

Independent School District 507 Regular
School Board Meeting
Wednesday, December 10, 2025 6:15 PM

1 Pine St, Nicollet, MN 56074, Community
Room
1 Pine St
Nicollet, MN 56074

Agenda

{{Name: Agenda Item Name}}

1. CALL TO ORDER
2. ROLL CALL
3. VISITOR COMMENTS
The school board meeting is a meeting in the public, not a public meeting. Nicollet School Board Policy provides that persons who wish to have a subject discussed at a public school board meeting are encouraged to notify the superintendent's office in advance of the school board meeting. The school board chair will recognize one speaker at a time and will rule out of order other speakers who are not recognized, violations of data privacy, or inappropriate comments.
4. APPROVAL OF AGENDA
5. REPORTS AND PRESENTATION
 - 5.a. Superintendent's Report 3
 - 5.b. Principal's Report 6
 - 5.c. Business Manager Report 9
 - 5.d. Student Representative's Report
 - 5.e. Board Committees' Reports
6. CONSENT AGENDA
 - 6.a. Approval of Minutes 30
 - 6.b. Approval of Bills in the amount of \$ 32
 - 6.c. Approval of Personnel Items 37
 - 6.d. Accept Donations 38

7. TRUTH AND TAXATION INFORMATION/PAYABLE 2026 LEVY	
<p>The Superintendent recommends approving the payable 2026 levy in the amount of \$1,997,241.43</p> <p>This represents a 50.67% increase compared to the 2025 levy</p>	
8. RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF THE DISTRICT'S GENERAL OBLIGATION SCHOOL BUILDING BONDS	50
9. POLICY 900 SCHOOL DISTRICT - COMMUNITY RELATIONS	55
<p>Informational - First reading of proposed Spectator Policy. This policy governs acceptable participation at all school events by members of the community or visiting communities. This policy offers clear consequences for violation of public participation policy.</p> <p>Policy 903 Addendum</p>	
10. CELL TOWER PROCUREMENT PROPOSAL	60
11. RATIFY NICOLLET EDUCATION ASSOCIATION AGREEMENT	61
12. ADJOURNMENT	



NICOLLET PUBLIC SCHOOLS · ISD 507

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Office 507-232-3411
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Superintendent/ Principal 9-12: Mrs. Robin Courrier · Principal K-8: Ms. Nancy Remmert

Date: December 10, 2025
To: School Board
From: Robin Courrier
RE: Meeting Notes

6:00 Truth in Taxation Hearing - Special Meeting

1. CALL TO ORDER
2. ROLL CALL
3. PRESENTATION - Jim Freihammer
4. Community questions
5. Adjournment

6:15 Regular School Board Meeting

1. CALL TO ORDER
2. ROLL CALL
3. VISITOR COMMENTS
4. APPROVAL OF AGENDA
5. REPORTS AND PRESENTATION

5a. Superintendent's Report

i. FFA Leader of the Year: This evening we are celebrating Patric Pehrson, FFA Leader of the Year. He was awarded this recognition November 19, 2025 and will attend the National Conference in California, January 2026.

He has created a robust program with exceptional experiences for our students. The program has grown from 15-20 members three years ago to 78 members this school year.

ii. The MSBA Leadership Conference is January 15 & 16. All Board members and Robin are registered for the conference. Let Robin know if you are unable to attend. At this time Robin has heard from Jill Martens due to work commitments.

iii. Our food service department has had two significant employees exit our employment. We are currently making up the loss with former employees; Teri Sparks and Barb Rosin (I truly appreciate their assistance) Becky has been a tremendous help in organizing and searching out order expectations. Kendra Hoffman, NECC has also been a tremendous help. Together they have located our order forms and companies. Our kids are being fed and we have continued our contracts with Trinity and Immanuel. Robin has connected with MDE, Taher, and Lunchtime Solutions. MDE has not deemed our predicament an “emergency” as requested by Robin.

We will continue to pull help from the school personnel. The position has been posted and will be shared on Facebook, Indeed, the Free Press, and New Ulm Journal.

Food Service Vendors have stopped in and offered extensions to orders as well as any service they can provide that will help us out.

Robin has begun the process of preparing to accept bids from Food Service Management Companies following MDEs rules and regulations.

iv. The teachers have reached a tentative agreement with the District for the 2025-2027 school years. More information to come from the negotiating team as well as a request to ratify by the District.

v. Design Kick Off team meeting: We met on Tuesday, December 2, 2025. Members include; Robin Courier, Scott Otto, Nancy Remmert, Sam Cotton, Patric Pehrson, Dave Holcomb, Mike Slater, and Nexus design team planners led by Rhonda.

The team will be meeting twice a month to plan and prepare for design, bids, and create a timeline for work completion.

vi. Calendar Committee: The calendar committee appointed by Robin Courier is led by Nancy Remmert and Becky McKinley. They have created two calendar options for the 2026-2027 school year. I am sharing a hard copy with you at this time. Plan one is favored by the surveyed staff. The Board will vote in January on one option recommended by the committee. It is possible to create a 27-28 calendar and adopt that at a later date if the Board so advises. (*attach calendar drafts*)

vii. Job Fair: Robin and Nicole will be attending a job fair in Sioux Fall, February 19 to recruit and hire highly effective teacher candidates.

viii. Minnesota Paid Leave begins January 1, 2025. MN Paid Leave is a state-run program providing partial wage replacement and job protections when employees need time away from work to care for themselves or their loved ones. Employees may begin applying for the leave on January 1, 2026. Minnesota's Department of Employment and Economic Development (DEED) is managing MN Paid Leave. Employees apply for Paid Leave at paidleave.mn.gov or over the phone. The employer receives the approval or denial from DEED.

All District employees were provided an opportunity to attend one of two meetings. They were all invited to meet individually. (*attach flyer*)

5b. Principal Report

5c. Student Representative Report - Wyatt Havemeier

5d. Board Committee Reports

i. Negotiations (*attach draft contract*)

5e. Business Manager Report

5f. Cabinet Member Report

Dean of Students (September, May)

Facilities and Grounds (June)

Activities Director (August, October, March, June)

NECC (January, July)

6. CONSENT AGENDA

6a. approval of minutes

6b. approval of bills

6c. personnel items: Carly Oachs - 2nd Cook 11/17/25 start date

7. TRUTH AND TAXATION INFORMATION /PAYABLE 2026 LEVY

The Superintendent recommends approving the payable 2026 levy in the amount of \$

This represents a ____% decrease compared to the 2025 levy.

8. RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF THE DISTRICT'S GENERAL OBLIGATION SCHOOL BUILDING BONDS (attached)

The Superintendent recommends approval.

9. POLICY 900 SCHOOL DISTRICT - COMMUNITY RELATIONS

Informational - First reading of proposed Spectator Policy. This policy governs acceptable participation at all school events by members of the community or visiting communities. This policy offers clear consequences for violation of public participation policy.

[Policy 903 Addendum](#) (attach to Board Book)

10. CELL TOWER PROCUREMENT PROPOSAL

The Superintendent is requesting action by the Board to discuss the options presented and vote to move forward or continue negotiating. (attach proposal)

11. ADJOURNMENT

**K-12 Principal Report
December, 2025**

Focus Area	Updates
<p>Student Achievement: Curriculum, Instruction, and Assessment</p>	<p>Curriculum and Instruction:</p> <ul style="list-style-type: none"> ● Build A Guaranteed and Viable Curriculum (Goal 2)-ongoing during PLC time <ul style="list-style-type: none"> ○ K-5 used extended staff meeting time to share assessments for a common literacy standard and ensure appropriate rigor at each grade level. ○ 9-12 Identified curriculum holes. Dec. begin working with a secondary group identifying options for secondary students. <p>Intervention and Work Completion (MTSS): (Goal 7)</p> <ul style="list-style-type: none"> ● K-5 working to align Tiers of Instruction with intervention and special education so students receive a true double dose to accelerate growth and close gaps ● 9-12 Advisory check in. 9-12 continue to meet in advisory one on one with all students to update progress. <p>Assessment Update/Data:</p> <ul style="list-style-type: none"> ● CaptiRead Basix is the state approved screener for Dyslexia. As part of the READ Act, all students in grades 4-12 who are reading below grade level must be screened for signs of Dyslexia. This year, we used FAST A ● reading as our initial reading screener to identify students below grade level. Based on those results, we will administer CatiRead Basix to about 50 students in grades 4-12 in January. ● 9-12 Assessment data MCA Prep
<p>Student Achievement: Professional Development and Mentoring</p>	<p>PLCs: (Goals 1 and 2) K-8</p> <ul style="list-style-type: none"> ● Meeting every Wednesday morning from 7:30-7:55 ● 6-8 used Wednesday morning PLC and extended staff meeting time to share a common Close Reading Strategy, compare how it was used in each classroom and share student work. <p>PLCs: (Goals 1 and 2) 9-12</p> <ul style="list-style-type: none"> ● Meeting during PD days and staff meetings. ● Meeting one Wednesday morning a month from 7:30-7:55 11/5

	<ul style="list-style-type: none"> ○ Monitor student progress ○ Plan remediation for kids falling behind ○ Check in ● Course Catalog work and preregistration planning begins in January. <p>Teacher Observations and Coaching:</p> <ul style="list-style-type: none"> ● K-8 instructional rounds, coaching, and goal-setting are underway. Round two formal observations will begin in January. ● 9-12 round 1 probationary formal observations scheduled for December. <p>READ Act Training Continues:</p> <ul style="list-style-type: none"> ● we have 4 PreK-5 teachers who are completing the READ Act coursework this year. By 2027, all secondary ELA and Reading instructors need to complete the approved coursework. In January, the state opens registration for secondary training. <p>Mentor Program:</p> <ul style="list-style-type: none"> ● Mentors continue to meet monthly with new teachers in PreK-12. (Goal 3)
<p>Fostering Student Well-Being, Career Readiness & Collaboration</p>	<p>Attendance and Student Engagement (Goals 4 and 5):</p> <ul style="list-style-type: none"> ● Middle School Student Council -planning a winter celebration for December 22nd during hours 6 and 7 ● Middle School Conservation Club - ● Middle School Knowledge Bowl-students attended another competition on Friday, December 5th <p>Attendance and Student Engagement (Goals 4 and 5): The attendance monitor reviews student attendance weekly. Contacts are made.</p> <ul style="list-style-type: none"> ● 7-12 Attendance Team meets every other week. ● Call parents of students who have 3 or more unexcused absence ● 9-12 Students with 3 or more unexcused absences receive a truancy notice. ● Students arriving unexcused tardy 3 times to the same class should be given a 30 minute detention from the classroom teacher. ● 4 or more unexcused tardies result in one hour detention on Wednesday. Parents will be notified. ● Open Campus may be suspended for a period of time due to unexcused absences, tardies, or mismanaged work.

