

Regular Meeting

Monday, April 25, 2022 7:00 PM

Waconia City Hall, 201 S Vine Street, Waconia, MN 55387

1. **CALL TO ORDER, ADOPTION OF AGENDA, and NOTATION OF MEMBERS IN ATTENDANCE, and PLEDGE OF ALLEGIANCE** **Presenter:** Chair Geller

2. **PUBLIC COMMENT**

3. **PRESENTATION**

3.A. Crisis Communication: VOLO

Presenter: Paul David, Director of Communications

4. **ANNOUNCEMENTS, ACKNOWLEDGEMENTS, AND CORRESPONDENCE**

4.A. Upcoming Meetings:

5. **MINUTES OF PREVIOUS MEETING**

ISD 110
Regular Meeting
Monday, March 28, 2022 7:00 PM

Waconia City Hall
201 S Vine Street
Waconia, MN 55387

Agenda

1. CALL TO ORDER, ADOPTION OF AGENDA, and NOTATION OF MEMBERS IN ATTENDANCE, and PLEDGE OF ALLEGIANCE

Presenter: Chair Geller

Call to order by Chair Geller at 7:00 PM

Members present: Geller, DeBoer, Bullis, Rothstien (virtual), R.Myers (virtual)

Members absent: Johnson, A.Myers

Motion by Bullis to adopt agenda

DeBoer second

All in favor

Motion carried

2. PUBLIC COMMENT

3. ANNOUNCEMENTS, ACKNOWLEDGEMENTS, AND CORRESPONDENCE

3.A. Upcoming Meetings:

4. PRESENTATION

4.A. Growth in Waconia

Presenter: Lane Braaten, Waconia City Planner

5. MINUTES OF PREVIOUS MEETING

Motion by Bullis to approve the minutes of the February 28 regular meeting

DeBoer second

All in favor

Motion carried

6. CONSENT AGENDA

Motion by Bullis to approve consent agenda

DeBoer second

All in favor

Motion carried

6.A. Bills and Wire Transfers

6.B. Human Resource Items:

Employment

Clark, Miranda Replacement	Educational Assistant (SPED) Long-Term Substitute	LT
Dalbec, Tessandra Replacement	ESCE Teacher 1.0 FTE, 184 days	ESC
Homich, Kaylee Replacement	Kids' Company Aide Part-Time, hours vary	Comm Ed
Lynch, Grayden Replacement	Kids' Company Aide Part-Time, hours vary	Comm Ed
Norton, Sarah Replacement	Special Education Teacher Long-Term Substitute	SV
Paulson, Jason Replacement	Performing Arts Facilities Coordinator 8 hours/day; 261 days	Comm Ed
Schonewise, Enid Replacement	Director of Human Resources 8 hours/day; 261 days	ESC
Van Den Broeke, Abbey Replacement	Kids' Company Aide Part-Time, hours vary	Comm Ed
Weber, Allison Replacement	DCD Teacher 1.0 FTE, 184 days	SV

Employee Status Changes

Alger, Lynette, Guidance Counselor at WHS, add Overload to Trimester 3

Henn, Dana, Guidance Counselor at WHS, add Overload to Trimester 3

Leaves of Absence

Lemke, Olivia, Teacher at WMS

Retirements/Resignations/Terminations

Arenas, Chris, Custodial Cleaner at WHS

Grandy, Dave, Director of Building & Grounds at ESC

Rolf, June, Administrative Assistant at LT

Swanson, Todd, Director of Finance & Operations at ESC

Wageman, Taylor, Teacher at LT

Williams, Rebecca, Teacher at WMS

Young, Kay, Teacher at BV

6.C. Receipts of Donation

7. **REPORTS**

7.A. Student Representative Report

7.B. Finance Report

Presenter: Todd Swanson, Director of Finance & Operations

7.C. Superintendent's Report

Presenter: Pat Devine, Superintendent

7.C.1. Update to Preliminary Budget

7.C.2. Fundraiser: Girls Swim & Dive

8. **ACTION ITEMS**

8.A. Principal Contract 2021-2023

Motion by DeBoer to approve Principal Contract 2021-2023

Geller second

Ayes: DeBoer, Geller, Bullis, R.Myers

Nays: Rothstein

8.B. Revised Budget for 2021-2022 SY

Motion by Bullis to approve Revised Budget for 2021-2022 SY

DeBoer second

All in favor

Motion carried

8.C. Capital Budget for 2022-2023 SY - No action required. Budget was included in item Action 8.B

8.D. LTFM Budget for 2022-2023 SY - No action required. Budget was included in item Action 8.B

8.E. Preliminary Budget 22-23 –No action taken due to time still remaining before action needs to be taken.

8.F. Extended Field Trip Approval: Conservation Club

Motion by Bullis to approve Extended Field Trip Approval: Conservation Club

DeBoer second

All in favor

Motion carried

8.G. Recommended Contract Services for Director of Finance Duties

Motion by Geller to approve Schoologiq for contracted services for Director of Finance Duties

Bullis second

All in favor

Motion carried

9. **DISCUSSION ITEMS**

9.A. First Read Policies

9.A.1. 101 Legal Status of the School District (Nov 2019)

9.A.2. 101.1 Name of the School District

9.A.3. 213 School Board Committees

10. **BOARD COMMITTEE REPORTS**

10.A. Self-Governance & Superintendent Relations Committee

Geller reports on Stakeholder Involvement and the Superintendent Search

10.B. Finance & Facilities Committee

10.C. District 110 Advisory Council

10.D. Policy & Advocacy Committee

10.E. Schools for Equity in Education (SEE) Representative

10.F. Southwest Metro Intermediate District 288 Representative

10.G. MSHSL Representative

10.H. Special Ed Advisory Council

10.I. Community Education Advisory Council Representative

10.J. Teaching & Learning Advisory Council Representative

10.K. Chemical Abuse Advisory Council/HEROs

10.L. City of Waconia Liaison

11. ADJOURNMENT

Motion by Bullis to adjourn

DeBoer second

All in favor

Motion carried

Meeting adjourned at 8:43 PM

6. **CONSENT AGENDA**

6.A. Bills and Wire Transfers

CHECK NUMBER	VENDOR	CHECK DATE	CHE TYP	POST AMOUNT	MONTH
604439	SECURITY BANK & TRUST CO	03/28/2022	R	1,925.00	March
604440	ALLENSON, COLE	03/31/2022	R	249.66	March
604441	ANDERSEN, ISAIAH	03/31/2022	R	374.48	March
604442	BARDWELL, AIDEN	03/31/2022	R	199.66	March
604443	BLICK ART MATERIALS	03/31/2022	R	28.11	March
604444	CARVER COUNTY FINANCE	03/31/2022	R	120.00	March
604445	CHARBONNEAU, JACOB	03/31/2022	R	349.52	March
604446	CONTINENTAL CLAY COMPANY	03/31/2022	R	224.36	March
604447	COUNTRYSIDE CUSTOM APPAREL	03/31/2022	R	246.50	March
604448	CROW RIVER PRESS INC	03/31/2022	R	2,109.10	March
604449	DANIELLE ALEXANDER DESIGN LLC	03/31/2022	R	1,125.00	March
604450	DAVID, WALTER	03/31/2022	R	374.48	March
604451	DEMCO, INC	03/31/2022	R	1,116.39	March
604452	DENZER, JACOB	03/31/2022	R	374.48	March
604453	DERNER, JACKSON	03/31/2022	R	374.48	March
604454	DURBIN, WILLIAM	03/31/2022	R	795.00	March
604455	ECM PUBLISHERS, INC	03/31/2022	R	379.08	March
604456	FLIPSIDE PRODUCTS, INC	03/31/2022	R	56.67	March
604457	GATEWAY MUSIC FESTIVALS & TOUR	03/31/2022	R	34,989.00	March
604458	GREATER MN COMMUNICATIONS	03/31/2022	R	130.00	March
604459	HINRICHS, CAMERON	03/31/2022	R	124.83	March
604460	INDIANHEAD FS DISTRIBUTOR, INC	03/31/2022	R	2,775.95	March
604461	INGCO INT'L INC	03/31/2022	R	50.00	March
604462	INNOVATIVE OFFICE SOLUTIONS LL	03/31/2022	R	29,150.64	March
604463	JOHNSON, CODY	03/31/2022	R	374.48	March
604464	JOHNSON, LUKAS	03/31/2022	R	374.48	March
604465	JONES SCHOOL SUPPLY	03/31/2022	R	16.31	March
604466	KILIAN, FLETCHER	03/31/2022	R	124.83	March
604467	KOCH SCHOOL BUS SERVICE, INC	03/31/2022	R	326,157.44	March
604468	LINN, HENRY	03/31/2022	R	374.48	March
604469	LOWY, MATT	03/31/2022	R	260.00	March
604470	MACHTEMES, COLE	03/31/2022	R	374.48	March
604471	MACKENTHUN'S FINE FOODS	03/31/2022	R	2,975.64	March
604472	MDE-MCIS	03/31/2022	R	180.00	March
604473	MENDOZA, DIEGO	03/31/2022	R	249.66	March
604474	MN CHILDREN'S MUSEUM	03/31/2022	R	552.50	March
604475	MN SAFETY COUNCIL	03/31/2022	R	46.00	March
604476	MOLINARI, RYAN	03/31/2022	R	249.66	March
604477	MONSKEY, MAX	03/31/2022	R	124.83	March
604478	NELSON, MASON	03/31/2022	R	124.83	March
604479	NESSA, LUCAS	03/31/2022	R	374.48	March
604480	OCCUPATIONAL HLTH CNTRS MN PC	03/31/2022	R	262.00	March
604481	PERFORMANCE FOODSERVICE	03/31/2022	R	1,536.63	March
604482	PIONEER MANUFACTURING CO	03/31/2022	R	243.30	March
604483	PREP TIME PRINTING	03/31/2022	R	25.00	March
604484	RAUSCH, ZACHARY	03/31/2022	R	124.83	March
604485	RIDGEWATER COLLEGE	03/31/2022	R	11,500.00	March
604486	SCHMIDT, SAM	03/31/2022	R	124.83	March
604487	SCHNEIDER, GRIFFIN	03/31/2022	R	374.48	March
604488	SCHOOL SPECIALTY, LLC	03/31/2022	R	900.35	March
604489	SCHWOB, ANDREW	03/31/2022	R	374.48	March
604490	SOUTHWEST METRO INTERMEDIATE D	03/31/2022	R	11,204.70	March
604491	STAPLES ADVANTAGE	03/31/2022	R	19.99	March
604492	SWEENEY, DANIEL	03/31/2022	R	149.79	March
604493	THREE RIVERS PARK DISTRICT	03/31/2022	R	1,300.00	March
604494	TWISTED PISTON APPAREL	03/31/2022	R	150.00	March

