



INDEPENDENT SCHOOL DISTRICT NO. 108
NORWOOD YOUNG AMERICA, MN 55368
AGENDA: Monday, April 27, 2026



6:00 PM Meeting
Central High School

A. PROCEDURAL ITEMS:

Board Chair

1. Call to order

Board Chair

call the meeting to order

2. Roll Call

Board Chair

3. Pledge of Allegiance

Board Chair

4. Approval of Agenda

Board Chair

Board members can amend the presented agenda by adding, removing or adjusting items to suit the needs of a particular meeting.

5. Consent Agenda

Board Chair

a) Approval of Minutes

March 2026 Regular Board Meeting Minutes

b) Payment of Invoices

c) Correspondence

d) Approve Field Trip(s)

e) Human Resources Items:

1. Retirement

a).

2. Lane Change

a).

3. Resignations

a). Karina Niemczyk - Nurse

b). Joe Kley - Activities Director

4. Non-Renewal

a).

5. New Hires

a). Kelly Otto - Special Education

b). Sarah Norton - Special Education

c). Patricia Wolf - Spanish

6. Leave of Absence

- f) Extra Curricular Assignments
 - a). Kelly Nordling - Track
 - a). Eric Seeman- Baseball
 - a). Madison Genz - Track/Strength
 - a). Tony Kley - Baseball
 - a). Dave Rauch - Baseball
 - a). Grace Kosek - Golf
 - a). Shawn Erickson - Softball

g) Volunteer Coaches:

6. Acceptance of Gifts

Board Chair

Board approves donations received.

Casey Dingels	Teen Mental Health	\$150.00
Central Booster Club	Recess Equipment	\$1,054.19
Kopp Family Foundation	Scholarship	\$1,000.00

B. PUBLIC FORUM

Board Chair

During the Public Forum any person may address the School Board on a topic of interest or concern. Listed below are the procedures.

1. Public Forum will follow the Procedural Items on the agenda.
2. Public Forum will be open up to 30 minutes (3 minutes per speaker, 10 minutes per topic, and no more than 3 speakers per topic as a general rule). Comments should be brief, and repetition of public comments already expressed at the same meeting should be avoided.
3. Those wishing to address the Board should fill out the Public Forum Speaker Card and submit the card to the School Board clerk or other district official at the meeting
4. Questions may be asked on any topic, including those on the agenda.
5. School District policy and data privacy laws preclude the Board from publicly discussing personnel matters or data, including information, which, if discussed in a public meeting could violate law or policy. Under School Board Policy 206, complaints or concerns regarding individual school district employees should be presented in writing to school administration and signed by the person submitting the complaint or concern.
6. An attempt will be made to answer questions addressed to the Board. In those cases where an answer is not provided, a phone call from an appropriate school district official will be made as a follow-up.
7. A handout on the purpose of School Board meetings and the meeting process is available at each School Board meeting.
8. Citizens may be asked to address the school board on a particular subject during the discussion of that item.

9. The School Board chairperson will attempt to reasonably honor requests to speak, but shall also exercise discretion with regard to time constraints and therefore may limit the number of requests to speak accordingly.

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

Board Chair

1. Student Council

Board Chair

2. Student Representative

Board Chair

3. Superintendent

Board Chair

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4. Board

Board Chair

Minnesota State High School League

Representative: Krueger; Alt: Erickson

Community Education Board

Representatives: Kelly, Kroells

Southwest Metro Educational Coop

Representative: Perlbachs Alt: Kroells

Community Development/County & City Liaison

Representative: Eischens; Alt: Erickson

Finance Committee

Representative: Perlbachs: Alt: Eischens

Policy Committee:

Representatives: Erickson, Kelly, Kroells

Facilities Committee

Representatives: Krueger, Kroells

Negotiation Committees:

MN School Employees Association:

Representatives: Erickson, Eischens, Bentz

Teachers Association:

Representatives: Krueger, Kelly, Perlbachs

Superintendent:

Representatives: Erickson, Kroells, Eischens

Principals/Administration:

Representatives Erickson, Eischens, Bentz

Non-Union Support Staff, Technology Director, Community Ed. Director:

Representatives Kelly, Kroells, Krueger

D. DISCUSSION ITEMS	
Board Chair	
1. Secondary School Update	12
E. OPERATIONAL ITEMS	
Board Chair	
1. Consideration of the 2026-28 Administrator Contract	21
2. Consideration of the 2026-28 Confidential Employee Contract	32
F. NEXT BOARD MEETING	
Board Chair	
G. ADJOURNMENT	
Board Chair	

Regular Board Meeting
Monday, March 30, 2026 6:00 PM Central

Central High School
531 Morse Street
Norwood Young America, MN 55368

Anthony Bentz: Present
Sara Eischens: Present
Shelby Erickson: Present
Spencer Kelly: Present
Josh Kroells: Present
Troy Krueger: Present
Emily Perlbachs: Present
Present: 7.

A. PROCEDURAL ITEMS:

A.1. Call to order

A.2. Roll Call

A.3. Pledge of Allegiance

A.4. Approval of Agenda

Move to approve the agenda as presented/amended:. This motion, made by Sara Eischens and seconded by Emily Perlbachs, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

A.5. Consent Agenda

Move to approve Consent agenda as presented. This motion, made by Shelby Erickson and seconded by Troy Krueger, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

A.6. Acceptance of Gifts

Move to approve gifts. This motion, made by Josh Kroells and seconded by Sara Eischens, Carried.

Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

B. PUBLIC FORUM

C. INFORMATIONAL ITEMS: MONTHLY REPORTS

C.1. Student Council

C.2. Student Representative

C.3. Superintendent

C.4. Board

D. DISCUSSION ITEMS

D.1. Elementary Update - Ron Erpenbach

D.2. FY26 Revised Budget - Tim Schochenmaier

E. OPERATIONAL ITEMS

E.1. Consideration of the SY26 Revised Budget

Approved. This motion, made by Shelby Erickson and seconded by Spencer Kelly, Carried.
Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

E.2. Consideration of a RESOLUTION ESTABLISHING REFINED HAND COUNT PROCEDURES FOR SCHOOL BOARD ELECTIONS

Approved. This motion, made by Sara Eischens and seconded by Emily Perlbachs, Carried.
Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

F. NEXT BOARD MEETING APRIL 27, 2026

G. ADJOURNMENT

Approved. This motion, made by Emily Perlbachs and seconded by Anthony Bentz, Carried.
Anthony Bentz: Yea, Sara Eischens: Yea, Shelby Erickson: Yea, Spencer Kelly: Yea, Josh Kroells: Yea, Troy Krueger: Yea, Emily Perlbachs: Yea
Yea: 7, Nay: 0

April 5-2026 PAYROLL

GROSS PAY	\$323,476.38
FEDERAL TAX	(22,363.26)
MN STATE TAX	(11,589.01)
OASDI	(18,976.92)
MEDICARE	(4,438.16)
PERA	(3,762.98)
TRA	(20,056.71)
MNPL	(1,423.36)
ANNUITIES	(6,092.43)
FLEX	(17,396.46)
VOLUNTARIES	(4,614.65)
NET PAYROLL	<u><u>\$212,762.44</u></u>

April 20-2026 PAYROLL

GROSS PAY	\$303,810.99
FEDERAL TAX	(20,761.23)
MN STATE TAX	(10,540.06)
OASDI	(17,757.67)
MEDICARE	(4,152.97)
PERA	(3,264.98)
TRA	(19,337.73)
MNPL	(1,336.79)
ANNUITIES	(6,092.43)
FLEX	(17,396.46)
VOLUNTARIES	(4,394.07)
NET PAYROLL	<u><u>\$198,776.60</u></u>