	<p>PBIS and SEL-CTBN and Seven Mindsets: (Goals 4,7, and 8)</p> <ul style="list-style-type: none"> ● PBIS hosted school-wide Turkey BINGO on November 25th <p>Community and Family Engagement:</p> <ul style="list-style-type: none"> ● On November 13 and 14 we hosted parent/teacher conferences. ● Holiday concerts are scheduled and students are working hard to prepare. Please complete and return the permission form from Ms. Meister if you are planning to take home your child after their program on the 12th. ● November 11 was the traditional Veteran’s Day program and was well-attended. ● Parent-Teacher Conferences (Grades 6–12) will follow a new format this year. Families will begin by meeting with their child’s advisory teacher for an overview of grades and overall progress. After that, they will have the opportunity to visit with individual content area teachers for more specific discussions.
<p>Looking Ahead</p>	<p>December 10th: grade 7 mobile park simulation at MSU December 12th: elementary holiday program (noon NECC, 12:30 K-2, 1:45 3-5) December 19th: 6-12 holiday program, 6pm December 23rd: early release December 24-31: holiday break</p>

Fund 1 - General

Nicollet ISD 507
Monthly Budget Report
11/30/2025 - Fiscal Year 2026

	Revenue	Expense	Deficit/Surplus
Total YTD	1,208,894	1,691,867	(482,973)
Adopted Budget	4,532,198	4,776,073	(243,875)
	Revenue	% of Total	Expense
Adopted Budget	4,532,198		4,776,073
YTD	1,208,894	26.67%	1,691,867
Remaining Balance	3,323,304	73.33%	3,084,206
Month Ending:			
7/31/2025	(474)	-0.01%	228,438
8/31/2025	487,547	10.76%	158,653
9/30/2025	498,311	10.99%	408,025
10/31/2025	88,784	1.96%	432,449
11/30/2025	134,727	2.97%	464,303
12/31/2025		0.00%	
1/31/2026		0.00%	
2/28/2026		0.00%	
3/31/2026		0.00%	
4/30/2025		0.00%	
5/31/2026		0.00%	
6/30/2026		0.00%	
Total YTD	1,208,894	26.67%	1,691,867

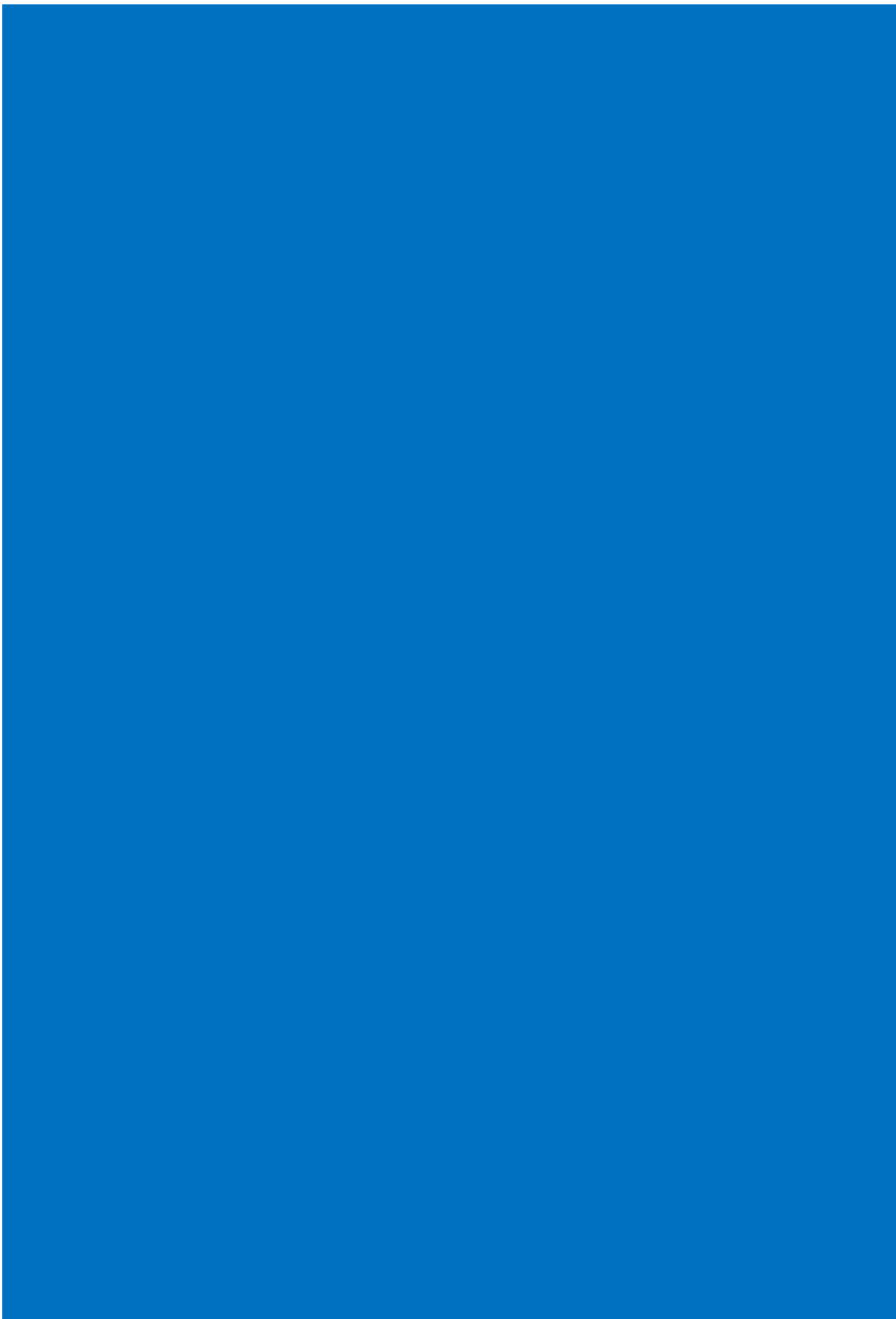
Fund 25 - Student Activities

Nicollet ISD 507
Monthly Budget Report
11/30/2025 - Fiscal Year 2026

	Revenue	Expense	Deficit/Surplus
Total YTD	22,287	10,385	11,902
Adopted Budget	36,250	39,655	(3,405)
	Revenue	% of Total	Expense
Adopted Budget	36,250		39,655
YTD	22,287	61.48%	10,385
Remaining Balance	13,963	38.52%	29,270
Month Ending:			
7/31/2025	0	0.00%	0

11/31/2025	0	0.00%	0
8/31/2025	2,100	5.79%	0
9/30/2025	56	0.15%	1,523
10/31/2025	11,862	32.72%	2,200
11/30/2025	8,269	22.81%	6,662
12/31/2025		0.00%	
1/31/2026		0.00%	
2/28/2026		0.00%	
3/31/2026		0.00%	
4/30/2026		0.00%	
5/31/2026		0.00%	
6/30/2026		0.00%	
Total YTD	22,287	61.48%	10,385

Nicollet ISD 507			
Monthly Budget Report			
11/30/2025 - Fiscal Year 2026			
Fund 34 - NECC (DC)			
	Revenue	Expense	Deficit/Surplus
Total YTD	116,948	110,751	6,197
Adopted Budget	233,500	260,003	(26,503)
	Revenue	% of Total	Expense
Adopted Budget	233,500		260,003
YTD	116,948	50.08%	110,751
Remaining Balance	116,552	49.92%	149,252
Month Ending:			
7/31/2025	17,763	7.61%	3,436
8/31/2025	20,079	8.60%	24,341
9/30/2025	30,060	12.87%	27,377
10/31/2025	24,423	10.46%	24,132
11/30/2025	24,623	10.54%	31,466
12/31/2025		0.00%	
1/31/2026		0.00%	
2/28/2026		0.00%	
3/31/2026		0.00%	
4/30/2026		0.00%	
5/31/2026		0.00%	
6/30/2026		0.00%	
Total YTD	116,948	50.08%	110,751





Fund 2 - Food Service

**Nicollet ISD 507
Monthly Budget Report
11/30/2025 - Fiscal Year 2026**

	Revenue	Expense	Deficit/Surp
Total YTD	92,948	119,836	(26,888)
Adopted Budget	317,500	415,321	(97,821)
% of Total	Revenue	% of Total	Expense
	Adopted Budget		415,321
35.42%	YTD	29.27%	119,836
64.58%	Remaining Balance	70.73%	295,485
	Month Ending:		
4.78%	7/31/2025	0.62%	148
3.32%	8/31/2025	0.61%	7,522
8.54%	9/30/2025	3.52%	36,877
9.05%	10/31/2025	9.91%	37,700
9.72%	11/30/2025	14.61%	37,590
0.00%	12/31/2025	0.00%	
0.00%	1/31/2026	0.00%	
0.00%	2/28/2026	0.00%	
0.00%	3/31/2026	0.00%	
0.00%	4/30/2026	0.00%	
0.00%	5/31/2026	0.00%	
0.00%	6/30/2026	0.00%	
35.42%	Total YTD	29.27%	119,836

Fund 4 - Community Srvc.

**Nicollet ISD 507
Monthly Budget Report
11/30/2025 - Fiscal Year 2026**

	Revenue	Expense	Deficit/Surp
Total YTD	77,420	57,733	19,688
Adopted Budget	214,997	192,606	22,391
% of Total	Revenue	% of Total	Expense
	Adopted Budget		192,606
26.19%	YTD	36.01%	57,733
73.81%	Remaining Balance	63.99%	134,873
	Month Ending:		
0.00%	7/31/2025	0.21%	5,066

0.00%				
0.00%	8/31/2025	14,703	6.84%	9,508
3.84%	9/30/2025	12,478	5.80%	10,394
5.55%	10/31/2025	27,059	12.59%	23,345
16.80%	11/30/2025	22,721	10.57%	9,420
0.00%	12/31/2025		0.00%	
0.00%	1/31/2026		0.00%	
0.00%	2/28/2026		0.00%	
0.00%	3/31/2026		0.00%	
0.00%	4/30/2026		0.00%	
0.00%	5/31/2026		0.00%	
0.00%	6/30/2026		0.00%	
0.00%	Total YTD	77,420	36.01%	57,733
26.19%				

Nicollet ISD 507
Monthly Budget Report
11/30/2025 - Fiscal Year 2026

Fund 44 - Latchkey

		Revenue	Expense	Deficit/Surplus
	Total YTD	147,521	105,957	41,564
	Revised Budget	250,000	223,497	26,503
% of Total		Revenue	% of Total	Expense
	Revised Budget	250,000		223,497
42.60%	YTD	147,521	59.01%	105,957
57.40%	Remaining Balance	102,479	40.99%	117,540
	Month Ending:			
1.32%	7/31/2025	30,717	12.29%	9,300
9.36%	8/31/2025	39,276	15.71%	31,500
10.53%	9/30/2025	32,163	12.87%	26,200
9.28%	10/31/2025	24,559	9.82%	20,200
12.10%	11/30/2025	20,806	8.32%	18,500
0.00%	12/31/2025		0.00%	
0.00%	1/31/2026		0.00%	
0.00%	2/28/2026		0.00%	
0.00%	3/31/2026		0.00%	
0.00%	4/30/2026		0.00%	
0.00%	5/31/2026		0.00%	
0.00%	6/30/2026		0.00%	
42.60%	Total YTD	147,521	59.01%	105,957

