

Agenda Independent School District 279 School Board	Regular Business Meeting Educational Service Center - Board Room 11200 93rd Ave N Maple Grove, MN 55369 Tuesday, May 24, 2022 6:00 PM
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Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

This regular meeting of the Osseo School Board is being conducted in person. The meeting can be monitored electronically by streaming online at district279.org/info-center/school-board (Watch Livestream). An archived recording will also be available on the district website.

Agenda Items

1. Call to Order and Roll Call
Kelsey Dawson Walton, Board Chair
2. Pledge of Allegiance
3. Additions to Agenda
4. Acceptance of Agenda
5. Recognitions
 - A. Retirees with retirement dates between January 1 and June 30, 2022
 - B. Park Center Senior High School Competition Cheer: 1st at State and 2nd at National
 - C. Rodiat Adeduntan, Park Center Senior High School: 2nd at State in Girls Wrestling
 - D. Maple Grove Senior High School Boys Hockey: 2nd at State
 - E. Maple Grove Senior High School Jazz Dance Team: 2nd at State
 - F. Maple Grove Senior High School Adapted CI Hockey Team: 3rd at State
 - G. Max Johnson, Maple Grove Senior High School: 3rd at State in Boys Wrestling
 - H. School Board Student Representatives
6. School Board Student Representative Reports
7. Audience Opportunity to Address the School Board
8. Superintendent's Report
Cory McIntyre, Superintendent
9. School Board Committee Reports
10. Presentation: District Planning Advisory Council (DPAC) Recommendations 4
Robin Gunsolus, Director of Learning and Achievement
11. Consent Agenda
 - A. Minutes of the regular meeting of April 26, 2022 1

B. Minutes of the negotiation strategies meeting of April 26, 2022	52
C. Financial reports for the month of April 2022	53
D. Payment of items for the month of April 2022	60
E. Extended Educational Trips	81
F. Minnesota State High School League resolution for membership for Maple Grove Senior High School, Osseo Senior High School and Park Center Senior High School	82
G. Amendment to the Joint Powers Agreement between the City of Maple Grove and ISD 279 Osseo Area Schools for Fernbrook Fields	84
H. Acceptance of the 2021-2022 Achievement and Integration and Incentive Revenue Grant Amended in the amount of \$114,180 and authorize an expenditure and budget appropriation in the amount of \$114,180	104
I. Acceptance of the 2021-2022 Title IV Grant Amended in the amount of \$7,536 and authorize an expenditure and budget appropriation in the amount of \$7,536	108
J. Acceptance of the 2021-2022 Perkins Grant Amended in the amount of \$18,000 and authorize an expenditure and budget appropriation in the amount of \$18,000	110
K. Acceptance of the 2021-2022 Perkins Reserve Grant Amended in the amount of \$5,965 and authorize an expenditure and budget appropriation in the amount of \$5,965	112
L. Acceptance of the 2021-2022 Extended Summer Learning ESSR Grant in the amount of \$188,181 and authorize an expenditure and budget appropriation in the amount of \$188,181	114
M. Acceptance of the 2021-2022 Summer Preschool Program Grant in the amount of \$95,133 and authorize an expenditure and budget appropriation in the amount of \$95,133	117
N. Acceptance of the 2021-2022 Child Care Stabilization Funds - Base and One Time Grant in the amount of \$305,799 and authorize an expenditure and budget appropriation in the amount of \$305,799	119
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S. Approval of workers' compensation carrier for fiscal year 2023	135
12. Action Items	
A. Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Teachers, July 1, 2021-June 30, 2023 Laurel Anderson, Executive Director of Human Resources	136
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III. Policy 505-Student Cell Phone and Technology (revision)	249
C. Gifts to the district totaling \$137,068.34	251
13. Negotiation Strategies-Closed Session Laurel Anderson, Executive Director of Human Resources	2

14. Adjournment

Kelsey Dawson Walton, Board Chair

To accommodate individuals with disabilities, this material will be made available in alternative formats upon request. Individuals with disabilities are invited to request reasonable accommodations to participate in or attend a district activity, call your local school or the school district at least seventy-two (72) hours in advance (two-week notice preferred). Members of the public can view and download School Board meeting notices and regular meeting agendas and materials from the district website www.district279.org, under "Info Center > School Board."

OSSEO AREA SCHOOLS

ISD  279

District Planning Advisory Council Final Report

School Board Presentation, May 24, 2022

Council Membership

Membership of the District Planning Advisory Council (DPAC) includes parents/guardians, community members, senior high students, teachers, district representatives and a school board representative.

Council Purpose

The purpose of the District Planning Advisory Council is to assure community-school cooperation in setting improvement goals, evaluating progress toward meeting annual objectives and in reporting of findings and recommendations to the entire school community.



Progress Towards 2020-21 DPAC RECOMMENDATIONS

Recommendation

#1

We recommend that Osseo Area Schools implement specific digital citizenship learning objectives and benchmarks for each grade level to prepare students to engage in informed, responsible, and safe behaviors while using digital media.

- ▶ First 30 Days of Digital Learning-Elementary
- ▶ Chromebook and Schoology Camps-Secondary
- ▶ Quick Activities-Digital Citizenship
- ▶ Media Literacy Skills embedded in new English language Arts Standards

Recommendation

#2

We recommend that Osseo Area Schools allocate additional instructional minutes for the implementation of intentional, evidence-based literacy interventions at the kindergarten through second grade levels to provide readers with extra support.

- ▶ Alternative Delivery of Specialized Services (ADSIS)
- ▶ Monthly Multi Tiered System of Support Meeting
- ▶ Professional Development

Recommendation

#3

We recommend the restructuring and standardization of a framework of family support and engagement district-wide and within each individual school, including development of the roles of Family Engagement Site Ambassadors and long-term Student-Family Advocates.

- ▶ Family Community Engagement (FACE) department
 - Key Themes
 - Engagement rubric

Recommendation #4

We recommend a bold change to the methodology of teaching science to our K-5 students.

- ▶ 2021-2022 Elementary Science Pilot
- ▶ Ongoing Professional Development
- ▶ Sample schedules and time recommendations provided

Recommendation #5

We recommend a root cause analysis be conducted to develop or connect strategies to issues identified as root causes of inequitable distribution of “Effective Educators” across District 279.

- ▶ Initial Root Cause Study- Alliance for Resource Equity Model

2021-2022

HIGH PRIORITY DPAC RECOMMENDATIONS

Recommendation #1

- ▶ We recommend that Osseo Area Schools establish a data collection procedure/system to effectively capture overall staff needs in order to better inform efforts to recruit staff that reflect the communities in our district.

Recommendation #2

- ▶ We recommend that Osseo Area Schools create online courses at the high school level that are accessible to scholars across the district regardless of the site where they are currently enrolled.

Recommendation #3

- ▶ We recommend that Osseo Area Schools increase support to district mentorship programming and align the three current mentorship tracts for a more cohesive mentorship program across the district.

Recommendation #4

- ▶ We recommend that Osseo Area Schools continue to expand current Career & Technical Education (CTE) offerings.

Recommendation #5

- ▶ We recommend an increase in school counseling allocation at each level, with a minimum of one full-time counselor at each elementary school and one counselor for every 400 students at the secondary level with the purpose of impacting student mental health and school climate. We have included strategies for measuring the impact of this change on our areas of interest including student mental health and school climate.

Recommendation #6

- ▶ We recommend increased communication, awareness, and academic counseling around CTE courses and pathways particularly for students and families prior to course registration.

Recommendation #7

- ▶ We recommend a comprehensive review of early childhood offerings to determine if socio-economic factors are playing a role and if programs are effective in preparing our students for kindergarten and to Read Well by Third Grade.

Recommendation #8

- ▶ We recommend a comprehensive review of the recruitment and retention strategies and policies in place, and the supporting mechanisms.

Mission Statement

Our mission is to inspire and prepare all students with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning.

OSSEO AREA SCHOOLS

ISD  279

OSSEO AREA SCHOOLS

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District Planning Advisory Council Final Report

School Board Presentation, May 24, 2022

Independent School District 279
Osseo Area Schools

Final Report and Recommendations of the
District Planning Advisory Council

To the Superintendent and School Board

2021-2022

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2021-2022 Membership

Parents

Birch Grove Elementary
Basswood Elementary
Cedar Island Elementary Shayna Kallor
Cedar Island Elementary Dayna Shad
Crest View Elementary
Edinbrook Elementary Stacey Yurcek
Elm Creek Elementary Taya Kaufenberg
Fernbrook Elementary Erica Foster
Fair Oaks Elementary
Garden City Elementary
Oak View Elementary
Park Brook Elementary
Palmer Lake Elementary Megan Braun
Rice Lake Elementary Becky Ramsey
Rush Creek Elementary
Woodland Elementary Kimberly Walker
Woodland Elementary Hassan Yusuf

Weaver Lake Elementary Hasit Parmar
Woodland Elementary
Zanewood Elementary Gbubemi Amakor
Brooklyn Middle School
Maple Grove Middle School Heidi Hagel-Braid
Maple Grove Middle School Missy Voronyak
North View Middle School Bernadette Foh
Osseo Middle School Matt Leisen
Osseo Middle School Rachele Johnson
Maple Grove Senior High Jessica Westberg
Osseo Senior High Marty Cohen
Osseo Senior High Melody Brinkley
Park Center Senior High
Osseo Area Learning Center
ARB
279Online

Community

Jim Taufen
Rose Tonn

School Board

Heather Douglass
Jackie Mosqueda-Jones

ESC Staff

Pam Brandt
Robin Gunsolus
Jenna Johnshoy-Aarestad
Sarah Lancette
Gao Thor

Students

Steering Committee

Rose Tonn, Chair
Melody Brinkley, Vice Chair
Marty Cohen
Robin Gunsolus
Heather Douglass
Jenna Johnshoy-Aarestad
Sarah Lancette

INTRODUCTION

Final Report and Recommendations of the District Planning Advisory Council 2021-2022

The purpose of the District Planning Advisory Council is to assure community-school cooperation in setting improvement goals, evaluating progress toward meeting annual objectives and in reporting of findings and recommendations to the entire school community. Membership of the District Planning Advisory Council includes parents/guardians, community members, senior high students, classroom teachers, administrators, staff and School Board members. The council meets on a regular basis with no fewer than eight meetings. The major functions of the Council are listed under Board Policy 616 – World's Best Workforce as follows:

The school board will adopt a comprehensive long-term strategic plan to support and improve teaching and learning. In adopting the long-term strategic plan, the school board will consider the superintendent's recommendation based on the input of the school district's strategic planning process, the District Planning Advisory Council, and school site teams. The plan will be aligned with creating the world's best workforce and include performance measures designed to determine each school's progress in striving to create the world's best workforce.

The school district will establish an advisory committee. The advisory committee will recommend to the school board rigorous academic standards, student achievement goals and measures designed to fulfill the school district's mission.

The work calendar of the District Planning Advisory Council during the 2021-2022 school year was guided by the provisions of Board Policy 616. The Council's bylaws directed its internal operations.

In accordance with the aforementioned policy and procedures, the District Planning Advisory Council submits this annual report and recommendations for the instructional improvement plan for the next school year to the Superintendent of Schools and Board of Education.

PROGRESS TOWARD ACHIEVEMENT OF RECOMMENDATIONS MADE IN 2020-2021 FOR IMPLEMENTATION IN 2021-2022

COMMITTEE RECOMMENDATIONS

Recommendation 1: Program Assessment and Review

We recommend that Osseo Area Schools implement specific digital citizenship learning objectives and benchmarks for each grade level to prepare students to engage in informed, responsible, and safe behaviors while using digital media.

Progress:

Osseo Area Schools uses the Common Sense Media K-12 Digital Citizenship curriculum. At the elementary level, the library media specialist and classroom teacher partner together to deliver lessons. The First 30 Days of Digital Learning, which includes digital citizenship, has been developed to support elementary teachers in setting up routines and processes for using technology. At secondary schools, advisory time is used to deliver lessons and Chromebook and Schoology camps have been developed to support teachers and scholars in using technology.

This year, additional lessons and resources from CommonSense Media were identified to increase support in this area for staff and students. During the pandemic, CommonSense Media developed Quick Activities on digital citizenship, a SEL in Digital Life Resource Center, and Family Engagement resources. We are also aligning the new ELA standards with our current digital citizenship lessons. Media Literacy standards and Digital Citizenship skills are embedded in the ELA K-12 curriculum resources. We also continue to add videos and content to the student backpack website for students to learn how to use their district and personal learning devices responsibly.

Recommendation 2: Program Assessment and Review

We recommend that Osseo Area Schools allocate additional instructional minutes for the implementation of intentional, evidence-based literacy interventions at the kindergarten through second grade levels to provide readers with extra support.

Progress:

Osseo Area Schools applied for and received funding for the Alternative Delivery of Specialized Instructional Services (ADSIS) program for the 2021-22 and 2022-23 school years. This funding allowed us to hire 20 interventionists who are providing interventions across our system in grades kindergarten through 9th grade. The purpose of this funding is to provide instruction to assist students who need additional academics to succeed in the general education environment.

To ensure that each site has a Multi Tiered System of Support (MTSS) process in place monthly meetings are held to allow for training and collaboration for staff that facilitate the intervention process at each elementary site. These monthly meetings include Title 1 staff, Instructional Assistants, general education Psychologists and district level staff. An extra allocation for general education Psychologists was provided at each elementary site to assist with the MTSS process.

In order to provide additional support for interventions, training was provided to all staff around monitoring student progress in interventions, learning about high-impact interventions and using data to inform instruction.

Recommendation 3: Student Services

We recommend the restructuring and standardization of a framework of family support and engagement district-wide and within each individual school, including development of the roles of Family Engagement Site Ambassadors and long-term Student-Family Advocates.

Progress:

The Family and Community Engagement (FACE) department has been focused on measuring and supporting engagement across the district and at each site. The FACE department has identified key themes and values to steer their work. The FACE team has developed an engagement rubric and is implementing a FACE pilot location. Future objectives related to this recommendation include implementing engagement experiences for scholars and families, and educational opportunities for parents/caregivers.

Recommendation 4: Data and Assessment Subcommittee

We recommend a bold change to the methodology of teaching science to our K-5 students, especially if they are members of a school indicated in pink or red in the map infographic above.

Progress:

Two Science curriculum resources are currently being piloted by 52 teachers in grades K-5. These resources were selected to match the new Minnesota Department of Education Science standards. The new standards will require a shift in the way teachers instruct from heavy content knowledge to the application of scientific practices. In the spring of 2022 pilot teachers will select a resource to move forward for adoption in the 2022-23 school year.

Throughout this school year all teachers will receive training on the new Science standards and the instructional shift needed to teach the standards. When resources are selected for implementation, teachers will receive training on how to best use the resources and guidance on the required amount of time to teach science.

Recommendation 5: Data and Assessment Subcommittee

We recommend conducting a root cause analysis to develop or connect strategies to issues identified as root causes of inequitable distribution of “Effective Educators” across District 279.

Progress:

The approach will be based on the model put forth by the Alliance for Resource Equity. The major steps of this project include: determining team membership, determining data sources to examine related to each tenet of each student having access to strong teachers, review data related to each root cause, determine which root causes to focus on based on the data review, determine what has already been tried and what barriers to change exist, determine next actions around each root cause.

The first steps in the initial planning around determining student access to strong teachers within Osseo Area Schools has begun. The team membership has been defined. The group consists of teachers, instructional leaders, school leaders, district leaders, and student services personnel.

The work on this project will take place over the course of two days during July. Planning for these days will be completed over the course of the next two months to enable the most effective use of our time.

RECOMMENDATIONS FOR IMPLEMENTATION in 2022-2023

2021-2022 HIGH PRIORITY DISTRICT PLANNING ADVISORY COUNCIL RECOMMENDATIONS FOR IMPLEMENTATION IN 2022-2023

The subcommittees identified and considered a set of objectives. The full set of objectives considered is contained in the committee reports. The high priority recommendations are listed below.

PROGRAM ASSESSMENT AND REVIEW SUBCOMMITTEE

Recommendation 1: Employee Recruitment & Retention

We recommend that Osseo Area Schools establish a data collection procedure/system to effectively capture overall staff needs in order to better inform efforts to recruit staff that reflect the communities in our district.

Recommendation 2: Online Programming

We recommend that Osseo Area Schools create online courses at the high school level that are accessible to scholars across the district regardless of the site where they are currently enrolled.

Recommendation 3: Teacher Mentor Programming

We recommend that Osseo Area Schools increase support for new teachers through expanding district mentorship programming and aligning the current three mentorship tracks for more district-wide cohesion.

Recommendation 4: Career & Technical Education Pathways

We recommend that Osseo Area Schools continue to expand current Career & Technical Education (CTE) offerings.

STUDENT SERVICES SUBCOMMITTEE

Recommendation 1: Increase in counseling allocation

We recommend an increase in school counseling allocation at each level, with a minimum of one full-time counselor at each elementary school and one counselor for every 400 students at the secondary level with the purpose of impacting student mental health and school climate. We have included strategies for measuring the impact of this change on our areas of interest including student mental health and school climate.

DATA AND ASSESSMENT SUBCOMMITTEE

Recommendation 1: Increased student and family support around CTE course planning

We recommend increased communication, awareness, and academic counseling around CTE courses and pathways particularly for students and families prior to course registration.

Recommendation 2: Examine barriers to enrollment for our early childhood education programs

We recommend a comprehensive review of early childhood offerings to determine if socio-economic factors are playing a role and if programs are effective in preparing our students for kindergarten and to Read Well by Third Grade.

Recommendation 3: Staff Recruitment and Retention

We recommend a comprehensive review of the recruitment and retention strategies and policies in place, and the supporting mechanisms.

**PROGRAM ASSESSMENT & REVIEW
SUBCOMMITTEE FULL REPORT**

2021-2022

PROGRAM ASSESSMENT AND REVIEW SUBCOMMITTEE REPORT

Osseo Area Schools Independent School District 279

Subcommittee Membership

Jeremy Willey, Robin Gunsolus, Shayna Kallor, Dyana Shad, Stacey Yurcek, Taya Kaufenberg, Erica Foster, Rose Tonn, Heidi Hagel-Braid, Matt Leisen, Rachel Johnson, Jessica Westberg, Melody Brinkley, Jackie Mosqueda-Jones

SECTION I: Committee Activities

The Program Assessment & Review Subcommittee engaged in a variety of activities throughout the course of the 2021-2022 school year. This year, this subcommittee focused on providing opportunities for students and the recruitment and retention of staff. To do this work, guest speakers were invited to discuss the current status of retention and support of our staff. We also connected with districts across the metro area to discover how they were supporting their new teachers. We also invited Jill Kind, the Secondary Curriculum Coordinator, to a meeting to learn how our system creates and develops online courses and CTE programming to support students in secondary schools.

SECTION II: Data Summary

On Monday, December 13, 2021, the Program Assessment & Review Subcommittee invited two guest speakers to the subcommittee meeting to share information related to recruitment and retention of Osseo Area Schools employees and employee mentorship programs.

Susan Hang, Recruitment and Retention Manager

- Current Status:
 - As of fall 2021, less than 15% of Osseo Area Schools employees identify as BIPOC; more than 60% of the scholar population identify as BIPOC
 - Currently, no employee engagement survey has been used to capture current employee satisfaction – but it is being explored
 - Osseo Area Schools is an Equal Opportunity Employer and takes into account veteran status, but does not have an affirmative action hiring plan in place
- Recruitment:
 - Recruitment continues to be difficult with COVID-19 related challenges
 - Recruitment efforts are focused on the Grow Your Own program, partnership with Department of Educational Equity for community outreach, continuing partnership with Brooklink (summer internship program), and engagement with scholar teachers and employees impacted by reduction in force
 - Intentional outreach to American Indian and veteran communities
- Retention:
 - No clear data on why employees voluntarily terminate employment, although many cite personal/mental wellness reasons
 - Exit interviews are offered to employees terminating employment with the district, but there is no requirement for employees to complete exit interviews

Shelly Drake, Staff Development Assessment Specialist

- Oversees New Teacher Mentor Program at Osseo Area Schools
 - In this context, new teacher can mean both new to the profession (first year) or new to Osseo Area Schools
 - Each year, the program has 125 - 150 new teachers to mentor
 - The New Teacher Mentor Program partners with the scholar Services Mentor Program and the Teacher of Color Mentor Program to connect new staff and teachers with additional resources
 - 40-60% of teachers leave the profession within the first 5 years of entering the profession
- Main concerns for new teachers are:
 - Learning classroom management skills/techniques
 - Accessing and teaching culturally responsive materials
 - Learning multiple school technology platforms
 - Engaging with scholars in and out of the classroom

On Monday, January 10, 2022, the Program Assessment & Review Subcommittee invited one guest speaker to the subcommittee meeting to share information related to secondary online courses and concurrent enrollment options.

Dr. Jill Kind, Secondary Curriculum Coordinator

Online Courses

- There are a few different online enrollment options for scholars currently:
 - NorthStar Online
 - Online courses offered at individual high schools
 - 279 Online
- Reasons scholars enroll in online courses
 - Credit recovery
 - Scheduling conflicts
 - Additional enrichment opportunities
- Barriers to access
 - Each high school site has a slightly different schedule
 - Consistently insufficient tallies to offer course at a site
 - Challenges with staffing classes

Concurrent Enrollment Courses

- Courses offered at a physical district site, taught by district staff
- Scholars enrolled in a concurrent enrollment course receive high school and college credit
- Offered in partnership with a local college/university through articulation agreements
- Cost per articulation agreement can range from \$3,000 - \$4,000 per course
- Some secondary sites have more concurrent enrollment options than other secondary sites

SECTION III: Listing of Subcommittee High Priority Recommendations

Topic #1 – Employee Recruitment & Retention

A. Recommendation:

We recommend that Osseo Area Schools establish a data collection procedure/system to effectively capture overall staff needs in order to better inform efforts to recruit staff that reflect the communities in our district.

B. Rationale

In examining this topic and sharing stakeholder experiences, this subcommittee understands that:

- Students benefit from consistent and experienced staff
- Retaining staff is more cost-effective than recruiting and training new staff
- This data will help us understand how current policies, programs, practices, or decisions potentially contribute to existing disparities
- Retention of BIPOC staff will help BIPOC scholars feel represented
- Information gained will inform decisions to provide ongoing staff support
- Data will help guide decision-making around the allocation of resources and validating those decisions

C. Strategies for Improvement

1. Use a 3rd party survey vendor to maintain anonymity and integrity of the data collection tool
2. Task site leaders to engage in the development and promotion of the survey
3. Include data sets and research from across the country/state in order to give better context/more solutions to what the current status is of teacher retention/recruitment is in general and specifically for BIPOC teachers
4. Examine our current Staff Stakeholder Survey through the Equity Magnifier to identify holes in our data collection process and identify other uses for the data
5. Implement a Proactive Engagement Survey mid-year for all staff in order to capture employee satisfaction
6. Intentionally collect feedback from BIPOC staff mid-year within this survey
7. Include qualitative data collection methods such as focus groups
8. Create and implement a communication plan to report results and identify action steps

Topic #2 - Online Programming

A. Recommendation #2

We recommend that Osseo Area Schools create online courses at the high school level that are accessible to scholars across the district regardless of the site where they are currently enrolled.

B. Rationale

In examining this topic and sharing stakeholder experiences, this subcommittee recognizes the need to:

- Offer classes equitably district-wide when tallies at a single site are insufficient to offer a course at that site (e.g. specific language courses)
- Leverage online district resources to fill in gaps for individual classes at the secondary level
- Ensure that our classes offer a guaranteed and viable curriculum that is aligned with our current courses
- Reduce spending for outside online programming resources
- Mitigate the potential loss of enrollment due to scholars who pursue online opportunities outside of Osseo Area Schools

C. Strategies for Improvement

1. Create a course committee made up of teachers and leaders from each high school to collaboratively design the framework for providing students access to online courses
2. Explore and create asynchronous course offerings in order to provide flexibility and to accommodate scholars' scheduling
3. Ensure a support systems for students to help with course completion and success
4. Expand the access to 279Online for scholars who remain enrolled in physical sites within the district in alignment with proposed CTE pathway access for scholars across sites
5. Communicate available opportunities to scholars across Osseo Area Schools
6. Collect stakeholder feedback to solicit interest in potential programming opportunities
7. Utilize existing 279Online courses to expand options available to scholars looking for hybrid online options

Topic #3 - Teacher Mentor Programming

A. Recommendation #3

We recommend that Osseo Area Schools increase support for new teachers through expanding district mentorship programming and aligning the current three mentorship tracks for more district-wide cohesion.

B. Rationale

In examining this topic and sharing stakeholder experiences, this subcommittee acknowledges that:

- Due to the educational professional staff shortage there is an increased need to retain new teachers
- New teachers need a safe community to ask questions, share ideas and connect with others
- Teachers who receive support express more job satisfaction
- Recently licensed teachers have had a unique and unconventional student teaching experience due to the pandemic and could benefit from additional support through mentoring
- Mentorship provides additional coaching and feedback opportunities vital for professional growth and personal confidence

C. Strategies for Improvement

1. Align the three mentorship programs that are currently working to support new teachers
2. Require all probationary teachers to be a part of the mentorship program
3. Create ongoing data collection systems to get feedback from new teachers to inform and refine mentorship practices across the district
4. Apply findings from current existing research around new teacher needs to ensure the mentorship programming is maximizing support and addressing teacher needs
5. Examine ways to redesign the mentoring program so that the district budget is minimally impacted
6. Provide site-based stipends for grade-level or content area mentors
7. Fund additional teacher mentor positions

Topic #4 - Career & Technical Education Pathways

A. Recommendation #4

We recommend that Osseo Area Schools continue to expand current Career & Technical Education (CTE) offerings.

B. Rationale

In examining this topic and sharing stakeholder experiences, this subcommittee understands that it is important to:

- Support scholar learning in technical, academic, and employability skills
- Provide career and technical training to prepare scholars for postsecondary and career opportunities
- Mitigate the possible reduction in enrollment due to scholars looking to pursue programming in other districts

C. Strategies for Improvement

1. Pursue the Career & Technical Education Pathway plan presented by the CTE Programming Work Group
2. Create and implement a CTE marketing and communications plan that targets students, families and communities
3. Establish a mechanism to include scholar voices for continuous improvement
4. Partner with area employers to onramp students into employment

STUDENT SERVICES
SUBCOMMITTEE FULL REPORT
2021-2022

STUDENT SERVICES SUBCOMMITTEE REPORT

Osseo Area Schools Independent School District 279

Subcommittee Membership

Sarah Lancette, Megan Braun, Missy Voronyak, Kimberly Walker, Gbubemi Amakor, Rachelle Johnson, Hasit Parmar, Bernadette Foh,

SECTION I: Committee Activities

The Student Services Subcommittee engaged in a variety of activities throughout the course of the 2021-2022 school year. We initiated our review process of previous recommendations and current data, with intentional sensitivity to the impact of the pandemic and an inclusive mindset; to identify patterns of need that fell under the umbrella of Student Services. Early in our work together, the student services committee set the goal to understand the current needs of our students, families and staff. As we identified topics of interest the topics of school culture, bullying, suicide prevention, gender inclusion, race and healthy relationships were explored, just to name a few. Further review of data and guest speakers indicated a specific need for consistent staffing of mental health providers to maximize student success/wellbeing and provides a bridge to resolve barriers to learning.

SECTION II: Data Summary

At the December 13th, 2021 DPAC Meeting, the committee met with Mr. Duane Wardally, the Director of Educational Equity. Mr. Wardally talked about the work of the Department of Educational Equity.

- Roles of equity department staff
- How we measure equity
- The Family & Community Engagement department
- The Districts work with the Equity Center of the Midwest

At the December 13th, 2021 DPAC Meeting, the committee met with the Lead Counselors: Jackie Trzynka, Kaylee Herlofsky and Rachel Lund. They shared about the work counselors do and the following topics

- Social emotional instruction and mental health support
- Inclusion specific to race and gender identity
- Bullying
- Suicide prevention

At the February 7th, 2022 DPAC Meeting, the committee met with Ms. Diana Bledsoe, the Principal of Northview Middle School. Ms. Bledsoe talked about Positive Behavior Intervention and Support (PBIS) Framework.

The student services subcommittee researched best practices for building positive school culture and research based mental health supports.

The student services subcommittee reviewed a variety of sources including, but not limited to:

- Student and staff survey data
- Information from guest speakers
- Research on current mental health trends and best practices for school culture and mental health supports:

American Civil Liberties Union (2022) *Cops and No Counselors: How the Lack of School Mental Health Staff Is Harming Students*. Accessed online March 14, 2022 at:

<https://www.aclu.org/issues/juvenile-justice/school-prison-pipeline/cops-and-no-counselors>

Minnesota Department of Education (2022) *Comprehensive School Mental Health Systems (CSMHS)*. Accessed online March 14, 2022 at: <https://education.mn.gov/MDE/dse/safe/CSMHS/>

Orgera, K. & Panchal, N. (2022) *Mental Health in Minnesota*. Accessed online March 14th at:

<https://www.kff.org/statedata/mental-health-and-substance-use-state-fact-sheets/minnesota/>

Prout, S. & Prout, T. (1998) *A Meta-Analysis of School-Based Studies of Counseling and Psychotherapy: An Update*. *Journal of School Psychology*, Volume 36, Issue 2, Pages 121-136.

Thompson, R., & Littrell, J. M. (1998). Brief counseling for students with learning disabilities. *Professional School Counseling*, 2(1), 60.

SECTION III: Listing of Subcommittee High Priority Recommendations

A. Recommendation:

We recommend an increase in school counseling allocation at each level, with a minimum of one full-time counselor at each elementary school and one counselor for every 400 students at the secondary level with the purpose of impacting student mental health and school climate. We have included strategies for measuring the impact of this change on our areas of interest including student mental health and school climate.

B. Rationale

Osseo Area Schools designs and delivers data driven school counseling services aligned with the district mission and ASCA standards to support student success. The essential functions of school counselors include, but are not limited to:

- Collaborate with teachers, administration, other school and school district staff, students, students family members and the larger community to help meet each students' needs.
- Lead, advocate and collaborate to promote access for all students.
- Engage in advocacy for students and their families; provide outreach, connect families to community resources and provide crisis intervention.
- Implement social emotional scope and sequence through classroom, small group and individual instruction.
- Work with students in individual, small group and classroom settings in the areas of academics, personal/ social development and college/ career readiness.

The rationale for our strategy is based upon research and studies

- Even schools offering some mental health services are still grossly understaffed. Professional standards recommended at least one counselor and one social worker for every 250 students and at least one nurse and one psychologist for every 750 students and every 700 students respectively. These staffing recommendations reflect a minimum requirement.” (American Civil Liberties Union, 2022)
- The COVID 19 pandemic has impacted the mental health and well being of our staff and students. (Orgera, K. & Panchal, N., 2022)
 - 15.9% of adolescents and 8.0% of adults in Minnesota reported having a major depressive episode in the past year.

- More than three in ten adults in the U.S. have reported symptoms of anxiety and/or depressive disorder since May 2020. In comparison, in 2019, approximately one in ten adults reported symptoms of anxiety and/or depressive disorder.
- Professional school counselors are often employed by schools to provide direct and indirect services. These professional counselors offer a range of services, including consultation and collaboration with teachers and administrators, educational planning services, developmental classroom guidance, peer mediation, and comprehensive school counseling programs. The effectiveness of this broad range of services has been empirically studied and has consistently shown higher achievement scores, improved attendance, lower rates of dropouts, and fewer delinquent behaviors among students (Prout & Prout, 1998).
- “Students are 21 times more likely to visit school-based health centers for mental health than community mental health centers. This is especially true in low-income districts where other resources are scarce... School counselors, nurses, social workers, and psychologists are frequently the first to see children who are sick, stressed, or traumatized — especially in low-income districts. The benefits of investing in mental health services are clear: Schools with such services see improved attendance rates, better academic achievement, and higher graduation rates as well as lower rates of suspension, expulsion, and other disciplinary incidents. Data shows that the presence of school-based mental health providers not only improves outcomes for students, but can also improve overall school safety.” (American Civil Liberties Union, 2022)
- Minnesota Department of Education (2022) has indicated that Comprehensive School Mental Health Systems (CSMHS) provide a full array of supports and services that promote positive school climate, social and emotional learning, and mental health and well-being, while reducing the prevalence and severity of mental illness.
 - CSMHS enhance outcomes for individual students, school staff, as well as the community at large. Students at schools with CSMHS have greater academic success, reduced exclusionary discipline practices, better social/emotional functioning, and schools experience improvements in both school climate and safety.
- Key recommendations from the Equity in Mental Health Framework include:
 - Identify and promote the mental health and well-being of all students as a district priority
 - Engage students to provide guidance on matters of student mental health and well-being for various student subgroups
 - Actively recruit, train, and retain a diverse and culturally competent faculty and staff
 - Create opportunities to engage around national and international issues/events about equity
 - Support and promote accessible, safe communication to school leadership and an effective response system
 - Select and implement services and supports that are culturally and linguistically appropriate to your student body and surrounding community
 - Disaggregate key data points such as referrals, access to care, and effectiveness of supports by subgroups of students to evaluate indicators of equity
- “In the wake of high-profile school shootings, many schools over the past decade have invested scarce educational funds into putting more police in schools. School districts have shown a near obsession with “hardening” schools despite federal data revealing that the real crisis of schools isn’t violence, but a broad failure to hire enough support staff to serve students’ mental health needs.” (American Civil Liberties Union, 2022)

- Approximately 2.7 million students suffer from severe emotional or behavioral problems that interfere with peer relationships and academics (Centers for Disease Control and Prevention, 2018). Approximately 20% of school-aged children have a diagnosable condition needing intervention ranging from attention problems, depression, and suicidal tendencies. School counselors are equipped to address these needs, and the benefits of counseling in educational settings go far beyond treating mental health problems. (Centers for Disease Control and Prevention, 2018).
- Individual and group counseling has been found to be effective at teaching students to relax and treating a wide range of school-based behaviors, such as discipline problems, adjustment to divorce, and learning disabilities (Thompson & Littrell, 1998).

C. Strategies for Improvement

1. Conduct a third party evaluation to measure the implementation and outcomes of Positive Behavior Interventions and Supports (PBIS) Framework at each site to determine effectiveness.
2. Align PBIS and student handbook expectations at all sites including vocabulary and expected behaviors with the goal of creating clarity and cohesiveness with all expectations as scholars transition from school to school and classroom to classroom.
3. Ensure consistency in incident reporting across classrooms and sites and analyze the incident data to create a baseline and future measure for the impact of interventions such as the increase in school counselor allocation.
4. Audit the current response to incidents including factors such as time, parent involvement, effectiveness in decreasing repeated incidents and resources deployed with the purpose of designing an effective response framework that includes parents and positively impacts school safety and climate.
5. Explore how our district is partnering with parents to help create a more positive and safe culture.

