

Agenda

1. ROUTINE BUSINESS ITEMS
 - 1.1. Call to Order/Pledge of Allegiance
 - 1.2. Roll Call: Birhanzi ___ Helgeson ___ Pauling ___ Sachariason ___ Snell ___ and Stenson ___
 - 1.3. Approval of Agenda
 - 1.4. Special Presentation
 - 1.5. Approval of Consent Agenda

(Any item or items may be pulled off the consent agenda, at the request of any board member, for consideration by the board as a whole.)

 - 1.5.1. Regular Board of Education Meeting Minutes
 - 1.5.2. Bills
 - 1.5.3. Treasurer's Report
 - 1.5.4. Budget Report
 - 1.5.5. Personnel Actions
 - 1.5.5.1. Employment
 - 1.5.5.2. Resignations/Retirements
 - 1.5.5.3. Reassignments
 - 1.5.6. Set the Regular School Board Meeting Dates and Times
 - 1.5.7. Annual Designations
 - 1.5.8. Resolution for the Authorization of Signatures for Co-op Credit Union of Montevideo:
 - 1.5.9. Per Diem Meal Rates
 - 1.5.10. Approve Custodial Seniority List
 - 1.5.11. Approve Office Personnel Labor Agreement
 - 1.5.12. Approve Annual Goals for Performance Pay
 - 1.6. Resolution Accepting a Gift, Donation, Contribution or Bequest RESOLUTION ACCEPTING MONETARY, PROPERTY, GOODS OR SERVICES DONATION
 - 1.7. Public Forum
 - 1.8. Superintendent's Report
 - 1.9. Board Reports
 - 1.9.1. Board Committees
 - 1.9.2. Student Representative Report
 - 1.9.3. Administrators
 - 1.10. Congratulatory Action and Recognition
2. DISCUSSION ITEMS
3. ACTION ITEMS
 - 3.1. Set Board Stipends and Meeting Rates
 - 3.2. Approve Annual Policies
 - 3.3. Approve FY23 Budgets
 - 3.4. Approve Long Term Facility Maintenance Plan and Budget

- 3.5. Approve Memorandum of Understanding
4. EXECUTIVE SESSION
5. PROFESSIONAL DEVELOPMENT
6. ADJOURNMENT

ISD 129 – MONTEVIDEO PUBLIC SCHOOLS
Minutes of Regular School Board Meeting
Held June 13, 2022 in Montevideo, MN

The regular meeting of the School Board of Independent School District #129 was called to order by Chairman Stenson at 6:00 p.m. on Monday, June 13, 2022. The meeting was held in the District Board Room of the Montevideo Middle School.

Members present were Pauling, Sachariason, Birhanzl, Snell and Stenson. Also present were Superintendent Wade McKittrick, Jesse Nelson, Adam Spray and member of the media.

Director Pauling made and Director Snell seconded a motion to approve the agenda as presented. Motion carried unanimously.

Jesse Nelson shared the video of “Why We Play”, which is part of the board’s required annual training. He also provided an update on the extra and co-curricular athletics and activities.

Director Birhanzl made and Director Sachariason seconded a motion to approve the Consent Agenda. Motion carried unanimously.

- Regular Board of Education Meeting Minutes – May 9, 2022
- May Bills

TOTAL EXPENDITURES BY FUND

GENERAL FUND	\$240,431.21
FOOD SERVICE	\$64,248.10
COMMUNITY SERVICES	\$19,698.17
CAPITAL EXPENDITURE	\$14,260.83
DEBT SERVICE	\$1,500.00
STUDENT ACTIVIES	\$11,819.28
MINN RIVER VALLEY ED DIST	\$41,057.04
MRVED COMMUNITY EDUCATION	\$19,174.91
TOTAL BY FUND	\$412,189.54

- Treasurer’s Report
- Budget Report
- Personnel Action
 - Employment
 - Danielle Winder, Administrative Assistant, High School
 - Hilary Clemenson, MMS/MHS Social Studies Teacher, beginning with the 2022-23 school year
 - Isaac Schreiner, MHS Social Studies Teacher, beginning with the 2022-23 school year
 - Kailee Sachs, 2nd Grade Elementary Teacher, beginning with the 2022-23 school year
 - Cassandra Rivera, full-time substitute teacher, Elementary School, beginning with the 2022-23 school year
 - Kirstin Lindstrom, ESL Teacher, Middle School beginning with the 2022-23 school year

- Resignations/Retirements
 - Miranda Sanborn, resigned from Food Service, Middle School
 - Kirstin Lindstrom, resignation as ESL Teacher, Middle School effective at the end of the 2021-22 school year
 - Gayle Cordova, resignation as Student Success Coordinator/Interpreter, Ramsey Elementary, effective July 1, 2022
 - Jody Hamann, resignation as Special Ed Assistant, MHS, effective June 1, 2022
 - Julie Nolte, resignation as part time Small World Nursery Assistant
 - Brittany Welling, resignation, Special Education Assistant
 - Joan Christenson, resignation, Food Service
 - Courtney Bicknese, resignation as Junior High Softball Coach
 - Samantha Caswell, Full-time substitute teacher, Middle School, effective June 2, 2022
 - Carol Hayunga, food service staff, high school, effective June 3, 2022
 - Katie Ellingboe, Special Ed Assistant, Ramsey, effective June 3, 2022
 - Charlynn Dahl, resignation as JH Girls Basketball Coach and Head Boys Golf Coach, effective June 6, 2022
 - Stephanie Nelson, resignation as school social worker at the ALC, effective June 30, 2022

- Reassignments
 - Emily Ahrens, reassignment from FT Substitute Teacher to Special Education Teacher, Ramsey beginning with the 2022-23 school year
 - Kerry Jaspersen, reassignment from Title Teacher to Behavior Interventionist beginning with the 2022-23 school year
 - Nicole Bohlin, reassignment from Special Ed Para to Administrative Assistant for Sanford Elementary, 2022-23 school year
 - McKayla Castaneda, reassignment from Library Assistant to Administrative Assistant for Ramsey Elementary, 2022-23 school year
 - Gabby VanSickle, reassignment from Special Ed Assistant to Library Assistant, High School for the 2022-23 school year
 - Raphael Valenzuela, reassignment from ESL Assistant to Family and Community Liaison II, High School, beginning with the 2022-23 school year

- Director Sachariason made and Director Birhanzl seconded a motion to adopt the resolution accepting the listed gifts, donations, contributions and bequests. After a roll call vote, motion carried unanimously.
Our Saviors Lutheran Congregation donated \$1,000 to the Individuals with Disabilities Program.
First Children's Finance approved a grant in the amount of \$10,000 for fence installation at the Hawks Nest Early Childhood Center
- Superintendent's report
- Board Reports
 - Negotiations Committee – Director Stenson and Director Sachariason gave report
 - Teacher Professional Development/Evaluation Committee – Director Snell and Superintendent McKittrick gave report
 - Transportation Committee – Director Birhanzl gave report

- Community Education Committee – Director Snell gave report
- Administration reports
- Congratulatory Recognition:

Discussion Items

Mr. McKittrick led the discussion about the policies that are statutorily required to be reviewed annually and be approved by the school board. This is the first reading of the policies and the policies will be brought forth at the June 27th annual board meeting for approval.

