537	10/27/2022	HILLYARD MINNEAPOLIS	R	4,993.46
01	306538	10/27/2022	HOBART SERVICE	R	376.03
01	306539	10/27/2022	HOGLUND BUS CO INC	R	2,938.67
01	306540	10/27/2022	HR SIMPLIFIED INC.	R	875.00
01	306541	10/27/2022	INNOVATIVE OFFICE SOLUTIONS LLC	R	390.40
01	306542	10/27/2022	INSTITUTE FOR ENVIROMENTAL	R	12,523.75
01	306543	10/27/2022	INTERMEDIATE DISTRICT 287	R	1,148.00
01	306544	10/27/2022	JOHNSTONE SUPPLY	R	416.49
01	306545	10/27/2022	KIDCREATE STUDIO	R	456.00
01	306546	10/27/2022	KINECT ENERGY INC	R	12,558.12
01	306547	10/27/2022	HAAG COMPANIES, INC.	R	390.00
01	306548	10/27/2022	LEROY'S GREAT BEAR	R	179.92
01	306549	10/27/2022	LOFFLER COMPANIES	R	172.33
01	306550	10/27/2022	MADISON NATIONAL LIFE INS CO INC	R	16,932.93
01	306551	10/27/2022	MASSP-MN ASSOCIATION	R	865.00
01	306552	10/27/2022	MCCARTHY WELL COMPANY	R	15,861.61
01	306553	10/27/2022	MIDWEST BUS PARTS INC	R	70.32
01	306554	10/27/2022	MINNESOTA UI FUND	R	10,989.09
01	306555	10/27/2022	MRI SOFTWARE LLC	R	27.50
01	306556	10/27/2022	MTI DISTRIBUTING CO	R	71.58
01	306557	10/27/2022	NEI ELECTRIC, INC.	R	3,984.58
01	306558	10/27/2022	NHA HEATING & AIR CONDITIONING	R	2,587.00
01	306559	10/27/2022	OCCUPATIONAL MEDICINE CONSULTANTS	R	1,312.23
01	306560	10/27/2022	OPTIMIST CLUB OF RICHFIELD	R	57.50
01	306561	10/27/2022	ORIGINAL WORKS YOURS, INC.	R	59.05
01	306562	10/27/2022	PAN O GOLD BAKING CO	R	225.30
01	306563	10/27/2022	POMPS TIRE SERVICE	R	2,756.20
01	306564	10/27/2022	PTM DOCUMENT SYSTEMS	R	274.13
01	306565	10/27/2022	REGENTS OF THE UNIV OF MINNESOTA	R	5,000.00
01	306566	10/27/2022	RICHFIELD READY	R	160.00
01	306567	10/27/2022	SCHOOL SERVICE EMPLOYEES UNION	R	7,916.85
01	306568	10/27/2022	SCHUMACHER ELEVATOR COMPANY	R	58,290.00
01	306569	10/27/2022	THE HOME DEPOT PRO	R	4.97
01	306570	10/27/2022	TRIO SUPPLY COMPANY	R	1,757.98
01	306571	10/27/2022	TWIN CITY TRANSPORTATION	R	99,389.78
01	306572	10/27/2022	UHL COMPANY INC	R	43,475.50
01	306573	10/27/2022	UPPER LAKES FOODS	R	19,860.74
01	306574	10/27/2022	VSP INSURANCE CO. (CT)	R	3,610.54
01	306575	10/27/2022	WORLD FUEL SERVICES, INC.	R	35,301.69
01	306576	10/27/2022	XCEL ENERGY	R	84,395.76
01	V612269	10/27/2022	NANCY J BERRES	R	10.00
01	V612270	10/27/2022	MARY L CLARKSON	R	777.83
01	V612271	10/27/2022	CHRISTINA M GONZALEZ	R	224.28
01	V612272	10/27/2022	CHARLOTTE NICHOLE WOLLENBURG	R	93.75
01	V612273	10/27/2022	MARNA M LABELLE	R	16.09
01	V612274	10/27/2022	JULIE SABLE LENTZ	R	14.44

01	V612275	10/27/2022	JOHN M LORENZINI	R	327.00
01	V612276	10/27/2022	LYNN A SAINATI	R	145.06
01	306577	10/31/2022	AMAZON.COM SYNCB/AMAZON	V	0.00
01	306578	10/31/2022	AMAZON.COM SYNCB/AMAZON	V	0.00
01	306579	10/31/2022	AMAZON.COM SYNCB/AMAZON	V	0.00
01	306580	10/31/2022	AMAZON.COM SYNCB/AMAZON	V	0.00
01	306581	10/31/2022	AMAZON.COM SYNCB/AMAZON	V	0.00
01	306582	10/31/2022	AMAZON.COM SYNCB/AMAZON	V	0.00
01	306583	10/31/2022	AMAZON.COM SYNCB/AMAZON	R	16,382.02
01	306584	11/01/2022	ANDERSON SHEILA K	R	45.00
01	306585	11/01/2022	ANDRUS MICHEAL DANIEL	R	92.00
01	306586	11/01/2022	BAUSCHELT PATRICK	R	80.00
01	306587	11/01/2022	BIX FRUIT COMPANY	R	4,632.66
01	306588	11/01/2022	BUSBY TREVOR	R	92.00
01	306589	11/01/2022	CARLSON DEBORAH J	R	24.00
01	306590	11/01/2022	CHRISTIAN MICHAEL P	R	40.00
01	306591	11/01/2022	FINANGER PHILLIP J	R	60.00
01	306592	11/01/2022	GUSTAFSON ZACHARY	R	80.00
01	306593	11/01/2022	HAASE JASON	R	92.00
01	306594	11/01/2022	JEROME A PLAGGE JR	R	44.00
01	306595	11/01/2022	KALLAS MICHAEL T	R	92.00
01	306596	11/01/2022	KARNAS MIKE	R	80.00
01	306597	11/01/2022	OLIVER JOSEPH	R	92.00
01	306598	11/01/2022	OLSON MOLLY	R	26.00
01	306599	11/01/2022	OWENS SEDRIC	R	24.00
01	306600	11/01/2022	ROBIDEAU BRIAN	R	92.00
01	306601	11/01/2022	SNDM	R	100.00
01	306602	11/01/2022	SPIELMAN PATRICK	R	92.00
01	306603	11/01/2022	TILLMAN ANGELANNA	R	10.00
01	306604	11/01/2022	TRIO SUPPLY COMPANY	R	1,091.02
01	306605	11/01/2022	UPPER LAKES FOODS	R	23,573.66
01	306606	11/01/2022	VETSCH TERRI	R	60.00
01	306607	11/01/2022	ZAVALA TYLER	R	92.00

<b>TOTAL CHECKS &amp; E-PAYS</b>					<b>1,585,147.64</b>
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# P-CARD,CHECK RUNS, E-PAYS & WIRES FOR 11/07/2022 BOARD REPORTS

BANK 05	DATE	AMOUNT
E-Pays	10/13/2022	279.00
	10/21/2022	1,986.51
	10/27/2022	1,608.45
Construction Checks	10/25/2022	21,391.34
Checks	10/13/2022	549,873.11
	10/14/2022	6,948.14
	10/20/2022	408,413.91
	10/21/2022	45,695.25
	10/27/2022	501,863.57
	10/31/2022	16,382.02
	11/1/2022	30,706.34

CHECK REGISTER BANK 05 TOTAL =	1,585,147.64
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BREAKDOWN	
01-206-00	1,144,043.47
02-206-00	181,272.93
03-206-00	183,790.55
04-206-00	42,142.88
06-206-00	21,391.34
07-206-00	0.00
18-206-00	0.00
20-206-00	10,376.79
21-206-00	2,129.68
47-206-00	0.00
BANK TOTAL =	1,585,147.64

## 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 7, 2022**  
**7 p.m. School Board Meeting**

### I. CALL TO ORDER

The regular meeting of the board of education of ISD 280, Hennepin County, Richfield, Minnesota was held on Monday, November 7, 2022 in the boardroom at the Richfield Public Schools District Office. Chair Tim Pollis called the regular board meeting to order at 7 p.m. with the following school board members in attendance: Brakke, Carter, Cole and Smisek. Banks Kupcho was not able to attend.

Administrators present were Superintendent Unowsky, Assistant Superintendent Daniels, Executive Director Clarkson and Chief HR and Administrative Officer Holje. Student representatives Elsy Cruz Parra, Chimdalú Dibua and Paola Hernandez Zuniga were present.