Norwood-Young America School
 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		
GEN1	P60926	61366		Direct Pymt	1	00572	MENARDS INC		Yes	Yes	No	03/30/2026		102.91
GEN1	P60926	61367		Direct Pymt	1	03222	PERLICH, KELLI		Yes	Yes	No	03/30/2026		46.40
GEN1	P60926	61368		Direct Pymt	1	3185	MARCO TECHNOLOGIES, LLC		Yes	Yes	No	03/30/2026		390.00
GEN1	P60926	61369		Direct Pymt	1	3750	HENDEL, ANN		Yes	Yes	No	03/30/2026		29.06
GEN1	P60926	61370		Direct Pymt	1	4946	BSN SPORTS LLC		Yes	Yes	No	03/30/2026		133.03
GEN1	P60926	61371		Direct Pymt	1	5287	SOUTHWEST METRO INTERMEDIATE DIS		Yes	Yes	No	03/30/2026		595.00
GEN1	P60926	61372		Direct Pymt	1	6257	GESINGER, JULIE		Yes	Yes	No	03/30/2026		4.75
GEN1	P60926	61373		Direct Pymt	1	6620	IDEAL ENERGIES SOLAR LEASING 2021 I		Yes	Yes	No	03/30/2026		466.44
GEN1	P60926	61374		Direct Pymt	1	6728	BLUUM OF MINNESOTA, LLC		Yes	Yes	No	03/30/2026		90.00
GEN1	P60926	61375		Direct Pymt	1	6850	GROSCHEN, AMY		Yes	Yes	No	03/30/2026		35.00
GEN1	P60926	61376		Direct Pymt	1	6865	MIDAMERICA ADMINISTRATIVE & RETIREI		Yes	Yes	No	03/30/2026		114.00
GEN1	P60926	61377		Direct Pymt	1	6927	KLEY, JOE		Yes	Yes	No	03/30/2026		255.20
GEN1	P60926	61378		Direct Pymt	1	7492	PROCARE THERAPY		Yes	Yes	No	03/30/2026		7,628.10
GEN1	P60926	61379		Wire	1	00061	CITY OF NORWOOD YOUNG AMERICA		No	Yes	No	03/30/2026		2,093.42
GEN1	P60926	61380		Wire	1	01606	CENTERPOINT ENERGY		No	No	No	03/30/2026		21,385.65
GEN1	P60926	61381		Wire	1	09609	XCEL ENERGY		No	No	No	03/30/2026		4,559.10
GEN1	P60926	61382		Wire	1	5002	WASTE MANAGEMENT OF WI-MN		No	Yes	No	03/30/2026		1,336.92
GEN1	P60926	61383		Wire	1	6605	ELEYO		No	Yes	No	03/30/2026		2,921.80
GEN1	P60926	61384		Wire	1	6821	WEX Health Inc.		No	Yes	No	03/30/2026		243.25
GEN1	P60926	61433		Wire	1	2468	MASTERCARD - HARRIS BANK	R2	No	No	No	03/30/2026		4,971.02
GEN1	P60926	61434		Wire	1	4091	MASTERCARD - HARRIS BANK		No	No	No	03/30/2026		16,179.91
GEN1	p61031	61436		Wire	1	04034	PERA		No	No	No	04/03/2026		8,104.85
GEN1	p61031	61437		Wire	1	04035	TEACHERS RETIREMENT ASSOC		No	No	No	04/03/2026		44,651.22
GEN1	p61031	61438		Wire	1	05255	DEPARTMENT OF THE TREASURY		No	No	No	04/03/2026		69,193.42
GEN1	p61031	61439		Wire	1	06027	COMMISSIONER OF REVENUE		No	No	No	04/03/2026		11,589.01
GEN1	p61031	61440		Wire	1	3785	EDUCATORS FINANCIAL SERVICES		No	No	No	04/03/2026		9,297.45
GEN1	p61031	61441		Wire	1	4070	MINNESOTA REVENUE		No	No	No	04/03/2026		80.00
GEN1	p61031	61442		Wire	1	6821	WEX Health Inc.		No	No	No	04/03/2026		1,266.50
GEN1	P61026	61483		Direct Pymt	1	00572	MENARDS INC		Yes	No	No	04/14/2026		901.08
GEN1	P61026	61484		Direct Pymt	1	2325	TAHER, INC. - BIN# 135092		Yes	No	No	04/14/2026		67,675.65
GEN1	P61026	61485		Direct Pymt	1	3185	MARCO TECHNOLOGIES, LLC		Yes	No	No	04/14/2026		375.00
GEN1	P61026	61486		Direct Pymt	1	3535	FOUR POINT 0 SCHOOL SERVICES		Yes	No	No	04/14/2026		115,820.94
GEN1	P61026	61487		Direct Pymt	1	3774	NCS PEARSON	R1	Yes	No	No	04/14/2026		256.73
GEN1	P61026	61488		Direct Pymt	1	4946	BSN SPORTS LLC		Yes	No	No	04/14/2026		948.89
GEN1	P61026	61489		Direct Pymt	1	5287	SOUTHWEST METRO INTERMEDIATE DIS		Yes	No	No	04/14/2026		49,106.83
GEN1	P61026	61490		Direct Pymt	1	6412	AVIBEN		Yes	No	No	04/14/2026		145.98
GEN1	P61026	61491		Direct Pymt	1	6603	CROWN, KARI		Yes	No	No	04/14/2026		162.40
GEN1	P61026	61492		Direct Pymt	1	6722	HEARTLAND BUSINESS SYSTEMS, LLC.		Yes	No	No	04/14/2026		2,148.00
GEN1	P61026	61493		Direct Pymt	1	6927	KLEY, JOE		Yes	No	No	04/14/2026		87.00
GEN1	P61026	61494		Direct Pymt	1	7007	FREEDOM SECURITY AND SURVEILLANC		Yes	No	No	04/14/2026		1,521.75
GEN1	P61026	61495		Direct Pymt	1	7492	PROCARE THERAPY		Yes	No	No	04/14/2026		3,821.10
GEN1	P61026	61496		Wire	1	00061	CITY OF NORWOOD YOUNG AMERICA		No	No	No	04/14/2026		2,578.29
GEN1	P61026	61497		Wire	1	09609	XCEL ENERGY		No	No	No	04/14/2026		12,016.63
GEN1	P61026	61498		Wire	1	5002	WASTE MANAGEMENT OF WI-MN		No	No	No	04/14/2026		1,091.12
GEN1	P61026	61499		Wire	1	6605	ELEYO		No	No	No	04/14/2026		2,848.97
GEN1	P61026	61500		Wire	1	6821	WEX Health Inc.		No	No	No	04/14/2026		246.00
GEN1	p61032	61505		Wire	1	00808	NCBERS Group Life Ins.		No	No	No	04/20/2026		16.25
GEN1	p61032	61506		Wire	1	04034	PERA		No	No	No	04/20/2026		7,032.28
GEN1	p61032	61507		Wire	1	04035	TEACHERS RETIREMENT ASSOC		No	No	No	04/20/2026		43,050.56
GEN1	p61032	61508		Wire	1	05255	DEPARTMENT OF THE TREASURY		No	No	No	04/20/2026		64,582.51
GEN1	p61032	61509		Wire	1	06027	COMMISSIONER OF REVENUE		No	No	No	04/20/2026		10,540.06
GEN1	p61032	61510		Wire	1	1439	DELTA DENTAL PLAN OF MN		No	No	No	04/20/2026		6,552.32
GEN1	p61032	61511		Wire	1	2260	AFLAC		No	No	No	04/20/2026		100.29
GEN1	p61032	61512		Wire	1	3785	EDUCATORS FINANCIAL SERVICES		No	No	No	04/20/2026		9,297.45
GEN1	p61032	61513		Wire	1	5699	MN PUBLIC EMPLOYEES INSURANCE PF		No	No	No	04/20/2026		77,872.54
GEN1	p61032	61514		Wire	1	6821	WEX Health Inc.		No	No	No	04/20/2026		2,453.02
GEN1	p61032	61515		Wire	1	7498	MN DEED PL		No	No	No	04/20/2026		16,969.22
GEN1	P51026	59717	44815	Check	1	01816	SECTION 4A		Yes	No	Yes	04/02/2026		(140.00)
GEN1	P60226	60294	45176	Check	1	7440	RAIDERS BASEBALL ASSOCIATION		Yes	No	Yes	04/02/2026		(50.00)
GEN1	P60426	60675	45440	Check	1	6913	WINONA STATE UNIVERSITY		Yes	No	Yes	04/16/2026		(200.00)
GEN1		60721	45446	Check	1	7495	ELECTRONIC DESIGN COMPANY		Yes	No	Yes	04/06/2026		(2,500.00)
GEN1	P60926	61432	45846	Check	1	7533	BROSSARD, STACY		Yes	No	No	03/30/2026		240.00
GEN1	P60926	61391	45847	Check	1	01698	CARVER COUNTY PARKS		Yes	No	No	03/30/2026		220.00
GEN1	P60926	61394	45848	Check	1	1118	CENTRAL BOOSTER CLUB		Yes	No	No	03/30/2026		928.26
GEN1	P60926	61401	45849	Check	1	4459	CENTRAL GIRLS BASKETBALL BOOSTEF		Yes	No	No	03/30/2026		828.16
GEN1	P60926	61409	45850	Check	1	5363	CENTRAL SOFTBALL BOOSTERS		Yes	No	No	03/30/2026		1,960.00
GEN1	P60926	61420	45851	Check	1	7352	CRESTLINE SPECIALTIES INC.		Yes	No	No	03/30/2026		1,751.29
GEN1	P60926	61410	45852	Check	1	5364	DEBOER, NICOLE		Yes	No	No	03/30/2026		531.92
GEN1	P60926	61413	45853	Check	1	6791	DIVERSIFIED PLUMBING & HEATING		Yes	No	No	03/30/2026		225.31
GEN1	P60926	61403	45854	Check	1	4717	ECM PUBLISHERS, INC.		Yes	No	No	03/30/2026		725.00
GEN1	P60926	61404	45855	Check	1	4874	EGGERS, MARK		Yes	No	No	03/30/2026		110.00