CHECK NUMBER	VENDOR	CHECK DATE	CHE TYP	POST AMOUNT	MONTH
604495	UHL CO	03/31/2022	R	3,382.97	March
604496	UNIVERSAL ATHLETIC LLC	03/31/2022	R	329.45	March
604497	VACEK, DREW	03/31/2022	R	374.48	March
604498	WAYNE DAUWALTER PLUMBING	03/31/2022	R	9,521.14	March
604499	WIESE, TYSON	03/31/2022	R	374.48	March
604500	YOUTH PERFORMANCE COMPANY	03/31/2022	R	721.00	March
604501	EYE MED-FIDELITY SECURITY LIFE	03/31/2022	R	2,045.47	March
604502	MESSERLI & KRAMER PA	03/31/2022	R	957.51	March
604503	NCPERS GROUP LIFE INS	03/31/2022	R	112.00	March
604504	SCHOOL SERVICE EMPLOYEES	03/31/2022	R	1,485.92	March
604505	WACONIA EDUCATION ASSOCIATION	03/31/2022	R	12,425.72	March
604506	COUNTRYSIDE CUSTOM APPAREL	04/04/2022	R	539.00	April
604507	LEONARD, ASHLEY	04/05/2022	R	100.00	April
604508	POLDING, MATTHEW	04/06/2022	R	138.50	April
604509	21ST CENTURY SPORTS LLC	04/07/2022	R	273.00	April
604510	APPLE INC	04/07/2022	R	2,968.00	April
604511	AVIBEN	04/07/2022	R	230.04	April
604512	BEACON ATHLETICS LLC	04/07/2022	R	106.00	April
604513	BEARCOM WIRELESS WORLDWIDE	04/07/2022	R	743.41	April
604514	BELLE PLAINE FASTPITCH ASSOC	04/07/2022	R	375.00	April
604515	BSN SPORTS LLC	04/07/2022	R	16,142.23	April
604516	CITY OF WACONIA	04/07/2022	R	8,682.50	April
604517	DERNER, JILL	04/07/2022	R	573.34	April
604518	EAU CLAIRE JAZZ INC	04/07/2022	R	825.00	April
604519	FENNER, CHRISTINE	04/07/2022	R	400.00	April
604521	GRAINGER	04/07/2022	R	327.36	April
604522	HELEN SOLAR LLC	04/07/2022	R	4,245.44	April
604523	HIGH POINT NETWORKS, LLC	04/07/2022	R	5,332.00	April
604524	HILLYARD/HUTCHINSON	04/07/2022	R	8,367.51	April
604525	HOLTON ELECTRIC CONTRACTORS	04/07/2022	R	823.25	April
604526	HORIZON EQUIPMENT	04/07/2022	R	8,811.40	April
604527	INDIANHEAD FS DISTRIBUTOR, INC	04/07/2022	R	20,238.90	April
604528	INNOVATIVE OFFICE SOLUTIONS LL	04/07/2022	R	207.47	April
604529	JW PEPPER & SON, INC	04/07/2022	R	130.10	April
604530	LAKESHORE LEARNING MATERIALS	04/07/2022	R	437.76	April
604531	LETTERMEN SPORTS	04/07/2022	R	50.00	April
604532	LOFFLER COMPANIES	04/07/2022	R	2,762.58	April
604533	MACKIN LIBRARY SERVICE	04/07/2022	R	3,913.27	April
604534	METRONET	04/07/2022	R	1,865.29	April
604535	MUSIC MART	04/07/2022	R	188.50	April
604537	NEW DOCUMENTS & LABELS, INC.	04/07/2022	R	999.48	April
604538	NOVAK, JANICE	04/07/2022	R	20.00	April
604539	OFFICE OF MNIT SERVICES	04/07/2022	R	56.70	April
604540	PASCO Scientific	04/07/2022	R	257.00	April
604541	PERFORMANCE FOODSERVICE	04/07/2022	R	183.34	April
604542	PIONEER MANUFACTURING CO	04/07/2022	R	236.40	April
604543	PLANSOURCE BENEFITS ADMIN INC	04/07/2022	R	2,337.50	April
604545	ROEN, SARA	04/07/2022	R	205.30	April
604546	SCHOLASTIC BOOK CLUBS	04/07/2022	R	426.28	April
604548	SCIENCE TAKE OUT LLC	04/07/2022	R	314.90	April
604549	SECURITY BANK & TRUST CO	04/07/2022	R	300.00	April
604550	STEP SAVER, INC	04/07/2022	R	222.01	April
604551	TRAINING ROOM, INC	04/07/2022	R	127.08	April
604552	TRIO SUPPLY COMPANY	04/07/2022	R	896.16	April
604553	TUCKER, ANDREA	04/07/2022	R	40.30	April
604554	UNIVERSAL ATHLETIC LLC	04/07/2022	R	6,021.70	April

CHECK NUMBER	VENDOR	CHECK DATE	CHE TYP	POST AMOUNT	MONTH
604555	VEX ROBOTICS INC	04/07/2022	R	741.48	April
604556	WERDAHL, KARIN	04/07/2022	R	300.00	April
604557	WILSON LANGUAGE TRAINING CORP	04/07/2022	R	2,000.00	April
604558	WINSTED SOLAR LLC	04/07/2022	R	4,853.21	April
604559	AMAZON CAPITAL SERVICES	04/11/2022	R	11,077.03	April
604560	GATEWAY MUSIC FESTIVALS & TOUR	04/12/2022	R	64,014.00	April
604561	HOLT PETERSON BUS	04/12/2022	R	31,041.00	April
604562	AFFINETY SOLUTIONS, INC	04/14/2022	R	665.00	April
604563	AIRGAS USA LLC	04/14/2022	R	415.07	April
604564	AMAZING ATHLETES OF CENTRAL MN	04/14/2022	R	1,170.00	April
604565	ARCHER MECHANICAL	04/14/2022	R	1,894.50	April
604566	BIFFS, INC	04/14/2022	R	209.00	April
604567	CITY OF WACONIA	04/14/2022	R	8,043.98	April
604568	CITY OF ST BONIFACIUS	04/14/2022	R	800.00	April
604569	COLONY PLAZA, INC	04/14/2022	R	84.50	April
604570	COREMARK METALS	04/14/2022	R	1,606.77	April
604571	COUNTRYSIDE CUSTOM APPAREL	04/14/2022	R	95.40	April
604572	CULLIGAN BOTTLED WATER	04/14/2022	R	254.85	April
604573	DICK ERTL CONSTRUCTION	04/14/2022	R	4,531.87	April
604574	DIVERSIFIED PLUMBING & HEATING	04/14/2022	R	887.50	April
604575	FRANKLIN PRINTING INC	04/14/2022	R	750.96	April
604576	GK2 PROMOTIONS	04/14/2022	R	992.63	April
604577	GOLD MEDAL MPLS ML55	04/14/2022	R	51.50	April
604578	HLS OUTDOOR	04/14/2022	R	163.80	April
604579	HOLTON ELECTRIC CONTRACTORS	04/14/2022	R	819.84	April
604580	IEA, INC	04/14/2022	R	4,328.63	April
604581	INDIANHEAD FS DISTRIBUTOR, INC	04/14/2022	R	25,077.59	April
604582	INGCO INT'L INC	04/14/2022	R	185.60	April
604583	INNOVATIVE OFFICE SOLUTIONS LL	04/14/2022	R	473.18	April
604584	INSECT LORE	04/14/2022	R	57.98	April
604585	KROELLS, LINDA	04/14/2022	R	921.20	April
604586	KROMER COMPANY	04/14/2022	R	245.52	April
604587	KULLY SUPPLY COMPANY	04/14/2022	R	269.08	April
604588	LANO EQUIPMENT INC	04/14/2022	R	7,312.42	April
604589	LEE'S REFRIGERATION	04/14/2022	R	261.25	April
604590	MASSACHUSETTS BAY TRADING CO	04/14/2022	R	254.60	April
604591	MASSP	04/14/2022	R	160.00	April
604592	MERZER, SHEILA	04/14/2022	R	125.00	April
604593	MID-COUNTY CO-OP	04/14/2022	R	1,079.64	April
604594	MINI BIFF LLC	04/14/2022	R	97.41	April
604595	MN ZOO	04/14/2022	R	576.00	April
604596	MUSIC MART	04/14/2022	R	20.00	April
604597	NAHAN, SHELLY	04/14/2022	R	384.00	April
604598	NEW DOMINION SCHOOL	04/14/2022	R	8,960.58	April
604599	PARTS CITY WACONIA	04/14/2022	R	13.16	April
604600	PERFORMANCE FOODSERVICE	04/14/2022	R	1,591.70	April
604601	PLANK ROAD PUBLISHING	04/14/2022	R	52.35	April
604602	PRO-ED INC	04/14/2022	R	327.80	April
604603	SCHOOL SPECIALTY, LLC	04/14/2022	R	92.03	April
604604	SCIENCE MUSEUM OF MINNESOTA	04/14/2022	R	1,196.00	April
604605	STAPLES ADVANTAGE	04/14/2022	R	77.26	April
604606	SUPER DUPEP PUBLICATIONS	04/14/2022	R	79.70	April
604607	SW PAVING, LLC	04/14/2022	R	9,050.00	April
604608	TEACHERS SYNERGY, LLC	04/14/2022	R	585.37	April
604609	TEE SQUARED SCREENPRINTING	04/14/2022	R	528.00	April
604610	TINTES, MATTHEW	04/14/2022	R	319.00	April