Adam Spray provided an update on the preliminary FY23 budget. This is an initial review; the budget will be brought back to the board on June 27th for approval.

Mr. McKittrick led the discussion about adding volunteer hours as a graduation requirement. It was a unanimous decision to keep moving forward with the implementation of adding volunteer hours as a graduation requirement for the 22-23 school year.

Action Items

- Director Birhanzl made and Director Pauling seconded the motion to approve Thomas Philaya to serve as the student representative to the Montevideo School Board for 2022-2023. Motion carried unanimously.
- Director Birhanzl made and Director Sachariason seconded the motion to designate Wade McKittrick, Superintendent of Schools, as the Identified Official with Authority to authorize user access to MDE secure websites for the 2022-23 school year. The board further confirms that, based upon the job description and contract, the superintendent of schools has the authority to assign job duties within the local educational agency. Motion carried unanimously.
- Director Sachariason made and Director Pauling seconded the motion to approve tenure for Kati Birhanzl, Hanna Maloney, Molli Tostenson, Zach Koepke and Brandee Shoemaker. Director Birhanzl abstained, motion carried.
- Director Birhanzl made and Director Sachariason seconded the motion to designate Heidi Sachariason, Elementary Principal as LEA Representative for federal programs including Titles I, II, III, IV, V, Homeless Liaison and all other federal grants, as well as Jesse Nelson, Activities Director, as Title IX Coordinator for the 2022-23 school year. Motion carried unanimously.
- Director Pauling made and Director Sachariason seconded the motion to approve MREA 2022-23 Membership. Motion carried unanimously.
- Director Snell made and Director Pauling seconded the motion to approve the resolution to renew membership in the Minnesota State High School League for 2022-23. After a roll call vote, all members voted Aye. Motion carried unanimously.
- Director Birhanzl made and Director Sachariason seconded the motion to approve the FY22 revised budget to reflect revenues of \$25,385,292 and expenditures of \$24,376,175. Motion carried unanimously.
- Director Pauling made and Director Sachariason seconded the motion to approve the list of members who will have salary deductions for absences not covered in the Master Agreement. Motion carried unanimously.
- Director Sachariason made and Director Birhanzl seconded the motion to approve the student fees and admission prices for 2022-23 as presented. Motion carried unanimously.

- Director Sachariason made and Director Pauling seconded the motion to approve the renewal of the Property and Liability Insurance. Motion carried unanimously.

Professional Development: None this month

Executive Session: Director Snell made and Director Sachariason seconded the motion to enter into Executive Session at 7:40 p.m. in compliance with M.S.13D.

Director Snell made and Director Sachariason seconded the motion to return from Executive Session at 8:15 p.m.

Action Items Continued:

- Director Snell made and Director Sachariason seconded the motion to approve the 2022-2023 Custodial (Union 1686) Master Agreement as presented. Motion carried unanimously.
- Director Pauling made and Director Sachariason seconded the motion to approve the 2022-2024 non-bargaining work agreements as presented. Motion carried unanimously.

Adjournment:

Director Sachariason made and Director Snell seconded the motion to adjourn the meeting at 8:16 p.m. Motion carried unanimously.

Becky Pauling, Clerk



SCHOOL BOARD MEETING DATES 2022 – 2023

August 8, 2022

September 12, 2022

October 10, 2022

November 14, 2022

December 12, 2022

January 9, 2023

February 13, 2023

March 13, 2023

April 10, 2023

May 8, 2023

June 12, 2023

June 26, 2023

MONTEVIDEO PUBLIC SCHOOLS

Custodial/HVAC Seniority List

July 1, 2022

Custodial:

Patrick Mauel	July 2021
Rick Norman	July 2020
Tim Lindemann	June 2017
Chris Connelly	May 2015
Lute Heller	February 2012
Steve Williams	October 2009
Dave Gregoire	October 2007
Mark Nerdahl	August 1996
Todd Goulson	September 1989

HVAC:

Outside Grounds & Maintenance:

Jennifer Meyer	May 2003
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AGREEMENT

**INDEPENDENT SCHOOL DISTRICT NO. 129
MONTEVIDEO, MINNESOTA**

AND THE

**INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 70**

JULY 1, 2022 THROUGH JUNE 30, 2023

**REGARDING TERMS AND CONDITIONS OF EMPLOYMENT FOR
THE MONTEVIDEO SCHOOL OFFICE PERSONNEL**

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ARTICLE I

PURPOSE

This Agreement is entered into by and between the Montevideo Public Schools, Independent School District No. 129, hereinafter called the EMPLOYER, and Local No. 70, affiliated with the International Union of Operating Engineers, hereinafter called the UNION, for the purpose of promoting and improving the relations between the Employer and the Union, establishing a formal understanding relative to conditions of employment, and providing a means for amicable and equitable adjustment of any and all differences of grievances which may arise, all of which the parties hereto believe and affirm will insure to the welfare and the benefit to the public.

ARTICLE II

RECOGNITION OF EXCLUSIVE REPRESENTATIVE

The Employer hereby recognizes the Union as the exclusive representative for: All Educational Office Personnel of School District No. 129, Montevideo, Minnesota, who are public employees within the meaning of Minnesota Statutes 179.63, Subd. 7, excluding supervisory and confidential employees.

The Employer will not enter into any agreement with the educational office personnel in the bargaining unit, either individually or collectively, which in any way conflicts with the terms and conditions of this Agreement.

Upon receipt of written notice from an employee to deduct from her/his salary the monthly Union dues, the Employer agrees to make such deduction and to remit same to the Treasurer of the Union. Any present employee serving such notice must present her/his signed card authorizing such deduction by the 5th of the month in which such deduction is to commence.

