

Agenda

1. ROUTINE BUSINESS ITEMS
 - 1.1. Call to Order/Pledge of Allegiance
 - 1.2. Roll Call: Stenson ____, Pauling ____, Wibben ____, Ohmacht ____, Shourds ____, and Birhanzl attending remotely from Louriston Township, Section 13.
 - 1.3. Approval of Agenda
 - 1.4. 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.)

 - 1.4.1. Regular Board of Education Meeting Minutes
 - 1.4.2. Bills
 - 1.4.3. Treasurer's Report
 - 1.4.4. Budget Report
 - 1.4.5. Personnel Actions
 - 1.4.5.1. Employment
 - 1.4.5.2. Resignations/Retirements
 - 1.4.5.3. Reassignments
 - 1.5. Resolution: Accepting a Gift, Donation, Contribution, or Bequest RESOLUTION ACCEPTING MONETARY, PROPERTY, GOODS OR SERVICES DONATION
 - 1.6. Public Forum
 - 1.7. Superintendent's Report
 - 1.8. Board Reports
 - 1.8.1. Board Committees
 - 1.8.2. Student Representative Report
 - 1.8.3. Administrators
 - 1.9. Congratulatory Action and Recognition
2. DISCUSSION ITEMS
 - 2.1. Flexible Learning Year Application Process
 - 2.2. Preliminary 2024 Payable 2025 Levy
3. ACTION ITEMS
 - 3.1. Approve the Service Agreement between Discover Your Sisu Therapy Services LLC and Montevideo Public Schools.
 - 3.2. Approve Lane Changes
 - 3.3. Approve the Fall and Full Year Extra-Curricular Assignments
 - 3.4. Approve Preliminary 2024 Payable 2025 Levy
 - 3.5. Reschedule November Regular Meeting
 - 3.6. Approve Ed Assistant Work Agreement
4. ADJOURNMENT

ISD 129 – MONTEVIDEO PUBLIC SCHOOLS
Minutes of Regular School Board Meeting
Held August 12, 2024 in Montevideo, MN

The regular meeting of the School Board of Independent School District #129 was called to order by Vice-Chair Pauling at 6:01 p.m. on Monday, August 12, 2024. The meeting was held in the District Board Room of the Montevideo Middle School.

Members present were Ohmacht, Shourds, Wibben, and Pauling. Members absent were Birhanzi and Stenson. Also present were contacts with Countryside Public Health, Mr. McKittrick, Chief Business Official Adam Spray, and Principal Maethner.

Director Ohmacht made and Director Shourds seconded a motion to approve the agenda as presented. The Motion carried unanimously.

Countryside Public Health gave a special presentation regarding the Minnesota Student Survey.

Director Ohmacht made and Director Wibben seconded a motion to approve the Consent Agenda as presented. The Motion carried unanimously.

- Special Board of Education Meeting Minutes – June 24, 2024
- August Board Bills

TOTAL EXPENDITURES BY FUND

GENERAL FUND	\$ 206,920.25
FOOD SERVICE	\$ 4,876.59
COMMUNITY SERVICES	\$ 8,417.64
CAPITAL EXPENDITURE	\$ 157,393.28
STUDENT ACTIVITIES	\$ 2,427.58
MINN RIVER VALLEY ED DIST	\$ 8,395.56
MRVED COMMUNITY EDUCATION	\$ 130.00
TOTAL BY FUND	\$ 388,560.90

- Treasure Report
- Personnel Actions:
Employment:
Sarah Lee, 4th Grade Teacher, Sanford Elementary
Shantel Syring, Secretary, ALC
Karen Kortgard, Full-time Substitute Teacher, Middle School
Kathleen Jessen, ELL Teacher, Ramsey Elementary
Mackenzie Fitzner, Band Instructor, High School and Middle School
Whitney Sandven, Small World Nursery Instructor, 24-25 school year.
Connor Hagen, Kindergarten Assistant, Ramsey Elementary
Kylie Willems, 4th Grade Teacher, Sanford Elementary

Mariah Wamberg, Kindergarten Assistant, Ramsey Elementary
Heather Goslee, District Nurse, High School and Middle School

- Resignations/Retirements:
Shantel Syring resigned as a Special Education Paraprofessional with Sanford
Jazell Holverson resigned as an Elementary School Nurse
Lisa Dupere resigned as a full-time substitute teacher at Ramsey Elementary
Roxanne Estrada resigned as a Paraprofessional at Sanford Elementary
Hunter Hamby resigned as a High School Band Instructor
Katelyn Fischer resigned as Success Coordinator II at Ramsey Elementary
Rachel Paradee resigned as a Paraprofessional at the Middle School
McKenzie Groothuis resigned as a Paraprofessional at Sanford Elementary
Billie Klosterman resigned as a Food Service staff member at Sanford
Sarah Smiens resigned as a High School and Middle School Nurse
Adam Eakes resigned as an EL Paraprofessional at Middle School

Reassignments:

Melissa Schmitt will be reassigned from part-time Small World Nursery Teacher to full-time beginning with the 24-25 school year.
Brooke LaHaye was reassigned from 4th Grade to Elementary Music Teacher at Sanford.

- Resolution Accepting a Gift, Donation, Contribution, or Bequest: Director Shourds made, and Director Wibben seconded a motion to adopt the resolution accepting the listed gifts, donations, contributions, and bequests. After a roll call vote, all members voted Aye, and the motion carried.
 - Community Education received a donation of \$627.00 from Dawson Designated Charities earmarked for Individuals with Disabilities.
Kibble Equipment donated \$250 to the High School Ag Program and Welding Shop.
Kibble Equipment donated \$600 to the High School Athletic Program.

- Superintendent's Report
- Board Report
- Administrators Report

Congratulatory Action and Recognition:

The summer months are busily spent preparing the school buildings for the new year. From painters, custodians, grounds crew, and contractors, they all work exceptionally hard to give a new feel to each school year. This summer, more projects have been accomplished than any summer in recent history. This is due to tremendous collaboration and dedication from all of the above. Thank you to everyone who has worked to make sure the 2024-2025 school year is kicked off on a positive note!

Discussion Items:

Mr. McKittrick gave an update on the school board work session which will be held on Friday, August 16, 2024, from 9 am-4 pm at the CCMH Wellness Center Conference Room.

Mr. McKittrick discussed rescheduling the November 11th board meeting because it falls on Veteran's Day. The November board meeting will be rescheduled to Tuesday, November 12, 2024; this will be approved at the September board meeting.

Action Items

- Motion by Director Ohmacht and seconded by Director Shourds to approve the 2024-2025 E-Learning Plan. The motion carried unanimously.
- Motion by Director Shourds and seconded by Director Ohmacht to approve JTH Parent Handbook, Elementary Student Handbook, Middle School Student Handbook, High School Student Handbook, Montevideo Athletics Handbook, and Faculty Handbook for 2024-25. The motion carried unanimously.
- Motion by Director Ohmacht and seconded by Director Wibben to approve the bread products contract to the Pan-O-Gold Baking Company for the 2024-25 school year. The motion carried unanimously.
- Motion by Director Wibben and seconded by Director Ohmacht to approve the Read Act Training Memorandum of Understanding between ISD #129 and Montevideo Education Association. The motion carried unanimously.
- Motion by Director Ohmacht and seconded by Director Shourds to approve policies 506 and 522 as presented. The motion carried unanimously.

Adjournment: Motion by Director Ohmacht and seconded by Director Shourds to adjourn the meeting at 7:12 p.m. The motion carried unanimously.

MONTEVIDEO PUBLIC SCHOOLS**MONTHLY WARRANTS****September 9, 2024**

Check #	Vendor	Amount	Description
68342	4.0 SCHOOL SERVICES INC	\$ 79,111.67	TRANSPORTATION SERVICES
68343	A&B BUSINESS SOLUTIONS	\$ 5,729.75	PRINTER/COPIER LEASES
68344	Vendor Continued Check	\$ -	VOID
68345	Vendor Continued Check	\$ -	VOID
68346	Vendor Continued Check	\$ -	VOID
68347	Vendor Continued Check	\$ -	VOID
68348	Vendor Continued Check	\$ -	VOID
68349	AMAZON CAPITAL SERVICES, INC	\$ 6,344.56	MISC EXPENSES
68350	ANDERSON'S	\$ 632.18	HOMECOMING SUPPLIES
68351	BACKES TECHNOLOGY SERVICES INC	\$ 59,192.23	PHONE SERVICE/NEW DOOR ACCESS/CAMERAS
68352	BENSON FOOD SERVICE	\$ 208.25	PARA CONFERENCE
68353	BLICK ART MATERIALS	\$ 118.55	ART SUPPLIES
68354	BOUNDARY FENCE & DESIGN	\$ 33,195.00	NEW FENCING - STADIUM & FIELD 3
68355	BRODERIUS, SHERRI	\$ 1,800.00	MENTOR STIPEND
68356	BUILDERS FIRSTSOURCE	\$ 168.56	CUSTODIAL SUPPLIES
68357	BUSINESS ESSENTIALS	\$ 19,427.96	PAPER ORDER
68358	CDW-GOVERNMENT INC	\$ 602.78	TECHNOLOGY ORDER
68359	CENTER FOR APPLIED RESEARCH & ED IMPROVEI	\$ 2,717.00	FUNCTIONAL PHONICS
68360	CHAIR SLIPPERS	\$ 1,968.51	CHAIR SLIPPERS
68361	CHAPPEL CENTRAL INC	\$ 587.95	HVAC SERVICE CALLS
68362	CITY OF MONTEVIDEO	\$ 15,127.50	RESOURCE OFFICE/POOL RENTAL
68363	CLARA CITY TELEPHONE	\$ 479.00	FIBER LEASE
68364	COLD STONE CREAMERY	\$ 3,609.50	CONCESSIONS
68365	COLUMN SOFTWARE PBC	\$ 1,562.00	LEGAL NOTICES
68366	COUNTRYSIDE PUBLIC HEALTH	\$ 236.00	SECOND KITCHEN INSPECTION
68367	DAKOTA BUSINESS SOLUTIONS	\$ 99.95	POSTAGE METER SUPPLIES
68368	DAVIS PUBLICATIONS	\$ 1,953.98	MMS ART CURRICULUM
68369	DC SIGNS	\$ 1,472.22	SIGNAGE/RUG
68370	DECKER EQUIPMENT	\$ 615.79	BATHROOM STALL BRACKETS
68371	DOUBLE D DEVELOPMENT	\$ 16,138.51	HAWKS NEST LEASE
68372	DRIESSEN WATER INC	\$ 159.05	SALT/WATER
68373	EAST SIDE JERSEY DAIRY ESJD	\$ 4,177.41	FOOD SERVICE BILLING
68374	EDMENTUM, INC	\$ 970.00	SUBSCRIPTION RENEWAL
68375	ESGI SOFTWARE	\$ 1,230.00	SUBSCRIPTION RENEWAL
68376	FASTENAL COMPANY	\$ 110.00	SAFETY GLASSES
68377	FLINN SCIENTIFIC	\$ 1,788.35	SCIENCE SUPPLIES
68378	GAG SHEET METAL, INC	\$ 585,437.43	ROOFING PROJECTS
68379	GENERATION GENIUS, INC.	\$ 1,295.00	SUBSCRIPTION RENEWAL
68380	GOPHER SPORTS	\$ 124.00	STUDENT COUNCIL SUPPLIES
68381	GRAINGER INDUSTRIAL SUPPLY	\$ 326.33	BATHROOM STALL BRACKETS
68382	GREATER MN FAMILY SERVICES	\$ 1,666.66	CONTRACTED SERVICES
68383	GREAT PLAINS NATURAL GAS	\$ 2,494.23	NATURAL GAS SERVICE
68384	HENDRICKX DEROUIN, ANNETTE	\$ 810.30	CONTRACTED SERVICES
68385	HILLYARD FLOOR CARE SUPPLY	\$ 3,257.22	CUSTODIAL SUPPLIES
68386	HIRE IMAGE LLC	\$ 1,848.45	BACKGROUND CHECKS/DRIVING RECORDS
68387	HOMESTORE DESIGN CENTER INC	\$ 6,842.03	FLOORING/PAINT SUPPLIES
68388	HUDL	\$ 16,000.00	SUBSCRIPTION RENEWAL
68389	IMPACT APPLICATIONS INC	\$ 765.00	CONCUSSION MANAGEMENT