Nicollet ISD 507
Monthly Budget Report

All Funds

11/30/2025 - Fiscal Year 2026

	Revenue	Expense	I
Total YTD	2,104,303	2,130,394	
Adopted Budget	6,275,709	6,574,593	
	Revenue	% of Total	
Adopted Budget	6,275,709		
YTD	2,104,303	33.53%	
Remaining Balance	4,171,406	66.47%	
Month Ending:			
7/31/2025	101,753	1.62%	
8/31/2025	649,255	10.35%	
9/30/2025	637,476	10.16%	
10/31/2025	317,718	5.06%	
11/30/2025	398,101	6.34%	
12/31/2025	0	0.00%	
1/31/2026	0	0.00%	
2/28/2026	0	0.00%	
3/31/2026	0	0.00%	
4/30/2026	0	0.00%	
5/31/2026	0	0.00%	
6/30/2026	0	0.00%	
Total YTD	2,104,303	33.53%	



Nicollet ISD 507

Monthly Budget Report

11/30/2025 - Fiscal Year 2

Fund 7 - Debt Service

		Revenue	Expense
Total YTD		426,335	22,086
Adopted Budget		665,044	666,923
		Revenue	% of Total
Adopted Budget		665,044	
YTD		426,335	64.11%
Remaining Balance		238,709	35.89%
Month Ending:			
0.04%	7/31/2025	48,802	7.34%
1.81%	8/31/2025	81,469	12.25%
8.88%	9/30/2025	50,905	7.65%
9.08%	10/31/2025	106,831	16.06%
9.05%	11/30/2025	138,329	20.80%
0.00%	12/31/2025		0.00%
0.00%	1/31/2026		0.00%
0.00%	2/28/2026		0.00%
0.00%	3/31/2026		0.00%
0.00%	4/30/2026		0.00%
0.00%	5/31/2026		0.00%
0.00%	6/30/2026		0.00%
28.85%	Total YTD	426,335	64.11%

Nicollet ISD 507

Monthly Budget Report

11/30/2025 - Fiscal Year 2

Fund 24 - Fitness Ctr

		Revenue	Expense
Total YTD		11,950	11,778
Adopted Budget		26,220	515
		Revenue	% of Total
Adopted Budget		26,220	
YTD		11,950	45.58%
Remaining Balance		14,270	54.42%
Month Ending:			
2.63%	7/31/2025	2,513	9.58%

4.94%	8/31/2025	2,151	8.21%
5.40%	9/30/2025	2,318	8.84%
12.12%	10/31/2025	2,720	10.37%
4.89%	11/30/2025	2,248	8.57%
0.00%	12/31/2025		0.00%
0.00%	1/31/2026		0.00%
0.00%	2/28/2026		0.00%
0.00%	3/31/2026		0.00%
0.00%	4/30/2026		0.00%
0.00%	5/31/2026		0.00%
0.00%	6/30/2026		0.00%
29.97%	Total YTD	11,950	45.58%

Fund 4 -
Community Srvc.
ALL

Nicollet ISD 507
Monthly Budget Report
11/30/2025 - Fiscal Year 2025

Surplus
63
03

	Revenue	Expense
Total YTD	353,839	286,220
Adopted Budget	724,717	676,621

Revenue	% of Total
497	
957	47.41%
540	52.59%

	Revenue	% of Total
Adopted Budget	724,717	
YTD	353,839	48.82%
Remaining Balance	370,878	51.18%

67	4.19%
559	14.12%
294	11.76%
227	9.05%
510	8.28%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
957	47.41%

Month Ending:		
7/31/2025	51,451	7.10%
8/31/2025	76,210	10.52%
9/30/2025	77,018	10.63%
10/31/2025	78,762	10.87%
11/30/2025	70,398	9.71%
12/31/2025	0	0.00%
1/31/2026	0	0.00%
2/28/2026	0	0.00%
3/31/2026	0	0.00%
4/30/2026	0	0.00%
5/31/2026	0	0.00%
6/30/2026	0	0.00%
Total YTD	353,839	48.82%

Deficit/Surplus	
(26,092)	
(298,884)	
Expense	% of
6,574,593	
2,130,394	32.40%
4,444,199	67.60%
266,754	4.06%
233,580	3.55%
520,589	7.92%
540,886	8.23%
568,585	8.65%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
2,130,394	32.40%



t

026

Deficit/Surplus		
404,248		
(1,879)		
Expense		% of Total
666,923		
22,086		3.31%
644,837		96.69%
20,236		3.03%
1,850		0.28%
0		0.00%
0		0.00%
0		0.00%
		0.00%
		0.00%
		0.00%
		0.00%
		0.00%
		0.00%
		0.00%
		0.00%
		0.00%
		0.00%
22,086		3.31%

t

026

Deficit/Surplus		
171		
25,705		
Expense		% of Total
515		
11,778		2287.07%
(11,263)		-2187.07%
64		12.43%

148	28.74%
10,100	1961.09%
833	161.75%
634	123.07%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
	0.00%
11,778	2287.07%

6

Deficit/Surplus	
67,619	
48,096	
Expense	% of Total
676,621	
286,220	42.30%
390,401	57.70%
17,933	2.65%
65,556	9.69%
74,164	10.96%
68,537	10.13%
60,030	8.87%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
0	0.00%
286,220	42.30%





507 Cash and Investment Balance	Account	End of Month
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7.1.25

MSDLAF	1,064,766.69
ProGrowth Check	368,120.49
ProGrowth Scholarship	1,552.38
US Savings Bonds	33,983.00
Activity Cash Bags	650.00

Total	1,469,072.56
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Increase/Decrease

Short Term Debt	2025B Bonds
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Actual Cash	CASH Not Part of Bond Sale
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Upcoming Large Expenditure	Bond Payments Due End of January 2026 - Debt Srvc
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End of Month	End of Month	End of Month	End of Month
7.31.25	8.31.25	9.30.25	10.31.25
961,482.35	1,138,254.54	1,297,517.18	1,384,131.95
187,122.98	163,320.33	164,660.47	129,600.44
1,552.38	1,552.38	630.99	630.99
33,983.00	33,983.00	33,983.00	33,983.00
650.00	650.00	650.00	650.00

1,184,790.71	1,337,760.25	1,497,441.64	1,548,996.38
(284,281.85)	152,969.54	159,681.39	51,554.74

	981,927.87	981,927.87
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	515,513.77	567,068.51
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	625,000.00	625,000.00
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End of Month

11.30.25

1,353,676.52
85,112.55
630.99
33,535.00
650.00

1,473,605.06

(75,391.32)

981,927.87

491,677.19

625,000.00

July 2025

August 2025

September 2025

6.30.25 thru 8.1.25	F34	F44	F34/44	F34/44
Total Hours	1,243	1,168	2,411	2,411
Personnel Expenses	22,564	20,887	43,451	43,451
Other Benefits	1,842	5,526	7,368	7,368
Other Expenses	2,788	1,538	4,327	4,327
Total Expenses	27,195	27,951	55,146	55,146
Total Revenue	27,400	43,625	71,025	71,025
Surplus/Deficit	205	15,674	15,879	15,879

8.4.25 thru 8.29.25	F34	F44	F34/44	F34/44
Total Hours	1,003	836	1,839	1,839
Personnel Expenses	18,281	14,857	33,138	33,138
Other Benefits	1,474	4,421	5,894	5,894
Other Expenses	2,231	1,231	3,462	3,462
Total Expenses	21,986	20,508	42,494	42,494
Total Revenue	21,295	29,435	50,730	50,730
Surplus/Deficit	(691)	8,927	8,236	8,236

9.1.25 thru 9.30.25	F34	F44	F34/44	F34/44
Total Hours	985	585	1,571	1,571
Personnel Expenses	18,159	10,506	28,665	28,665
Other Benefits	1,842	5,526	7,368	7,368
Other Expenses	2,788	1,538	4,327	4,327
Total Expenses	22,790	17,570	40,360	40,360
Total Revenue	23,302	19,585	42,887	42,887
Surplus/Deficit	512	2,015	2,527	2,527

Anticipated Expenses	55,146
Anticipated Revenue	71,025

Anticipated Expenses	42,494
Anticipated Revenue	50,730

Anticipated Expenses	40,360
Anticipated Revenue	42,887

Deficit/Surplus 15,879

Deficit/Surplus 8,236

Deficit/Surplus 2,527

F34 NECC	F44 Latchkey
Posted Expenses 3,436	Posted Expenses 9,367
Posted Revenue 17,763	Posted Revenue 30,717
Def/Sur 14,327	Def/Sur 21,350
F34/44 Posted Expenses 12,803	
F34/44 Posted Revenues 48,480	

F34 NECC	F44 Latchkey
Posted Expenses 24,341	Posted Expenses 31,559
Posted Revenue 20,079	Posted Revenue 39,276
Def/Sur (4,262)	Def/Sur 7,717
F34/44 Posted Expenses 55,900	
F34/44 Posted Revenues 59,355	

F34 NECC	F44 Latchkey
Posted Expenses 27,377	Posted Expenses 26,294
Posted Revenue 30,060	Posted Revenue 32,163
Def/Sur 2,683	Def/Sur 5,869
F34/44 Posted Expenses 53,671	
F34/44 Posted Revenues 62,223	

Deficit/Surplus 35,677

Deficit/Surplus 3,455

Deficit/Surplus 8,552

October 2025

10.1.25 thru 10.31.25	F34	F44	F34/44	F34/44
Total Hours	1,116	521	1,637	1,637
Personnel Expenses	20,432	9,658	30,090	30,090
Other Benefits	1,842	5,526	7,368	7,368
Other Expenses	2,788	1,538	4,327	4,327
Total Expenses	25,063	16,722	41,785	41,785
Total Revenue	23,297	22,638	45,935	45,935
Surplus/Deficit	(1,766)	5,916	4,150	4,150

Check

Anticipated Expenses	41,785
Anticipated Revenue	45,935

Deficit/Surplus 4,150

F34 NECC		F44 Latchkey	
Posted Expenses	24,132	Posted Expenses	20,227
Posted Revenue	24,423	Posted Revenue	24,559
Def/Sur	291	Def/Sur	4,332
F34/44 Posted Expenses	44,359		
F34/44 Posted Revenues	48,982		

Deficit/Surplus 4,623

Independent School District 507 Regular
School Board Meeting
Wednesday, November 12, 2025 6:00 PM
Central

1 Pine St, Nicollet, MN 56074, Community
Room
1 Pine St
Nicollet, MN 56074

Ashley Black: Present
Mathew Cabanilla: Absent
Abbi Carleton: Present
Adam Erickson: Present
Jill Martens: Present
Scot Osborne: Present
Present: 5, Absent: 1.