ARTICLE III

DEFINITIONS

Section 1. Terms and Conditions of Employment: Shall mean the hours of employment, the compensation therefore including fringe benefits except as outlined by the Public Employees Labor Relations Act, MS 179A (PELRA) and those employer's personnel policies affecting the working conditions of the employees.

Section 2. School District: For purposes of administering this agreement, the term "School District" shall mean the school board or its designated representative.

Section 3. Exclusive Representative: Shall refer to the International Union of Operating Engineers as exclusive representatives whose purpose is to deal with the school district concerning grievances and terms and conditions of employment as defined by PELRA.

Section 4. Employee: Shall refer to the members of this bargaining unit, as defined by PELRA.

ARTICLE IV

SCHOOL BOARD RIGHTS

Section 1. Inherent Managerial Rights: The exclusive representative recognizes that the school board 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 employer, its overall budget, utilization of technology, the organizational structure and selection and direction and number of personnel.

Section 2. Management Responsibilities: The exclusive representative recognizes the right and obligation of the school board to efficiently manage and conduct the operation of the school district within its legal limitations and with its primary obligation to provide educational opportunity for the students of the school district.

Section 3. Effect of Laws, Rules and Regulations: The exclusive representative recognizes that all employees covered by this agreement shall perform the services and duties prescribed by the school board and shall be governed by the laws of the state of Minnesota, and by 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 and recognizes that the school board, all employees covered by this agreement, and all provisions of this agreement are subject to the laws of the State. Any provision of this agreement found to be in violation of any such laws, rules, regulations, directives or orders shall be null and void and without force and effect.

Section 4. 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.

ARTICLE V

EMPLOYEE RIGHTS

Section 1. Request for Dues Check-off: Employees shall have the right to request and be allowed dues check-off for the employee organization of their selection. Upon receipt of a properly executed authorization form from the employee, deductions shall be made each month and transmitted to the designated organization together with a list of names of the employees from whom the deductions were made. Dues shall be pro-rated over the number of pay periods that an employee is paid per year. All deductions for initiation fees, dues and assessments shall begin 31 days from the date of employment.

Section 2. Sums Deducted from Salary: With respect to any sums deducted from an employee's pay check whether for membership dues or fair share fees, the school board shall transmit such items to the exclusive representative together with a list of names of employees for whom deductions were made and the amount of such deductions within thirty (30) calendar days of such deduction. In the event the employee leaves the employment of the school board, any deduction shall cease effective after the pay check following such notice or cessation of employment.

Section 3. Right to Views: Nothing contained in this agreement shall be construed to limit, impair or affect the right of any employee or her/his representative to the expression or communication of a view, grievance, complaint or opinion on any matter related to the conditions or compensation of public employment or their betterment, so long as the same is not designed to and does not interfere with the full, faithful and proper performance of the duties of employment or circumvent the rights of the exclusive representative.

Section 4. Personnel Records:

Subd. 1. Oral Reprimands: An oral reprimand may become part of an employee's personnel record.

Subd. 2. Copy of Record: Each employee shall be furnished with a copy of all evaluative and disciplinary action placed in her/his personnel office record and shall be entitled to have her/his written response included therein. All disciplinary action in the Personnel Office record shall state the corrective action expected of the employee and consequences of failure to correct.

Subd. 3. Right to View Record: The contents of an employee's personnel office record shall be disclosed to her/him upon request to the Superintendent of Schools for an appointment and in the presence of the Superintendent of Schools or his/her designee.

Subd. 4. Personnel Records: A copy of written reprimands, notices of suspension or discharge that are to become a part of the employee's personnel file shall be given to the employee with space for signature of acceptance or affidavit of service of said document.

Subd. 5. Right to Reproduce Contents: Members of the unit shall have the right to reproduce, at his/her own expense, any of the contents of his/her own personnel office record. Upon proper written authorization of the employee, the union may, at its own expense, copy any or all of the employee's personnel file. This information from the employee's personnel file must be obtained within five (5) days of the employee's authorization.

Section 5: Union Access – The School District shall allow union agents and their employees “reasonable access” to employees in the bargaining units they represent. This access may not impede normal operations and must be without charge to pay or leave time of employees or union representatives.

This access includes:

- Meeting with employee(s) on the employer's premises during the workday to investigate and discuss grievances and workplace-related complaints
- Meetings on the employer's premises during lunch and other non-work breaks, and before and after the workday, to discuss collective bargaining negotiations, the administration of union contracts, and internal matters involving the union.
- Meeting with newly hired employee(s) for up to one hour either within the first two weeks of employment or at a later date mutually agreed upon by the employer and union, either on the employer's premises or at another mutually agreed upon location
- The right to use employer facility mailboxes and bulletin boards to communicate with bargaining unit employee(s)

ARTICLE VI

RATES OF PAY

Section 1. Wages Commencing July 1, 2022 to June 30, 2023: The rates in Appendix "A" shall be a part of this agreement.

Section 2. Advancement on Salary Schedule: Employees shall advance on the salary schedule according to the periods of service indicated thereon. Employees will advance annually to the indicated steps on July 1. The Board has the right to withhold advancement on the salary schedule for good and sufficient grounds, subject to grievance procedures.

Section 3. Employees entitled to the benefits of Worker's Compensation Act as result of an accidental injury may choose the following option regarding utilization of her/his accrued sick leave: "During the first three (3) days of total temporary disability, I elect to use my accumulated sick leave that I have to my credit and after the expiration of the said three days, I elect to receive the weekly compensation rate as fixed by the Worker's Compensation Act, and in addition thereto, so much of my accumulated sick leave as may be necessary to equal my regular weekly rate of pay, it being my intention to avail myself after the finish of three (3) days of the benefits provided in the Minnesota Statutes, 1961, Section 176.021, Subdivision 5." An employee shall continue to acquire seniority, vacation and sick leave benefits and retain health insurance benefits for the duration of the Workers's Compensation related absence, and, in conformance with Minnesota Statutes Chapter 176.102, the Employer shall guarantee an employee the right to return to employment in the same or equal Work Classification which the employee held prior to the Worker's Compensation related absence.

ARTICLE VII

LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. 1. All full-time employees shall earn sick leave at the rate of one and one-quarter (1.25) day per month. Part-time employees shall earn sick leave on a pro-rated basis.

Subd. 2. Unused sick leave days may accumulate to a maximum credit of one hundred (100) days per employee.

Subd. 3. Sick leave with pay shall be allowed by the school board whenever an employee's absence is found to have been due to the employee's illness or disability which prevented his/her attendance at school and the performance of duties on that day or days.