Norwood-Young America School
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
GEN1	P60926	61415	45856	Check	1	6910	FASCHING, JANE		Yes	No	No	03/30/2026	1,352.00
GEN1	P60926	61396	45857	Check	1	1251	FREY SCIENTIFIC		Yes	No	No	03/30/2026	137.08
GEN1	P60926	61422	45858	Check	1	7363	GEARMAN, MIKE		Yes	No	No	03/30/2026	130.00
GEN1	P60926	61408	45859	Check	1	5274	GRAMS, RYAN		Yes	No	No	03/30/2026	100.00
GEN1	P60926	61385	45860	Check	1	00086	GRUENHAGEN, JEREMY		Yes	No	No	03/30/2026	110.00
GEN1	P60926	61412	45861	Check	1	6632	HEMMANN, MICHAEL		Yes	No	No	03/30/2026	160.00
GEN1	P60926	61421	45862	Check	1	7362	HOLTZ, TODD		Yes	No	No	03/30/2026	130.00
GEN1	P60926	61397	45863	Check	1	1442	IMPERIAL DADE		Yes	No	No	03/30/2026	1,122.05
GEN1	P60926	61426	45864	Check	1	7484	INFINITY ONLINE		Yes	No	No	03/30/2026	658.00
GEN1	P60926	61424	45865	Check	1	7384	INSTRUMENTALIST AWARDS LLC		Yes	No	No	03/30/2026	182.00
GEN1	P60926	61386	45866	Check	1	00178	INTERMEDIATE DIST 287		Yes	No	No	03/30/2026	3,197.70
GEN1	P60926	61389	45867	Check	1	00838	JOSTENS INC		Yes	No	No	03/30/2026	892.45
GEN1	P60926	61430	45868	Check	1	7531	KAMPS, SONIA		Yes	No	No	03/30/2026	918.90
GEN1	P60926	61407	45869	Check	1	5163	KEGLER, MIKE		Yes	No	No	03/30/2026	110.00
GEN1	P60926	61411	45870	Check	1	5799	LANGE, JEFF		Yes	No	No	03/30/2026	160.00
GEN1	P60926	61388	45871	Check	1	00505	LANO EQUIPMENT		Yes	No	No	03/30/2026	195.53
GEN1	P60926	61429	45872	Check	1	7530	LINDSTROM, CHRIS		Yes	No	No	03/30/2026	80.00
GEN1	P60926	61405	45873	Check	1	5157	LITFIN, NICHOLAS		Yes	No	No	03/30/2026	130.00
GEN1	P60926	61406	45874	Check	1	5158	LITFIN, TIMOTHY A.		Yes	No	No	03/30/2026	130.00
GEN1	P60926	61414	45875	Check	1	6817	MASSP		Yes	No	No	03/30/2026	295.00
GEN1	P60926	61400	45876	Check	1	4393	MATHESON TRI-GAS, INC.		Yes	No	No	03/30/2026	130.46
GEN1	P60926	61428	45877	Check	1	7529	MAYERHOFER, KIM		Yes	No	No	03/30/2026	130.00
GEN1	P60926	61416	45878	Check	1	6965	MCDOWALL COMPANY		Yes	No	No	03/30/2026	7,595.00
GEN1	P60926	61390	45879	Check	1	01301	MN DEPT OF LABOR AND INDUSTRY		Yes	No	No	03/30/2026	145.00
GEN1	P60926	61387	45880	Check	1	00276	MN SCHOOL BOARD ASSOCIATION		Yes	No	No	03/30/2026	380.00
GEN1	P60926	61419	45881	Check	1	7167	MNIAAA		Yes	No	No	03/30/2026	175.00
GEN1	P60926	61398	45882	Check	1	1563	MSU-MANKATO ATHLETICS		Yes	No	No	03/30/2026	450.00
GEN1	P60926	61393	45883	Check	1	09053	NYA WRESTLING CLUB		Yes	No	No	03/30/2026	3,758.52
GEN1	P60926	61423	45884	Check	1	7364	PRINGLE, KEESHA		Yes	No	No	03/30/2026	130.00
GEN1	P60926	61399	45885	Check	1	3550	REGION 2A MSHSL		Yes	No	No	03/30/2026	115.00
GEN1	P60926	61431	45886	Check	1	7532	SCHMIDT, JULIE		Yes	No	No	03/30/2026	1,356.54
GEN1	P60926	61425	45887	Check	1	7419	SMITH, JAMIE		Yes	No	No	03/30/2026	206.40
GEN1	P60926	61427	45888	Check	1	7527	STUKENT, INC.		Yes	No	No	03/30/2026	895.00
GEN1	P60926	61392	45889	Check	1	05590	TK ELEVATOR CORPORATION		Yes	No	No	03/30/2026	405.06
GEN1	P60926	61417	45890	Check	1	7008	TWENTY4SEVEN FIRE & SECURITY COR		Yes	No	No	03/30/2026	1,499.96
GEN1	P60926	61395	45891	Check	1	1157	UHL COMPANY		Yes	No	No	03/30/2026	883.50
GEN1	P60926	61402	45892	Check	1	4489	VERNIER SOFTWARE & TECHNOLOGY		Yes	No	No	03/30/2026	109.36
GEN1	P60926	61418	45893	Check	1	7117	VOELKER, JEREMY		Yes	No	No	03/30/2026	160.00
GEN1	p61031	61435	45894	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	No	No	04/03/2026	361.19
GEN1		61443	45895	Check	1	4795	UNHINGED PIZZA		Yes	No	No	04/02/2026	365.00
GEN1	P61026	61481	45896	Check	1	7534	ALEXANDRIA HIGH SCHOOL		Yes	No	No	04/14/2026	225.00
GEN1	P61026	61458	45897	Check	1	4046	ANDERSON'S		Yes	No	No	04/14/2026	1,510.40
GEN1	P61026	61470	45898	Check	1	6694	ANNANDALE CARDINAL SPEECH TEAM		Yes	No	No	04/14/2026	55.00
GEN1	P61026	61482	45899	Check	1	7535	AVID HOTEL		Yes	No	No	04/14/2026	240.00
GEN1	P61026	61469	45900	Check	1	6548	CAMBRIDGE-ISANTI HIGH SCHOOL SPEE		Yes	No	No	04/14/2026	77.00
GEN1	P61026	61463	45901	Check	1	5943	CAROLINA BIOLOGICAL		Yes	No	No	04/14/2026	140.77
GEN1	P61026	61461	45902	Check	1	4459	CENTRAL GIRLS BASKETBALL BOOSTEF		Yes	No	No	04/14/2026	181.84
GEN1	P61026	61457	45903	Check	1	3213	CENTURYLINK		Yes	No	No	04/14/2026	139.31
GEN1	P61026	61477	45904	Check	1	7150	CESO COMMUNICATIONS, LLC		Yes	No	No	04/14/2026	2,860.00
GEN1	P61026	61476	45905	Check	1	7122	CURFMAN TRUCKING & REPAIR, INC.		Yes	No	No	04/14/2026	3,956.25
GEN1	P61026	61456	45906	Check	1	2721	DASHIR MANAGEMENT SERVICES INC		Yes	No	No	04/14/2026	49,648.86
GEN1	P61026	61480	45907	Check	1	7495	ELECTRONIC DESIGN COMPANY		Yes	No	No	04/14/2026	2,500.00
GEN1	P61026	61473	45908	Check	1	6910	FASCHING, JANE		Yes	No	No	04/14/2026	271.20
GEN1	P61026	61454	45909	Check	1	1251	FREY SCIENTIFIC		Yes	No	No	04/14/2026	92.42
GEN1	P61026	61466	45910	Check	1	6468	GARCIA-SANCHEZ, FLORMIRA		Yes	No	No	04/14/2026	595.00
GEN1	P61026	61445	45911	Check	1	00182	HOME SOLUTIONS UNLIMITED		Yes	No	No	04/14/2026	153.63
GEN1	P61026	61449	45912	Check	1	01076	ISD #2687- HOWARD LAKE/WAVERLY		Yes	No	No	04/14/2026	56.00
GEN1	P61026	61450	45913	Check	1	01095	ISD #282 - ST. ANTHONY-NEW BRIGHTON		Yes	No	No	04/14/2026	98.00
GEN1	P61026	61452	45914	Check	1	05663	ISD #2859 - GLENCOE-SILVER LAKE		Yes	No	No	04/14/2026	4,516.80
GEN1	P61026	61447	45915	Check	1	00483	ISD #466-DASSEL-COKATO SCHOOLS		Yes	No	No	04/14/2026	75.00
GEN1	P61026	61455	45916	Check	1	2624	ISD #881 - MAPLE LAKE PUBLIC		Yes	No	No	04/14/2026	84.00
GEN1	P61026	61459	45917	Check	1	4263	ISD #882-MONTICELLO PUBLIC SCH		Yes	No	No	04/14/2026	300.00
GEN1	P61026	61448	45918	Check	1	00838	JOSTENS INC		Yes	No	No	04/14/2026	48.85
GEN1	P61026	61464	45919	Check	1	6081	LAZY LOON BOWLING & EVENT CENTEF		Yes	No	No	04/14/2026	7,425.00
GEN1	P61026	61468	45920	Check	1	6545	MARCO TECHNOLOGIES LLC		Yes	No	No	04/14/2026	3,892.68
GEN1	P61026	61460	45921	Check	1	4316	MCDOWELL AGENCY, INC.		Yes	No	No	04/14/2026	35.20
GEN1	P61026	61444	45922	Check	1	00122	REGION V COMPUTER SERVICES		Yes	No	No	04/14/2026	4,292.00
GEN1	P61026	61474	45923	Check	1	7083	SCHOLASTIC BOOK FAIRS		Yes	No	No	04/14/2026	225.22
GEN1	P61026	61451	45924	Check	1	01816	SECTION 4A		Yes	No	No	04/14/2026	154.00
GEN1	P61026	61446	45925	Check	1	00374	SMITH OIL CO.		Yes	No	No	04/14/2026	88.75
GEN1	P61026	61462	45926	Check	1	4571	SOUTHWEST MN STATE UNIVERSITY		Yes	No	No	04/14/2026	14,190.00