1. CALL TO ORDER

2. ROLL CALL

3. VISITOR COMMENTS

4. APPROVAL OF AGENDA

Move to accept the Agenda as presented. This motion, made by Scot Osborne and seconded by Jill Martens, Carried.

Mathew Cabanilla: Absent, Ashley Black: Yea, Abbi Carleton: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea
Yea: 5, Nay: 0, Absent: 1

5. REPORTS AND PRESENTATION

5.a. Superintendent's Report

5.b. Principal's Report

5.c. Student Representative's Report

5.d. Board Committees' Reports

5.d.i. Negotiations update

5.e. Business Manager Report

5.f. Cabinet Member Reports

6. CONSENT AGENDA

Move to accept the Consent Agenda as presented. This motion, made by Ashley Black and seconded by Scot Osborne, Carried.

Mathew Cabanilla: Absent, Ashley Black: Yea, Abbi Carleton: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea
Yea: 5, Nay: 0, Absent: 1

6.a. Approval of Minutes

6.b. Approval of Bills in the amount of \$

6.c. Approval of Personnel Items

6.d. Accept Donations

7. APPROVE RESOLUTION CANVASSING RETURNS OF VOTES OF SCHOOL DISTRICT

Motion to approve as stated. This motion, made by Scot Osborne and seconded by Ashley Black, Carried.

Mathew Cabanilla: Absent, Ashley Black: Yea, Abbi Carleton: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea

Yea: 5, Nay: 0, Absent: 1

8. APPROVE REQUEST FOR PROPOSALS (RFP) FROM INTERESTED FOOD

MANAGEMENT COMPANIES (MS 123B.52 Contract, Subd. 7)

Superintendent recommends approval to request proposals (RFP) from interested Management companies. This motion, made by Scot Osborne and seconded by Jill Martens, Carried.

Mathew Cabanilla: Absent, Ashley Black: Yea, Abbi Carleton: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea

Yea: 5, Nay: 0, Absent: 1

9. ADJOURNMENT

Move to Adjourn at 6:50pm. This motion, made by Adam Erickson and seconded by Jill Martens, Carried.

Mathew Cabanilla: Absent, Ashley Black: Yea, Abbi Carleton: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea

Yea: 5, Nay: 0, Absent: 1

Nicollet Public Schools
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG	P2605F	53423		Wire	1	01152	INTERNAL REVENUE SERVICE		No	Yes	No	11/05/2025		28,675.94
NSBG	P2605F	53424		Wire	1	01231	PUBLIC EMPLOYEES RETIREMENT		No	Yes	No	11/05/2025		6,789.12
NSBG	P2605F	53425		Wire	1	01234	TEACHERS RETIREMENT ASSN		No	Yes	No	11/05/2025		11,727.26
NSBG	P2605F	53426		Wire	1	06742	MN DEPARTMENT OF REVENUE		No	No	No	11/05/2025		5,585.31
NSBG	P2605F	53427		Wire	1	3279	AVIBEN LLC		No	Yes	No	11/05/2025		3,516.46
NSBG	P2605F	53428		Wire	1	3719	MN PEIP		No	No	No	11/05/2025		19,501.26
NSBG	P2605F	53429		Wire	1	5267	BPAS		No	No	No	11/05/2025		408.34
NSBG	P2605F	53430		Wire	1	5323	METROPOLITAN LIFE INSURANCE COM		No	No	No	11/05/2025		1,231.76
NSBG	P2605F	53431		Wire	1	5429	HEALTH EQUITY, INC.		No	No	No	11/05/2025		175.00
NSBG		53525		Wire	1	3433	VERIZON WIRELESS		No	Yes	No	11/14/2025		76.82
NSBG	P2605T	53526		Wire	1	01152	INTERNAL REVENUE SERVICE		No	Yes	No	11/20/2025		24,534.06
NSBG	P2605T	53527		Wire	1	01231	PUBLIC EMPLOYEES RETIREMENT		No	Yes	No	11/20/2025		5,694.37
NSBG	P2605T	53528		Wire	1	01234	TEACHERS RETIREMENT ASSN		No	Yes	No	11/20/2025		12,208.36
NSBG	P2605T	53529		Wire	1	06742	MN DEPARTMENT OF REVENUE		No	Yes	No	11/20/2025		4,756.73
NSBG	P2605T	53530		Wire	1	3279	AVIBEN LLC		No	Yes	No	11/20/2025		3,516.46
NSBG	P2605T	53531		Wire	1	5267	BPAS		No	No	No	11/20/2025		358.34
NSBG	P2605T	53532		Wire	1	5429	HEALTH EQUITY, INC.		No	Yes	No	11/20/2025		175.00
NSBG		53534		Wire	1	1829	XCEL ENERGY		No	No	No	11/24/2025		11,080.43
NSBG		53535		Wire	1	5008	ICW GROUP/INSURANCE COMPANY OF		No	Yes	No	11/24/2025		1,565.65
NSBG		53563		Wire	1	4731	MINNESOTA UI		No	No	No	11/26/2025		21,817.11
NSBG		53436	79263	Check	1	07203	A. H. HERMEL COMPANY		Yes	Yes	No	11/03/2025		43.84
NSBG		53442	79264	Check	1	3145	AMAZON CAPITAL SERVICES		Yes	Yes	No	11/03/2025		243.57
NSBG		53449	79265	Check	1	5438	BIX PRODUCE CO.		Yes	Yes	No	11/03/2025		993.97
NSBG		53441	79266	Check	1	2963	BUSINESS CARD		Yes	Yes	No	11/03/2025		874.16
NSBG		53437	79267	Check	1	07230	CENTERPOINT		Yes	Yes	No	11/03/2025		243.04
NSBG		53439	79268	Check	1	2397	FOND DU LAC TRIBAL & COMM. COL		Yes	Yes	No	11/03/2025		9,000.00
NSBG		53445	79269	Check	1	4551	FUN EXPRESS		Yes	Yes	No	11/03/2025		19.84
NSBG		53433	79270	Check	1	01629	HILLYARD/HUTCHINSON		Yes	Yes	No	11/03/2025		23.50
NSBG		53443	79271	Check	1	4386	HVVEE ACCOUNTS RECEIVABLE		Yes	Yes	No	11/03/2025		441.96
NSBG		53434	79272	Check	1	02053	JW PEPPER & SONS, INC.		Yes	Yes	No	11/03/2025		70.24
NSBG		53435	79273	Check	1	07097	MCKINLEY, BECKY		Yes	Yes	No	11/03/2025		540.02
NSBG		53438	79274	Check	1	1319	MENARDS		Yes	Yes	No	11/03/2025		37.50
NSBG		53447	79275	Check	1	4873	MYSTERY SCIENCE		Yes	Yes	No	11/03/2025		520.00
NSBG		53440	79276	Check	1	2680	PAN-O-GOLD BAKING CO.		Yes	Yes	No	11/03/2025		124.20
NSBG		53444	79277	Check	1	4527	PERFORMANCE FOODSERVICE - MAR		Yes	Yes	No	11/03/2025		2,607.96
NSBG		53446	79278	Check	1	4836	PRAIRIE FARMS DAIRY - WOODBURY		Yes	Yes	No	11/03/2025		716.49
NSBG		53432	79279	Check	1	00187	REGION V COMPUTER SERVICES		Yes	Yes	No	11/03/2025		3,751.00
NSBG		53448	79280	Check	1	4945	VESTIS SERVICES, LLC		Yes	Yes	No	11/03/2025		191.52

Nicollet Public Schools
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG		53460	79281	Check	1	2509	A+SECURITY, INC.		Yes	Yes	No	11/07/2025		13,470.00
NSBG		53475	79282	Check	1	4664	ALLINA HEALTH-NEW ULM SPORTS ME		Yes	Yes	No	11/07/2025		516.00
NSBG		53463	79283	Check	1	3145	AMAZON CAPITAL SERVICES		Yes	Yes	No	11/07/2025		97.96
NSBG		53483	79284	Check	1	5438	BIX PRODUCE CO.		Yes	Yes	No	11/07/2025		916.98
NSBG		53480	79285	Check	1	5370	BYRD, MAKENA		Yes	No	No	11/07/2025		125.23
NSBG		53458	79286	Check	1	1756	C & S SUPPLY CO., INC.		Yes	Yes	No	11/07/2025		45.12
NSBG		53452	79287	Check	1	07124	CAPITAL ONE (WALMART)		Yes	Yes	No	11/07/2025		343.99
NSBG		53453	79288	Check	1	07230	CENTERPOINT		Yes	Yes	No	11/07/2025		255.94
NSBG		53450	79289	Check	1	00059	CITY OF NICOLLET		Yes	No	No	11/07/2025		648.00
NSBG		53481	79290	Check	1	5372	COLUMN SOFTWARE PBC		Yes	Yes	No	11/07/2025		216.63
NSBG		53479	79291	Check	1	4973	CONDON, HEATHER		Yes	Yes	No	11/07/2025		116.25
NSBG		53468	79292	Check	1	4078	CONSOLIDATED COMMUNICATIONS		Yes	Yes	No	11/07/2025		2,212.72
NSBG		53466	79293	Check	1	3935	CREATIVE AD SOLUTIONS, INC.		Yes	Yes	No	11/07/2025		32.56
NSBG		53459	79294	Check	1	2050	DARLING, EILEEN		Yes	Yes	No	11/07/2025		138.75
NSBG		53476	79295	Check	1	4733	FREEDOM SECURITY AND SURVEILLAN		Yes	Yes	No	11/07/2025		1,060.76
NSBG		53464	79296	Check	1	3410	LJP ENTERPRISES WASTE & RECYCL		Yes	Yes	No	11/07/2025		377.17
NSBG		53471	79297	Check	1	4451	LOFFLER COMPANIES		Yes	Yes	No	11/07/2025		421.76
NSBG		53472	79298	Check	1	4557	MADSON, PAIGE		Yes	Yes	No	11/07/2025		90.56
NSBG		53473	79299	Check	1	4557	MADSON, PAIGE		Yes	Yes	No	11/07/2025		1,390.18
NSBG		53485	79300	Check	1	5452	MICHELS, BECKY		Yes	Yes	No	11/07/2025		42.00
NSBG		53455	79301	Check	1	07655	MIDWEST VOLLEYBALL WAREHOUSE		Yes	Yes	No	11/07/2025		1,310.75
NSBG		53451	79302	Check	1	01674	NICOLLET EDUCATION ASSOCIATION		Yes	Yes	No	11/07/2025		970.62
NSBG		53457	79303	Check	1	07960	NICOLLET MART		Yes	Yes	No	11/07/2025		252.77
NSBG		53461	79304	Check	1	2680	PAN-O-GOLD BAKING CO.		Yes	Yes	No	11/07/2025		167.60
NSBG		53478	79305	Check	1	4836	PRAIRIE FARMS DAIRY - WOODBURY		Yes	Yes	No	11/07/2025		545.50
NSBG		53465	79306	Check	1	3884	QUADE, JACOB		Yes	Yes	No	11/07/2025		2,040.00
NSBG		53454	79307	Check	1	07365	REGION 2A - MSHSL		Yes	Yes	No	11/07/2025		1,125.00
NSBG		53482	79308	Check	1	5433	REMMERT, NANCY		Yes	No	No	11/07/2025		179.42
NSBG		53486	79309	Check	1	5453	SAND, TIANA		Yes	Yes	No	11/07/2025		59.74
NSBG		53469	79310	Check	1	4178	SCHROEDER, THERESA		Yes	Yes	No	11/07/2025		105.00
NSBG		53467	79311	Check	1	4006	SLATER, ALESIA		Yes	Yes	No	11/07/2025		116.25
NSBG		53474	79312	Check	1	4600	STEFFEN, ANNE		Yes	Yes	Yes	11/07/2025		105.00
NSBG		53474	79312	Check	1	4600	STEFFEN, ANNE		Yes	Yes	Yes	11/12/2025		(105.00)
NSBG		53456	79313	Check	1	07812	SWANSON, MOLLY		Yes	Yes	No	11/07/2025		86.25
NSBG		53470	79314	Check	1	4286	SYSCO WESTERN MINNESOTA, INC.		Yes	Yes	No	11/07/2025		3,735.06
NSBG		53484	79315	Check	1	5440	TRIO SUPPLY COMPANY		Yes	Yes	No	11/07/2025		115.35
NSBG		53462	79316	Check	1	2704	VOELTZ, MARY		Yes	Yes	No	11/07/2025		105.00
NSBG		53477	79317	Check	1	4751	VOYAGER SOPRIS LEARNING		Yes	Yes	No	11/07/2025		301.40