Subd. 4. The school board may require an employee to furnish a medical certificate from a qualified physician as evidence of the employee's illness, indicating that such absence was due to employee's personal illness and stating the length of time needed for recovery in order to qualify for sick leave pay. The school board may at its option, accept a certificate from the school health official in lieu of a certificate from a qualified physician. In the event that a medical certificate will be required, the employee will be so advised in writing within the first three (3) school days of the employee's return to work.

Subd. 5. Sick leave allowed shall be deducted from the accrued sick leave days earned by the employee.

Section 2. Serious Illness Leave: An employee may use up to 160 hours of accrued sick leave in a 12 month period, pursuant to M.S. 181.9413, for illnesses or injuries suffered to an employee's spouse, adult child, grandchild, sibling, parent (natural or step of the employee or employee's spouse) or grandparent (natural or step of the employee or the employee's spouse). Serious illness leave granted shall be deducted from the employee's accumulated sick leave. Serious illness is defined as any illness, injury, impairment, or physical or mental condition involving a period of hospitalization, continuing treatment for a chronic or long-term health condition, or any incapacity requiring an absence of three or more calendar days from work, school, or other regular daily activities. The district board may require a doctor's verification.

Subd. 1. Sick Child Care Leave: Employees covered by this Agreement will be allowed to use sick leave to care for a sick child under the age of eighteen (18) or twenty (20) if still attending secondary school, under the same conditions they are allowed sick leave for their own personal illness.

Section 3. Jury Duty: Employees shall be granted a leave of absence, with pay any time they are required to report for jury duty or jury service. Employees shall be paid the difference between jury duty (excluding travel and meal allowances) and their regular wage.

Section 4. Union Leave: Any employee elected or selected by the Union to attend Union conventions, conferences and/or seminars shall be granted a leave of absence without pay. The employee shall pay her/his own expenses.

Section 5. Personal Leave:

Subd. 1. A full-time employee may be granted two (2) leave days per year for personal business which cannot be attended to when school is not in session and is not covered under other provisions of this agreement.

Subd. 2. Part-time employees may be granted two (2) pro-rated leave days per year, for personal business which cannot be attended to when school is not in session and is not covered under other provisions of this agreement.

Subd. 3. Requests for personal leave must be made in writing to the superintendent at least three (3) days in advance, except in the event of emergencies. The request must state the reason for the personal leave. No more than two office personnel shall be on leave at one time.

Section 6. Bereavement Leave:

Subd. 1.: For absence because of the death in the immediate family, the employee shall receive full pay for up to five (5) days. The immediate family shall include wife, husband, child, son-in-law, daughter-in-law, grandchild, or parent of the employee or employee's spouse. Up to three (3) day bereavement leave shall be granted for grandparent, brother or sister of the employee or employee's spouse. Additional days may be granted by the school district. Bereavement leave shall be deducted from the accrued sick leave days earned by the employee.

Subd. 2.: Two (2) days per year will be allowed for absence because of the death of relatives or friends other than those listed in Article VII, Section 6, Subd. 1. Such absence will be deducted from the employee's accumulated sick leave

Subd. 3.: Employees may attend local funerals when such absence involves only an hour or so. The employee may arrange with his/her immediate supervisor to make up the time.

Section 7. Parenting Leave:

Subd. 1.: A parenting leave, pursuant to MS 181.94, shall be granted by the school board subject to the provisions of this section, to a parent in conjunction with the birth or adoption of a child.

Subd. 2.: An employee making application for parenting leave shall inform the superintendent in writing of the intention to take the leave at least thirty (30) days before commencement of the intended leave.

Subd. 3.: If the reason for the parenting leave is occasioned by pregnancy, an employee may utilize sick leave pursuant to the sick leave provision of the Agreement during a period of physical disability. However, an employee shall not be eligible for sick leave during a period of time covered by a parenting leave. A pregnant employee will also provide at the time of the leave application a statement from her physician indicating the expected date of delivery.

Subd. 5.: The school board shall not be required to grant more than twelve (12) weeks in a year.

Subd. 6.: An employee returning from parenting leave shall be re-employed in a position which he/she left or comparable position unless previously discharged or placed on unrequested leave.

Subd. 7.: Failure of the employee to return pursuant to the date determined under this section shall constitute grounds for termination unless the school district and the employee mutually agree to an extension in the leave.

Subd. 8.: An employee who returns from parenting leave within the provisions of this section shall retain all seniority for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The employee shall not accrue additional seniority for pay purposes or leave time during the period of absence for parenting leave.

Subd. 9.: An employee on parenting leave will be eligible to continue participation in group insurance and the employer will continue to make contributions to the premium costs at the same level required under this agreement, up to a maximum of twelve (12) weeks.

Subd. 10.: Leave under this section shall be without pay or fringe benefits except as otherwise provided in this section.

Section 8. Adoption Leave:

Subd. 1.: The board shall grant an adoption leave without pay to any employee who makes a written application for such leave. Adoption leave benefits shall apply to both married and unmarried employees.

Subd. 2.: Upon learning of the date of home placement, the employee shall submit a written application for adoption leave to the school board. The inclusive dates of the leave shall be established prior to granting the leave.

Subd. 3.: Adoption leave will commence up to one (1) week prior to home placement and may continue up to five (5) weeks after home placement. The employee may not use sick leave for adoption leave. The Board may, at its discretion, grant a leave in excess of six (6) weeks.

Subd. 4.: An employee returning from adoption leave shall be re-employed in the same position or comparable position in which he/she left.

Subd. 5.: An employee who returns from adoption leave within the provisions of this section shall retain all seniority and any unused leave time accumulated under the provisions of this Agreement at the commencement of the beginning of the leave. The employee shall not accrue additional experience credit or leave time during the period of absence for adoption leave.

Subd. 6.: An employee on adoption leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions, but shall pay the entire premium for such programs as he/she wishes to retain.

Section 9. Political Leave.:

Subd. 1.: The school board will grant a leave of absence without pay to any employee to serve in a public office as provided for in the Minnesota Statutes 43A.32.

Subd. 2.: During this leave of absence, the employee shall retain all seniority rights without advancement on the salary schedule and shall be entitled to any fringe benefits provided by the district at his/her own expense.

Section 10. Request for Leave.: Any request for a leave of absence shall be submitted, in writing, by the employee to her/his immediate supervisor. The request shall state the type of leave requested and the length of time off the employee desires. Such request shall be handled promptly and in writing.

Section 11. Vacations.:

Subd. 1: Full-time employees shall earn vacation as follows:
0-5 years of service10 paid vacation days
After 5 years of service.....15 paid vacation days
After 10 years of service.....20 paid vacation days

Subd. 2: Time of vacation shall be coordinated with the Employer.