MONTEVIDEO PUBLIC SCHOOLS**MONTHLY WARRANTS****September 9, 2024**

68390 INNOVATIVE OFFICE SOLUTIONS, LLC	\$	691.35	SUPPLIES
68391 ISD #2769 - MORRIS	\$	1,378.42	BOYS HOCKEY EXPENSE
68392 ISD #347-WILLMAR	\$	17,468.48	FY 24 A&I/TUITION BILLING
68393 IXL LEARNING	\$	13,950.00	SUBSCRIPTION RENEWAL
68394 JOHNSON CONTROLS FIRE PROTECTION LP	\$	2,070.28	REPAIRS AT MMS & MHS
68395 J W PEPPER AND SON INC	\$	128.98	MUSIC
68396 K-LOG	\$	10,074.76	CLASSROOM TABLES/BOARD TABLES
68397 KENNEDY & GRAVEN CHARTERED	\$	7,547.50	LEGAL SERVICES
68398 LEARNING WITHOUT TEARS	\$	7,931.80	HANDWRITING CURRICULUM
68399 LIGHTBULBS.COM	\$	4,875.00	LIGHTBULBS
68400 LOGO WOMAN	\$	1,536.84	CUSTOM HAWKS
68401 MARCO	\$	2,354.12	COPIER LEASE
68402 MARCO TECHNOLOGIES, LLC	\$	910.87	SHREDDING/STAPLES
68403 MDE-MCIS	\$	1,067.60	MCIS HIGH SCHOOL
68404 MHS FACULTY LOUNGE	\$	20.57	VENDING PROCEEDS
68405 MILLENNIUM THEATER	\$	1,198.00	FIELD TRIPS
68406 MIND YOUR BUSINESS	\$	33.10	MAILING
68407 MINNESOTA CLAY	\$	571.70	ART SUPPLIES
68408 MITLYNG ELECTRIC & REFRIG.	\$	148.00	MILK COOLER MOTOR
68409 MMS FACULTY LOUNGE	\$	29.89	VENDING PROCEEDS
68410 MN FFA	\$	175.00	REGION 5 CDE FEE
68411 MN STATE HIGH SCHOOL LEAGUE	\$	1,200.00	MEMBERSHIP FEE
68412 Vendor Continued Check	\$	-	VOID
68413 MOLDE'S ELECTRIC & MECHANICAL INC	\$	11,743.59	LED UPGRADES/ELECTRICAL REPAIRS
68414 Vendor Continued Check	\$	-	CUSTODIAL SUPPLIES
68415 MONTE HARDWARE HANK	\$	253.05	CUSTODIAL SUPPLIES
68416 MONTEVIDEO NOON LIONS CLUB	\$	225.00	DUES FEE
68417 NORTH CENTRAL FOOD PROCESSING SUPPLY	\$	901.24	DISHWASHER REPAIRS
68418 Vendor Continued Check	\$	-	VOID
68419 OLSEN PLUMBING & HEATING INC	\$	74,083.18	NEW WATER HEATERS/PLUMBING REPAIRS
68420 OUTLAW GRAPHIX	\$	903.77	SHIRTS/PLINKO BOARD
68421 OXYGEN SERVICE COMPANY	\$	229.67	AG SHOP SUPPLIES
68422 PAN OF GOLD BAKING CO	\$	948.30	FOOD SERVICE BILLING
68423 PEPSICO BEVERAGE SALES LLC	\$	4,621.74	CONCESSIONS
68424 PLANK ROAD PUBLISHING	\$	185.45	MUSIC
68425 RAYMO, BRANDON J	\$	84.75	COACHES MEMBERSHIP
68426 RUNNING'S SUPPLY INC	\$	1,085.65	CUSTODIAL SUPPLIES
68427 SCAN AIR FILTER, INC	\$	4,698.61	HVAC FILTERS
68428 SCHOLASTIC INC MAGAZINES	\$	4,442.42	SUBSCRIPTION RENEWAL
68429 SCHOOL PERCEPTIONS LLC	\$	3,025.00	COMMUNITY SURVEY
68430 SCHOOL SPECIALTY INC	\$	2,162.21	CLASSROOM SUPPLIES
68431 SOUTHERN MN INSPECTION INC	\$	6,137.50	MMS GYM WALL PADS
68432 SPARKY'S WELDING & FABRICATION	\$	556.20	WATER FOUNTAIN PLATE
68433 STAR GROUP, LLC	\$	55.27	CUSTODIAL SUPPLIES
68434 SUMMIT FIRE PROTECTION	\$	2,665.00	SEMI ANNUAL INSPECTIONS
68435 SYSCLOUD INC	\$	2,001.60	TECHNOLOGY ORDER
68436 T-MOBILE	\$	89.25	BUS ACCESS POINTS
68437 TEXTBOOK WAREHOUSE	\$	3,123.00	TEXTBOOKS
68438 TOPPER'S	\$	503.20	COACHES MEETING

MONTEVIDEO PUBLIC SCHOOLS**MONTHLY WARRANTS****September 9, 2024**

68439	TRANE US INC	\$	121.00	HVAC SERVICE CALLS
68440	TRIO SUPPLY COMPANY	\$	890.43	FOOD SERVICE BILLING
68441	USI INSURANCE SERVICES LLC	\$	945.00	RISK MGMT FEE
68442	VAN GORP LANDSCAPING	\$	5,400.00	PLAYGROUND MULCH
68443	VFW POST 380	\$	334.00	EVENT MEAL
68444	VIRCO	\$	84,708.05	CAFETERIA TABLES/DESKS
68445	Vendor Continued Check	\$	-	VOID
68446	Vendor Continued Check	\$	-	VOID
68447	Vendor Continued Check	\$	-	VOID
68448	VISA	\$	11,662.58	MISC EXPENSES
68449	WALMART - CAPITAL ONE	\$	1,436.69	MISC EXPENSES
68450	WEST CENTRAL COMMUNICATION	\$	3,396.34	BUS RADIO INSTALLS
68451	WEST CENTRAL CONFERENCE	\$	800.00	MEMBERSHIP FEE
68452	YME COMMUNITY EDUCATION	\$	784.00	STATE FAIR TRIP
242500015	BEADELL, AARON	\$	79.75	MSHSCA MEMBERSHIP
242500016	BEDNAR, KELLY MARIE	\$	53.50	MSHSCA MEMBERSHIP
242500017	CHRISTENSON, MARTIN J	\$	69.75	MSHSCA MEMBERSHIP
242500018	ENEVOLDSEN, RENELLE JOY	\$	76.49	MSHSCA MEMBERSHIP
242500019	EPEMA, TIMOTHY D	\$	100.75	MSHSCA MEMBERSHIP
242500020	FOLEY, ROBERT DANIEL	\$	86.85	MSHSCA MEMBERSHIP
242500021	FRAGODT, CONNIE	\$	48.24	HOME VISIT MILEAGE
242500022	GOPHER STATE ONE CALL	\$	2.70	LOCATING SERVICES
242500023	HAWKINS INC	\$	40.00	POOL CHEMICALS
242500024	HENDRICKSON, KURT A	\$	69.75	MSHSCA MEMBERSHIP
242500025	IS-CORP	\$	281.25	FINANCE SOFTWARE HOSTING
242500026	KNUTSON, TAYLOR JOY	\$	74.75	MSHSCA MEMBERSHIP
242500027	LIPPERT, ERIN	\$	273.68	CLASSROOM SUPPLIES - REIMBURSEMENT
242500028	LUND, DEANNE M	\$	47.88	CLASSROOM SUPPLIES - REIMBURSEMENT
242500029	MACZIEWSKI, AMANDA L	\$	100.75	MSHSCA MEMBERSHIP
242500030	MADER, JOHN C	\$	63.50	MSHSCA MEMBERSHIP
242500031	MAGNUSON, JOANNA M	\$	74.75	MSHSCA MEMBERSHIP
242500032	MARCINKOWSKI, SUSAN J	\$	53.69	SUMMER DISCOVERY REIMBURSEMENT
242500033	MAUEL, PATRICK J	\$	347.73	BOILER TRAINING EXPENSES
242500034	MILLER, JENNIFER M	\$	53.50	MSHSCA MEMBERSHIP
242500035	MINER, MAQUELAH M	\$	74.00	STATE FAIR EXPENSES
242500036	RIETVELD, TODD J	\$	42.50	MSHSCA MEMBERSHIP
242500037	RIPLEY, SCOTT D	\$	142.04	BETWEEN BUILDING MILEAGE
242500038	SANDVEN, WENDY S	\$	32.50	MSHSCA MEMBERSHIP
242500039	SCHREINER, ISAAC J	\$	79.75	MSHSCA MEMBERSHIP
242500040	SLETTA, MADISON ELIZABETH	\$	63.50	MSHSCA MEMBERSHIP
242500041	SMIENS, SARAH DONNA	\$	40.00	PHONE REIMBURSEMENT
242500042	SUCHANEK, TRISHA J	\$	63.50	MSHSCA MEMBERSHIP
242500043	TOSTENSON, MOLLI K	\$	58.50	MSHSCA MEMBERSHIP
242500044	VIK, DAVID J	\$	84.75	MSHSCA MEMBERSHIP
242500045	WEBB, DEREK CHARLES	\$	95.75	MSHSCA MEMBERSHIP
242500046	ZAMORA, BRITTANY MEGAN	\$	79.75	MSHSCA MEMBERSHIP