Nicollet Public Schools
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void	Amount
												Date	
NSBG		53487	79318	Check	1	3413	SHEET MUSIC PLUS		Yes	No	No	11/07/2025	50.00
NSBG		53492	79319	Check	1	3792	STEFFEN, SHARON		Yes	Yes	No	11/12/2025	105.00
NSBG		53495	79320	Check	1	07203	A. H. HERMEL COMPANY		Yes	Yes	No	11/14/2025	614.56
NSBG		53500	79321	Check	1	2509	A+SECURITY, INC.		Yes	Yes	No	11/14/2025	2,420.00
NSBG		53523	79322	Check	1	5438	BIX PRODUCE CO.		Yes	Yes	No	11/14/2025	1,003.01
NSBG		53520	79323	Check	1	5205	BSTARK & CO		Yes	Yes	No	11/14/2025	3,320.20
NSBG		53511	79324	Check	1	4506	BYTESPEED		Yes	Yes	No	11/14/2025	985.00
NSBG		53519	79325	Check	1	5160	ENTER, JOY		Yes	Yes	No	11/14/2025	419.88
NSBG		53496	79326	Check	1	08216	GILLETTE PEPSI MANKATO		Yes	Yes	No	11/14/2025	390.64
NSBG		53503	79327	Check	1	3234	HENDRYCKS BUS CO		Yes	Yes	No	11/14/2025	9,904.05
NSBG		53516	79328	Check	1	4951	HOFFMAN, KENDRA		Yes	No	No	11/14/2025	85.72
NSBG		53506	79329	Check	1	4185	INTERMEDIATE DISTRICT 287		Yes	Yes	No	11/14/2025	505.68
NSBG		53517	79330	Check	1	4979	JOHNSON FITNESS & WELLNESS		Yes	Yes	No	11/14/2025	610.79
NSBG		53510	79331	Check	1	4451	LOFFLER COMPANIES		Yes	Yes	No	11/14/2025	143.00
NSBG		53524	79332	Check	1	5450	MASRUD, STACEY		Yes	No	No	11/14/2025	763.84
NSBG		53494	79333	Check	1	07097	MCKINLEY, BECKY		Yes	Yes	No	11/14/2025	10,025.10
NSBG		53498	79334	Check	1	1319	MENARDS		Yes	Yes	No	11/14/2025	200.24
NSBG		53504	79335	Check	1	3901	NICKEL TRANSPORTATION, INC.		Yes	No	No	11/14/2025	16,704.02
NSBG		53508	79336	Check	1	4361	OTTO BUS COMPANY, LLC		Yes	Yes	No	11/14/2025	10,342.38
NSBG		53499	79337	Check	1	2263	OTTO ELECTRIC INC		Yes	Yes	No	11/14/2025	2,310.16
NSBG		53501	79338	Check	1	2680	PAN-O-GOLD BAKING CO.		Yes	Yes	No	11/14/2025	133.80
NSBG		53522	79339	Check	1	5414	PEAC SOLUTIONS		Yes	Yes	No	11/14/2025	663.92
NSBG		53512	79340	Check	1	4527	PERFORMANCE FOODSERVICE - MAR		Yes	Yes	No	11/14/2025	3,225.72
NSBG		53513	79341	Check	1	4836	PRAIRIE FARMS DAIRY - WOODBURY		Yes	Yes	No	11/14/2025	597.84
NSBG		53493	79342	Check	1	00271	RUDENICK BUS SERVICE, LLC		Yes	Yes	No	11/14/2025	12,442.11
NSBG		53502	79343	Check	1	2731	SCAN AIR FILTER, INC.		Yes	Yes	No	11/14/2025	2,725.92
NSBG		53505	79344	Check	1	3947	SHRED RIGHT		Yes	Yes	No	11/14/2025	59.26
NSBG		53521	79345	Check	1	5376	SLATER, MIKE		Yes	Yes	No	11/14/2025	351.50
NSBG		53514	79346	Check	1	4891	ST. PETER LUMBER COMPANY		Yes	Yes	No	11/14/2025	48.01
NSBG		53507	79347	Check	1	4286	SYSCO WESTERN MINNESOTA, INC.		Yes	Yes	No	11/14/2025	954.73
NSBG		53497	79348	Check	1	08288	UNIVERSITY OF MINNESOTA		Yes	Yes	No	11/14/2025	1,885.00
NSBG		53515	79349	Check	1	4945	VESTIS SERVICES, LLC		Yes	Yes	No	11/14/2025	95.76
NSBG		53509	79350	Check	1	4408	WEST SIDE TRANSPORTATION LLC		Yes	Yes	No	11/14/2025	5,585.00
NSBG		53518	79351	Check	1	5156	WEX HEALTH, INC.		Yes	Yes	No	11/14/2025	53.42
NSBG		53533	79352	Check	1	01674	NICOLLET EDUCATION ASSOCIATION		Yes	Yes	No	11/21/2025	970.62
NSBG		53546	79353	Check	1	3145	AMAZON CAPITAL SERVICES		Yes	No	No	11/24/2025	526.86
NSBG		53548	79354	Check	1	3279	AVIBEN LLC		Yes	No	No	11/24/2025	70.84
NSBG		53558	79355	Check	1	5263	BERGANKDV		Yes	No	No	11/24/2025	20,000.00

Nicollet Public Schools
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG		53552	79356	Check	1	4366	CHILD CARE AWARE OF MN SOUTHER		Yes	No	No	11/24/2025		113.85
NSBG		53543	79357	Check	1	2292	CHRISTIANSON, KARI		Yes	No	No	11/24/2025		87.23
NSBG		53536	79358	Check	1	00059	CITY OF NICOLLET		Yes	No	No	11/24/2025		914.54
NSBG		53539	79359	Check	1	02652	CRYSTAL VALLEY COOP		Yes	No	No	11/24/2025		406.96
NSBG		53559	79360	Check	1	5269	DANIEL C. NINHAM		Yes	No	No	11/24/2025		650.00
NSBG		53554	79361	Check	1	4882	DUFAULT PUBLISHING, INC.		Yes	No	No	11/24/2025		345.08
NSBG		53541	79362	Check	1	1759	ECOLAB		Yes	No	No	11/24/2025		381.41
NSBG		53553	79363	Check	1	4386	HYVEE ACCOUNTS RECEIVABLE		Yes	No	No	11/24/2025		3,422.50
NSBG		53562	79364	Check	1	5456	INSTY - PRINTS OF MANKATO		Yes	No	No	11/24/2025		1,197.70
NSBG		53537	79365	Check	1	00403	JOURNAL		Yes	No	No	11/24/2025		118.00
NSBG		53545	79366	Check	1	2995	KENNEDY & GRAVEN CHARTERED		Yes	No	No	11/24/2025		1,192.50
NSBG		53549	79367	Check	1	3410	LJP ENTERPRISES WASTE & RECYCL		Yes	No	No	11/24/2025		695.95
NSBG		53550	79368	Check	1	3812	MATHESON TRI-GAS, INC		Yes	No	No	11/24/2025		168.95
NSBG		53547	79369	Check	1	3162	MCDOWELL AGENCY, INC.		Yes	No	No	11/24/2025		93.50
NSBG		53540	79370	Check	1	1319	MENARDS		Yes	No	No	11/24/2025		8.78
NSBG		53538	79371	Check	1	01131	MINNESOTA VALLEY EDUCATION DISTI		Yes	No	No	11/24/2025		15,634.94
NSBG		53542	79372	Check	1	1780	MK MUSIC REPAIR		Yes	No	No	11/24/2025		114.20
NSBG		53544	79373	Check	1	2680	PAN-O-GOLD BAKING CO.		Yes	No	No	11/24/2025		140.40
NSBG		53556	79374	Check	1	5155	PEHRSON, PATRIC		Yes	No	No	11/24/2025		320.61
NSBG		53551	79375	Check	1	4286	SYSCO WESTERN MINNESOTA, INC.		Yes	No	No	11/24/2025		252.67
NSBG		53561	79376	Check	1	5440	TRIO SUPPLY COMPANY		Yes	No	No	11/24/2025		213.10
NSBG		53555	79377	Check	1	4950	UHL COMPANY, INC.		Yes	No	No	11/24/2025		3,874.20
NSBG		53560	79378	Check	1	5357	VISA		Yes	No	No	11/24/2025		1,908.22
NSBG		53557	79379	Check	1	5156	WEX HEALTH, INC.		Yes	No	No	11/24/2025		37.50
NSBG		53565	79380	Check	1	07203	A. H. HERMEL COMPANY		Yes	No	No	11/26/2025		312.03
NSBG		53576	79381	Check	1	5131	ALLINA HEALTH		Yes	No	No	11/26/2025		290.00
NSBG		53569	79382	Check	1	3145	AMAZON CAPITAL SERVICES		Yes	No	No	11/26/2025		643.84
NSBG		53578	79383	Check	1	5438	BIX PRODUCE CO.		Yes	No	No	11/26/2025		2,129.21
NSBG		53566	79384	Check	1	08407	BSN SPORTS LLC		Yes	No	No	11/26/2025		4,272.00
NSBG		53577	79385	Check	1	5160	ENTER, JOY		Yes	No	No	11/26/2025		419.88
NSBG		53580	79386	Check	1	5457	EVERGREEN INDUSTRIES		Yes	No	No	11/26/2025		2,682.99
NSBG		53571	79387	Check	1	4386	HYVEE ACCOUNTS RECEIVABLE		Yes	No	No	11/26/2025		282.30
NSBG		53579	79388	Check	1	5450	MASRUD, STACEY		Yes	No	No	11/26/2025		763.84
NSBG		53564	79389	Check	1	07097	MCKINLEY, BECKY		Yes	No	No	11/26/2025		496.39
NSBG		53567	79390	Check	1	1319	MENARDS		Yes	No	No	11/26/2025		218.68
NSBG		53568	79391	Check	1	2680	PAN-O-GOLD BAKING CO.		Yes	No	No	11/26/2025		54.00
NSBG		53572	79392	Check	1	4527	PERFORMANCE FOODSERVICE - MAR		Yes	No	No	11/26/2025		2,272.65
NSBG		53573	79393	Check	1	4836	PRAIRIE FARMS DAIRY - WOODBURY		Yes	No	No	11/26/2025		1,149.99