Subd. 3: Upon termination of employment, accrued vacation shall be paid to the employee in his/her final paycheck.

Subd. 4: Employees shall be allowed to carry over a maximum of eighteen (18) days of paid vacation into the next fiscal year. Any balance in excess of eighteen days as of June 30 each year shall be forfeited.

ARTICLE VIII

HOURS OF WORK AND OVERTIME

Section 1. Basic Week.: Full time employees shall be any employee whose position is scheduled for one thousand four hundred seventy-two hours (1,472 hours) or more per year. The basic work day shall, for full time employees, consist of eight (8) hours, exclusive of lunch. The basic work week shall consist of five (5) days, Monday through Friday except when extenuating circumstances dictate that school must be in session on Saturday. When mutually agreed to by the employee and the immediate supervisor, hours may be temporarily changed to cover hours outside the basic week.

Section 2. Working Hours.: Working hours shall be determined by the school administration. The district must, however, give at least five (5) working days notice before changing normal work shifts, during the time when school is in session.

Section 3. Overtime: For all employees working in excess of forty (40) hours per week, the additional time shall be computed at a regular time and one-half (1-1/2) rate. No overtime will be paid unless it has been specifically authorized in writing by the immediate supervisor. The immediate supervisor will not generally authorize overtime of less than fifteen (15) minutes.

Section 4. Breaks.: All employees' work schedules shall provide for a fifteen (15) minute rest period during each four (4) hour shift. This rest period shall be scheduled at the middle of each one-half shift whenever feasible. Breaks shall not be used to shorten an employee's scheduled work day or to lengthen an employee's lunch break, unless prior approval has been obtained from the employee's supervisor.

Section 5. School Cancellation: If school is canceled by the Superintendent of Schools or his designee because of inclement weather or some other emergency, employees shall be paid at their regular rate of pay for all hours not worked on that day, unless the day is re-scheduled and/or made up.

Section 6. Late Starts and Early Dismissals: If school is delayed one hour or more, or dismissed early by the Superintendent of Schools or his designee because of inclement weather or some other emergency, employees shall be paid their regular rate of pay for all hours not worked on that day.

Section 7. Make Up Days: In the event a student day is lost for an emergency, all scheduled employees shall be required to work on the day(s) designated by the school board or its representative as a make-up day(s).

Section 8. After Hours Work: A \$1,000 annual substitute calling/other communication stipend will be paid for Principal Secretaries and Food Service Secretary. This payment will be made at the completion of each school year (June payroll) in acknowledgement of making substitute calls/other communications outside of regular work hours.

ARTICLE IX

HOLIDAYS AND SPECIAL LEAVE DAYS

Section 1. Holidays: The following shall be recognized and observed as paid holidays when school is not in session and the notice of assignment indicates the employee is scheduled to work:

New Year's Day	Christmas Eve Day	President's Day
Good Friday	Memorial Day	Independence Day
Labor Day	Thanksgiving Day	Thanksgiving Friday
Veteran's Day (when <u>not</u> a teacher contract day)		New Year's Eve Day
Martin Luther King Day (when <u>not</u> a teacher contract day)		Christmas Day

Section 2. Special Leave: Employees will be granted leave without pay when it is not a recognized holiday as indicated in Article IX, Section 1, and school is not in session for students or the teaching staff.

Subd. 1. The above mentioned days are during the normal school year and do not pertain to summer with the exception of Independence Day for those employees who are scheduled to work during that time period.

Section 3. If a paid holiday falls during the employee's vacation, an additional day of paid vacation shall be granted.

Section 4. When a holiday falls on a Saturday or Sunday, another day shall be designated by the School District as the holiday.

Section 5. An employee required to work on a designated holiday when school is not in session will be paid time and one-half (1.5) their normal rate of pay.

Article X

Group Insurance/403(b) Language

Section 1. District Contribution: The employer agrees to contribute to all full-time employees, and employees whose work schedule is 30 hours or more per week during the school year, eight hundred seventy dollars (\$870) per month effective July 1, 2022 through June 30, 2023, toward a minimum \$50,000 term life insurance policy for employees, with the balance amount toward hospitalization/medical insurance for employees and their dependents. Cash in lieu will be allowed for those employees who elect a high deductible health plan (HDHP) through the school district.

Subd. 1. All part-time employees who received insurance benefits prior to the execution of this Agreement shall be grandfathered in to assure no loss of benefits.

Section 2: Continuation of Coverage: An employee terminating employment after age 55, who has been employed by the district for a minimum of 10 years may continue until reaching the age of 70, any insurance coverage available

upon approval of the carrier and at the employee's own expense with the addition of a reasonable maintenance fee per month. Payment shall be made in advance to the Superintendent's Office by the 5th of each month. Failure to meet these terms shall result in forfeiture of this right.

Section 3. Long-Term Disability: Provided coverage can be obtained from an insurance carrier, the school district will provide an income protection plan to cover all eligible office personnel. Employees participating in the long term disability plan will have the premiums deducted from their pay checks.

Section 4. National Health Coverage: In the event a national health coverage program is imposed on the district, the provisions of that program will take precedence over Sections 1-4 above, and the district will comply with the regulations of the national health care program for its employees.

Section 5. 403 (b) Matching Contributions: Commencing with the 2021-2022 school year, employees covered by this agreement shall be entitled to a matching school district contribution to an approved Minnesota 403(b) pursuant to MS 356.24. The District shall contribute annually an amount equal to the amount contributed by the employee subject to the limits listed below.

The District's annual maximum benefits are as follows:

2022-2023 District Contribution – 1.50% of base salary

ARTICLE XI

PROBATIONARY PERIOD

Section 1. Probationary Period:

Subd. 1.: The first six (6) months of employment, not including summer lay off, shall be considered a probationary period. During such probationary period an employee shall have no recourse if discharged by the district and cannot bid on any job posting. Not more than five (5) days absence for any reason shall be credited for the purpose of computing the probationary period. Upon the satisfactory completion of the probationary period, the employee shall be entitled to seniority starting from the most recent date of hire by the district.

Subd. 2.: Upon transfer from one position to another, the school district shall, at its discretion, have a sixty (60) working day probationary period for the employee in the new position. The employee may be returned to his/her former position or a comparable position if he/she does not successfully complete his/her probationary period, as determined by the school district.