### II. REVIEW AND APPROVAL OF THE AGENDA

Motion by Brakke, seconded by Cole, and unanimously carried, the board of education approved the amended agenda.

### III. INFORMATION AND PROPOSALS - NON-ACTION ITEMS

- A. Superintendent Update
  - 1. Richfield Middle School Presentation
  - 2. Superintendent Goals
- B. Commendations

### IV. CONSENT AGENDA

- A. Routine Matters
  - 1. Minutes of the regular meeting held October 17, 2022
  - 2. General Disbursements as of 11/1/22 in the amount of \$1,585,147.64
  - 3. Investment Holdings
- B. Personnel Items

#### **Certified Full Time Positions for Employment – 1<sup>st</sup> Year Probation**

**Cara Halvorson** – Special Education – Richfield Dual Language School  
Effective 08/23/2022

#### **Classified Full Time Facilities and Transportation Position for Employment**

**Zachary Gilligan** - Building Cleaner – Sheridan Hills Elementary  
Effective 10/24/2022

**Classified Part Time Paraprofessional Position for Employment**

**Teizu Jones** - Paraprofessional Transition Plus – South Education Center  
Effective 11/1/2022

**Classified Full Time Health Resource Center - Resignation**

**Rachael Lenmark** – Health Resource Coordinator – Districtwide  
Effective 10/14/2022  
Years of service: 3 years

**Classified Part Time Paraprofessional – Resignation**

**Robert Olson** – Special Education Paraprofessional – Richfield Middle School  
Effective 11/1/2022

Years in Service: 7 months

**Joseph Carlson-Onich** – Paraprofessional – RSTEM Elementary  
Effective 11/11/2022

Years of Service: 1 year

**Classified Part Time Food and Nutrition – Resignation**

**Ortencia Ramirez Pena** – Kitchen Assistant – Richfield Middle School  
Effective 10/12/2022

**Lidia Montesinos Sanchez** – Kitchen Assistant – Richfield Middle School  
Effective 11/11/2022

**Classified Full Time Outreach Worker – Resignation**

**Victoria Johnson** – Bilingual Outreach Worker – Richfield High School  
Effective 8/29/2022

Years of Service: 13 years

**Classified Part Time Student Engagement Specialist – Resignation**

**Larry Burgess** – Student Engagement Specialist – RSTEM Elementary  
Effective 11/18/2022

Years of Service: 3 years

Motion by Smisek, seconded by Carter, and unanimously carried, the board of education approved the consent agenda.

V. OLD BUSINESS

A. Policy 803: Leasing School Space & Administrative Guideline 803.1 - fourth read

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

B. Policy 804: Energy Management Conservation & Administrative Guideline 804.1 - third read

Motion by Carter, seconded by Smisek, and unanimously carried, the board of education approved the revised policy.

C. Policy 852: Closing of Playgrounds - third read

Motion by Smisek, seconded by Brakke, and unanimously carried, the board of education repealed the policy.

Motion by Brakke, seconded by Smisek, and unanimously carried, the board of education approved the revision to Policy 979: Community Use of School Facilities and Grounds to add the policy language from the former Policy 852.

VI. NEW BUSINESS

- A. Policy 303: Evaluation of the Superintendent & Administrative Guidelines 303.1 & 303.2 - first read
- B. Administrative and Management Support Professionals Collective Bargaining Agreement 2022-2024

Motion by Brakke, seconded by Carter, and unanimously carried, the board of education approved the agreement.

C. Paraprofessionals Collective Bargaining Agreement 2022-2024

Motion by Brakke, seconded by Cole, and unanimously carried, the board of education approved the agreement.

~~D. Authorization for Board Member to Substitute/Be Employed on a Casual/Temporary Basis~~

E. Donations

Motion by Smisek, seconded by Cole, 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
  - 11-14-2022 2 p.m. Board Study Session
  - 11-21-2022 7 p.m. Regular Board Meeting - Public Comment
  - 12-5-2022 7 p.m. Regular Board Meeting
- D. Suggested/Future Agenda Items

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



Motion by Smisek, seconded by Brakke, and unanimously carried, the board of education moved into closed session at 9:02 p.m. Attending the closed session were Brakke, Carter, Cole, Pollis and Smisek. Administrators present were Superintendent Unowsky and Chief HR and Administrative Officer Holje.

IX. REOPEN MEETING

Motion by Cole, seconded by Brakke, and unanimously carried, the board of education moved into open session at 9:21 p.m. with the following school board members in attendance: Brakke, Carter, Cole, Pollis and Smisek. Administrators present were Superintendent Unowsky and Chief HR and Administrative Officer Holje.

X. ADJOURN REGULAR MEETING

Chair Pollis adjourned the meeting at 9:22 p.m.

FUND	CHECK	DATE	VENDOR	TYPE	AMOUNT
01	306608	11/03/2022	ANDERSON JULIE R	R	200.00
01	306609	11/03/2022	BLUUM OF MINNESOTA, LLC	R	4,087.00
01	306610	11/03/2022	BRIGHT MORNING CONSULTING INC.	R	1,295.00
01	306611	11/03/2022	BUSINESS ESSENTIALS	R	5,938.00
01	306612	11/03/2022	CINTAS CORPORATION NO 2	R	467.74
01	306613	11/03/2022	CITY OF RICHFIELD	R	712.50
01	306614	11/03/2022	CITY OF RICHFIELD	R	11,269.92
01	306615	11/03/2022	COMCAST	R	305.79
01	306616	11/03/2022	COMCAST BUSINESS	R	401.35
01	306617	11/03/2022	COMMERCIAL KITCHEN	R	5,625.03
01	306618	11/03/2022	DASH SPORTS, LLC	R	588.00
01	306619	11/03/2022	DICK BLICK COMPANY	R	1,099.84
01	306620	11/03/2022	DIGITAL INSURANCE LLC	R	1,662.00
01	306621	11/03/2022	EASYPERMIT POSTAGE	R	4,200.00
01	306622	11/03/2022	ECM PUBLISHERS INC	R	128.80
01	306623	11/03/2022	ECOLAB INC	R	354.45
01	306624	11/03/2022	EXPLORE LEARNING, LLC	R	875.00
01	306625	11/03/2022	FASTENAL INDUSTRIAL	R	10.28
01	306626	11/03/2022	FATH CUTTER, NOELLA	R	2,820.00
01	306627	11/03/2022	FLINN SCIENTIFIC INC	R	93.09
01	306628	11/03/2022	GEE TEEZ & COMPANY, LTD.	R	184.80
01	306629	11/03/2022	WW GRAINGER INC	R	2,925.68
01	306630	11/03/2022	H&B SPECIALIZED PRODUCTS INC	R	2,337.00
01	306631	11/03/2022	HAWKINS INC	R	4,446.34
01	306632	11/03/2022	HILLYARD MINNEAPOLIS	R	8,534.28
01	306633	11/03/2022	HOGLUND BUS CO INC	R	444.90
01	306634	11/03/2022	HOPE CHURCH	R	14,774.12
01	306635	11/03/2022	IMAGINE LEARNING LLC	R	25,000.00
01	306636	11/03/2022	HIPPIE DOG	R	250.00
01	306637	11/03/2022	INNOVATIVE OFFICE SOLUTIONS LLC	R	82.65
01	306638	11/03/2022	KIDCREATE STUDIO	R	684.00
01	306639	11/03/2022	KINECT ENERGY INC	R	536.00
01	306640	11/03/2022	LOFFLER COMPANIES	R	1,041.32
01	306641	11/03/2022	MAGIC TURF, INC.	R	5,200.00
01	306642	11/03/2022	MCGRAW-HILL EDUCATION, INC.	R	144.96
01	306643	11/03/2022	MIDWEST BUS PARTS INC	R	35.26
01	306644	11/03/2022	MINNESOTA STATE HIGH SCHOOL LEAGUE	R	8,344.75
01	306645	11/03/2022	MINNESOTA STATE U, MANKATO	R	20,200.00
01	306646	11/03/2022	MINUTEMAN PRESS EDINA	R	310.81
01	306647	11/03/2022	MNSTA TREASURER	R	75.00
01	306648	11/03/2022	MONARCH BUS SERVICE, INC.	R	632.98
01	306649	11/03/2022	MTI DISTRIBUTING CO	R	305.56
01	306650	11/03/2022	NAPA AUTO PARTS	R	114.55
01	306651	11/03/2022	NEI ELECTRIC, INC.	R	1,053.33
01	306652	11/03/2022	NOKOMIS SHOE SHOP	R	125.00
01	306653	11/03/2022	NORMANDALE COMMUNITY COLLEGE	R	103,413.36
01	306654	11/03/2022	CAPITAL ONE TRADE CREDIT	R	97.84
01	306655	11/03/2022	RICHFIELD BUS COMPANY	R	5,944.05
01	306656	11/03/2022	RIDDELL ALL AMERICAN SPORTS CORP	R	2,182.95
01	306657	11/03/2022	SCHOOL SPECIALTY, LLC	R	337.89
01	306658	11/03/2022	SCHUMACHER ELEVATOR COMPANY	R	118.50
01	306659	11/03/2022	SHERWIN WILLIAMS CO	R	432.80