TOTAL MONTEVIDEO WARRANTS**\$ 1,195,821.66**

MONTEVIDEO PUBLIC SCHOOLS

MONTHLY WARRANTS

September 9, 2024

MINNESOTA RIVER VALLEY EDUCATION DISTRICT WARRANTS

68321 BENSON FOOD SERVICE	\$	60.00	PARAPRO CONFERENCE
68322 BERGESON, BRUCE D	\$	142.56	PHONE & MILEAGE REIMBURSEMENT
68323 CITY OF MONTEVIDEO	\$	264.70	MRVED CITY UTILITIES
68324 CLARA CITY TELEPHONE	\$	200.00	HIGH CAPACITY SERVICE
68325 COMMUNITY EDUCATION DEPT	\$	162.14	MRVED SUMMER TRANSPORTATION
68326 ENGESSER, AMY	\$	300.00	PARA CONFERENCE PRESENTER
68327 GREAT PLAINS NATURAL GAS	\$	39.43	MRVED GAS SERVICE
68328 GROVE, EMILY	\$	6,150.00	EL CONSULTANT
68329 HARRIS, JESSICA	\$	300.00	PARA CONFERENCE PRESENTER
68330 HARTKE, KAREN	\$	200.00	PARA CONFERENCE PRESENTER
68331 ISD #129 - MONTEVIDEO	\$	126,466.78	2023-2024 SHARED SERVICES
68332 ISD #378-DAWSON	\$	93.80	MRVED SUMMER TRANSPORTATION
68333 ISD #2853-LAC QUI PARLE VALLEY	\$	69.68	MRVED SUMMER TRANSPORTATION
68334 MINNESOTA VALLEY COOP CENTER	\$	37,365.50	FY 25 QTR 1 SP ED
68335 MINNESOTA WEST-WORTHINGTON	\$	2,729.64	BLUE PRINT FOR WELDING
68336 MITLYNG ELECTRIC & REFRIG.	\$	2,242.13	CLASSROOM PROJECTORS AND NEW OUTLET
68337 MN RIVER VALLEY EDUCATION DIST	\$	1,200.00	ABE RENT
68338 RAYMO, BRANDON J	\$	308.20	MILEAGE REIMBURSEMENT
68339 SKOGLUND, BRAD	\$	500.00	PARA CONFERENCE PRESENTER
68340 VISA CARDMEMBER SERVICE	\$	4,152.72	MISC EXPENSES
68341 YOUNG, ANGIE	\$	300.00	PARA CONFERENCE PRESENTER

TOTAL MRVED WARRANTS \$ 183,247.28

TOTAL EXPENDITURES BY FUND

GENERAL FUND	\$	278,053.45
FOOD SERVICE	\$	90,936.50
COMMUNITY SERVICES	\$	5,766.45
CAPITAL EXPENDITURE	\$	809,616.36
STUDENT ACTIVIES	\$	10,572.42
MINN RIVER VALLEY ED DIST	\$	180,513.61
MRVED COMMUNITY EDUCATION	\$	3,610.15
TOTAL BY FUND	\$	1,379,068.94

AUGUST 2024 WIRES / CASH TRANSFERS

8/2/2024 TRANSFER FROM PMA TO OLD NATIONAL	\$	100,000.00	BILLS
8/12/2024 TRANSFER FROM PMA TO OLD NATIONAL	\$	300,000.00	BILLS
8/14/2024 TRANSFER FROM PMA TO MINNWEST	\$	300,000.00	PAYROLL
8/14/2024 TRANSFER FROM LAF TO MINNWEST	\$	280,000.00	PAYROLL
8/19/2024 TRANSFER FROM PMA TO OLD NATIONAL	\$	300,000.00	INS PAYMENT
8/29/2024 TRANSFER FROM PMA TO MINNWEST	\$	530,000.00	PAYROLL
8/30/2024 TRANSFER FROM PMA TO OLD NATIONAL	\$	100,000.00	PAYROLL

AUGUST 2024 MANUAL CHECKS

68196 CITY OF MONTEVIDEO UTILITIES	\$	2,802.77	CITY UTILITY BILLING
68197 XCEL ENERGY	\$	2,994.68	ELECTRIC SERVICE
68283 US POST OFFICE	\$	744.42	MAILING & PERMIT FEE
68290 ISD #129 - MONTEVIDEO	\$	1,267.00	STARTING CASH - FSV/OFFICES

MONTEVIDEO PUBLIC SCHOOLS

MONTHLY WARRANTS

September 9, 2024

68291 MONTEVIDEO PTSA	\$	543.53	CONCESSION EVENTS - FY 24
68292 4.0 SCHOOL SERVICES INC	\$	12,083.61	JULY TRANSPORTATION SERVICES
68293 BAUNE'S CATERING	\$	3,450.00	BACK TO SCHOOL MEETING
68294 CROSSCUT TREE SERVICES, LLC	\$	7,200.00	REMOVAL OF SHRUBS AT SFB FIELDS
68295 FIREPLACE INC	\$	1,360.00	SUBSCRIPTION RENEWAL
68296 GOVCONNECTION, INC	\$	38,997.93	TECHNOLOGY ORDER
68297 HERMANSON, DONALD	\$	2,000.00	2023-2024 ATHLETIC TRAINER
68298 CHARTER COMMUNICATIONS	\$	309.94	PHONE/INTERNET
68299 VERIZON WIRELESS	\$	354.66	MOBILE PHONE BILLING
68310 ISD #129 - MONTEVIDEO	\$	2,100.00	STARTING CASH - ACTIVITIES
68311 CENTURLINK-AZ	\$	115.89	MRVED PHONE
68312 DENNIS SMITH TRAINING & DEVELOPMENT	\$	1,500.00	PARAPRO CONFERENCE SPEAKER
68313 XCEL ENERGY	\$	1,105.16	MRVED ELECTRIC SERVICE
68314 VENDOR CONTINUED CHECK	\$	-	VOID
68315 AMAZON CAPITAL SERVICES, INC	\$	1,690.24	MISC SUPPLIES
68316 CITY OF MONTEVIDEO UTILITIES	\$	4,226.55	CITY UTILITY BILLING
68317 POWERSCHOOL GROUP LLC	\$	975.00	CURRICULUM TRAINING
68318 XCEL ENERGY	\$	51,388.34	ELECTRIC SERVICE

TOTAL AUGUST 2024 MANUAL CHECKS \$ 137,209.72

AUGUST 2024 PAYROLL DEDUCT CHECKS/EFT PMTS

US TREAS	US TREASURY	\$	121,064.43	FEDERAL PAYROLL TAX
US TREAS	US TREASURY	\$	112,520.18	FEDERAL PAYROLL TAX
MN REV	MN DEPARTMENT OF REVENUE	\$	19,230.50	STATE WITHHOLDING
MN REV	MN DEPARTMENT OF REVENUE	\$	17,725.90	STATE WITHHOLDING
MN TRA	MINNESOTA TEACHERS RETIREMENT ASSOC	\$	65,769.46	TRA EFT
MN TRA	MINNESOTA TEACHERS RETIREMENT ASSOC	\$	62,409.63	TRA EFT
MN PERA	MN PUBLIC EMPLOYEES RETIREMENT ASSO	\$	15,659.98	PERA EFT
MN PERA	MN PUBLIC EMPLOYEES RETIREMENT ASSO	\$	15,027.27	PERA EFT
BCBS	BLUE CROSS BLUE SHIELD OF MINN	\$	230,773.10	SEPT HEALTH EFT
EBC	EDUCATORS BENEFIT CONSULTANTS	\$	28,822.32	PAYROLL 403(B) EFT
EBC	EDUCATORS BENEFIT CONSULTANTS	\$	28,841.36	PAYROLL 403(B) EFT
68284	AMERICAN FAMILY LIFE ASURANCE	\$	2,102.96	PAYROLL ACCRUAL
68285	BLUE CROSS BLUE SHIELD OF MINN	\$	565.00	PAYROLL ACCRUAL
68286	ISD #129 - MONTEVIDEO	\$	1,777.78	PAYROLL ACCRUAL
68287	MONTEVIDEO AREA COMMUNITY FOUNDATIK	\$	37.00	PAYROLL ACCRUAL
68288	NCPERS GROUP LIFE INS	\$	80.00	PAYROLL ACCRUAL
68289	AFSCME COUNCIL 65	\$	450.88	PAYROLL ACCRUAL
68301	AMERICAN FAMILY LIFE ASURANCE	\$	2,102.96	PAYROLL ACCRUAL
68302	AVIBEN	\$	161.13	PAYROLL ACCRUAL
68303	ISD #129 - MONTEVIDEO	\$	1,777.78	PAYROLL ACCRUAL
68304	MADISON NATIONAL LIFE INS	\$	5,590.79	PAYROLL ACCRUAL
68305	MEDICAREBLUE RX	\$	375.00	PAYROLL ACCRUAL
68306	METLIFE	\$	7,098.42	PAYROLL ACCRUAL
68307	MONTEVIDEO AREA COMMUNITY FOUNDATIK	\$	124.50	PAYROLL ACCRUAL
68308	AFSCME COUNCIL 65	\$	450.88	PAYROLL ACCRUAL
68309	VSP INSURANCE CO	\$	1,696.68	PAYROLL ACCRUAL

TOTAL PAYROLL CHECKS/EFTS

\$ 742,235.89

MONTEVIDEO PUBLIC SCHOOLS
MONTHLY WARRANTS
September 9, 2024

AUGUST 2024 PETTY CASH DISBURSEMENTS

8/7/2024	*VOID* US Post Office	\$	-	2024-2025 Shareholder Mailing
8/9/2024	Andrews, Jayann	\$	146.39	Lunch account balance
8/9/2024	Asche, Kala	\$	6.50	Movie combo reimbursement
8/22/2024	Bendel, Nolan	\$	300.00	Children's Theater set design/asst
8/28/2024	Beseman, Tim	\$	140.00	VB Official 8/29/24
8/22/2024	Birdsall, Liliana	\$	115.07	Children's theater supplies reimbursement
8/22/2024	Christensen, Andrew	\$	130.15	Lunch account balance
8/9/2024	DeJong, Angie	\$	177.00	Lunch account balance
8/22/2024	Diekman, Vonnie	\$	56.00	Lunch account balance
8/28/2024	Dripps, Jackie	\$	140.00	VB Official 8/29/24
8/28/2024	Ellingson, James B.	\$	175.00	Swim Starter 8/29/24
8/9/2024	Fischer, Kate	\$	6.50	Movie combo reimbursement
8/9/2024	Girard, Ally	\$	120.39	Marching Band Supplies
8/22/2024	Haugen, Wyatt	\$	300.00	Children's theater light/sound
8/9/2024	Holzheimer, Becky	\$	6.50	Movie combo reimbursement
8/15/2024	Kallemeyn, Adelle	\$	400.00	New teacher workshop days
8/28/2024	Kelly-Wiesner, Nancy	\$	108.00	Refund for state fair trip
8/15/2024	LaHaye, Brooke	\$	400.00	New teacher workshop days
8/15/2024	Landmark, Mackenzie	\$	400.00	New teacher workshop days
8/15/2024	Lee, Sara	\$	400.00	New teacher workshop days
8/22/2024	Mages, Julia	\$	200.00	Children's theater musical coordinator
8/22/2024	McCarty, Kiri	\$	20.00	Lunch account balance
8/14/2024	Montevideo American Legion Catering	\$	150.00	New teacher workshop
8/15/2024	Nelson, Cassie	\$	400.00	New teacher workshop days
8/15/2024	Ourada, Alex	\$	400.00	New teacher workshop days
8/28/2024	Pablo, Juana	\$	5.00	Refund lost library book
8/28/2024	Perham Schools	\$	200.00	CC Meet entry fee
8/22/2024	Salazar, Nikki	\$	219.33	
8/15/2024	Siebert, Katelyn	\$	400.00	New teacher workshop days
8/15/2024	Spicer, Holly	\$	400.00	New teacher workshop days
8/22/2024	Starbeck, Michele	\$	10.00	Lunch account balance
8/2/2024	US Post Office	\$	392.54	Brochure Mailing
8/15/2024	Willems, Kylie	\$	400.00	New teacher workshop days