D. Equity Magnifier Summary

The Student Services Subcommittee utilized the Equity Magnifier Tool in order to explore the impacts of this recommendation. The subcommittee believes that this recommendation will have an overall positive impact on each student, family and teacher. The most notable being schools that currently only have a part time counselor will now have consistent support for this professional. This is most likely to impact our elementary sites with the highest mobility in students and most frequent changes to school counselor staffing. The subcommittee acknowledged the possible unintended impacts including an initial increase in counselor changes at the onset and a strain building capacity and office space. While the group intends for these positions to be funded with an investment, if the district moves forward with the recommendation utilizing current funding, there is likely to be an impact on the funding of other positions and programs. The following short and long term mitigation strategies were identified:

1. Identify current ratio of support staff for counselors
2. Identify roles of counselor vs support staff to ensure prioritized responsibilities get the majority of time
3. Using data from strategies including ODR analysis, assess PBIS framework, incident response audit.
4. Increase parent involvement in creating positive school culture
5. Implementation of effective strategies and interventions as determine by the data in PBIS audit and ODR analysis
6. Early intervention especially at younger grades may lead to a decreased need in the future for this level of tier 2 and 3 support.

The student services subcommittee is a representative subset of the District Planning and Advisory Council, which is a diverse group representing our district community as a whole. The committee listed the following barriers to this recommendation: Financial constraints; recruitment of quality, diverse candidates; space in schools; and divergent opinions about who should be providing social emotional learning (SEL) instructions and expectations. The team recommends continuing to assess the need for the current recommended ratio for counselors using identified data strategies, working with the human resources department, and beating the hiring rush that could be caused by new law or Minnesota Department of Education guidance. We also suggest developing common practices for parent involvement and communication. We believe that the requested analysis along with achievement data are sufficient measures to measure the impact of our recommendation.

**DATA & ASSESSMENT
SUBCOMMITTEE FULL REPORT**

DATA & ASSESSMENT SUBCOMMITTEE REPORT

Osseo Area Schools Independent School District 279

Subcommittee Membership

Hassan Yusuf, Marty Cohen, Gao Thor, Jim Taufen, Becky Ramsey, Heather Douglass, Jenna Johnshoy-Aarestad, Pam Brandt

SECTION I: Committee Activities

The data and assessment subcommittee has explored many different topics throughout the year. These include: Talent Development, Academic Challenge & Gifted Support (TAG) services, behavior data (frequency, severity, consequences, trend), CTE courses and pathways, Stakeholder Survey data, teacher and staff burnout, and early childhood family education and preschool.

We have reviewed many different data points related to the topics above as well as invited guest speakers from district departments to speak to department operations and data. The speakers that presented to our subcommittee include: Godfrey Edaferierhi, Coordinator of Career and College; Sally Nault-Maurer, Early Childhood Program Coordinator; and Susan Hang, Recruitment and Retention Manager.

SECTION II: Data Summary

The data reviewed by the data and assessment subcommittee included:

- Information about TAG services
- Behavior data within Hoonuit (a data visualization platform used in our district)
- CTE course and student enrollment data
 - Three-year enrollment
 - Higher education outcomes
 - CTE graduation and dropouts
 - MCA results for CTE v non-CTE courses
- Kindergarten preparedness for students participating in Osseo Area Schools early childhood programming
- Osseo Area Schools and surrounding district early childhood education program offerings
- Staff turnover data from Human Resources
- Student, family, and staff stakeholder survey data

SECTION III: Listing of Subcommittee High Priority Recommendations

The World's Best Workforce goals that were of focus of this committee were as follows:

- All children are ready for school.
- All third graders can read at grade level.
- All racial and economic achievement gaps between students are closed.
- All students are ready for career and college.
- All students graduate from high school.

As such, the data and assessment subcommittee is recommending the following to support the realization of our district's priority work:

Topic #1 – Increased student and family support around CTE course planning

A. Recommendation:

We recommend increased communication, awareness, and academic counseling around CTE courses and pathways particularly for students and families prior to course registration.

B. Rationale

Our research found, both locally in our district and nationally, students that concentrate in CTE courses are more likely to graduate. We also found that students in our district were more likely to be proficient on the MCAs when enrolled in 6 or more CTE courses compared to their peers who enrolled in five or fewer CTE courses. Due to this, we are proposing that the district provide increased communication, awareness, and academic counseling around CTE courses and pathways for our students and families. We believe that when students and families are aware of the variety of CTE courses in the district, students can register for classes they are truly interested in. This will in turn make it more likely for them to be engaged, to graduate, and find a career they are happy with.

Anecdotally we found inconsistent advertising strategies to build awareness to students and families around the different CTE courses our district offers. Due to the lack of awareness around CTE courses, many students and families find it difficult to best plan the coursework and classes that are necessary for the future they want or the courses they may be interested in. We recommend improved communication about the variety of CTE courses and pathways that are available to students and families in order to provide them the support that they need.

As a way to increase communication and awareness, we also recommend that the district provides academic counseling around CTE courses and pathways particularly for students and families, especially prior to course registration. Counseling is needed to extensively map out a student's schedule since generally students only have room for two electives per trimester. Providing students with academic counseling will ensure they are aware of the available courses and programs, and they have an opportunity to better understand and ask questions around the programs and how to logistically fit the desired coursework into their schedules.

C. Strategies for Improvement

Strategies May Include:

1. Career-focused boot camps, career fair, and "a day in the life of..." from local organizations and professionals to showcase the connection between CTE pathways and real life career fields
2. Career counseling starting in 8th grade and ongoing throughout high school to determine which CTE courses to take
3. Evaluate how to allow students to earn credits simultaneously (ex. An Engineering CTE course where students can also earn Math or Science credits)
4. A consistent approach where each field has career-focused digital brochure or structure to help guide families and students in choosing courses, and spells out the high school prep for career or college
5. Promotional videos developed by theater students or marketing class - engage students already in the program in the creation of the digital marketing to use in marketing to students not yet in the program.
6. Recommended courses based on career interests

Topic #2 – Examine barriers to enrollment for our early childhood education programs

A. Recommendation #2:

We recommend a comprehensive review of early childhood offerings to determine if socio-economic factors are playing a role and if programs are effective in preparing our students for kindergarten and to Read Well by Third Grade.

B. Rationale

Existing research is clear that there is a correlation between participating in early childhood education programming and kindergarten readiness and Reading Well by Third Grade. We want to understand the extent of participation in District 279's offerings, and the extent to which families are choosing other early childhood programming options. Furthermore, we want to ensure that our early childhood offerings are sufficiently preparing our students to enter kindergarten so they have a greater likelihood of reading proficiently by grade three. We reviewed kindergarten assessment data of those students who participated in any form of District 279 programming, and course offering locations and how they related to neighboring district offerings. There was insufficient data to determine the impact of early childhood participation and preparedness for going to kindergarten and beyond. Specifically, due to inconsistencies in gathering data on incoming kindergarteners, it is difficult to determine how many students have had early childhood education.

C. Strategies for Improvement

Strategies May Include:

1. Improve data gathering processes around early childhood education students have had prior to kindergarten, particularly when they didn't attend our early childhood programs
2. Conduct a third party needs assessment to determine barriers to attending our early childhood programs, how effective we are in preparing children for kindergarten, and type of offerings
 - a. Graduate student projects
3. Reinstate the early childhood committee or group that met before the pandemic
4. Evaluate how effective we are in preparing children for kindergarten
 - a. Examine whether early childhood offerings should be play-focused or academic-focused
5. Sibling care - awareness and expansion
6. Distribute advertising materials that will help increase participation
 - a. Sun newspapers
 - b. Cross district boundaries into neighboring communities.
 - c. Students who enroll in early childhood typically stay for K, students that are enrolled in K, will typically stay in the district long term.

Topic #3 – Staff Recruitment and Retention

A. Recommendation #3:

We recommend a comprehensive review of the recruitment and retention strategies and policies in place, and the supporting mechanisms.

B. Rationale

Throughout the past three years, the majority of staff that are resigning in our district are relatively new with only about four years of experience in total. Strong recruitment and retention is paramount for strong schools and achieving our mission; particularly at this time as we are seeing unprecedented staff turnover and retirements. Although we don't have a lot of ext

data, we do know that many ESPs departed because of the onboarding process and lack of professional development. Due to low completion rates of staff exit surveys, it is unclear why District 279 teachers are leaving the district. By better understanding the reasons for leaving or retiring early will help the district determine which strategies will be effective for retention.

C. Strategies for Improvement

Strategies May Include:

1. Third party review of staff turnover information to gain a better understanding of why people depart
2. Determine if:
 - a. Current staff stakeholder surveys can be revised to collect qualitative data to better understand the needs of staff
 - b. A separate forum (i.e. focus groups) is needed to better capture staff needs and thoughts
3. An expansion of the onboarding process and mentorship program for teachers and ESPs; particularly for staff hired after the beginning of the school year
4. Provide more professional development for ESPs
5. Increase behavior and mental health support for teachers and staff
6. Support directly from admin

2021-22 DISTRICT PLANNING ADVISORY COUNCIL Meeting Calendar

Meetings for the 21/22 school year were held both in person and virtually.

Date / Time	Group	Room
Monday, 10/18/21 6:00 – 8:00 PM	Full DPAC Meeting	ESC – W41/W42
	Program Assessment & Review Subcommittee	
	Data and Assessment Subcommittee	
	Special Services Subcommittee	
Monday, 11/15/21 6:00 – 8:00 PM	Subcommittee meetings	Google Meet
Monday, 12/13/21 6:00 – 8:00 PM	Subcommittee meetings	Google Meet
Monday, 1/10/22 6:00 – 8:00 PM	Subcommittee meetings	ESC – W41/W42
Monday, 2/7/22 6:00 – 8:00 PM	Subcommittee meetings	Google Meet
Monday, 2/28/22 6:00 – 7:30 PM	Subcommittee meetings	Google Meet
	7:30 – 8:00 PM	
Monday, 3/14/22 6:00 – 7:30 PM	Subcommittee meetings	Google Meet
	7:30 – 8:00 PM	
Monday, 4/11/22 6:00 – 8:00 PM	Full DPAC Meeting – Final Approval of Report Draft	ESC – W41/W42
Tuesday, 4/26/22 6:00 – 8:00 PM	School Board Presentation of Final Report	ESC Board Room
	Full DPAC Debrief and Celebration	ESC Forum Room

When school or after school activities are canceled, all school-related activities (including DPAC meetings) are also canceled. Districtwide school closure will be broadcast on TV and radio.

No notice will be sent.

Minutes of the Regular Meeting
Independent School District 279 School Board
Maple Grove, MN
Tuesday, April 26, 2022

CALL TO ORDER	A regular meeting of the Independent School District 279 School Board was held on Tuesday, April 26, 2022 in the board room at the Educational Service Center. Chair Kelsey Dawson Walton called the meeting to order at 6:00 PM.
ROLL CALL	The following members were present: Heather Douglass, Thomas Brooks, Jackie Mosqueda-Jones, Kelsey Dawson Walton, Tanya Simons and Tamara Grady.
PLEDGE OF ALLEGIANCE	The Pledge of Allegiance was recited, led by Jackie Mosqueda-Jones.
APPROVAL OF AGENDA	Motion by Thomas Brooks, seconded by Heather Douglass, to approve the printed agenda. The motion carried unanimously on a vote of 6 to 0.
RECOGNITIONS	<p>Board Chair Dawson Walton introduced a new standing agenda item for regular business meetings. Scholars who achieve 1st, 2nd or 3rd place finishes at state and national sports and academic tournaments and competitions will be recognized.</p> <p>Recognized at this evening’s meeting:</p> <ul style="list-style-type: none"> • Sharn Brar, Osseo Senior High – National Gold Medal from the Scholastic Art and Writing Alliance for Young Artists • Park Center High School Boys Basketball 2022 State Championship Team
STUDENT SCHOOL BOARD REPRESENTATIVE REPORTS	Student School Board Representative Reports were shared by Faith Suah (OSH) and Haniyah Dabney (PCSH).
AUDIENCE OPPORTUNITY TO ADDRESS THE SCHOOL BOARD	<p>The following individual addressed the School Board:</p> <ul style="list-style-type: none"> • Sarah Silva – primary prevention of domestic abuse
SUPERINTENDENT’S REPORT	Superintendent McIntyre’s report included Points of Pride, celebrating students, staff and community members who are contributing to the accomplishment of the district’s mission, which is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams, contribute to community, and engage in a lifetime of learning. Superintendent cabinet members Tim Palmatier, Bryan Bass, Kelli Parpart and John Morstad shared the highlights from the month of April.

	<p>Superintendent McIntyre concluded his report with the following reminders:</p> <ul style="list-style-type: none"> • May 2: Licensed staff workshop (online learning for students) • May 3: Community informational meeting at PCSH • May 17: Community informational meeting at OSH
SCHOOL BOARD REPORTS	<p>Committee reports and updates were shared by the following board members:</p> <p>Heather Douglass – District Planning Advisory Council (DPAC) Thomas Brooks – Radically Investing in Scholars Excellence (RISE) Jackie Mosqueda-Jones – District 287 Tanya Simons –Enrollment and Capacity Management Advisory Committee (ECMAC); Brooklyn Bridge Alliance; Curriculum, Instruction and Assessment Committee (CIAC); North Hennepin Center for Innovation and Arts Tamara Grady – teacher negotiations, Financial Involvement School-Community Accountability Liaisons (FISCAL) Kelsey Dawson Walton – Association of Metropolitan School District (AMSD)</p>
CONSENT AGENDA	<p>Motion by Heather Douglass, seconded by Jackie Mosqueda-Jones, to approve items in the consent agenda as follows:</p> <ol style="list-style-type: none"> A. Minutes of the regular meeting of March 22, 2022 B. Minutes of the negotiation strategies meeting of March 22, 2022 C. Minutes of the negotiation strategies meeting of April 12, 2022 D. Financial reports for the month of March 2022 E. Payment of items for the month of March 2022 F. Extended Educational Trips G. Fundraisers H. Personnel I. Intermediate School District 287 long-term facility maintenance program budget J. Districtwide paving projects award recommendation K. 2023-2024 Academic School Year Calendar L. 2021-2022 districtwide radon results <p>The motion carried unanimously on a vote of 6 to 0.</p>
HEALTH AND DENTAL INSURANCE PREMIUMS	<p>Motion by Tamara Grady, seconded by Thomas Brooks, to approve the PreferredOne® health and Delta Dental insurance premiums effective July 1, 2022.</p> <p>The motion carried unanimously on a vote of 6 to 0.</p>
GIFTS TO THE DISTRICT	<p>Motion by Heather Douglass, seconded by Tanya Simons, to approve Gifts to the District totaling \$76,033.85.</p>

	The motion carried unanimously on a vote of 6 to 0.
CLOSED SESSION/ ADJOURNMENT	<p data-bbox="560 281 1507 506">Motion by Jackie Mosqueda-Jones, seconded by Thomas Brooks, to recess the regular meeting for a brief recess and reconvene in the Forum Room for the purpose of a closed session pursuant to Minnesota Statute 13D.03 for labor negotiations with Teachers, Principals, Management I-M, Licensed Coordinators, Directors/Confidential Managers, Salaried Professionals, and School Executives.</p> <p data-bbox="560 554 1235 585">The motion carried unanimously on a vote of 6 to 0.</p> <p data-bbox="560 632 1487 699">The meeting recessed at 7:40 PM. The school board meeting adjourned at the conclusion of the closed session, at 8:08 PM.</p>
	<hr data-bbox="560 772 1068 781"/> <p data-bbox="560 787 1114 819">Kelsey Dawson Walton, Board Chairperson</p>

Minutes of the Special Meeting
Independent School District 279 School Board
Maple Grove, Minnesota

April 26, 2022

- MEETING A closed special meeting of the School Board was held on Tuesday, April 26, 2022 in the Forum Room of the Educational Service Center. Chairperson Kelsey Dawson Walton called the meeting to order at 7:49 p.m.
- ROLL CALL School Board members Thomas Brooks, Kelsey Dawson Walton, Heather Douglass, Tamara Grady, Jackie Mosqueda-Jones and Tanya Simons were in attendance.
- District administrators Joel Milteer, Laurel Anderson, John Morstad, Tim Palmatier, Bou Moua and Superintendent Cory McIntyre were in attendance.
- PURPOSE OF MEETING The meeting was held for the purpose of labor negotiations. An audio recording will be available to the public after all labor contracts are signed for the current budget period.
- ADJOURNMENT At 8:08 p.m. Chairperson Kelsey Dawson Walton adjourned the meeting.

Kelsey Dawson Walton, Chairperson

Independent School District 279

Consent Agenda Financial Items Fiscal Year 2022

Date: May 24, 2022
To: John Morstad, Executive Director of Finance and Operations
From: Kelly Benusa, Director of Business Services
RE: Consent Agenda Financial Items -
Approval of Financial Reports
Vendor Checks
Epayables
Electronic Wire Transfers
Employee Reimbursements
Vendor ACH

- A. The ISD 279 School Board approval of financial reports for the month of April.
- B. The ISD 279 School Board authorizes payment of the items listed below for the month of April:

1. Vendor Checks	\$ 6,698,471.30
2. Epayables	\$ 475,213.95
3. Electronic Wire Transfers	\$ 43,779,021.36
4. Employee Reimbursements	\$ 38,564.32
5. Vendor ACH	\$ 2,274,521.22
	<u>\$ 53,265,792.15</u>

TO: John Morstad, Executive Director of Finance and Operations
FROM: Kelly Benusa, Director of Business Services
SUBJECT: Financial Reports for the Month Ended April 30, 2022
DATE: May 24, 2022

The following is a recap of the monthly financials:

Fund Balance Report

During the year, the District maintains its financial records on the cash basis. Therefore, the cash basis fund balance may fluctuate considerably during the year due to the timing of cash receipts and disbursements. At year-end, we convert the financial records to the modified accrual basis according to Governmental Accounting Standards Board (GASB). Fund balances are shown by fund total on a monthly basis. Fund balance designations within each fund for non-spendable, restricted, or assigned/unassigned will be shown at the fiscal year-end.

Revenue Operating Budget Summary by Fund

The General Fund-Percentage Comparison of Year-To-Date with Operating Budget shows a 3.3% decrease from the prior year. All prior year accruals were reversed in August; therefore, the District is still collecting prior year revenue from various sources, i.e., state aid, federal grants, other districts, etc. This process is consistent with prior years. Also, June 30, 2021, year-end results have been incorporated into the March mid-year budget adjustments where applicable.

Expenditure Operating Budget Summary by Fund

The General Fund-Percentage Comparison of Year-To-Date with Operating Budget shows a 1.7% increase from the prior year. June 30, 2021, year-end results have been incorporated into the March mid-year budget adjustments where applicable.

Current Investments on Hand

Interest rates decreased during April 0.173% to 2.140% compared with March rates of 0.020% to 3.820%.

**ISD 279-Osseo Area Schools
Fund Balance Report
Fiscal Year 2022
Month Ended April 30, 2022**

	Accrual Basis Fund Balance June 30, 2021	FY 2022 YTD Revenue	FY 2022 YTD Expenditure	Cash Basis * Fund Balance April 30, 2022
General Fund	94,411,540	218,568,102	189,501,303	123,478,340
Transportation Fund	2,001,905	10,217,450	13,051,852	(832,497)
Student Activities Fund	292,122	161,053	155,363	297,812
Capital Expenditure & Land Proceeds Funds	7,985,254	21,141,819	22,659,397	6,467,676
Food Service Fund	4,698,150	11,815,184	10,939,486	5,573,848
Community Service Fund	2,707,448	13,670,531	10,404,441	5,973,538
Building Construction Fund	25,068,151	4,089	13,946,413	11,125,827
General Obligation Bonds Debt Service Fund	4,123,272	13,690,007	14,288,674	3,524,605
OPEB Debt Service Fund	606,076	2,732,049	2,720,995	617,130
Retirement Incentive Pay Internal Service Fund	1,742,513	-	54,937	1,687,576
Dental Self Insurance Internal Service Fund	470,472	1,467,789	1,610,151	328,110
Health Self Insurance Internal Service Fund	1,161,958	4,678,120	4,937,295	902,783
Post-Employment Benefits Revocable Trust Internal Service Fund	12,578,312	(4,965,690)	-	7,612,623
Total	\$ 157,847,173	\$ 293,180,505	\$ 284,270,306	\$ 166,757,371

*During the year the District maintains its financial records on a cash basis. Therefore, the cash basis fund balance may fluctuate considerably during the year due to the timing of cash receipts and disbursements.

**ISD 279-Osseo Area Schools
Revenue Operating Budget Summary By Fund
Fiscal Year 2022
Month Ended April 30, 2022**

Revenue By Fund	Apr 2022 Revenue	FY 2022 YTD Revenue	% Of Budget	FY 2022 Budget	Actual YTD (Over) Under Budget	FY 2021 Actual Revenue	% Of PY Actual
Local Sources	\$ 84,357	\$ 64,802,513	115.7%	\$ 56,009,469	\$ (8,793,044)	\$ 67,698,313	104.0%
State Sources	32,165,271	142,964,011	77.7%	184,069,390	41,105,379	144,565,704	84.5%
General Fund	32,249,628	207,766,524	86.5%	240,078,859	32,312,335	212,264,017	89.9%
Transportation Fund	31,490	10,217,350	61.4%	16,643,668	6,426,318	10,986,729	56.9%
Capital Expenditure & Land Proceeds Funds	7,277	8,984,084	56.2%	15,978,289	6,994,205	7,356,466	50.6%
Food Service Fund	2,041,698	11,732,277	74.9%	15,660,913	3,928,636	7,760,632	62.6%
Community Service Fund	901,605	10,825,833	82.6%	13,107,900	2,282,067	8,279,800	81.5%
General Obligation Bonds Debt Service Fund	-	13,690,007	98.8%	13,860,803	170,796	36,342,009	99.5%
OPEB Debt Service Fund	-	2,732,049	100.0%	2,731,751	(298)	2,613,160	99.7%
Total Revenue Operating Budget	35,231,698	265,948,123	83.6%	318,062,183	52,114,060	285,602,812	86.1%
Special Funded Projects (State & Federal)	1,099,017	24,523,336	42.4%	57,808,877	33,285,541	19,456,575	41.3%
Gifts/Fund Raising Clearing/Resale	285,709	1,363,683	60.6%	2,250,000	886,317	1,140,769	64.2%
Student Activities Fund	21,747	161,053	42.9%	375,000	213,947	21,530	36.8%
Total Revenue Budget	36,638,171	291,996,196	77.1%	\$ 378,496,060	\$ 86,499,864	\$ 306,221,686	80.4%
Non-Budgeted Funds							
Building Construction Fund	1,277	4,089					
Dental Self Insurance Internal Service Fund	241,849	1,467,789					
Health Self Insurance Internal Service Fund	737,867	4,678,120					
Post-Employment Benefits Revocable Trust Internal Service Fund	20,031	(4,965,690)					
Total Non-Budgeted Funds	1,001,024	1,184,309					
Total Revenue	\$ 37,639,195	\$ 293,180,505					

General Fund - % Comparison of Year to Date with Operating Budget	<u>FY 2022</u> 86.5%	<u>FY 2021</u> 89.8%
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**ISD 279-Osseo Area Schools
Expenditure Operating Budget Summary By Fund
Fiscal Year 2022
Month Ended April 30, 2022**

Expenditure By Fund	Apr 2022 Expenditure	FY 2022 YTD Expenditure	% Of Budget	FY 2022 Budget	Actual YTD (Over) Under Budget	FY 2021 Actual Expenditure	% Of PY Actual
Salaries and Wages	\$ 14,599,331	\$ 108,451,868	66.7%	\$ 162,515,381	\$ 54,063,513	\$ 105,959,243	67.4%
Employee Benefits	5,094,308	43,234,006	72.8%	59,407,902	16,173,896	42,948,015	72.8%
Purchased Services	1,582,367	10,234,810	64.9%	15,771,042	5,536,232	7,532,526	68.2%
Supplies and Materials	499,948	3,959,196	75.8%	5,222,212	1,263,016	3,310,867	85.2%
Capital Expenditures	(836)	167,591	55.2%	303,575	135,984	103,634	89.7%
Other Expenses	49,624	(110,489)	-16.4%	671,706	782,195	89,447	8.7%
General Fund	21,824,741	165,936,983	68.0%	243,891,818	77,954,835	159,943,731	68.9%
Transportation Fund	2,276,118	13,051,852	67.6%	19,309,460	6,257,608	10,877,755	66.9%
Capital Expenditure & Land Proceeds Funds	851,353	14,554,665	83.8%	17,360,978	2,806,313	12,436,207	89.2%
Food Service Fund	1,334,636	10,871,918	76.0%	14,307,940	3,436,022	7,987,339	71.9%
Community Service Fund	946,765	7,902,513	67.6%	11,687,292	3,784,779	7,823,896	82.2%
General Obligation Bonds Debt Service Fund	-	14,288,674	99.1%	14,413,604	124,930	35,302,665	100.0%
OPEB Debt Service Fund	-	2,720,995	100.0%	2,721,520	525	2,623,860	100.0%
Total Expenditure Operating Budget	27,233,614	229,327,600	70.8%	323,692,612	94,365,012	236,995,454	73.8%
Special Funded Projects (State & Federal)	3,469,715	32,896,158	56.9%	57,808,877	24,912,720	31,569,875	67.3%
Gifts/Fund Raising Clearing/Resale	187,615	1,342,390	59.7%	2,250,000	907,610	1,045,039	64.2%
Student Activities Fund	23,086	155,363	41.4%	375,000	219,637	26,717	27.5%
Total Expenditure Budget	30,914,030	263,721,511	68.7%	\$ 384,126,489	\$ 120,404,978	\$ 269,637,086	73.0%

Non-Budgeted Funds		
Building Construction Fund	340,894	13,946,413
Retirement Incentive Pay Internal Service Fund	-	54,937
Dental Self Insurance Internal Service Fund	172,457	1,610,151
Health Self Insurance Internal Service Fund	615,816	4,937,295
Post-Employment Benefits Revocable Trust Internal Service Fund	-	-
Total Non-Budgeted Funds	1,129,167	20,548,796

Total Expenditure	\$ 32,043,198	\$ 284,270,306
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General Fund - % Comparison of Year to Date with Operating Budget	<u>FY 2022</u> 68.0%	<u>FY 2021</u> 66.3%
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**ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2022
MONTH END APRIL 30, 2022**

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
OPERATING FUNDS					
MN TRUST - PMA	CD	06-07-21	06-07-22	0.060	249,800
MN TRUST - PMA	CD	06-07-21	12-09-22	0.100	249,600
MN TRUST - PMA	CD	08-30-21	08-30-23	0.201	249,742
MN TRUST - PMA	CD	09-29-21	09-23-21	0.201	249,742
MN TRUST - PMA	CD	09-14-21	09-14-22	0.080	5,000,000
MN TRUST - PMA	AGENCY	11-19-21	06-19-23	0.270	1,974,395
MN TRUST - PMA	CD	02-17-22	08-16-22	0.581	5,000,000
MN TRUST - PMA	AGENCY	03-31-22	03-31-23	1.570	1,999,006
MN TRUST - PMA	SDA	04-25-22	04-30-22	0.380	15,000,937
US BANK	TERM SERIES	11-10-21	05-18-22	0.160	5,000,000
US BANK	TERM SERIES	10-13-21	05-12-22	0.080	5,000,000
US BANK	TERM SERIES	10-27-21	10-26-22	0.160	5,000,000
US BANK	TERM SERIES	11-04-21	11-04-22	0.210	10,000,000
US BANK	TERM SERIES	02-15-22	05-16-22	0.400	5,000,000
US BANK	TERM SERIES	02-28-22	06-01-22	0.420	5,000,000
MN TRUST - PMA	SDA	10-30-19	04-30-22	0.150	7,043,539
MN TRUST - PMA	LIMITED TERM DURATION	06-01-17	04-30-22	1.700	19,213,068
US BANK	MONEY MKT		04-30-22	0.290	13,050,593
MN TRUST - PMA	MONEY MKT		04-30-22	0.173	49,299,378
TOTAL OPERATING FUNDS					153,579,800
LONG-TERM FACILITIES MAINTENANCE 2020A BOND					
MN TRUST - PMA	CD	08-25-21	08-25-22	0.101	249,700
MN TRUST - PMA	SDA	04-25-22	04-30-22	0.380	6,000,375
MN TRUST - PMA	MONEY MKT		04-30-22	0.173	522,795
TOTAL LONG-TERM FACILITIES MAINTENANCE 2020A BOND					6,772,870
OPEB REVOCABLE TRUST					
MN TRUST - PMA	CORP. BONDS	02-24-16	02-24-26	4.850	249,805
MN TRUST - PMA	CORP. BONDS	02-25-16	02-10-45	3.700	286,926
MN TRUST - PMA	CORP. BONDS	03-03-16	03-01-46	3.800	199,112
MN TRUST - PMA	CORP. BONDS	04-11-16	01-27-25	2.800	307,761
MN TRUST - PMA	MUNICIPAL	06-22-16	07-01-31	3.800	70,000
MN TRUST - PMA	CORP. BONDS	08-30-16	06-15-35	3.130	573,985
MN TRUST - PMA	CORP. BONDS	09-16-16	10-15-46	3.530	249,362
MN TRUST - PMA	CORP. BONDS	10-12-16	02-21-23	2.260	308,928
MN TRUST - PMA	MUNICIPAL	10-12-16	02-15-37	3.520	49,867
MN TRUST - PMA	MUNICIPAL	10-17-16	08-01-33	3.220	202,265
MN TRUST - PMA	MUNICIPAL	10-17-16	02-15-38	3.560	174,741
MN TRUST - PMA	MUNICIPAL	10-17-16	11-01-37	3.450	140,420
MN TRUST - PMA	MUNICIPAL	10-21-16	05-15-31	3.090	298,551
MN TRUST - PMA	MUNICIPAL	10-25-16	10-01-37	3.190	270,712
MN TRUST - PMA	MUNICIPAL	11-21-16	09-01-24	2.870	150,000
MN TRUST - PMA	CORP. BONDS	01-31-17	03-01-26	3.090	243,333
MN TRUST - PMA	CORP. BONDS	01-31-17	03-01-26	3.640	234,268
MN TRUST - PMA	MUNICIPAL	02-28-17	06-15-32	4.050	216,608
MN TRUST - PMA	AGENCY	03-07-17	05-01-30	3.460	111,405
MN TRUST - PMA	CORP. BONDS	03-09-17	06-15-27	3.250	199,494
MN TRUST - PMA	MUNICIPAL	03-30-17	09-15-30	3.350	148,383
MN TRUST - PMA	MUNICIPAL	04-19-17	02-01-25	3.000	250,000
MN TRUST - PMA	CORP. BONDS	04-28-17	01-15-26	3.180	109,300
MN TRUST - PMA	MUNICIPAL	09-21-17	09-01-28	2.950	200,000
MN TRUST - PMA	CORP. BONDS	09-28-17	10-01-27	3.100	199,932
MN TRUST - PMA	MUNICIPAL	10-12-17	09-15-26	2.960	256,540
MN TRUST - PMA	CORP. BONDS	01-24-18	01-24-39	3.880	250,000
MN TRUST - PMA	CORP. BONDS	01-30-18	02-22-48	3.950	210,584
MN TRUST - PMA	CORP. BONDS	01-30-18	01-23-49	3.910	390,632
MN TRUST - PMA	CORP. BONDS	02-15-18	06-03-26	3.380	286,392
MN TRUST - PMA	CORP. BONDS	02-20-18	03-01-28	3.810	249,833
MN TRUST - PMA	MORTGAGE BACKED SEC	04-06-18	09-25-24	3.170	199,273
MN TRUST - PMA	MORTGAGE BACKED SEC	07-06-18	07-25-24	3.250	226,923
MN TRUST - PMA	CORP. BONDS	08-29-18	04-23-29	4.336	287,550
MN TRUST - PMA	MUNICIPAL	09-27-18	07-01-32	3.770	307,876
MN TRUST - PMA	CORP. BONDS	10-10-18	12-14-35	4.150	254,948
MN TRUST - PMA	CORP. BONDS	10-16-18	10-15-28	4.000	249,755
MN TRUST - PMA	CORP. BONDS	10-23-18	03-01-29	4.020	249,570
MN TRUST - PMA	CORP. BONDS	09-13-19	03-13-51	2.470	297,954
MN TRUST - PMA	MUNICIPAL	10-16-19	05-25-26	2.310	100,000
MN TRUST - PMA	MUNICIPAL	10-03-19	11-01-29	2.320	145,982
MN TRUST - PMA	MUNICIPAL	10-18-19	09-01-24	1.940	99,992
MN TRUST - PMA	MORTGAGE BACKED SEC	10-24-19	07-25-25	2.210	152,992
MN TRUST - PMA	MUNICIPAL	12-10-19	04-01-30	2.610	250,000

**ISD 279 - OSSEO AREA SCHOOLS
CURRENT INVESTMENTS ON HAND
FISCAL YEAR 2022
MONTH END APRIL 30, 2022**

BANK	TYPE	PURCHASED	MATURITY	YIELD	COST
MN TRUST - PMA	MUNICIPAL	01-09-20	11-01-30	2.740	200,000
MN TRUST - PMA	MUNICIPAL	01-03-20	02-15-30	2.700	100,000
MN TRUST - PMA	MORTGAGE BACKED SEC	03-16-20	08-01-24	2.010	249,085
MN TRUST - PMA	CORP. BONDS	01-31-20	02-05-50	3.250	99,961
MN TRUST - PMA	MUNICIPAL	02-27-20	01-01-32	1.810	150,000
MN TRUST - PMA	MORTGAGE BACKED SEC	02-27-20	10-25-27	1.560	96,896
MN TRUST - PMA	MUNICIPAL	10-14-20	06-01-32	1.860	100,000
MN TRUST - PMA	CORP. BONDS	10-08-20	06-30-30	1.320	201,368
MN TRUST - PMA	CORP. BONDS	10-22-20	10-15-30	1.740	199,234
MN TRUST - PMA	MUNICIPAL	10-27-20	08-01-32	1.750	100,000
MN TRUST - PMA	MORTGAGE BACKED SEC	10-15-20	02-26-35	1.650	181,303
MN TRUST - PMA	MUNICIPAL	10-14-20	12-01-35	2.570	169,878
MN TRUST - PMA	MUNICIPAL	11-24-20	10-01-36	1.930	230,715
MN TRUST - PMA	MORTGAGE BACKED SEC	12-10-20	10-25-30	1.190	102,992
MN TRUST - PMA	MUNICIPAL	12-22-20	08-01-36	2.060	100,000
MN TRUST - PMA	MUNICIPAL	12-14-20	02-01-40	2.050	200,740
MN TRUST - PMA	MUNICIPAL	12-22-20	12-01-42	2.340	100,000
MN TRUST - PMA	CORP. BONDS	12-17-20	04-15-26	0.790	54,143
MN TRUST - PMA	MUNICIPAL	01-15-21	04-01-36	2.130	100,000
MN TRUST - PMA	MUNICIPAL	01-27-21	04-01-43	3.280	100,000
MN TRUST - PMA	CORP. BONDS	01-07-21	03-15-31	1.380	248,807
MN TRUST - PMA	MUNICIPAL	01-20-21	05-15-47	2.650	256,740
MN TRUST - PMA	GOVERNMENT	01-11-21	11-20-37	1.630	200,000
MN TRUST - PMA	CORP. BONDS	02-11-21	02-11-31	1.950	100,089
MN TRUST - PMA	CORP. BONDS	02-03-21	06-01-51	3.100	99,944
MN TRUST - PMA	CORP. BONDS	02-26-21	03-15-51	3.260	249,757
MN TRUST - PMA	CORP. BONDS	02-19-21	03-15-51	1.690	198,818
MN TRUST - PMA	CORP. BONDS	03-16-21	04-01-32	2.590	99,570
MN TRUST - PMA	CORP. BONDS	03-22-21	03-22-41	3.400	249,855
MN TRUST - PMA	CORP. BONDS	04-27-21	07-01-53	2.900	185,359
MN TRUST - PMA	CORP. BONDS	06-29-21	07-15-41	0.150	149,172
MN TRUST - PMA	CORP. BONDS	06-08-21	06-08-51	0.150	249,267
MN TRUST - PMA	MUNICIPAL	07-29-21	11-01-31	2.630	200,000
MN TRUST - PMA	MUNICIPAL	07-20-21	08-01-37	1.930	147,342
MN TRUST - PMA	ASSET BACKED SEC	07-28-21	03-05-24	0.600	99,978
MN TRUST - PMA	CORP. BONDS	07-22-21	02-01-52	2.730	297,873
MN TRUST - PMA	CORP. BONDS	08-09-21	08-15-41	2.820	249,237
MN TRUST - PMA	CORP. BONDS	08-31-21	07-15-41	2.670	102,080
MN TRUST - PMA	CORP. BONDS	08-31-21	03-15-32	2.020	252,880
MN TRUST - PMA	CORP. BONDS	09-02-21	06-01-51	3.180	96,947
MN TRUST - PMA	CORP. BONDS	09-07-21	07-10-23	0.170	225,000
MN TRUST - PMA	CORP. BONDS	09-07-21	09-15-51	2.730	248,268
MN TRUST - PMA	CORP. BONDS	09-02-21	08-14-23	0.290	301,227
MN TRUST - PMA	CORP. BONDS	10-28-21	11-02-27	1.880	300,000
MN TRUST - PMA	CORP. BONDS	11-08-21	12-01-28	1.900	109,856
MN TRUST - PMA	CORP. BONDS	11-15-21	11-18-31	2.000	99,487
MN TRUST - PMA	MUNICIPAL	11-10-21	11-01-33	2.200	150,000
MN TRUST - PMA	MORTGAGE BACKED SEC	01-28-22	10-25-25	1.630	300,288
MN TRUST - PMA	CORP. BONDS	01-12-22	08-26-22	0.400	201,808
MN TRUST - PMA	CORP. BONDS	03-15-22	03-15-52	3.820	251,313
MN TRUST - PMA	CORP. BONDS	03-28-22	08-01-22	1.110	373,556
MN TRUST - PMA	CORP. BONDS	04-27-22	08-01-22	1.200	249,207
MN TRUST - PMA	EQUITY		04-30-22	2.140	4,298,704
MN TRUST - PMA	MONEY MKT		04-30-22	0.320	35,743
TOTAL OPEB REVOCABLE TRUST					23,626,438
TOTAL INVESTMENTS					\$ 183,979,108

CD CERTIFICATE OF DEPOSIT FDIC \$250,000
 CN CORPORATE NOTE
 CP COMMERCIAL PAPER

FHLB FEDERAL HOME LOAN BANK
 FHLMC FEDERAL HOME LOAN MORTGAGE CORP.
 FNMA FEDERAL NAT'L MORTGAGE ASS'N.