01	306660	11/03/2022	SOROUGH NAJI	R	714.29
01	306661	11/03/2022	STATE SUPPLY COMPANY	R	751.75
01	306662	11/03/2022	TAFFE SARAH ANN	R	8,831.97
01	306663	11/03/2022	TERREL'S TOOLBOX LLC	R	299.00
01	306664	11/03/2022	THE PRINT SHOP	R	154.00
01	306665	11/03/2022	U OF M - OFFICE OF STUDENT FINANCE	R	88,305.00
01	306666	11/03/2022	LIGHTNING PRINTING, INC	R	1,896.84
01	306667	11/03/2022	ALLSTATE PETERBILT OF S ST PAUL	R	552.38
01	306668	11/03/2022	WEAVERS OF WISDOM	R	150.00
01	306669	11/03/2022	WINSOR LEARNING	R	1,424.50
01	306670	11/03/2022	XCEL ENERGY CENTER	R	2,185.00
01	306671	11/03/2022	ZACK'S INC.	R	179.63
01	V612277	11/03/2022	ERICA T BARLOW	R	70.00
01	V612278	11/03/2022	MARY L CLARKSON	R	70.00
01	V612279	11/03/2022	LATANYA R DANIELS	R	70.00
01	V612280	11/03/2022	GEORGE A DENNIS	R	35.00
01	V612281	11/03/2022	MEGAN M STECHER	R	70.00
01	V612282	11/03/2022	PETER J FITZPATRICK	R	40.00
01	V612283	11/03/2022	STEVEN T FLUCAS	R	70.00
01	V612284	11/03/2022	DAVID A FREEBURG	R	70.00
01	V612285	11/03/2022	RACHEL GENS	R	70.00
01	V612286	11/03/2022	AREND J GEURINK	R	70.00
01	V612287	11/03/2022	JAMES A GILLIGAN	R	70.00
01	V612288	11/03/2022	CHRISTINA M GONZALEZ	R	70.00
01	V612289	11/03/2022	KYLE L GUSTAFSON	R	40.00
01	V612290	11/03/2022	KEVIN D HARRIS	R	54.00
01	V612291	11/03/2022	JAMES L HILL	R	40.00
01	V612292	11/03/2022	JESSICA M HOFFMAN	R	40.00
01	V612293	11/03/2022	CRAIG D HOLJE	R	70.00
01	V612294	11/03/2022	MELISSA M HUSABY	R	116.86
01	V612295	11/03/2022	LALINDA D JAYAMANNE	R	14.00
01	V612296	11/03/2022	CORY J KLINGE	R	70.00
01	V612297	11/03/2022	DANIEL E KRETSINGER	R	70.00
01	V612298	11/03/2022	ANOOP KUMAR	R	40.00
01	V612299	11/03/2022	SHANNON J LINDBERG	R	40.00
01	V612300	11/03/2022	JOHN M LORENZINI	R	70.00
01	V612301	11/03/2022	COLLEEN M MAHONEY	R	70.00
01	V612302	11/03/2022	MICHAEL A MANNING	R	159.94
01	V612303	11/03/2022	DANIEL P MCGINN	R	40.00
01	V612304	11/03/2022	DOUG R MCMEEKIN	R	70.00
01	V612305	11/03/2022	KENT D MEYER	R	70.00
01	V612306	11/03/2022	ALECIA M MOBLEY	R	70.00
01	V612307	11/03/2022	KATRINA L MORGAN	R	40.00
01	V612308	11/03/2022	ERIN H NEILON	R	40.00
01	V612309	11/03/2022	ROBERT G OLSON	R	54.00
01	V612310	11/03/2022	LAURA B OTTERNESS	R	70.00
01	V612311	11/03/2022	MARK S PEDERSEN	R	40.00
01	V612312	11/03/2022	CHRISTOPHER A PETERSON	R	70.00
01	V612313	11/03/2022	CASSANDRA QUAM	R	70.00
01	V612314	11/03/2022	RENEE C REED-KARSTENS	R	40.00
01	V612315	11/03/2022	KEITH D RIEF	R	54.00
01	V612316	11/03/2022	TIMECKA MARIE SANCHEZ-MICHAELS	R	70.00
01	V612317	11/03/2022	ASHLEY SCHAEFER	R	70.00

01	V612318	11/03/2022	MARTA I SHAHSAVAND	R	70.00
01	V612319	11/03/2022	AMY B SKARE-KLECKER	R	70.00
01	V612320	11/03/2022	NANCY J STACHEL	R	70.00
01	V612321	11/03/2022	PATRICK M SURE	R	40.00
01	V612322	11/03/2022	STACY THEIEN-COLLINS	R	70.00
01	V612323	11/03/2022	VLADIMIR S TOLEDO	R	40.00
01	V612324	11/03/2022	STEVEN P UNOWSKY	R	270.00
01	V612325	11/03/2022	STEPHEN C URBANSKI	R	40.00
01	V612326	11/03/2022	CARRIE A VALA	R	455.00
01	V612327	11/03/2022	JENNIFER K VALLEY	R	70.00
01	V612328	11/03/2022	RAMIRO VENTURA PEREZ	R	175.00
01	V612329	11/03/2022	ISELA VENTURA RUBIO	R	175.00
01	V612330	11/03/2022	RYAN WAGNER	R	40.00
01	V612331	11/03/2022	REBECCA S WALD	R	40.00
01	V612332	11/03/2022	MICHELLE R WHITESIDE	R	70.00
01	V612333	11/03/2022	KASYA L WILLHITE	R	70.00
01	V612334	11/03/2022	AMY J WINTER AHSENMACHER	R	70.00
01	V612335	11/03/2022	GEORGE A DENNIS	R	35.00
01	V612336	11/03/2022	JAMES R PADDOCK	R	62.58
01	V2301354	11/04/2022	P-CARD BAIRD LISA	R	9,022.50
01	V2301355	11/04/2022	P-CARD BARLOW ERICA	R	948.64
01	V2301356	11/04/2022	P-CARD BROWN MATTHEW	R	855.20
01	V2301358	11/04/2022	P-CARD BRUNNER PATTI	R	7,221.37
01	V2301359	11/04/2022	P-CARD BURT EMILY	R	638.78
01	V2301360	11/04/2022	P-CARD CARUSO MATTHEW	R	815.26
01	V2301361	11/04/2022	P-CARD CRUZ ESTEVA JENNIFER	R	1,393.77
01	V2301362	11/04/2022	P-CARD EDWARDS NATHAN	R	1,213.44
01	V2301363	11/04/2022	P-CARD GEURINK AREND	R	287.04
01	V2301364	11/04/2022	P-CARD HOLJE CRAIG	R	644.97
01	V2301365	11/04/2022	P-CARD KRETSINGER DAN	R	4,843.13
01	V2301366	11/04/2022	P-CARD LEIKNES LISA	R	861.34
01	V2301367	11/04/2022	P-CARD LEWIS JENNIFER	R	1,523.79
01	V2301368	11/04/2022	P-CARD LUNDY MICHELLE	R	7,650.68
01	V2301369	11/04/2022	P-CARD MAHONEY COLLEEN	R	1,226.25
01	V2301370	11/04/2022	P-CARD MANNING MICHAEL	R	1,402.55
01	V2301371	11/04/2022	P-CARD MCGINN DAN	R	672.75
01	V2301372	11/04/2022	P-CARD MORRISSEY MELISSA	R	1,842.50
01	V2301373	11/04/2022	P-CARD PETERSON CHRIS	R	645.95
01	V2301374	11/04/2022	P-CARD SHAHSAVAND MARTA	R	1,563.99
01	V2301375	11/04/2022	P-CARD SKARE-KLECKER AMY	R	454.41
01	V2301376	11/04/2022	P-CARD SMITH DANE	R	10.28
01	V2301377	11/04/2022	P-CARD STACHEL NANCY	R	1,072.32
01	V2301378	11/04/2022	P-CARD VALLEY JENNIFER	R	1,325.93
01	V2301379	11/04/2022	P-CARD WILLHITE KASYA	R	363.82
01	V2301380	11/04/2022	P-CARD WINTER AMY	R	2,629.87
01	306672	11/10/2022	AMPLIFIED IT, A CDW COMPANY	R	2,450.00
01	306673	11/10/2022	AQUA NORTH SOLUTIONS	R	2,648.00
01	306674	11/10/2022	ARVIG ENTERPRISES INC	R	1,307.90
01	306675	11/10/2022	BIX FRUIT COMPANY	R	4,488.91
01	306676	11/10/2022	CAPITAL ONE TRADE CREDIT	R	169.87
01	306677	11/10/2022	CDW GOVERNMENT INC	R	1,280.16
01	306678	11/10/2022	CENGAGE LEARNING INC	R	68.75
01	306679	11/10/2022	CENTURYLINK	R	115.84