Section 2. Discipline/Discharge: The District reserves the right to discipline and/or discharge an employee for cause. Discipline before discharge may include suspension, oral reprimands, a conference with the employee, written reprimand, or withholding a step increase. The employer may use one or more of the listed disciplines. The employer agrees that employees will be treated fairly and equitably when applying discipline. This section will not prevent the employer from terminating an employee immediately when warranted.

ARTICLE XII

SENIORITY

Section 1. Seniority List: The employer shall provide a seniority list with the categories as follows:

1. Class II
2. Class III

The list shall be provided to the Union. The employer shall also post the same in buildings and make such changes prior to January 15 of each year. An office employee shall be listed in only one category.

Section 2. Length of Employment: Seniority shall mean continuous employment with the District in the categories covered by this agreement. Employees shall not acquire seniority while still on probation. After the completion of the probationary period, the employee's seniority shall revert to the first day of continuous employment.

Section 3. Reducing Personnel and Rehiring: In reducing personnel, the last employee hired within a category shall be the first employee laid off; and in returning employees to work, the last employee laid off shall be the first employee called back to work if the date of lay off is less than eighteen (18) months. In the case of a layoff, employer and Union shall each appoint two individuals to negotiate changes in assignment due to the layoff and which assignments have similar hours and wages.

In negotiating the committee shall take into consideration the following:

1. Laid off employees, providing they have seniority, will have the right to displace the least senior employee in other categories who have similar hours and/or wages, providing the bumping employee has the applicable qualifications, job skills and acceptable past job performance as it pertains to the position into which the employee is bumping.
2. The number of employees changing assignments as a result of the layoff shall be minimized.
3. Senior employees shall be retained at positions with the least possible significant reduction in hours and pay.

Section 4. Temporary Position: Any bargaining unit position opened on a temporary basis shall be filled at the discretion of the Board of Education.

Section 5. Job Posting: Job openings in the categories covered in this Agreement will be posted in all buildings in the District for five (5) working days. A copy will be sent to the Union Steward.

Section 6. Movement Between Categories: Office personnel desiring to move to a different category when an opening is posted will be given consideration by the Board of Education. The posting will contain minimum qualifications required for the job. The qualifications and seniority will be considered.

Section 7. Change in Address: A laid off employee must advise the District of any changes in order to be notified of job openings for which she/he may be qualified.

Section 8. Loss of Seniority: Seniority shall be lost by any of the following:

1. Voluntary quit
2. Discharge.
3. Failure to report within seven (7) working days of being notified of recall from lay-off.
4. Lay-off for more than 18 months.

ARTICLE XIII

GRIEVANCE PROCEDURE

The primary purpose of this grievance procedure is to secure solutions to the grievance at the earliest possible step. Before submitting a grievance, an employee shall discuss it with the employee's immediate supervisor individually, or together with a representative of the union.

Section 1. Procedure: Any grievance or dispute which may arise between the parties, including the interpretation or application of this Agreement, shall be settled in the following manner:

Step 1. The Union Representative, with the employee, shall take up the dispute with the employee's immediate supervisor within five (5) days of her/his knowledge of its occurrence. The supervisor shall attempt to adjust the matter and respond to the Representative within three (3) days.

Step 2. If the dispute has not been settled, it shall be presented, in writing to the Superintendent within seven (7) days after the supervisor's answer is due. The Superintendent shall respond in writing to the Union Representative and/or the Union Office within three (3) days.

Step 3. If, after thirty (30) days, no settlement has been reached, the matter shall be presented, in writing to the next meeting of the Board of Education, who shall respond in writing within twenty (20) days to the Union Representative and/or the Union Office.

Step 4. If no settlement is reached in Step 3, the grievance may be submitted to arbitration, and the decision of the arbitrator shall be final and binding on the parties. If the parties are unable to agree upon the appointment of the arbitrator within five (5) days after submission of the grievance to arbitration, either party may then request the Director, Bureau of Mediation Services, State of Minnesota, to furnish a list of five (5) prospective arbitrators. From this list, each party shall, in turn, strike one (1) name until one (1) name remains, and the last remaining individual shall be designated as the arbitrator. The grieving party shall strike first. A hearing on the grievance will be held promptly by the arbitrator, and a decision shall be rendered by him within thirty (30) days after the date of the hearing. All expenses and costs of the arbitrator shall be shared equally between the union and the school board.

Section 2. Time Limits: The number of days indicated in this Article at each step shall be considered as a maximum, and every effort shall be made to expedite the process. Notwithstanding the above, the time limits may be extended by mutual consent.

Section 3. Computation of Time: In computing any period of time prescribed by this Article XII, the day of the act or event giving rise to the grievance shall not be included in the designated period of time. The day upon which the grievance is filed, the last day of the period so computed, shall be included unless it is a Saturday, Sunday, or a holiday designated by this Agreement, in which event the period runs until the end of the next day which is not a Saturday, Sunday, or holiday designated in this Agreement. The term "day" means any working calendar day, excluding Saturdays, Sundays, and holidays designated in this Agreement. The filing or service of any response, notice or document shall be timely if it is personally served or sent by United States Mail to the other party at the address shown herein. If delivery is by United States Mail, it shall be timely, if posted no later than midnight of the last day of the time period, as shown on the postmark thereof.

The Employer agrees not to interfere with the rights of the employees who become members of the Union, and there shall be no discrimination, interference, restraint or coercion by the Employer or any Employer representative against any employee because of said employee active in an official capacity on behalf of the Union, or for any other cause.

ARTICLE XIV

DURATION

Section 1. Terms and Reopening Negotiations: This agreement shall remain in full force and effect for a period commencing July 1, 2022 through June 30, 2023 and thereafter until modifications are made pursuant to the P.E.L.R.A. If either party desires to modify or amend this agreement commencing at its expiration, it shall give written notice of such intent pursuant to the P.E.L.R.A. 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 representing the employees. The provisions herein relating to terms and conditions of

employment supersede any and all prior agreements, resolutions, practices, school district policies, rules or regulations concerning terms and conditions of employment inconsistent with these provisions.

Section 3. Finality: Any matters relating to the terms and conditions of employment, 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, The parties have executed this Agreement as follows:

For International Union of
Operating Engineers, Local 70

Independent School District
No. 129, Montevideo

Union Steward

Board Chairperson

Union Steward

Clerk

Union Representative

Chief District Negotiator

President

Business Manager

Recording Secretary

Date

Date

APPENDIX "A"
SALARY SCHEDULE

Fiscal Year	<u>2022-2023</u>
<u>CLASS II</u>	
START	19.79
1	20.01
2	20.29
3	20.54
4	20.77
5	21.06
6	21.30
7	21.54
CAREER	21.82

Longevity pay of fifteen cents (\$.15) per hour will be granted to those employees completing ten (10) years of service.