Monthly Check Register

Fiscal Year	Check Date	Check Number	Transaction Amount	Vendor Number	Vendor Name
22	04/05/2022	724163	\$166.00	C0029	EDUCATION MINNESOTA
22	04/05/2022	724164	\$783.26	C0127	GURSTEL LAW FIRM PA
22	04/05/2022	724165	\$166.39	C0187	INTERNAL REVENUE SERVICE
22	04/05/2022	724166	\$5.00	C0204	ISD 279 - BACKGROUND CHECK
22	04/05/2022	724167	\$1,000.97	C0072	MESSERLI & KRAMER PA
22	04/05/2022	724168	\$7,832.00	C0038	MN TEAMSTERS - LOCAL 320
22	04/05/2022	724169	\$294.00	C0192	OSSEO PRINCIPALS ASSOCIATION
22	04/05/2022	724170	\$465.11	C0053	STEWART ZLIMEN & JUNGERS LTD
22	04/05/2022	724171	\$1,729.70	C0055	TWO SEVENTY NINE FOUNDATION
22	04/05/2022	724172	\$508.62	C0025	UNITED STATES TREASURY
22	04/05/2022	724173	\$960.20	C0037	UNITED WAY OF MPLS
22	04/05/2022	724174	\$522.48	C0127	GURSTEL LAW FIRM PA
22	04/05/2022	724175	\$260.78	C0127	GURSTEL LAW FIRM PA
22	04/05/2022	724176	\$399.41	C0072	MESSERLI & KRAMER PA
22	04/05/2022	724177	\$267.21	C0072	MESSERLI & KRAMER PA
22	04/05/2022	724178	\$334.35	C0072	MESSERLI & KRAMER PA
22	04/05/2022	724179	\$900.00	50774	AC GIRLS HOCKEY BOOSTER CLUB
22	04/05/2022	724180	\$108.00	53221	ANDERSON, BLANE THOMAS
22	04/05/2022	724181	\$2,620.80	12972	APPLE AUTOMATIC FOOD SERVICE
22	04/05/2022	724182	\$3,669.05	08178	ATS&R
22	04/05/2022	724183	\$355.00	D5245	BJORKLUND COMPENSATION CONSULTING
22	04/05/2022	724184	\$852.05	52150	BRAINSTORM BOOKS INC
22	04/05/2022	724185	\$200.00	F3376	BRECHT-WILES, CAROL
22	04/05/2022	724186	\$50.00	00075	BROOKLYN PARK, CITY OF
22	04/05/2022	724187	\$70.31	53223	BROSE, CORRINA
22	04/05/2022	724188	\$110.00	53205	BRYZ-GORNIA, ANN M
22	04/05/2022	724189	\$250.00	53206	BRYZ-GORNIA, CHARLES A
22	04/05/2022	724190	\$770.00	53220	CARLSON, ANDREW DOUGLAS
22	04/05/2022	724191	\$5,125.00	53215	CEV MULTIMEDIA LLC
22	04/05/2022	724192	\$1,346.20	A1948	CUB FOODS BP
22	04/05/2022	724193	\$754.00	15072	D'AMICO CATERING
22	04/05/2022	724194	\$5,100.00	50555	DAY, SANDRA
22	04/05/2022	724195	\$1,035.59	A0142	DOMINO'S PIZZA
22	04/05/2022	724196	\$455.00	50853	DUTCHER, BENJAMIN
22	04/05/2022	724197	\$70.00	51036	EAGAN HS FORENSICS BOOSTERS
22	04/05/2022	724198	\$124.00	F4398	EAST RIDGE HIGH SCHOOL
22	04/05/2022	724199	\$5,320.83	02963	ECOLAB
22	04/05/2022	724200	\$152,072.09	D6455	FIRST STUDENT INC
22	04/05/2022	724201	\$133.92	05000	FLAGHOUSE INC
22	04/05/2022	724202	\$8,778.37	52341	FUTURA LANGUAGE PROFESSIONALS
22	04/05/2022	724203	\$75.00	52044	GEORGAKOPOULOS, TESS
22	04/05/2022	724204	\$184.61	E13679	NANCY L GOETTL
22	04/05/2022	724205	\$13,164.00	52897	GOPHERMODS LLC
22	04/05/2022	724206	\$7,001.50	12997	GRIZZLY INDUSTRIAL INC
22	04/05/2022	724207	\$28,000.00	F4750	HALLBERG ENGINEERING INC
22	04/05/2022	724208	\$2,475.00	53222	HANNA INSTITUTE SUMMIT
22	04/05/2022	724209	\$2,419.38	51935	SKYHAWKS
22	04/05/2022	724210	\$26.80	53228	HOUSE, JENNIFER
22	04/05/2022	724211	\$545.00	52370	IMEG CORP
22	04/05/2022	724212	\$175.00	52464	ROGERS VARSITY GOLF
22	04/05/2022	724213	\$42.00	53227	FOREST LAKE HIGH SCHOOL SPEECH
22	04/05/2022	724214	\$35.00	53227	FOREST LAKE HIGH SCHOOL SPEECH
22	04/05/2022	724215	\$21.00	52560	ST MICHAEL-ALBERTVILLE SPEECH-NSDA
22	04/05/2022	724216	\$456,072.37	A1613	INTERMEDIATE DISTRICT 287
22	04/05/2022	724217	\$175.00	D2314	ISD 112-CHASKA HIGH SCHOOL
22	04/05/2022	724218	\$190.00	13906	ISD 11-ANDOVER HIGH SCHOOL
22	04/05/2022	724219	\$100.00	A0309	ISD 11-BLAINE HIGH SCHOOL
22	04/05/2022	724220	\$350.00	A0309	ISD 11-BLAINE HIGH SCHOOL
22	04/05/2022	724221	\$250.00	A0854	ISD 11-COON RAPIDS HIGH SCHOOL

22	04/05/2022	724222	\$175.00	F5964	ISD 12-CENTENNIAL HIGH SCHOOL
22	04/05/2022	724223	\$53.00	D2677	ISD 196-ROSEMOUNT-APPLE VALLEY-EAGA
22	04/05/2022	724224	\$450.00	D1127	ISD 272-EDEN PRAIRIE SCHOOLS
22	04/05/2022	724225	\$300.00	A5571	ISD 276-MINNETONKA PUBLIC SCHOOLS
22	04/05/2022	724226	\$200.00	A5880	ISD 284-WAYZATA PUBLIC SCHOOLS
22	04/05/2022	724227	\$480.00	D2318	ISD 624-WHITE BEAR LAKE AREA SCHLS
22	04/05/2022	724228	\$350.00	A4396	ISD 728-ELK RIVER AREA SCHOOL DIST
22	04/05/2022	724229	\$200.00	A4396	ISD 728-ELK RIVER AREA SCHOOL DIST
22	04/05/2022	724230	\$150.00	A0623	ISD 831-FOREST LAKE AREA SCHOOLS
22	04/05/2022	724231	\$200.00	A4025	ISD 882-MONTICELLO SCHOOL DISTRICT
22	04/05/2022	724232	\$467.28	E27710	NICOLE Y JOLICOEUR
22	04/05/2022	724233	\$2,280.00	F5461	JUNIOR ACHIEVEMENT
22	04/05/2022	724234	\$648.00	D1660	KEELER, CAREN
22	04/05/2022	724235	\$2,215.33	52122	KEMPS LLC
22	04/05/2022	724236	\$1,110.98	52029	KFI ENGINEERS PC
22	04/05/2022	724237	\$5,171.88	50979	LEE CARLSON CTR FOR MENTAL HEALTH
22	04/05/2022	724238	\$190.00	F1362	LEGACY CHRISTIAN ACADEMY
22	04/05/2022	724239	\$274.95	16747	LEGO EDUCATION
22	04/05/2022	724240	\$1,990.00	07649	MALLOY,MONTAGUE,KARNOWSKI,RADOSEVIC
22	04/05/2022	724241	\$200.00	F5968	MAPLE GROVE COMMUNITY ORG
22	04/05/2022	724242	\$3,526.00	09944	MAPLE GROVE, CITY OF
22	04/05/2022	724243	\$400.00	09944	MAPLE GROVE, CITY OF
22	04/05/2022	724244	\$5,186.26	09944	MAPLE GROVE, CITY OF
22	04/05/2022	724246	\$1,515.25	07513	MENARDS BROOKLYN PARK
22	04/05/2022	724247	\$763.73	26535	MENARDS MAPLE GROVE
22	04/05/2022	724248	\$837.50	07410	MERZER, SHEILA
22	04/05/2022	724249	\$1,350.00	F5623	MIDWEST EDUCATIONAL CONSULTANTS INC
22	04/05/2022	724250	\$350.00	A2532	MINNEAPOLIS ATHENA AWARDS
22	04/05/2022	724251	\$454.50	A2532	MINNEAPOLIS ATHENA AWARDS
22	04/05/2022	724252	\$1,175.00	51028	MN BOYS HS VOLLEYBALL ASSOCIATION
22	04/05/2022	724253	\$731.00	F7358	MN BUSINESS PROFESSIONALS AMERICA
22	04/05/2022	724254	\$340.00	08486	MN STATE HIGH SCHOOL LEAGUE
22	04/05/2022	724255	\$170.00	08486	MN STATE HIGH SCHOOL LEAGUE
22	04/05/2022	724256	\$700.00	A0080	MN ZOO
22	04/05/2022	724257	\$13,000.00	F4260	MORRIS LEATHERMAN COMPANY
22	04/05/2022	724258	\$4,196.50	22123	MUSIC MART INC
22	04/05/2022	724259	\$1,545.00	A0430	MUSIC THEATRE INTERNATIONAL (MTI)
22	04/05/2022	724260	\$165.04	03282	NAPA AUTO PARTS COTTENS INC
22	04/05/2022	724261	\$9,413.75	53199	PROCARE THERAPY
22	04/05/2022	724262	\$1,071.00	D5681	NORTHWEST SUBURBAN CONFERENCE
22	04/05/2022	724263	\$2,250.00	52485	NEXT ADVENTURE COUNSELING CONSULT
22	04/05/2022	724264	\$215.04	F2709	PACIFIC INTERPRETERS INC
22	04/05/2022	724265	\$21.28	F2709	PACIFIC INTERPRETERS INC
22	04/05/2022	724266	\$1,623.00	19934	PAPERCUT SOFTWARE INTERNATL PTY LTD
22	04/05/2022	724267	\$45.00	53213	PARKER, JAMES DEWAYNE RICHARD
22	04/05/2022	724268	\$92.65	E16139	LAURIE K PITTMAN
22	04/05/2022	724269	\$1,449.00	F6236	PLANSOURCE BENEFITS ADMIN INC
22	04/05/2022	724270	\$44,079.25	25239	RAK CONSTRUCTION
22	04/05/2022	724271	\$11.70	52085	RASMUSSEN, MELINDA
22	04/05/2022	724272	\$3,575.00	50706	RATWIK, ROSZAK & MALONEY P.A.
22	04/05/2022	724273	\$1,450.00	A1662	REGION 5AA
22	04/05/2022	724274	\$2,000.00	53132	SKATETIME SCHOOL PROGRAMS
22	04/05/2022	724275	\$206.75	50149	SOMERO, CHRIS
22	04/05/2022	724276	\$35.00	A1147	SOUTH ST PAUL HIGH SCHOOL
22	04/05/2022	724277	\$430.81	17870	SPEECH CORNER
22	04/05/2022	724278	\$500.00	15140	ST CLOUD APOLLO HIGH SCHOOL
22	04/05/2022	724279	\$2,000.00	D2346	ST DAVIDS CTR FOR CHILD&FAMILY DEV
22	04/05/2022	724280	\$5,683.54	F6202	THERAPY TRAVELERS LLC
22	04/05/2022	724281	\$8.80	53224	THOMPSON, BREANNA
22	04/05/2022	724282	\$1,477.40	D2624	THREE RIVERS PARK DISTRICT
22	04/05/2022	724283	\$2,400.00	52773	TRAVIS, JESSICA KAREEN

22	04/05/2022	724284	\$10,558.71	16687	TRIMARK HOCKENBERGS
22	04/05/2022	724285	\$525.00	51448	IHEALTH
22	04/05/2022	724286	\$90.00	51448	IHEALTH
22	04/05/2022	724287	\$285.00	F3338	TWINS BALLPARK LLC
22	04/05/2022	724288	\$785.00	F3338	TWINS BALLPARK LLC
22	04/05/2022	724289	\$800.00	00404	UNITED STATES POSTAL SERVICES
22	04/05/2022	724290	\$75.00	00576	UNIVERSITY OF MINNESOTA
22	04/05/2022	724291	\$10.00	53229	YANG, LEOUL
22	04/05/2022	724292	\$1,000.00	53225	YANG, TZER FUE TONG
22	04/12/2022	724293	\$20,342.55	26532	A TO G MUSIC
22	04/12/2022	724294	\$1,556.91	51810	ADVANCE TERRAZZO & TILE CO INC
22	04/12/2022	724295	\$795.00	51959	ARC DOCUMENT SOLUTIONS LLC
22	04/12/2022	724296	\$4,795.90	F5227	AVANT ASSESSMENT LLC
22	04/12/2022	724297	\$3,000.00	53230	BACKBLAZE INC
22	04/12/2022	724298	\$200.00	F0088	BLACKHAWK, BRADLEY
22	04/12/2022	724299	\$1,709.10	26575	BRADY WORLDWIDE INC
22	04/12/2022	724300	\$3,000.00	52892	STORYBOARD FILMS
22	04/12/2022	724301	\$3,320.75	00075	BROOKLYN PARK, CITY OF
22	04/12/2022	724302	\$25,523.91	53089	ICS CONSULTING LLC
22	04/12/2022	724303	\$172.95	F7479	CAFE ZUPAS
22	04/12/2022	724304	\$3,078.00	05715	CENGAGE LEARNING
22	04/12/2022	724305	\$3,690.00	F5399	COLLEGE ENTRANCE EXAMINATION BOARD
22	04/12/2022	724306	\$256.00	F5399	COLLEGE ENTRANCE EXAMINATION BOARD
22	04/12/2022	724307	\$1,130.97	F5864	CAPSTONE PRESS
22	04/12/2022	724308	\$175.95	18223	CUSTOM EDUCATION SOLUTIONS
22	04/12/2022	724309	\$2,100.00	50555	DAY, SANDRA
22	04/12/2022	724310	\$13,524.00	52369	DOCUSIGN INC
22	04/12/2022	724311	\$277.15	A0142	DOMINO'S PIZZA
22	04/12/2022	724312	\$113.60	18087	EASY GRAMMAR
22	04/12/2022	724313	\$390.93	00619	FERRELLGAS
22	04/12/2022	724314	\$45.00	26509	FIRST CHOICE UNIFORMS & PROMO PROD
22	04/12/2022	724317	\$42,079.26	D6455	FIRST STUDENT INC
22	04/12/2022	724318	\$200.00	50103	FLAMMOND, MICHAEL
22	04/12/2022	724319	\$2,212.00	17029	FLIGHT DECK ATHLETICS
22	04/12/2022	724320	\$626.92	53033	FOLLETT CONTENT SOLUTIONS LLC
22	04/12/2022	724321	\$180.00	06978	FORKLIFTS OF MINNESOTA INC
22	04/12/2022	724322	\$45.92	22068	FUN EXPRESS LLC
22	04/12/2022	724323	\$118.00	F4085	GAVIC, MARK
22	04/12/2022	724324	\$4,363.55	09911	GENERAL PARTS LLC
22	04/12/2022	724325	\$6,378.20	18537	GLOBAL COMMUNICATIONS
22	04/12/2022	724326	\$6,030.00	14013	GOOD NEWS TOUR & TRAVEL INC
22	04/12/2022	724327	\$300.00	20326	HENNEPIN THEATRE TRUST
22	04/12/2022	724328	\$8,037.00	50945	HOLT TOUR & CHARTER INC
22	04/12/2022	724329	\$700.04	16944	HORIZON COMMERCIAL POOL SUPPLY
22	04/12/2022	724330	\$68.95	15872	IDENTISYS INC
22	04/12/2022	724331	\$2,105.00	F3930	INFORMATION & TECH EDUCATORS OF MN
22	04/12/2022	724332	\$23,011.71	17401	INNOVATIVE OFFICE SOLUTIONS
22	04/12/2022	724333	\$369.00	16602	INTERNATIONAL BACCALAUREATE AMERICA
22	04/12/2022	724334	\$839.00	18609	IXL LEARNING INC
22	04/12/2022	724335	\$1,522.30	53163	J & J ATHLETICS LLC
22	04/12/2022	724336	\$250.00	F3136	JAMES SPOTTED THUNDER
22	04/12/2022	724337	\$459.74	00233	KILLMER ELECTRIC CO INC
22	04/12/2022	724338	\$8,779.56	04488	K-LOG INC
22	04/12/2022	724339	\$93.75	50979	LEE CARLSON CTR FOR MENTAL HEALTH
22	04/12/2022	724340	\$3,298.50	16747	LEGO EDUCATION
22	04/12/2022	724341	\$20.00	07396	LYNDE & MCLEOD INC
22	04/12/2022	724342	\$1,590.00	A0505	MAAP
22	04/12/2022	724343	\$17,315.00	A0373	MAPLE GROVE PARK & RECREATION
22	04/12/2022	724344	\$9,240.00	51458	FLEXIBLE MATH CONCEPTS
22	04/12/2022	724345	\$182.29	07513	MENARDS BROOKLYN PARK
22	04/12/2022	724346	\$118.44	26535	MENARDS MAPLE GROVE

22	04/12/2022	724347	\$35,420.08	16836	METROPOLITAN TRANSPORTATION NETWORK
22	04/12/2022	724348	\$223.75	52345	MICHAELS STORES INC & SUBS
22	04/12/2022	724349	\$4,160.00	13676	MINNEAPOLIS CONVENTION CENTER
22	04/12/2022	724350	\$8,995.50	18786	NAGIOS ENTERPRISES INC
22	04/12/2022	724351	\$200.00	F1649	NECKLACE, KRISTA
22	04/12/2022	724352	\$745.00	07299	NEWARK ELEMENT 14
22	04/12/2022	724353	\$523,125.00	D4539	NORTH HENNEPIN COMMUNITY COLLEGE
22	04/12/2022	724354	\$2,248.40	04043	OFFICE DEPOT
22	04/12/2022	724355	\$5,474.00	26568	OFFICE LIQUIDATORS
22	04/12/2022	724356	\$608.64	00475	NCS PEARSON INC
22	04/12/2022	724357	\$200,000.00	53240	POWER AD CO / SIDE EFFECTS INC
22	04/12/2022	724358	\$6,149.98	50305	PUSH PEDAL PULL INC
22	04/12/2022	724359	\$742.50	02381	REALLY GOOD STUFF
22	04/12/2022	724360	\$3,700.00	A1662	REGION 5AA
22	04/12/2022	724361	\$3,380.00	A1662	REGION 5AA
22	04/12/2022	724362	\$2,015.00	A1662	REGION 5AA
22	04/12/2022	724363	\$2,930.00	A1662	REGION 5AA
22	04/12/2022	724364	\$3,240.00	A3518	RIESGRAF, KIM
22	04/12/2022	724365	\$30.00	E29635	KARI E H ROLL
22	04/12/2022	724366	\$1,000.00	52413	ADS ON BOARDS
22	04/12/2022	724367	\$160.31	08891	S&S WORLDWIDE
22	04/12/2022	724368	\$1,377.50	16777	SCHADEGG MECHANICAL INC
22	04/12/2022	724369	\$459.35	52245	SCHOOL SPECIALTY LLC
22	04/12/2022	724370	\$266.50	26592	SHRED-N-GO
22	04/12/2022	724371	\$74.10	08598	SOUTHPAW ENTERPRISES INC
22	04/12/2022	724372	\$297.90	17870	SPEECH CORNER
22	04/12/2022	724373	\$105.00	F0480	SUBURBAN LAW ENFORCEMENT ASSOC
22	04/12/2022	724374	\$196.00	52816	TFD UNLIMITED LLC
22	04/12/2022	724375	\$13,050.00	F3933	TRANSFINDER
22	04/12/2022	724376	\$29,420.91	D6150	TRANSPORTATION PLUS INC
22	04/12/2022	724377	\$390.00	08752	TWIN CITY GARAGE DOOR
22	04/12/2022	724378	\$3,500.00	53234	COURTYARDS OF ANDOVER
22	04/12/2022	724379	\$309.01	16430	UNITED REFRIGERATION INC
22	04/12/2022	724380	\$200.00	F0855	WHITEMAN, SAMANTHA
22	04/12/2022	724381	\$621.00	01359	WILSON LANGUAGE TRAINING
22	04/12/2022	724382	\$98.97	00642	WOODWIND & BRASSWIND
22	04/20/2022	724383	\$87.52	C0190	DS ERICKSON & ASSOCIATES PLLC
22	04/20/2022	724384	\$165.00	C0029	EDUCATION MINNESOTA
22	04/20/2022	724385	\$737.47	C0127	GURSTEL LAW FIRM PA
22	04/20/2022	724386	\$214.99	C0127	GURSTEL LAW FIRM PA
22	04/20/2022	724387	\$522.48	C0127	GURSTEL LAW FIRM PA
22	04/20/2022	724388	\$1,041.58	C0072	MESSERLI & KRAMER PA
22	04/20/2022	724389	\$388.13	C0072	MESSERLI & KRAMER PA
22	04/20/2022	724390	\$216.91	C0072	MESSERLI & KRAMER PA
22	04/20/2022	724391	\$436.54	C0072	MESSERLI & KRAMER PA
22	04/20/2022	724392	\$294.00	C0192	OSSEO PRINCIPALS ASSOCIATION
22	04/20/2022	724393	\$90.00	C0096	OSSEO SCHOOL NUTRITION ASSOCIATION
22	04/20/2022	724394	\$632.61	C0053	STEWART ZLIMEN & JUNGERS LTD
22	04/20/2022	724395	\$1,717.70	C0055	TWO SEVENTY NINE FOUNDATION
22	04/20/2022	724396	\$343.54	C0025	UNITED STATES TREASURY
22	04/20/2022	724397	\$960.20	C0037	UNITED WAY OF MPLS
22	04/20/2022	724398	\$425.00	D8728	4 ACE PRODUCTIONS INC
22	04/20/2022	724399	\$887.48	A0389	ALEXANDRIA TECHNICAL COLLEGE
22	04/20/2022	724400	\$360.00	52862	INCUBATE TO INNOVATE
22	04/20/2022	724401	\$201.76	00271	APPLIED INDUSTRIAL TECHNOLOGIES
22	04/20/2022	724402	\$4,240.90	F4899	ARVIG
22	04/20/2022	724403	\$1,775.00	15812	AUTISM SOCIETY OF MINNESOTA
22	04/20/2022	724404	\$1,775.00	15812	AUTISM SOCIETY OF MINNESOTA
22	04/20/2022	724405	\$900.00	A3425	BAKKEN MUSEUM
22	04/20/2022	724406	\$314.00	16894	BARCODES LLC
22	04/20/2022	724407	\$34,298.48	F6279	BCI CONSTRUCTION INC

22	04/20/2022	724408	\$68.23	50663	BOUND TO STAY BOUND BOOKS INC
22	04/20/2022	724409	\$1,346.25	00075	BROOKLYN PARK, CITY OF
22	04/20/2022	724410	\$100.00	F5039	BUTLER, DORI HILLESTAD
22	04/20/2022	724411	\$7,290.00	53068	CATALYST SOURCING SOLUTIONS
22	04/20/2022	724412	\$3,384.57	00270	CENTERPOINT ENERGY
22	04/20/2022	724413	\$267.46	00270	CENTERPOINT ENERGY
22	04/20/2022	724414	\$51,576.56	00270	CENTERPOINT ENERGY
22	04/20/2022	724415	\$226.30	F0039	CENTURYLINK
22	04/20/2022	724416	\$579.11	F0039	CENTURYLINK
22	04/20/2022	724417	\$50.00	18415	CHAMPLIN ATHLETICS
22	04/20/2022	724419	\$3,825.01	07933	CINTAS CORPORATION NO 2
22	04/20/2022	724420	\$67.44	51086	CONDE SYSTEMS INC
22	04/20/2022	724421	\$4,770.03	52467	CONSOLIDATED COMMUNICATIONS
22	04/20/2022	724422	\$112.50	53246	COOMBES, DIANE KATHERINE
22	04/20/2022	724423	\$646.04	A1948	CUB FOODS BP
22	04/20/2022	724424	\$1,553.31	18223	CUSTOM EDUCATION SOLUTIONS
22	04/20/2022	724425	\$247.19	E32275	MIKAYLA OLSON
22	04/20/2022	724426	\$101.00	53109	DANNER, NOAH
22	04/20/2022	724427	\$21.16	00128	DEAN'S SUPER MARKET
22	04/20/2022	724428	\$82.00	F7486	DELGADO, MICHAEL
22	04/20/2022	724429	\$56.75	A0142	DOMINO'S PIZZA
22	04/20/2022	724430	\$19,737.35	F7373	EMC INSURANCE COMPANY
22	04/20/2022	724431	\$2,400.00	52994	FERGIE'S SOCCER ACADEMY
22	04/20/2022	724432	\$49.45	18528	FINKEN WATER CENTERS
22	04/20/2022	724433	\$925,797.64	D6455	FIRST STUDENT INC
22	04/20/2022	724434	\$17,488.63	18578	FLAGSHIP RECREATION
22	04/20/2022	724435	\$15,900.00	18797	FLICEK WELDING
22	04/20/2022	724436	\$75.00	17029	FLIGHT DECK ATHLETICS
22	04/20/2022	724437	\$323.30	53033	FOLLETT CONTENT SOLUTIONS LLC
22	04/20/2022	724438	\$89.00	53113	FOSSUM, NICHOLAS
22	04/20/2022	724439	\$690.50	22068	FUN EXPRESS LLC
22	04/20/2022	724440	\$5,257.08	09911	GENERAL PARTS LLC
22	04/20/2022	724441	\$548.81	A0232	GODFATHERS PIZZA
22	04/20/2022	724442	\$565.95	04560	GOLD MEDAL
22	04/20/2022	724443	\$11,010.00	52897	GOPHERMODS LLC
22	04/20/2022	724444	\$30.00	52935	J GRAMMOND PHOTOGRAPHY
22	04/20/2022	724445	\$3,032.29	52466	GRANITE TELECOMMUNICATIONS LLC
22	04/20/2022	724446	\$14.19	08395	GRAYBAR ELECTRIC CO INC
22	04/20/2022	724447	\$244.33	00193	GROTH MUSIC COMPANY
22	04/20/2022	724448	\$247.86	00528	GROVE NURSERY CENTER
22	04/20/2022	724449	\$7,000.00	F4750	HALLBERG ENGINEERING INC
22	04/20/2022	724450	\$1,359.36	20217	HAWKINS INC
22	04/20/2022	724451	\$132.00	51456	HOSA - FUTURE HEALTH PROFESSIONALS
22	04/20/2022	724452	\$80.40	E28419	CARLA M HECKATHORNE
22	04/20/2022	724453	\$18,889.26	00079	HENNEPIN COUNTY TREASURER
22	04/20/2022	724454	\$101.00	52396	HENNING, RYAN
22	04/20/2022	724455	\$1,084.32	51768	HERITAGE LANDSCAPE SUPPLY GROUP INC
22	04/20/2022	724456	\$5,435.98	F2320	HOUSE OF PRINT
22	04/20/2022	724457	\$101.00	F5718	HOVDE, DAVID
22	04/20/2022	724458	\$8.55	53244	HUBER, JULIE
22	04/20/2022	724459	\$903.53	53241	SCHOOL LIFE
22	04/20/2022	724460	\$335.00	F3930	INFORMATION & TECH EDUCATORS OF MN
22	04/20/2022	724461	\$1,913.55	17401	INNOVATIVE OFFICE SOLUTIONS
22	04/20/2022	724462	\$750.00	A1613	INTERMEDIATE DISTRICT 287
22	04/20/2022	724463	\$39.00	A0609	ISD 14-FRIDLEY PUBLIC SCHOOLS
22	04/20/2022	724464	\$450.00	50394	ISD 273-EDINA PUBLIC SCHOOLS
22	04/20/2022	724465	\$300.00	A1089	ISD 623-ROSEVILLE AREA SCHOOLS
22	04/20/2022	724466	\$175.00	50440	ISD 728-ELK RIVER AREA SCHOOL DIST
22	04/20/2022	724467	\$150.00	A2088	ISD 911-CAMBRIDGE-ISANTI
22	04/20/2022	724468	\$82.00	51077	JEAN, BRUCE
22	04/20/2022	724469	\$148.18	18598	JERRY'S HARDWARE

22	04/20/2022	724470	\$624.47	07054	KAPLAN EARLY LEARNING
22	04/20/2022	724471	\$656.40	52122	KEMPS LLC
22	04/20/2022	724472	\$3,006.26	52029	KFI ENGINEERS PC
22	04/20/2022	724473	\$998.00	F2800	KIDZART
22	04/20/2022	724474	\$165.00	D7506	KNUTSEN, ERIC
22	04/20/2022	724475	\$101.00	53235	KOSTE, BRIAN MICHAEL
22	04/20/2022	724476	\$82.00	D6992	LANDY, SCOTT
22	04/20/2022	724477	\$82.00	D1776	LARKIN, PETER J
22	04/20/2022	724478	\$589.59	12415	LEARNING RESOURCES & EDUC INSIGHTS
22	04/20/2022	724479	\$127.70	53245	LEE, PANGDA
22	04/20/2022	724480	\$54.50	22102	LIONS QUEST
22	04/20/2022	724481	\$101.00	F0365	LOVAS, MIKE
22	04/20/2022	724482	\$120.00	15568	MACMH
22	04/20/2022	724483	\$3,585.00	50195	ZOHO CORP #4926
22	04/20/2022	724484	\$5,722.44	13014	MAPLE GROVE COMMUNITY CENTER
22	04/20/2022	724485	\$300.00	09944	MAPLE GROVE, CITY OF
22	04/20/2022	724486	\$700.00	09944	MAPLE GROVE, CITY OF
22	04/20/2022	724487	\$36,762.35	09944	MAPLE GROVE, CITY OF
22	04/20/2022	724488	\$500.00	09944	MAPLE GROVE, CITY OF
22	04/20/2022	724489	\$61.76	F5078	MCMMASTER-CARR SUPPLY COMPANY
22	04/20/2022	724491	\$1,555.20	07513	MENARDS BROOKLYN PARK
22	04/20/2022	724492	\$3,350.27	26535	MENARDS MAPLE GROVE
22	04/20/2022	724493	\$350.00	A2532	MINNEAPOLIS ATHENA AWARDS
22	04/20/2022	724494	\$110.00	D1176	SPECIAL SCHOOL DISTRICT 1
22	04/20/2022	724495	\$101.00	51317	MITTELSTAEDT, MICHAEL
22	04/20/2022	724496	\$157.50	A2683	MN CHILDREN'S MUSEUM
22	04/20/2022	724497	\$2,652,758.82	C0183	MN PEIP
22	04/20/2022	724498	\$100.00	A4794	MN POLLUTION CONTROL AGENCY
22	04/20/2022	724499	\$456.00	A0080	MN ZOO
22	04/20/2022	724500	\$82.00	F2611	MULDER, JOHN
22	04/20/2022	724501	\$157.65	03282	NAPA AUTO PARTS COTTENS INC
22	04/20/2022	724502	\$236.00	01723	NATL ASSOC OF SCHOOL PSYCHOLOGISTS
22	04/20/2022	724503	\$3,400.00	53199	PROCARE THERAPY
22	04/20/2022	724504	\$3,000.00	D4539	NORTH HENNEPIN COMMUNITY COLLEGE
22	04/20/2022	724505	\$3,565.00	53128	NORTHWEST PASSAGE LTD
22	04/20/2022	724506	\$60.00	D4374	NOVAK, JANICE
22	04/20/2022	724507	\$600.00	53232	O DWYER, BRIAN P
22	04/20/2022	724508	\$3,138.00	26568	OFFICE LIQUIDATORS
22	04/20/2022	724509	\$2,787.60	F2709	PACIFIC INTERPRETERS INC
22	04/20/2022	724510	\$82.00	53069	PARPART, NATHAN
22	04/20/2022	724511	\$4,525.00	A0424	PASCOE, DONALD
22	04/20/2022	724512	\$82.00	F5837	PRICE, RACHEL
22	04/20/2022	724513	\$80.00	F4343	QUEST DIAGNOSTICS
22	04/20/2022	724514	\$11,830.00	03011	BAYFIELD FRUIT COMPANY LLC
22	04/20/2022	724515	\$6,527.79	25239	RAK CONSTRUCTION
22	04/20/2022	724516	\$397.52	02381	REALLY GOOD STUFF
22	04/20/2022	724517	\$245.69	20028	RED WING SHOE STORE
22	04/20/2022	724518	\$101.00	F5056	RUDOLPH, MICHAEL
22	04/20/2022	724519	\$850.00	52343	RUPP, JAY
22	04/20/2022	724520	\$990.00	D3570	RUSH CREEK GOLF CLUB
22	04/20/2022	724521	\$202.00	53130	RUTTEN, JASON JOHN
22	04/20/2022	724522	\$640.00	D1512	SANDINO, JEFFREY
22	04/20/2022	724523	\$2,619.60	52245	SCHOOL SPECIALTY LLC
22	04/20/2022	724524	\$82.00	D8605	SCHREPFER, ANTHONY
22	04/20/2022	724525	\$120.00	F5160	SHERMAN, JULIE
22	04/20/2022	724526	\$45.00	53236	SMITH, LOGAN
22	04/20/2022	724527	\$101.00	D6566	SMITH, MICHAEL W
22	04/20/2022	724528	\$1,590.00	F3789	SOTA SHOP
22	04/20/2022	724529	\$150.00	F1104	SPECTRUM HIGH SCHOOL
22	04/20/2022	724530	\$256.92	17870	SPEECH CORNER
22	04/20/2022	724531	\$101.00	53061	SPENCE, KEVIN