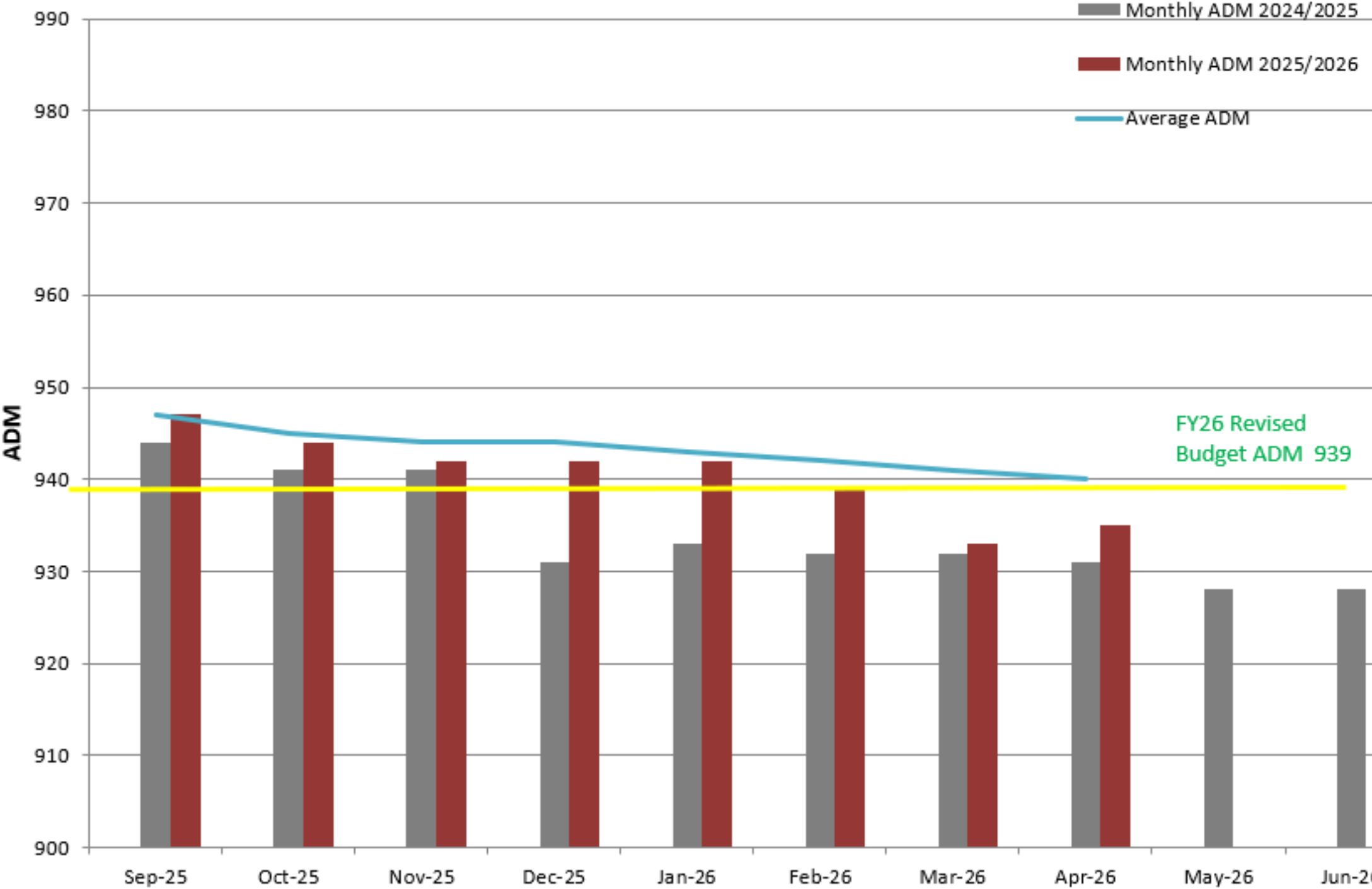
Norwood-Young America School
 Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
GEN1	P61026	61467	45927	Check	1	6525	SPECIAL SCHOOL DISTRICT #1		Yes	No	No	04/14/2026	79.20
GEN1	P61026	61475	45928	Check	1	7096	SPEECHWIRE TOURNAMENT SERVICES		Yes	No	No	04/14/2026	360.00
GEN1	P61026	61465	45929	Check	1	6252	T-MOBILE		Yes	No	No	04/14/2026	170.24
GEN1	P61026	61471	45930	Check	1	6756	TRI COUNTY WATER CONDITIONING		Yes	No	No	04/14/2026	232.25
GEN1	P61026	61478	45931	Check	1	7222	TWIEST, MARIA		Yes	No	No	04/14/2026	330.24
GEN1	P61026	61453	45932	Check	1	1157	UHL COMPANY		Yes	No	No	04/14/2026	1,701.17
GEN1	P61026	61479	45933	Check	1	7433	USI CONSULTING GROUP		Yes	No	No	04/14/2026	9,700.00
GEN1	P61026	61472	45934	Check	1	6826	WACONIA COMMUNITY EDUCATION		Yes	No	No	04/14/2026	1,055.00
GEN1	p61032	61503	45935	Check	1	07999	C.E.A.		Yes	No	No	04/20/2026	8,266.90
GEN1	p61032	61501	45936	Check	1	01140	MADISON NAT'L LIFE INS CO INC.		Yes	No	No	04/20/2026	1,321.01
GEN1	p61032	61502	45937	Check	1	06032	MINNESOTA SCHOOL EMP ASSOC		Yes	No	No	04/20/2026	220.61
GEN1	p61032	61504	45938	Check	1	3796	NATIONAL INSURANCE SERVICES OF WI		Yes	No	No	04/20/2026	360.81