01	306680	11/10/2022	COMMERCIAL KITCHEN	R	2,668.00
01	306681	11/10/2022	CUB FOODS	R	474.89
01	306682	11/10/2022	CULLIGAN SOFT WATER	R	10.00
01	306683	11/10/2022	DICKS SANITATION SERVICE, INC (DSI)	R	7,640.50
01	306684	11/10/2022	DOOR SERVICE COMPANY OF THE TWIN CI	R	1,605.00
01	306685	11/10/2022	DISCOUNT SCHOOL SUPPLY	R	57.79
01	306686	11/10/2022	FASTEST LABS OF BLOOMINGTON	R	95.00
01	306687	11/10/2022	GUITAR CENTER STORE	R	470.00
01	306688	11/10/2022	HASTINGS CREAMERY LLC	R	12,455.01
01	306689	11/10/2022	HOME DEPOT U.S.A.	R	1,128.32
01	306690	11/10/2022	INNOVATIVE OFFICE SOLUTIONS LLC	R	220.14
01	306691	11/10/2022	IXL LEARNING	R	1,313.00
01	306692	11/10/2022	JEFF R SCHAD	R	500.00
01	306693	11/10/2022	LEXIA LEARNING SYSTEMS LLC	R	209.00
01	306694	11/10/2022	LOFFLER	R	1,225.09
01	306695	11/10/2022	LOMAX CARLA	R	224.00
01	306696	11/10/2022	MATH LEARNING CENTER	R	1,177.00
01	306697	11/10/2022	MCEA	R	1,086.00
01	306698	11/10/2022	MINUTEMAN PRESS EDINA	R	55.00
01	306699	11/10/2022	MRI SOFTWARE LLC	R	324.00
01	306700	11/10/2022	MTN-METROPOLITAN TRANSP NETWORK	R	278,165.92
01	306701	11/10/2022	NORTHERN SALT INC	R	4,607.50
01	306702	11/10/2022	ONE OF ONE CLOTHING	R	445.20
01	306703	11/10/2022	ONEBRIDGE BENEFITS INC.	R	5,253.00
01	306704	11/10/2022	PAN O GOLD BAKING CO	R	258.98
01	306705	11/10/2022	PAYDHEALTH	R	24,532.70
01	306706	11/10/2022	PRAIRIE FIRE CHILDREN'S THEATRE	R	500.00
01	306707	11/10/2022	PROFESSIONAL WIRELESS COMMUNICATION	R	2,665.00
01	306708	11/10/2022	REALLY GOOD STUFF	R	183.98
01	306709	11/10/2022	SCIENCE MUSEUM OF MN	R	1,593.98
01	306710	11/10/2022	SEPTRAN STUDENT TRANSPORTATION	R	7,800.00
01	306711	11/10/2022	STEWART ZLIMEN & JUNGERS LTD	R	899.51
01	306712	11/10/2022	TOTAL NETWORKX, INC	R	2,102.50
01	306713	11/10/2022	TRIO SUPPLY COMPANY	R	2,047.27
01	306714	11/10/2022	TRUGREEN LIMITED PARTNERSHIP	R	5,168.54
01	306715	11/10/2022	UPPER LAKES FOODS	R	24,096.21
01	306716	11/10/2022	VERIZON WIRELESS	R	360.17
01	306717	11/10/2022	ALLSTATE PETERBILT OF S ST PAUL	R	113.62
01	306718	11/10/2022	WESTERN SPECIALTY CONTRACTORS INC	R	1,350.00
01	306719	11/10/2022	XCEL ENERGY	R	55.87

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<b>TOTAL CHECK, E-PAYS &amp; P-CARDS</b>	<b>821,156.86</b>
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## E-PAYS, P-CARDS & CHECK'S FOR 11/21/2022 BOARD REPORTS

BANK 05	DATE	AMOUNT
OCTOBER P-CARDS	11/4/2022	51,130.53
E-Pays	11/3/2022	4,470.38
Checks	11/3/2022	357,888.83
	11/10/2022	407,667.12

CHECK REGISTER BANK 05 TOTAL =	<b>821,156.86</b>
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BREAKDOWN	
01-206-00	427,270.40
02-206-00	56,265.88
03-206-00	289,113.50
04-206-00	19,685.88
06-206-00	-
07-206-00	-
18-206-00	-
20-206-00	27,980.72
21-206-00	840.48
47-206-00	
BANK TOTAL =	
	<b>821,156.86</b>

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting November 21, 2022**

**Subject: PERSONNEL ITEMS**

(Recommended by superintendent)

That the board of education approve the following personnel items:

**Classified Full Time Health Resource Center Position for Employment**

**Ibelizet Dominguez** – Health Resource Coordinator – Districtwide  
Effective 11/14/2022

**Classified Part Time Outreach Worker Position for Employment**

**Amal Mohamud** – Bilingual Outreach Worker – Central Education Center  
Effective 11/14/2022

**Classified Part Time Paraprofessional Position for Employment**

**Carmen Carmona Fernandez** – Instructional Paraprofessional – RDLS  
Effective 11/14/2022

**Classified Part Time Paraprofessional – Resignation**

**Martina Mcborrough** – Special Education Paraprofessional – RSTEM  
Effective 9/15/2022

**Classified Part Time Food and Nutrition – Unpaid LOA**

**Guadalupe Hernandez Balbuena** – Kitchen Assistant – RSTEM  
Unpaid LOA 11/28/2022-12/14/2022

**Segundo Morocho Cuzco** – Kitchen Assistant – RHS

Unpaid LOA 12/21/2022-1/02/2023

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**Subject: Evaluation of the Superintendent**

(Recommended by the superintendent)

A second read of Policy 303: Evaluation of the Superintendent & Administrative Guidelines 303.1 & 303.2. Proposed changes have been included to align to District branding and style guidelines and to reflect current practices.

**Attachments:**

Policy 303: Evaluation of the Superintendent - redlined

Administrative Guideline 303.1 - redlined

Administrative Guideline 303.2 - redlined

MSBA Model Policy 304: Superintendent Contract, Duties, and Evaluation



RICHFIELD PUBLIC SCHOOLS

EVALUATION OF THE SUPERINTENDENT

In June of each year, or as soon thereafter as practicable, the ~~Board-school board~~ will commence a formal evaluation of the superintendent's performance. Insofar as possible, the evaluation process shall be carried out in accordance with Administrative Guidelines 303.1.

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The purpose of superintendent evaluation is to promote effective management, encourage improved performance, communicate ~~Board-school board~~ expectations, generate mutual understanding, and facilitate the process of planning to meet future needs. Evaluation will focus on the degree to which goals and objectives have been attained and the extent to which the responsibilities outlined in the superintendent's job description have been properly discharged.

The superintendent may be eligible for incentive pay if designated as a benefit in the current ~~Superintendent-superintendent Contractcontract~~. Such pay, if designated and granted, will be based upon the ~~Board's-school board's~~ annual evaluation of the superintendent's performance. In the event of an unsatisfactory evaluation, the ~~Board-school board~~ may withhold a base salary increase for any year following a year in which performance has been evaluated as unsatisfactory.