22	04/20/2022	724532	\$2,437.50	D2346	ST DAVIDS CTR FOR CHILD&FAMILY DEV
22	04/20/2022	724533	\$202.00	52387	ST.PETER, BILL
22	04/20/2022	724534	\$90.00	F0381	STOKER, JENNIFER
22	04/20/2022	724535	\$2,309.50	F6202	THERAPY TRAVELERS LLC
22	04/20/2022	724536	\$5,320.00	02008	TILSNER CARTON COMPANY
22	04/20/2022	724537	\$880.00	52495	TIMM, AMY L
22	04/20/2022	724538	\$150.00	F5643	TOP TIER
22	04/20/2022	724539	\$12,784.54	09696	TWIN CITY HARDWARE
22	04/20/2022	724540	\$4,725.00	18909	USA SAFETY SUPPLY CORPORATION
22	04/20/2022	724541	\$82.00	50093	WASHINGTON, ROBERT
22	04/20/2022	724542	\$1,326.60	F4905	WELLS, BRANDON
22	04/20/2022	724543	\$118.00	53239	WIGLEY, JOSH
22	04/20/2022	724544	\$1,274.40	01359	WILSON LANGUAGE TRAINING
22	04/20/2022	724545	\$101.00	51314	WITTEBORG, NORMAN
22	04/20/2022	724546	\$118.00	53147	WITTERSCHEIN, JOSEPH JOHN
22	04/20/2022	724547	\$540.26	00642	WOODWIND & BRASSWIND
22	04/20/2022	724549	\$208,067.72	00300	XCEL ENERGY
22	04/20/2022	724550	\$160.00	51293	X-GOLF CHAMPLIN
22	04/20/2022	724551	\$140.00	F2376	XIONG, KA ZOUA
22	04/27/2022	724552	\$58.00	F6091	ALVIN, ZACH
22	04/27/2022	724553	\$129.04	52844	AMAZON CAPITAL SERVICES INC
22	04/27/2022	724554	\$14,273.49	51808	SYMMETRY ENERGY SOLUTIONS LLC
22	04/27/2022	724555	\$76,661.50	51808	SYMMETRY ENERGY SOLUTIONS LLC
22	04/27/2022	724556	\$7,603.94	51808	SYMMETRY ENERGY SOLUTIONS LLC
22	04/27/2022	724557	\$7,983.05	51808	SYMMETRY ENERGY SOLUTIONS LLC
22	04/27/2022	724558	\$1,256.00	16894	BARCODES LLC
22	04/27/2022	724559	\$75.00	A1687	BARKER, CURTIS N
22	04/27/2022	724560	\$112.46	09919	BARTON SAND & GRAVEL CO
22	04/27/2022	724561	\$200.00	F0088	BLACKHAWK, BRADLEY
22	04/27/2022	724562	\$400.00	F0088	BLACKHAWK, BRADLEY
22	04/27/2022	724563	\$385.00	F7404	BURNEVIK, MEEGHAN
22	04/27/2022	724564	\$478.50	53264	CAMPBELL KNUTSON
22	04/27/2022	724565	\$58.00	F5632	CAMPBELL, BENTON
22	04/27/2022	724566	\$6,264.85	50867	CAPI USA
22	04/27/2022	724567	\$55,390.50	05715	CENGAGE LEARNING
22	04/27/2022	724568	\$880.00	A0035	CHILDRENS THEATRE COMPANY
22	04/27/2022	724569	\$83.00	53258	CHLAN, ETHAN
22	04/27/2022	724570	\$2,050.00	A1081	COMPAS, INC
22	04/27/2022	724571	\$141.00	F3999	CONNOR, JOSEPH
22	04/27/2022	724572	\$13.17	F5864	CAPSTONE PRESS
22	04/27/2022	724573	\$75.00	11256	DANIEL, THOMAS A
22	04/27/2022	724574	\$500.00	13463	DESJARLAIT, MIZIWAY
22	04/27/2022	724575	\$2,400.00	13463	DESJARLAIT, MIZIWAY
22	04/27/2022	724576	\$200.00	D8583	DESJARLAIT, ROBERT
22	04/27/2022	724577	\$101.00	53249	DEWYRE, SCOTT
22	04/27/2022	724578	\$39.70	A0142	DOMINO'S PIZZA
22	04/27/2022	724579	\$75.00	53257	DOTY, BRIAN R
22	04/27/2022	724580	\$83.00	53254	DURBIN, JAY P
22	04/27/2022	724581	\$1,999.26	02963	ECOLAB
22	04/27/2022	724582	\$83.00	F2534	EICHACKER, ERIC
22	04/27/2022	724583	\$3,000.00	51461	FAIRBANKS, ARLENE
22	04/27/2022	724584	\$550.00	F6041	FERGUS, DAVID
22	04/27/2022	724585	\$200.00	50103	FLAMMOND, MICHAEL
22	04/27/2022	724586	\$400.00	50103	FLAMMOND, MICHAEL
22	04/27/2022	724587	\$83.00	50454	FLEISCHMAN, GREG
22	04/27/2022	724588	\$11,084.89	52191	RTA TIMBERLAND LLC
22	04/27/2022	724589	\$192.81	07236	TEACHER CREATED MATERIALS
22	04/27/2022	724590	\$141.00	52474	FRISCHMAN, JAY R
22	04/27/2022	724591	\$75.00	F4085	GAVIC, MARK
22	04/27/2022	724592	\$580.37	50226	ACCO BRANDS USA LLC
22	04/27/2022	724593	\$1,941.59	09911	GENERAL PARTS LLC

22	04/27/2022	724594	\$668.00	18537	GLOBAL COMMUNICATIONS
22	04/27/2022	724595	\$1,172.90	04560	GOLD MEDAL
22	04/27/2022	724596	\$134.60	08395	GRAYBAR ELECTRIC CO INC
22	04/27/2022	724597	\$25.72	E27059	JAMES GREELEY
22	04/27/2022	724598	\$83.00	50902	GRENGS, TROY
22	04/27/2022	724599	\$4,000.00	53261	HARTWIG, SHANNON
22	04/27/2022	724600	\$2,025.00	A0084	HENNEPIN TECHNICAL COLLEGE
22	04/27/2022	724601	\$75.00	53251	HICKLE, CHRISTOPHER DAVID
22	04/27/2022	724602	\$145.40	51768	HERITAGE LANDSCAPE SUPPLY GROUP INC
22	04/27/2022	724603	\$83.00	52476	HOYE, THOMAS
22	04/27/2022	724604	\$210.00	52464	ROGERS VARSITY GOLF
22	04/27/2022	724605	\$19,043.35	17401	INNOVATIVE OFFICE SOLUTIONS
22	04/27/2022	724606	\$32.50	A0609	ISD 14-FRIDLEY PUBLIC SCHOOLS
22	04/27/2022	724607	\$1,461.93	53193	J APPLESEED INC
22	04/27/2022	724608	\$250.00	F3136	JAMES SPOTTED THUNDER
22	04/27/2022	724609	\$600.00	F3136	JAMES SPOTTED THUNDER
22	04/27/2022	724610	\$87.31	E27136	LARA D JOHNSON
22	04/27/2022	724611	\$1,202.82	52122	KEMPS LLC
22	04/27/2022	724612	\$1,372.00	F2800	KIDZART
22	04/27/2022	724613	\$2,500.00	F4340	KIEL, ADAM
22	04/27/2022	724614	\$965.64	12415	LEARNING RESOURCES & EDUC INSIGHTS
22	04/27/2022	724615	\$1,600.00	A2966	LEGIONVILLE
22	04/27/2022	724616	\$99,806.65	51592	MADISON NATIONAL LIFE INSURANCE CO
22	04/27/2022	724617	\$1,980.00	A0373	MAPLE GROVE PARK & RECREATION
22	04/27/2022	724618	\$210.74	07513	MENARDS BROOKLYN PARK
22	04/27/2022	724619	\$328.46	26535	MENARDS MAPLE GROVE
22	04/27/2022	724620	\$110.00	A0504	MN DEPT OF LABOR & INDUSTRY
22	04/27/2022	724621	\$1,100.00	A4149	MN LANDSCAPE ARBORETUM
22	04/27/2022	724622	\$913.95	A4794	MN POLLUTION CONTROL AGENCY
22	04/27/2022	724623	\$61.72	03282	NAPA AUTO PARTS COTTENS INC
22	04/27/2022	724624	\$192.00	04368	NATIONAL SCIENCE TEACHERS ASSOC
22	04/27/2022	724625	\$200.00	F1649	NECKLACE, KRISTA
22	04/27/2022	724626	\$400.00	F1649	NECKLACE, KRISTA
22	04/27/2022	724627	\$3,850.00	E28113	ETHAN NEERDAELS
22	04/27/2022	724628	\$35.40	53259	NEI, CORIN
22	04/27/2022	724629	\$1,600.00	09234	NEW READERS PRESS
22	04/27/2022	724630	\$201.60	07299	NEWARK ELEMENT 14
22	04/27/2022	724631	\$99,159.00	D8985	NORTHWEST SUBURBAN INTEGRATION
22	04/27/2022	724632	\$7,100.18	F3621	PHOENIX SCHOOL COUNSELING LLC
22	04/27/2022	724633	\$18,297.57	25239	RAK CONSTRUCTION
22	04/27/2022	724634	\$512.86	02381	REALLY GOOD STUFF
22	04/27/2022	724635	\$83.00	D1391	RIES, ROB
22	04/27/2022	724636	\$10,455.00	F4478	SAFEWAY DRIVING SCHOOL
22	04/27/2022	724637	\$83.00	F5265	SARFITY, JOSHUA
22	04/27/2022	724638	\$83.00	F7344	SEVICK, CRAIG
22	04/27/2022	724639	\$133.25	26592	SHRED-N-GO
22	04/27/2022	724640	\$366.88	52193	SOAR LEARNING INC
22	04/27/2022	724641	\$245.00	F3789	SOTA SHOP
22	04/27/2022	724642	\$83.00	F3268	SOUERS, RANDY
22	04/27/2022	724643	\$15,255.88	08732	SOURCEWELL TECHNOLOGY
22	04/27/2022	724644	\$103.00	A1147	SOUTH ST PAUL HIGH SCHOOL
22	04/27/2022	724645	\$240.00	53231	ST PETER, NICHOLAS JAMES
22	04/27/2022	724646	\$954.82	51745	SUNDANCE ENTERTAINMENT LLC
22	04/27/2022	724647	\$1,861.82	A0559	TEACHER RETIREMENT ASSOCIATION
22	04/27/2022	724648	\$3,053.50	F6202	THERAPY TRAVELERS LLC
22	04/27/2022	724649	\$225.00	19874	TOTAL REGISTRATION LLC
22	04/27/2022	724650	\$1,189.06	20241	TRAFFIC SAFETY STORE
22	04/27/2022	724651	\$54,376.25	D6150	TRANSPORTATION PLUS INC
22	04/27/2022	724652	\$1,674.30	18909	USA SAFETY SUPPLY CORPORATION
22	04/27/2022	724653	\$1,000.00	F0855	WHITEMAN, SAMANTHA
22	04/27/2022	724654	\$1,000.00	F0855	WHITEMAN, SAMANTHA

22	04/27/2022	724655	\$1,000.00	F0855	WHITEMAN, SAMANTHA
22	04/27/2022	724656	\$200.00	F0855	WHITEMAN, SAMANTHA
22	04/27/2022	724657	\$400.00	F0855	WHITEMAN, SAMANTHA
22	04/27/2022	724658	\$75.00	53252	WYLDE, JOHN R
22	04/27/2022	724659	\$7,475.43	00300	XCEL ENERGY
22	04/27/2022	724660	\$75.00	53253	YOUNGQUIST, THOMAS
		Vendor Checks Subtotal	\$6,698,471.30		
22	04/05/2022	P402919	\$2,051.30	08889	BARNES & NOBLE
22	04/05/2022	P402920	\$3,245.00	F6095	BOOMERANG PROJECT
22	04/05/2022	P402921	\$593.90	00142	CONTINENTAL CLAY
22	04/05/2022	P402923	\$2,594.00	A3975	CUB FOODS MAPLE GROVE
22	04/05/2022	P402924	\$1,524.42	F5616	CUB FOODS BROOKLYN PARK NORTH
22	04/05/2022	P402925	\$4,863.16	18358	HOUGHTON MIFFLIN HARCOURT
22	04/05/2022	P402926	\$489.92	12617	2ND WIND EXERCISE EQUIPMENT
22	04/05/2022	P402927	\$1,029.08	00228	KARLSBURGER FOODS INC
22	04/05/2022	P402928	\$567.00	F2809	KIDCREATE STUDIO
22	04/05/2022	P402929	\$219.10	00273	MINNESOTA CLAY
22	04/05/2022	P402930	\$392.00	D0655	MINNESOTA HISTORICAL SOCIETY
22	04/05/2022	P402931	\$1,499.00	22087	SAFETYFIRST SPECIALTY CONTRACTING
22	04/05/2022	P402932	\$345.56	51552	SAVVAS LEARNING COMPANY LLC
22	04/05/2022	P402933	\$2,892.29	04812	SCHOLASTIC INC
22	04/05/2022	P402934	\$81.18	00331	SUN PUBLICATIONS
22	04/05/2022	P402935	\$2,832.00	F4765	AT YOUTH PROGRAMS
22	04/05/2022	P402936	\$563.39	12744	THERAPY SHOPPE
22	04/05/2022	P402937	\$7,613.87	18228	TREMCO/WEATHERPROOFING TECH INC
22	04/05/2022	P402940	\$35,897.75	09503	TRIO SUPPLY COMPANY
22	04/05/2022	P402941	\$5,429.15	07458	VIRCO MFG CORPORATION
22	04/12/2022	P402942	\$1,308.30	15890	ABDO PUBLISHING
22	04/12/2022	P402943	\$295.00	02170	AFFORDABLE SANITATION
22	04/12/2022	P402944	\$381.36	50088	AID ELECTRIC CORP
22	04/12/2022	P402945	\$3,600.45	20213	AM DISTRIBUTION & MANUFACTURING CO
22	04/12/2022	P402946	\$953.30	00130	ANCHOR PAPER COMPANY
22	04/12/2022	P402947	\$372.17	08889	BARNES & NOBLE
22	04/12/2022	P402948	\$914.00	00069	BRIN GLASS CO
22	04/12/2022	P402949	\$13,229.00	03579	COMMERCIAL DOOR SYSTEMS INC
22	04/12/2022	P402950	\$501.12	17076	CONNEY SAFETY PRODUCTS
22	04/12/2022	P402951	\$500.00	50804	DART PORTABLE STORAGE INC
22	04/12/2022	P402952	\$57.14	00131	DEMCO
22	04/12/2022	P402953	\$234.81	05628	DISCOUNT SCHOOL SUPPLY
22	04/12/2022	P402954	\$10,900.00	17100	FAIRCON SERVICE COMPANY
22	04/12/2022	P402955	\$157.92	06952	FLINN SCIENTIFIC
22	04/12/2022	P402956	\$1,907.30	00187	GOODIN CO
22	04/12/2022	P402957	\$235.50	00207	HOBART CORP
22	04/12/2022	P402958	\$285.17	00886	LIBRARY STORE INC
22	04/12/2022	P402959	\$9.64	02481	MEDCO SUPPLY
22	04/12/2022	P402960	\$2,286.11	18100	MEI TOTAL ELEVATOR SOLUTIONS
22	04/12/2022	P402961	\$269.95	D0655	MINNESOTA HISTORICAL SOCIETY
22	04/12/2022	P402962	\$438.73	09559	MINVALCO INC
22	04/12/2022	P402963	\$7,355.00	08354	MUSIC CONNECTION INC
22	04/12/2022	P402964	\$13,984.20	05024	PRO-TEC DESIGN
22	04/12/2022	P402965	\$517.00	50120	RIVERSIDE INSIGHTS
22	04/12/2022	P402966	\$385.00	06890	RM COTTON CO
22	04/12/2022	P402967	\$1,321.39	00351	SCHMITT MUSIC
22	04/12/2022	P402968	\$69.90	04812	SCHOLASTIC INC
22	04/12/2022	P402969	\$70.00	F4836	STARFALL EDUCATION FOUNDATION
22	04/12/2022	P402970	\$72.17	00390	TOLL GAS & WELDING SUPPLY
22	04/12/2022	P402971	\$1,856.00	51439	UNIVERSAL ATHLETIC LLC
22	04/12/2022	P402972	\$492.00	20230	VOYAGER SOPRIS LEARNING INC
22	04/12/2022	P402973	\$2,068.70	12627	WORTHINGTON DIRECT
22	04/20/2022	P402974	\$1,312.45	15890	ABDO PUBLISHING
22	04/20/2022	P402975	\$726.00	50088	AID ELECTRIC CORP

22	04/20/2022	P402976	\$924.46	08889	BARNES & NOBLE
22	04/20/2022	P402977	\$27.60	05641	BATTERIES PLUS BULBS
22	04/20/2022	P402978	\$66.82	03579	COMMERCIAL DOOR SYSTEMS INC
22	04/20/2022	P402979	\$1,298.27	16197	COMMERCIAL KITCHEN SERVICES
22	04/20/2022	P402980	\$220.85	00142	CONTINENTAL CLAY
22	04/20/2022	P402981	\$500.00	50804	DART PORTABLE STORAGE INC
22	04/20/2022	P402982	\$277.24	05628	DISCOUNT SCHOOL SUPPLY
22	04/20/2022	P402983	\$479.76	01841	ELECTRIC MOTOR REPAIR INC
22	04/20/2022	P402984	\$851.98	04921	EMI AUDIO
22	04/20/2022	P402985	\$6,450.00	17100	FAIRCON SERVICE COMPANY
22	04/20/2022	P402986	\$80.70	06952	FLINN SCIENTIFIC
22	04/20/2022	P402987	\$3,072.00	04382	GOLDEN VALLEY SUPPLY
22	04/20/2022	P402988	\$5,542.88	00187	GOODIN CO
22	04/20/2022	P402989	\$320.03	00207	HOBART CORP
22	04/20/2022	P402990	\$3,868.76	50096	IDC-AUTOMATIC LLC
22	04/20/2022	P402991	\$124,917.75	07766	INSTITUTE FOR ENVIRONMENTAL ASSESS
22	04/20/2022	P402992	\$108.41	00886	LIBRARY STORE INC
22	04/20/2022	P402993	\$1,196.59	05024	PRO-TEC DESIGN
22	04/20/2022	P402994	\$979.03	00351	SCHMITT MUSIC
22	04/20/2022	P402995	\$28.91	00355	SCHOOL HEALTH SUPPLY
22	04/20/2022	P402996	\$524.36	12744	THERAPY SHOPPE
22	04/20/2022	P402997	\$162.89	00390	TOLL GAS & WELDING SUPPLY
22	04/20/2022	P402998	\$315.63	02314	TRANE
22	04/20/2022	P402999	\$3,393.13	18228	TREMCO/WEATHERPROOFING TECH INC
22	04/20/2022	P403000	\$660.00	51439	UNIVERSAL ATHLETIC LLC
22	04/20/2022	P403001	\$1,848.00	07458	VIRCO MFG CORPORATION
22	04/20/2022	P403002	\$1,893.97	A3975	CUB FOODS MAPLE GROVE
22	04/20/2022	P403003	\$713.56	F5616	CUB FOODS BROOKLYN PARK NORTH
22	04/20/2022	P403004	\$1,975.25	F5617	EWALD CONSULTING
22	04/20/2022	P403005	\$10,000.00	52249	MINNEAPOLIS REGIONAL CHAMBER
22	04/20/2022	P403006	\$27,288.57	07766	INSTITUTE FOR ENVIRONMENTAL ASSESS
22	04/20/2022	P403007	\$777.37	00228	KARLSBURGER FOODS INC
22	04/20/2022	P403009	\$7,641.44	05778	PAN O GOLD BAKING CO
22	04/20/2022	P403010	\$5,925.00	D5520	PEDIATRIC HOME SERVICE
22	04/20/2022	P403011	\$5,959.35	F3920	ACADEMIC ALL STAR TUTORING
22	04/20/2022	P403013	\$21,955.59	09503	TRIO SUPPLY COMPANY
22	04/20/2022	P403014	\$702.00	A2301	VALLEY FAIR
22	04/20/2022	P403015	\$10,284.00	F5619	YOUTH ENRICHMENT LEAGUE
22	04/27/2022	P403016	\$2,286.00	09827	ACOUSTICS ASSOCIATES
22	04/27/2022	P403017	\$4,318.62	50088	AID ELECTRIC CORP
22	04/27/2022	P403018	\$511.00	15696	AQUARIUS WATER CONDITIONING
22	04/27/2022	P403020	\$7,767.82	08889	BARNES & NOBLE
22	04/27/2022	P403021	\$334.16	15834	FERGUSON ENTERPRISES INC
22	04/27/2022	P403022	\$232.35	00187	GOODIN CO
22	04/27/2022	P403023	\$4,953.49	18358	HOUGHTON MIFFLIN HARCOURT
22	04/27/2022	P403024	\$217.69	00228	KARLSBURGER FOODS INC
22	04/27/2022	P403025	\$35,520.00	51303	LINDENMEYR MUNROE
22	04/27/2022	P403026	\$122.58	18100	MEI TOTAL ELEVATOR SOLUTIONS
22	04/27/2022	P403027	\$259.00	D0655	MINNESOTA HISTORICAL SOCIETY
22	04/27/2022	P403028	\$2,299.06	09559	MINVALCO INC
22	04/27/2022	P403029	\$5,925.00	17054	PRECISION DATA PRODUCTS
22	04/27/2022	P403030	\$9,765.23	05024	PRO-TEC DESIGN
22	04/27/2022	P403031	\$249.00	00351	SCHMITT MUSIC
22	04/27/2022	P403032	\$275.68	17978	SCHOOL OUTFITTERS
22	04/27/2022	P403033	\$802.49	51439	UNIVERSAL ATHLETIC LLC
22	04/27/2022	P403034	\$1,197.86	18859	VEX ROBOTICS INC
22	04/27/2022	P403035	\$846.04	09738	VIKING TROPHIES
22	04/27/2022	P403036	\$308.88	07458	VIRCO MFG CORPORATION
		Epayables Subtotal	\$475,213.95		
22	04/05/2022	V1003478	\$98,926.21	C0060	GREAT-WEST LIFE & ANNUITY
22	04/05/2022	V1003479	\$2,228,810.87	17644	INTERNAL REVENUE SERVICE

22	04/05/2022	V1003480	\$71,647.60	C0202	ISD 279 - SELF INS DENTAL
22	04/05/2022	V1003481	\$242,684.52	C0201	ISD 279 - SELF INS HEALTH
22	04/05/2022	V1003482	\$328,270.88	17645	MET LIFE C/O FASCORE LLC
22	04/05/2022	V1003483	\$257.75	C0209	MI STATE DISBURSEMENT UNIT CHILD SU
22	04/05/2022	V1003484	\$349,902.13	50751	FURTHER
22	04/05/2022	V1003485	\$3,623.40	C0043	MN CHILD SUPPORT
22	04/05/2022	V1003486	\$342,913.04	A0040	MN DEPT OF REVENUE
22	04/05/2022	V1003487	\$330,030.35	A2972	PUBLIC EMPLOYEES RETIREMENT ASSOC
22	04/05/2022	V1003488	\$1,112.17	C0174	STATE DISBURSEMENT UNIT
22	04/05/2022	V1003489	\$1,089,705.86	A0559	TEACHER RETIREMENT ASSOCIATION
22	04/05/2022	V1003490	\$117.65	C0212	WISCONSIN CHILD SUPPORT
22	04/20/2022	V1003559	\$99,158.75	C0060	GREAT-WEST LIFE & ANNUITY
22	04/20/2022	V1003560	\$1,788,096.74	17644	INTERNAL REVENUE SERVICE
22	04/20/2022	V1003561	\$71,538.68	C0202	ISD 279 - SELF INS DENTAL
22	04/20/2022	V1003562	\$239,739.61	C0201	ISD 279 - SELF INS HEALTH
22	04/20/2022	V1003563	\$326,959.22	17645	MET LIFE C/O FASCORE LLC
22	04/20/2022	V1003564	\$257.75	C0209	MI STATE DISBURSEMENT UNIT CHILD SU
22	04/20/2022	V1003565	\$350,020.06	50751	FURTHER
22	04/20/2022	V1003566	\$3,623.40	C0043	MN CHILD SUPPORT
22	04/20/2022	V1003567	\$296,339.36	A0040	MN DEPT OF REVENUE
22	04/20/2022	V1003568	\$302,079.04	A2972	PUBLIC EMPLOYEES RETIREMENT ASSOC
22	04/20/2022	V1003569	\$1,112.17	C0174	STATE DISBURSEMENT UNIT
22	04/20/2022	V1003570	\$894,114.96	A0559	TEACHER RETIREMENT ASSOCIATION
22	04/20/2022	V1003571	\$60.00	C0212	WISCONSIN CHILD SUPPORT
22	04/20/2022	V1003585	\$840.71	00075	BROOKLYN PARK, CITY OF
22	04/20/2022	V1003586	\$261.14	17694	DISH
22	04/20/2022	V1003588	\$977.46	15229	POPP.COM INC
22	04/20/2022	V1003589	\$34,408.27	00230	REPUBLIC SERVICES
22	04/20/2022	V1003590	\$258.00	A0005	SCIENCE MUSEUM OF MN
22	04/20/2022	V1003591	\$525.00	53275	TEACHERS COLLEGE, COLUMBIA UNIVERSI
22	04/20/2022	V1003592	\$228.26	A0275	UNITED PARCEL SERVICE
22	04/20/2022	V1003593	\$2,797.11	PC0032	US BANK CARD ADALE
22	04/20/2022	V1003594	\$19.73	PC005	US BANK CARD ARAMSEY
22	04/20/2022	V1003595	\$9,310.44	PC002	US BANK CARD BSTRAVEL
22	04/20/2022	V1003596	\$1,672.42	PC0019	US BANK CARD CIESDEPT
22	04/20/2022	V1003597	\$9,681.43	PC0062	US BANK CARD CMANANCERO
22	04/20/2022	V1003598	\$2,560.42	PC0053	US BANK CARD CMCINTYRE
22	04/20/2022	V1003599	\$1,221.81	PC0033	US BANK CARD COMMED
22	04/20/2022	V1003600	\$1,186.27	PC0021	US BANK CARD CUSTODIAL
22	04/20/2022	V1003601	\$184.50	PC0024	US BANK CARD CWOKSON
22	04/20/2022	V1003602	\$1,485.26	PC0018	US BANK CARD DLTLEDEPT
22	04/20/2022	V1003603	\$372.03	PC0029	US BANK CARD DTHRONE
22	04/20/2022	V1003604	\$986.80	PC0040	US BANK CARD EMANNING
22	04/20/2022	V1003605	\$988.47	PC0051	US BANK CARD EQUITYDEPT
22	04/20/2022	V1003606	\$2,971.36	PC0049	US BANK CARD EXIONG
22	04/20/2022	V1003607	\$352.98	PC0060	US BANK CARD FACE
22	04/20/2022	V1003608	\$2,978.57	PC0037	US BANK CARD FOODNUTRITION
22	04/20/2022	V1003609	\$1,550.25	PC0010	US BANK CARD HRDEPT
22	04/20/2022	V1003610	\$287.63	PC0059	US BANK CARD I2T2 DEPT
22	04/20/2022	V1003611	\$3,277.23	PC0055	US BANK CARD INDIANED1
22	04/20/2022	V1003612	\$310.00	PC0063	US BANK CARD JERULLE
22	04/20/2022	V1003613	\$38.77	PC0061	US BANK CARD JMRSTAD
22	04/20/2022	V1003614	\$6,032.62	PC0054	US BANK CARD JNEUMANN
22	04/20/2022	V1003615	\$2,407.09	PC0023	US BANK CARD JSCHLOESSER
22	04/20/2022	V1003616	\$334.58	PC0057	US BANK CARD KATHRIN SCHERBER
22	04/20/2022	V1003617	\$40.97	PC0028	US BANK CARD KJOHNSON
22	04/20/2022	V1003618	\$2,260.88	PC0012	US BANK CARD LFOSTER
22	04/20/2022	V1003620	\$12,450.49	PC0038	US BANK CARD LIAVANG
22	04/20/2022	V1003621	\$4,143.89	PC0022	US BANK CARD MAINTENANCE
22	04/20/2022	V1003623	\$7,611.37	PC0039	US BANK CARD MDURAND
22	04/20/2022	V1003624	\$6,227.36	PC0016	US BANK CARD MKINGSBURY

22	04/20/2022	V1003627	\$15,749.89	PC009	US BANK CARD PURCHBP
22	04/20/2022	V1003628	\$498.07	PC0017	US BANK CARD PURCHDEPT
22	04/20/2022	V1003631	\$13,234.12	PC0052	US BANK CARD PURCHMERCH
22	04/20/2022	V1003636	\$40,100.92	PC006	US BANK CARD PURCHOD
22	04/20/2022	V1003637	\$42,985.55	PC007	US BANK CARD PURCHSTOCK
22	04/20/2022	V1003638	\$175.34	PC0034	US BANK CARD SLUND
22	04/20/2022	V1003639	\$6,437.13	PC0020	US BANK CARD SSVCSDEPT
22	04/20/2022	V1003640	\$2,375.46	PC0035	US BANK CARD TSCHREIFELS
22	04/20/2022	V1003643	\$6,072.84	D6911	VERIZON WIRELESS BELLEVUE
22	04/20/2022	V1003644	\$27,688.92	00419	WRIGHT HENNEPIN ELECTRIC
22	04/21/2022	V1003645	\$172,427.28	A0256	DELTA DENTAL PLAN
22	04/29/2022	V1003646	\$615,785.81	C0194	PREFERREDDONE INSURANCE COMPANY
22	04/27/2022	V1003647	\$249,206.67	00588	MSDLAF
22	04/29/2022	V1003648	\$47,724.41	50751	FURTHER
22	04/29/2022	V1003649	\$1,590.00	A0040	MN DEPT OF REVENUE
22	04/29/2022	V1003650	\$21,000,000.00	00588	MSDLAF
22	04/05/2022	V1003651	\$6,916,405.34	C0158	ASSOCIATED BANK
22	04/20/2022	V1003652	\$5,036,219.87	C0158	ASSOCIATED BANK
		Electronic Wire Transfers Subtotal	\$43,779,021.36		
22	04/05/2022	V5012539	\$81.37	E11492	GRETCHEN ABEGGLEN
22	04/05/2022	V5012540	\$37.61	E16142	CHRISTINE L ALTAMIRANO
22	04/05/2022	V5012541	\$457.61	E33275	JOHANNAH ARNDT
22	04/05/2022	V5012542	\$77.79	E10778	WILLIAM J BAUMAN
22	04/05/2022	V5012543	\$10.75	E28437	MEGAN L BECK
22	04/05/2022	V5012544	\$59.17	E22756	JANELLE M BERNARDS
22	04/05/2022	V5012545	\$59.51	E32518	JENNIFER A BIRKHOFFER
22	04/05/2022	V5012546	\$283.64	E32720	ERIN C BOE
22	04/05/2022	V5012547	\$16.72	E18551	KRISTIN BOHR
22	04/05/2022	V5012548	\$92.62	E28886	EMILY J BOLLINGER
22	04/05/2022	V5012549	\$49.98	E28999	NICOLE S BROWN
22	04/05/2022	V5012550	\$36.71	E22150	TERNESHA S BURROUGHS
22	04/05/2022	V5012551	\$83.84	E27282	NICHOLE K BUTLER
22	04/05/2022	V5012552	\$304.60	E28668	CARRIE A CABE
22	04/05/2022	V5012553	\$17.86	E32957	HONG J CHANG
22	04/05/2022	V5012554	\$92.71	E19042	RICHARD L CHRISTLIEB
22	04/05/2022	V5012555	\$114.75	E28923	MARIA N DANIEL
22	04/05/2022	V5012556	\$74.15	E22185	MICHELLE DRAKE
22	04/05/2022	V5012557	\$50.00	E32815	ROBERT J FINK
22	04/05/2022	V5012558	\$20.94	E33182	ALESHA J FISCHER
22	04/05/2022	V5012559	\$81.90	E10079	STEVEN FOLKERDS
22	04/05/2022	V5012560	\$45.27	E21077	SHARLA B FOSTER
22	04/05/2022	V5012561	\$104.46	E28017	MELANIE M GATES
22	04/05/2022	V5012562	\$30.03	E20564	LEONA L GREGORY
22	04/05/2022	V5012563	\$124.30	E32577	ISABELLA N GRIFFIN
22	04/05/2022	V5012564	\$360.00	E28981	ANDREW D HAMILTON
22	04/05/2022	V5012565	\$612.20	E29656	KRISTEN J HAUGE
22	04/05/2022	V5012566	\$46.20	E17405	KIMBERLY JO HAUGO
22	04/05/2022	V5012567	\$37.00	E28436	JOHN C HEDSTROM
22	04/05/2022	V5012568	\$289.56	E25436	KRISTIN C HOLSEN
22	04/05/2022	V5012569	\$15.54	E17728	SHELLA L HUGGETT
22	04/05/2022	V5012570	\$400.00	E28547	SEINAH D ISAACS
22	04/05/2022	V5012571	\$39.12	E13271	BETH JOHNSON
22	04/05/2022	V5012572	\$46.41	E28959	STEPHANIE M JOHNSON
22	04/05/2022	V5012573	\$81.19	E16610	ERIK J JORGENSON
22	04/05/2022	V5012574	\$101.21	E18371	JESSICA C KASPER
22	04/05/2022	V5012575	\$295.00	E32900	HANNAH M KASSABIAN
22	04/05/2022	V5012576	\$98.82	E33243	VALARIE D KING
22	04/05/2022	V5012577	\$48.55	E13658	JENNIFER KING
22	04/05/2022	V5012578	\$10.73	E27451	JESS T KLINE
22	04/05/2022	V5012579	\$101.86	E32025	NICOLE J LAWSON
22	04/05/2022	V5012580	\$38.89	E31278	YOUNG JIN LEE