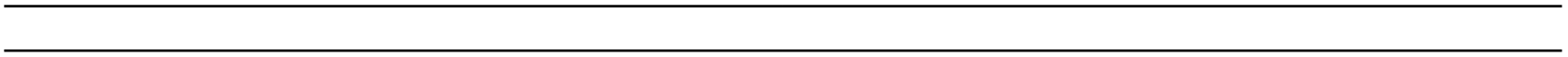
Nicollet Public Schools
Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void			Amount	
									Print	Recon	Void		Date
NSBG		53574	79394	Check	1	4918	QUADIENT FINANCE USA, INC.		Yes	No	No	11/26/2025	243.82
NSBG		53570	79395	Check	1	4286	SYSCO WESTERN MINNESOTA, INC.		Yes	No	No	11/26/2025	6,395.43
NSBG		53575	79396	Check	1	4945	VESTIS SERVICES, LLC		Yes	No	No	11/26/2025	95.76
Bank Total:												\$383,880.04	
Report Total:												\$383,880.04	

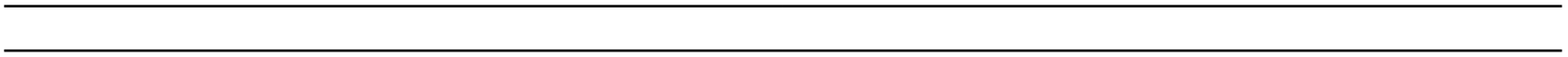
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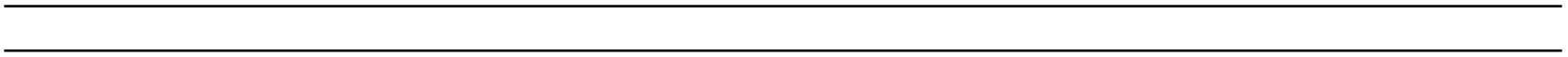
I recommend accepting the gifts as described below.

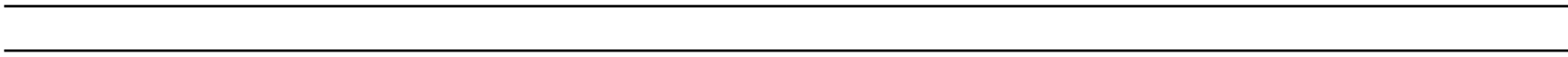
Donor Name	Description	Value	Purpose of Gift
GNACF	check	\$1,200.00	Choir Folder Grant



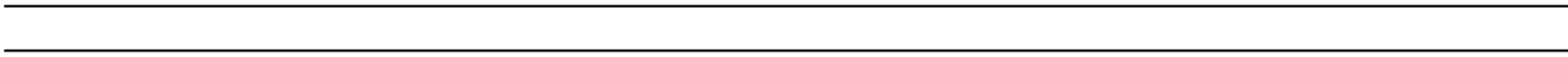


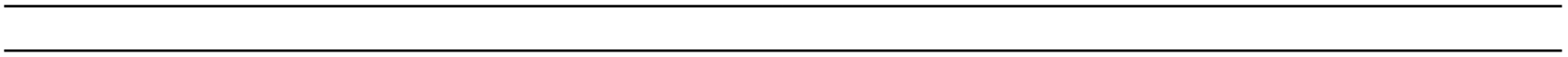


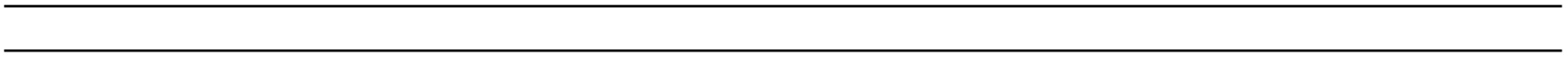


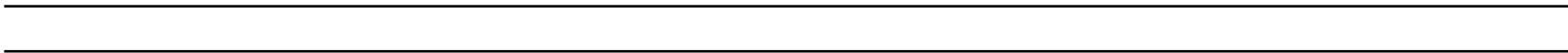












**CERTIFICATION OF MINUTES
RELATING TO**

GENERAL OBLIGATION SCHOOL BUILDING BONDS

ISSUER: INDEPENDENT SCHOOL DISTRICT NO. 507
(NICOLLET PUBLIC SCHOOLS), MINNESOTA

GOVERNING BODY: SCHOOL BOARD

KIND, DATE, TIME AND PLACE OF MEETING:

A regular meeting held December 10, 2025, at 6:00 p.m., held in the Community Room, 1 Pine St., Nicollet, Minnesota 56074.

MEMBERS PRESENT:

MEMBERS ABSENT:

Documents Attached: Extract of Minutes of said meeting.

**RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF THE DISTRICT'S
GENERAL OBLIGATION SCHOOL BUILDING BONDS; AUTHORIZING THE
NEGOTIATION FOR THE SALE OF SUCH BONDS; COVENANTING AND
OBLIGATING THE DISTRICT TO BE BOUND BY AND TO USE THE STATE
CREDIT ENHANCEMENT PROGRAM; AND DECLARING THE OFFICIAL
INTENT OF THE DISTRICT TO REIMBURSE CERTAIN EXPENDITURES FROM
THE PROCEEDS OF BONDS TO BE ISSUED BY THE DISTRICT**

I, the undersigned, being the duly qualified and acting recording officer of the public corporation issuing the obligations referred to in the title of this certificate, certify that the documents attached hereto, as described above, have been carefully compared with the original records of said corporation in my legal custody, from which they have been transcribed; that said documents are a correct and complete transcript of the minutes of a meeting of the governing body of said corporation, and correct and complete copies of all resolutions and other actions taken and of all documents approved by the governing body at said meeting, so far as they relate to said obligations; and that said meeting was duly held by the governing body at the time and place and was attended throughout by the members indicated above, pursuant to call and notice of such meeting given as required by law.

WITNESS MY HAND officially as such recording officer this ___ day of December, 2025.

School District Clerk

**EXTRACT OF MINUTES OF A MEETING
OF THE SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 507
(NICOLLET PUBLIC SCHOOLS)
STATE OF MINNESOTA**

HELD: December 10, 2025

Pursuant to due call and notice thereof, a regular scheduled meeting of the School Board of Independent School District No. 507 (Nicollet Public Schools), State of Minnesota, was held on December 10, 2025, at 6:00 o'clock p.m.

Member _____ introduced the following resolution and moved its adoption:

**RESOLUTION AUTHORIZING THE ISSUANCE AND SALE OF THE DISTRICT'S
GENERAL OBLIGATION SCHOOL BUILDING BONDS; AUTHORIZING THE
NEGOTIATION FOR THE SALE OF SUCH BONDS; COVENANTING AND
OBLIGATING THE DISTRICT TO BE BOUND BY AND TO USE THE STATE
CREDIT ENHANCEMENT PROGRAM; AND DECLARING THE OFFICIAL
INTENT OF THE DISTRICT TO REIMBURSE CERTAIN EXPENDITURES FROM
THE PROCEEDS OF BONDS TO BE ISSUED BY THE DISTRICT**

BE IT RESOLVED by the School Board ("**School Board**") of Independent School District No. 507 (Nicollet Public Schools), State of Minnesota (the "**District**"), as follows:

Section 1. Purpose; Authority.

It is hereby determined to be in the best interests of the District to authorize the issuance and sale of its General Obligation School Building Bonds, in one or more series, in the aggregate principal amount of not to exceed \$7,600,000 (the "**Bonds**"), pursuant to Minnesota Statutes, Chapters 475, as approved by the electors of the District at the special election held on November 4, 2025 (the "**Election**").

Proceeds of the Bonds will be used to (i) finance the acquisition and betterment of school sites and facilities including, but not limited to, the construction of a secure main entrance; renovations and expansion of the career and technical education space; and capital required deferred maintenance projects (collectively, the "**Project**"), as approved by the electors at the Election; and (ii) pay costs of issuance associated with the issuance of the Bonds.

Section 2. Marketing and Sale. The School Board, desires to proceed with the sale of the Bonds by direct negotiation with Robert W. Baird & Co. Incorporated (herein "**Baird**"). Baird will purchase the Bonds in an arms-length commercial transaction with the District. The

School Board will obtain fee quotes for an independent municipal advisor to provide bond pricing opinion services for the purposes set forth in Minnesota Statutes, Section 475.60, Subdivision 2(9), as amended. The Superintendent or the Business Manager and a School Board officer are hereby authorized to approve an independent municipal advisor.

Baird is authorized to prepare and distribute, on behalf of the District, an Official Statement related to the sale of the Bonds.

The Superintendent or the Business Manager and a School Board officer are hereby authorized to approve the sale of the Bonds, to be issued in one or more series, in an aggregate principal amount not to exceed \$7,600,000 and to execute a Bond Purchase Agreement (“**Purchase Agreement**”) with Baird for the purchase of the Bonds, provided that the True Interest Cost of the Bonds does not exceed 5.5538%.

Section 3. Approval Meeting. Upon approval of the sale of the Bonds by the Superintendent or Business Manager and a School Board officer in accordance with the parameters set forth herein, the School Board will meet at its next regularly scheduled meeting or a special meeting to adopt the necessary approving resolution as drafted by the District's Bond Counsel, Kutak Rock LLP. The exact form, specifications and provisions for repayment of the Bonds shall be set forth in a subsequent resolution of the School Board.

Section 4. State Credit Enhancement Program.

(a) The District hereby covenants and obligates itself to be bound by and to use the provisions of Minnesota Statutes, Section 126C.55 (the “**Credit Enhancement Act**”) to guarantee payment of the principal of, the premium, if any, and the interest on the Bonds when due. The District shall comply with all procedures now or hereafter established by the Minnesota Department of Management and Budget and the Minnesota Department of Education pursuant to subdivision 2(c) of the Credit Enhancement Act and to take such actions as necessary to comply with the Credit Enhancement Act. The Chair of the School Board and the Clerk, the Superintendent and the Business manager of the District are each authorized to execute any applicable forms of the Minnesota Department of Management and Budget or the Minnesota Department of Education. The District understands and acknowledges that the provisions of the Credit Enhancement Act shall be binding on the District as long as any Bonds are outstanding.