Board evaluation of the superintendent's performance will be communicated to the superintendent in writing after a conference with the ~~Board-board chairperson~~. The original of the evaluation report will go to the superintendent, one copy will be retained by the ~~chairperson~~, and one copy will be placed in the superintendent's personnel file. The contents of the report are confidential and will not be released except as provided in applicable statute.

The superintendent's contract is subject to the provisions of Minn. Stat. § 123B.143 ~~Minnesota Statute §125.12~~ and to all laws, rules, and regulations of the State of Minnesota relevant to qualification, licensure, employment, termination, and discharge. The contract shall remain in full force and effect, except if modified by mutual consent of the ~~School-school Board-board~~ and the superintendent or unless terminated as provided by law or written resignation.

Legal references:  
Minn. Stat. § 123B.143

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~~ADOPTED-RATIFIED~~ BY THE BOARD OF EDUCATION: \_\_\_\_\_ August 15, 1983  
REVIEWED ~~AND REAFFIRMED~~ BY THE BOARD OF EDUCATION: \_\_\_\_\_ January 3, 2005, ~~March 5, 2012~~  
REVISED BY THE BOARD OF EDUCATION: \_\_\_\_\_ August 5, 1985;  
\_\_\_\_\_ April 20, 1992;  
\_\_\_\_\_ September 3, 1996;  
\_\_\_\_\_ May 15, 2000;  
\_\_\_\_\_ January 3, 2017

**RICHFIELD PUBLIC SCHOOLS**

**Administrative Guidelines**

**Superintendent Evaluation**

The purpose of these guidelines is to facilitate the superintendent evaluation process, pursuant to Board Policy 303.

**EVALUATION ACTIVITIES AND TIMELINES**

Every effort will be made to carry out the evaluation process in accordance with the following timeline:

- June: Year-end status report on annual ~~district~~superintendent goals
- Written superintendent self-evaluation based on all areas addressed in the superintendent evaluation form (appended)
- ~~Special board meeting to discuss expectations and priorities for the coming year as they relate to management responsibilities and the superintendent's role~~
- ~~Management Team planning session, including development of annual district goals~~
- June/July: ~~Management Team review and revision of draft district goals~~
- Individual ~~Board~~board member input to chair~~person~~ regarding superintendent's performance
- Board chair~~person~~ meets with superintendent to convey ~~Board's~~board's evaluation of performance
- Completion of formal written evaluation of superintendent's performance for the previous year, shared with the superintendent at a closed meeting of the board
- August: Board chair publicly reports outcome of evaluation process.
- September/October: Board review and finalization of proposed ~~district~~new superintendent goals~~with appropriate follow-up revisions.~~
- ~~Board Chair publically reports outcome of evaluation process.~~
- February: Mid-year board review of progress toward superintendent goals.

**EVALUATION INSTRUMENTS**

All board members will provide input toward the completion of~~complete~~ pages 1-3 of the attached superintendent evaluation form, following review of the ~~district~~District strategic plan and vision cards, year-end ~~district~~superintendent goals report, superintendent's written self-evaluation, and the superintendent's job description (appended). -The board chair~~person~~ will complete page 4 of the evaluation form after reviewing each board member's evaluation~~input~~.

**RELATION OF PAY TO PERFORMANCE**

The superintendent may be eligible for incentive pay as agreed to within the superintendent's contract as negotiated between the superintendent and the board. If such an agreement exists, the actual grant amount shall be determined by the board chair. The amount of the incentive grant will be determined based on the board's collective assessment of the superintendent's performance in all areas encompassed by the superintendent evaluation.

Dated:        April 20, 1992.  
Reviewed:        March 5, 2012  
Revised:        November 21, 1994;  
       September 3, 1996;  
       May 15, 2000;  
       August 6, 2001;  
       January 3, 2005;  
       January 3, 2017

## SUPERINTENDENT- EVALUATION

This evaluation is based on consideration of the following:

- I. Accomplishments pertaining to ~~district~~District priorities as reflected in the ~~Board~~board-adopted-approved strategic plan and vision cards and annual ~~district~~superintendent goals
- II. Performance of responsibilities as outlined in the ~~Superintendent~~superintendent job description
- III. Performance in response to key, unanticipated challenges occurring during the past year

**DIRECTIONS:-** Please review the strategic plan and vision cards, ~~management~~superintendent goals, and ~~Superintendent's~~superintendent's job description prior to completing this form.- For each item, circle the number corresponding with the statement that best represents your assessment of the superintendent's performance during the past year. -Record any comments to the right of each item.

AREAS FOR EVALUATION	COMMENTS
<b>I. ACCOMPLISHMENTS RELATIVE TO BOARD-<del>ADOPTED-APPROVED</del> STRATEGIC PLAN AND ANNUAL <del>DISTRICT</del> <u>SUPERINTENDENT</u> GOALS</b>  1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. UA. Unable to answer.	
<b>II. PERFORMANCE OF RESPONSIBILITIES AS OUTLINED IN THE SUPERINTENDENT'S JOB DESCRIPTION</b>  <i>A. Leadership and Board Relations</i> 1. Indicates improvement needed. 2. Indicates meets expectations. 3. Indicates exceeds expectations. UA. Unable to answer.	

***B. Management and Planning***

1. Indicates improvement needed.
  2. Indicates meets expectations.
  3. Indicates exceeds expectations.
- UA. Unable to answer.

AREAS FOR EVALUATION	COMMENTS
<p><i>C. Educational Programs and Services</i></p> <ol style="list-style-type: none"> <li>1. Indicates improvement needed.</li> <li>2. Indicates meets expectations.</li> <li>3. Indicates exceeds expectations.</li> </ol> <p>UA. Unable to answer.</p>	
<p><i>D. Asset Management and Resource Utilization</i></p> <ol style="list-style-type: none"> <li>1. Indicates improvement needed.</li> <li>2. Indicates meets expectations.</li> <li>3. Indicates exceeds expectations.</li> </ol> <p>UA. Unable to answer.</p>	
<p><i>E. Organizational Structure – Human Resources - Staff Development</i></p> <ol style="list-style-type: none"> <li>1. Indicates improvement needed.</li> <li>2. Indicates meets expectations.</li> <li>3. Indicates exceeds expectations.</li> </ol> <p>UA. Unable to answer.</p>	
<p><i>F. Support Operations</i></p> <ol style="list-style-type: none"> <li>1. Indicates improvement needed.</li> <li>2. Indicates meets expectations.</li> <li>3. Indicates exceeds expectations.</li> </ol> <p>UA. Unable to answer.</p>	

*G. Communications and School/Community Relations*

1. Indicates improvement needed.
  2. Indicates meets expectations.
  3. Indicates exceeds expectations.
- UA. Unable to answer.

AREAS FOR EVALUATION	COMMENTS
<p><i>H. Professional Growth and Development</i></p> <p>1. Indicates improvement needed.  2. Indicates meets expectations.  3. Indicates exceeds expectations.  UA. Unable to answer.</p>	
<p><b>III. PERFORMANCE IN RESPONSE TO KEY, UNANTICIPATED CHALLENGES OCCURRING DURING THE PAST YEAR</b></p> <p>1. Indicates improvement needed.  2. Indicates meets expectations.  3. Indicates exceeds expectations.  UA. Unable to answer.</p>	

**ADDITIONAL COMMENTS** (Use reverse side if needed):

Board Member Submitting Form \_\_\_\_\_      ~~—Date~~               

Independent School District 280  
Richfield, Minnesota



## SUPERINTENDENT EVALUATION SUMMARY

The Board Chairperson will complete this evaluation summary following Board review and discussion of the Superintendent evaluations completed by each Board member.

### KEY STRENGTHS:

### SUGGESTED AREAS FOR GROWTH:

### INCENTIVE PAYMENT: \_\_\_\_\_

Based on the Board's overall assessment of the ~~Superintendent's~~ superintendent's performance in the three broad areas included in this evaluation form, along with examination of superintendent goals including student achievement, incentive pay may be granted according to the parameters defined in the ~~Superintendent's~~ superintendent's contract.

~~Chairperson, Board of Education~~ School Board Chair \_\_\_\_\_ Date \_\_\_\_\_

Adopted: \_\_\_\_\_

MSBA/MASA Model Policy 304

Orig. 1995

Revised: \_\_\_\_\_

Rev. 2022

## **304 SUPERINTENDENT CONTRACT, DUTIES, AND EVALUATION**

### **I. PURPOSE**

The purpose of this policy is to provide for the use of an employment contract with the superintendent, a position description, and the use of an approved instrument to evaluate performance.