22	04/05/2022	V5012581	\$135.00	E22829	JANELL M LEISEN
22	04/05/2022	V5012582	\$101.96	E28945	NICOLE M LUCAS
22	04/05/2022	V5012583	\$50.00	E32846	SCOTT L MAXFIELD
22	04/05/2022	V5012584	\$355.61	E31552	CORY H MCINTYRE
22	04/05/2022	V5012585	\$9.11	E19603	MARY K GRATZ-MILBRATH
22	04/05/2022	V5012586	\$68.52	E29672	DAVID E MOREDOCK
22	04/05/2022	V5012587	\$83.37	E29391	JANA L MORTON
22	04/05/2022	V5012588	\$21.28	E30467	JORGE A NAVARRETE
22	04/05/2022	V5012589	\$223.22	E16715	DAWN R NELSON
22	04/05/2022	V5012590	\$127.62	E32912	NORMA O NISTLER
22	04/05/2022	V5012591	\$170.50	E19062	AIMEE J OLSON
22	04/05/2022	V5012592	\$77.49	E32568	ANGELA J PASSEHL
22	04/05/2022	V5012593	\$25.65	E9025	CHERYL PIOTRASCHKE
22	04/05/2022	V5012594	\$42.01	E16139	LAURIE K PITTMAN
22	04/05/2022	V5012595	\$73.65	E30388	SALLY S PLATT
22	04/05/2022	V5012596	\$59.88	E25933	KIRSTEN L PLUDE
22	04/05/2022	V5012597	\$65.25	E9544	TAMARA M PROVART
22	04/05/2022	V5012598	\$239.64	E32000	JAMES L QUAST
22	04/05/2022	V5012599	\$100.00	E9341	SHEILA ANN ROD
22	04/05/2022	V5012600	\$80.45	E25495	CHRISTINA M SAUGSTAD
22	04/05/2022	V5012601	\$149.12	E22909	KATHRIN SCHERBER
22	04/05/2022	V5012602	\$55.81	E28764	MARY ELIZABETH STETTNER
22	04/05/2022	V5012603	\$49.95	E12428	STEVEN M SCHWARTZ
22	04/05/2022	V5012604	\$223.61	E25428	LISA SJOGREN
22	04/05/2022	V5012605	\$49.06	E32103	LORI J STIFTER
22	04/05/2022	V5012606	\$109.08	E28329	SHERRON P TAYLOR
22	04/05/2022	V5012607	\$333.80	E30783	ERIC A TURBEVILLE
22	04/05/2022	V5012608	\$224.04	E29674	LISA B ULRICH
22	04/05/2022	V5012609	\$53.75	E32994	GAOYEE XIONG
22	04/05/2022	V5012610	\$366.80	E32914	MAI K XIONG
22	04/05/2022	V5012611	\$75.85	E29673	STEPHANIE A ZIGAN
22	04/20/2022	V5012612	\$45.00	E31387	WILLIAM M AHLMANN
22	04/20/2022	V5012613	\$90.00	E22423	JENNIFER AJSENBERG
22	04/20/2022	V5012614	\$99.66	E12249	LAUREL L ANDERSON
22	04/20/2022	V5012615	\$35.70	E18747	PHILIP R LUOMA ANDERSON
22	04/20/2022	V5012616	\$90.00	E11061	RENEE D ANDERSON
22	04/20/2022	V5012617	\$90.00	E30858	JEFFREY A ANSORGE
22	04/20/2022	V5012618	\$90.00	E33275	JOHANNAH ARNDT
22	04/20/2022	V5012619	\$90.00	E28562	JEFFREY P ARTHURS
22	04/20/2022	V5012620	\$112.81	E16833	EILEEN E BAKER
22	04/20/2022	V5012621	\$90.00	E33272	BRYAN BASS
22	04/20/2022	V5012622	\$86.03	E32967	JEFF R BAUER
22	04/20/2022	V5012623	\$90.00	E20822	BART C BECKER
22	04/20/2022	V5012624	\$45.00	E28728	JAMES A BECKER
22	04/20/2022	V5012625	\$90.00	E28149	DON R BELLEFEUILLE
22	04/20/2022	V5012626	\$45.00	E19653	DANIEL J BENGES
22	04/20/2022	V5012627	\$90.00	E20548	KELLY A BENUSA
22	04/20/2022	V5012628	\$48.46	E12933	AMY JO BENZI
22	04/20/2022	V5012629	\$90.00	E21859	CHRISTOPHER M BERG
22	04/20/2022	V5012630	\$90.00	E23942	ALEX H BERG
22	04/20/2022	V5012631	\$90.00	E27924	TERRY L BERGGREN
22	04/20/2022	V5012632	\$90.00	E22734	KIMBERLY A BERLING
22	04/20/2022	V5012633	\$49.90	E28279	KRISTEN M BERTSCHINGER
22	04/20/2022	V5012634	\$135.77	E32980	ERIN M BICKETT
22	04/20/2022	V5012635	\$90.00	E26912	JEANETTE M BITZER
22	04/20/2022	V5012636	\$30.00	E26983	BREANNA L BLAD
22	04/20/2022	V5012637	\$90.00	E25528	DIANA BLEDSOE
22	04/20/2022	V5012638	\$43.88	E12688	SUSAN E BONDHUS
22	04/20/2022	V5012639	\$80.51	E20115	TIMKA FATIMA REMETIC
22	04/20/2022	V5012640	\$320.00	E21568	STEPHEN C BOULKA
22	04/20/2022	V5012641	\$90.00	E26249	JAMIE LEE CARLSON BOYLE

22	04/20/2022	V5012642	\$117.96	E22865	JORGE A BRENES BENAVIDES
22	04/20/2022	V5012643	\$90.00	E28668	CARRIE A CABE
22	04/20/2022	V5012644	\$90.00	E10701	DALE J CARLSTROM
22	04/20/2022	V5012645	\$32.52	E24802	JESSICA J CARR
22	04/20/2022	V5012646	\$90.00	E29159	RANDY M CARTER
22	04/20/2022	V5012647	\$90.00	E21510	BRIAN CHANCE
22	04/20/2022	V5012648	\$225.10	E32004	IRFAN A CHAUDHRY
22	04/20/2022	V5012649	\$76.64	E33194	ELIZET CHAVEZ
22	04/20/2022	V5012650	\$85.34	E33358	ELEANOR K CHOVAN
22	04/20/2022	V5012651	\$90.00	E31635	LENA M CHRISTIANSEN
22	04/20/2022	V5012652	\$50.70	E19042	RICHARD L CHRISTLIEB
22	04/20/2022	V5012653	\$90.00	E32955	MERCEDES J CLARK
22	04/20/2022	V5012654	\$90.00	E29608	PATRICK CLYMER
22	04/20/2022	V5012655	\$90.00	E21835	TERESA JO FAY COHN
22	04/20/2022	V5012656	\$37.38	E10766	PAIGE DALEY
22	04/20/2022	V5012657	\$90.00	E27653	NATHANIEL R DAVIES
22	04/20/2022	V5012658	\$185.18	E18193	SUSANN L DETIENNE
22	04/20/2022	V5012659	\$180.00	E32974	ALEC R DICKENSON
22	04/20/2022	V5012660	\$90.00	E27152	JOHN D DONLIN
22	04/20/2022	V5012661	\$90.00	E30289	BARBARA J DUPONT
22	04/20/2022	V5012662	\$90.00	E29399	JODI L DUROW
22	04/20/2022	V5012663	\$90.00	E27323	SARAH R LANCETTE
22	04/20/2022	V5012664	\$90.00	E29397	GERALD EDWARDS SR
22	04/20/2022	V5012665	\$45.00	E24977	KEVIN D ELIASON
22	04/20/2022	V5012666	\$90.00	E26925	KATHERYN A EMMONS
22	04/20/2022	V5012667	\$45.28	E20557	BARBARA B ERICKSON
22	04/20/2022	V5012668	\$90.00	E9481	TOD W ERICKSON
22	04/20/2022	V5012669	\$90.00	E16478	COLLEEN J FAIRBANKS
22	04/20/2022	V5012670	\$90.00	E32659	SARAH R FALL
22	04/20/2022	V5012671	\$30.00	E27555	TAMRA J FLANIGAN
22	04/20/2022	V5012672	\$90.00	E30343	STEPHEN C FLISK
22	04/20/2022	V5012673	\$376.88	E19898	KRISTA M FRECHETTE
22	04/20/2022	V5012674	\$90.00	E28868	CEDRIC G FULLER
22	04/20/2022	V5012675	\$90.00	E28017	MELANIE M GATES
22	04/20/2022	V5012676	\$170.03	E28956	DEBRA ANN GERARDY
22	04/20/2022	V5012677	\$50.00	E31653	KIRBY T GILBERTSON
22	04/20/2022	V5012678	\$405.49	E32681	VANESSA O.A. GILL
22	04/20/2022	V5012679	\$90.00	E21852	CARMEN R GOETZ
22	04/20/2022	V5012680	\$47.85	E32324	SUZANNE M GOUDREAU
22	04/20/2022	V5012681	\$45.00	E28619	STEVEN M GRANT
22	04/20/2022	V5012682	\$90.00	E27059	JAMES GREELEY
22	04/20/2022	V5012683	\$50.00	E33114	MICHAEL GREENE
22	04/20/2022	V5012684	\$90.00	E29790	RYAN D GREENINGER
22	04/20/2022	V5012685	\$46.41	E18203	RHONDA K GREIFF
22	04/20/2022	V5012686	\$90.00	E29738	KYLE T GROVES
22	04/20/2022	V5012687	\$32.20	E31424	CHRISTOPHER J GUDVANGEN
22	04/20/2022	V5012688	\$90.00	E26415	COURTNEY GULYARD
22	04/20/2022	V5012689	\$90.00	E9459	ROBIN L GUNSOLUS
22	04/20/2022	V5012690	\$61.58	E30450	KATHLEEN E HANCOCK
22	04/20/2022	V5012691	\$178.98	E32816	SUSAN HANG
22	04/20/2022	V5012692	\$118.95	E32901	BETHANY A HANSON
22	04/20/2022	V5012693	\$90.00	E31245	DONALD A HANSON
22	04/20/2022	V5012694	\$90.00	E19889	ANTWAN HARRIS
22	04/20/2022	V5012695	\$90.00	E30067	THOMAS E HAUGE
22	04/20/2022	V5012696	\$90.00	E29656	KRISTEN J HAUGE
22	04/20/2022	V5012697	\$90.00	E21972	MEGAN J HAVELAK
22	04/20/2022	V5012698	\$107.38	E23277	BERNADETTE MARIE HEANEY-DEUEL
22	04/20/2022	V5012699	\$90.00	E26623	DALE A HECKENLAIBLE
22	04/20/2022	V5012700	\$90.00	E28436	JOHN C HEDSTROM
22	04/20/2022	V5012701	\$90.00	E29272	AMBER M HEGLAND
22	04/20/2022	V5012702	\$50.62	E16912	LISA S HELGESTAD

22	04/20/2022	V5012703	\$29.19	E21041	LYNDA F HENDERSCHIED
22	04/20/2022	V5012704	\$90.00	E19111	MELISSA L HENDERSON
22	04/20/2022	V5012705	\$152.61	E29380	SARAH B HEYER
22	04/20/2022	V5012706	\$90.00	E23814	JENNIFER A HINKER
22	04/20/2022	V5012707	\$48.81	E19117	ANNE F HOLLENCAMP
22	04/20/2022	V5012708	\$83.49	E25436	KRISTIN C HOLSEN
22	04/20/2022	V5012709	\$30.00	E18283	ROBIN L HROMADKA
22	04/20/2022	V5012710	\$90.00	E27577	YUNQI HUANG
22	04/20/2022	V5012711	\$90.00	E25863	MICHAEL T HUELLER
22	04/20/2022	V5012712	\$814.20	E31397	MICHELLE K HUMPHREY
22	04/20/2022	V5012713	\$90.00	E31302	MARK A HUSCHKA
22	04/20/2022	V5012714	\$90.00	E26818	BENJAMIN J IRMITER
22	04/20/2022	V5012715	\$117.92	E32491	AMY JANECEK
22	04/20/2022	V5012716	\$90.00	E26393	JENNIFER JERULLE
22	04/20/2022	V5012717	\$169.97	E32493	KRISTI A JOESTING
22	04/20/2022	V5012718	\$90.00	E24051	NANCY E JOHNSON
22	04/20/2022	V5012719	\$30.00	E11006	SHIANN LYN JOHNSON
22	04/20/2022	V5012720	\$90.33	E28318	DANIELLE M JOHNSON
22	04/20/2022	V5012721	\$90.00	E22200	JOSEPHINE K JOHNSON
22	04/20/2022	V5012722	\$178.74	E27273	KRISTY K JOHNSON
22	04/20/2022	V5012723	\$173.23	E30700	D'SHAWNA S JOHNSON-MOORE
22	04/20/2022	V5012724	\$34.18	E33394	JULES JONES
22	04/20/2022	V5012725	\$498.40	E29772	RICARDO T JONES
22	04/20/2022	V5012726	\$90.00	E7433	ANDREW JOY
22	04/20/2022	V5012727	\$90.00	E33284	EMILY KAEHN
22	04/20/2022	V5012728	\$90.00	E31611	THOMAS W KAMMERER JR
22	04/20/2022	V5012729	\$90.00	E22793	BENJAMIN ROSCH KARLS
22	04/20/2022	V5012730	\$183.54	E32900	HANNAH M KASSABIAN
22	04/20/2022	V5012731	\$90.00	E29704	RYAN M KENNEDY
22	04/20/2022	V5012732	\$27.90	E32494	KATIE E.D. KERN
22	04/20/2022	V5012733	\$90.00	E26153	KATHERINE E KERN
22	04/20/2022	V5012734	\$90.00	E22369	KATIE L KIMSEY
22	04/20/2022	V5012735	\$90.00	E30976	JILL M KIND
22	04/20/2022	V5012736	\$178.72	E33243	VALARIE D KING
22	04/20/2022	V5012737	\$10.71	E28669	AMY E KNOOIHUIZEN
22	04/20/2022	V5012738	\$192.00	E24139	JILL M KNOTSON
22	04/20/2022	V5012739	\$90.00	E29665	RACHEL E KOEHLER
22	04/20/2022	V5012740	\$90.00	E13021	DEBRA J KOENIG
22	04/20/2022	V5012741	\$90.00	E27810	AARON M KRUEGER
22	04/20/2022	V5012742	\$90.00	E28895	WILLIAM N KUENDIG
22	04/20/2022	V5012743	\$90.00	E6799	STEVEN KUYPER
22	04/20/2022	V5012744	\$30.00	E27473	HEIDI M LANDERS
22	04/20/2022	V5012745	\$90.00	E28930	ELIZABETH A LANTTO
22	04/20/2022	V5012746	\$124.67	E32964	JOHN W LARSEN
22	04/20/2022	V5012747	\$90.00	E27327	CANDACE LARSON
22	04/20/2022	V5012748	\$90.00	E23186	CARRIE L LARSON
22	04/20/2022	V5012749	\$90.00	E20085	JILL E LARSON
22	04/20/2022	V5012750	\$90.00	E24903	MICHELLE C LARSON
22	04/20/2022	V5012751	\$20.77	E29661	HEATHER E LAWRENCE
22	04/20/2022	V5012752	\$90.00	E10910	JEFF J LAWRENCE
22	04/20/2022	V5012753	\$16.12	E32025	NICOLE J LAWSON
22	04/20/2022	V5012754	\$30.00	E32008	CANDICE L LEDMAN
22	04/20/2022	V5012755	\$90.00	E22829	JANELL M LEISEN
22	04/20/2022	V5012756	\$90.00	E26878	JILL N LESNE
22	04/20/2022	V5012757	\$90.00	E8003	ANTHONY L LIBBY
22	04/20/2022	V5012758	\$334.00	E26827	JOHN B LICCIARDI III
22	04/20/2022	V5012759	\$43.46	E27073	ANDREA L LILLEBERG
22	04/20/2022	V5012760	\$90.00	E19001	SARA A LOOBY-MORRIS
22	04/20/2022	V5012761	\$127.66	E28945	NICOLE M LUCAS
22	04/20/2022	V5012762	\$90.00	E29597	SHANNON L LUND
22	04/20/2022	V5012763	\$45.00	E32540	PETER A LUNDBERG

22	04/20/2022	V5012764	\$32.73	E26012	THOMAS MADDEN
22	04/20/2022	V5012765	\$90.00	E25688	CALLEN MAGNUSON
22	04/20/2022	V5012766	\$90.00	E30005	CHRISTINA M MANANCERO VILLAGRAN
22	04/20/2022	V5012767	\$90.00	E27623	ERIN L MANNING
22	04/20/2022	V5012768	\$90.00	E30997	NICHOLAS J MARTINI
22	04/20/2022	V5012769	\$10.95	E22949	NICOLE MARTINSON
22	04/20/2022	V5012770	\$57.72	E33237	ABIGAIL L MASER
22	04/20/2022	V5012771	\$90.00	E28955	LAUREN M R MATYSIK
22	04/20/2022	V5012772	\$140.00	E29732	LORI E MCCARTHY
22	04/20/2022	V5012773	\$90.00	E31552	CORY H MCINTYRE
22	04/20/2022	V5012774	\$90.00	E26734	LISA A MCLEAREN
22	04/20/2022	V5012775	\$90.00	E33055	LAURA E MCLUEN
22	04/20/2022	V5012776	\$38.86	E21244	ANDREA K MCPHERSON
22	04/20/2022	V5012777	\$213.40	E31157	ADRIENNE H METZLER
22	04/20/2022	V5012778	\$25.93	E9469	ANDREA JOST MICEK
22	04/20/2022	V5012779	\$90.00	E24150	TYLER D MILLER
22	04/20/2022	V5012780	\$90.00	E13664	HEATHER MILLER-CINK
22	04/20/2022	V5012781	\$90.00	E30977	WILBERT D MILLS
22	04/20/2022	V5012782	\$96.32	E30880	JOEL R MILTEER
22	04/20/2022	V5012783	\$189.11	E24957	JULIE E MOBERG
22	04/20/2022	V5012784	\$90.00	E27855	BRIANA M MOLNAR
22	04/20/2022	V5012785	\$90.00	E11508	KIM M MONETTE
22	04/20/2022	V5012786	\$90.00	E29672	DAVID E MOREDOCK
22	04/20/2022	V5012787	\$90.00	E20197	MARY C MORRIS
22	04/20/2022	V5012788	\$199.10	E32983	JOHN H MORSTAD
22	04/20/2022	V5012789	\$90.00	E16312	TROY H MOSENG
22	04/20/2022	V5012790	\$45.00	E26858	TYLER MOSENG
22	04/20/2022	V5012791	\$170.44	E32648	BOUAKHAM MOUA
22	04/20/2022	V5012792	\$125.65	E20857	TRACY R MUELLER
22	04/20/2022	V5012793	\$90.00	E22727	MICHELLE MUNKHOLM
22	04/20/2022	V5012794	\$123.31	E25336	CRISTA L MURPHY
22	04/20/2022	V5012795	\$90.00	E27834	LANCE J MYERS
22	04/20/2022	V5012796	\$90.00	E26372	SALLY K NAULT-MAURER
22	04/20/2022	V5012797	\$90.00	E28113	ETHAN NEERDAELS
22	04/20/2022	V5012798	\$90.00	E30979	ROBERT J NELSON
22	04/20/2022	V5012799	\$90.00	E28881	ELIZABETH S NESS
22	04/20/2022	V5012800	\$90.00	E24238	JOANNE M NEUMANN
22	04/20/2022	V5012801	\$375.20	E23458	NICOLE M NEWFIELD
22	04/20/2022	V5012802	\$54.87	E24255	JESSICA NEWTON
22	04/20/2022	V5012803	\$90.00	E19849	KIERSTEN NICHOLSON
22	04/20/2022	V5012804	\$90.00	E26682	MAYA NISHIKAWA
22	04/20/2022	V5012805	\$90.00	E30331	COLLIN L O'BRIEN
22	04/20/2022	V5012806	\$75.00	E19062	AIMEE J OLSON
22	04/20/2022	V5012807	\$45.00	E11637	KENDALL A OLSON
22	04/20/2022	V5012808	\$43.27	E27911	RACHEL E ORTIZ
22	04/20/2022	V5012809	\$183.33	E26530	RHONDA RENAE OSATIUK
22	04/20/2022	V5012810	\$90.00	E8726	MARK E OTTINGER
22	04/20/2022	V5012811	\$219.93	E29685	MATTHEW D OTTO
22	04/20/2022	V5012812	\$72.00	E27322	CECILIA OTTO
22	04/20/2022	V5012813	\$90.00	E27115	DORIS T OYINLOYE
22	04/20/2022	V5012814	\$90.00	E30702	ANTHONY M PADRONS
22	04/20/2022	V5012815	\$90.00	E30243	TIMOTHY R PALMATIER
22	04/20/2022	V5012816	\$7.81	E11599	DEBORAH J PALMER
22	04/20/2022	V5012817	\$90.00	E17381	KELLI A PARPART
22	04/20/2022	V5012818	\$170.09	E9347	DEDRA GILE PATTON
22	04/20/2022	V5012819	\$90.00	E22375	MARYBETH PATTON
22	04/20/2022	V5012820	\$90.00	E32683	ANDREW J PEDEN
22	04/20/2022	V5012821	\$90.00	E18126	NATHAN J PEEL
22	04/20/2022	V5012822	\$90.00	E30974	ADRIN M PENDELTON
22	04/20/2022	V5012823	\$45.00	E19713	ARLEN D PETERSON
22	04/20/2022	V5012824	\$90.00	E20346	JESSE T PHENOW

22	04/20/2022	V5012825	\$16.97	E27538	PAULA J KNOLL
22	04/20/2022	V5012826	\$90.00	E9544	TAMARA M PROVART
22	04/20/2022	V5012827	\$90.00	E17689	WILLIAM W QUAN III
22	04/20/2022	V5012828	\$172.27	E32000	JAMES L QUAST
22	04/20/2022	V5012829	\$90.00	E31290	JOSEPH E RADER
22	04/20/2022	V5012830	\$90.00	E20847	ANNE K RAMSEY
22	04/20/2022	V5012831	\$9.36	E16990	CYNTHIA J RASSATT
22	04/20/2022	V5012832	\$90.00	E26431	BRADLEY R REVOLINSKI
22	04/20/2022	V5012833	\$71.66	E33041	KILEY M RICHELIS
22	04/20/2022	V5012834	\$390.59	E23844	JULIE R RICHTER
22	04/20/2022	V5012835	\$90.00	E30407	ROBERT G RITCHIE
22	04/20/2022	V5012836	\$30.00	E20045	MELANIE C ROEDER
22	04/20/2022	V5012837	\$64.23	E21564	SHANNON M ROSS
22	04/20/2022	V5012838	\$63.64	E32439	KRISTINA A RUSSIE
22	04/20/2022	V5012839	\$90.00	E30978	RONALD M SALAZAR
22	04/20/2022	V5012840	\$90.00	E22909	KATHRIN SCHERBER
22	04/20/2022	V5012841	\$45.00	E25422	JAIME C SCHLOESSER
22	04/20/2022	V5012842	\$90.00	E19775	SARAH M SCHMIDT
22	04/20/2022	V5012843	\$50.00	E33281	NICHOLAS R SCHOENIKE
22	04/20/2022	V5012844	\$90.00	E27957	TROY D SCHREIFELS
22	04/20/2022	V5012845	\$90.00	E32886	AMANDA M SCHULTZ
22	04/20/2022	V5012846	\$90.00	E12428	STEVEN M SCHWARTZ
22	04/20/2022	V5012847	\$90.00	E32085	MELISSA D SENNES
22	04/20/2022	V5012848	\$45.00	E28712	THOMAS B SHAW
22	04/20/2022	V5012849	\$45.00	E26696	ALBERT J SHOBER
22	04/20/2022	V5012850	\$90.00	E26822	BRIAN J SIVERSON-HALL
22	04/20/2022	V5012851	\$90.00	E29305	ERIK R SJOGREN
22	04/20/2022	V5012852	\$90.00	E25428	LISA SJOGREN
22	04/20/2022	V5012853	\$90.00	E27262	PATRICK R SMITH
22	04/20/2022	V5012854	\$90.00	E32009	JENNA R SOBOTA
22	04/20/2022	V5012855	\$90.00	E29773	TERENCE W SOVELL
22	04/20/2022	V5012856	\$90.00	E17842	KRISTIN STAINER-PERSON
22	04/20/2022	V5012857	\$90.00	E33023	ELLEN M STEWART
22	04/20/2022	V5012858	\$90.00	E30323	SHAWN P STIBBINS
22	04/20/2022	V5012859	\$90.00	E11059	MICHAEL K STOCK
22	04/20/2022	V5012860	\$218.81	E24761	KAYLA J STREI
22	04/20/2022	V5012861	\$427.12	E24153	LINDA TANGREN
22	04/20/2022	V5012862	\$90.00	E32899	SABRINA TAPIA CONTRERAS
22	04/20/2022	V5012863	\$175.65	E27208	SOLONI TAUMALOLO
22	04/20/2022	V5012864	\$90.00	E13467	SCOTT W TAYLOR
22	04/20/2022	V5012865	\$90.00	E24729	CONSTANCE G THOMAS
22	04/20/2022	V5012866	\$487.90	E25672	JENNIFER L THOMAS
22	04/20/2022	V5012867	\$90.00	E32003	ERIK R THOMPSON
22	04/20/2022	V5012868	\$42.43	E22209	LORI THOMSEN
22	04/20/2022	V5012869	\$90.00	E28936	DARBY M THRONE
22	04/20/2022	V5012870	\$90.00	E13696	JENNIFER L TOLLEFSON
22	04/20/2022	V5012871	\$53.08	E27798	PARVANEH G TROBEC
22	04/20/2022	V5012872	\$90.00	E20079	MARTHA TRUMBLE
22	04/20/2022	V5012873	\$90.00	E30783	ERIC A TURBEVILLE
22	04/20/2022	V5012874	\$90.00	E29729	UGONWAYI P UGO
22	04/20/2022	V5012875	\$90.00	E29674	LISA B ULRICH
22	04/20/2022	V5012876	\$90.00	E8422	DEBRA D URICK-FRIEDHOFF
22	04/20/2022	V5012877	\$90.00	E27332	ANGELA M VANHEE
22	04/20/2022	V5012878	\$90.00	E26402	SARA A VERNIG
22	04/20/2022	V5012879	\$90.00	E32821	KAY M VILLELLA
22	04/20/2022	V5012880	\$93.53	E19065	STEPHANIE M VLECK
22	04/20/2022	V5012881	\$199.52	E16515	KARI M VOLLRATH
22	04/20/2022	V5012882	\$180.00	E29025	TINA M WACKER
22	04/20/2022	V5012883	\$90.00	E17777	DANIEL J WALD
22	04/20/2022	V5012884	\$90.00	E33204	ELIZABETH A WARD
22	04/20/2022	V5012885	\$90.00	E33090	DUANE M WARDALLY

22	04/20/2022	V5012886	\$40.33	E30358	DENISE M WARNER
22	04/20/2022	V5012887	\$90.00	E29393	EMILY K WATTS
22	04/20/2022	V5012888	\$40.26	E33203	JODIE M WEAPPA
22	04/20/2022	V5012889	\$90.00	E28896	STEPHANIE A WEBSTER
22	04/20/2022	V5012890	\$45.00	E32801	JAKE H WEDIN
22	04/20/2022	V5012891	\$90.00	E31146	JENNIFER C WEIER
22	04/20/2022	V5012892	\$126.50	E32915	WAKAYA T WELLS
22	04/20/2022	V5012893	\$90.00	E12387	JULIA WESLEY-WONG
22	04/20/2022	V5012894	\$90.00	E29671	JOHNNY L WHITE
22	04/20/2022	V5012895	\$90.00	E4855	CRAIG WOKSON
22	04/20/2022	V5012896	\$90.00	E32542	ADAM M WOODS
22	04/20/2022	V5012897	\$90.00	E30611	TERRY L WOODWORTH
22	04/20/2022	V5012898	\$45.00	E32679	BRADLEY J WUTSCHKE
22	04/20/2022	V5012899	\$147.99	E32678	STACEY A WYFFELS
22	04/20/2022	V5012900	\$90.00	E24229	JAMES D WYNN
22	04/20/2022	V5012901	\$90.00	E30866	KAO XIONG
22	04/20/2022	V5012902	\$90.00	E32914	MAI K XIONG
22	04/20/2022	V5012903	\$90.00	E29711	YING XIONG
22	04/20/2022	V5012904	\$50.00	E29841	ALBERT T YARMETO
22	04/20/2022	V5012905	\$90.00	E21537	JEFF ZASTROW
22	04/20/2022	V5012906	\$90.00	E29673	STEPHANIE A ZIGAN
22	04/20/2022	V5012907	\$90.00	E28970	KRISTINE M SOLYST
Employee Reimbursements Subtotal			\$38,564.32		
22	04/05/2022	V8000367	\$92,782.73	C0040	EDUCATION MINNESOTA-OSSEO
22	04/05/2022	V8000368	\$2,004.96	C0144	EMO/AESP 31
22	04/05/2022	V8000369	\$9,938.53	C0124	EMO-PARA DUES
22	04/05/2022	V8000370	\$105.00	D8192	ALTAMIRANO, CARLOS LUIS
22	04/05/2022	V8000371	\$1,500.00	F5954	BARBARA NICOL PUBLIC RELATIONS
22	04/05/2022	V8000372	\$3,183.30	52811	BENEFIT EXTRAS INC
22	04/05/2022	V8000373	\$8,748.00	00091	CAROLINA BIOLOGICAL
22	04/05/2022	V8000374	\$11,506.80	F1582	CLINICOR
22	04/05/2022	V8000375	\$324,174.11	F7318	CSTMN
22	04/05/2022	V8000376	\$850.66	F4316	EDUCATORS BENEFIT CONSULTANTS LLC
22	04/05/2022	V8000377	\$76,901.00	F3292	EGAN COMPANY
22	04/05/2022	V8000378	\$4,663.42	F5627	GBR INTERPRETING & TRANSLATION SERV
22	04/05/2022	V8000379	\$1,566.44	00572	GUARDIAN PEST CONTROL
22	04/05/2022	V8000380	\$81.00	51338	HARRIS, RACHEL
22	04/05/2022	V8000381	\$3,270.15	52611	JOHNSON CONTROLS FIRE PROTECTION LP
22	04/05/2022	V8000382	\$528.08	06538	LAKESHORE LEARNING MATERIALS
22	04/05/2022	V8000383	\$1,200.00	F4180	FUN ENGINEERZ LLC
22	04/05/2022	V8000384	\$6,150.00	52317	STONE ARCH LEARNING LLC
22	04/05/2022	V8000385	\$214.92	00284	NASCO
22	04/05/2022	V8000386	\$200.00	F4244	NATIONAL SPEECH & DEBATE ASSOC
22	04/05/2022	V8000387	\$188,830.18	F5151	NORTHSTAR BUS LINES LLC
22	04/05/2022	V8000388	\$625.39	52795	CREATIVELY FOCUSED
22	04/05/2022	V8000389	\$45.00	53039	REID, JENNIFER J
22	04/05/2022	V8000390	\$2,000.21	25420	SHI INTERNATIONAL CORP
22	04/05/2022	V8000391	\$420.62	D2624	THREE RIVERS PARK DISTRICT
22	04/05/2022	V8000392	\$793.95	50900	MRI SOFTWARE LLC
22	04/05/2022	V8000393	\$369.11	12760	VARITRONICS
22	04/05/2022	V8000394	\$1,050.00	53202	VUE, CHAYEN
22	04/05/2022	V8000395	\$540.00	52462	WESTBERG, JESSICA M
22	04/12/2022	V8000396	\$3,572.76	17648	4IMPRINT
22	04/12/2022	V8000397	\$2,398.00	17501	ACME TOOLS
22	04/12/2022	V8000398	\$2,917.26	22094	ACTION RADIO & COMMUNICATIONS LLC
22	04/12/2022	V8000399	\$1,645.92	51769	APOLLO WATER SERVICES LLC
22	04/12/2022	V8000400	\$16,694.80	08294	APPLE COMPUTER INC
22	04/12/2022	V8000401	\$14,501.87	15800	B & H PHOTOVIDEO
22	04/12/2022	V8000402	\$830.91	00378	BORDER STATES ELECTRIC SUPPLY
22	04/12/2022	V8000403	\$995.69	20072	LERNER PUBLISHING GROUP
22	04/12/2022	V8000404	\$866.44	03211	BSN SPORTS