CHECK NUMBER	VENDOR	CHECK DATE	CHE TYP	POST AMOUNT	MONTH
604611	TOUCHMATH ACQUISITION LLC	04/14/2022	R	625.00	April
604612	TRIO SUPPLY COMPANY	04/14/2022	R	777.49	April
604613	UHL CO	04/14/2022	R	2,273.49	April
604614	WACONIA DANCE CO	04/14/2022	R	3,150.00	April
604616	YMCA CUSTOMER SERVICE CENTER	04/14/2022	R	5,375.00	April
604617	WACONIA EDUCATION ASSOCIATION	04/15/2022	R	12,380.79	April
604618	CONSTANTINE, TONYA	04/20/2022	R	6,439.96	April
604619	21ST CENTURY SPORTS LLC	04/21/2022	R	6,402.00	April
604620	ACCUCUT	04/21/2022	R	88.00	April
604621	AIRGAS USA LLC	04/21/2022	R	177.15	April
604622	AMPION PBC	04/21/2022	R	11,646.24	April
604623	APPLE INC	04/21/2022	R	8,490.00	April
604624	CHRIS J MEYER ENTERPRISES, LLC	04/21/2022	R	110.00	April
604625	CHROMEBOOK PARTS.COM	04/21/2022	R	1,199.80	April
604626	ECM PUBLISHERS, INC	04/21/2022	R	279.00	April
604627	EVERSONS HARDWARE HANK	04/21/2022	R	717.36	April
604628	GREAT LAKES COCA-COLA DIST	04/21/2022	R	304.82	April
604629	HASTINGS CREAMERY LLC	04/21/2022	R	4,219.32	April
604630	HILLYARD/HUTCHINSON	04/21/2022	R	3,664.06	April
604631	INDIANHEAD FS DISTRIBUTOR, INC	04/21/2022	R	14,071.80	April
604632	INNOVATIONAL WATER SOLUTIONS I	04/21/2022	R	1,157.00	April
604633	JOSTENS	04/21/2022	R	14,117.35	April
604634	JW PEPPER & SON, INC	04/21/2022	R	45.97	April
604635	LAKESHORE LEARNING MATERIALS	04/21/2022	R	120.58	April
604636	LEARNING SCIENCES INT'L LLC	04/21/2022	R	4,500.00	April
604637	LVC COMPANIES INC	04/21/2022	R	1,121.80	April
604638	MACKENTHUN'S FINE FOODS	04/21/2022	R	2,243.76	April
604639	MAYER LUTHERAN HIGH SCHOOL	04/21/2022	R	275.00	April
604640	MIDWEST BLINDS	04/21/2022	R	1,160.00	April
604641	MN ZOO	04/21/2022	R	570.00	April
604642	NASCO EDUCATION	04/21/2022	R	277.51	April
604643	OFFICE DEPOT	04/21/2022	R	14.90	April
604644	PERFORMANCE FOODSERVICE	04/21/2022	R	518.07	April
604645	PETTY CASH	04/21/2022	R	180.00	April
604646	PMA ASSET MANAGEMENT, LLC	04/21/2022	R	186.56	April
604647	RAYMOND GEDDES & CO	04/21/2022	R	122.00	April
604648	RENNEBERG HARDWOODS INC.	04/21/2022	R	3,448.03	April
604649	ROTARY CLUB OF WACONIA-WEST CA	04/21/2022	R	160.00	April
604650	SCHOOL SPECIALTY, LLC	04/21/2022	R	87.15	April
604652	SONOVA USA INC	04/21/2022	R	119.99	April
604653	SUPER DUPER PUBLICATIONS	04/21/2022	R	1,278.80	April
604654	THINK SOCIAL PUBLISHING, INC	04/21/2022	R	150.14	April
604655	TITAN ENERGY SYSTEMS INC	04/21/2022	R	1,636.12	April
604656	TRIO SUPPLY COMPANY	04/21/2022	R	565.87	April
604657	UHL CO	04/21/2022	R	5,059.93	April
604658	UNICEF USA	04/21/2022	R	1,224.20	April
604659	UNITED FARMERS COOPERATIVE	04/21/2022	R	1,321.36	April
604660	WEX BANK	04/21/2022	R	571.53	April
202101005	LIFE INS CO OF NORTH AMERICA	03/15/2022	W	2,155.79	March
202101008	BLUE CROSS AND BLUE SHIELD OF	03/15/2022	W	319,747.28	March
202101010	EDUCATIONAL SUPPORT PARA UNION	03/15/2022	W	1,340.23	March
202101012	LIFE INS CO OF NORTH AMERICA	03/15/2022	W	2,265.64	March
202101017	FURTHER	03/15/2022	W	5,465.06	March
202101019	INTERNAL REVENUE SERVICE	03/15/2022	W	316.16	March
202101020	MN DEPT OF REVENUE	03/15/2022	W	24.67	March
202101021	MN TEACHERS RETIREMENT ASSN	03/15/2022	W	280.00	March

CHECK NUMBER	CHECK VENDOR	CHE DATE	CHE TYP	POST AMOUNT	POST MONTH
202101022	AVIBEN	03/15/2022	W	215.37	March
202101023	BLUE CROSS AND BLUE SHIELD OF	03/31/2022	W	318,844.07	March
202101025	EDUCATIONAL SUPPORT PARA UNION	03/31/2022	W	1,360.80	March
202101026	INTERNAL REVENUE SERVICE	03/31/2022	W	285,002.77	March
202101027	LIFE INS CO OF NORTH AMERICA	03/31/2022	W	7,086.39	March
202101028	MN CHILD SUPPORT PYMT CENTER	03/31/2022	W	112.50	March
202101029	MN DEPT OF REVENUE	03/31/2022	W	45,358.03	March
202101030	MN TEACHERS RETIREMENT ASSN	03/31/2022	W	143,757.60	March
202101031	PERA	03/31/2022	W	53,355.94	March
202101032	FURTHER	03/31/2022	W	5,465.06	March
202101033	AVIBEN	03/31/2022	W	62,000.35	March
202101034	BMO-MASTERCARD BILLING	04/10/2022	W	88.25	April
202101035	AMAZON CAPITAL SERVICES	04/10/2022	W	80.49	April
202101036	APPLE ITUNES	04/10/2022	W	8.35	April
202101037	MOCHA MONKEY	04/10/2022	W	28.48	April
202101038	MAILCHIMP	04/10/2022	W	205.00	April
202101039	WACONIA CHAMBER OF COMMERCE	04/10/2022	W	60.00	April
202101040	TARGET BANK	04/10/2022	W	911.52	April
202101042	SIGN GYPSIES	04/10/2022	W	68.16	April
202101043	DVS RENEWAL	04/10/2022	W	12.81	April
202101044	MANN LAKE LTD	04/10/2022	W	388.59	April
202101045	WEBSTAIRANT STORE	04/10/2022	W	792.53	April
202101046	ALDI	04/10/2022	W	250.36	April
202101055	WRITE IMAGE COMMUNICATIONS	04/10/2022	W	87.50	April
202101057	WALGREENS	04/10/2022	W	116.50	April
202101058	REPUBLIC SERVICES	04/10/2022	W	6,550.02	April
202101060	DOLLAR TREE	04/10/2022	W	145.02	April
202101061	SHAKOPEE BOWL	04/10/2022	W	870.00	April
202101062	ALBIN ACQUISITION CORP	04/10/2022	W	453.00	April
202101063	SOUTHPAW ENTERPRISES	04/10/2022	W	365.66	April
202101064	SAM RENEWAL SUPPORT	04/10/2022	W	999.00	April
202101065	TEACHERS SYNERGY, LLC	04/10/2022	W	313.11	April
202101066	ALERUS CENTER	04/10/2022	W	1,215.00	April
202101069	MICHAELS	04/10/2022	W	611.07	April
202101070	JORDAN GIRLS FASTPITCH ASSOC.	04/10/2022	W	361.47	April
202101071	LAKETOWN GYMNASTICS	04/10/2022	W	745.00	April
202101073	MUSIC THEATRE INTERNATIONAL	04/10/2022	W	3,090.00	April
202101076	ADHD WHAT NOW LLC	04/10/2022	W	67.00	April
202101078	ACDA	04/10/2022	W	280.00	April
202101084	FARMINGTON FASTPITCH ASSOC.	04/10/2022	W	824.92	April
202101086	MOBYMAX	04/10/2022	W	29.99	April
202101087	ST PAUL HOTEL	04/10/2022	W	2,400.90	April
202101088	CONCORD THEATRICALS CORP	04/10/2022	W	211.45	April
202101089	WAITE PARK BABE RUTH	04/10/2022	W	361.47	April
202101091	USA LACROSSE	04/10/2022	W	55.00	April
202101092	BUZZSPROUT.COM	04/10/2022	W	12.00	April
202101093	QUADIENY FINANCE USA, INC	03/24/2022	W	500.00	March
202101094	T-MOBILE	03/10/2022	W	3,060.00	March
202101095	AT&T MOBILITY	03/08/2022	W	573.17	March
202101096	CENTERPOINT ENERGY	03/25/2022	W	67,537.42	March
202101097	SPRINT WIRELESS	03/25/2022	W	605.83	March
202101098	SECURITY BANK & TRUST CO	03/31/2022	W	196.55	March
202101099	AUTHORIZE.NET	03/02/2022	W	187.30	March
202101100	BRI Parent, Inc	03/31/2022	W	215.00	March
202101101	AFFINETY SOLUTIONS, INC	03/10/2022	W	10,891.22	March
202101102	PMA	03/31/2022	W	20.83	March