### **II. GENERAL STATEMENT OF POLICY**

- A. The superintendent's contract shall be used to formalize the employment relationship and to specifically identify and clarify all conditions of employment with the superintendent.
- B. The specific duties for which the superintendent is accountable shall be set forth in a position description for the superintendent and shall be measured by a performance appraisal instrument approved by the school board in consultation with the superintendent. The school board shall use this instrument to periodically evaluate the performance of the superintendent.
- C. The school board may use the model contract approved by the boards of the Minnesota School Boards Association and the Minnesota Association of School Administrators as a model instrument.

**Legal References:** Minn. Stat. § 123B.143 (Superintendent)

**Cross References:** None

**NEW BUSINESS – FOR REVIEW**

**Agenda Item VI.A.**

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**Subject: Evaluation of Administrators**

(Recommended by the superintendent)

A first read of Policy 304: Evaluation of Administrators & Administrative Guideline 304.1.

**Attachments:**

Policy 304: Evaluation of Administrators  
Administrative Guideline 304.1

**RICHFIELD PUBLIC SCHOOLS**  
**EVALUATION OF ADMINISTRATORS**

**I. PURPOSE**

The primary purposes of administrator evaluation are as outlined below:

- Promote effective management and encourage improved performance
- Communicate Board, Superintendent and supervisor expectations
- Facilitate the process of planning to meet future needs
- Recognize positive contributions
- Foster the exchange of ideas, information, and feedback

The evaluation will focus on the degree to which goals and objectives have been attained and the extent to which the responsibilities outlined in the applicable job description have been properly discharged.

Administrators are defined as members of the management team and/or classified management team.

**II. EVALUATION PROCESS**

In the fall of each year, each administrator will set goals at a meeting with his or her immediate supervisor. The goals will be agreed to by both parties and will be used in conjunction with both the evaluation process and any possible incentive pay (if applicable according to contracts). At least one additional time during the year, each administrator will meet with his or her immediate supervisor to examine and review progress toward meeting agreed upon goals.

In May or June of each year, each administrator will be formally evaluated by his or her immediate supervisor, as indicated in the applicable job description.

- A. In preparation for the final evaluation conference, the administrator being evaluated will prepare a written report that includes a self-evaluation of progress toward meeting goals and objectives, general reflections of the year just completed, and a tentative list of goals and objectives for the following year.

B. The supervisor will meet with the administrator being evaluated. The conference will include the following components:

- Review progress toward meeting district, individual and department or building goals and objectives
- Review overall performance in relation to assigned responsibilities, including as necessary a review and/or revision of the applicable job description
- Discuss individual and building or department goals for the coming year in relation to the Board-approved strategic plan and district goals.

C. Following the conference, the supervisor will complete a written performance evaluation. The original of the evaluation will be provided to the administrator being evaluated and a copy placed in his or her personnel file. The contents of the report are confidential and will not be released except as provided by law.

### III. INCENTIVE PAY

The Superintendent of Schools shall, at the Superintendent's sole discretion, be authorized to award an amount of dollars aligned to the specific details designated in the management team and classified management team contracts.

In determining an appropriate amount of incentive pay to be awarded, the Superintendent shall consider criteria outlined in Administrative Guidelines 304.1.

ADOPTED BY THE BOARD OF EDUCATION: October 6, 1986

REVISED BY THE BOARD OF EDUCATION: February 1, 1999; October 6, 2003; June 18, 2007; March 24, 2008; March 5, 2012; January 3, 2017

**Cross Reference:** MANAGEMENT TEAM HANDBOOK

**RICHFIELD PUBLIC SCHOOLS**

**EVALUATION OF ADMINISTRATORS:  
MANAGEMENT TEAM AND CLASSIFIED MANAGEMENT TEAM INCENTIVE  
PLANS**

As provided in the Management Team and Classified Management Team Handbooks and Board Policy 304, Evaluation of Administrators, all Management Team and Classified Management Team members will be eligible for performance incentive pay based on the attainment of pre-determined performance objectives and established criteria, described these administrative guidelines.

**I. INCENTIVE PAYMENT AMOUNT AND RESPONSIBILITY FOR DETERMINATION**

- A. The Superintendent of Schools shall, at the Superintendent's sole discretion, be authorized to award an amount of dollars aligned to the specific details designated in the management team and classified management team contracts.
- B. In cases where the Superintendent does not provide direct supervision, the Superintendent will consult with the immediate supervisor regarding the team member's performance.

**II. CRITERIA FOR CONSIDERATION**

In determining an appropriate amount of incentive pay to be awarded, the Superintendent shall consider the following criteria:

- A. **Student Achievement:** Achievement of the building or district goals related to student achievement. Building administrators will be evaluated based on their individual school goal. District administrators will be evaluated based on the overall district achievement of student goals. The identified goal will be established as part of an annual school improvement plan and will include one or more standardized assessments (e.g. NWEA, MCA, DRA) or other measures to be approved by the Superintendent.
- B. **District/Building/Department Goals:** Successful implementation of identified actions related to annual School Improvement Plans or District Goals. Emphasis will be on areas in which the Management Team member has direct impact or responsibility for leadership in implementing the specific actions.
- C. **Individual Performance Goals and Measures of Success:** Successful progress demonstrated toward the Management Team member's Professional Development Plan including both actions and outcomes. Where appropriate the plan should be aligned with goals

1 identified through a competency feedback system or as otherwise  
2 determined in consultation with the Superintendent as part of the  
3 annual conference.  
4

5 **D. Unanticipated Challenges/Response to Circumstances:** Additional  
6 consideration by the Superintendent shall be given to the Management  
7 Team member's response to unique or unanticipated challenges during  
8 the year.  
9

10  
11 Dated: June 18, 2007

12 Revised: March 24, 2008, January 3, 2017

13 Reviewed: March 5, 2012  
14

**NEW BUSINESS – FOR REVIEW**

**Agenda Item VI.B.**

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**Subject: Hazing Prohibition**

(Recommended by the superintendent)

A first read of Policy 108: Hazing Prohibition.

**Attachments:**

Policy 108: Hazing Prohibition

MSBA Model Policy 526: Hazing Prohibition



**RICHFIELD PUBLIC SCHOOLS**

**HAZING PROHIBITION**

**I. PURPOSE**

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

**II. GENERAL STATEMENT OF POLICY**

- A. No student, teacher, administrator, volunteer, contractor or other employee of the school district shall plan, direct, encourage, aid or engage in hazing.
- B. No teacher, administrator, volunteer, contractor or other employee of the school district shall permit, condone or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. Retaliation against a victim, good faith reporter, or a witness of hazing is prohibited.
- E. A person who engages in an act of hazing, reprisal, retaliation, or permits, condones, or tolerates hazing shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, tolerate, or are a party to prohibited acts of hazing may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate hazing or engage in an act of reprisal may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of hazing may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

- 1 F. This policy applies to hazing that occurs during and after school hours,  
2 on or off school premises or property, at school functions or activities,  
3 or on school transportation.  
4
- 5 G. A person who engages in an act that violates school policy or law in  
6 order to be initiated into or affiliated with a student organization shall be  
7 subject to discipline for that act.  
8
- 9 H. The school district will act to investigate all complaints of hazing and  
10 will discipline or take appropriate action against any student, teacher,  
11 administrator, volunteer, contractor, or other employee of the school  
12 district who is found to have violated this policy.  
13

14 **III. DEFINITIONS**  
15

- 16 A. "Hazing" means committing an act against a student, or coercing a  
17 student into committing an act, that creates a substantial risk of harm  
18 to a person, in order for the student to be initiated into or affiliated with  
19 a student organization, or for any other purpose. The term hazing  
20 includes, but is not limited to:  
21
- 22 1. Any type of physical brutality such a whipping, beating, striking,  
23 branding, electronic shocking or placing a harmful substance on  
24 the body.  
25
  - 26 2. Any type of physical activity such as sleep deprivation, exposure  
27 to weather, confinement in a restricted area, calisthenics or other  
28 activity that subjects the student to an unreasonable risk of harm  
29 or that adversely affects the mental or physical health or safety of  
30 the student.  
31
  - 32 3. Any activity involving the consumption of alcoholic beverage,  
33 drug, tobacco product or any other food, liquid, or substance that  
34 subjects the student to an unreasonable risk of harm or that  
35 adversely affects the mental or physical health or safety of the  
36 student.  
37
  - 38 4. Any activity that intimidates or threatens the student with  
39 ostracism, that subjects a student to extreme mental stress,  
40 embarrassment, shame or humiliation, that adversely affects the  
41 mental health or dignity of the students or discourages the student  
42 from remaining in school.  
43
  - 44 5. Any activity that causes or requires the student to perform a task  
45 that involves violation of state or federal law or of school district  
46 policies or regulations.  
47