22	04/12/2022	V8000405	\$2,168.93	08838	BUSINESS ESSENTIALS
22	04/12/2022	V8000406	\$6,214.35	12481	CDW G
22	04/12/2022	V8000407	\$503.13	06823	CUTTER SALES INC
22	04/12/2022	V8000408	\$101.94	07552	ETA HAND2MIND
22	04/12/2022	V8000409	\$262.17	18640	PNC BANK C/O FIRST BOOK
22	04/12/2022	V8000410	\$218.40	15734	FRANZ REPROGRAPHICS INC
22	04/12/2022	V8000411	\$500.00	F5627	GBR INTERPRETING & TRANSLATION SERV
22	04/12/2022	V8000412	\$3,609.08	00188	GOPHER SPORT
22	04/12/2022	V8000413	\$717.12	00190	GRAINGER
22	04/12/2022	V8000414	\$10,291.66	51338	HARRIS, RACHEL
22	04/12/2022	V8000415	\$990.00	26561	HIGH POINT NETWORKS LLC
22	04/12/2022	V8000416	\$14,278.56	52478	DALCO ENTERPRISES
22	04/12/2022	V8000417	\$755.90	08106	JW PEPPER
22	04/12/2022	V8000418	\$2,277.00	52205	NOTABLE INC
22	04/12/2022	V8000419	\$1,115.57	06538	LAKESHORE LEARNING MATERIALS
22	04/12/2022	V8000420	\$5,994.51	08509	MACKIN EDUCATIONAL RESOURCES
22	04/12/2022	V8000421	\$527.60	00284	NASCO
22	04/12/2022	V8000422	\$2,757.90	F5151	NORTHSTAR BUS LINES LLC
22	04/12/2022	V8000423	\$4,420.02	08447	NYSTROM PUBLISHING CO INC
22	04/12/2022	V8000424	\$218.31	50455	PANERA BREAD COMPANY
22	04/12/2022	V8000425	\$508.11	26510	PARTS TOWN LLC
22	04/12/2022	V8000426	\$1,399.63	51251	QUALE COMPANIES
22	04/12/2022	V8000427	\$127.60	52998	R&R SPECIALTIES OF WISCONSIN INC
22	04/12/2022	V8000428	\$260.00	00335	R&W WELDING & MACHINE INC
22	04/12/2022	V8000432	\$35,233.68	18914	RICOH USA
22	04/12/2022	V8000433	\$6,080.00	20141	RJ MECHANICAL INC
22	04/12/2022	V8000434	\$1,309.29	18493	SHERWIN-WILLIAMS CO
22	04/12/2022	V8000435	\$5,739.37	18737	SOUNDZABOUND MUSIC LIBRARY
22	04/12/2022	V8000436	\$178.85	07525	SUPER DUPER PUBLICATIONS
22	04/12/2022	V8000437	\$604.50	26514	WEST PUBLISHING CORPORATION
22	04/12/2022	V8000438	\$219.52	00392	TRANS-MISSISSIPPI BIO SUPPLY
22	04/12/2022	V8000439	\$23.00	50900	MRI SOFTWARE LLC
22	04/12/2022	V8000440	\$185.00	15341	UHL COMPANY INC
22	04/12/2022	V8000441	\$1,159.80	15270	VIKING ELECTRIC
22	04/12/2022	V8000442	\$378.40	09731	WESTERN PSYCHOLOGICAL SERVICES -WPS
22	04/12/2022	V8000443	\$4,770.00	08835	WL HALL COMPANY
22	04/20/2022	V8000444	\$92,833.83	C0040	EDUCATION MINNESOTA-OSSEO
22	04/20/2022	V8000445	\$2,004.96	C0144	EMO/AESP 31
22	04/20/2022	V8000446	\$9,930.72	C0124	EMO-PARA DUES
22	04/20/2022	V8000447	\$789.30	17648	4IMPRINT
22	04/20/2022	V8000448	\$2,435.96	17501	ACME TOOLS
22	04/20/2022	V8000449	\$143.91	22094	ACTION RADIO & COMMUNICATIONS LLC
22	04/20/2022	V8000450	\$315.00	D8192	ALTAMIRANO, CARLOS LUIS
22	04/20/2022	V8000451	\$2,334.27	51769	APOLLO WATER SERVICES LLC
22	04/20/2022	V8000452	\$1,880.00	02593	AUDIOQUIP
22	04/20/2022	V8000453	\$4,763.56	09479	BLICK ART MATERIALS
22	04/20/2022	V8000454	\$322.84	00378	BORDER STATES ELECTRIC SUPPLY
22	04/20/2022	V8000455	\$45.98	20072	LERNER PUBLISHING GROUP
22	04/20/2022	V8000456	\$970.82	03211	BSN SPORTS
22	04/20/2022	V8000457	\$13,750.00	F5401	CAPTIVATE MEDIA + CONSULTING
22	04/20/2022	V8000458	\$141.40	00091	CAROLINA BIOLOGICAL
22	04/20/2022	V8000459	\$4,562.50	52842	CESO COMMUNICATIONS LLC
22	04/20/2022	V8000460	\$2,467.50	F1582	CLINICOR
22	04/20/2022	V8000461	\$175,293.12	F7318	CSTMN
22	04/20/2022	V8000462	\$1,353.00	00119	CURRICULUM ASSOCIATES
22	04/20/2022	V8000463	\$33.52	06823	CUTTER SALES INC
22	04/20/2022	V8000464	\$350.00	F6283	DARK KNIGHT SOLUTIONS
22	04/20/2022	V8000465	\$863.42	F4316	EDUCATORS BENEFIT CONSULTANTS LLC
22	04/20/2022	V8000466	\$239.96	07552	ETA HAND2MIND
22	04/20/2022	V8000467	\$4,635.49	18640	PNC BANK C/O FIRST BOOK
22	04/20/2022	V8000468	\$101.00	52306	FUGATE, BENJAMIN

22	04/20/2022	V8000469	\$2,722.50	F5627	GBR INTERPRETING & TRANSLATION SERV
22	04/20/2022	V8000470	\$918.50	00188	GOPHER SPORT
22	04/20/2022	V8000471	\$267.91	00190	GRAINGER
22	04/20/2022	V8000472	\$3,515.00	51473	ANCHOR SOLAR INVESTMENTS LLC
22	04/20/2022	V8000473	\$1,641.53	00572	GUARDIAN PEST CONTROL
22	04/20/2022	V8000474	\$161.73	F2064	HOLIDAY STATIONSTORE
22	04/20/2022	V8000475	\$82.00	D6171	HOLMGREN, BRENDA KAY
22	04/20/2022	V8000476	\$2,372.66	53001	IDEAL ENERGIES SOLAR LEASING 2021
22	04/20/2022	V8000479	\$544,395.84	F6278	INDIANHEAD FOODSERVICE DISTRIBUTOR
22	04/20/2022	V8000480	\$55.29	16763	INTEREUM INC
22	04/20/2022	V8000481	\$847.72	08106	JW PEPPER
22	04/20/2022	V8000482	\$2,624.90	06538	LAKESHORE LEARNING MATERIALS
22	04/20/2022	V8000483	\$4,630.00	17808	LARSON ENGINEERING INC
22	04/20/2022	V8000484	\$31,730.24	52388	LIBERTY MUTUAL INSURANCE
22	04/20/2022	V8000485	\$165.00	F1668	LOKEN, CHRISTOPHER
22	04/20/2022	V8000487	\$13,092.82	16927	LVC COMPANIES INC
22	04/20/2022	V8000488	\$4,111.14	08509	MACKIN EDUCATIONAL RESOURCES
22	04/20/2022	V8000489	\$82.00	52399	MADSEN, MACY
22	04/20/2022	V8000490	\$82.00	11301	MAKOWSKA, STEVE
22	04/20/2022	V8000491	\$39.50	19917	MARCO
22	04/20/2022	V8000492	\$570.00	07410	MERZER, SHEILA
22	04/20/2022	V8000493	\$92.81	09737	MINNEAPOLIS OXYGEN COMPANY
22	04/20/2022	V8000494	\$750.00	F4180	FUN ENGINEERZ LLC
22	04/20/2022	V8000495	\$410.53	00284	NASCO
22	04/20/2022	V8000496	\$214.47	05746	NORTHERN SPEECH SERVICES INC
22	04/20/2022	V8000497	\$1,480.00	18885	NOW MICRO
22	04/20/2022	V8000498	\$1,145.77	52795	CREATIVELY FOCUSED
22	04/20/2022	V8000499	\$228.01	50455	PANERA BREAD COMPANY
22	04/20/2022	V8000500	\$2,008.06	26510	PARTS TOWN LLC
22	04/20/2022	V8000501	\$14,305.66	F1652	PRAIRIECARE, LLC
22	04/20/2022	V8000502	\$739.20	07273	PRO-ED
22	04/20/2022	V8000503	\$103.20	52998	R&R SPECIALTIES OF WISCONSIN INC
22	04/20/2022	V8000504	\$1,190.00	22133	REINDERS INC
22	04/20/2022	V8000505	\$205.66	08310	REMEDIA PUBLICATIONS INC
22	04/20/2022	V8000506	\$1,800.00	50779	RICHARD CARLTON CONSULTING INC
22	04/20/2022	V8000507	\$126.58	18914	RICOH USA
22	04/20/2022	V8000508	\$394.45	15559	SCHOOL NURSE SUPPLY INC
22	04/20/2022	V8000509	\$196.76	18493	SHERWIN-WILLIAMS CO
22	04/20/2022	V8000510	\$4,252.50	25420	SHI INTERNATIONAL CORP
22	04/20/2022	V8000511	\$38,530.49	50992	ST PAUL BEVERAGE SOLUTIONS LLC
22	04/20/2022	V8000512	\$362.98	07525	SUPER DUPER PUBLICATIONS
22	04/20/2022	V8000513	\$3,633.54	50982	TEAMWORKS INTERNATIONAL INC
22	04/20/2022	V8000514	\$2,431.00	F0144	THOMPSON, LEAH M
22	04/20/2022	V8000515	\$2,388.67	D2624	THREE RIVERS PARK DISTRICT
22	04/20/2022	V8000516	\$3,892.75	00392	TRANS-MISSISSIPPI BIO SUPPLY
22	04/20/2022	V8000517	\$1,136.35	50900	MRI SOFTWARE LLC
22	04/20/2022	V8000518	\$16,623.11	15341	UHL COMPANY INC
22	04/20/2022	V8000519	\$8,461.67	15270	VIKING ELECTRIC
22	04/20/2022	V8000520	\$1,491.00	53202	VUE, CHAYEN
22	04/20/2022	V8000521	\$4,629.00	08835	WL HALL COMPANY
22	04/20/2022	V8000522	\$3,323.66	F5448	WOLD ARCHITECTS AND ENGINEERS
22	04/27/2022	V8000523	\$398.00	17501	ACME TOOLS
22	04/27/2022	V8000524	\$55.00	22094	ACTION RADIO & COMMUNICATIONS LLC
22	04/27/2022	V8000525	\$3,390.43	22078	AIS ADVANCED IMAGING SOLUTIONS
22	04/27/2022	V8000526	\$558.00	19858	ALL FURNITURE INC
22	04/27/2022	V8000527	\$1,020.00	52862	INCUBATE TO INNOVATE
22	04/27/2022	V8000528	\$268.80	01217	ATTAINMENT COMPANY
22	04/27/2022	V8000529	\$3,545.46	15800	B & H PHOTOVIDEO
22	04/27/2022	V8000530	\$287.52	09479	BLICK ART MATERIALS
22	04/27/2022	V8000531	\$963.24	00378	BORDER STATES ELECTRIC SUPPLY
22	04/27/2022	V8000532	\$4,299.36	08838	BUSINESS ESSENTIALS

22	04/27/2022	V8000533	\$21,296.84	12481	CDW G
22	04/27/2022	V8000534	\$4,027.40	F1582	CLINICOR
22	04/27/2022	V8000535	\$1,257.00	F5674	COMMUNITY PLAYTHINGS
22	04/27/2022	V8000536	\$209,153.22	F7318	CSTMN
22	04/27/2022	V8000537	\$320.31	06823	CUTTER SALES INC
22	04/27/2022	V8000538	\$75.00	D0146	DURANT, STEVE
22	04/27/2022	V8000539	\$4,063.00	F4316	EDUCATORS BENEFIT CONSULTANTS LLC
22	04/27/2022	V8000540	\$279.55	18640	PNC BANK C/O FIRST BOOK
22	04/27/2022	V8000541	\$171.02	18578	FLAGSHIP RECREATION
22	04/27/2022	V8000542	\$776.30	F5627	GBR INTERPRETING & TRANSLATION SERV
22	04/27/2022	V8000543	\$249.66	00188	GOPHER SPORT
22	04/27/2022	V8000544	\$19.59	00190	GRAINGER
22	04/27/2022	V8000545	\$75.00	52976	GRAMS, SCOTT
22	04/27/2022	V8000546	\$87.09	00572	GUARDIAN PEST CONTROL
22	04/27/2022	V8000547	\$30,923.00	26561	HIGH POINT NETWORKS LLC
22	04/27/2022	V8000548	\$487.00	50776	HM CRAGG
22	04/27/2022	V8000549	\$1,241.54	06538	LAKESHORE LEARNING MATERIALS
22	04/27/2022	V8000550	\$141.00	52561	LEARNED, CLAUDIA
22	04/27/2022	V8000551	\$1,225.00	16927	LVC COMPANIES INC
22	04/27/2022	V8000552	\$1,859.56	08509	MACKIN EDUCATIONAL RESOURCES
22	04/27/2022	V8000553	\$4,159.50	19917	MARCO
22	04/27/2022	V8000554	\$730.00	07410	MERZER, SHEILA
22	04/27/2022	V8000555	\$2,682.70	A0751	METROPOLITAN COURIER CORP
22	04/27/2022	V8000556	\$1,123.20	18010	MIND RESEARCH INSTITUTE
22	04/27/2022	V8000557	\$159.63	00284	NASCO
22	04/27/2022	V8000558	\$367.23	00297	NORCOSTCO INC
22	04/27/2022	V8000559	\$120.26	50455	PANERA BREAD COMPANY
22	04/27/2022	V8000560	\$63.96	04031	PIONEER MIDWEST INC
22	04/27/2022	V8000561	\$50.60	07273	PRO-ED
22	04/27/2022	V8000562	\$2,283.00	53218	PURA VIDA AIR SYSTEMS INC
22	04/27/2022	V8000563	\$5,578.00	15559	SCHOOL NURSE SUPPLY INC
22	04/27/2022	V8000564	\$142.08	18493	SHERWIN-WILLIAMS CO
22	04/27/2022	V8000565	\$57.96	17870	SPEECH CORNER
22	04/27/2022	V8000566	\$264.63	07525	SUPER DUPER PUBLICATIONS
22	04/27/2022	V8000567	\$317.73	16530	THINK SOCIAL PUBLISHING INC
22	04/27/2022	V8000568	\$756.00	52495	TIMM, AMY L
22	04/27/2022	V8000569	\$49.25	00392	TRANS-MISSISSIPPI BIO SUPPLY
22	04/27/2022	V8000570	\$3,310.07	15270	VIKING ELECTRIC
22	04/27/2022	V8000571	\$525.00	53202	VUE, CHAYEN
22	04/27/2022	V8000572	\$600.00	52462	WESTBERG, JESSICA M
22	04/27/2022	V8000573	\$607.20	09731	WESTERN PSYCHOLOGICAL SERVICES -WPS
22	04/27/2022	V8000574	\$75.00	D0747	WILLIAMS, TOM
Vendor ACH Subtotal			\$2,274,521.22		
Overall - Total			\$53,265,792.15		

TO: Bart Becker
Jennifer Ajsenberg
Dan Haertl

CC: Sherri Lincoln

FROM: Courtney Larson

DATE: 5/11/22

**SUBJECT: APPROVAL OF PROPOSED EDUCATIONAL TRIP –
CONTINENTAL U.S.**

The Division of Leadership, Teaching, and Learning has approved the following Extended Educational Trip. Please understand that this proposed educational trip is not officially authorized until it is approved by the School Board.

School	MGSH
Sponsoring Organization	Girls Tennis
Adult Advisors	Dan Haertl
Destination	Mankato, MN
Departure Date	8/23/22
Return Date	8/25/22
Assistant Superintendent Approved	5/11/22
Board Approval Date	Will be added to the 5/24/22 School Board Agenda for approval



**2022-2023 RESOLUTION FOR MEMBERSHIP
IN THE MINNESOTA STATE HIGH SCHOOL LEAGUE**

RESOLVED, that the Governing Board of ISD 279 Osseo Area Schools, County of Hennepin, State of Minnesota delegates the control, supervision and regulation of interscholastic athletic and fine arts events (referred to in MN Statutes, Section 128C.01) to the Minnesota State High School League, and so hereby certifies to the State Commissioner of Education as provided for by Minnesota Statutes.

FURTHER RESOLVED, that the high schools listed below (name all high schools under your governing board):

Maple Grove Senior High School

Osseo Senior High School

Park Center Senior High School

(If more than four high schools, attach an additional list)

is/are authorized by this, the Governing Board of said school district or school to:

1. Make new application for membership in the Minnesota State High School League;
School Enrollment (grades 9-12):
OR;
 X Renew its membership in the Minnesota State High School League; and,
2. Participate in the approved interschool activities sponsored by said League and its various subdivisions.

FURTHER RESOLVED, that this Governing Board hereby adopts the Constitution, Bylaws, Rules and Regulations of said League and all amendments thereto as the same as are published in the latest edition of the League's *Official Handbook*, on file at the office of the school district or school, or as appears on the League's website, as the minimum standards governing participation in said League-sponsored activities, and that the administration and responsibility for determining student eligibility and for the supervision of such activities are assigned to the official representatives identified by this Governing Board.

Signing the Resolution for Membership affirms that this Governing Board has viewed the WHY WE PLAY training video which defines the purpose and value of education-based athletic and activity programs and assists school communities in communicating a shared common language.

Member schools must develop and publicize administrative procedures to address eligibility suspensions related to Code of Student Conduct violations for students participating in activity programs by member schools.

The above Resolution was adopted by the Governing Board of this school district and is recorded in the official minutes of said Board and hereby is certified to the State Commissioner of Education as provided for by law.

Signed: _____
(Clerk/Secretary - Local Governing Board)

Signed: _____
(Superintendent or Head of School)

Date: _____

Date: _____

District/School Office Address: 11200 93rd Avenue North, Maple Grove, MN 55369

Head of School/Superintendent's Phone: 763-391-7001

Head of School/Superintendent's Email: mcintyre@district279.org

This form must be completed and submitted to MSHSL NOT LATER THAN JULY 31, 2022. Retain one copy for the school files.

**This information on page must be entered electronically on the
MSHSL Resolution for Membership 2022-2023 Form on the League website
once for each high school under your governing board.**

The following is taken from the MSHSL Constitution:

208.00 LOCAL CONTROL

208.01 Designated School Representatives

At the beginning of the League's fiscal year, the governing board of each member school shall designate two (2) representatives who are authorized to vote for the member school at all district, region and section meetings and on mail ballots where member schools are called upon to vote, such as district meetings, region meetings, and mail ballots.

One of the designated representatives shall be a member of the school's governing board and the other shall be an administrator or full-time faculty member of the member school.

In school districts with multiple schools, the designated representative from the school district's governing body may represent more than one school and is entitled to one vote for each school they represent.

208.02 Designated Activity Representatives

At the beginning of the League's fiscal year, the governing board of each member school shall select individuals to represent its school in the following areas: (a) boys sports; (b) girls sports; (c) speech; and (d) music.

208.03 Local Advisory Committee

Each school is urged to form an advisory committee for League activities. Committee membership is not limited to but shall include a school board member, a student, a parent, and a faculty member, to advise the designated school representatives on all matters relating to the school's membership in the MSHSL.

208.01 VOTE ON BEHALF OF THE HIGH SCHOOL

- Designated School Board Member
- Designated School Representative

208.02 ACTIVITY REPRESENTATIVES

- Boys Sports
- Girls Sports
- Speech
- Music

208.03 LOCAL ADVISORY COMMITTEE MEMBERS

- Board Member
- Student
- Parent
- Faculty Member

MAILING REPRESENTATIVE

By signature on the first page, I have verified that all required representatives above have been entered electronically on the MSHSL Resolution for Membership 2022-2023 Form.

**JOINT POWERS AGREEMENT
BETWEEN
CITY OF MAPLE GROVE
AND
INDEPENDENT SCHOOL DISTRICT NO. 279
RELATED TO THE FERNBROOK FIELD COMPLEX**

THIS AGREEMENT is entered into this 15th day of OCTOBER 2018, by and between the **City of Maple Grove**, a Minnesota municipal corporation, P.O. Box 1180, 12800 Arbor Lakes Parkway, Maple Grove, MN 55311 (hereinafter the “**City**”) and **Independent School District No. 279**, an independent school district created and existing under the laws of the State of Minnesota, 11200 93rd Avenue North, Maple Grove, MN 55369-6605 (hereinafter “**ISD 279**”).

RECITALS:

WHEREAS, City is the fee owner of certain real properties with the street addresses and property identification numbers as follows:

14601 99th Ave.
Maple Grove MN 55369
PIN 09-119-22-14-0005

14401 99th Ave.
Maple Grove MN 55369
PIN 09-119-22-15-0004

(hereinafter the “**City Property**”); and

WHEREAS, ISD 279 is the fee owner certain real property with the street address and property identification number as follows:

9601 Fernbrook Lane
Maple Grove MN 55369
PIN 09-119-22-13-0004

(hereinafter the “**ISD 279 Property**”; hereinafter City Property and ISD 279 Property collectively “**Property**”); and

WHEREAS, City is interested in constructing, on the Property, turf fields, park buildings, parking lot and internal roadway system, all as more fully described and set forth on the site plan attached hereto as Exhibit A (hereinafter the “**Project Layout**”), together with all amenities therein (hereinafter the “**Facility**”); and

WHEREAS, the parties desire to provide for the construction, funding and cooperative use of the Facility; and

WHEREAS, Minn. Stat. §471.59 provides that two or more governmental units may by Agreement cooperatively exercise any power common to the governmental units; and

WHEREAS, the City and ISD 279 have the authority to provide recreational facilities and programs; and

WHEREAS, this Agreement sets forth the rights and obligations of the parties relating to the cooperative use of the Facility.

NOW, THEREFORE, the parties agree as follows:

**ARTICLE I
Cooperative Use**

1.01 Purpose; Cooperative Use. The purpose of this Agreement is to provide for the construction, funding and cooperative use of the Facility. The City and ISD 279 shall cooperatively use the Facility in accordance with the terms and conditions set forth herein.

1.02 Term. This Agreement shall commence upon the execution of this Agreement by all parties and shall be perpetual, unless earlier terminated as provided herein.

1.03 Use and Scheduling. The Facility shall be used by the parties as follows:

- a. ISD 279 will have first priority use of the turf fields of the Facility as follows (“**ISD 279 Use Time**”):

ISD 279 Use Time				
	Spring (January through the last day school is in session)		Fall (Day after Labor Day through December 31)	
	Fields 1, 2 & 3	Field 4	Fields 1 & 2	Fields 3 & 4
Monday	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm
Tuesday	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm
Wednesday	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm
Thursday	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm
Friday	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 3:00 pm

ISD 279 Use Time shall be at no cost to ISD 279 and shall exclude those days that school is closed or lessons are not held for reasons other than a whole-of-school student event. The City shall designate the Facility field

numbers upon completion of the Facility and prior to ISD 279 use. For purposes of this Section 1.03.a., the “**last day school is in session**” is either the first or second week in June as determined by ISD 279.

- b. ISD 279 may schedule use of the turf fields of the Facility outside of the ISD 279 Use Time, if time is available, by requesting use from the City, which request is subject to the review and approval of the City (through its Maple Grove Parks and Recreation Board) and ISD 279 shall be charged the same City advertised rental rate charged to the public, which shall be paid to City prior to use.
- c. ISD 279 shall be allowed the exclusive use of the parking lot area of the Facility for student parking that is permitted by ISD 279 through the ISD 279 permitting process, Monday through Friday, from 6:00 A.M. to 3:00 P.M., during the school year (excluding non-school days). Parking lot shall be signed as student permit parking only until 3PM. Monday – Friday. (ISD 279 shall pay the City for the use of the available parking stalls, currently 235 per the construction plans, at the current student parking permit rate in the manner set forth in Section 2.06 below).
- d. ISD 279 shall be allowed use of the restroom portion of the Facilities during the ISD 279 Use Time. The restrooms are anticipated to have automated locks controlled by the City. It is the intent of the City to utilize the automated locks to ensure the restrooms are unlocked and accessible to ISD 279. Any use of the Facilities outside the ISD 279 Use Time by ISD 279 or in the event the restrooms are not unlocked as stated above, ISD 279 shall notify the City through its Maple Grove Parks and Recreation Board that the restrooms require to be unlocked.
- e. The concession and picnic area portion of the Facility are available for use by ISD 279, by requesting use from the City, which request is subject to the review and approval of the City (through the Maple Grove Parks and Recreation Board) and ISD 279 shall be charged the same City advertised rental rate charged to the public, which shall be paid to City prior to use.
- f. Each party to this Agreement shall have sole responsibility to supervise the use of the Facility when it has use of the Facility.
- g. The City shall have access to the Facility during ISD 279’s Use Time for any necessary repair and maintenance.
- h. The parties and their respective employees, agents and invitees shall have the right to use the internal roadway system parking lot on the Property, as depicted on attached Exhibit A, for access and use of the Facility, and in the manner consistent with this Agreement, subject to the City ordinances

and the rules and regulations of the Maple Grove Parks and Recreation Board.

- i. Except for those uses related to sporting events, ISD 279 shall not use the Facility for assembly use or seating for large audiences unless otherwise approved by the Maple Grove Parks and Recreation Board.

ARTICLE II Construction, Ownership and Maintenance of Facility

2.01 Construction of Facility. The City shall be allowed to construct the Facility on the Property in a manner similar to the Project Layout in a timeframe determined by the City, and in constructing the Facility shall be allowed on the ISD 279 Property, to bring and store all necessary tools, material and equipment thereon, and shall be entitled to alter the Property as is necessary to construct the Facility. The City shall pay for the cost of construction of the Facility, subject to ISD 279 payment to City as set forth in Section 2.05 below.

2.02 License. The parties grant a license unto the other party, and their respective elected officials, employees, agents, contractors and consultants to enter and remain on the Property for the purposes of construction, maintenance, operation and use of the Facility (hereinafter the “**License**”), which License shall remain in full force and effect during the term of this Agreement subject to the terms of this Agreement.

2.03 Ownership. City is the owner of that part of the Facility that is located on the City Property and ISD 279 is the owner of that part of the Facility that is located on the ISD 279 Property, all subject to the rights and obligations of the parties set forth in this Agreement.

2.04 Maintenance and Upkeep. The City shall be responsible for all maintenance, repairs, replacement and upkeep of the Facility, located on the City Property and those areas of ISD 279 Property depicted and described on attached Exhibit B, necessary to keep the Facility in good repair and clean condition, except ISD 279 shall be responsible for any winter maintenance and snow removal of the parking lot and any pedestrian walkways. For purposes of this Section, Facility shall also include the fence to be constructed east of the parking lot area along Fernbrook Lane. Except as expressly provided above, ISD 279 shall be responsible for all maintenance, repairs, replacement and upkeep of the Facility located on the ISD 279 Property necessary to keep the Facility in good repair and clean condition. Any said maintenance, repairs, replacement and upkeep may interfere with and shall take priority over any parties’ use of the Facility.

2.05 ISD 279 Payments for Facility Capital Expenses. As a contribution by ISD 279 for the capital expenses to construct the Facility and its use as described herein, ISD agrees to accept a special assessment in the amount of \$500,000.00, accruing simple interest at a rate of 2% per annum, to be paid in equal installments over a 20 year period. ISD 279 and City shall enter into an assessment agreement upon the execution of this Agreement to memorialize the agreement regarding the said special assessment.

2.06 ISD 279 Payments for Use of the Parking Lot. ISD 279 shall pay the City for the use of the 265 parking stalls within the parking lot at the then current student parking permit rate minus ISD 279's reasonable and actual costs for monitoring of the parking lot area, during its exclusive use as provided for herein, and snow removal from the parking lot area. The amount shall be paid annually on or before June 1st of each year of the term of this Agreement.

ARTICLE III Liability

3.01 To the full extent permitted by law, the Agreement is intended to be and shall be construed as a "cooperative activity" and it is the intent of the parties that they shall be deemed a "single governmental unit" for the purposes of liability, all as set forth in Minn. Stat. §471.59, subd. 1a(a); provided further that for purposes of that statute, each party to this Agreement expressly declines responsibility for the acts or omissions of the other party. In addition to the foregoing, nothing herein shall be construed to waive or limit any immunity from, or limitation on, liability available to either party, whether set forth in Minn. Stat. ch. 466 or otherwise.

3.02 To the extent that tort damages or other related costs or fees become payable to a third party as the result of this Agreement or the activities carried out hereunder, the parties to this Agreement shall each pay an amount equal to their respective percentage of liability. Notwithstanding the foregoing, this Agreement is solely for the benefit of the parties hereto and no other person shall have any right, claim, or interest in it.

3.03 Neither party shall be responsible for injuries or death of the other party's personnel. Each party will maintain worker's compensation coverage to the extent required by law on its personnel who perform work pursuant to this Agreement.

3.04 The City and ISD 279 shall maintain their own comprehensive liability insurance policy or program in at least the amounts specified as to the extent of liability under Minn. Stat. §§ 466.04, 471.59, subd. 1a(a). ISD 279 will be named as an additional insured on the City's policy and the City will be named an individual insured on ISD 279's policy. Each party shall furnish the other party a certificate of insurance documenting the required coverage.

ARTICLE IV Dispute Resolution

4.01 If a dispute develops between the parties regarding interpretation of the rights and obligations of the parties under this Agreement, such disputes shall be referred to the next administrative level of the respective bodies who shall attempt to settle the dispute. Such referral shall continue to succeeding levels of the respective bodies until all administrative levels have been exhausted; provided however, all such administrative levels shall be deemed to have been exhausted in the event such dispute remains unresolved in whole or in part for a period of sixty (60) days from and after the date of initial occurrence of the dispute. In the case of any dispute which also involves a material breach authorizing the non-breaching party to exercise its rights under Section 5.01 of this Agreement, the non-breaching party shall be entitled, but not required, to exercise its rights under Section 5.01 concurrent with any exercise of rights under this Section

4.01. If the dispute cannot be resolved in accordance with this Section 4.01, either party may (except to the extent theretofore exercised under Section 5.01 as hereinabove permitted) then exercise any and all of the rights and remedies available to such party under applicable law. For the purposes of this Agreement the term “**material breach**” shall mean failure to timely pay fees as required herein and an act or omission that significantly impairs the use of the Facility.

ARTICLE V Termination

5.01 Termination. In the event of any material breach of any of the terms of this Agreement, the party alleging the breach may, in addition to, and not in lieu of, any other remedies available to such party under Section 4.01 of this Agreement or otherwise under applicable law, seek to terminate this Agreement by giving the breaching party written notice specifying the nature of the breach. If the breach is not remedied within thirty (30) days of the date of delivery of such notice, or if additional breaches of a materially similar nature occur within the thirty (30) day period following the date of delivery of said notice, the party alleging the breach may send the breaching party a second written notice setting forth the time, place and date of a meeting to discuss the breach, the time, date and place for which shall in all respects be reasonable and shall specify a date not later than ten (10) days from the date of such written notice. The Superintendent for ISD 279 or his or her designee(s) and the City Administrator for the City or his or her designee(s) shall attend such meeting. If the breach continues for more than thirty (30) days after the date of such meeting, the party alleging the breach may send a final written notice of termination to the breaching party terminating this Agreement effective upon the date of delivery of such notice.

ARTICLE VI Miscellaneous

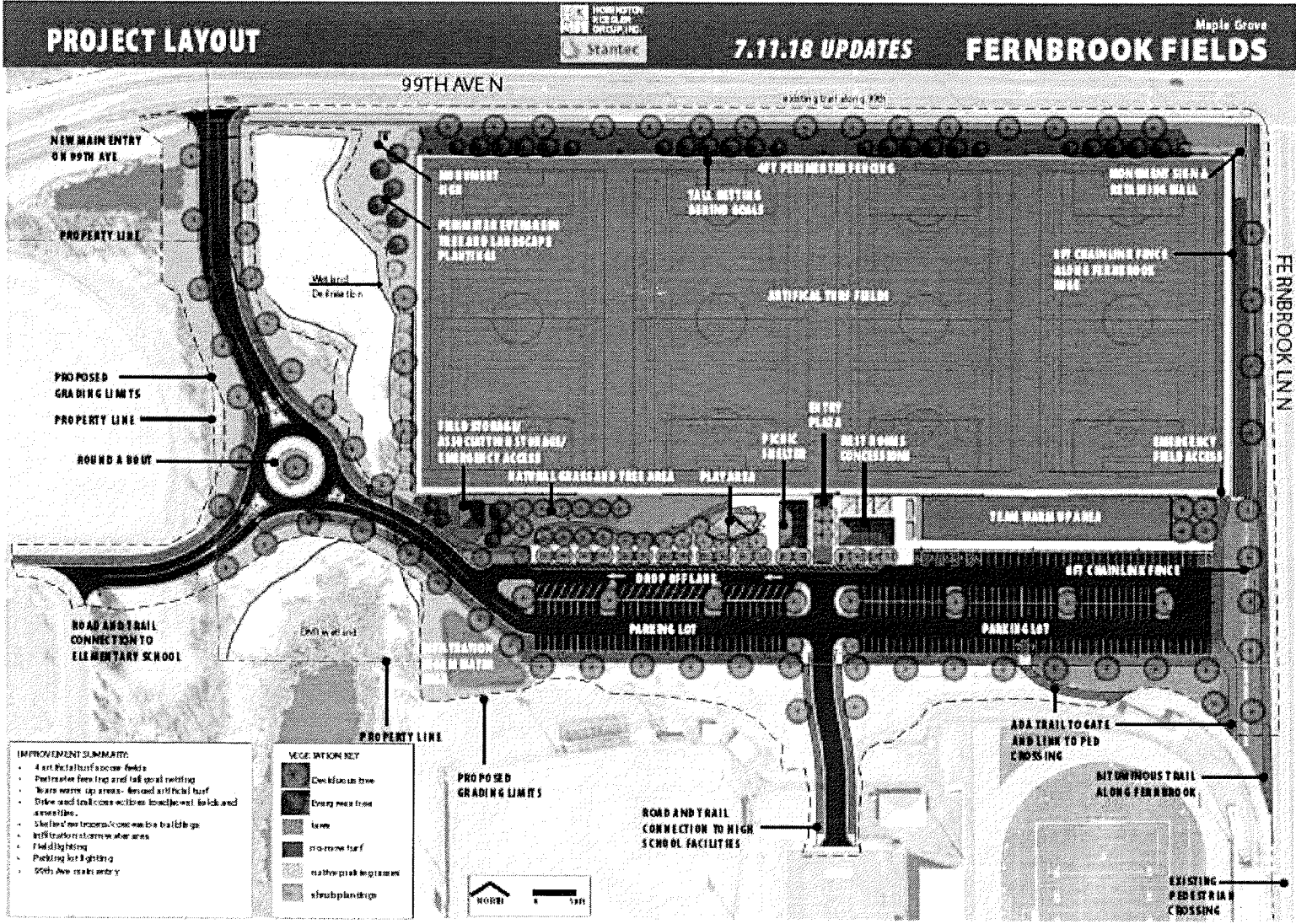
6.01 Assignment. Neither party may assign its rights or obligations under this Agreement without the prior written consent of the other party.

6.02 Binding Effect. All of the covenants, conditions and agreements herein contained shall extend to, be binding upon, and inure to the benefit of the parties hereto and their respective permitted successors and assigns.

6.03 Severability. If any provisions of this Agreement shall be declared invalid or unenforceable, the remainder of this Agreement shall continue in full force and effect.

6.04 Governing Law. This Agreement shall in all respects be governed by and interpreted under the laws of the State of Minnesota.