CHECK NUMBER	VENDOR	CHECK DATE	CHE TYP	AMOUNT	POST MONTH
202101106	INTERNAL REVENUE SERVICE	04/15/2022	W	308,428.82	April
202101108	MN CHILD SUPPORT PYMT CENTER	04/15/2022	W	112.50	April
202101109	MN DEPT OF REVENUE	04/15/2022	W	49,266.49	April
202101110	MN TEACHERS RETIREMENT ASSN	04/15/2022	W	149,699.48	April
202101111	PERA	04/15/2022	W	60,000.13	April
202101113	AVIBEN	04/15/2022	W	63,680.32	April
202101124	INTERNAL REVENUE SERVICE	04/15/2022	W	128.59	April
202101126	MN DEPT OF REVENUE	04/15/2022	W	10.97	April
202101127	MN TEACHERS RETIREMENT ASSN	04/15/2022	W	115.65	April
202101129	AVIBEN	04/15/2022	W	225.00	April
212200118	OVERBY, MARY	03/31/2022	A	118.08	March
212200119	SCHANK, BARBARA	03/31/2022	A	49.45	March
212200120	SHERMAN, MONICA	03/31/2022	A	172.37	March
212200121	VESTA, AMANDA	03/31/2022	A	90.00	March
212200122	WOYNO, IVAN	03/31/2022	A	90.00	March
212200123	DELANEY, DAVID	04/07/2022	A	118.87	April
212200124	DEVINE, PATRICK	04/07/2022	A	979.98	April
212200125	MUELLER, RYAN	04/07/2022	A	151.10	April
212200126	TACKMANN, LORI	04/07/2022	A	71.96	April
212200127	VAN EYLL, TONI	04/07/2022	A	88.92	April
212200128	WINGERT, MOLLY	04/07/2022	A	111.55	April
212200129	BOSCH, ALAN	04/22/2022	A	254.21	April
212200130	HAAS, CHERYL	04/22/2022	A	39.98	April
212200131	JOHNSON, JILL	04/22/2022	A	349.64	April
212200132	MAISER, THOMAS	04/22/2022	A	210.00	April
212200133	VANDERLINDE, LEE	04/22/2022	A	150.00	April

Totals for checks 2,895,543.56

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
01	General	1,764,857.19	0.00	813,509.02	2,578,366.21
02	Food Service	58,971.21	0.00	117,013.80	175,985.01
04	Community Service	93,175.77	0.00	47,809.18	140,984.95
45	OPEB Irrevocable Trust Fund	0.00	0.00	207.39	207.39
***	Fund Summary Totals ***	1,917,004.17	0.00	978,539.39	2,895,543.56

***** End of report *****

6.B. Human Resource Items:

6.B.1. HR Recommendations

**Waconia Public Schools
Independent School District No. 110
Waconia, Minnesota**

BOARD OF EDUCATION

Regular Meeting – April 25, 2022

AGENDA SECTION: APPROVAL OF AGENDA AND CONSENT AGENDA ITEMS

AGENDA ITEM: Human Resource Recommendations

ITEM ADDED BY: Christine Steffen, Human Resources Coordinator

Employment

Bode, Sandra Replacement	Custodial Cleaner 8 Hours/day; 261 Days	WHS
Fogarty, Haley Replacement	School Counselor 1.0 FTE; 184 Days	WHS
Jorgeson, Grace Replacement	Kids' Company Aide Part-Time; Hours vary	Comm Ed
Kuerschner, Clara Replacement	Mathematics Teacher Long-Term Substitute	WMS
Larson, Lucas Replacement	Social Studies Teacher 1.0 FTE; 184 Days	WHS
Roth, Lily Replacement	Kids' Company Aide Part-Time; Hours vary	Comm Ed
Schuetze, Bryanna Replacement	Health Associate Part-Time; 3 Days/week	BV
Solberg, Jessica Replacement	SLD Teacher 1.0 FTE; 184 Days	BV
Vesta, Amanda Replacement	ASD Teacher 1.0 FTE; 184 Days	WMS

Vogelgesang, Mackenzie Grade 5 Teacher BV
Replacement Long-Term Substitute

Employee Status Changes

Courney, Mysti, Educational Assistant (SPED), from 6.5 hours/day to 7.5 hours/day at SV
Davis, Mary Ann, Language Arts Teacher, from 0.7555 FTE to 0.8222 FTE at WMS
Ditsch, Emilee, from Kindergarten Teacher at BV to Grade 1 Teacher at LT
Hise, Jamie, from Life Science Teacher to Dean of Students at WMS
Hunt, Amie, ECFE Teacher Assistant, from 3 hours/day to 3.25 hours/day at ECFE
Johnson, Brittany, from Grade 6 Teacher at WMS to Grade 3 Teacher at LT
Kube, Greg, from Night Lead Custodian to Day Lead Custodian at WHS
LaTour, Courtney, from Grade 2 Teacher at LT to Kindergarten Teacher at LT
Mathwig, Daniel, from Custodial Cleaner to Night Lead Custodian at WHS
Piotter, Alicia, ECFE Teacher Assistant, from 3.25 hours/day to 3.5 hours/day at ECFE
Vacek, Erin, Educational Assistant (SPED), from 15 hours/week to 33 hours/week at ESC
Young, Matthew, Social Studies Teacher, from 0.88 FTE to 1.0 FTE and WMS

Leaves of Absence

Arndt, Anna, Mathematics Teacher at WMS
Johnson, Jan, Day Lead Custodian at BV
Karnes, Bernard, Security Monitor at WHS
Maiser, Karen, Educational Assistant (SPED) at SV
Maiser, Thomas, Day Lead Custodian at WHS
Peoples, Sara, Language Arts Teacher at WHS
Roman, Valarie, Educational Assistant (SPED) at LT
Walker, Bethany, Grade 1 Teacher at LT
Weniger, Heather, Grade 5 Teacher at BV

Retirements/Resignations/Terminations

Berger, Todd, ASD Teacher (temporary assignment) at BV
Constantine, Tonya, Assistant Principal at WHS
DeWolf, Jared, Visual Arts Teacher at BV
Garnatz, Jane, Student Information Systems and Enrollment Specialist at ESC
Gonzalez, Kelly, Kids' Company Lead at Comm Ed
Gonzalez, Kimberlie, Kids' Company Lead at Comm Ed
Hoffer, Olivia, Kids' Company Aide at Comm Ed
Shukle, Emma, Vocal and Classroom Music Teacher at SV
Vesta, Amanda, Early Childhood Program Supervisor at CE
Zetina, Yvette, Kids' Company Aide at Comm Ed

It is recommended that the ISD 110 Board of Education approve the above human resource actions as proposed.

6.B.2. Termination and Non-Renewal of
Probationary Teachers

**Waconia Public Schools
Independent School District No. 110
Waconia, Minnesota**

BOARD OF EDUCATION

Regular Meeting – April 25, 2022

AGENDA SECTION: Consent Agenda

AGENDA ITEM: Termination and Non-Renewal of Probationary Teachers

ITEM ADDED BY: Christine Steffen, Human Resources Coordinator

BACKGROUND

As a result of changing staffing needs each school year, the attached resolution provides for termination and non-renewal of the contracts for certain probationary teachers. These teachers may apply for vacant position available for the 2022-2023 school year if properly licensed and qualified.