- 1 B. "Immediately" means as soon as possible but in no event longer  
2 than 24 hours.  
3
- 4 C. "On school premises or school district property, or at school  
5 functions or activities, or on school transportation" means all school  
6 district buildings, school grounds, and school property or property  
7 immediately adjacent to school grounds, school bus stops, school  
8 buses, school vehicles, school contracted vehicles, or any other  
9 vehicles approved for school district purposes, the area of entrance  
10 or departure from school grounds, premises, or events, and all  
11 school-related functions, school-sponsored activities, events, or  
12 trips. School district property also may mean a student's walking  
13 route to or from school for purposes of attending school or school-  
14 related functions, activities, or events. While prohibiting hazing at  
15 these locations and events, the school district does not represent  
16 that it will provide supervision or assume liability at these locations  
17 and events.  
18
- 19 D. "Remedial response" means a measure to stop and correct hazing,  
20 prevent hazing from recurring, and protect, support, and intervene  
21 on behalf of a student who is the target or victim of hazing.  
22
- 23 E. "Student" means a student enrolled in a public school or a charter  
24 school.  
25
- 26 F. "Student organization" means a group, club, or organization having  
27 students as its primary members or participants. It includes grade  
28 levels, classes, teams, activities, or particular school events. A  
29 student organization does not have to be an official school  
30 organization to come within the terms of this definition.  
31  
32

#### 33 **IV. REPORTING PROCEDURES**

- 34
- 35 A. Any person who believes he or she has been the target or victim of  
36 hazing or any person with knowledge or belief of conduct which may  
37 constitute hazing shall report the alleged acts immediately to a  
38 member of the district management team designated by this policy. A  
39 person may report hazing anonymously. However, the school district  
40 may not rely solely on an anonymous report to determine discipline or  
41 other remedial responses.  
42  
43
- 44 B. The school district encourages the reporting party to provide written  
45 reports but oral reports shall be considered complaints as well.  
46

The building administrator or designee is the person responsible for investigating reports of hazing at the building level. Any adult school district personnel who receives a report of hazing prohibited by this policy shall inform the building administrator immediately. Any person may report hazing directly to the superintendent. If the complaint involves the building administrator, the complaint shall be made or filed directly with the superintendent by the reporting party or complainant.

The building administrator shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.

- C. A teacher, administrator, volunteer, contractor, and other school employees shall be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct which may constitute hazing shall make reasonable efforts to address and resolve the hazing and shall inform the building administrator immediately. School district personnel who fail to inform the building administrator of conduct that may constitute hazing or who fail to make reasonable efforts to address and resolve the hazing in a timely manner may be subject to disciplinary action.
- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, work assignments, or educational or work environment.
- E. Reports of hazing are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building administrator, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of hazing and the record of any resulting investigation.
- F. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.

#### **V. SCHOOL DISTRICT ACTION**

- A. Within three (3) days of the receipt of a complaint or report of hazing, the school district shall undertake or authorize an

investigation by school district officials or a third party designated by the school district.

B. The building administrator or other appropriate school district officials may take immediate steps, at their discretion, to protect the target or victim of the hazing, the complainant, the reporter, and students or others pending completion of an investigation of alleged hazing prohibited by this policy.

C. The alleged perpetrator of the hazing shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.

D. Upon completion of an investigation that determines hazing has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; and applicable school district policies and regulations.

E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students who are targets or victims of hazing and the parent(s) or guardian(s) of alleged perpetrators of hazing who have been involved in a reported and confirmed hazing incident of the remedial or disciplinary action taken, to the extent permitted by law.

F. In order to prevent or to respond to hazing committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in hazing.

## **VI. RETALIATION OR REPRISAL**

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of

the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged hazing, who provides information about hazing, who testifies, assists, or participates in an investigation of alleged hazing, or who testifies, assists, or participates in a proceeding or hearing relating to such hazing.

Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of the conduct.

## **VII. DISSEMINATION OF POLICY**

Notification of the policy shall appear in the District Calendar/Handbook or other District publications.

Legal References: Minn. Stat. § 121A.69 (Hazing Policy)  
Minn. Stat. § 121A.40 to 121A.56 (Pupil Fair Dismissal Act)  
Minn. Stat. § 121A.031 (School Student Bullying Policy)  
Minn. Stat. § 121A.0311 (Notice of the Rights and Responsibilities of Students and Parents under the Safe and Supportive Minnesota Schools Act)

Cross Reference: Board Policy 103 and Guidelines 103.1 on Racial, Religious and Sexual Harassment and Violence  
  
Board Policy 541 and Administrative Guidelines 541.1 on Guidelines for Student Behavior  
MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)  
MSBA/MASA Model Policy 413 (Harassment and Violence)  
MSBA/MASA Model Policy 506 (Student Discipline)  
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)  
MSBA/MASA Model Policy 525 (Violence Prevention [Applicable to Students and Staff])

ADOPTED BY THE BOARD OF EDUCATION:	October 6, 1997
AMENDED BY THE BOARD OF EDUCATION:	January 6, 2003
REVIEWED BY THE BOARD OF EDUCATION:	March 6, 2017
REAFFIRMED BY THE BOARD OF EDUCATION:	May 18, 2009

Adopted: \_\_\_\_\_

MSBA/MASA Model Policy 526

Orig. 1997

Revised: \_\_\_\_\_

Rev. 2014

## 526 HAZING PROHIBITION

***[Note: School districts are required by statute to have a policy addressing these issues. The Minnesota Department of Education (MDE) will maintain and make available a model policy on student and staff hazing in accordance with Minnesota Statutes section 121A.69. The MDE model policy differs from the MSBA/MASA model policy as it incorporates state and federal requirements related to harassment and discrimination which extends beyond the mandate of Minnesota Statutes section 121A.69. Topics of harassment and discrimination are addressed in other MSBA/MASA policies. While school districts are required to adopt a policy governing student and staff hazing, school districts are not required to adopt any particular policy. MSBA recommends this policy.]***

### I. PURPOSE

The purpose of this policy is to maintain a safe learning environment for students and staff that is free from hazing. Hazing activities of any type are inconsistent with the educational goals of the school district and are prohibited at all times.

### II. GENERAL STATEMENT OF POLICY

- A. No student, teacher, administrator, volunteer, contractor, or other employee of the school district shall plan, direct, encourage, aid, or engage in hazing.
- B. No teacher, administrator, volunteer, contractor, or other employee of the school district shall permit, condone, or tolerate hazing.
- C. Apparent permission or consent by a person being hazed does not lessen the prohibitions contained in this policy.
- D. Retaliation against a victim, good faith reporter, or a witness of hazing is prohibited.
- E. False accusations or reports of hazing against a student, teacher, administrator, volunteer, contractor, or other employee are prohibited.
- F. A person who engages in an act of hazing, reprisal, retaliation, or false reporting of hazing or permits, condones, or tolerates hazing shall be subject to discipline or other remedial responses for that act in accordance with the school district's policies and procedures.

Consequences for students who commit, tolerate, or are a party to prohibited acts of hazing may range from remedial responses or positive behavioral interventions up to and including suspension and/or expulsion.

Consequences for employees who permit, condone, or tolerate hazing or engage in an act of reprisal or intentional false reporting of hazing may result in disciplinary action up to and including termination or discharge.