<u>CLASS III</u>	
START	18.37
1	18.64
2	18.95
3	19.13
4	19.41
5	19.66
6	19.92
7	20.19
CAREER	20.49

Longevity pay of fifteen cents (\$.15) per hour will be granted to those employees completing ten (10) years of service.

The positions in each class are as follows:

Class II:

- MVALC Secretary
- Middle School Principal's Secretary (full-time)
- Elementary School Principal's Secretary (full-time).
- High School Principal's Secretary (full-time)
- High School Athletic Director/Principal's Secretary (full-time)
- Community Education Office Personnel
- Special Education Secretary
- Food Service/Business Office/Office Manager's Secretary

Class III:

- MRVED Secretary (part-time)
- Curriculum Coordinator's Secretary
- Receptionist – High School Office Entrance
- Middle School Principal's Secretary (part-time)

2022 SPRING ACTIVITY HONORS AND AWARDS

BOYS TRACK & FIELD

State Participant / All-State

Francis O'Malley - Shot Put - 2nd place

Francis O'Malley - Discus - 2nd place

All Conference

Jacob Ochsendorf - 110 Hurdles

Sergio Matamoros, Jaxon Wagner, Francis O'Malley,
Andrew Van Binsbergen - 800 M Relay

Connor Walz - 1600 M

Brady Andrews - 3200 M

Andrew Van Binsbergen - Triple Jump

Francis O'Malley - Shot Put

Francis O'Malley - Discus

Academic All-State

Brady Andrews

Jacob Ochsendorf

Jaxon Wagner

All-State

Francis O'Malley

GIRLS TRACK & FIELD

State Participant / All-State

Avery Koenen - Triple Jump - 2nd place

Avery Koenen - 300 Hurdles - 6th place

All Conference

Avery Koenen - 300 Hurdles

Avery Koenen - Triple Jump

Avery Koenen - High Jump

Academic All-State

Avery Koenen

All-State

Avery Koenen

SOFTBALL

All Conference

Kassey Pauling

All Conference Honorable Mention

Alyssa Sachs

TENNIS-BOYS

All-Conference

Tyson Quigley

All-Conference Honorable Mention

Andrew Soden

Academic All-Sate

Evan Buckingham

BASEBALL

Conference MVP

Brady Snell

All Conference

Grayson Eisenlohr

Ethan Moravetz

Brady Snell

All Conference Honorable Mention

Kaden Boike

2022 SPRING ACTIVITY HONORS AND AWARDS

GOLF-GIRLS

All Conference

Lana Rongstad

TRAP LEAGUE

n/a

GOLF-BOYS

All Conference

n/a

SPEECH

State Participant

Molli Erickson

Montevideo Arts, Academics and Athletics (AAA) recipients

Tatum Christenson

FFA

State Participant

Amery Arends

Gavin Arends

Jackson Baldwin

Emmary Birhanzl

Tatum Christenson

Ben Dehne

Lauren Dehne

Ella Mills

Addison Pauling

Grace Pauling

Kassey Pauling

Brooklyn Pederson

Dalton Pederson

Gannon Reidinger

Lana Rongstad

Taylor Viessman

SENIOR ATHLETIC AWARDS

Alice Einterson - Amery Arends

Floyd Arnold - Kaden Boike

VFW Most Dedicated / Improved -
Lana Rongstad, Callim Schmitz

United States Marine Corps Distinguished
Athlete Award -
Emily Brace, Andrew Van Binsbergen

Coaches Association / Army Reserve
Scholar Athlete -
Amery Arends, Kaden Boike

Annual Policy Review and Approval

The following policies are required to be reviewed and approved annually by the district school board. Each policy has been updated to the most current MSBA model policy.

Policy Number	Policy Name and link	First Reading	Approval Date
410	Family and Medical Leave	June 13, 2022	
413	Harassment and Violence	June 13, 2022	
414	Mandated Reporting of Child Neglect or Physical or Sexual Abuse	June 13, 2022	
415	Mandated Reporting of Maltreatment of Vulnerable Adults	June 13, 2022	
506	Student Discipline	June 13, 2022	
506.1	Cell Phone	June 13, 2022	
514	Bullying Prohibition	June 13, 2022	
522	Student Sex Nondiscrimination	June 13, 2022	
524	Internet Acceptable Use and Safety	June 13, 2022	
524A	Acceptable Use of Technology	June 13, 2022	
524.2	Chromebook Use	June 13, 2022	
616	School District System Accountability	June 13, 2022	
806	Crisis Management	June 13, 2022	

2022-2023 PROPOSED ORIGINAL BUDGET

Unappropriated Operating Funds	July 1, 2022 Beginning Balance	2022-2023 Revenues	2022-2023 Expenditures	June 30, 2023 Projected Fund Balance	Variance
General	\$ 1,635,833	\$ 20,570,753	\$ 20,264,512	\$ 1,942,074	\$ 306,241
				9.58%	
Food Service	\$ 465,140	\$ 970,400	\$ 1,258,348	\$ 177,192	\$ (287,948)
Community Service:					
ECFE	\$ 86,465	\$ 74,405	\$ 79,447	\$ 81,423	\$ (5,042)
School Readiness	\$ 14,495	\$ 207,697	\$ 232,768	\$ (10,576)	\$ (25,071)
Comm Ed	\$ (319,392)	\$ 1,201,857	\$ 1,175,634	\$ (293,169)	\$ 26,223
Total Operating Funds	\$ 1,882,541	\$ 23,025,112	\$ 23,010,709	\$ 1,896,944	\$ 14,403
% of Operating Expenditures				8.24%	
Other Appropriated Funds					
Long Term Facilities Maint.	\$ 972,729	\$ 679,744	\$ 677,830	\$ 974,643	\$ 1,914
Operating Capital	\$ 13,210	\$ 450,712	\$ 484,550	\$ (20,628)	\$ (33,838)
Debt Service	\$ 494,407	\$ 1,477,382	\$ 1,228,440	\$ 743,349	\$ 248,942
Student Activities	\$ 261,686	\$ 381,400	\$ 366,800	\$ 276,286	\$ 14,600
Total All Funds	\$ 3,624,573	\$ 26,014,350	\$ 25,768,329	\$ 3,870,594	\$ 246,021