(b) The District further covenants to deposit with any registrar and paying agent for the Bonds (the “**Registrar**”), at least three (3) business days prior to the date on which any payment of principal of, premium, if any, or interest on the Bonds is due, an amount sufficient to pay such payment. If the District believes it may be unable to pay the principal of, the premium, if any or the interest on the Bonds on the date any such payment is due, the District shall notify the Commissioner of the Department of Education as soon as possible, but not less than 15 business days before the date such payment is due. The District shall authorize and direct the Registrar to notify the Commissioner of the Department of Education if (i) the Registrar becomes aware of a potential payment default with respect to the Bonds or (ii) two (2) business days prior to the date a payment is due on the Bonds the Registrar does not have sufficient funds to make the payment due on such date.

Section 5. Reimbursement; Official Intent.

(a) the Internal Revenue Service has issued Treas. Reg. § 1.150-2 (the “**Reimbursement Regulations**”) providing that proceeds of tax-exempt bonds used to reimburse prior expenditures will not be deemed spent unless certain requirements are met.

(b) the District expects to incur certain expenditures that may be financed temporarily from sources other than bonds, and reimbursed from the proceeds of a tax-exempt bond (including the Bonds).

(c) the District has determined to make this declaration of official intent (the “**Declaration**”) to reimburse certain costs from proceeds of bonds in accordance with the Reimbursement Regulations.

(d) The District reasonably expects to reimburse the expenditures made for certain costs of the Projects from the proceeds of bonds in an estimated maximum principal amount of \$7,600,000. All reimbursed expenditures will be capital expenditures, costs of issuance of the bonds, or other expenditures eligible for reimbursement under Section 1.150-2(d)(3) of the Reimbursement Regulations.

(e) This Declaration has been made not later than 60 days after payment of any original expenditure to be subject to a reimbursement allocation with respect to the proceeds of bonds, except for the following expenditures: (a) costs of issuance of bonds; (b) costs in an amount not in excess of the lesser of \$100,000 or 5 percent of the proceeds of an issue; or (c) “preliminary expenditures” up to an amount not in excess of 20 percent of the aggregate issue price of the issue or issues that finance or are reasonably expected by the District to finance the project for which the preliminary expenditures were incurred. The term “preliminary expenditures” includes architectural, engineering, surveying, bond issuance, and similar costs that are incurred prior to commencement of acquisition, construction or rehabilitation of a project, other than land acquisition, site preparation, and similar costs incident to commencement of construction.

(f) This Declaration is an expression of the reasonable expectations of the District based on the facts and circumstances known to the District as of the date hereof. The anticipated original expenditures for the Project and the principal amount of the bonds described in (d) are consistent with the District’s budgetary and financial circumstances. No sources other than proceeds of bonds to be issued by the District are, or are reasonably expected to be, reserved, allocated on a long-term basis, or otherwise set aside pursuant to the District’s budget or financial policies to pay such Project expenditures.

(g) This Declaration is intended to constitute a declaration of official intent for purposes of the Reimbursement Regulations.

Section 6. Expiration of Authority. If a Purchase Agreement for the sale of Bonds has not been entered into by June 30, 2026, this resolution and all approvals hereunder shall expire.

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

903 VISITORS TO SCHOOL DISTRICT BUILDINGS AND SITES

I. PURPOSE

~~The purpose of this policy is to inform the school community and the general public of the position of the school board on visitors to school buildings and other school property.~~

The purpose of the policy is to impart to the school community, visitors, and the general public the position of the school board regarding Visitor expectations to School District Buildings and other school property.

II. GENERAL STATEMENT OF POLICY

- A. The school board encourages interest on the part of parents and community members in school programs and student activities. The school board welcomes visits to school buildings and school property by parents and community members provided the visits are consistent with the health, education and safety of students and employees and are conducted within the procedures and requirements established by the school district.
- B. The school board reaffirms its position on the importance of maintaining a school environment that is safe for students and employees and free of activity that may be disruptive to the student learning process or employee working environment.

III. POST-SECONDARY ENROLLMENT OPTIONS STUDENTS

- A. A student enrolled in a post-secondary enrollment options course may remain at the school site during regular school hours in accordance with established procedures.
- B. A student enrolled in a post-secondary enrollment options course may be provided with reasonable access, during regular school hours, to a computer and other technology resources that the student needs to complete coursework for a post-secondary enrollment course in accordance with established procedures.

IV. RESPONSIBILITY

- A. The school district administration shall present recommended visitor and post-secondary enrollment options, student procedures and requirements to the school board for review and approval. The procedures should reflect input from employees, students and advisory groups, and shall be communicated to the school community and the general public. Upon approval by the school board, such procedures and requirements shall be an addendum to this policy.
- B. The superintendent shall be responsible for providing coordination that may be needed throughout the process and providing for periodic school board review and approval of the procedures.

V. VISITOR ~~LIMITATIONS~~ EXPECTATIONS

- A. An individual, post-secondary enrollment options student, or group may be denied permission to visit a school or school property or such permission may be revoked if the visitor(s) does not comply with the school district procedures and regulations or if the visit is not in the best interest of students, employees or the school district.

Events:

“MSHSL - Spectator policies for all:

- Respect the American Flag and the National Anthem
 - The use of appropriate language is expected at all times. Profanity, negative chants, booing, trash talking, name calling, personal attacks, or other acts of disrespect are unacceptable and will be addressed by school and/or game administrators.
 - Respect the game/contest. Under no conditions shall anyone other than the members of the official squad enter the playing surface. No one may interfere with the contest in any way.
 - No confetti; balloons; bottles cans; rolls of toilet paper; newspapers, artificial noisemakers, including: cowbells, sirens, megaphones, whistles, thunder sticks, drums, air horns, other types of bells; sticks of any kind, knitting needles, laser lights or strobe lights, etc.”
 - Parents and guests should stay positive and cheer for their team.
 - Parents and guests must refrain from negative comments on coaching, student play, and officiating. Our kids are watching us. We are here to encourage.
- B. Parking: Visitors, including post-secondary enrollment options students, are authorized to park vehicles on school property at times and in locations specified in the approved visitor procedures and requirements which are an addendum to this policy or as otherwise specifically authorized by school officials. When unauthorized vehicles of visitors are parked on school property, school officials may:
1. move the vehicle or require the driver or other person in charge of the vehicle to move it off school district property; or
 2. if unattended, provide for the removal of the vehicle, at the expense of the owner or operator, to the nearest convenient garage or other place of safety off of school property.

C. An individual, post-secondary enrollment options student, or group who enters school property without complying with the procedures and requirements may be guilty of criminal trespass and thus subject to criminal penalty. Such persons may be detained by the school principal or a person designated by the school principal in a reasonable manner for a reasonable period of time pending the arrival of a police officer.

Legal References: Minn. Stat. § 123B.02 (General Powers of Independent School Districts) Minn.
Stat. § 124D.09 (Post-Secondary Enrollment Options Program)
Minn. Stat. § 128C.08 (Assaulting a Sports Official Prohibited)
Minn. Stat. § 609.605, Subd. 4 (Trespasses on School Property)

Cross References:

Addendum 1:

Nicollet Public School Policy 510 & Policy 903

School Activities and Visitors to School District Buildings & Sites

The purpose of policy 903 is to impart to the community and visitors to school events the school district's policy related to Visitor expectations to School District Buildings and Sites

Responsibility:

A. The school board expects all guests and spectators at school sponsored activities, including parents, employees, and other members of the public, to behave in an appropriate manner at those activities. Students and employees may be subject to discipline and parents and other spectators may be subject to sanctions for engaging in misbehavior or inappropriate, illegal, or unsportsmanlike behavior at these activities or events.

Spectators - Nicollet Administration

All spectators are encouraged to follow the **MSHSL guidelines** regarding spectator expectations. Nicollet Administration reserves the right to ask spectators to change their tone and/or leave an event.

"MSHSL - Spectator policies for all:

- Respect the American Flag and the National Anthem
- The use of appropriate language is expected at all times. Profanity, negative chants, booing, trash talking, name calling, personal attacks, or other acts of disrespect are unacceptable and will be addressed by school and/or game administrators.
- Respect the game/contest. Under no conditions shall anyone other than the members of the official squad enter the playing surface. No one may interfere with the contest in any way.
- No confetti; balloons; bottles cans; rolls of toilet paper; newspapers, artificial noisemakers, including: cowbells, sirens, megaphones, whistles, thunder sticks, drums, air horns, other types of bells; sticks of any kind, knitting needles, laser lights or strobe lights, etc."
- Parents and guests should stay positive and cheer for their team.
- Parents and guests must refrain from negative comments on coaching, student play, and officiating. Our kids are watching us. We are here to encourage.

(For reference)

2025-2026 Parent / Student Handbook:

“MSHSL - Spectator policies for all:

- Respect the American Flag and the National Anthem
- The use of appropriate language is expected at all times. Profanity, negative chants, booing, trash talking, name calling, personal attacks, or other acts of disrespect are unacceptable and will be addressed by school and/or game administrators.
- Respect the game/contest. Under no conditions shall anyone other than the members of the official squad enter the playing surface. No one may interfere with the contest in any way.
- No confetti; balloons; bottles cans; rolls of toilet paper; newspapers, artificial noisemakers, including: cowbells, sirens, megaphones, whistles, thunder sticks, drums, air horns, other types of bells; sticks of any kind, knitting needles, laser lights or strobe lights, etc.”

Elementary Student Expectations K-5 - Nicollet Administration

Students in K-5 are welcome to come to events with a parent or assigned adult.

- The students must sit or stand near the adult they came with.
- They may visit the concession stand with parent permission and return to their adult following Nicollet student expected behaviors at all times.
- No elementary students K-5 should be sitting in the assigned student section. That area is reserved for students 6-12.
- No play allowed in hallways, empty gyms, commons, or under bleachers.

Secondary Student Expectations 6-12 - Nicollet Administration

Students in 6-12 are welcome to come to events without a parent or guardian as long as they are prepared to follow the daily student behavior expectations and **follow the MSHSL guidelines.**

- Sit in the assigned student section accordingly. Seniors first row, Juniors second, Sophomores third, Freshman fourth, 8th grade fifth, 7th grade sixth, and 6th grade seventh row.
- Students may stand in the sectioned off area.
- Students grades 6-12 are welcome to sit in other areas of their choosing.
- Refrain from spilling onto the walkway or court at all times.
- Refrain from playing at halftime, between games, and at the end of the game. The event is for the participants and not the spectators.
- Students must secure a ride home prior to attending and should leave the venue shortly after the end of the game or activity.