RECOMMENDATION

Approve the attached resolution terminating certain probationary teachers.

6.B.3. Resolution Relating to the Termination
and Non-Renewal of Certain Probationary Teachers

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION RELATING TO THE TERMINATION
AND NONRENEWAL OF THE TEACHING CONTRACTS OF THE FOLLOWING
PROBATIONARY TEACHERS:**

Nicholas Buroker, Kristie Dustin, Julie Kendrick, Kim Peterson, Kerianne Simmons

WHEREAS, the aforementioned individuals are probationary teachers in Independent School District No. 110.

BE IT RESOLVED, by the School Board of Independent School District No. 110, that pursuant to Minn. Stat. § 122A.40, subd. 5, that the teaching contracts of the aforementioned individuals, who are probationary teachers in Independent School District No. 110, are hereby terminated at the close of the current 2021-2022 school year.

BE IT FURTHER RESOLVED that written notice be sent to said teachers regarding termination and non-renewal of their contracts as provided by law, and that said notice shall be in substantially the following form:

NOTICE OF TERMINATION
AND NON-RENEWAL

Dear Mr./Ms. _____:

You are hereby notified that at a regular meeting of the School Board of Independent School District No. 110 held on April 25, 2022, a resolution was adopted by a majority roll call vote to terminate your contract effective at the end of the current school year and not to renew your contract for the 2022-2023 school year. Said action of the Board is taken pursuant to Minn. Stat. § 122A.40, subd. 5.

You may officially request that the School Board give its reasons for the non-renewal of your teaching contract.

Yours very truly,

SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 110

Clerk of the School Board

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

and upon vote being taken thereon, the following voted in favor thereof:

and the following voted against the same: _____

whereupon said resolution was declared duly passed and adopted.

6.B.4. Agreement to Extend Probationary Period

**AGREEMENT TO
EXTEND PROBATIONARY PERIOD**

This Agreement is entered into by and between Alissa Strack (hereinafter "probationary employee"), the Waconia Education Association, and Independent School District No. 110, Waconia (hereinafter "District").

Recitals

1. The probationary employee is serving a one (1) year probationary period with the District pursuant to Minnesota Statutes Section 122A.40.
2. The 2021-2022 school year is the probationary employee's one year of employment with the District. The probationary employee has worked for the District since August 23, 2021 as a probationary teacher. The probationary employee had obtained continuing contract rights in another Minnesota school district prior to beginning employment with the District.
3. The District's administration believes that, if given another year, the probationary employee may demonstrate the professional skills and knowledge necessary to become a non-probationary teacher for the District.
4. If the School Board fails to non-renew the probationary employee's employment effective at the end of the 2021-2022 school year, then the probationary employee will attain non-probationary status pursuant to Minnesota Statutes Section 122A.40.
6. The School Board makes the ultimate decision as to which probationary employees the District renews and non-renews. The School Board has not yet decided whether to renew or non-renew the probationary employee's employment with the District. The School Board will make that decision at its April 25, 2022 meeting.
7. The probationary employee understands there is no obligation to sign this Agreement, and that if she does not sign this Agreement, the School Board will decide whether to renew or non-renew the probationary employee's employment.
8. The probationary employee understands that she has the following choices:
 - a. She can sign this Agreement in which she agrees to waive her Minnesota Statutes Section 122A.40 rights and extend the probationary period for one year from July 1, 2022 to June

30, 2023. The School Board will then have the following options: (1) approve this Agreement and extend the probationary employee's probationary period for one year; (2) non-renew the probationary employee's employment; or (3) renew the probationary employee's employment.

- b. She can decline to sign this Agreement and the School Board will then have the following options: (1) non-renew the probationary employee's employment; or (2) renew the probationary employee's employment.
- 9. The probationary employee acknowledges and admits there was no coercion or undue influence in any manner by the District, its elected officials, officers, employees, or agents to choose one option over the other and that the choice made is voluntary.
 - 10. The probationary employee wishes to extend the probationary period by one year (July 1, 2022 to June 30, 2023) in order to have the opportunity to demonstrate professional skills, knowledge and attributes to the District. The probationary employee understands that the School Board has not yet decided whether to agree to a one-year extension of his probationary period. The probationary employee understands that this Agreement will not be effective unless and until it is approved by the School Board.
 - 11. The probationary employee acknowledges that she has had the opportunity to consult with union representation and/or legal counsel before signing this Agreement in order to be fully informed of and understand her rights under Minnesota Statutes Section 122A.40.

IN CONSIDERATION OF the foregoing recitals and the mutual promises contained herein, the probationary employee and the District agree as follows:

- 1. The probationary employee agrees to waive her rights under Minnesota Statutes Section 122A.40 and to extend the probationary period under that statute by one additional year to include the period from the date of the signing of this Agreement through June 30, 2023 so that the probationary employee may have an opportunity to demonstrate professional skills, knowledge, and attributes as a teacher.
- 2. During the time period from the date of the signing of this Agreement through June 30, 2023, the probationary employee will be limited in all respects to the employment rights under Minnesota Statutes Section 122A.40 of a probationary teacher.

3. The probationary employee acknowledges that under the terms of this Agreement the District may exercise its discretionary authority to non-renew the probationary employee effective June 30, 2023 as provided in Minnesota Statutes Section 122A.40, subdivision 5, which controls the non-renewal of probationary employees. Nothing in this Agreement may be construed as conferring upon the probationary employee any status as a non-probationary teacher.

4. The probationary employee acknowledges and agrees that this Agreement has been signed voluntarily and with full and complete knowledge of her rights under Minnesota Statutes Section 122A.40. By signing below, the parties affirm that they fully understand and agree to the terms of the Agreement and that it is the complete Agreement. No oral representations not contained herein have been relied upon by the parties.

IN WITNESS WHEREOF, the parties have signed this Agreement on the date indicated below.

Alvina Strack
Teacher

Dated: 4-5-2022

INDEPENDENT SCHOOL DISTRICT
NO. 110, WACONIA

By: _____
Its Chair

By: _____
Its Clerk

Dated: _____

Waconia Education Association

By Kami Klein
Its President

Dated: 4/7/22

6.C. Receipts of Donation

7. **REPORTS**

7.A. Student Representative Report

7.B. Superintendent's Report

Presenter: Pat
Devine,
Superintendent

LEADERSHIP HIGHLIGHTS

April 2022

Elementary:

Each spring, Minnesota students take either the Minnesota Comprehensive Assessments (MCA). Assessment preparation and MCA testing takes center stage in the month of April and early May. We use these standardized assessments to find out how well our schools have aligned the curriculum to and instructed our students in the Minnesota Academic Standards in reading, mathematics, and science.

Kudos to Wayne Trapp, Mike Jensen, and the WHS Conservation Club for hosting all our Fourth Grade students to the many uses of the Bayview School Forest that include Owls, Tree identification, Aquatic identification. Forest restoration, and much more. Each fourth grade class is paired up with a Conservation Club "student guide" that takes them through a series of educational stations in the forest. We appreciate the mentorship between WHS students and our fourth grade students.

April is Volunteer Appreciation month. This month is dedicated to honoring all of the volunteers in our schools. We are thankful and grateful for the many parent volunteers who support education and help us make school a great place to learn and grow for our students.

Waconia Middle School:

On Friday, April 22nd, the WMS Wildcat Jazz Band attended the University of Wisconsin Eau Claire Jazz Festival in Eau Claire Wisconsin. The jazz festival features dozens of middle school, high school, and college bands from all over the midwest. Our Wildcat Jazz Band competed in the middle division, attended musical clinics, and enjoyed world-class live performances from professional musicians.

On Friday, April 15th, students were released 2 hours early and the WMS faculty spent the time working together to further develop our building-wide goals to increase cultural competency and improve teaching strategies related to engagement and critical content. Members of the district-wide Teaching and Learning Department designed and delivered a lesson that included an update on the progress of our building-level cultural competency team. These learning opportunities are invaluable as we continue to develop and improve our professional skills to increase our impact on student learning.

Seventh-grade students and staff recently went to the Science Museum of Minnesota to explore math, the movement of sports, and the special exhibit on South American Dinosaurs. Students got to experiment with hands-on exhibits and explore the world around them while spending time with their team, teachers, and the parents who came along with us.

This week we put together a team to interview internal candidates to be our Dean of Students next year. We had a great opportunity to learn about the talents and skills of the candidates that were interviewed. We were excited to share the position was offered to and accepted by our current interim Dean of Students and 7th grade Science teacher Jamie Hise. This is an exciting opportunity for our students, staff, administration, and Jamie. Having Jamie in this role will have a definite impact on supporting the learning needs of students and staff throughout the building. Thank you to our interview team for their time and professional feedback- E. Leen, J. Langer, K. Damasin, S. Deren, and I. Andrews.