Bank Total:

Report Total:

25-26 Monthly, Average, and Budgeted Daily Membership



Central High/Middle School

Monday, April 27, 2026

Presented by Rich Larson



Building Agency in Students

- **Monday Planning Doc**
 - **Here is how it is going**
 - **Challenges**
 - **Guest Teachers, Absences,**
 - **Successes**
 - **Measurable reduction on Fail list at times throughout the year.**
 - **Overall participation.**
 - **Regular Checks**
 - **Feedback**
 - **Positive...**
 - **Will continue to gather.**

Staff Leadership

- **Instructional Leadership Team**
 - **Staff input on important decisions**
 - **Example: AI**
 - Prof Dev.
 - Staff Share out.
 - **Central Futures**
 - *Next Slide*



Learning Assistant

AI Chat Bot that follows YOUR instructions on how to interact with students to support their learning.

MAGiCSCHOOL®

Sample for Investment Strategies

The graphic features a light blue background. On the left, there is a black and white illustration of a woman in a suit standing next to a man in a suit who is pointing at a computer monitor displaying a question mark. To the right of the illustration, the text 'Learning Assistant' is written in a large, black, serif font. Below this, in a smaller font, is the description 'AI Chat Bot that follows YOUR instructions on how to interact with students to support their learning.' Further down, the 'MAGiCSCHOOL®' logo is displayed in a bold, purple, sans-serif font. At the bottom, the text 'Sample for Investment Strategies' is written in a small, black, sans-serif font and underlined.

Central Futures

- **Creating Opportunities to learn about life after HS.**
 - **What we learned**
 - **How we will plan for next year:**
 - **Large Group session with previews**
 - **Dismiss to breakouts.**

Teen Mental Health 1st aid

- **Teen mental health first aid.**
 - **All 9th-12 graders have received this training through 2Bcontinued.**

Monitoring Student Connection

Survey 3x per year.
2025-26 Data

Percent “Agree or Strongly Agree”

	Fall (467 responses)	Winter (455 responses)	Spring (Responses)
I Feel Safe at Central.	96.3%	96.0%	
I feel a sense of belonging	91.6%	94.7%	
I feel there is at least one adult in the building who knows me well. (An adult has made an attempt to connect with me.)	91.3%	92.7%	
I feel there is at least one adult in the building I trust and could go to with a serious problem.	92.4%	89.9%	
I can achieve academic success.	97.2%	96.7%	

Culture/Climate Action Steps *(From Fall Goals Presentation)*

- **Culture/Climate results shared with grade level PLCs**
 - **Staff identify who lacks connection and commit to reaching out to students.**
- **Clear expectations delivered to students.**
- **Monthly Assemblies: Recognition, Celebration, Reminders**
- **Principal's Advisory Leadership Council**
- **SEL Character Strong**

Academic Growth & Building School Culture

- **MTSS Process**
 - **Reviewing Data for Reading and Math**
 - **Staff Input**
 - **Supports provided.**

- **Examples:**
 - **Check in/Check out**
 - **Executive Function**
 - **Reading Fluency (decoding)**
 - **Reading Comprehension Successes**

Thank you



ARTICLE I

PURPOSE

Section 1. Parties: THIS AGREEMENT is entered into between Independent School District 108, Norwood Young America, Minnesota, hereinafter, referred to as the school district, and the Central Administrators' Association, hereinafter, referred to as the exclusive representative, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the P.E.L.R.A., to provide the terms and conditions of employment for legally qualified and certified administrators who agree to perform the duties of Administrator in the public schools of the District during the duration of this Agreement commencing July 1, 2026 through June 30, 2028. This contract is subject to the provisions of M.S. 125.12 and to all laws, rules, and regulations of the State of Minnesota relevant to qualifications, certification, employment, termination, and discharge. This contract will remain in full force and effect except if modified by mutual consent of the school board and the exclusive representative.

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the P.E.L.R.A., the school district recognizes the Central administrators' Association as the exclusive representative of administrators employed by the school district, which exclusive representative shall have those rights and duties as prescribed by the P.E.L.R.A., and as described in the Agreement.

Section 2. Appropriate Unit: The exclusive representative shall represent all the administrators of the district as defined in this Agreement and in said Act. Administrators shall hold a valid K-12 Principals License or a District Special Education Director License and be in a role where 50% or more of their work is administrative in nature that would require the license.

ARTICLE III

SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Policy. The exclusive representative recognizes that the School District is not required to meet and negotiate on matters of inherent managerial policy, which include, but are not limited to, such areas of discretion or policy as the functions and programs of the School District, its overall budget, utilization of technology, the organizational structure, and selection and direction and number of personnel.

Section 2. Reservation of Managerial Rights: The foregoing enumeration of rights and duties shall not be deemed to exclude other inherent management rights and management functions not expressly reserved herein, and all management rights and management functions not expressly delegated in this agreement are reserved to the school district.

Section 3. Effect of Laws, Rules and Regulations. The exclusive representative recognizes that all administrators covered by this Agreement shall perform the services prescribed by the School Board and shall be subject to School Board rules, regulations, directives and orders issued by properly designated officials of the School District. The exclusive representative also recognizes the right, obligation and duty of the School Board and its duly designated officials to promulgate rules, regulations, directives, and orders from time to time as deemed necessary by the School Board insofar as such rules, regulations, directives and orders are not inconsistent with the terms of this Agreement.

ARTICLE IV

DUTY YEAR AND LEAVES

Section 1. Basic Work Year: The administrator's duty year shall be for the entire year as provided herein and the administrator shall perform services on those legal holidays on which the school district is authorized to conduct school if the school board so determines. The administrator shall be on duty during any emergency, natural or unnatural, unless he is otherwise excused in accordance with the school board administrative policy.

Section 2. Vacation. The administrator shall earn 25 working days of annual vacation each contract year. Vacation earned in a contract year must be used during the contract year in which it is earned, except up to five (5) days may be carried forward to the next contract year but must be taken within six months following the contract year in which it is earned (December 31). administrators will use no more than eight (8) vacation days per school year on student contact days. Any member of the association working less than 260 days will have their vacation days prorated.

Section 3. Holidays: The administrator shall be entitled to 12 paid holidays each contract year as designated by the School Board. Namely: July 4th, Labor Day, Memorial Day, Thanksgiving Day, Friday following Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Juneteenth, and 2 floating holidays. The School Board, however, reserves the right, if school is in session, to cancel any of the holidays and establish another holiday in lieu thereof with the understanding, however, that the administrator under this provision will be guaranteed twelve (12) paid holidays per year. Any legal holiday or holidays, which fall within any employees' vacation period, shall not be counted as a vacation.