November 20, 2025

Jim Freihammer
1 Pine st
PO Box 108
Nicollet, MN 56074

**RE: Business Unit # 826233
Site Name 826233**

Dear Landlord:

Thank you for taking the time to speak with me today. As per our conversation, Crown Castle, your tenant, would like to extend its business relationship with you at this time and as a result, is offering the following options. Please review the general summaries below: *All options require final Crown Castle committee approval:*

OPTION A: Perpetual Easement Purchase: Lump Sum

- Purchase price of **\$175,000.00**
- Crown Castle will pay all normal closing costs

OPTION B: Perpetual Easement Purchase: Installments paid over 3 Years

- Purchase price of **\$200,000.00**
- 3 consecutive annual payments of **\$80,000 / \$70,000 / \$50,000**
- Crown Castle will pay all normal closing costs

Please contact me at your earliest convenience as Crown Castle would like to move forward on any option as quickly as possible. I am able to prepare a Letter of Intent for your review and execution which will provide further details on any of the above options. Thank you again for your time and I look forward to hearing from you soon.

Kind Regards,

Michael Mendez

MD7 Authorized Agent of Crown Castle

o (469) 331-5416

mmendez@md7.com

10590 West Ocean Air Dr Ste 250, San Diego, CA 92130

Tentative Agreement 2025-27

Language

Notes

<p>ARTICLE V: ASSOCIATION SECURITY: Section 1. Dues Check-off: In accordance with PELRA, Any teacher included in the appropriate unit who is a member of the exclusive representative shall be allowed dues check-off. Pursuant to such authorization, the Board shall deduct one-ninth one-eighteenth of such dues from the regular salary check of the teacher each month for ten months beginning in September October and ending in June of each school year. Deductions for teachers employed after the commencement of the school year shall be appropriately prorated to complete payments by the following May.</p>	<p>Housekeeping</p>
<p>ARTICLE VI: BASIC SCHEDULES AND RATES OF PAY: Section 1. 2025-2026 & 2026-2027 Schedules:</p>	<p>Editing purposes</p>
<p>ARTICLE VI: BASIC SCHEDULES AND RATES OF PAY: Section 2. Subd. 5. Payment of Present Salary: The rules contained herein pertaining to the application of credits on the Salary Schedule shall not deprive any teacher of any salary schedule placement already recognized and actually being paid for the current 2023-24 school year.</p>	<p>Editing purposes</p>
<p>Article VI: Basic Schedule and Rates of Pay. Section 6. Assignment:</p> <p>Subd. 1: The School District shall assign full-time secondary teachers to five classes, one preparation period and one supervisory period when a seven period day is in force. Prior to making such a change, the School District will meet and confer with the Association. A K-12 teacher will be considered on overload if they teach a class in lieu of a supervisory period.</p> <p>Any band/choir program director who is overseeing and chaperoning the band and choir a planned and board approved trip during uncontracted time will be compensated at a rate of \$150/day.</p>	<p>Page 5</p>
<p>ARTICLE VI: BASIC SCHEDULES AND RATES OF PAY: Section 4. Salary Payments: Subd. 1: The salaries of all teachers will be paid twice a month. The checks will be paid on the 5th and 20th of each month. If the 5th or 20th falls on a Saturday, Sunday, or holiday, pay day will be the preceding school day or Friday, as the case might be. Teachers will be paid in 24 equal payments over the full calendar year.</p> <p>a) June, July, and August direct deposit checks will follow the twice monthly payroll schedule.</p> <p>b) Tom Murphy and Jodi Murphy may elect to be grandfathered in and choose 10 months of payments; 20 equal payments during September – June. The payment option must be selected in writing prior to the start of the fiscal year to the Business Office. Upon retirement (b) will no longer be available.</p>	<p>Not applicable anymore</p>
	<p>Longevity change to step extensions</p> <p>increase</p>

ARTICLE VI: BASIC SCHEDULES AND RATES OF PAY

~~Section 11: Longevity Pay: Active full-time (1.0 FTE) teachers who are compensated under Schedule A or B shall be eligible for longevity pay in addition to annual salary, according to the schedule in this Section. A part time teacher who meets these criteria shall be eligible for prorated longevity pay. Longevity Pay will be paid on June 5th.~~

~~Career 15 Year: The School District will pay longevity pay of \$500 annually to teachers who completed fifteen years of service.~~

~~Career 20 Year: The School District will pay longevity pay of \$750 annually to teachers who completed twenty years of service.~~

~~Career 25 Year: The School District will pay longevity pay of \$1,000 annually to teachers who completed twenty five years of service.~~

~~Career 30 Year: The School District will pay longevity pay of \$1,250 annually to teachers who completed thirty years of service.~~

~~Career 35 Year: The School District will pay longevity pay of \$1,500 annually to teachers who completed thirty five years of service.~~

Section 11: Step Extension

Subd. 1. A step extension shall be added to the base salary of each full-time teacher who has completed Step 15 on the District 507 Master Schedule. The step extension will be added to the teacher's Full-time or Part-time base salary and will be pro-rated and added to the teacher's salary.

In order to calculate an employee's step extension the base step the teacher was hired at will be used. Once the teacher has completed the 15th Step, they move to the step extension category. The intent of the step extension is to provide those off the step schedule a pay increase, it is not to align with TRA and career levels of teaching.

Teachers remain at the step extension until reaching the next step extension according to the chart that follows.

2025-26 and 2026-27

Step extension 16-19: \$1000

Step extension 20-23: \$1300

<p>Step extension 24-27: \$1900 Step extension 28-30: \$2200 Step extension 31 and above: \$2500</p> <p>Such step extensions are not cumulative; a teacher shall be awarded only one step extension during any school year.</p>	
<p>ARTICLE VIII: INSURANCE: Section 1. Health and Hospitalization Insurance:</p> <p>Subd. 1. Health Coverage 2023-2024 2025-2026: The School District shall offer for each full time teacher employed by the School District, health and hospitalization insurance subject to carrier eligibility policies. The School District shall pay up to \$860 \$1000 per month toward single coverage or full single coverage up to \$860 \$1000 per month toward family coverage, for each full time teacher employed by the School District.</p> <p>Any district contribution remaining after the health insurance premium is paid for a qualifying High Deductible HSA plan shall be deposited into the teacher's Health Savings Account.</p> <p>Example: Annual Premium High Deductible HSA Plan = \$ 9,247.44 Annual District Contribution = \$12,000.00 Annual District Contribution Remaining = \$ 2,752.56 Deposit Amount into HSA = \$ 2,752.56</p> <p>Deposits will be made according to the following schedule:</p> <p>50% - Sept 20 Payroll 50% - Feb. 20 Payroll</p> <p>Health Coverage 2024-2025 2026-2027: The School District shall offer for each full time teacher employed by the School District, health and hospitalization insurance subject to carrier eligibility policies. The School District shall pay up to \$920 \$1100 per month toward single coverage or full single coverage up to \$920 \$1100 per month toward family coverage, for each full time teacher employed by the School District.</p> <p>Any district contribution remaining after the health insurance premium is paid for a qualifying High Deductible HSA plan shall be deposited into the teacher's Health Savings Account.</p> <p>Example: Annual Premium High Deductible HSA Plan = \$ 9,247.44 Annual District Contribution = \$12,000.00 Annual District Contribution Remaining = \$ 2,752.56</p>	<p>Insurance increases</p> <p>If elect HSA will get the full district contribution into HSA</p>

<p>Deposit Amount into HSA = \$ 2,752.56</p> <p>Deposits will be made monthly</p> <p>50% — Sept 20 Payroll 50% — Feb. 20 Payroll</p>	
<p>ARTICLE VIII: INSURANCE: Section 4. Dental Insurance: The School District will pay the full single premium for Dental Insurance. <u>If an employee elects family dental insurance, the full single premium will be applied.</u></p>	<p>current practice- want it for clarification purposes</p>
<p>ARTICLE IX: LEAVES OF ABSENCE: Section 1. Sick Leave: Subd. 1: Sick and Safe Leave: To be used for sick leave, leave for care of relatives, leave relating to weather or public health emergencies, and leave necessary to insure one's personal safety in the event of domestic abuse, sexual assault, or stalking pursuant to MN state Statute 181.9413 <u>181.9447.</u></p>	<p>Statute number change</p>
<p>ARTICLE IX: LEAVES OF ABSENCE: Section 1. Sick Leave: Subd. 4: Sick leave with pay shall be allowed by the District whenever a teacher's absence is found to have been due to safety, illness, or injury of the teacher or relative pursuant to Minnesota Statute 181.9413 <u>181.9447</u> (child, adult child, spouse, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or step-parent) which prevented his or her attendance at school and performance of duties on that day or days.</p>	<p>Statute number change</p>
<p>ARTICLE IX LEAVES OF ABSENCE: Section 2: Subd. 2: A request for Personal Leave should be made through AESOP <u>SmartER.</u></p>	<p>Editing- no longer AESOP</p>
<p>Article IX: Section 1: <u>Subd 3: Sick and Safe Leave: Health Care Savings Plan. The district will compensate teachers for sick days over 120 at \$50 a day to be deposited into a health care savings plan sponsored by the Minnesota State Retirement System (MSRS). Deposit will be made to MSRS sixty days after June 30th of the completed school year.</u></p>	<p>MSRS - full amount goes in; prior with payout - taxed, TRA, etc.</p>
<p>Article IX: Section 2: Sub 4. <u>The district will compensate teachers for personal days over 5 at \$100 a day to be deposited into a health care savings plan sponsored by the Minnesota State Retirement System (MSRS). Deposit will be made to MSRS sixty days after June 30th of the completed school year.</u></p>	<p>(would shift old 4 to a new subd 5)</p>
<p>ARTICLE IX: LEAVES OF ABSENCE: Section 6. Association Leave: Subd. 2a: A total of five (5) days of Association Leave will be granted without loss of pay to conduct Association business per contract year. <u>Five additional leave days may be granted at the cost of the association.</u></p>	

<p>ARTICLE XIII: LENGTH OF THE SCHOOL YEAR Section 3. Calendar: The District and the Association agree to meet and confer at least once on the distribution of days in the school calendar.</p> <p>Subd. 1. Grading periods: Following the 1st and 3rd quarter grading periods the district will provide at least one half day dedicated to grading and evaluation of students. Following semester 1 and semester 2 the district will provide one full day dedicated to grading and evaluation of students. <u>The district will provide the following hours dedicated to grading and evaluation of students:</u> <u>End of Quarter 1: 2 hours</u> <u>End of Quarter 2: 4 hours</u> <u>End of Quarter 3: 2 hours</u> <u>End of Quarter 4: full day</u></p>	<p>Q1 - 2 hours grading Q2 - 4 hours grading Q3 - 2 hours grading Q4 - full day for grades and cleaning room</p>
<p>Co Curricular Stipends</p> <p>FFA \$4500 NHS \$500 Prom 9-12 \$750 Student Council \$750 PEP band \$1000 ECFE after hours \$1,000 Elementary Yearbook \$200 MS/HS Yearbook \$200 (w/semester class)</p>	<p>No other stipends due to duties being accomplished within the duty day</p> <p>One Act/ Visual Arts Coach move to coaching schedule</p> <p>**Coaching schedule removed from the contract</p>
<p>Salary Schedules 2025-2026 1.75% 2026-2027 1.75%</p>	<p>Update Dates and amounts in contract</p>