EXHIBIT A
PROJECT LAYOUT



01

EXHIBIT B

ISD 279 PROPERTY CITY RESPONSIBILITY AREAS

That part of the North 50.00 feet of the South 810.00 feet of the West 130.00 feet of the West 1056.00 feet of the South Half of the Northeast Quarter of Section 9, Township 119, Range 22, Hennepin County, Minnesota.

TOGETHER WITH:

That part of the South Half of the Northeast Quarter of Section 9, Township 119, Range 22, Hennepin County, Minnesota, described as follows:

Commencing at the southwest corner of Outlot B, MGLC ADDITION, according to the recorded plat thereof, Hennepin County, Minnesota; thence North 01 degrees 13 minutes 22 seconds West, assumed bearing along the west line of said Outlot B, a distance of 117.53 feet to the point of beginning; thence continuing North 01 degrees 13 minutes 22 seconds West along said west line, 53.91 feet; thence southwesterly 116.76 feet along a non-tangential curve concave to the northwest having a radius of 140.33 feet, central angle of 47 degrees 40 minutes 16 seconds and a chord bearing of South 65 degrees 38 minutes 31 seconds West; thence South 88 degrees 58 minutes 59 seconds West, not tangent to last described curve, 294.18 feet; thence South 00 degrees 33 minutes 22 seconds East, 10.67 feet; thence North 88 degrees 40 minutes 34 seconds East, 184.43 feet; thence southeasterly 82.83 feet along a non-tangential curve concave to the southwest having a radius of 66.83 feet, central angle of 71 degrees 00 minutes 45 seconds and a chord bearing of South 47 degrees 25 minutes 29 seconds East; thence North 89 degrees 26 minutes 38 seconds East, not tangent to last described curve, 1.74 feet; thence northeasterly 38.23 feet along a non-tangential curve concave to the southeast having a radius of 24.33 feet, central angle of 90 degrees 01 minutes 56 seconds and a chord bearing of North 44 degrees 27 minutes 36 seconds East; thence North 89 degrees 28 minutes 34 seconds East, not tangent to last described curve, 49.68 feet; thence northeasterly 88.90 feet along a non-tangential curve concave to the northwest having a radius of 249.77 feet, central angle of 20 degrees 23 minutes 32 seconds and a chord bearing of North 68 degrees 46 minutes 16 seconds East to the point of beginning.

TOGETHER WITH:

That part of the South Half of the Northeast Quarter of Section 9, Township 119, Range 22, Hennepin County, Minnesota, described as follows:

Commencing at the southwest corner of Outlot B, MGLC ADDITION, according to the recorded plat thereof, Hennepin County, Minnesota; thence North 01 degrees 13 minutes 22 seconds West, assumed bearing along the west line of said Outlot B, a distance of 395.03 feet to the point of beginning; thence continuing North 01 degrees 13 minutes 22 seconds West along said west line, 107.28 feet to the north line of said South half of the

Northeast Quarter; thence North 89 degrees 55 minutes 04 seconds West along said north line of the South half of the Northeast Quarter, a distance of 18.10 feet; thence South 10 degrees 45 minutes 39 seconds East, 109.20 feet to the point of beginning.

**FIRST AMENDMENT TO JOINT POWERS AGREEMENT BETWEEN THE CITY OF
MAPLE GROVE AND INDEPENDENT SCHOOL DISTRICT NO. 279 RELATED TO
THE FERNBROOK FIELD COMPLEX**

THIS FIRST AMENDMENT TO THE JOINT POWERS AGREEMENT BETWEEN CITY OF MAPLE GROVE AND INDEPENDENT SCHOOL DISTRICT NO. 279 RELATED TO THE FERNBROOK FIELD COMPLEX (hereinafter "**Amendment**") is entered into this ^{8th} day of May, 2020, by and between the CITY OF MAPLE GROVE, a Minnesota municipal corporation (hereinafter the "**City**") and INDEPENDENT SCHOOL DISTRICT NO. 279, an independent school district created and existing under the laws of the State of Minnesota, (hereinafter "**ISD 279**"; hereinafter City and ISD 279 collectively "**Parties**" and sometimes individually "**Party**").

RECITALS:

WHEREAS, the Parties entered into the Joint Powers Agreement Between City of Maple Grove and Independent School District No. 279 related to the Fernbrook Field Complex dated _____, 2018 (hereinafter "**JPA**"), which JPA is for the purpose of the construction, maintenance and operation of the Facility on the Property; and

WHEREAS, ISD 279 and the City have or will enter into an amendment to the Joint Powers Agreement between City of Maple Grove and Independent School District No. 279 that is dated September 14, 2010, and as amended, (hereinafter the "**Dome Agreement**") that governs the construction, maintenance, and operation of the dome located at Maple Grove High School. Under the amendment to the Dome Agreement, among other things, ISD 279 will use Long Term Facilities Maintenance (hereinafter referred to as "**LTFM**") funds to replace the turf field at the dome; and

WHEREAS, as consideration for the turf replacement at the dome, ISD 279 is seeking to expand use and access to for ISD 279 extracurricular and athletics programs and the Facility; and

WHEREAS, the Parties have agreed that it is reasonable, appropriate and in the best interests of the public to amend the JPA as hereinafter set forth.

NOW, THEREFORE, the Parties agree, as follows:

1. Incorporation. The above Recitals and attached exhibits are a material part of this Amendment and are incorporated herein. Unless otherwise expressly provided for herein, any capitalized terms herein that are undefined shall have the same meaning as in the JPA.
2. Amendment. The JPA is hereby amended as follows, which amendments shall take effect on the Transfer Date (as defined in the Dome Agreement):

- a. Article I, Section 1.03.a. of the JPA is replaced in its entirety with the following:

Use and Scheduling. The Facility shall be used by the parties as follows:

ISD 279 will have first priority use of the turf fields of the Facility as follows (“ISD 279 Use Time”):

ISD 279 Use Time					
	Spring (January through the last day school is in session)		Fall (Day after Labor Day through December 31)		End of Summer (1 st day of MSHSL fall season through Labor Day)
	Fields 1, 2 & 3	Field 4	Fields 1 & 2	Fields 3 & 4	Fields 3 & 4
Monday	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 2:00 pm
Tuesday	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 2:00 pm
Wednesday	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 2:00 pm
Thursday	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am – 2:00 pm
Friday	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 2:00 pm

ISD 279 Use Time shall be at no cost to ISD 279 and, other than what is designated in the ISD 279 Use Time grid above, shall exclude those days that school is closed or lessons are not held for reasons other than a whole -of -school student event. The City shall designate the Facility field numbers upon completion of the Facility and prior to ISD 279 use. For purposes of this Section 1. 03.a., the “**last day school is in session**” is either the first or second week in June as determined by ISD 279. Notwithstanding any other provision herein, the End of Summer ISD 279 Use Time is considered preferred use and ISD 279 may schedule use of the turf fields of the Facility during this time by requesting use from the City, which request is subject to the review and reasonable approval of the City through its Maple Grove Parks and Recreation Board (the “**Board**”). If the request is made by ISD 279 on or before July 31 of the year the End of Summer use is desired, ISD 279 will be given preference. Such requests are not guaranteed until scheduled but will be considered before all other requests by third parties. If a request is made after July 31 then such request shall be considered along with all other third-party requests.

3. Affect of this Amendment on the JPA. Any terms and conditions of the JPA not expressly modified by this Second Amendment shall remain in full force and effect.

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SECOND AMENDMENT TO JOINT POWERS AGREEMENT BETWEEN THE CITY OF MAPLE GROVE AND INDEPENDENT SCHOOL DISTRICT NO. 279 RELATED TO THE FERNBROOK FIELD COMPLEX

THIS SECOND AMENDMENT TO THE JOINT POWERS AGREEMENT BETWEEN CITY OF MAPLE GROVE AND INDEPENDENT SCHOOL DISTRICT NO. 279 RELATED TO THE FERNBROOK FIELD COMPLEX (hereinafter “**Second Amendment**”) is entered into this ___ day of _____, 2022, by and between the CITY OF MAPLE GROVE, a Minnesota municipal corporation (hereinafter the “**City**”) and INDEPENDENT SCHOOL DISTRICT NO. 279, an independent school district created and existing under the laws of the State of Minnesota, (hereinafter “**ISD 279**”; hereinafter City and ISD 279 collectively “**Parties**” and sometimes individually “**Party**”).

RECITALS:

WHEREAS, the Parties entered into that Joint Powers Agreement Between City of Maple Grove and Independent School District No. 279 related to the Fernbrook Field Complex, dated October 15, 2018 (hereinafter “**JPA**”), which JPA is for the purpose of the construction, maintenance and operation of the Facility on the Property; and

WHEREAS, the JPA was amended by that First Amendment to Joint Powers Agreement Between City of Maple Grove and Independent School District No. 279 related to the Fernbrook Field Complex, dated May 8, 2020 (hereinafter “**First Amendment**”); and

WHEREAS, the Parties desire to replace Section 2 of the First Amendment to correct a scrivener’s error.

NOW, THEREFORE, the Parties agree, as follows:

1. Incorporation. The above Recitals, the JPA, and the First Amendment, except as expressly modified herein, are a material part of this Amendment and are incorporated herein. Unless otherwise expressly provided for herein, any capitalized terms herein that are undefined shall have the same meaning as in the JPA.

2. Amendment. Section 2 of the First Amendment is hereby replaced in its entirety with the following:

Article I, Section 1.03.a. of the JPA is replaced in its entirety with the following:

Use and Scheduling. The Facility shall be used by the parties as follows:

ISD 279 will have first priority use of the turf fields of the Facility as follows (“**ISD 279 Use Time**”):

ISD 279 Use Time					
	Spring (January through the last day school is in session)		Fall (Day after Labor Day through December 31)		End of Summer (1 st day of MSHSL fall season through Labor Day)
	Fields 1, 2 & 3	Field 4	Fields 1 & 2	Fields 3 & 4	Fields 3 & 4
Monday	6:00 am – 5:15 pm	6:00 am –6:00 pm	6:00 am – 5:15 pm	6:00 am –6:00pm	6:00 am – 2:00 pm
Tuesday	6:00 am – 5:15 pm	6:00 am –6:00 pm	6:00 am –5:15pm	6:00 am –6:00pm	6:00 am – 2:00 pm
Wednesday	6:00 am –5:15 pm	6:00 am –6:00pm	6:00 am – 5:15pm	6:00 am –6:00pm	6:00 am – 2:00 pm
Thursday	6:00 am – 5:15 pm	6:00 am – 6:00 pm	6:00 am – 5:15 pm	6:00 am –6:00 pm	6:00 am – 2:00 pm
Friday	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 3:00 pm	6:00 am – 2:00 pm

ISD 279 Use Time shall be at no cost to ISD 279 and, other than what is designated in the ISD 279 Use Time grid above, shall exclude those days that school is closed or lessons are not held for reasons other than a whole-of-school student event. The City shall designate the Facility field numbers upon completion of the Facility and prior to ISD 279 use. For purposes of this Section 1.03.a., the “**last day school is in session**” is either the first or second week in June as determined by ISD 279. Notwithstanding any other provision herein, the End of Summer ISD 279 Use Time is considered preferred use and ISD 279 may schedule use of the turf fields of the Facility during this time by requesting use from the City, which request is subject to the review and reasonable approval of the City through its Maple Grove Parks and Recreation Board (the “**Board**”). ISD 279 will be provided preference over any other potential user if the request is made by ISD 279 on or before July 31 of the year the End of Summer use is desired. Such requests are not guaranteed until scheduled, but will be considered before all requests by other potential users. If a request is made after July 31, then such request shall be considered along with all other potential users.

3. Affect of this Second Amendment. Any terms and conditions of the JPA and the First Amendment not expressly modified herein shall remain in full force and effect.

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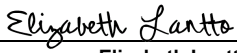
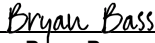
GRANT AUTHORIZATION FORM

THIS FORM IS COMPLETED BY THE BUSINESS OFFICE AND SUBMITTED TO THE BOARD FOR AUTHORIZATION OF GRANT REVENUE AND EXPENDITURE BUDGETS

Grant Information			
Fiscal Year: <u>21-22</u>	Finance Code: <u>313 & 319</u>		
Grant Title: <u>313 - Achievement and Integration 319 - Incentive Revenue</u>	Grant Manager: <u>Duane Wardally</u>		
Type of Submission and Amount			
<input type="checkbox"/> New	Award Amount: _____		
<input checked="" type="checkbox"/> Amended	Existing Amount: \$ <u>4,767,373.00</u>	Amended Amount: \$	<u>114,180.00</u>

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	3,058,591	-	86,183	3,144,774.00
200 - Employee Benefits	1,152,691	-	27,997	1,180,688.00
300 - Purchased Services	490,969	-	-	490,969.00
400 - Supplies and Materials	65,122	-	-	65,122.00
500 - Capital Expenditures	-	-	-	-
Other Expenses	-	-	-	-
Totals	\$ 4,767,373	\$ -	\$ 114,180	\$ 4,881,553.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local/Other			-	-	-
State	MDE Aid and Levy	01-005-605-313-300-000	4,542,787	114,180	4,656,967.00
State	MDE Aid	01-200-605-319-300-000	224,586	-	224,586.00
Federal			-	-	-
Totals			\$ 4,767,373	\$ 114,180	\$ 4,881,553.00

APPROVALS	
DocuSigned by:  _____ Elizabeth Lantto - Business Services Accountant	<u>5/9/2022</u> _____ Date
DocuSigned by:  _____ Bryan Bass - Assistant Superintendent of Equity & Achievement	<u>5/9/2022</u> _____ Date
Board Approved:	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-171-605-313-140-000	Licensed Classroom	182,524	-	182,524.00
01-171-605-313-141-000	Non-Licensed Classroom Personnel	87,266	-	87,266.00
01-171-605-313-210-000	F.I.C.A.-Medicare	19,116	-	19,116.00
01-171-605-313-214-000	P.E.R.A.	6,545	-	6,545.00
01-171-605-313-218-000	T.R.A.	13,561	-	13,561.00
01-171-605-313-220-000	Health Insurance	53,324	-	53,324.00
01-171-605-313-230-000	Life Insurance	194	-	194.00
01-171-605-313-235-000	Dental Insurance	917	-	917.00
01-171-605-313-240-000	Disability Insurance	1,274	-	1,274.00
01-171-605-313-250-000	Retirement Savings Plan	2,554	-	2,554.00
01-171-605-313-251-000	HSA	5,988	-	5,988.00
01-171-605-313-270-000	Workers Compensation	1,794	-	1,794.00
01-171-605-313-280-000	Unemployment Compensation	250	-	250.00
01-173-605-313-141-000	Non-Licensed Classroom Personnel	69,671	-	69,671.00
01-173-605-313-142-000	Licensed Support	168,977	-	168,977.00
01-173-605-313-210-000	F.I.C.A.-Medicare	21,291	-	21,291.00
01-173-605-313-214-000	P.E.R.A.	5,225	-	5,225.00
01-173-605-313-218-000	T.R.A.	17,401	-	17,401.00
01-173-605-313-220-000	Health Insurance	48,025	-	48,025.00
01-173-605-313-230-000	Life Insurance	340	-	340.00
01-173-605-313-235-000	Dental Insurance	1,171	-	1,171.00
01-173-605-313-240-000	Disability Insurance	1,419	-	1,419.00
01-173-605-313-250-000	Retirement Savings Plan	5,393	-	5,393.00
01-173-605-313-251-000	HSA	10,660	-	10,660.00
01-173-605-313-270-000	Workers Compensation	1,948	-	1,948.00
01-173-605-313-280-000	Unemployment Compensation	278	-	278.00
01-173-605-313-305-000	Consulting Fees/Fees Services	14,000	-	14,000.00
01-173-605-313-430-000	Supplies & Materials - Instructional	4,394	-	4,394.00
01-200-605-313-112-000	General Administration	159,819	-	159,819.00
01-200-605-313-114-000	Instructional Administration	479,517	-	479,517.00
01-200-605-313-141-000	Non-Licensed Classroom Personnel	138,917	-	138,917.00
01-200-605-313-142-000	Licensed Support	433,183	-	433,183.00
01-200-605-313-145-000	Substitute Teachers	84,618	-	84,618.00
01-200-605-313-160-000	Clerical ESPs	2,250	-	2,250.00
01-200-605-313-170-000	Non-Instructional Support	55,202	-	55,202.00
01-200-605-313-175-000	Student Learning Advocate	402,218	-	402,218.00
01-200-605-313-185-000	Other Salary Pmts - Licensed/Certified	46,134	-	46,134.00
01-200-605-313-186-000	Other Salary Pmts - NonLicensed/NonCertified	5,989	-	5,989.00
01-200-605-313-186-186	Other Salary Pmts - NonLicensed/NonCertified	4,859	-	4,859.00
01-200-605-313-210-000	F.I.C.A.-Medicare	138,301	-	138,301.00
01-200-605-313-210-186	F.I.C.A.-Medicare	372	-	372.00
01-200-605-313-214-000	P.E.R.A.	98,908	-	98,908.00
01-200-605-313-214-186	P.E.R.A.	364	-	364.00
01-200-605-313-218-000	T.R.A.	73,176	-	73,176.00
01-200-605-313-220-000	Health Insurance	237,281	-	237,281.00
01-200-605-313-230-000	Life Insurance	3,875	-	3,875.00
01-200-605-313-235-000	Dental Insurance	7,458	-	7,458.00
01-200-605-313-240-000	Disability Insurance	8,845	-	8,845.00
01-200-605-313-250-000	Retirement Savings Plan	16,178	-	16,178.00
01-200-605-313-251-000	HSA	55,838	-	55,838.00
01-200-605-313-270-000	Workers Compensation	12,654	-	12,654.00
01-200-605-313-270-186	Workers Compensation	34	-	34.00
01-200-605-313-280-000	Unemployment Compensation	2,108	-	2,108.00
01-200-605-313-280-186	Unemployment Compensation	5	-	5.00
01-200-605-313-305-000	Consulting Fees/Fees Services	20,477	-	20,477.00
01-200-605-313-305-186	Consulting Fees/Fees Services	3,780	-	3,780.00

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-200-605-313-305-188	Consulting Fees/Fees Services	12,969	-	12,969.00
01-200-605-313-329-000	Postage & Express	125	-	125.00
01-200-605-313-366-000	Business Travel	8,552	-	8,552.00
01-200-605-313-367-000	Staff Development	20,167	-	20,167.00
01-200-605-313-367-185	Staff Development	6,014	-	6,014.00
01-200-605-313-369-185	Entry Fees/Stu. Trav. All.	420	-	420.00
01-200-605-313-369-186	Entry Fees/Stu. Trav. All.	3,726	-	3,726.00
01-200-605-313-369-188	Entry Fees/Stu. Trav. All.	1,254	-	1,254.00
01-200-605-313-385-000	Printing Chargeback	2,191	-	2,191.00
01-200-605-313-385-186	Printing Chargeback	658	-	658.00
01-200-605-313-394-000	Paymts. to Other Agency	396,636	-	396,636.00
01-200-605-313-401-000	Supplies & Material - NonInstructional	12,757	-	12,757.00
01-200-605-313-401-186	Supplies & Material - NonInstructional	3,222	-	3,222.00
01-200-605-313-401-188	Supplies & Material - NonInstructional	2,425	-	2,425.00
01-200-605-313-405-000	Non Instr. Software License Agreements	612	-	612.00
01-200-605-313-406-000	Instructional Software License Agreements	627	-	627.00
01-200-605-313-430-000	Supplies & Materials - Instructional	1,984	-	1,984.00
01-200-605-313-430-185	Supplies & Materials - Instructional	3,244	-	3,244.00
01-200-605-313-430-188	Supplies & Materials - Instructional	1,542	-	1,542.00
01-200-605-313-490-000	Food & Food from Warehouse	9,801	-	9,801.00
01-200-605-313-490-185	Food & Food from Warehouse	8,588	-	8,588.00
01-200-605-313-490-186	Food & Food from Warehouse	11,099	-	11,099.00
01-200-605-313-490-188	Food & Food from Warehouse	3,573	-	3,573.00
01-332-605-313-142-000	Licensed Support	33,611	-	33,611.00
01-332-605-313-210-000	F.I.C.A.-Medicare	2,033	-	2,033.00
01-332-605-313-218-000	T.R.A.	2,216	-	2,216.00
01-332-605-313-220-000	Health Insurance	7,419	-	7,419.00
01-332-605-313-230-000	Life Insurance	25	-	25.00
01-332-605-313-235-000	Dental Insurance	137	-	137.00
01-332-605-313-240-000	Disability Insurance	136	-	136.00
01-332-605-313-251-000	HSA	1,954	-	1,954.00
01-332-605-313-270-000	Workers Compensation	186	-	186.00
01-332-605-313-280-000	Unemployment Compensation	27	-	27.00
01-333-605-313-140-000	Licensed Classroom	177,238	-	177,238.00
01-333-605-313-142-000	Licensed Support	77,667	-	77,667.00
01-333-605-313-210-000	F.I.C.A.-Medicare	19,471	-	19,471.00
01-333-605-313-218-000	T.R.A.	21,227	-	21,227.00
01-333-605-313-220-000	Health Insurance	48,869	-	48,869.00
01-333-605-313-230-000	Life Insurance	215	-	215.00
01-333-605-313-235-000	Dental Insurance	901	-	901.00
01-333-605-313-240-000	Disability Insurance	1,339	-	1,339.00
01-333-605-313-250-000	Retirement Savings Plan	3,802	-	3,802.00
01-333-605-313-251-000	HSA	12,869	-	12,869.00
01-333-605-313-270-000	Workers Compensation	1,714	-	1,714.00
01-333-605-313-280-000	Unemployment Compensation	783	-	783.00
01-388-605-313-140-000	Licensed Classroom	280,548	86,183	366,731.00
01-388-605-313-210-000	F.I.C.A.-Medicare	19,024	6,593	25,617.00
01-388-605-313-218-000	T.R.A.	20,741	7,188	27,929.00
01-388-605-313-220-000	Health Insurance	38,343	12,195	50,538.00
01-388-605-313-230-000	Life Insurance	236	66	302.00
01-388-605-313-235-000	Dental Insurance	1,277	336	1,613.00
01-388-605-313-240-000	Disability Insurance	1,288	450	1,738.00
01-388-605-313-250-000	Retirement Savings Plan	3,456	-	3,456.00
01-388-605-313-251-000	HSA	12,000	480	12,480.00
01-388-605-313-270-000	Workers Compensation	1,740	603	2,343.00
01-388-605-313-280-000	Unemployment Compensation	249	86	335.00

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-388-605-319-140-000	Licensed Classroom	159,882	-	159,882.00
01-388-605-319-210-000	F.I.C.A.-Medicare	12,478	-	12,478.00
01-388-605-319-218-000	T.R.A.	13,603	-	13,603.00
01-388-605-319-220-000	Health Insurance	27,197	-	27,197.00
01-388-605-319-230-000	Life Insurance	153	-	153.00
01-388-605-319-235-000	Dental Insurance	936	-	936.00
01-388-605-319-240-000	Disability Insurance	833	-	833.00
01-388-605-319-250-000	Retirement Savings Plan	1,061	-	1,061.00
01-388-605-319-251-000	HSA	7,138	-	7,138.00
01-388-605-319-270-000	Workers Compensation	1,142	-	1,142.00
01-388-605-319-280-000	Unemployment Compensation	163	-	163.00
		\$ 4,767,373	\$ 114,180	\$ 4,881,553.00

Procedures to be followed:

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- D) **Reporting - The grant manager is responsible for all reporting requirements.**
- E) Cut-off Dates: Orders against the 2021-2022 school year is to be issued after July 1, 2021. Expenditures eligible for reimbursement for the 2021-2022 fiscal year are those dated July 1, 2021 or after, for which the goods/services and invoice have been received and processed by June 30, 2022.

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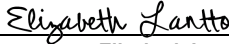
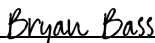
GRANT AUTHORIZATION FORM

THIS FORM IS COMPLETED BY THE BUSINESS OFFICE AND SUBMITTED TO THE BOARD FOR AUTHORIZATION OF GRANT REVENUE AND EXPENDITURE BUDGETS

Grant Information			
Fiscal Year: <u>21-22</u>	Finance Code: <u>433</u>		
Grant Title: <u>Title IV</u>	Grant Manager: <u>Robin Gunsolus</u>		
Type of Submission and Amount			
<input type="checkbox"/> New	Award Amount: _____		
<input checked="" type="checkbox"/> Amended	Existing Amount: \$ <u>227,608.00</u>	Amended Amount: \$	<u>7,536.00</u>

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	119,008	-	-	119,008.00
200 - Employee Benefits	32,330	-	8,150	40,480.00
300 - Purchased Services	50,000	-	-	50,000.00
400 - Supplies and Materials	18,454	-	262	18,716.00
500 - Capital Expenditures	-	-	-	-
Other Expenses	7,816	-	(876)	6,940.00
Totals	\$ 227,608	\$ -	\$ 7,536	\$ 235,144.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local/Other			-	-	-
State			-	-	-
Federal	MDE Award	01-006-206-433-400-000	13,967	2,336	16,303.00
Federal	MDE Award	01-100-206-433-400-011	213,454	5,200	218,654.00
Federal	MDE Award	01-006-206-433-400-012	187	-	187.00
Totals			\$ 227,608	\$ 7,536	\$ 235,144.00

APPROVALS	
DocuSigned by:  Elizabeth Lantto - Business Services Accountant	<u>5/9/2022</u> Date
DocuSigned by:  Bryan Bass - Assistant Superintendent of Equity & Achievement	<u>5/9/2022</u> Date
Board Approved:	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-006-206-433-114-011	Instructional Administration	82,425	-	82,425.00
01-006-206-433-210-011	F.I.C.A.-Medicare	6,306	-	6,306.00
01-006-206-433-218-011	T.R.A.	6,874	-	6,874.00
01-006-206-433-220-011	Health Insurance	5,716	5,869	11,585.00
01-006-206-433-230-011	Life Insurance	68	139	207.00
01-006-206-433-235-011	Dental Insurance	108	110	218.00
01-006-206-433-240-011	Disability Insurance	205	215	420.00
01-006-206-433-250-011	Retirement Savings Plan	480	495	975.00
01-006-206-433-251-011	HSA	-	1,584	1,584.00
01-006-206-433-270-011	Workers Compensation	577	-	577.00
01-006-206-433-280-011	Unemployment Compensation	264	(182)	82.00
01-006-206-433-303-011	Federal Contract Under \$25,000	25,000	-	25,000.00
01-006-206-433-304-011	Federal Contract Over \$25,000	25,000	-	25,000.00
01-006-206-433-114-191	Instructional Administration	36,583	-	36,583.00
01-006-206-433-210-191	F.I.C.A.-Medicare	2,799	-	2,799.00
01-006-206-433-218-191	T.R.A.	3,051	-	3,051.00
01-006-206-433-220-191	Health Insurance	4,823	-	4,823.00
01-006-206-433-230-191	Life Insurance	3	-	3.00
01-006-206-433-235-191	Dental Insurance	91	-	91.00
01-006-206-433-240-191	Disability Insurance	187	-	187.00
01-006-206-433-250-191	Retirement Savings Plan	405	-	405.00
01-006-206-433-270-191	Workers Compensation	256	-	256.00
01-006-206-433-280-191	Unemployment Compensation	117	(80)	37.00
01-007-206-433-430-000	Supplies & Materials - Instructional	1,679	32	1,711.00
01-001-206-433-466-011	Instructional Tech Devices	75	-	75.00
01-001-206-433-466-000	Instructional Tech Devices	6,641	124	6,765.00
01-002-206-433-430-000	Supplies & Materials - Instructional	1,342	25	1,367.00
01-004-206-433-466-012	Instructional Tech Devices	187	-	187.00
01-004-206-433-466-011	Instructional Tech Devices	4,225	-	4,225.00
01-004-206-433-466-000	Instructional Tech Devices	4,305	81	4,386.00
01-006-206-433-895-011	Fed. Indirect Cost Chargeback	7,816	(876)	6,940.00
	Total	\$ 227,608	\$ 7,536	\$ 235,144.00

Procedures to be followed:

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- B) The grant manager must approve all transactions relating to this project.
- C) Existing requisitioning and purchasing procedures will be followed. A BA 9 Voucher Request Form is to be used only for items not practical to procure on a purchase order basis (i.e. consultant fees). It is important that all requests are identified as belonging to this project. The originator of the request should indicate the proper account code on the form.
- D) **Reporting - The grant manager is responsible for all reporting requirements.**
- E) Cut-off Dates: Orders against the 2021-2022 school year is to be issued after July 1, 2021. Expenditures eligible for reimbursement for the 2021-2022 fiscal year are those dated July 1, 2021 or after, for which the goods/services and invoice have been received and processed by June 30, 2022.

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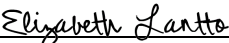
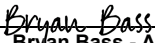
GRANT AUTHORIZATION FORM

THIS FORM IS COMPLETED BY THE BUSINESS OFFICE AND SUBMITTED TO THE BOARD FOR AUTHORIZATION OF GRANT REVENUE AND EXPENDITURE BUDGETS

Grant Information	
Fiscal Year: <u>21-22</u>	Finance Code: <u>628</u>
Grant Title: <u>Perkins</u>	Grant Manager: <u>Godfrey Edaferierhi</u>
Type of Submission and Amount	
<input type="checkbox"/> New	Award Amount: _____
<input checked="" type="checkbox"/> Amended	Existing Amount: \$ <u>88,500.00</u> Amended Amount: \$ <u>18,000.00</u>

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	19,300	-	-	19,300.00
200 - Employee Benefits	3,240	-	-	3,240.00
300 - Purchased Services	24,440	-	-	24,440.00
400 - Supplies and Materials	40,978	-	18,000	58,978.00
500 - Capital Expenditures	542	-	-	542.00
Other Expenses	-	-	-	-
Totals	\$ 88,500	\$ -	\$ 18,000	\$ 106,500.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local			-	-	-
State			-	-	-
Federal	Perkins Award	01-300-380-628-400-011	-	18,000	18,000.00
Federal	Perkins Award	01-300-380-628-400-000	88,500	-	88,500.00
Other			-	-	-
Totals			\$ 88,500	\$ 18,000	\$ 106,500.00

APPROVALS	
<p>DocuSigned by:  _____ Elizabeth Lantto - Business Services Accountant</p>	<p><u>5/9/2022</u> _____ Date</p>
<p>DocuSigned by:  _____ Bryan Bass - Assistant Superintendent of Equity & Achievement</p>	<p><u>5/9/2022</u> _____ Date</p>
<p>Board Approved:</p>	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-300-380-628-145-000	Substitute Teachers	900	-	900.00
01-300-380-628-185-000	Other Salary Pmts - Licensed/Certified	18,400	-	18,400.00
01-300-380-628-210-000	F.I.C.A.-Medicare	1,476	-	1,476.00
01-300-380-628-218-000	T.R.A.	1,610	-	1,610.00
01-300-380-628-270-000	Workers Compensation	135	-	135.00
01-300-380-628-280-000	Unemployment Compensation	19	-	19.00
01-300-380-628-303-000	Federal Contract Under \$25,000	21,200	-	21,200.00
01-300-380-628-367-000	Staff Development	3,240	-	3,240.00
01-300-380-628-401-000	Supplies & Material - NonInstructional	3,070	-	3,070.00
01-300-380-628-406-000	Instructional Software License Agreements	25,250	-	25,250.00
01-300-380-628-430-000	Supplies & Materials - Instructional	10,300	-	10,300.00
01-300-380-628-430-011	Supplies & Materials - Instructional	-	18,000	18,000.00
01-300-380-628-460-000	Textbooks & Workbooks	2,358	-	2,358.00
01-300-380-628-530-000	Other Purchased Equipment	542	-	542.00
	Total	\$ 88,500	\$ 18,000	\$ 106,500.00

Procedures to be followed:

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- D) **Reporting - The grant manager is responsible for all reporting requirements.**
- E) Cut-off Dates: Orders against the 2021-2022 school year are to be issued after July 1, 2021. Expenditures eligible for reimbursement for the 2021-2022 fiscal year are those dated July 1, 2021 or after, for which the goods/services and invoice have been received and processed by June 30, 2022.