Section 4. Sick Leave: The administrator shall earn sick leave at the rate of 15 days(s) annually, which may be accumulated to a maximum of 130 days.

Section 5. Emergency Leave. The administrator may be granted emergency leave during the contract year at the discretion of the Superintendent and/or School Board.

Section 6. Medical Leave: If the administrator is unable to perform his/her duties because of illness or disability and has exhausted all sick leave credit available or has become eligible for long term disability compensation shall upon request be granted a medical leave of absence or extension thereof pursuant to this section shall be accompanied by a written doctor's statement outlining the condition of health and estimated time at which the administrator is expected to be able to assume his/her normal responsibilities. The administrator, when on medical leave of absence, is eligible to continue to participate in group insurance programs as permitted under the insurance policy provisions, but shall pay the entire premium for such programs as he wishes to retain commencing with the beginning of the leave.

Section 7. Bereavement Leave:

Subd. 1. There may be an allowance of four (4) days annually for absence because of the death of relatives and friends. Prior approval must be obtained from the appropriate administrator before leave is granted.

Subd. 2. Leaves granted under this section shall be deducted from sick leave.

ARTICLE V

INSURANCE

Section 1. Health and Hospitalization: The School District shall provide the employee a single or family health and hospitalization fully funded insurance plan at the expense of the School District. This includes the cost of insurance premiums and funding the Health Savings Account or VEBA up to the IRS maximum. If the employee elects not to take insurance through the District, the district shall apply the full single amount to a Health Retirement Account that is chosen by the District.

Section 2. Long Term Disability Insurance: Each administrator shall pay monthly premiums for a School District long term disability insurance plan for the administrator providing a benefit of 66 2/3% of the administrator's regular monthly compensation, with a waiting period of not more than ninety (90) calendar days after the date of disability, with such benefits to continue until the administrator reaches the age of sixty-five (65) and as long as the administrator remains disabled.

Section 3. Liability Insurance: The School District shall provide an errors and omissions liability insurance policy in the amount of the present policy.

Section 4. Term Life Insurance: The School District shall pay the premium for term life insurance in an amount equal to their salary to the nearest thousand, provided the administrator is insurable and eligible to be insured under a group insurance plan to be provided for the school district. If life insurance is available the effective date shall be the first of the month following approval by the insurable carrier.

Section 5. Dental Insurance: The District shall pay the full premium toward the individual plan for the administrator in the Delta Dental Plan.

Section 6. Claims Against the School District: The parties agree that any description of insurance benefits shall be governed by the terms of the insurance policy purchased by the School District pursuant to this section. It is understood that the School District's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claims shall be made against the School District as a result of a denial of insurance benefits by insurance carriers.

ARTICLE VI

GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A "grievance" shall mean an allegation by an administrator resulting in a dispute or disagreement between the administrator and the school district as to the interpretation or application of terms and conditions contained in this Agreement.

Section 2. Representative: The administrator or school board may be represented during any step of the procedure by any person or agent designated by such party to act on his/her behalf.

Section 3. Definition and Interpretation:

Subd. 1. Extension. Time limits specified in this Agreement may be extended by mutual agreement.

Subd. 2. Days. Reference to days regarding time periods in this procedure shall refer to working days. A working day is defined as all weekdays not designated as holidays by state law.

Subd. 3. Computation of Time. In computing any period of time prescribed or allowed by procedures herein, the date of the act, event, or default for which the designated period of time begins to run shall not be included. The last day of the period so computed shall be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 4. Filing and Postmark. The filing or services of any notice or document herein shall be timely if it is personally served and the copies countersigned by each party and dated or if it bears a certified postmark of the United States Postal Service within the time period.

Section 4. Time Limitation and Waiver: Grievances shall not be valid for consideration unless the grievance is submitted in writing to the school district's designee, setting forth the facts and the specific provision of the Agreement allegedly violated and the particular relief sought within twenty (20) days after the date of the first event giving rise to the grievance occurred. Failure to file any grievance within such period shall constitute a waiver of the grievance. Failure to appeal a grievance from one level to another within the time limits thereafter provided shall constitute a waiver of the grievance. An effort shall first be made to adjust an alleged grievance informally between the administrator and the school district's designee.

Section 5. Adjustment of Grievance: The school district and the administrator shall attempt to adjust all grievances which may arise during the course of employment of any administrator within the school district in the following manner:

Sub. 1. Level I: If the grievance is not resolved through informal discussions, the Superintendent or designee shall give a written decision on the grievance to the parties involved within ten (10) days after receipt of the written grievance.

Sub. 2. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the School Board, the School Board may elect to review the matter and render a written decision within twenty (20) days after receipt of the written appeal. However, at the option of the School Board, the School Board may determine to set a hearing on the grievance within twenty (20) days after receipt of the written appeal, and in such case within twenty (20) days after the hearing, the School Board shall issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to process the appeal at this level and report the findings and recommendations to the School Board. The School Board shall then render its decision.

Section 6. Denial of Grievance. Failure by the School Board or its representative(s) to issue a decision within the time period provided in this article shall constitute a denial of the grievance, and the administrator may appeal it to the next level.

Section 7. Arbitration Procedures. In the event that the administrator and the School Board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined in this article.

Sub. 1. Request. A request to submit a grievance to arbitration must be in writing signed by the aggrieved party and such request must be filed in the office of the Superintendent within ten (10) days following the decision in Level II of the grievance procedure.

Sub. 2. Prior Procedure Required. No grievance shall be considered by the arbitrator which has not first been duly processed in accordance with the grievance procedure and appeal provisions.

Sub. 3. Selection of Arbitrator. Upon the proper submission of a grievance under the terms of this procedure, the parties may, within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Commissioner of the Bureau of Mediation Services to submit a panel of seven (7) arbitrators to the parties, pursuant to P.E.L.R.A., provided such request is made within twenty (20) days after request for arbitration. The request shall ask that the panel be submitted within ten (10) days after the receipt of said request. Within ten (10) days after receipt of the panel, the parties shall alternately strike names, and the remaining name shall be the arbitrator to hear the grievance. The order of striking will be determined by lot. Failure to agree upon an arbitrator or the failure to request an arbitrator from the Commissioner within the time period as provided in this article shall constitute a waiver of the grievance.

Sub. 4. Hearing: The grievance shall be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties shall have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator shall be a hearing de novo (anew: starting again).

Sub. 5. Decision: The decision by the arbitrator shall be rendered within thirty days after the close of the hearing. Decisions by the arbitrator in cases properly before him/her shall be final and binding upon the parties, subject, however, to the limitation of arbitration decisions as provided by in the P.E.L.R.A.

Sub. 6. Expenses: Each party shall bear its own expenses in connection with arbitration including expenses relating to the party's representatives, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording shall be made of the hearing at the request of either party. The parties shall share, equally, fees and expenses of the arbitrator, the cost of the transcript or recording if requested by both parties, and any other expenses which the parties mutually agree are necessary for the conduct of the arbitration. However, if one party orders a copy of such transcript that party shall pay for such copy.

Sub. 7. Jurisdiction: The arbitrator shall have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator shall not extend to proposed changes in terms and conditions of employment as defined herein and contained in this written Agreement; nor shall an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor shall the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which shall include but not be limited to such areas of discretion or policy as the functions and programs of the

District, its overall budget, use of technology, the organizational structure, and selection and direction and number of personnel. In consideration of any issue in dispute, the decision of the arbitrator shall give due consideration to the statutory right and obligation of the Public School District to efficiently manage and conduct its operation within legal limitations surrounding the financing of such operations.

Sub. 8. Notwithstanding the expiration of Agreement, any claim or grievance arising thereunder may be processed through the grievance procedure until resolution.

ARTICLE VII

OTHER BENEFITS

Section 1. Tax Sheltered Annuities: The administrator shall be eligible to participate in a tax sheltered annuity plan through payroll deduction established pursuant to Section 403(b) of the Internal Revenue Code of 1986, Minnesota Statutes, Section 123B.02, Subd. 15, and School District policy, and as otherwise provided by law. The school district shall contribute up to \$3,000 in matching funds each year into the 403(b) matching fund on behalf of the administrator and as described and allowed by Minnesota Statute.