	Capital Expenditure	LTFM	
Actual June 30, 2021 Fund Balance	(\$63,402)	\$881,258	
Expected Revenue 2021-2022	\$399,662	\$679,744	
Total Resources 2021-2022	\$336,260	\$1,561,002	
Operating Capital Fixed Costs			
Technology: Hardware / Network	\$ 86,000.00		District wide network
Technology: District Licensing	\$ 60,000.00		
TACC Lease	\$ 16,000.00		TACC Lease
SW/WC SC Lease Levy	\$ 20,700.00		ELC Lease levy
Energy Lease Payments	\$ 45,090.00		
ALC Flow-Through	\$ 48,260.00		
Health & Safety Projects	\$ 82,830.00		H&S
Tuck Point/Brick Repair - Districtwide	\$ 10,000.00		368
Ramsey Window Panels	\$ -		368
MMS Entry Doors	\$ 51,380.00		368
MHS Entry Doors	\$ 19,410.00		368
Districtwide Repairs-Electrical	\$ 3,000.00		369
MMS Floor Repairs	\$ -		369
Districtwide Interior Surfaces	\$ 20,000.00		370
MHS HVAC Controls	\$ 7,500.00		379
Replace North Team Showers	\$ 25,340.00		379
Districtwide Plumbing Repairs	\$ 7,500.00		380
MHS Office AC Units	\$ 18,175.00		380
Fees for Services	\$ 1,500.00		381
Ramsey - Section 4 (Cafeteria/Library)	\$ -		381
Ramsey - Section 5 (NE Classrooms)	\$ -		381
MHS Roof - Section 4	\$ -		382
MMS - Reconfigure Entry roofing	\$ -		383
MMS - Section 1	\$ -		383
MHS Parking Lot (Main)	\$ 227,410.00		383
Sanford Playground Lot	\$ 26,370.00		383
Retaining Wall - MHS Ag Shop West	\$ 39,173.00		383
Baseball/Softball Field Aggregate	\$ 9,090.00		384
Stadium Plumbing/Electrical Upgrades	\$ 34,995.00		384
Sidewalk Repairs	\$ 3,100.00		384
Batting Cage Repairs	\$ 1,500.00		384
New Phone System	\$ 32,000.00		384
Addtl Tech Expenses	\$ 15,000.00		
Projected June 30, 2022 Fund Balance	\$13,210	\$972,729	\$985,939
			<i>Combined Fund Balance</i>

Expected Revenue 2022-2023	\$450,712	\$679,744	
Total Resources 2022-2023	\$463,922	\$1,652,473	
Operating Capital Fixed Costs			
Technology: Hardware / Network	\$ 86,000.00		District wide network
Technology: District Licensing	\$ 60,000.00		
TACC Lease	\$ 12,000.00		
SW/WC SC Lease Levy	\$ 20,000.00		
Hawks Nest Lease	\$ 168,000.00		
Energy Lease Payments	\$ -		
ALC Flow-Through	\$ 51,050.00		
Health & Safety Projects	\$ 82,830.00		H&S
Tuck Point/Brick/Concrete Repair - Districtwide	\$ 25,000.00		368
Garage Doors	\$ 9,000.00		368
Ramsey Window Panels	\$ 35,000.00		368
Ag Shop Lighting	\$ 6,000.00		370
District Lighting	\$ 10,000.00		370
Districtwide Repairs-Electrical	\$ 3,000.00		370
Districtwide Interior Surfaces	\$ 25,000.00		379
MHS HVAC Controls	\$ 8,000.00		380
Districtwide Plumbing Repairs	\$ 7,500.00		381
Fees for Services	\$ 1,500.00		382
Ramsey	\$ 95,000.00		383
Sanford	\$ 45,000.00		383
Sanford	\$ 115,000.00		383
MHS	\$ 30,600.00		383
MHS	\$ 31,000.00		383
Resurface Track	\$ 80,000.00		384
Softball Concession Window	\$ 1,400.00		384
Hawks Nest Playground Surface	\$ 57,000.00		384
MMS Scoreboards	\$ 10,000.00		384
New Van - Have to Remove one	\$ 50,000.00		
Small Engine Curriculum	\$ 3,500.00		
Health Curriculum	\$ 3,300.00		
Other Curriculum	\$ 5,700.00		
Addtl Tech Purchase Cost Increases	\$ 25,000.00		
Projected June 30, 2023 Fund Balance	(\$20,628)	\$974,643	\$954,015

MEMORANDUM OF UNDERSTANDING

WHEREAS, Amy Reidinger is employed as a continuing contract teacher by Independent School District #129, Montevideo, MN.

WHEREAS, Amy Reidinger has been employed by Independent School District #129 Montevideo, MN for at least ten years.

WHEREAS, Amy Reidinger and the Independent School District #129, Montevideo, MN, in the interests of mutual accommodation, wish to enter into this Memorandum of Understanding.

NOW, THEREFORE, IT IS HEREBY AGREED by and between Amy Reidinger and the Independent School District #129, Montevideo, MN, in accordance to 122A.46 , to the following:

1. Amy Reidinger will be granted a three year leave of absence from her teaching position at Independent School District #129, Montevideo, MN.
2. If Amy Reidinger is reinstated to a teaching position after the extended leave of absence she shall retain seniority and continuing contract rights in School District #129, Montevideo, MN as though she had been teaching in the district during the period of the extended leave.
3. Amy Reidinger shall receive all of the health, accident, medical, surgical and hospitalization insurance or benefits, for both the teacher and the teacher's dependents, for which she would otherwise be eligible if not on an extended leave. Amy Reidinger shall reimburse the district for the full amount of the premium necessary to maintain the coverage within one month preceding the district's payment of the premium.
4. The years spent by Amy Reidinger on an extended leave of absence pursuant to this section shall not be included in the determination of salary upon return to teaching in the district. Credits earned by a teacher on an extended leave of absence pursuant to this section shall not be included in the determination of salary upon return to teaching in the district for a period equal to the time of the extended leave of absence.
5. Amy Reidinger shall have the right to be reinstated to a position for which she is licensed at the beginning of any school year which immediately follows a year of the extended leave of absence, unless the teacher fails to give the required written notice of intention to return to the Superintendent of Schools by March 1 prior to the desired return school year or is discharged or placed on unrequested leave of absence or the contract is terminated pursuant to section 122A.40 or 122A.41 while she is on the extended leave.

IT IS ALSO AGREED by and between the Montevideo Education Association and the Independent School District #129, Montevideo, MN that this Memorandum of Understanding will not be considered as precedent setting nor will it establish a past practice.

Amy Reidinger

Montevideo Education Association President

Date

6/27/22

Date

School Board Chairperson of ISD #129

Date