AUGUST 2024 PETTY CASH TOTAL \$ 6,724.37

**Independent School District No. 129
TREASURER'S REPORT TO THE SCHOOL BOARD**

Date of Report: September 2024 For the Month of: August 2024

Funds	Balance Beginning of Month	Receipts	Disbursements	Accounting/ Prior Year Adjustments	Balance End of Month
General	1,113,076.01	5,191,576.32	4,247,226.84	68,191.19	2,125,616.68
Food Service	696,881.81	187,970.55	16,997.99		867,854.37
Community Service	7,467.92	104,632.69	134,787.94	-68,191.19	-90,878.52
Capital Outlay	618,984.22	8,724.20	205,661.61		422,046.81
Debt Service	550,097.50	146,118.73	0.00		696,216.23
Flex Benefit	14,888.73	3,555.56	4,427.21		14,017.08
Student Activities	403,604.04	4,021.54	165,571.11		242,054.47
MRVED	2,696,481.09	89,699.89	117,121.91		2,669,059.07
TOTALS	6,101,481.32	5,736,299.48	4,891,794.61	0.00	6,945,986.19

RECONCILEMENT OF TREASURER'S BALANCE WITH BANK STATEMENTS

Bank	Bank Balance	Outstanding Checks	Outstanding Deposits	Other Reconciling Items	Balance Per Treasurer's Books
Checking					
Old National Bank	\$217,115.73	\$117,839.48	\$1,360.41	-\$28,841.36	\$ 71,795.30
MinnWest Bank	\$19,599.85	\$17.54		-\$17,725.90	\$ 1,856.41
Flex Account	\$15,679.14	\$1,662.06			\$ 14,017.08
HS Checking - MW	\$3,818.78	\$907.65			\$ 2,911.13
Trust Accounts					
PMA MN Trust			Interest Rate 5.21%		\$ 1,235,895.59
Liquid Asset Fund			5.11% & 5.21%		\$ 563,123.82
Investments					
Co-op Credit Union					\$ 324.60
Old National Bank- Scholarship		6/11/2025	5.20%		\$ 151,975.71
MN Trust Full Flex		9/30/2024	5.25%		\$ 920,155.07
Bank 7, OK		12/19/2024	4.69%		\$ 228,000.00
Fieldpoint Private Bank & Trust, CT		1/27/2025	4.88%		\$ 228,500.00
Comerstone Bank, NE		1/26/2026	4.75%		\$ 229,000.00
Mercantile Bank		11/5/2024	4.76%		\$ 243,507.98
Western Alliance Bank		11/5/2024	4.86%		\$ 243,506.06
First Bank of Ohio		1/27/2025	4.75%		\$ 230,550.00
Huntington National Bank		5/5/2025	4.66%		\$ 244,664.19
BOM Bank, LA		11/20/2024	5.53%		\$ 236,800.00
Greenstate Credit Union, IA		5/19/2025	5.40%		\$ 231,250.00
First National Bank, ME		11/24/2025	5.18%		\$ 225,850.00
Farmers & Merchants Union Bank, WI		1/12/2026	4.94%		\$ 232,550.00
Financial Federal Bank, TN		1/12/2026	5.05%		\$ 232,200.00
Harmony Bank, TX		1/12/2026	4.90%		\$ 232,700.00
First National Bank of McGregor, TX		7/21/2026	4.75%		\$ 227,900.00
ServisFirst Bank, FL		7/21/2026	4.98%		\$ 226,950.00
CIBC Bank USA, MI		1/26/2026	4.31%		\$ 235,300.00
First Internet Bank of Indiana, IN		7/27/2026	4.47%		\$ 229,700.00
Investors Choice			0.01%		\$ 25,003.25
Treasurer's Balance Per Books					\$6,945,986.19

Montevideo Public Schools
Students First, from Cradle to Career
School Board Update



Superintendent Report
September, 2024

Annual District Goals

To review the district strategic plan with the 2024-2025 focus areas and strategies click [here](#).

Representing Montevideo on the Center for Rural Policy and Development

I will be representing our District and local mental health providers as a panelist on *Interconnected*, an online event sponsored by the Center for Rural Policy and Development and the Citizens League. Upon hearing of the collaborative work MPS and our local health providers have created, they called and completed an interview. Our work is being included as part of the Center’s report on mental health that will be released later this Fall. It is exciting for our collaborative to be recognized for the tremendous work they are doing! Below is a description of the upcoming event:

The mental health of children and teens in America has grown increasingly worse in recent years in what has been called a youth mental health crisis. Minnesota consistently ranks as one of the healthiest states for children and young people overall, but those numbers often overlook the systemic inequities that negatively impact many young people, particularly those in families facing economic hardship, BIPOC students, and those who identify as LGBTQIA+.

The most recent Minnesota Student Survey for example, which tracks ten components of mental well-being and was completed in 2022, showed “large decreases in the proportion of youth reporting high positive mental well-being.”

Join us for an important conversation on Thursday, Sept. 12 about the state of youth mental health across Minnesota with an expert lineup of panelists. This Interconnected will also follow the release of a new report from the Center for Rural Policy & Development: “Youth mental health: A look at where rural families can find help now.”

- **Sue Abderholden**, Executive Director, National Alliance on Mental Illness-Minnesota
- **Sara Gonzalez Rodriguez**, Pediatric Psychologist, Children’s Minnesota
- **Wade McKittrick**, Superintendent, Montevideo Public Schools
- **Minnesota Youth Council** representative

*Moderated by: **Kate Raddatz**, Park Street PR*

*Since 2020, the Citizens League has partnered with the Center for Rural Policy and Development to present *Interconnected*, an event series helping to bridge the divide between urban and rural communities in Minnesota by discussing shared challenges and opportunities, and exploring how to design a future and systems that incorporate the unique needs of communities across the state.*

Election Update

We recently went through the election error and omissions process with the county court and county officials regarding an error that I made in our district call for election. Everything is corrected, complete and our election process is in good shape. We now officially have 3 seats open for election. We have 4 individuals who have filed for 3 positions to date with the current filing window open through Friday. Next week we will submit candidates to the county auditor to be included on the ballot.

Summer Project Updates

Roofing Update: We are looking to have the roofing projects wrapped up next week. The middle school roof is currently being worked on but suffered a small delay due to the need to access additional pitched insulation. The high school project shows the pool and building link projects complete and the ag shop roof is close. Masonry work was completed the week of 9/1 which allows for the rest of the installation to take place.

Fencing: The main gate of the Stadium as well as the secondary gates have been repaired/replaced. The fencing around ball field 3 was completed on 9/4.

Continued Long Term Maintenance

As we continue work on our long term maintenance plan we will begin having discussions regarding the middle school bus loop and the high gym indoor air quality projects over the next two months. These are projects slated to occur during the summer of 2025.

October Professional Development

On October 16 our district will participate in the MRVED flexible learning year professional development. A key note will be delivered by Curt Slater of TILL 365. Curt works nationally with schools on the implementation of MTSS and will be providing ongoing support to MRVED member schools this year. This support is part of our MRVED dues and will not have any additional cost to ISD 129. Curt will be providing a one hour keynote training and then we will be completing in-district work using a process he has worked with member districts on prior to October 16. The rest of the day will be utilized at the building level to continue site specific MTSS development work.

It's a Great Day to be a Thunder Hawk

August Student Representative Report

Montevideo High has started the year off strong!

Senior Sunrise brought in a handful of kids and Mrs. Maethner seems to be a very good fit for the evolving atmosphere.

The Cell Phone Policy has been very successful and most kids are adapting to it, even stating it is limiting distractions. No real concern has been raised.

Student Council has started up and began planning for homecoming week as well as Tuesday trivia.

We have been super kind and courteous to start the year. A worker from the company that fills our vending machines talked to our office and told them how proud he is to serve this district and that our student body seems so great to be around. (He fills machines for other schools as well and says ours has the best atmosphere.)

Hallways have been much quieter and the freshman are adapting very well.

Sports have been excelling as well. Girls tennis is undefeated. Volleyball has a win under their belts. Cross country looks strong. Football is working towards their first win.

Concerns have been raised about the lunch block situation. The lines are so long that they stretch out into the hall, and some students only have five or less minutes to eat all their food. This is resulting in most of the students to throw their food away before they are finished. A proposed idea I have heard from students involves making fifth hour combined with TA for a longer lunch period.

Another concern that has been raised are our bathrooms. The bathrooms (particularly the boy's because I have not seen the girl's) don't look very clean. This has been a concern for many

of the students that I have talked to and it has made me look for these things as well. I have composed a list of things that need to be looked at. (As of 9/4/2024)

- The water fountains are filthy.
- Boys varsity locker room stall door has been broken for over a year.
- Most corners of the building have built up cobwebs.
- Corners of stairs have built up dirt and debris.

Overall the beginning of the year has started off with great strides towards improvement.



Administrator Report September, 2024

MHS Principal-Tanya Maethner

The 24-25 school year is off to a great start at the High School! What I anticipated being a difficult transition for students being separated from their cell phones has (so far) been a non-issue!

Open house and orientation were well attended and went very smoothly. Thank you to the entire staff and to the following seniors for making it a success: Landon Olson, Semisi Paongo, Elisabeth Philaya, Mariah Quilt, and Jaxon Wagner.

On the first day of school, we had a medical issue at the high school that required a Medical Teach-on Lockdown. I was extremely impressed with the office staff's response and teamwork in this situation.

Some planning taking place at the High School includes:

- Student Council members have been working hard to prepare for Homecoming week; the early-out scheduled for October 4 has created the need to be creative in scheduling the pepfest and other activities. When we have those plans solidified, I will share those with all of you.
- We are planning CollegeFest at the High School during the month of October, to coincide with the Minnesota State College and University System's free application month. We are offering an opportunity for seniors to retake the ACT (without Writing) at the end of the month (families will be responsible for paying for this \$55.50 fee). We are also in the process of scheduling some ACT retake prep through On to College (OTC) for those seniors who sign up to retake the assessment. We will offer our juniors the full On to College ACT prep throughout the year, beginning after the company releases their new material mid-September and we've had an opportunity to train our staff on implementing OTC with fidelity.

In an attempt to alleviate some congestion and long lines during lunch periods, a change has been implemented; we have moved our study halls to take lunch during a 5B period, which is similar to past practice, and switched a Biology class to 5A, in an attempt to reduce each lunch period by approximately 25 students. We will continue to observe and assess additional adjustments as necessary.

MMS Principal- Shawn Huntley

The school year is off to a smooth start. We appreciate starting the school year with two 4-day weeks. This schedule allows us to focus on our routines, set expectations, and make any last-minute schedule changes. The first two weeks we go slow so we can go fast starting on September 9th.

We have completed our fall benchmarking in grade 5 for reading and math. Grades 6-8 will complete reading and math benchmarking by September 20th. Homework Help and after-school detention start on September 9th and safety patrol will begin on September 16th. MMS will take student pictures on September 19th.

One of the areas of concern discussed with the Site Leadership Team over the summer was student behavior/discipline procedures and administrative support. One of the initiatives to address this area of concern is for me to have a "mobile office." I have a rolling cart that allows me to move around the building and support teachers in real time. When my assistance is not needed, I can complete many admin tasks in the classroom or hallway, while still being available to staff. I have enjoyed this opportunity to build relationships with students and staff quickly. I look forward to continuing this practice!