Waconia High School & Activities:

PTC: Parent-Teacher conferences were scheduled for last Wednesday, April 20th. Conferences were done via zoom. We had a total of 486 conferences scheduled for the evening. The spring PTC's are typically lighter than the fall and winter conferences. The fall conferences had 1020 scheduled conferences and winter had 670 scheduled conferences. The Zoom conferences have proven to be popular for both parents and staff.

REGISTRATION: Work continues on constructing the master schedule for next year. The departments are working on section numbers and assignments. The work will culminate this summer when the master is completed.

EOY ACTIVITIES/EVENTS:

- As we move into mid-April, much of our focus shifts to year-end activities and events. We will be having banquets to recognize our NHS students, academic letter winners, scholarship recipients and graduating seniors.
- WHS Prom will be Saturday, May 7th.
- WHS Theater program will be presenting "Puffs" on May 12th - 14th. The show Puffs is a comedic retelling of the classic story of J.K Rowling's Harry Potter, but from the perspective of the Puffs. Apart from being a comedy, this story has an emotional journey that is very relevant to what many other high school students go through.

TESTING: We are in the middle of our spring "testing season". All of our 9th/10th grade students completed their Pre-ACT test and our 11th graders participated in the ACT test on April 5th. In the upcoming weeks we will finish our MCA testing. In May we move into our AP and CIS testing, with students testing in close to 15 subject areas.

CONGRATULATIONS:

The International Club conducted a "Shoe Drive" and collected 1,036 pairs of shoes to be donated!

Community Ed:

On Saturday, April 23, Community Education held the 12th Annual Father/Daughter Dance at Bayview Elementary School. There was a record number of people attending this year. There are 345 people registered this year!

The Community Education summer brochure is now available online. There are many camps/classes and clinics in this brochure. Summer is almost here and it's time to get kids signed up for some activities!

Spring Assessments: As many of the principals have reported, we are into spring assessment season. For the primary grades, this involves early literacy and early numeracy assessments. For the intermediate and upper grades, the Minnesota Comprehensive Assessments have begun and will run through the month of April and into the first week of May.

Many thanks to . . .

Building Principals, Tim Koschinska, and Sarah Klitzke for scheduling; Teachers for their efforts in proctoring and supporting students; and Tracy Edsill for ensuring that the process runs smoothly.

Cultural Competence: As part of this D110 strategic initiative, we have partnered with the YMCA Equity Innovation Center (EIC) to explore the formation of building level teams. These teams will be referred to as Belong Teams with a mission to ensure that persons in our school community feel safe, valued, and respected. Throughout this year, principals and faculty representatives worked together to define what this looks like and how Belong Teams will function and be sustained into the future. We look forward to the possibility of sharing our learning.

Support Services:

On Friday, April 15th Early Release, the ESPs participated in a training about Waconia's positive behavior strategies that the special education department uses as the foundation for maintaining and improving student behavior. The Positive Behavior Supports include: (1) 5:1 specific positive to correct praise ratio (2) Find interests of the student to redirect or engage students (3) Use simple, clear directions (4) Use calm and quiet tone of voice at first sign of student escalation. This is a great refresher as we go into spring for all ESPs that interact with students.

Superintendent:

Spring is the Time of Year for Recognitions

This time of year is when many of our schools recognize the great work that is happening with our students and staff. Keep an eye out for the recognition ceremonies and events scheduled as announced in the building newsletters. There are also a lot of national recognitions:

- **Administrative Professionals Week**, also known as National **Secretaries Week** and Professional **Secretaries Week**, is **April 24-30**. Each year we recognize this amazing employee group who keep our buildings and district running smoothly.
- The U.S. **School Principals' Day** falls on **May 1** every year. All the principals from early childhood to high schools are recognized on this day. We are so thankful for the excellent work that our ONE10 principals bring every day.

- **Teacher Appreciation Week** is celebrated in the first full week of May, from **May 1 through May 8**. Since 1984, National PTA has designated one week in May as a special time to honor those who lend their passion and skills to educating our children. We are so thankful for the wonderful work and passion from our ONE10 teachers, they continue to make such a huge impact on students in such a caring way. Thank YOU!
- **School Nurse Day is May 11, 2022**. This past year our school nurses have once again gone above the call of duty to keep our students and staff safe. A Big Thanks to our wonderful health services staff members at ONE10.

We are so thankful for all our wonderful ONE10 staff and the amazing work they do for kids. If you get a chance, reach out to thank all those being recognized.

The ONE10 Staff is the BEST!! WE Are ONE10!!

ISD ONE10 Annual Parent Survey

Six years ago, ISD ONE10 developed the [ONE10 Strategic Roadmap](#). Each year since, we have conducted a yearly survey to get data from students in grades 4-12, staff and parents. The survey is designed to help us measure our [Desired Daily Experiences](#) that were developed by students, staff, and parents during the strategic planning process.

The survey closed last Monday, April 18. Thank you to everyone who participated in the survey. The data and feedback we receive from these surveys is critical to our continued partnership and success. We are analyzing the data and will share the results in the very near future. As a district, we rely on the results to help guide decisions made at the district level. In addition, each individual school uses results to make decisions at the building level. At first glance, a large majority of parents remain very supportive and appreciative of the work we do for kids in ONE10.

VOLO Staff Training Completed as First Responder Training Begins

Our crisis communications app VOLO is now fully integrated at ONE10. The in person rollout staff training that began in January is now completed. Those who were not able to attend a training will be able to attend a virtual training next week. We are beginning to use VOLO for all scheduled drills.

We are currently in the process of getting first responders trained on VOLO. Carver County Sheriff's Office, City of Waconia, Waconia Fire Department and Ridgeview Ambulance will all have access to VOLO. The technology brings everyone together at a moment's notice when every second counts. We will be using VOLO to conduct joint drills with emergency responders in the summer.

MCA Testing

Spring standardized testing is underway at all levels. For the primary grades, this involves early literacy and early numeracy assessments. For the intermediate and upper grades, the Minnesota Comprehensive Assessments have begun and will run through

the first week of May. As students prepare for these tests, a quick reminder for parents to help your child be ready with good sleep and nutrition prior to testing days.

ISD ONE10 Superintendent Search Update

Results are in from the Superintendent Stakeholder Survey and we would like to thank everyone who participated and voiced their ideas and opinions. For a district our size, the ONE10 community nearly doubled the amount of completed surveys that were expected. This rate of participation shows the depth of the connection between the district and our stakeholders. Thank you!

[Stakeholder Survey](#)

These stakeholder survey results are a critical part of the decision-making process and have given the board solid insights and much-needed feedback to assist them in moving forward with the search process.

ONE10 Current Covid-19 Data

ISD 110 is happy to report that our Covid-19 numbers continue to stay relatively low and want to thank all those that have strategies in place to make that happen. We work in partnership with local and state health agencies along with the Minnesota Department of Education to track Covid-19 and the variants. The links below will provide you with information about the impact the pandemic is having on ONE10 students and staff. Data is collected from Saturday through Friday every week. The dashboard information reflects the most recent Saturday through Friday cycle.

[Covid-19 Data for April 15, 2022](#)

Carver County Public Health is offering Covid-19 Informational Meetings

Public Health, in collaboration with the Carver County Library, will be hosting a series of COVID-19 Science Cafés for community members starting 4/30 and again 5/7. The Science Cafés are informal gatherings for interested community members to learn more about COVID-19 and the vaccine, and ask any questions they may have related to the topics. Please consider sharing the [event information](#) with community members you work with.

7.B.1. Boys'/Girls' Tennis Fundraising Proposals

Name of group/organization: _Waconia Tennis

Group Advisor / Contact person: Jeff Bessire

Extension: _____ 952-688-8503 _____

How many participants in your group/organization? 37 boys 52 girls

Briefly identify the group/organization's purpose: _____

How often does your group meet? _____ M-F _____

Does the group/organization have a constitution and bylaws? Yes No

Last revision date: _____

Does the group/organization have an Open Membership? Yes No

Does the group/organization have a democratic operation? Yes No

FUNDRAISING PURPOSE

Purpose and need for a fundraising activity (briefly explain):

___ We are fundraising for the opportunity to pay for our 2nd JV coach, Terri Bessire.

FUNDRAISING ACTIVITY PROPOSAL

Provide a brief explanation of each activity, include dates, method, fees, product and vendor.

1.) __ We are looking to have a fundraiser with a local company called Simpls. They provide frozen, locally sourced organic food for delivery. The fundraiser will start April 11th - May 5th. They provide all of the delivery to individual homes and there are no minimums for us to hit. All orders are done online.


2.) __ We are going to use CFA fundraising company to sell bags of coffee with no minimums and shipped to me as the coach to then hand out to all who order. We will start Mid April and have the selling time be for 2 weeks and a 2 week turnaround to then deliver the coffee. Orders are taken on paper and we will use social media as well as in person sales.

3.)

Do any of the activities involve door-to-door sales? Yes No
If yes, is parent notification required?

Do any of the activities require a special permit? Yes No
If yes, please describe:

Are there special food monitoring requirements? Yes No
If yes, please explain:



Administrator Signature

4-6-22

Date

Note: Money raised above the board approved amount will be allocated in a mutually agreed upon method by administration and group/organization representative.