Section 2. Health Care Savings Plan: The administrators are eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds paid by the district on behalf of the administrator will be deposited into the employee's post-employment health care savings plan account.

The district shall contribute a lump sum payment in the amount of \$3,000 to each administrator's HCSP account at the end of each fiscal school year. If an employee leaves during the school year, the lump sum payment of \$3,000 will be prorated.

Section 3. Mileage: The administrator will be responsible to use his/her own vehicle for school purposes. Mileage will be reimbursed at the rate of reimbursement allowed by the Internal Revenue Service in that particular year pursuant to M.S. 471.665, Sub. 1.

Section 4. Conferences and Meetings: The School District shall pay all legally valid expenses to a maximum of \$1500 per year, for participation in professional conferences, seminars, or college coursework which have been pre-approved by the Superintendent. Appropriate claim forms and receipts must be filed for reimbursement.

Section 5. Lead administrators will be eligible for up to 6% of base pay for achievement of mutually agreed upon goal/s with the superintendent. The administrator must achieve a "meets" or "exceeds" for each goal to be eligible for payment. At the time the goals are agreed upon, a percentage will be determined for each goal not to exceed 6% total for all goals.

ARTICLE VIII

OTHER PROVISIONS

Section 1. Dues: The School Board will pay the full cost of the administrator's State and National professional dues.

Section 2. National Convention: The School District will provide an opportunity for the Administrator to attend a National Convention or Conference of his/her choice every three years and pay for registration, and ordinary and reasonable transportation, meals and lodging subject to School District policies relating thereto.

Section 3. The Associate Principal of Activities will be responsible for the supervision of 60% of all home events of co-curricular activities during the fall, winter and spring seasons. Once these have been assigned, the remaining activities will first be offered to members of this bargaining group.

Section 4. For every event the members of this collective bargaining group supervise, members will receive credit for .5 days worked and then can use this credit for a day/s in June or July of the summer following the school year in which they were earned. Days earned do not accrue and have no monetary value beyond their use. Each individual member will keep track of their time and it will be reconciled with the superintendent in December and in May. No member will earn credit for more than 10 days, if they do, then they will be compensated per section 5 and 6 in this Article.

Section 5. Nightly Activity Supervision. Nightly activity supervision for grades 9-12 will be reimbursed \$100 per night for such activities as approved by the Superintendent, if the member has reached 10 days credit as outlined in section 4.

Section 6. Weekend Activity Supervision. Weekend activity supervision for grades 9-12 will be reimbursed \$200 per day for such activities as approved by the Superintendent, if the member has reached 10 days credit as outlined in section 4.

Section 7. Personnel Files: Pursuant to M.S 122A.40, Sub. 19, as amended, all evaluations and files relating to each individual administrator shall be available during regular school business hours to said administrator upon reasonable written notice. The administrator shall have the right to reproduce any of the contents of the files at the administrator's expense and to submit for inclusion in the file written information in response to any material contained therein. The school district may destroy such files as provided by law.

Section 6. Technology Allowance: Up to \$40 per month will be allowed for business cell-phone use and purchase of other job related technology.

Section 7. An elementary principal supervising pre-k teachers will earn \$3,000, added to their base salary, for the supervision of staff and students.

ARTICLE IX

SALARY

Section 1. The administrators will be paid an annual salary as follows:

	Days	2026-27 Base	2027-28 Base	Responsibility Factor
Secondary Principal	260	133,831	137,845	Eligible for bonus pay.
Elementary Principal	260	117,387	120,908	Eligible for bonus pay.
Director of Student Services	260	112,194	115,559	Eligible for bonus pay.
Associate Principal - Activities	260	103,000	106,090	
Associate Principal - Curriculum	260	98,000	100,940	

ARTICLE X

DURATION

Section 1. Terms and Reopening Negotiations: This Agreement shall remain in full force and effect for a period commencing upon the date of its execution through June 30, 2028, and thereafter pursuant to PELRA. In the event a successor Agreement is not entered into prior to the expiration date of this Agreement, an administrator shall be compensated according to the previous year's compensation until such time that a successor Agreement is executed. If the exclusive representative desires to modify or amend this Agreement commencing on July 1, 2028, it shall give written notice of such intent no later than May 1, 2028, including complete language and detail of proposed changes. If such notice is not timely served, the School District shall not be required to negotiate any terms of employment for the following school year. Unless otherwise mutually agreed, the parties shall not commence negotiations more than ninety (90) days prior to the expiration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete Agreement between the School District and the exclusive representative. The provision herein relating to terms and conditions of employment supersede any and all prior Agreements, resolutions, practices, and School District policies, rules, or regulations concerning terms and conditions of employment inconsistent with these provisions. Nothing in this Agreement shall be construed to obligate the School District to continue or discontinue existing or past practices or prohibit the School District

from exercising all management rights, functions, and prerogatives, except insofar as this exercise would be in express violation of any term or terms of this Agreement.

Section 3. Finality: Any matters relating to the current Agreement term, whether or not referred to in this Agreement, shall not be open for negotiation during the term of this Agreement.

Section 4. Severability: The provisions of this Agreement shall be severable, and if any provision thereof or the application of any such provision under any circumstances is held invalid, it shall not affect any other provisions of this Agreement or the application of any provision thereof.

IN WITNESS WHEREOF, we subscribe our signature this _____ day of _____,
_____.

Administrator/Association President

Chair of Board

Clerk of Board

Memorandum of Understanding

WHEREAS, the School District and the Association agree that Ron Erpenbach was once a teacher at Central Public Schools and employed with the District prior to 2008;

NOW, THEREFORE, in consideration of the promises and agreements hereinafter set forth, Ron Erpenbach will be eligible for post retirement health insurance given he meets the following criteria:

Eligibility. To be eligible for the benefits of this article, a teacher must have completed ten or more years of full-time service in the School District and be 55 years of age or older and submit a letter of retirement by February 1, 2028.

Health Insurance. Retirees with Spouses or Dependents. An eligible retiree who has a spouse or dependents with no health insurance shall receive the family health hospitalization insurance contribution of \$706.06 per month. If such a retiree has a spouse or dependent with other health insurance, the retiree shall be provided the contribution for single persons of \$320.12 per month and also receive the difference between \$320.12 and \$706.06 per month in monthly installments.

Cash Payment. Cash payments made to an employee pursuant to this article shall be taxable.

Duration of Contributions. Contributions as provided in this Section for eligible employees shall continue until eligible for Medicare or the expiration of ten years, whichever occurs first.

Placement on the salary schedule. Mr. Erpenbach will remain at his 2025-26 salary for the duration of this agreement.

Nothing Follows

**DISTRICT OFFICE CONFIDENTIAL EMPLOYEE GROUP
CONTRACT
CENTRAL PUBLIC SCHOOLS**

This agreement is made and entered into by and between Independent School District No. 108, Norwood Young America, Minnesota, hereinafter referred to as the School Board, and District Office Confidential Employee Group, Lynn Peterson and Amy Groschen, during the duration of this Agreement.

I. Basic Service:

The employee shall perform the services prescribed by the School Board whether or not such services are specifically described in this contract or in a general job description, abide by the rules, regulations and policies as established by the School Board for the annual salary indicated below.

II. Duration:

The conditions of employment shall remain in full force and effect, commencing July 1, 2026 through June 30, 2028, except if modified by mutual consent of the School Board and the District Office Confidential Employee Group or unless terminated by written resignation.

III. Duty Year and Leaves:

Section 1. - Basic Work Year:

The employee's duty year shall be twelve (12) months and the employee shall perform services on those legal holidays on which the School District is authorized to conduct school if the School Board so determines.

Section 2. – Vacation:

The employee group shall earn vacation annually at a rate of 25 days per year. Any member joining the group on a date other than July 1 will have days pro-rated. The value of unused days will be deposited into the employee HCSP account at a maximum of 5 days per year. Additionally, up to 10 days can be carried to the next contract year.