MES Principal- Heidi Sachariason

MES FAMILY ENGAGEMENT

Kindergarten First Days

This was our second year of a two-day late start schedule for kindergarten students. This allows us to meet with families, assess kindergarten students, learn about the classroom and what to expect in Kindergarten as well as practice riding the bus and discussing the bussing procedure and how to change buses at the middle school bus hub. In comparison with three years ago, kindergarten students seem to begin the year separating from families more easily and transportation home goes more smoothly for students. Additionally, we are able to start the year out knowing a bit more about students' academic levels in order to help us plan to meet students' needs. We will continue to collect information on the kindergarten orientation process and refine as we go.

MES Hawk News

MES provides families with weekly newsletters. This is a strategy we use at the elementary level to keep families informed. Below are the newsletters we have had for families so far this year. Staff also receive a newsletter each week.

- August 16th [MES News for Families](#)
- August 23rd [MES News For Families](#)
- August 30th [MES News for Families](#)

MES COMMUNITY ENGAGEMENT

Bus Safety

We have worked with FourPointO bussing to provide bus safety instruction for all students. Students in Kindergarten received bus safety instruction during orientation in small groups with families, including a bus ride and practicing riding the bus and how to switch busses at the middle school if needed. For students in grades 1-4 bus safety is Friday, September 6th. FourPointO will be bringing a bus to students to practice bus safety. Students learn rules and expectations for the bus as well as what to do in the case of an emergency.

Fire Safety Week

Fire Safety week is **October 6-12**. The Montevideo Fire Department will be coming into the elementary schools. The MFD will be bringing the fire truck and providing some hands-on stations for students K-2, and for grades 3-4 there will be classroom presentations.

Thank you to the Lions!

A big thank you to the Lions! Elementary teachers were provided with gift cards to support classroom needs. This was so appreciated! A big thank you to Lions' members Karen and Doug for coming to the MES Back to School Meeting to present gift cards!

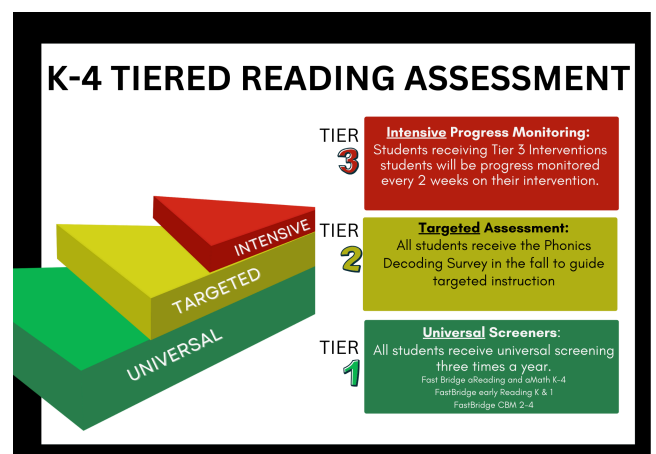
MES STUDENT ACHIEVEMENT: Tiered Academic Assessment

Assessment Changes for the School Year

In accordance with the Read Act, MES is transitioning from the STAR assessment to the FastBridge Assessment this school year.

Tier I Assessment: Universal Screener

All students will be given a universal screener in fall, winter, and spring. This screener is a



FastBridge assessment called aReading and aMath. This assessment gives us information about how our students are achieving on a standards-based measure. Our first testing window for this assessment is September 23rd-27th.

Tier II Assessment: Reading Targeted Phonics Decoding Survey

In order to gather information on students' reading skills, we will be assessing students with a phonics decoding survey. This assessment is given to all students by title interventionists. This assessment will provide us with which phonics skills students have mastered and which phonics skills we need to target instruction for interventions and small group instruction.

Tier III Assessment: Intensive Progress Monitoring

Students receiving an intensive reading intervention (tier 3) will be progress monitored every 2 weeks. This intervention is delivered and monitored by a title interventionist. Progress monitoring will allow us to make adjustments to the intervention as needed. This intervention group is typically for students who are testing at or below the 30th percentile on a universal screener and the targeted assessment.

Community Education Director - Kelly Snell

Fall/Winter Community Education activities have begun with the wide variety of offerings available for adults, youth, and families. From sourdough baking to animal tracking, parenting skills to backyard sports, and child aquatics to pickleball; there truly is something for everyone.

LTH birth-preschool childcare continues to be full with 55 enrolled and a large waitlist. We are currently seeking both a full-time and a part-time childcare assistant to work the closing shifts before admitting additional children to the program.

JTH School Age Care has 66 students enrolled in the program this school year. Of those enrolled, we anticipate approximately 45 students in attendance each day as some are enrolled as drop-in only. JTH provides care on most non-school days and there were 29 in attendance on August 30. With 18 kindergarten students in the program this year and several other new families starting, JTH is anticipated to grow in the years to come.

Our three **Small World Preschool** teachers held 1:1 conferences with 77 families in preparation for the start of class on September 3, 2024. These conferences give teachers an opportunity to communicate expectations and build relationships with each family ensuring a smooth transition into preschool. This is the first school experience for most and the first time away from mom and dad for many. It's a big adjustment and these conferences are essential to a successful start.

Early Childhood Screening is scheduled for September 24 and 25 at Salem Lutheran Church. This is a requirement of MDE and is recommended at age three. The purpose of screening is to identify potential health or developmental concerns in children and refer families to services before the start of kindergarten. There are 79 children that we are aware of in our district who are currently eligible for screening. All of these families have received invitations and are asked to call the Hawks Nest to reserve their child's screening time.

Early Childhood Special Education staff provide services to 22 children who are attending programming at the Hawks Nest and 7 children in their home. There are 6 referrals pending so this number could increase in the coming weeks.

Early Childhood Family Education (ECFE) will hold their kick off event, the annual Vehicle Fair, on Monday, September 9 from 5:00 - 6:30 PM at the Hawks Nest. New this year is the addition of food trucks and a Paperpie book drive. Proceeds from the book drive will support books for Hawks Nest classrooms.

Activities Director- Jesse Nelson

I am pleased to present the report on the Fall Athletics Program, highlighting the positive start to the season. This fall, our athletic teams have not only seen strong participation rates but have also begun to achieve notable success early in the season.

Participation Rates

The 2024 fall sports season has commenced. Here is a breakdown of the current participation levels:

- **Football:** 7-8 - 49 9-12 - 59
- **Cross Country:** Boys 7-8 - 8 Boys 9-12 - 20 Girls 7-8 - 9 Girls 9-12 - 11
- **Volleyball:** 7-8 - 30 9-12 - 36
- **Girls Tennis:** 7-8 - 8 9-12 - 20
- **Girls Swimming:** 7-8 - 6 9-12 - 16

This increase in participation reflects growing enthusiasm for athletics among our students and a positive trend in school spirit and community involvement.

Team Successes

Our teams are off to a strong start, with several early successes reported:

Coaching and Support

The success of our fall athletics program can be attributed to the dedication of our coaching staff and the support from our school community. Coaches have been instrumental in fostering a positive and competitive environment, focusing on both skill development and sportsmanship.

We have also seen support from parents and local businesses, contributing to improved facilities and enhanced team morale. Their involvement has been crucial in creating an encouraging culture for our student-athletes.

Looking Ahead

As we move forward, our goal is to maintain and build upon the momentum we've achieved. We are focusing on:

- **Continued Support:** Ensuring our teams have the resources and encouragement needed to sustain their success.
- **Health and Wellness:** Promoting the importance of physical and mental well-being among our athletes to prevent injuries and support overall development.

It is a great time to be a Thunder Hawk!

2024 Payable 2025 Levy Comparison

Category	COMPARISON OF CERTIFICATIONS			% Increase/ (Decrease)
	Pay 24 Levy Limitation	Pay 25 Levy Limitation	Variance	
General Fund - Voter Approved Refer	\$ 156,946.35	\$ 192,141.65	\$ 35,195.30	
Local Optional Revenue (\$424+300)	\$ 611,357.89	\$ 759,792.79	\$ 148,434.90	
Equity	\$ 178,160.49	\$ 228,651.89	\$ 50,491.40	
Transition	\$ 8,359.27	\$ 10,750.89	\$ 2,391.62	
Operating Capital	\$ 117,864.39	\$ 140,114.42	\$ 22,250.03	
Achievement & Integration	\$ 70,723.39	\$ 69,187.16	\$ (1,536.23)	
Reemployment	\$ 10,000.00	\$ 10,000.00	\$ -	
Safe Schools	\$ 57,945.60	\$ 60,091.20	\$ 2,145.60	
Career Technical (Sec Vocational)	\$ 77,146.93	\$ 91,652.60	\$ 14,505.67	
Annual Other Postemployment Benefits (OPEB)	\$ 114,850.50	\$ 92,649.54	\$ (22,200.96)	
Long Term Facilities Maintenance Revenue	\$ 611,648.00	\$ 634,296.00	\$ 22,648.00	
Bldg/Land Lease	\$ 201,261.08	\$ 222,639.00	\$ 21,377.92	
Other PY Adjustments (Net)	\$ (108,570.67)	\$ (247,226.46)	\$ (138,655.79)	
Capital Facilities Bond Adjustment	\$ (24,780.00)	\$ (29,400.00)	\$ (4,620.00)	
Sub-total General Fund Other	\$ 2,082,913.22	\$ 2,235,340.68	\$ 152,427.46	7.32%
Community Service	\$ 195,717.60	\$ 204,317.32	\$ 8,599.72	4.39%
Debt Service - Other	\$ 832,994.08	\$ 915,487.06	\$ 82,492.98	
Debt Service - Abatement Adjustments	\$ 458.23	\$ (31.16)	\$ (489.39)	
Reduction for Debt Service Excess	\$ -	\$ -	\$ -	
Sub-total Debt Service	\$ 833,452.31	\$ 915,455.90	\$ 82,003.59	9.84%
Total Levy	\$ 3,112,083.13	\$ 3,355,113.90	\$ 243,030.77	7.81%



Services Agreement between Discover Your Sisu Therapy Services LLC and Montevideo Public Schools

This Services Agreement (the “Agreement”) is made and entered as of August 19, 2024 by Discover Your Sisu Therapy Services LLC, a Minnesota (MN) limited liability company (LLC) with its principal place of business at 4136 180th ST. Montevideo, MN 56265-4421 (the “Contractor”), and Montevideo Public Schools, a MN public school, with its principal place of business at 2001 William Avenue Montevideo, MN 56265 (the “District”).

1. Services. Contractor agrees to provide occupational therapy services to eligible students within the District, as outlined in each student’s Individualized Education Plan (IEP). Services shall be provided for 24 hours per week, in alignment with the District’s school calendar (approximately 163 school days). Other job duties will include email correspondence, communication and collaboration among the staff members, students, and families, screenings and evaluations, documentation, and IEP meetings.

2. Compensation. District agrees to pay the Contractor a total of Fifty-Six Thousand, Three Hundred Thirty Dollars (\$56,330.00) for the services provided under this Agreement. Reimbursement of mileage will be requested with Montevideo Hawks Nest being the home base. This amount represents the total compensation for the services provided plus mileage and does not include any benefits for Contractor.