8. **ACTION ITEMS**

8.A. Unaffiliated Directors and Managers Terms and
Conditions of Employment

ISD 110 Directors and Managers
Summary of Proposed 2021-2023 Terms and Conditions of Employment

The School District's Unaffiliated Directors and Managers are a twelve-month employee group. Their proposed two-year work agreement is for the period of July 1, 2021 through June 30, 2023. The agreement includes a 2% wage increase for 2021-2022, with one staff market adjustment and a 2.25% wage increase for 2022-2023. A reallocation adjustment was made to the health and dental insurance maximum monthly contribution chart. The 2022-2023 Health/Hospitalization contribution chart is being reduced by a total of \$16.50 and the Dental Plan monthly contribution chart is being increased by \$16.50...resulting in a net zero change to monthly maximum contributions allowed. The lifetime maximum for matching contributions towards the district's HRA plan will increase to \$78,000.

The ISD 110 Directors and Managers dedicated themselves to working collaboratively by acceptancing an acceptable work agreement through compromise and respect to the School District's current financial situation. Waconia's amazing Directors and Managers deserve to be commended for their commitment to ISD 110.



Unaffiliated Directors and Managers

Terms and Conditions of Employment
July 1, 2019 2021 through June 30, 2021-2023

Approved by the ISD 110 School Board _____.

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INDEPENDENT SCHOOL DISTRICT NO. 110

Unaffiliated Directors and Managers Terms and Conditions of Employment

ARTICLE I Purpose

Section 1. Purpose: The purpose of this general at-will agreement is to provide salary and benefits information for employees serving the School District in the following unaffiliated positions:

Activities Director
Director of Buildings and Grounds
Director of Communications and Community Relations
Director of Community Education
Director of Finance and Operations
Director of Human Resources
Director of Technology
Director of Nutritional Services
Director of Special Education
Director of Teaching and Learning
Special Education Manager
Teaching and Learning Manager

ARTICLE II Definitions

Section 1. School Board or School District: School Board or School District shall mean the School Board of Independent School District No. 110 or its designated agents.

Section 2. Employees: Employees shall mean persons holding the positions specified in Article I, section 1 of this agreement.

Section 3. Full-time Employees: Full-time employees are regularly scheduled to work the entire year, twelve (12) months.

Section 4. Part-time Employees: Part-time employees are regularly scheduled to work less than the entire year.

Section 5. Terms and Conditions of Employment: Terms and Conditions of Employment means the hours of employment, the compensation therefore including fringe benefits, and the School District's personnel policies affecting the working conditions of the employees.

Section 6. Prior Agreements: Any and all prior agreements, resolutions, practices, policies, rules and regulations regarding terms and conditions of employment, to the extent inconsistent with the provisions herein, are hereby rescinded.

Section 7. Anniversary Date: The anniversary date for each employee will be July 1. Employees hired between July 1 and December 31 will be considered employed one year after the first July 1 following their employment date. Employees hired after January 1 will not be considered employed one year until after the second July 1 following their employment date.

ARTICLE III Employee Duties and Responsibilities

Section 1. Basic Services: Employees shall faithfully perform the services prescribed by the School District, whether or not such services are specifically described in this document or in a general job description, in accordance with applicable state and federal laws and regulations, and abide by all rules, regulations and policies as established by the School District and the State Board of Education, and any additions or amendments thereto. The employee shall maintain a valid and appropriate license, if a license is required by the State of Minnesota or the School District.

Section 2. Duty Year: The duty year for employees is a determination by the School District based upon assignment of duties and responsibilities. The duty year for full-time employees shall be for the entire year.

ARTICLE IV Holidays and Vacation

~~**Section 1. Holidays:** Full-time employees shall be entitled to twelve (12) paid holidays per year as designated by the School District. The designated dates are: July 4, 2019; September 2, 2019; November 28, 2019; November 29, 2019; December 24, 2019; December 25, 2019; December 31, 2019; January 1, 2020; January 20, 2020; February 17, 2020; April 13, 2020; May 25, 2020; July 3, 2020; September 7, 2020; November 26, 2020; November 27, 2020; December 24, 2020; December 25, 2020; December 31, 2020; January 1, 2021; January 18, 2021; February 15, 2021; April 5, 2021; May 31, 2021.~~

Section 1. Holidays: Full-time employees shall be entitled to twelve (12) paid holidays per year as designated by the School District. The designated dates are: July 4, 2021; September 6, 2021; November 25, 2021; November 26, 2021; December 23, 2021; December 24, 2021; December 30, 2021; December 31, 2021; January 17, 2022; February 21, 2022; April 18, 2022; May 30, 2022; July 1, 2022; September 5, 2022; November 24, 2022; November 25, 2022; December 23, 2022; December 26, 2022; December 30, 2022; January 2, 2023; January 16, 2023; February 20, 2023; April 9, 2023; May 29, 2023.

In years where a new work agreement is not yet approved, the holidays represented by the above dates will continue to be observed until a successor agreement is available. When a holiday occurs on a Saturday, the preceding Friday will be observed. When a holiday occurs on a Sunday, the following Monday will be observed.

When a holiday occurs on a day when school is in session, an alternate holiday will be designated by the School District. A part-time employee shall earn paid holidays in a prorated amount proportional to his/her employment rounded to the nearest full day.

A part-time employee's specific holidays will be determined by mutual consent between the employee and his/her immediate supervisor.

Section 2. Vacation: Full-time employees shall earn twenty-five (25) days of vacation each year. Vacation leave is credited to employees as of July 1, but is accrued over the course of the fiscal year. On June 30 each year, the maximum number of accrued vacation days that may be carried over into the following fiscal year is twenty-five (25) days. A part-time employee shall earn vacation time in a prorated amount proportional to his/her employment. An employee terminating employment during the fiscal year shall receive payment for any vacation time earned, but not used. Any employee who terminates employment during the fiscal year who has used more vacation than earned will have the amount of time overused deducted from their final paycheck.

ARTICLE V

Leaves

Section 1. Sick Leave: Full-time employees shall earn twenty (20) days of sick leave each year, which shall be accumulated to a maximum of one-hundred-twenty (120) days. A part-time employee shall earn sick leave in a prorated amount proportional to his/her employment.

Section 2. Religious Leave: Employees shall be granted one (1) day of religious leave each year with no loss of pay upon verification to the Superintendent, or his/her designee, that such time is necessary for religious observances. Additional religious leave with pay may be granted at the discretion of the Superintendent, or his/her designee.

Section 3. Bereavement Leave: Employees may be granted bereavement leave because of absence due to a death. The specific amount of time granted will be at the discretion of the Superintendent. Any leave time granted will be deducted from an employee's sick leave.

Section 4. Jury Duty Leave: Employees called upon to serve as a juror in a federal or state court shall be granted a leave of absence by the Board for that purpose and for those days the employee is required to be in court. The employee shall receive all pay and other benefits that would have accrued had he/she been working during the period of absence for jury duty. The employee shall remit any compensation received for jury duty to the School District, less any mileage expenses paid by the court.

Section 5. Emergency Leave: Employees may be granted emergency leave at the discretion of the Superintendent. Any leave time granted will be deducted from an employee's sick leave.

Section 6. Family and Medical Leave Act: Family and medical leaves will be administered in accordance with the provisions of the Family and Medical Leave Act (Public Law 103-3; Enacted February 5, 1993) and Minnesota law.

Section 7. Medical Leave: Employees who are unable to perform their duties because of illness or disability and have exhausted all sick leave available or have become eligible for long-term disability compensation and have not been suspended or placed on leave of absence pursuant to

Minnesota Statute section 125.12, subd. 7, shall, upon request, be granted a medical leave of absence for up to one (1) year in duration without pay. The School District may, in its discretion, extend such a leave upon written request. A request for medical leave of absence or extension thereof pursuant to this section shall be accompanied by a written statement from a physician outlining the condition of health and estimated time at which the employee is expected to be able to assume his/her normal responsibilities.

When on a medical leave of absence, an employee is eligible to participate in the School District's group insurance programs as permitted under the insurance policy provisions, but shall pay the entire premium for such programs as he/she wishes to retain commencing with the beginning of the leave. If a leave is granted under the Family and Medical Leave Act (Public Law 103-3; Enacted February 5, 1993), the School District will continue to provide health insurance benefits during the Family and Medical Leave Act period on the same terms as if the employee had continued to work.

Section 8. Childcare/Adoption Leave: Child care/adoption leave shall be granted to employees in accordance with the current agreement between the School District and the Waconia Education Association.

Section 9. Military Leave: Employees shall be granted military leave pursuant to applicable law.

Section 10. Professional Leave: An employee may be granted leave to attend conferences, workshops, seminars or other functions that are related to such employee's position and which, in the judgment of the Superintendent, would benefit the School District. The duration of any approved professional leave shall be at the discretion of the Superintendent.

Section 11. Workers' Compensation: An employee receiving compensation pursuant to the Workers' Compensation law may elect to use sick leave in order to make up the difference between the workers' compensation payments and the employee's regular rate of pay. In no event shall the additional amount paid to the employee through the use of sick leave result in the payment of total daily, weekly, or monthly compensation in excess of such employee's regular rate of pay.

ARTICLE VI Insurance

Section 1. Selection of Carrier: The selection of the insurance carrier and policy shall be made by the School District.