Section 3. – Holidays:

The employee shall be entitled to twelve (12) paid holidays each contract year as designated by the School Board, namely: July 4th, Labor Day, Thanksgiving Day, Friday following Thanksgiving, Christmas Eve Day, Christmas Day, New Year's Eve Day, New Year's Day, Memorial Day, Juneteenth and two floating holidays.

The School Board, however, reserves the right to cancel any of the holidays and establish another holiday in lieu thereof with the understanding, however, that the employee under this provision will be guaranteed twelve (12) paid holidays per year. Any legal holiday or holidays which fall within an employee's vacation period shall not be counted as a vacation day.

IV. Leaves of Absence:

Section 1. - Sick Leave:

The employee shall earn sick leave with full pay at the rate of fifteen (15) days annually. Unused sick leave days may accumulate to a maximum of one-hundred twenty (120) days. After maximum has been reached for a fiscal year, employee will be paid 25% of remaining sick leave earned, at current rate of pay. Employees will have this payment deposited into their HCSP account as allowed by law.

Section 2. - Bereavement Leave:

There will be an allowance of six (6) days annually for absence because of death of relatives and friends. Leaves granted under this section shall be deducted from sick leave.

Section 3. - Business Leave:

Subd. 1 – One (1) business leave day during any one school year may be used for necessary absence required for the transaction of personal business which cannot be completed outside school duty hours. Requests for business leave must be made in writing at least three (3) days in advance, except in the cases of emergency.

Subd. 2. - Leaves granted under this section shall be deducted from the annual sick leave.

Section 5. - Family Care Leave

Upon school board approval, an employee may take up to one (1) year leave of absence without pay or fringe benefits for the purpose of providing care to his or her child, spouse or parent. Upon return from family care leave the employee shall be reinstated to his or her original position or to a position of similar status and conditions. The contract shall remain in effect, and the employee shall retain all seniority, salary, benefit status and other advantages accrued prior to taking the leave. These provisions shall also apply to an employee returning from pregnancy leave or disability leave. Employees may participate in insurance at own expense while on leave.

V. Worker's Compensation:

Section 1. - Payment:

Upon the request of an employee who is absent from work as a result of a compensable injury under the provisions of the Worker's Compensation Act, the School Board will pay the difference between the compensation received pursuant to the Worker's Compensation Act by the employee and the employee's accumulated sick leave and/or vacation pay.

Section 2. - Accumulated Leave:

A deduction shall be made from the employee's accumulated sick leave and/or vacation time according to the pro-rata portions of days of sick leave or vacation time which is used to supplement worker's compensation.

Section 3. - Disability:

Such payment shall be paid by the School District to the employee only during the period of disability.

Section 4. - Normal Compensation:

In no event shall the additional compensation paid to the employee by virtue of sick leave or vacation pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the normal compensation of the employee.

Section 5. - Sick Leave or Vacation Pay:

An employee who is absent from work as a result of an injury compensable under the Worker's Compensation Act who elects to receive sick leave or vacation pay pursuant to this policy shall submit their worker's compensation check to the School District for photo-copying prior to receiving allowable payment from the School District.

VI. Group Insurance:

Section 1. - Health and Hospitalization:

Subd. 1 The School District shall provide the employee a single or family health and hospitalization fully funded insurance plan at the expense of the School District. This includes the cost of insurance premiums and funding the Health Savings Account or VEBA up to the IRS maximum. If the employee elects not to take insurance through the District, the district shall apply the full single amount to a Health Retirement Account that is chosen by the District.

Subd. 2 When retiring from the District, the employee, if at least 55 years of age and having at least ten years of continuous service in the School District, shall have the option of remaining in the District's health and hospitalization insurance plan until the

age of Medicare or the expiration of five years, whichever date occurs earlier, provided the employee pays the full premium.

Section 2. - Long Term Disability:

The School District shall provide a long term disability insurance plan for the employee providing a benefit of 66 2/3% of the employee's regular monthly compensation, with a waiting period of not more than ninety (90) calendar days after the date of disability, with such benefits to continue until the employee reaches the age of 65 and as long as the employee remains disabled.

Section 3. - Severance Pay

Subd. 1 Two (2) weeks notice shall be required of an employee if he/she wishes to resign or retire in good standing. Two (2) weeks notice shall be given an employee if he/she is to be laid off. If proper notification is given for resignation or retirement the District shall pay severance to employees based on present salary schedule placement as follows:

- 20 or more years of service in the district
55% of salary schedule placement at the time of retirement
- 15 years of service
40% of salary schedule placement at the time of retirement
- 10 years of service
15% of salary schedule placement at the time of retirement

Subd. 2: All employees eligible for severance payment outlined in Section 3, Subd. 1 of this contract will receive 100% of their severance deposited in their Health Care Savings Plan.

Section 4.

Life Insurance: The district shall pay the premium for term life insurance in the amount of 3x annual salary provided such insurance is available for this employee under a group insurance plan to be provided for the school district.

If term life insurance is available the effective date shall be the first of the month following approval by the insurance carrier.

Section 5. Dental Insurance

The District shall pay the full premium toward the dental plan the employee is best qualified for. If the employee elects not to take insurance through the District, the district shall apply the full single amount to a Health Retirement Account that is chosen by the District.

VII. Other Benefits:

Section 1. Tax Sheltered Annuities:

The employee will be eligible to participate in a tax sheltered annuity plan established pursuant to United States Public Law No. 87-370, M.S. 123.35, Subd. 12, and School District policy.

Section 2 Tax Sheltered Annuities:

The group shall be eligible to participate in a tax sheltered annuity plan through payroll deduction established pursuant to Section 403(b) of the Internal Revenue Code of 1986, Minnesota Statutes, Section 123B.02, Subd. 15, and School District policy, and as otherwise provided by law. The school district shall contribute up to \$3000 in matching funds each year into the 403(b) matching fund on behalf of the group and as described and allowed by Minnesota Statute.

Section 3. Health Care Savings Plan:

The employee is eligible to participate in the Minnesota Post Employment Health Care Savings Plan (HCSP) established under Minnesota Statutes, section 352.98 (Minn. Supp. 2001) and as outlined in the Minnesota State Retirement System's Trust and Plan Documents. All funds paid by the district on behalf of the employee will be deposited into the employee's post-employment health care savings plan account.

The district shall contribute a lump sum payment in the amount listed below to the employee's HCSP account at the end of each fiscal school year. If the employee leaves during the school year, the lump sum payment will be prorated.

1-10 Years	\$4,200
11-20 Years	\$4,700
21+ Years	\$5,200

Section 5. Longevity Pay:

~~The employee shall be paid longevity pay per the schedule below:
After ten (10) years through 15 yrs of employment —.25 per hour
After fifteen (15) years of employment —.50 per hour~~

~~The longevity pay does not add onto the employee's base pay.~~

Section 6. Technology Allowance: Up to \$40 per month will be allowed for business cell-phone use and purchase of other job related technology.

Section 7. Performance Pay: Confidential employees will be eligible for up to 6% of base pay for achievement of mutually agreed upon goal/s with the superintendent. They must achieve a “meets” or “exceeds” for each goal to be eligible for payment. At the time the goals are agreed upon, a percentage will be determined for each goal not to exceed 6% total for all goals.

VIII. Salary:

Section 1:

The District Office Confidential Employees will be paid an annual salary as follows:

	2026-27	2027-28
Director of Finance	\$106,770	\$111,040
Payroll Coordinator	\$95,770	\$99,601

The employee shall perform the service prescribed by the School Board whether or not such services are specifically described in this contract. The employee shall engage in no other employment, consultant services or other activity for which an honorarium is paid without receiving prior approval of the School Board, but shall devote full time and due diligence to the affairs and activities of the School District.

This contract shall be effective only upon the signature of the officers of the School Board in appropriate action recorded in its Minutes.

IN WITNESS THEREOF, we have
have subscribed my signature this

_____ day of _____, 2026

IN WITNESS THEREOF, we
subscribed our signature this

_____ day of _____, 2026