3. Coordination of Services. Contractor shall coordinate services with District staff, including Stacy Geerdes, to ensure efficient and effective service delivery. This coordination shall include, but not be limited to, scheduling, service delivery, and IEP development and implementation.

4. Term and Termination. This Agreement shall commence on August 19, 2024 and shall continue for a term of one school year (May 30, 2025), unless earlier terminated as provided herein. Either party may terminate this Agreement with 30 days written notice to the other party.

5. Independent Contractor. Contractor is an independent contractor and not an employee of the District. Contractor shall be solely responsible for the payment of all taxes, licenses, and other expenses incurred in connection with the performance of services under this Agreement.

6. Insurance. Contractor shall maintain professional liability insurance with a minimum coverage of One Million Dollars (\$1,000,000) per incident/occurrence and an annual aggregate of Three Million Dollars (\$3,000,000).

7. Confidentiality. Contractor will maintain the confidentiality of all students and District information under the Family Educational Rights and Privacy Act of 1974 (FERPA) to protect the privacy of student(s) by limiting third party access to student education records.

8. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Minnesota.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first written above.

Annika Swenson, OT/L

08/29/24

[Signature and Date of Authorized Representative, Discover Your Sisu Therapy Services LLC]

Annika Swenson, Owner and Occupational Therapist of Discover Your Sisu Therapy Services LLC

[Signature and Date of Authorized Representative, School District]

Wade McKittrick, ISD 129 Superintendent of Montevideo Public Schools

NAME	INTENT: FROM:	TO:	FINAL: FROM:	TO:
Carlson, Kailee	MA	MA+15	MA	MA+15
Clemenson, Hilary	BA+15	MA	BA+15	MA
Dack, Lyndsae	BA	BA+15	BA	BA+15
Foley, Robert	MA+15	MA+30	MA+15	MA+30
Heurung, Kylee	BA	MA	BA	MA
Skogrand, Jordan	BA+15	BA+30	BA+15	BA+30
Stevens, Kayla	BA	BA+30	BA	BA+30
Suchanek, Trisha	MA	MA+15	MA	MA+15
Webb, Derek	MA	MA+15	MA	MA+15
Zeidler, Gregg	BA+15	BA+30	BA+15	BA+30

TIME	LAST NAME	FIRST NAME	BUILDING	EXTRA-CURRICULAR ASSIGNMENT	EXTRA-CURRICULAR SALARY	PAY PERIODS	UFARS CODE
FALL	AKER	SHAWN	MHS	JH FOOTBALL COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	BEADELL	AARON	SANFORD	JH FOOTBALL COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	BORAAS	ERIK	RAMSEY	JH FOOTBALL COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	CHRISTENSON	MARTIN	MMS	9TH GRADE FOOTBALL COACH	\$ 4,239.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	DOUGLAS	DAN	MAIL	B-SQUAD FOOTBALL COACH	\$ 4,939.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	ENEVOLDSEN	RENELLE	MHS	GIRLS HEAD CROSS COUNTRY COACH	\$ 6,154.00	SEPT-NOVEMBER	01-300-292-045-000-185
FALL	EPEMA	TIM	MMS	B-SQUAD FOOTBALL COACH	\$ 4,939.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	FOLEY	BOB	MHS	VARSITY ASSISTANT FOOTBALL COACH	\$ 5,392.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	HENDRICKSON	KURT	MAIL	9TH GRADE FOOTBALL COACH	\$ 4,239.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	HEURUNG	KYLEE	MHS	C-SQUAD VOLLEYBALL COACH	\$ 3,533.00	SEPT-NOVEMBER	01-300-296-100-000-185
FALL	KNUTSON	TAYLOR	MMS	JUNIOR HIGH TENNIS COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-296-080-000-185
FALL	MADER	JOHN	SANFORD	HEAD VOLLEYBALL COACH	\$ 6,154.00	SEPT-NOVEMBER	01-300-296-100-000-185
FALL	MAGNUSON	JOANNA	MHS	B-SQUAD VOLLEYBALL COACH	\$ 4,239.00	SEPT-NOVEMBER	01-300-296-100-000-185
FALL	PAULING	CORTNEY	MAIL	GIRLS DIVING COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-296-070-000-185
FALL	SCHIMMING	DAVE	MHS	BOYS HEAD CROSS COUNTRY COACH	\$ 6,154.00	SEPT-NOVEMBER	01-300-292-045-000-185
FALL	SCHREINER	ISAAC	MHS	JUNIOR HIGH/ASSISTANT GIRLS SWIMMING COACH	\$ 3,533.00	SEPT-NOVEMBER	01-300-296-070-000-185
FALL	STEVENS	KAYLA	RAMSEY	JUNIOR HIGH VOLLEYBALL COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-296-100-000-185
FALL	SUCHANEK	TRISHA	RAMSEY	HEAD GIRLS TENNIS COACH	\$ 5,926.00	SEPT-NOVEMBER	01-300-296-080-000-185
FALL	TOSTENSON	MOLLI	MMS	JUNIOR HIGH VOLLEYBALL COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-296-100-000-185
FALL	VANDELANOTTE	JOHN	MAIL	JH FOOTBALL COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	VIK	DAVE	MMS	HEAD FOOTBALL COACH	\$ 6,350.00	SEPT-NOVEMBER	01-300-294-050-000-185
FALL	WILLEMS	KYLIE	SANFORD	JUNIOR HIGH VOLLEYBALL COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-296-100-000-185
FALL	WILLIAMSON	JENNA	HAWKS NES	JH CROSS COUNTRY COACH	\$ 2,599.00	SEPT-NOVEMBER	01-300-292-045-000-185
FALL	ZAMORA	BRITTANY	MMS	HEAD GIRLS SWIMMING COACH	\$ 6,154.00	SEPT-NOVEMBER	01-300-296-070-000-185
MONTHLY	AKER	SHAWN	MHS	KNOWLEDGE BOWL ADVISOR	\$ 2,817.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	ARNOLD	JILL	MMS	MMS STUDENT COUNCIL ADVISOR (1/2 SPLIT)	\$ 1,408.50	SEPT-AUG	01-330-298-000-000-185
MONTHLY	BIRHANZL	KATI	MHS	MHS STUDENT COUNCIL ADVISOR (1/3 SPLIT)	\$ 939.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	BOYUM	DUSTIN	RAMSEY	ELEMENTARY VOCAL	\$ 918.00	SEPT-AUG	01-184-298-000-000-185
MONTHLY	BROWN	SERENA	HAWKS NES	HAWKS NEST TECH COORDINATOR	\$ 2,751.00	SEPT-AUG	01-200-612-000-000-185
MONTHLY	DAHL	CHAR	MHS	MHS STUDENT COUNCIL ADVISOR (1/3 SPLIT)	\$ 939.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	DUENWALD	DAN	MMS	MMS TECH COORDINATOR	\$ 2,751.00	SEPT-AUG	01-200-612-000-000-185
MONTHLY	FRANK	RILEY	MMS	MMS INSTRUMENTAL	\$ 3,533.00	SEPT-AUG	01-330-298-000-000-185
MONTHLY	GIESE	CHRISTOPHER	MHS	SENIOR CLASS ADVISOR (1/3 SPLIT)	\$ 939.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	JOHNSON	DEAN	MAIL	WEIGHT ROOM SUPERVISION (1/2 SPLIT)	\$ 2,119.50	SEPT-JUNE	01-300-292-000-000-185
MONTHLY	LAHAYE	BROOKE	SANFORD	ELEMENTARY VOCAL	\$ 918.00	SEPT-AUG	01-184-298-000-000-185
MONTHLY	LANDMARK	MACKENZIE	MHS	SENIOR HIGH INSTRUMENTAL	\$ 3,733.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	LANDMARK	MACKENZIE	MHS	SENIOR HIGH PEP BAND	\$ 2,648.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	MILLER	JENNIFER	MHS	MHS STUDENT COUNCIL ADVISOR (1/3 SPLIT)	\$ 939.00	SEPT-JUNE	01-340-298-000-000-185
MONTHLY	MINER	MAQUELAH	MHS	FFA ADVISOR	\$ 6,154.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	RAYMO	KATIE	ALC	ALC TECH COORDINATOR	\$ 2,751.00	SEPT-AUG	71-010-690-000-000-185
MONTHLY	SANDVEN	WENDY	SANFORD	SANFORD TECH COORDINATOR	\$ 2,751.00	SEPT-AUG	01-200-612-000-000-185
MONTHLY	SANDVEN	WENDY	RAMSEY	EDUCATIONAL SOFTWARE TECH (ending FY25)	\$ 2,081.00	SEPT-AUG	01-200-612-000-000-185
MONTHLY	SCHIMMING	DAVID	MHS	MATH TEAM	\$ 1,908.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	SHOEMAKER	BRANDEE	MMS	MMS STUDENT COUNCIL ADVISOR (1/2 SPLIT)	\$ 1,408.50	SEPT-AUG	01-330-298-000-000-185
MONTHLY	SIEBERT	KATELYN	MHS	MMS VOCAL	\$ 918.00	SEPT-AUG	01-330-298-000-000-185
MONTHLY	SIEBERT	KATELYN	MHS	SENIOR HIGH VOCAL	\$ 3,733.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	SKOGRAND	JORDAN	RAMSEY	RAMSEY TECH COORDINATOR	\$ 2,751.00	SEPT-AUG	01-200-612-000-000-185
MONTHLY	SODEN	SCOTT	MMS	KNOWLEDGE BOWL ASSISTANT	\$ 1,444.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	STUECK	MONICA	MHS	MHS TECH COORDINATOR	\$ 2,751.00	SEPT-AUG	01-200-612-000-000-185
MONTHLY	STUECK	MONICA	MHS	SENIOR CLASS ADVISOR (1/3 SPLIT)	\$ 939.00	SEPT-AUG	01-340-298-000-000-185
MONTHLY	VIK	DAVID	SANFORD	WEIGHT ROOM SUPERVISION (1/2 SPLIT)	\$ 2,119.50	SEPT-AUG	01-300-292-000-000-185
MONTHLY	WACHTLER	ANN	MHS	SENIOR CLASS ADVISOR (1/3 SPLIT)	\$ 939.00	SEPT-AUG	01-340-298-000-000-185

MASTER AGREEMENT
between
INDEPENDENT SCHOOL DISTRICT NO. 129
and the
AMERICAN FEDERATION OF STATE COUNTY MUNICIPAL EMPLOYEES
EDUCATIONAL ASSISTANTS

ARTICLE I
PURPOSE

Section 1. Parties: This agreement is entered into between Independent School District No. 129, Montevideo, Minnesota, hereinafter referred to as the school district, and the American Federation of State County Municipal Employees, Local No. 1686, hereinafter referred to as 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 school teacher assistants during the duration of this agreement.

ARTICLE II
RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with P.E.L.R.A., the school district recognizes American Federation of State County Municipal Employees, Local No. 1686 as the exclusive representative for:

All assistants employed by Independent School District No. 129, Montevideo, Minnesota, including aids and paraprofessionals, who are public employees within the meaning of Minn. Stat. 179A.03, subd. 14, excluding Elementary School Nurses, Library Aids, supervisory employees within the meaning of Minn. Stat. 179A.03, subd. 17, and confidential employees within the meaning of Minn. Stat. 179A.03, subd. 4.