Section 2. Health and Hospitalization Insurance: The School District shall contribute monthly amounts, not to exceed the amounts listed below, towards the monthly premium costs for the current health and hospitalization plan for each full-time employee who qualifies for and is enrolled in the district's health and hospitalization plan. Any premium costs not contributed by the School District shall be paid by the employee via payroll deduction.

2019-2020 Maximum Monthly Contribution

<u>Health/Hospitalization Plan</u>	<u>As of July 1, 2019</u>	<u>As of January 1, 2020</u>
Single	\$ 681.23	\$ 713.28
Single+1	\$1,534.00	\$1,608.59
Family	\$1,872.00	\$1,962.44

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Maximum Monthly Contribution

<u>Health/Hospitalization Plan</u>	<u>2020-2021 Maximum Monthly Contribution</u>
Single	\$ 767.13
Single+1	\$1,733.91
Family	\$2,114.38

<u>Heath/Hospitalization Plan</u>	<u>Maximum Monthly Contribution</u>	
	<u>for 2021-2022 &</u>	<u>2022-2023</u>
Single	\$767.13	\$764.63
Single+1	\$1,733.91	\$1,728.91
Family	\$2,114.38	\$2,105.38

Any School District contribution amounts not used towards an employee's monthly premium costs for the current health and hospitalization plan remain with the School District.

A part-time employee shall receive a district contribution towards health and hospitalization insurance in a prorated amount proportional to his/her employment.

Section 3. Dental Insurance: The School District shall contribute monthly amounts, not to exceed the amounts listed below, towards the monthly premium costs for the current dental plan for each full-time employee who qualifies for and is enrolled in the district's dental plan. Any premium costs not contributed by the School District shall be paid by the employee via payroll deduction.

	<u>Maximum Monthly Contribution</u>
<u>Dental Plan</u>	<u>for 2019-2020 & 2020-2021</u>
Single	\$ 35.00
Single+1	\$ 71.00
Family	\$ 129.00

	<u>Maximum Monthly Contribution</u>	
<u>Dental Plan</u>	<u>for 2021-2022 &</u>	<u>2022-2023</u>
Single	\$ 35.00	\$37.50
Single+1	\$ 71.00	\$76.00
Family	\$ 129.00	\$138.00

Any School District contribution amounts not used towards an employee's monthly premium costs for the current dental plan remain with the School District.

A part-time employee shall receive a district contribution towards dental insurance in a prorated amount proportional to his/her employment.

Section 4. Long-Term Disability Insurance: The School District shall provide a long-term

disability plan for full-time and part-time employees.

Section 5. Life Insurance: The School District shall provide a \$190,000 group term life insurance policy for full-time employees. A part-time employee shall receive a term life policy in a prorated amount proportional to his/her employment.

Section 6. Duration of Insurance Contribution: Employees are eligible for district contributions as provided in this Article as long as they are employed by the School District. Upon termination of employment, all district contribution shall cease. If an employee retires from the School District, he/she shall be eligible to remain in the School District's group health, hospitalization, and dental plans at his/her own cost until reaching the age of Medicare eligibility.

Section 7. Claims Against the School District: The eligibility of employees or their dependents or beneficiaries, for insurance benefits shall be governed by the terms of the insurance policies purchased by the School District pursuant to this Article. It is understood that the School District's only obligation is to purchase the insurance policies described herein and no claim shall be made against the School District as a result of denial by an insurer of insurance benefits if the School District has purchased the policies and paid the premiums described herein.

Section 8. Indemnification and Provision of Counsel: In the event that an action is brought or a claim is made against an employee that arises out of or in connection with the employee's employment with the School District, and the employee is acting within the scope of employment or official duties, then the School District shall defend and indemnify to the extent permitted by law. Indemnification, as provided in this section, shall not apply in the case of malfeasance in office or willful or wanton neglect of duty, and the obligation of the School District herein shall be subject to the limitations as provided in Minnesota Statutes Chapter 466.

Section 9. Errors and Omissions: If applicable, employees will be covered by any errors and omissions insurance purchased by the School District.

ARTICLE VII Other Benefits

Section 1. Professional Association Dues: Employees are encouraged to belong to appropriate professional organizations where such membership will serve the best interests of the School District. Accordingly, the School District will pay such membership dues for organizations as are required, directed, or permitted by the Superintendent.

Section 2. Professional Development: The School District recognizes the importance of encouraging employees to attend or participate in professional conferences or meetings at the state, local, and national level as a necessary and essential part of an employee's professional growth. When financially feasible, and with proper approval by the Superintendent, the School District will pay an employee's expenses to attend such a conference or meeting.

ARTICLE VIII

Performance Evaluation

Section 1. Performance Evaluation. Employees shall receive a minimum of one (1) performance evaluation by their direct supervisor each year. The supervisor will provide a copy of the written evaluation to the employee during the performance evaluation meeting. The written evaluation will be placed in the employee’s personnel file.

**ARTICLE IX
Deferred Compensation**

Section 1. Tax Sheltered Annuities: Employees will be eligible to participate in a tax sheltered annuity plan through payroll deduction established pursuant to Section 403(b) of the Internal Revenue Code, Minnesota Statute section 123B.02, subd. 15, and School District policy.

Section 2. District Annual Matching Payment: The School District shall contribute up to \$3,500.00 on an annual basis towards the School District’s 403(b) Plan when the contribution is matched by the employee. A part-time employee shall receive a district matching payment in a prorated amount proportional to his/her employment.

Section 3. Health Reimbursement Account (HRA): The School District will contribute to an individual Health Reimbursement Account (HRA) for employees in accordance with the table below. This contribution will begin with the 2011-2012 Agreement and shall go forward with an employee’s continued employment. This contribution will not be made retroactively for an employee’s prior years of service.

Years of service as an unaffiliated director, unaffiliated manager, or principal in ISD 110:

Years 0–3	\$0 Contribution
Years 4–6	\$3000/year
Years 7–10	\$4500/year
Years 11–19	\$5800/year
Years 20+	\$6500/year

School District contribution to an employee’s individual HRA will have a career cap of \$65,000 \$78,000.

**ARTICLE X
Compensation**

Section 1. Salaries: An employee’s salary shall be pro-rated if working less than twelve (12) months.

Section 2. Initial Salary: The salary for an employee assuming a position in the unaffiliated directors and managers group will be established through compliance with pay equity/comparable worth ratings, applicable rates of pay, and upon the recommendation of the Superintendent and the approval of the School Board.

Section 3. Salary Increases: The School District will reward exceptional performance while

promoting a working environment that encourages mutual respect, collaboration, cooperation, teamwork, innovation, creativity, continuous learning, customer service, and personal growth.

To become eligible for a salary increase, an employee must be performing essential duties and responsibilities at a high level of effectiveness as determined by the Superintendent. The Superintendent, in consultation with an employee's immediate supervisor, will be responsible for determining the amount of salary to be paid in a given year within the guidelines set by the School Board for the position. An employee's performance in the current year will be the basis for any increase in his/her base salary in the subsequent year. All salary increases will be in accordance with the financial parameters provided by the School Board. The Board's financial parameters for 2019-2020 2021-2022 will be up to 2.0% and 2020-2021 will be up to 0.5% for 2022-2023 will be up to 2.25% of an employee's base salary with the exception of one market adjustment.

Section 4. Exemplary Performance Pay: In years where an employee has demonstrated extraordinary efforts and/or has assumed significant additional responsibilities, the Superintendent may award up to three (3) percent of an employee's base salary as exemplary performance pay. Any exemplary performance pay awarded shall be prorated in an amount proportional to an employee's employment during the assessment year.

In cases where the Superintendent is not the employee's direct supervisor, the Superintendent shall consult with the immediate supervisor regarding the employee's performance before the Superintendent determines the amount of any exemplary performance pay.

Any exemplary performance pay awarded to an employee will be paid as a lump sum payment on the July 15 direct deposit of the subsequent fiscal year.

~~Exemplary performance pay will not be awarded for the 2019-2020 or 2020-2021 assessment years due to the School District's financial condition~~

Section 5. Travel Stipend/Mileage: Employees shall receive an annual travel stipend of \$2,500.00.

Section 6. Advanced Degrees: Employees who have earned a doctorate level degree (Ph.D., Ed.D., J.D.) shall receive an annual stipend, prorated for a partial year, of one thousand dollars (\$1,000.00). Stipends will be paid in equal installments over the course of the fiscal year.

ARTICLE XI

Duration

Section 1. Duration: The terms and conditions of employment outlined in this agreement shall remain in effect from July 1, 2019 2021 through June 30, 2021-2023

9. **DISCUSSION ITEMS**

10. **BOARD COMMITTEE REPORTS**

10.A. Self-Governance & Superintendent
Relations Committee

10.B. Finance & Facilities Committee

10.C. Policy & Advocacy Committee

10.D. District 110 Advisory Council

10.E. Schools for Equity in Education (SEE)
Representative

10.F. Southwest Metro Intermediate District 288
Representative

10.G. MSHSL Representative

10.H. Special Education Advisory Council

10.I. Community Education Advisory Council
Representative

10.J. Teaching & Learning Advisory Council
Representative

10.K. Chemical Abuse Advisory Council/HERO's

10.L. City of Waconia Liaison

11. **ADJOURNMENT**