Consequences for other individuals engaging in prohibited acts of hazing may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

- G. This policy applies to hazing that occurs during and after school hours, on or off school premises or property, at school functions or activities, or on school transportation.
- H. A person who engages in an act that violates school policy or law in order to be initiated into or affiliated with a student organization shall be subject to discipline for that act.
- I. The school district will act to investigate all complaints of hazing and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

### **III. DEFINITIONS**

- A. "Hazing" means committing an act against a student, or coercing a student into committing an act, that creates a substantial risk of harm to a person, in order for the student to be initiated into or affiliated with a student organization, or for any other school-related purpose. The term hazing includes, but is not limited to:
  - 1. Any type of physical brutality such as whipping, beating, striking, branding, electronic shocking, or placing a harmful substance on the body.
  - 2. Any type of physical activity such as sleep deprivation, exposure to weather, confinement in a restricted area, calisthenics, or other activity that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
  - 3. Any activity involving the consumption of any alcoholic beverage, drug, tobacco product, or any other food, liquid, or substance that subjects the student to an unreasonable risk of harm or that adversely affects the mental or physical health or safety of the student.
  - 4. Any activity that intimidates or threatens the student with ostracism, that subjects a student to extreme mental stress, embarrassment, shame, or humiliation, that adversely affects the mental health or dignity of the student or discourages the student from remaining in school.
  - 5. Any activity that causes or requires the student to perform a task that involves violation of state or federal law or of school district policies or regulations.
- B. "Immediately" means as soon as possible but in no event longer than 24 hours.
- C. "On school premises or school district property, or at school functions or activities, or on school transportation" means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting hazing at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.



- D. "Remedial response" means a measure to stop and correct hazing, prevent hazing from recurring, and protect, support, and intervene on behalf of a student who is the target or victim of hazing.
- E. "Student" means a student enrolled in a public school or a charter school.
- F. "Student organization" means a group, club, or organization having students as its primary members or participants. It includes grade levels, classes, teams, activities, or particular school events. A student organization does not have to be an official school organization to come within the terms of this definition.

#### **IV. REPORTING PROCEDURES**

- A. Any person who believes he or she has been the target or victim of hazing or any person with knowledge or belief of conduct which may constitute hazing shall report the alleged acts immediately to an appropriate school district official designated by this policy. A person may report hazing anonymously. However, the school district may not rely solely on an anonymous report to determine discipline or other remedial responses.
- B. The school district encourages the reporting party to use the report form available from the principal or building supervisor of each building or available from the school district office, but oral reports shall be considered complaints as well.

The building principal, the principal's designee, or the building supervisor (hereinafter the "building report taker") is the person responsible for receiving reports of hazing at the building level. Any adult school district personnel who receives a report of hazing prohibited by this policy shall inform the building report taker immediately. Any person may report hazing directly to a school district human rights officer or to the superintendent. If the complaint involves the building report taker, the complaint shall be made or filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

The building report taker shall ensure that this policy and its procedures, practices, consequences, and sanctions are fairly and fully implemented and shall serve as a primary contact on policy and procedural matters.

- C. A teacher, administrator, volunteer, contractor, and other school employees shall be particularly alert to possible situations, circumstances, or events which might include hazing. Any such person who witnesses, observes, receives a report of, or has other knowledge or belief of conduct which may constitute hazing shall make reasonable efforts to address and resolve the hazing and shall inform the building report taker immediately. School district personnel who fail to inform the building report taker of conduct that may constitute hazing or who fail to make reasonable efforts to address and resolve the hazing in a timely manner may be subject to disciplinary action.
- D. Submission of a good faith complaint or report of hazing will not affect the complainant or reporter's future employment, grades, work assignments, or educational or work environment.
- E. Reports of hazing are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law. The building report taker, in conjunction with the responsible authority, shall be responsible for keeping and regulating access to any report of hazing and the record of any resulting investigation.
- F. The school district will respect the privacy of the complainant(s), the individual(s)

against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's legal obligations to investigate, to take appropriate action, and to comply with any discovery or disclosure obligations.

## **V. SCHOOL DISTRICT ACTION**

- A. Within three (3) days of the receipt of a complaint or report of hazing, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.
- B. The building report taker or other appropriate school district officials may take immediate steps, at their discretion, to protect the target or victim of the hazing, the complainant, the reporter, and students or others pending completion of an investigation of alleged hazing prohibited by this policy.
- C. The alleged perpetrator of the hazing shall be allowed the opportunity to present a defense during the investigation or prior to the imposition of discipline or other remedial responses.
- D. Upon completion of an investigation that determines hazing has occurred, the school district will take appropriate action. Such action may include, but is not limited to, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; and applicable school district policies and regulations.
- E. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of the school district. School officials will notify the parent(s) or guardian(s) of students who are targets or victims of hazing and the parent(s) or guardian(s) of alleged perpetrators of hazing who have been involved in a reported and confirmed hazing incident of the remedial or disciplinary action taken, to the extent permitted by law.
- F. In order to prevent or to respond to hazing committed by or directed against a child with a disability, the school district shall, where determined appropriate by the child's individualized education program (IEP) team or Section 504 team, allow the child's IEP or Section 504 plan to be drafted to address the skills and proficiencies the child needs as a result of the child's disability to allow the child to respond to or not to engage in hazing.

## **VI. RETALIATION OR REPRISAL**

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who commits an act of reprisal or who retaliates against any person who asserts, alleges, or makes a good faith report of alleged hazing, who provides information about hazing, who testifies, assists, or participates in an investigation of alleged hazing, or who testifies, assists, or participates in a proceeding or hearing relating to such hazing. Retaliation includes, but is not limited to, any form of intimidation, reprisal, harassment, or intentional disparate treatment. Disciplinary consequences will be sufficiently severe to deter violations and to appropriately discipline the individual(s) who engaged in the prohibited conduct. Remedial responses to the prohibited conduct shall be tailored to the particular incident and nature of the conduct.

## **VII. DISSEMINATION OF POLICY**

***[Note: Proper reference should be made to the appropriate handbooks in each school district.]***

- A. This policy shall appear in each school's student handbook and in each school's building and staff handbooks.
- B. The school district will develop a method of discussing this policy with students and employees.

***Legal References:*** Minn. Stat. § 121A.031 (School Student Bullying Policy)  
Minn. Stat. § 121A.0311 (Notice of the Rights and Responsibilities of Students and Parents Under the Safe and Supportive Minnesota Schools Act)  
Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)  
Minn. Stat. § 121A.69 (Hazing Policy)

***Cross References:*** MSBA/MASA Model Policy 403 (Discipline, Suspension, and Dismissal of School District Employees)  
MSBA/MASA Model Policy 413 (Harassment and Violence)  
MSBA/MASA Model Policy 506 (Student Discipline)  
MSBA/MASA Model Policy 514 (Bullying Prohibition Policy)  
MSBA/MASA Model Policy 525 (Violence Prevention [Applicable to Students and Staff])

**NEW BUSINESS - FOR ACTION**

**AGENDA ITEM VI.C.**

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**SUBJECT: AUTHORIZATION FOR BOARD MEMBER TO SUBSTITUTE / BE  
EMPLOYED ON A CASUAL / TEMPORARY BASIS**

(Recommended by Superintendent)

That the Board of Education authorize Member Tim Pollis to perform casual/part-time services during the 2022-2023 school year.

**Background Information**

(Prepared by Craig Holje)

Member Pollis performs casual/part-time services officiating athletic competitions and as a substitute teacher.

The maximum amount that can be earned in one fiscal year by a Board Member according to Minnesota State Statute 123B.195 is \$20,000. A majority of the school board must approve the employment at a board meeting at which all board members are present.

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**SUBJECT: NON-RESIDENT TUITION RATE FOR 2022-23**

(Recommended by the superintendent)

That the board of education approve non-resident student tuition rates for the 2022-23 school year as noted below.

**Background Information**

(Prepared by Craig Holje and Jim Gilligan)

The preliminary audited 2021-2022 general fund expenditure data was used when calculating the tuition rate for the 2022-23 school year and then increased for inflation. The calculated average cost per student for 2022-23 school year is total general fund expenditures divided by the Adjusted Pupil Units (APU) funded by the district budget and then increased at the secondary level by 20% to reflect the state's pupil unit weighting system.

The average cost per student is converted into the following tuition rates:

**2022-23 TUITION PER STUDENT**  
**WADM factor**

	<u>Pupil Units</u>	<u>Annual</u>	<u>Daily</u>
K-6	1.000	\$16,989.10	\$ 99.94
Grades 7-12	1.200	\$20,386.92	\$119.22

**NEW BUSINESS - FOR ACTION**

**Agenda Item VI.E.**

**Board of Education**  
Independent School District 280  
Richfield, Minnesota

**Regular Meeting, November 21, 2022**

**Subject: Donations**

(Recommended by the superintendent)

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

**The Richfield High School Music and Theatre Departments** received a donation of \$500.00 from Mr. and Mrs. Ball of Minneapolis.

**The RPS Activities Department** received a donation of \$500.00 from Mr. and Mrs. Ball of Minneapolis.

**Richfield STEM School** received a donation of \$500.00 from Mississippi Park Connection for field trip bus transportation.