ARTICLE III
DEFINITIONS

Section 1. Terms and Conditions of Employment: Shall mean the hours of employment, the compensation therefor, including fringe benefits except retirement contributions or benefits, and the employer's personnel policies affecting the working conditions of the employees, but does not mean educational policies of the school district.

The terms are subject to the provisions of P.E.L.R.A., Section 179.66 regarding the rights of public employers and the scope of negotiations.

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 American Federation State County Municipal Employees, Local No. 1686 whose purpose is to deal with public employers concerning grievances and terms and conditions of employment.

Section 4. Employee: Shall refer to the members of this bargaining unit.

Section 5. Basic Schedule: Refers to that schedule which is reasonably anticipated to continue for the school year.

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. Managerial 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 representatives 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 provisions 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. Dues Checkoff: Employees shall have the right to request and be allowed dues checkoff for the exclusive representative. Upon receipt of written notice from an employee to deduct from employee's salary the monthly Union dues or other Union approved deductions, The EMPLOYER shall deduct union dues or other deductions from the earnings of those employees who authorize such deductions in writing. The UNION shall submit such authorizations in writing to the EMPLOYER for which the deductions are to be effective. Such deductions shall continue in effect until canceled.

The EMPLOYER shall deduct each pay period, an amount as directed by the Union:

a. Withheld dues shall be forwarded to AFSCME Council 65 Administrative Office (3335 W St Germain St Suite 107, St Cloud, MN 56301) within ten (10) days after the deductions are made, together with a record of the amount and a list of the names of the employees from whose wages deductions were made with a list including: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the public employer; date of hire; and work email address and personal email address on file of the bargaining unit Employees from whose wages deductions were made along with other pertinent Employee information in an Excel formatted report that may be electronically transmitted or by U.S. mail; and

Every 120 calendar days, the Employer must provide to the exclusive representative in an Excel file or similar format agreed to by the exclusive representative the following information for all bargaining unit employees: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the public employer; date of hire; and work email address and personal email address on file with the public employer; and

Within 20 calendar days from the date of hire of a bargaining unit employee, the Employer must provide the following contact information to the exclusive representative in an Excel file format or other format agreed to by the exclusive representative: name; job title; worksite location, including location within a facility when appropriate; home address; work telephone number; home and personal cell phone numbers on file with the public employer; date of hire; and work email address and personal email address on file with the public employer; and

The Employer must notify the exclusive representative within 20 calendar days of the separation of employment or transfer out of the bargaining unit of a bargaining unit employee.

b. Deduction of dues or fees shall be made each pay period using a formula (or schedule, if applicable) provided by the UNION to the EMPLOYER to calculate the actual dues deduction. The UNION will provide a spreadsheet or formula that can be used to calculate the actual dues in an electronic Excel format or via U.S. mail. Dues deductions shall be continued and terminated in accordance with said authorization card.

Section 2. Right to Views: Nothing contained in this agreement shall be construed to limit, impair or affect the right of any employee or 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 3. Personnel Files: Members of the unit, upon written request to the supervisor having custody of the files, have the right to view within 5 days of such request the content of his/her own personnel file and evaluations. Members of the unit shall have the right to reproduce, at his/her own expense, any of the contents of his/her own file. Each member of the unit shall have the right to submit for inclusion in his/her own file written information in response to any material in the file and such information shall become part of the file.

Section 4. Union Stewards: The Union, upon written notice to the District, may designate three (3) Educational Assistants within the bargaining unit to serve as Steward at each of grade level/building: High School, Middle School, and Elementary. At the discretion of the District, the Steward shall be afforded reasonable time off for the purposes of conducting the business of the Union.

Section 5. New Employee Orientation: The Union shall have the right and opportunity to participate in the Employer new employee orientation with all newly hired employees. This orientation session shall be for the purpose of explaining the new employee's contractual rights and introducing him/her to the Union. The Union shall be given 30 minutes at the beginning of each aforementioned new employee orientation.

ARTICLE VI RATES OF PAY

Section 1. Wages: The rates in Appendix "A" shall be a part of this agreement commencing July 1, 2024 to June 30, 2026.

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 each year.

Section 3. Occupational Injury Pay: Employees injured on the job shall report such injury to his/her immediate supervisor within three (3) calendar days. Any employee required by the supervisor to leave his/her job because of the occupational injury will receive pay for all hours scheduled to work on the day of injury or accident. During the time an employee is collecting worker's compensation insurance, he/she may draw sick leave and receive full salary from the school district, the salary to be reduced by an amount equal to the insurance payments. Only that fraction of the days not covered by insurance will be deducted from sick leave. When an employee has used all accrued sick leave, he/she will receive only worker's compensation benefits.

Section 4. Beginning Salary: Previous experience and special training may affect the beginning salary.

ARTICLE VII GROUP INSURANCE/403b CONTRIBUTION

Section 1. District Contribution: The employer agrees to contribute six hundred dollars (\$600.00) per month effective July 1, 2024 through June 30, 2026 to employees whose work schedule is 30 hours or more per week during the school year, toward hospitalization/medical insurance for employees and their dependents.

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 65, any insurance coverage available upon approval of the carrier and at the employee's own expense. 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.

ARTICLE VIII LEAVES OF ABSENCE

Section 1. Sick Leave:

Subd. 1. Employees shall earn sick leave at the rate of one (1) day per month for 10 months. Unused sick leave days may accumulate to a maximum credit of ninety (90) days per employee.

Subd. 2. Sick leave with pay shall be allowed whenever an employee's absence is found to have been for a reason defined by Minnesota Statute 181.9447 Subd. 1. Family members shall be as defined by Minnesota Statute 181.9445 Subd. 7.

Subd. 3. The school district may require an employee to furnish a medical documentation in accordance to Minnesota Statute 181.9447 Subd. 3.

Subd. 4. Sick leave pay shall be approved only upon submission of an absence request on the district absence management system.

Section 2. Jury Leave: An employee called for jury duty shall be compensated for the difference between the employee's pay and the pay received from such obligation, providing the employee informs the school board in advance.

Section 3. Personal: An employee may be granted personal leave at full pay for personal business, which cannot be attended to when school is in session and is not covered under other provisions of this agreement as follows:

- 0-5 years of service.....1 personal day
- After 5 years of service.....2 personal days
- After 10 years of service.....3 personal days

Requests for leave shall be made to the superintendent, in writing, no later than three (3) days prior to the requested leave, except in cases of emergency. No more than four assistants shall be on leave at one time. If a replacement is required on a requested leave day, and no replacement is found, leave may be denied. Employees shall be allowed to accumulate three (3) personal leave days. Employees are required to use any accumulated personal leave, before taking or being granted any unpaid leave.

Personal Leave Days subject to forfeiture at the end of the fiscal year shall be paid out prior to the end of each fiscal year.

Section 4. Bereavement Leave: For absence because of the death in the immediate family, the assistant shall receive full pay for up to five (5) days. The immediate family shall include wife, husband, child, grandchild or parent of the employed assistant or spouse and brother and sister of the assistant. Three days bereavement leave shall be granted for brothers and sisters of the spouse and grandparents of either assistant or spouse. Bereavement leave shall be deducted from the accrued sick leave days earned by the assistant. Teacher assistants may, without deduction from pay or leave, attend local funerals when such absence involves only an hour or so and when agreements to cover assignments have been made with the building principal. For special circumstances, additional days may be granted by mutual consent of the employee and the school district.

Section 5. Child Care:

Subd. 1. Upon request, child care leave without pay may be granted.

- a. The commencement date of child care leave shall be the physician's projected date the employee will no longer be disabled due to childbirth or pregnancy related disability or the 15th day following the birth of the child.
- b. The date of the child care leave shall be a date mutually agreed upon between the administrator and the employee but shall not exceed one calendar year from its inception.

Subd. 2. At least thirty (30) calendar days prior to the designated end of the leave period, employees on child care leave shall notify the superintendent by certified letter of their intention to either (1) return to employment as scheduled in accordance with the return date of the leave, or (2) resign. The employee shall lose all re-employment rights if the employee fails or refuses to notify the employer by certified mail of the employee's intention to return to work according to the above schedule; or if the employee fails to return to work at the time previously scheduled when the leave of absence was granted under the provisions of this section.

Section 6. 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 assistants.

Subd. 2. Upon learning of the date of home placement, the assistant 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 one (1) year after home placement. The assistant may not use sick leave for adoption leave.

Subd. 4. An assistant returning from adoption leave shall be re-employed in a position for which he/she is qualified commensurate with a position occupied prior to the leave subject to the following conditions:

- a. That they are not physically or mentally disabled from performing the duties of such position.
- b. That they return on the date designated on the request for leave approved by the school board.

Subd. 5. An assistant who returns from adoption leave within the provisions of this section shall retain all previous experience credit and any unused leave time accumulated under the provisions of this agreement at the commencement of the

beginning of the leave. The assistant shall not accrue additional experience credit or leave time during the period of absence for adoption leave.

Section 7. Union: A leave of absence shall be granted upon application for the purposes of serving as an officer of the Union. This shall not exceed two (2) years in length.

A leave without pay shall be granted to designated members of the local union for attendance at meetings of the union. This shall apply to no more than three (3) members of the unit at any one time, limited to once per school year.

Section 8. Unpaid Leaves: Employees may be granted leave without pay or loss of seniority, at the discretion of the superintendent. Seniority shall accrue, however the employee will not advance on the salary schedule while on his/her leave. Employees are required to use any accumulated personal leave, before taking or being granted any unpaid leave.

Section 9. Holidays: Thanksgiving Day, New Year's Day and Christmas Day shall be recognized and observed as paid holidays. Teacher assistants will be paid for their normal working hours on those days.

ARTICLE IX HOURS OF SERVICE & DAYS EMPLOYED

Section 1. Hours and Overtime: This shall not serve as a minimum or maximum guarantee of hours worked. A work day for assistants may be up to eight (8) hours a day and up to five (5) days a week. The duty year shall be determined by the school district. Time and one-half will be paid for all hours worked in excess of forty (40) hours in any work week. Overtime will not be paid twice for the same occurrence

Section 2. Meal Periods and Breaks: Lunch periods shall be scheduled for a minimum of 25 minutes for all employees. This shall be without pay unless specifically requested to perform the duties during this time by the supervisor.

Reasonable coffee breaks at times that do not conflict with the needs of service are to be made available by the school district.

Section 3. Schedule: The starting and ending time for each employee shall be established by the school district and a copy of a proposed schedule shall be provided to each employee by August 1. The employer may change the basic schedule during the school year by giving two (2) weeks notice to the employee. The two (2) weeks notice requirement may be waived by mutual consent of the employee and the school district.

Section 4. School Cancellation:

Subd. 1. If school is canceled by the Superintendent of Schools or his designee after employees report for duty, employees shall be paid at their regular rate of pay for all hours not worked on that day.

Subd. 2. If school is closed and it is not the intention of the school district to schedule a make-up day, if the school district receives funding for the day, employees covered by this agreement shall be paid a normal days wage. In lieu of a school closing day as addressed in this subdivision, assistants shall be required to attend in-service meetings as scheduled by the district. The district shall give notice of such in-service within a reasonable amount of time.

Subd. 3. In the event that the school day is an E-Learning Day for Employees, Employees will receive full wages for scheduled work hours and benefits of all school Employees for the duration of a designated E-Learning period provided the employee completes the e-learning day work assignment.

Section 5. Late Starts: If school is delayed one hour or more by the Superintendent of Schools or his designee, employees shall be paid their regular rate of pay for all hours not worked on that day.

Section 6. Assignment of Summer School: Educational Assistants will be assigned positions for Summer School in accordance with Article XI – Section 4 and 5.

ARTICLE X DISCIPLINE DISCHARGE & PROBATIONARY PERIOD

Section 1. Probationary Period: An employee under the provisions of this agreement shall serve a probationary period of 175 student-contact days in the school district during which time the school district shall have the unqualified right to suspend without pay, discharge or otherwise discipline such employee; and during this probationary period, the employee shall have no recourse to the grievance procedure, insofar as suspension, discipline or other discipline is concerned. However, a probationary employee shall have the right to bring a grievance on any other provisions of the contract alleged to have been violated.

All probationary employees shall be evaluated ninety (90) days following the date of hire.

Section 2 (a). Probationary Period: Change of Category: In addition to the initial probationary period, an employee transferred to a different category shall serve a new probationary period of ninety (90) calendar days in any such new category. During this ninety (90) day probationary period, if it is determined by the school district that the employee's performance in the new category is unsatisfactory, the school district shall have the right to reassign the employee to his/her former category.

Section 2 (b). Probationary Period: Transfer: An employee transferred into special education shall have the right to request and receive a return to his/her former category, provided a position is available within 90 days after the start of the new probationary period.

Section 3. Completion of Probationary Period: An employee who has completed the probationary period may be suspended without pay or discharged only for cause. An employee who has completed the probationary period and is suspended without pay or discharge shall have access to the grievance procedure.

ARTICLE XI SENIORITY

Section 1. Seniority List: The employer shall provide a seniority list to the local union. The employer shall post the seniority list in all buildings and make such changes prior to January 15 of each year.

Section 2. Length of Employment: Seniority shall mean continuous employment with the District. 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 (a). Personnel Reductions: The principle of seniority shall apply, whenever possible, when reducing positions, reducing hours, or re-assigning personnel. However, primary consideration will be given to the qualifications deemed necessary to satisfactorily perform the duties and responsibilities of the open position. Employees affected by personnel reductions, reduction of hours, or re-assignment will be provided the reason(s) in writing by the responsible administrator.

Section 3 (b). Rehiring: 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 two years, provided that the employee has the qualifications deemed necessary to satisfactorily perform the duties and responsibilities of the position. No new employee shall be employed by the district while qualified employees are laid off.

Section 3 (c). Temporary Position: Any bargaining unit position opening as a temporary position due to a pre-approved long-term leave of the incumbent, shall be offered to assistants on layoff, by seniority, who are eligible for recall. Payment for the replacing assistant shall be at the replacing assistant's appropriate rate of pay per Appendix "A" of this agreement.

Section 4. 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 of all job postings will be delivered to the union steward(s) as registered with the district office. If a job opening occurs in the summer when school is not in session, the District shall mail the notice to the union steward(s), and notify unit members by electronic mail at their school-provided electronic mail address. The posting period for job postings which are mailed shall be five (5) business days

from the postmark on the notice, or five (5) business days from the date of the electronic mail message. Once a position is filled the school district shall inform the union steward(s), as registered with the district office, of the name, position and hours of the new employee.

Section 5. Movement To Open Positions: Assistants desiring to move to a different position when an opening is posted will be given consideration by the school board. The posting will contain minimum qualifications required for the job. The qualifications and seniority will be considered. Positions are as follows:

1. Pupil Support Assistants (PSA)
2. Instructional Assistants
3. English Language Learners (ELL)
4. Summer School

Section 6. Change in Address: A laid off employee must advise the district of any changes in address in order to be notified of job openings for which he/she may be qualified.

ARTICLE XII DISTRICT USE OF VOLUNTEERS

The employer retains the right to utilize volunteers in the schools, provided such volunteers do not replace the assistant. The Board of Education may meet and confer with employees regarding the volunteer program as an alternate means of providing service in the schools in the district.

The Board also may utilize volunteers to substitute in the event of a regular assistant's absence for non-medical reasons, or if the provisions of Article X, Section 3(c) are not met.

ARTICLE XIII GRIEVANCE PROCEDURE

Section 1. Definitions:

- A. Grievance. "Grievance" means a dispute or disagreement as to the interpretation or application of a term or terms of any contract required under Minnesota Statutes 179.70, Subd. 1.
- B. Days. "Days" mean calendar days excluding Saturday, Sunday, and legal holidays as defined by Minnesota Statutes.
- C. Service. "Service" means personal service or by certified mail.
- D. Reduced to Writing. "Reduced to writing" means a concise statement outlining the nature of the grievance, the provision(s) of the contract in dispute, and the relief requested.
- E. Small Group of Employees. "Small group of employees" means a group of employees consisting of five (5) or less.

F. Answer. "Answer" means a concise response outlining the employer's position on the grievance.

Subd. 1 Step 1. Whenever any employee or small group of employees has a grievance, s/he or they shall meet on an informal basis with the employee's or employees' immediate supervisor in an attempt to resolve the grievance within twenty (20) days after the grievance occurred or twenty (20) days after the employee(s), through the use of reasonable diligence, should have had knowledge of the occurrence that gave rise to the grievance. If the grievance is not resolved within fifteen (15) days of the first informal meeting, the grievance may be reduced to writing by the exclusive representative and served upon the employer's designate (see Step II). Service must be made within fifteen (15) days of the last informal meeting. The employer shall, within (5) days of receipt of the written grievance, serve her/his answer upon the exclusive representative. In the event the exclusive representative refuses to process the grievance, the employee(s) may proceed with the grievance and, if s/he so chooses, may select a designee to represent her/him.

If the grievance involves and affects more than five (5) employees, the grievance may be reduced to writing by the exclusive representative, or the employees or their designated representative in the event the exclusive representative has declined to proceed with the grievance and must be served upon the employer within twenty (20) days after the grievance occurred or twenty (20) days after the grievants, through the use of reasonable diligence, should have had knowledge of the occurrence that gave rise to the grievance. The employer shall within (5) days serve her/his answer upon the exclusive representative, or in the appropriate case, employee(s) or their designee.

Subd. 2 Step II. The employer's representative shall meet with the exclusive representative, or in the appropriate case, employee(s) or their designee, within seven (7) days after receipt of the written grievance. The parties shall endeavor to mutually resolve the grievance. If a resolution of the grievance results, the terms of that resolution shall be written on or attached to the grievance and shall be signed by all parties. If no agreement is reached within fifteen (15) days of the first Step II meeting, the exclusive representative, or in the appropriate case, employee(s) or their designee, if s/he elects to proceed with the grievance, must proceed with Step III by serving a proper notification on the appropriate Step III official(s). The notification shall contain a concise statement indicating the intention of the party to proceed with the grievance, an outline of the grievance, the provisions(s) of the contract in dispute, and the relief requested.

Subd. 3 Step III. The employer, its chief administrator, or its special representative shall meet with the designated official of the exclusive representative, or in the appropriate case, employee(s) or their designee, within ten (10) days after receiving notice of intention to proceed with the grievance pursuant to Step II. If resolution of the grievance results, the parties shall reduce the resolution to writing and sign the memorandum as provided in Step II. If the parties are unable to reach agreement within ten (10) days after the first Step III meeting, either party may request arbitration by serving a written notice on the other party of their intention to proceed

with arbitration. If a grievance procedure is provided by a system of civil service or other such body, the exclusive representative or employee(s) must elect either to process the grievance through this procedure or the civil service's or other such body's procedure, and in no event may a grievant avail himself of both procedures.

Subd. 4 Step IV. The employer and the employee representative shall endeavor to select a mutually acceptable arbitrator to hear and decide the grievance. If the employer and the employee representative are unable to agree on an arbitrator, they may request from the Director of the Bureau of Mediation Services, State of Minnesota, a list of five (5) names. The list maintained by the Director of the Bureau of Mediation Services shall be made up of qualified arbitrators who have submitted an application to the Bureau. The parties shall alternately strike names from the list of five (5) arbitrators until only one (1) name remains. The remaining arbitrator shall hear and decide the grievance. If the parties are unable to agree on who shall strike the first name, the question shall be decided by a flip of the coin. Each party shall be responsible for equally compensating the arbitrator for his fee and necessary expenses.

The arbitrator shall not have the power to add, to subtract from, or to modify in any way the terms of the existing contract.

The decision of the arbitrator shall be final and binding on all parties to the dispute unless the decision violates any provision of the laws of Minnesota or rules or regulations promulgated thereunder, or municipal charters or ordinances or resolution enacted pursuant thereto or which causes a penalty to be incurred thereunder. The decision shall be issued to the parties by the arbitrator, and a copy shall be filed with the Bureau of Mediation Services, State of Minnesota.

Processing of all grievances shall be during the normal workday whenever possible, and employees shall not lose wages due to their necessary participation. For purposes of this paragraph, employees entitled to wages during their necessary participation in a grievance proceeding are as follows:

- A. The number of employees equal to the number of persons participating in the grievance proceeding on behalf of the public employer; or
- B. If the number of persons participating on behalf of the public employer is less than three, three employees may still participate in the proceedings without loss of wages.

The parties, by mutual written agreement, may waive any step and extend any time limits in a grievance procedure. However, failure to adhere to the time limits may result in a forfeit of the grievance, or, in the case of the employer, require mandatory alleviation of the grievance as outlined in the last statement by the exclusive representative or employee.

The provision of this grievance procedure shall be severable, and if any provision or paragraph thereof or application of any such provision or paragraph under any circumstance is held invalid, it shall not affect any other provision or paragraph of this grievance procedure or the application of any provision or paragraph thereof under different circumstances.

ARTICLE XIV

DURATION

Section 1. Terms and Reopening Negotiations: This agreement shall remain in full force and effect for a period commencing July 1, 2024 through June 30, 2026, and thereafter until modifications are made pursuant to the P.E.L.R.A., except that, either party may open this agreement no more than ninety (90) days prior to June 30, 2026. 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.

APPENDIX "A"

RATES OF PAY

Fiscal Year	2024-2025
Step 1	\$14.83
Step 2	\$15.23
Step 3	\$15.67
Step 4	\$16.08
Step 5	\$16.51
Step 6	\$16.93
Step 7	\$17.36
Step 8	\$17.79
Longevity	\$18.09

Longevity pay of fifteen cents (\$.30) per hour will be granted on July 1 for those employees completing ten (10) years of service.

Step increases will be given on July 1 of each year for those employees moving through the schedule.

Fiscal Year	2025-2026
Step 1	\$15.42
Step 2	\$15.84
Step 3	\$16.30
Step 4	\$16.72
Step 5	\$17.17
Step 6	\$17.61
Step 7	\$18.05
Step 8	\$18.50
Longevity	\$18.80

Longevity pay of fifteen cents (\$.30) per hour will be granted on July 1 for those employees completing ten (10) years of service.

Step increases will be given on July 1 of each year for those employees moving through the schedule.

IN WITNESS WHEREOF, the parties have executed this agreement as follows:

For AFSCME,
Local 1686

For Independent School District. #129
Montevideo, Minnesota

Chapter President

Chairperson

Union Representative

Clerk

Negotiator

Chief Negotiator

Negotiator

Dated

Dated