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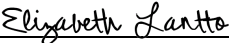
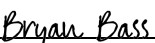
GRANT AUTHORIZATION FORM

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Grant Information	
Fiscal Year: <u>21-22</u>	Finance Code: <u>675</u>
Grant Title: <u>Perkins Reserve</u>	Grant Manager: <u>Godfrey Edaferierhi</u>
Type of Submission and Amount	
<input type="checkbox"/> New	Award Amount: _____
<input checked="" type="checkbox"/> Amended	Existing Amount: \$ <u>18,000.00</u> Amended Amount: \$ <u>5,965.00</u>

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	-	-	-	-
200 - Employee Benefits	-	-	-	-
300 - Purchased Services	-	-	-	-
400 - Supplies and Materials	12,000	-	5,965	17,965.00
500 - Capital Expenditures	6,000	-	-	6,000.00
Other Expenses	-	-	-	-
Totals	\$ 18,000	\$ -	\$ 5,965	\$ 23,965.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local			-	-	-
State			-	-	-
Federal	Perkins Reserve Award	01-300-380-675-400-011	-	5,965	5,965.00
Federal	Perkins Reserve Award	01-300-380-675-400-000	18,000	-	18,000.00
Other			-	-	-
Totals			\$ 18,000	\$ 5,965	\$ 23,965.00

APPROVALS	
DocuSigned by:  _____ Elizabeth Lantto - Business Services Accountant	_____ 5/9/2022 _____ Date
DocuSigned by:  _____ Bryan Bass, Assistant Superintendent of Equity & Achievement	_____ 5/9/2022 _____ Date
Board Approved:	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-300-380-675-406-000	Instructional Software	6,000	-	6,000.00
01-300-380-675-430-000	Instructional Materials	6,000	-	6,000.00
01-300-380-675-430-011	Instructional Materials	-	5,965	5,965.00
01-300-380-675-530-000	Replacement Equipment	6,000	-	6,000.00
Total		\$ 18,000	\$ 5,965	\$ 23,965.00

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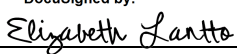
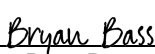
GRANT AUTHORIZATION FORM

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Grant Information			
Fiscal Year:	21-22	Finance Code:	163
Grant Title:	Extended Summer Learning - ESSER	Grant Manager:	Sarah Fall
Type of Submission and Amount			
<input checked="" type="checkbox"/> New	Award Amount: \$	188,181.00	
<input type="checkbox"/> Amended	Existing Amount:		Amended Amount: _____

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	-	-	150,011	150,011.00
200 - Employee Benefits	-	-	24,587	24,587.00
300 - Purchased Services	-	-	7,555	7,555.00
400 - Supplies and Materials	-	-	6,028	6,028.00
500 - Capital Expenditures	-	-	-	-
Other Expenses	-	-	-	-
Totals	\$	-	\$	\$
			188,181	188,181.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local/Other			-	-	-
State			-	-	-
Federal	MDE Award	01-005-605-163-400-011	-	188,181	188,181.00
Totals			\$	-	\$
				188,181	188,181.00

APPROVALS	
DocuSigned by:  Elizabeth Lantto - Business Services Accountant	_____ 5/16/2022 Date
DocuSigned by:  Bryan Bass - Assistant Superintendent of Equity & Achievement	_____ 5/16/2022 Date
Board Approved:	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-165-605-163-430-011	Supplies & Materials - Instructional	-	1,068	1,068.00
01-168-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	7,874	7,874.00
01-168-605-163-210-011	F.I.C.A.-Medicare	-	602	602.00
01-168-605-163-218-011	T.R.A.	-	657	657.00
01-168-605-163-270-011	Workers Compensation	-	55	55.00
01-168-605-163-280-011	Unemployment Compensation	-	8	8.00
01-168-605-163-430-011	Supplies & Materials - Instructional	-	506	506.00
01-171-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	15,504	15,504.00
01-171-605-163-210-011	F.I.C.A.-Medicare	-	1,186	1,186.00
01-171-605-163-218-011	T.R.A.	-	1,293	1,293.00
01-171-605-163-270-011	Workers Compensation	-	109	109.00
01-171-605-163-280-011	Unemployment Compensation	-	16	16.00
01-174-605-163-401-011	Supplies & Material - NonInstructional	-	9	9.00
01-174-605-163-430-011	Supplies & Materials - Instructional	-	455	455.00
01-182-605-163-430-011	Supplies & Materials - Instructional	-	1,624	1,624.00
01-185-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	6,565	6,565.00
01-185-605-163-210-011	F.I.C.A.-Medicare	-	503	503.00
01-185-605-163-218-011	T.R.A.	-	547	547.00
01-185-605-163-270-011	Workers Compensation	-	46	46.00
01-185-605-163-280-011	Unemployment Compensation	-	7	7.00
01-187-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	10,652	10,652.00
01-187-605-163-210-011	F.I.C.A.-Medicare	-	814	814.00
01-187-605-163-218-011	T.R.A.	-	888	888.00
01-187-605-163-270-011	Workers Compensation	-	75	75.00
01-187-605-163-280-011	Unemployment Compensation	-	11	11.00
01-189-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	4,161	4,161.00
01-189-605-163-210-011	F.I.C.A.-Medicare	-	318	318.00
01-189-605-163-218-011	T.R.A.	-	347	347.00
01-189-605-163-270-011	Workers Compensation	-	29	29.00
01-189-605-163-280-011	Unemployment Compensation	-	4	4.00
01-332-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	14,079	14,079.00
01-332-605-163-210-011	F.I.C.A.-Medicare	-	1,077	1,077.00
01-332-605-163-218-011	T.R.A.	-	1,174	1,174.00
01-332-605-163-270-011	Workers Compensation	-	99	99.00
01-332-605-163-280-011	Unemployment Compensation	-	14	14.00
01-332-605-163-303-011	Federal Contract Under \$25,000	-	518	518.00
01-334-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	3,232	3,232.00
01-334-605-163-186-011	Other Salary Pmts - NonLicensed/NonCertified	-	8,988	8,988.00
01-334-605-163-210-011	F.I.C.A.-Medicare	-	935	935.00
01-334-605-163-214-011	P.E.R.A.	-	233	233.00
01-334-605-163-218-011	T.R.A.	-	760	760.00
01-334-605-163-270-011	Workers Compensation	-	57	57.00
01-334-605-163-280-011	Unemployment Compensation	-	12	12.00
01-388-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	5,755	5,755.00
01-388-605-163-210-011	F.I.C.A.-Medicare	-	440	440.00
01-388-605-163-218-011	T.R.A.	-	480	480.00
01-388-605-163-270-011	Workers Compensation	-	40	40.00
01-388-605-163-280-011	Unemployment Compensation	-	6	6.00
01-390-605-163-185-011	Other Salary Pmts - Licensed/Certified	-	2,246	2,246.00
01-390-605-163-186-011	Other Salary Pmts - NonLicensed/NonCertified	-	1,552	1,552.00
01-390-605-163-210-011	F.I.C.A.-Medicare	-	291	291.00
01-390-605-163-214-011	P.E.R.A.	-	116	116.00
01-390-605-163-218-011	T.R.A.	-	187	187.00
01-390-605-163-270-011	Workers Compensation	-	23	23.00
01-390-605-163-280-011	Unemployment Compensation	-	4	4.00
01-390-605-163-362-011	Transp.-Depart.	-	7,037	7,037.00
01-390-605-163-490-011	Food & Food from Warehouse	-	364	364.00
01-599-210-163-401-011	Supplies & Material - NonInstructional	-	2,002	2,002.00

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
01-733-211-163-185-011	Other Salary Pmts - Licensed/Certified	-	30,569	30,569.00
01-733-211-163-186-011	Other Salary Pmts - NonLicensed/NonCertified	-	1,943	1,943.00
01-733-211-163-210-011	F.I.C.A.-Medicare	-	2,487	2,487.00
01-733-211-163-214-011	P.E.R.A.	-	592	592.00
01-733-211-163-218-011	T.R.A.	-	1,819	1,819.00
01-733-211-163-270-011	Workers Compensation	-	153	153.00
01-733-211-163-280-011	Unemployment Compensation	-	33	33.00
01-734-211-163-185-011	Other Salary Pmts - Licensed/Certified	-	13,958	13,958.00
01-734-211-163-186-011	Other Salary Pmts - NonLicensed/NonCertified	-	1,825	1,825.00
01-734-211-163-210-011	F.I.C.A.-Medicare	-	1,207	1,207.00
01-734-211-163-214-011	P.E.R.A.	-	307	307.00
01-734-211-163-218-011	T.R.A.	-	975	975.00
01-734-211-163-270-011	Workers Compensation	-	74	74.00
01-734-211-163-280-011	Unemployment Compensation	-	16	16.00
01-786-211-163-185-011	Other Salary Pmts - Licensed/Certified	-	12,656	12,656.00
01-786-211-163-186-011	Other Salary Pmts - NonLicensed/NonCertified	-	2,248	2,248.00
01-786-211-163-210-011	F.I.C.A.-Medicare	-	1,140	1,140.00
01-786-211-163-214-011	P.E.R.A.	-	169	169.00
01-786-211-163-218-011	T.R.A.	-	1,056	1,056.00
01-786-211-163-270-011	Workers Compensation	-	70	70.00
01-786-211-163-280-011	Unemployment Compensation	-	15	15.00
01-794-211-163-185-011	Other Salary Pmts - Licensed/Certified	-	4,416	4,416.00
01-794-211-163-186-011	Other Salary Pmts - NonLicensed/NonCertified	-	1,788	1,788.00
01-794-211-163-210-011	F.I.C.A.-Medicare	-	475	475.00
01-794-211-163-214-011	P.E.R.A.	-	147	147.00
01-794-211-163-218-011	T.R.A.	-	354	354.00
01-794-211-163-270-011	Workers Compensation	-	29	29.00
01-794-211-163-280-011	Unemployment Compensation	-	6	6.00
Total		\$	-	\$ 188,181
			\$	\$ 188,181.00

Procedures to be followed:

- A) All district employee payments must be paid through payroll. Hourly rate payments are to be requested on a BA 8 Time Report Form.
- B) The grant manager must approve all transactions relating to this project.
- C) Existing requisitioning and purchasing procedures will be followed. A BA 9 Voucher Request Form is to be used only for items not practical to procure on a purchase order basis (i.e. consultant fees). It is important that all requests are identified as belonging to this project. The originator of the request should indicate the proper account code on the form.
- D) **Reporting - The grant manager is responsible for all reporting requirements.**
- E) Cut-off Dates: Orders against the 2021-2022 school year is to be issued after July 1, 2021. Expenditures eligible for reimbursement for the 2021-2022 fiscal year are those dated July 1, 2021 or after, for which the goods/services and invoice have been received and processed by June 30, 2022.

IMPORTANT Purchase orders must be cancelled if delivery, invoicing and payment can not be completed by June 30, 2022. Purchase orders should contain notations to that effect. All requisitions must be submitted by the district's due date.

Distribution:

Original - Board of Education Approval/Fiscal Officer
 Copy - Grant Manager
 Assistant Superintendent/Director
 John Morstad
 Kelly Benusa
 Michelle Larson

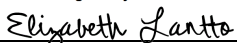

GRANT AUTHORIZATION FORM

THIS FORM IS COMPLETED BY THE BUSINESS OFFICE AND SUBMITTED TO THE BOARD FOR AUTHORIZATION OF GRANT REVENUE AND EXPENDITURE BUDGETS

Grant Information			
Fiscal Year: <u>21-22</u>	Finance Code: <u>165</u>		
Grant Title: <u>Summer Preschool Program</u>	Grant Manager: <u>Sally Nault-Maurer</u>		
Type of Submission and Amount			
<input checked="" type="checkbox"/> New	Award Amount: \$ <u>95,133.00</u>		
<input type="checkbox"/> Amended	Existing Amount: _____ Amended Amount: _____		

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	-	-	55,164	55,164.00
200 - Employee Benefits	-	-	13,850	13,850.00
300 - Purchased Services	-	-	7,919	7,919.00
400 - Supplies and Materials	-	-	18,200	18,200.00
500 - Capital Expenditures	-	-	-	-
Other Expenses	-	-	-	-
Totals	\$ -	\$ -	\$ 95,133	\$ 95,133.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local/Other			-	-	-
State			-	-	-
Federal	MDE Award	04-005-582-165-400-011	-	95,133	95,133.00
Totals			\$ -	\$ 95,133	\$ 95,133.00

APPROVALS	
DocuSigned by:  Elizabeth Lantto - Business Services Accountant	<u>5/16/2022</u> Date
 Brian Siverson-Hall - Executive Director, Community Engagement	<u>5/16/2022</u> Date
Board Approved:	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
04-005-582-165-114-011	Instructional Administration	-	8,929	8,929.00
04-005-582-165-120-011	E. Childhood/School Readiness Administration	-	9,394	9,394.00
04-005-582-165-140-011	Licensed Classroom	-	14,323	14,323.00
04-005-582-165-141-011	Non-Licensed Classroom Personnel	-	8,930	8,930.00
04-005-582-165-154-011	School Nurse	-	2,947	2,947.00
04-005-582-165-170-011	Non-Instructional Support	-	4,707	4,707.00
04-005-582-165-175-011	Student Learning Advocate	-	5,934	5,934.00
04-005-582-165-210-011	F.I.C.A.-Medicare	-	4,176	4,176.00
04-005-582-165-214-011	P.E.R.A.	-	1,928	1,928.00
04-005-582-165-218-011	T.R.A.	-	2,472	2,472.00
04-005-582-165-220-011	Health Insurance	-	3,203	3,203.00
04-005-582-165-230-011	Life Insurance	-	37	37.00
04-005-582-165-235-011	Dental Insurance	-	66	66.00
04-005-582-165-240-011	Disability Insurance	-	125	125.00
04-005-582-165-250-011	Retirement Savings Plan	-	233	233.00
04-005-582-165-251-011	HSA	-	1,321	1,321.00
04-005-582-165-270-011	Workers Compensation	-	234	234.00
04-005-582-165-280-011	Unemployment Compensation	-	55	55.00
04-005-582-165-303-011	Federal Contract Under \$25,000	-	2,337	2,337.00
04-005-582-165-362-011	Transp.-Depart.	-	1,899	1,899.00
04-005-582-165-369-011	Entry Fees/Stu. Trav. All.	-	3,683	3,683.00
04-005-582-165-401-011	Supplies & Material - NonInstructional	-	8,200	8,200.00
04-005-582-165-430-011	Supplies & Materials - Instructional	-	10,000	10,000.00
Total		\$	-	\$
			95,133	\$
				95,133.00

Procedures to be followed:

- A) All district employee payments must be paid through payroll. Hourly rate payments are to be requested on a BA 8 Time Report Form.
- B) The grant manager must approve all transactions relating to this project.
- C) Existing requisitioning and purchasing procedures will be followed. A BA 9 Voucher Request Form is to be used only for items not practical to procure on a purchase order basis (i.e. consultant fees). It is important that all requests are identified as belonging to this project. The originator of the request should indicate the proper account code on the form.
- D) **Reporting - The grant manager is responsible for all reporting requirements.**
- E) Cut-off Dates: Orders against the 2021-2022 school year is to be issued after July 1, 2021. Expenditures eligible for reimbursement for the 2021-2022 fiscal year are those dated July 1, 2021 or after, for which the goods/services and invoice have been received and processed by June 30, 2022.

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Distribution:

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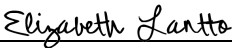
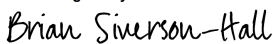
GRANT AUTHORIZATION FORM

THIS FORM IS COMPLETED BY THE BUSINESS OFFICE AND SUBMITTED TO THE BOARD FOR AUTHORIZATION OF GRANT REVENUE AND EXPENDITURE BUDGETS

Grant Information			
Fiscal Year: <u>21-22</u>	Finance Code: <u>699</u>		
Grant Title: <u>Child Care Stabilization Funds - Base and One Time</u>	Grant Manager: <u>Kristy Johnson</u>		
Type of Submission and Amount			
<input checked="" type="checkbox"/> New	Award Amount: \$ <u>305,799.00</u>		
<input type="checkbox"/> Amended	Existing Amount: _____		Amended Amount: _____

Expenditure Budget Summary				
Expense Category	Existing Amount	Less: In Kind Costs	New/Amended Amount	Total Expenditure
100 - Salaries and wages	-	-	190,417	190,417.00
200 - Employee Benefits	-	-	104,847	104,847.00
300 - Purchased Services	-	-	-	-
400 - Supplies and Materials	-	-	-	-
500 - Capital Expenditures	-	-	-	-
Other Expenses	-	-	10,535	10,535.00
Totals	\$ -	\$ -	\$ 305,799	\$ 305,799.00

Revenue Budget					
Source	Description of Source	Revenue Code	Existing Amount	New/Amended Amount	Total Revenue
Local/Other			-	-	-
State			-	-	-
Federal	MN Dept of Human Services	04-500-570-699-405-000	-	243,783	243,783.00
Federal	MN Dept of Human Services	04-005-570-699-405-000	-	62,016	62,016.00
Totals			\$ -	\$ 305,799	\$ 305,799.00

APPROVALS	
DocuSigned by:  _____ Elizabeth Lantto - Business Services Accountant	<u>5/16/2022</u> Date
DocuSigned by:  _____ Brian Siverson-Hall - Executive Director, Community Engagement	<u>5/16/2022</u> Date
Board Approved:	

Expenditure Budget Detail				
The following are expenditures to be incurred under this grant.				
Account Code	Description	Existing Amount	New/Amended Amount	Total Expenditure
04-587-570-699-160-000	Clerical ESPs	-	22,293	22,293.00
04-587-570-699-210-000	F.I.C.A.-Medicare	-	1,705	1,705.00
04-587-570-699-214-000	P.E.R.A.	-	1,418	1,418.00
04-587-570-699-270-000	Workers Compensation	-	78	78.00
04-587-570-699-280-000	Unemployment Compensation	-	22	22.00
04-582-570-699-160-000	Clerical ESPs	-	10,599	10,599.00
04-582-570-699-210-000	F.I.C.A.-Medicare	-	695	695.00
04-582-570-699-214-000	P.E.R.A.	-	1,017	1,017.00
04-582-570-699-220-000	Health Insurance	-	4,937	4,937.00
04-582-570-699-230-000	Life Insurance	-	11	11.00
04-582-570-699-235-000	Dental Insurance	-	152	152.00
04-582-570-699-240-000	Disability Insurance	-	51	51.00
04-582-570-699-251-000	HSA	-	265	265.00
04-582-570-699-270-000	Workers Compensation	-	46	46.00
04-582-570-699-280-000	Unemployment Compensation	-	10	10.00
04-568-570-699-160-000	Clerical ESPs	-	14,071	14,071.00
04-568-570-699-210-000	F.I.C.A.-Medicare	-	1,056	1,056.00
04-568-570-699-214-000	P.E.R.A.	-	1,056	1,056.00
04-568-570-699-220-000	Health Insurance	-	2,355	2,355.00
04-568-570-699-230-000	Life Insurance	-	10	10.00
04-568-570-699-235-000	Dental Insurance	-	93	93.00
04-568-570-699-240-000	Disability Insurance	-	47	47.00
04-568-570-699-251-000	HSA	-	1,084	1,084.00
04-568-570-699-270-000	Workers Compensation	-	63	63.00
04-568-570-699-280-000	Unemployment Compensation	-	14	14.00
04-584-570-699-160-000	Clerical ESPs	-	10,617	10,617.00
04-584-570-699-210-000	F.I.C.A.-Medicare	-	777	777.00
04-584-570-699-214-000	P.E.R.A.	-	796	796.00
04-584-570-699-220-000	Health Insurance	-	2,939	2,939.00
04-584-570-699-230-000	Life Insurance	-	13	13.00
04-584-570-699-235-000	Dental Insurance	-	10	10.00
04-584-570-699-240-000	Disability Insurance	-	53	53.00
04-584-570-699-250-000	Retirement Savings Plan	-	135	135.00
04-584-570-699-251-000	HSA	-	1,093	1,093.00
04-584-570-699-270-000	Workers Compensation	-	48	48.00
04-584-570-699-280-000	Unemployment Compensation	-	10	10.00
04-589-570-699-160-000	Clerical ESPs	-	16,971	16,971.00
04-589-570-699-210-000	F.I.C.A.-Medicare	-	1,248	1,248.00
04-589-570-699-214-000	P.E.R.A.	-	1,273	1,273.00
04-589-570-699-220-000	Health Insurance	-	4,607	4,607.00
04-589-570-699-230-000	Life Insurance	-	18	18.00
04-589-570-699-235-000	Dental Insurance	-	17	17.00
04-589-570-699-240-000	Disability Insurance	-	76	76.00
04-589-570-699-250-000	Retirement Savings Plan	-	199	199.00
04-589-570-699-251-000	HSA	-	1,998	1,998.00
04-589-570-699-270-000	Workers Compensation	-	82	82.00
04-589-570-699-280-000	Unemployment Compensation	-	17	17.00
04-596-570-699-160-000	Clerical ESPs	-	7,172	7,172.00
04-596-570-699-210-000	F.I.C.A.-Medicare	-	510	510.00
04-596-570-699-214-000	P.E.R.A.	-	538	538.00
04-596-570-699-220-000	Health Insurance	-	5,320	5,320.00
04-596-570-699-230-000	Life Insurance	-	8	8.00
04-596-570-699-235-000	Dental Insurance	-	96	96.00
04-596-570-699-240-000	Disability Insurance	-	33	33.00
04-596-570-699-250-000	Retirement Savings Plan	-	78	78.00
04-596-570-699-251-000	HSA	-	1,510	1,510.00

04-596-570-699-270-000	Workers Compensation	-	30	30.00
04-596-570-699-280-000	Unemployment Compensation	-	7	7.00
04-585-570-699-160-000	Clerical ESPs	-	11,463	11,463.00
04-585-570-699-210-000	F.I.C.A.-Medicare	-	849	849.00
04-585-570-699-214-000	P.E.R.A.	-	860	860.00
04-585-570-699-220-000	Health Insurance	-	4,771	4,771.00
04-585-570-699-230-000	Life Insurance	-	11	11.00
04-585-570-699-235-000	Dental Insurance	-	139	139.00
04-585-570-699-240-000	Disability Insurance	-	47	47.00
04-585-570-699-250-000	Retirement Savings Plan	-	115	115.00
04-585-570-699-251-000	HSA	-	1,879	1,879.00
04-585-570-699-270-000	Workers Compensation	-	45	45.00
04-585-570-699-280-000	Unemployment Compensation	-	11	11.00
04-583-570-699-160-000	Clerical ESPs	-	16,176	16,176.00
04-583-570-699-210-000	F.I.C.A.-Medicare	-	1,238	1,238.00
04-583-570-699-214-000	P.E.R.A.	-	1,068	1,068.00
04-583-570-699-270-000	Workers Compensation	-	68	68.00
04-583-570-699-280-000	Unemployment Compensation	-	16	16.00
04-573-570-699-160-000	Clerical ESPs	-	5,649	5,649.00
04-573-570-699-210-000	F.I.C.A.-Medicare	-	405	405.00
04-573-570-699-214-000	P.E.R.A.	-	424	424.00
04-573-570-699-220-000	Health Insurance	-	4,300	4,300.00
04-573-570-699-230-000	Life Insurance	-	6	6.00
04-573-570-699-235-000	Dental Insurance	-	77	77.00
04-573-570-699-240-000	Disability Insurance	-	27	27.00
04-573-570-699-250-000	Retirement Savings Plan	-	62	62.00
04-573-570-699-251-000	HSA	-	1,314	1,314.00
04-573-570-699-270-000	Workers Compensation	-	24	24.00
04-573-570-699-280-000	Unemployment Compensation	-	6	6.00
04-565-570-699-160-000	Clerical ESPs	-	10,281	10,281.00
04-565-570-699-210-000	F.I.C.A.-Medicare	-	782	782.00
04-565-570-699-214-000	P.E.R.A.	-	771	771.00
04-565-570-699-220-000	Health Insurance	-	3,683	3,683.00
04-565-570-699-230-000	Life Insurance	-	10	10.00
04-565-570-699-235-000	Dental Insurance	-	109	109.00
04-565-570-699-240-000	Disability Insurance	-	46	46.00
04-565-570-699-250-000	Retirement Savings Plan	-	74	74.00
04-565-570-699-251-000	HSA	-	1,253	1,253.00
04-565-570-699-270-000	Workers Compensation	-	42	42.00
04-565-570-699-280-000	Unemployment Compensation	-	11	11.00
04-587-581-699-160-000	Clerical ESPs	-	7,941	7,941.00
04-587-581-699-210-000	F.I.C.A.-Medicare	-	607	607.00
04-587-581-699-214-000	P.E.R.A.	-	596	596.00
04-587-581-699-220-000	Health Insurance	-	3,100	3,100.00
04-587-581-699-230-000	Life Insurance	-	7	7.00
04-587-581-699-235-000	Dental Insurance	-	85	85.00
04-587-581-699-240-000	Disability Insurance	-	33	33.00
04-587-581-699-250-000	Retirement Savings Plan	-	68	68.00
04-587-581-699-251-000	HSA	-	1,207	1,207.00
04-587-581-699-270-000	Workers Compensation	-	31	31.00
04-587-581-699-280-000	Unemployment Compensation	-	8	8.00
04-582-581-699-160-000	Clerical ESPs	-	12,350	12,350.00
04-582-581-699-210-000	F.I.C.A.-Medicare	-	945	945.00
04-582-581-699-214-000	P.E.R.A.	-	927	927.00
04-582-581-699-230-000	Life Insurance	-	12	12.00
04-582-581-699-240-000	Disability Insurance	-	60	60.00
04-582-581-699-270-000	Workers Compensation	-	56	56.00
04-582-581-699-280-000	Unemployment Compensation	-	12	12.00
04-589-581-699-160-000	Clerical ESPs	-	6,219	6,219.00

04-589-581-699-210-000	F.I.C.A.-Medicare	-	416	416.00
04-589-581-699-214-000	P.E.R.A.	-	467	467.00
04-589-581-699-220-000	Health Insurance	-	4,756	4,756.00
04-589-581-699-230-000	Life Insurance	-	3	3.00
04-589-581-699-235-000	Dental Insurance	-	51	51.00
04-589-581-699-240-000	Disability Insurance	-	26	26.00
04-589-581-699-250-000	Retirement Savings Plan	-	72	72.00
04-589-581-699-251-000	HSA	-	1,265	1,265.00
04-589-581-699-270-000	Workers Compensation	-	25	25.00
04-589-581-699-280-000	Unemployment Compensation	-	7	7.00
04-596-581-699-160-000	Clerical ESPs	-	9,160	9,160.00
04-596-581-699-210-000	F.I.C.A.-Medicare	-	678	678.00
04-596-581-699-214-000	P.E.R.A.	-	687	687.00
04-596-581-699-220-000	Health Insurance	-	2,497	2,497.00
04-596-581-699-230-000	Life Insurance	-	12	12.00
04-596-581-699-235-000	Dental Insurance	-	115	115.00
04-596-581-699-240-000	Disability Insurance	-	44	44.00
04-596-581-699-270-000	Workers Compensation	-	41	41.00
04-596-581-699-280-000	Unemployment Compensation	-	10	10.00
04-583-581-699-160-000	Clerical ESPs	-	11,203	11,203.00
04-583-581-699-210-000	F.I.C.A.-Medicare	-	752	752.00
04-583-581-699-214-000	P.E.R.A.	-	840	840.00
04-583-581-699-220-000	Health Insurance	-	9,027	9,027.00
04-583-581-699-230-000	Life Insurance	-	5	5.00
04-583-581-699-235-000	Dental Insurance	-	96	96.00
04-583-581-699-240-000	Disability Insurance	-	49	49.00
04-583-581-699-250-000	Retirement Savings Plan	-	137	137.00
04-583-581-699-251-000	HSA	-	2,401	2,401.00
04-583-581-699-270-000	Workers Compensation	-	44	44.00
04-583-581-699-280-000	Unemployment Compensation	-	12	12.00
04-573-581-699-160-000	Clerical ESPs	-	8,957	8,957.00
04-573-581-699-210-000	F.I.C.A.-Medicare	-	677	677.00
04-573-581-699-214-000	P.E.R.A.	-	672	672.00
04-573-581-699-220-000	Health Insurance	-	2,053	2,053.00
04-573-581-699-230-000	Life Insurance	-	4	4.00
04-573-581-699-235-000	Dental Insurance	-	67	67.00
04-573-581-699-240-000	Disability Insurance	-	44	44.00
04-573-581-699-251-000	HSA	-	835	835.00
04-573-581-699-270-000	Workers Compensation	-	35	35.00
04-573-581-699-280-000	Unemployment Compensation	-	9	9.00
04-565-581-699-160-000	Clerical ESPs	-	9,295	9,295.00
04-565-581-699-210-000	F.I.C.A.-Medicare	-	695	695.00
04-565-581-699-214-000	P.E.R.A.	-	697	697.00
04-565-581-699-220-000	Health Insurance	-	2,351	2,351.00
04-565-581-699-230-000	Life Insurance	-	8	8.00
04-565-581-699-235-000	Dental Insurance	-	59	59.00
04-565-581-699-240-000	Disability Insurance	-	39	39.00
04-565-581-699-270-000	Workers Compensation	-	36	36.00
04-565-581-699-280-000	Unemployment Compensation	-	10	10.00
04-502-570-699-895-000	Fed. Indirect Cost Chargeback	-	10,535	10,535.00
Total			\$	\$
			305,799	\$ 305,799.00

Procedures to be followed:

- A) All district employee payments must be paid through payroll. Hourly rate payments are to be requested on a BA 8 Time Report Form.
- B) The grant manager must approve all transactions relating to this project.
- C) Existing requisitioning and purchasing procedures will be followed. A BA 9 Voucher Request Form is to be used only for items not practical to procure on a purchase order basis (i.e. consultant fees). It is important that all requests are identified as belonging to this project. The originator of the request should indicate the proper account code on the form.
- D) **Reporting - The grant manager is responsible for all reporting requirements.**
- E) Cut-off Dates: Orders against the 2021-2022 school year is to be issued after July 1, 2021. Expenditures eligible for reimbursement for the 2021-2022 fiscal year are those dated July 1, 2021 or after, for which the goods/services and invoice have been received and processed by June 30, 2022.

IMPORTANT Purchase orders must be cancelled if delivery, invoicing and payment can not be completed by June 30, 2022. Purchase orders should contain notations to that effect. All requisitions must be submitted by the district's due date.

Distribution:

Original - Board of Education Approval/Fiscal Officer
Copy - Grant Manager
Assistant Superintendent/Director
John Morstad
Kelly Benusa
Michelle Larson

Personnel – Tuesday, May 24, 2022**Licensed Personnel****Retirements**

Ronald Brogaard, Park Center, Business Ed, full-time, employment date 8/29/16, effective 6/10/22
 LuAnn Hiestand, Cedar Island, Special Ed, full-time, employment date 11/15/11, effective 6/10/22
 Mary Jo Skinner, Osseo Senior, English, employment date 8/27/91, effective 6/10/22, currently on leave

Resignations

Taryn Adams, Brooklyn Middle, Phy Ed/Health/DAPE, full-time, employment date 08/30/21, effective 6/10/22
 Morgan Anderson, Osseo Senior, EL, full-time, employment date 8/30/20, effective 5/27/22
 Pamela Beaudry, Cedar Island/Edinbrook, Social Worker, full-time, employment date 8/30/21, effective 6/10/22
 Michael Bissonnette, Zanewood, Music, full-time, employment date 8/30/21, effective 5/17/22
 Hannah Cushing, 279Online, English, full-time, employment date 8/30/22, effective 6/10/22
 Brent Esselman, Rush Creek, Grade 5, full-time, employment date 08/31/98, effective 6/10/22
 Nicole Frueh, Brooklyn Middle, Art, full-time, employment date 8/30/21, effective 6/10/22
 Cedric Fuller, Maple Grove Middle, Assistant Principal, employment date 8/10/15, effective 6/30/22
 Bayly Grosskopf, Maple Grove Senior, School Psychologist, full-time, employment date 8/30/21, effective 6/10/22
 John Licciardi III, Osseo Senior, Industrial Tech, full-time, employment date 8/29/11, effective 6/10/22
 Brianna McCarty, Garden City, Grade 3, full-time, employment date 9/18/19, effective 6/10/22
 Kori Randow, WL-ECSE, ECSE, full-time, employment date 8/31/20, effective 6/10/22
 April Schiltz, Zanewood/Fair Oaks, Speech Therapy, full-time, employment date 8/30/21, effective 6/10/22
 Hannah Simpson, Maple Grove Senior, EL, full-time, employment date 8/27/15, effective 6/10/22
 Hannah Storm, ESC, Equity Teacher, full-time, employment date 8/29/16, effective 4/28/22, currently on leave
 Meta Swanson, Park Center, EL, full-time, employment date 8/28/17, effective 6/10/22
 ADD Charles Bosire, Osseo Middle, Special Education, full-time, employment date 9/17/20, effective 5/18/22
 ADD Courtney Decowski, Elm Creek, Special Education, full-time, employment date 8/29/16, effective 6/10/22
 ADD Channing Hultgren, Crest View, Grade 4, full-time, employment date 8/31/20, effective 6/10/22
 ADD Kelsey Spanjers, WL-ECSE, School Psychologist, full-time, employment date 8/29/16, effective 6/10/22
 ADD Shawn Stibbins, Crest View, Principal, full-time, employment date 7/1/17, effective 6/30/22
 ADD Taylor Targonski, Maple Grove Middle, English, full-time, employment date 8/31/20, effective 6/10/22
 ADD Justena Thomas, Oak View, Special Education, full-time, employment date 8/29/16, effective 6/10/22
 ADD Roger White, Edinbrook, Continuous Building Substitute, full-time, effective 5/16/22
 ADD Pa Der Yang, Palmer Lake, Early Childhood, full-time, employment date 8/29/16, effective 6/10/22, currently on leave

Leaves of Absence

Carrie Adkins, Edinbrook, Grade 4, full-time, effective 4/25/22
 Judy Anderson, Brooklyn Middle School, Counselor, full-time, effective 5/10/22
 Juli Bombalier, Brooklyn Middle, Phy Ed/Health, full-time, effective 8/29/22
 Abigail Cary, Willow Lane, Speech Therapist, full-time, effective 5/12/22
 Andrea Cherney, Basswood, Grade 4, full-time, effective 8/29/22
 Ashley Crain, Rice Lake, Grade 5, full-time, effective 8/29/22
 Jennifer Coe, Maple Grove Middle, Special Education, full-time, effective 8/29/22
 Haleigh Duncan, Maple Grove Middle, English, full-time, effective 8/29/22
 Amy Honek, Crest View, Grade 2, full-time, effective 8/29/22
 Rachel Jacobson, Rice Lake/Cedar Island, Special Education/Kidstop ESP, full-time, effective 8/29/22

Personnel – Tuesday, May 24, 2022*Leaves of Absence, continued*

Jaime Jarmin, Fair Oaks, Counselor, full-time, effective, 5/10/22
 Crystal Johnson, Maple Grove Senior, Social Studies, full-time, effective 5/10/22
 Stacia Krell, Oak View, EL, full-time, effective 4/29/22
 Benjamin LeVahn, Maple Grove Senior, DAPE Teacher, full-time, effective 5/6/22
 Laura McGowan, Brooklyn Middle, Social Studies, full-time, effective 8/29/22
 Rachel Miller, Palmer Lake, Behavior Intervention Specialist, effective 4/26/22
 Logan Moe, Rice Lake, Grade 5, full-time, effective 8/29/22
 Daniel Nguyen, Park Center, Counselor, full-time, effective 8/29/22
 Nathan Nistler, Osseo Middle, full-time, effective 4/26/22
 Stephanie Phenow, Crest View, Kindergarten, full-time, effective 8/29/22
 Shawna Poncelet, OEC, SEBC, full-time, effective 7/1/22
 Julie Redman, Weaver Lake, Special Education, full-time, effective 8/29/22
 Erin Rider, Maple Grove Senior, Social Studies, full-time, effective 5/13/22
 Soloni Taumalolo, Park Center, Skills, full-time, effective 5/16/22
 Michelle Thyren, Rush Creek, Instructional Assistant, .4 FTE partial, part-time, effective 8/29/22
 Michael Vecellio, Maple Grove Senior, Career Specialist, full-time, effective 5/2/22
 Pamela Zagzebski, Brooklyn Middle, English, full-time, effective 8/29/22, currently on leave
 ADD Kelsey Bjornstad, Cedar Island, Continuous Substitute, full-time, effective 5/18/22
 ADD Monica Healy, Oak View, Vocal Music, full-time, effective 8/29/22
 ADD Victoria Schaepe, Osseo Senior High, Math, partial .8 FTE, effective 8/29/22
 ADD Jaclyn Smith, WL-ECSE, Special Education Building Coordinator, full-time, effective 8/29/22
 ADD Sadie Spanton, Oak View, Kindergarten, full-time, effective 8/29/22

Returning from Leave

Peter Buller, Maple Grove Senior, Music, full-time, effective 5/16/22
 Lisa Chute, Oak View, Kindergarten, full-time, effective 5/2/22
 Leona Gregory, Maple Grove Senior, English, full-time, effective 5/16/22
 Elizabeth Johnson, Garden City, Library Media Specialist, full-time, effective 5/2/22
 Libby Moore, Basswood, Grade 2, full-time, effective 5/16/22
 Kathleen Opatz, Park Brook, Resource Teacher, full-time, effective 5/10/22
 Bernadette Putman-Bailey, Osseo Middle, SEBC, full-time, effective 5/9/22
 Megan Rohwer, Park Center, English, full-time, effective 5/3/22
 Emily Sharp, North View Middle, EL, full-time, Effective 4/28/22
 Cam Tran, Elm Creek, Grade 3, full-time, effective 4/27/22
 Angela Tusler, Edinbrook, Kindergarten, full-time, effective 5/2/22
 ADD Janis Carlson, Rush Creek, Grade 1, full-time, effective 5/18/22

Employment

Kyra Blaukat, TBD, TBD, full-time, effective 8/29/22
 Remalene Domingo, Crest View, Continuous Building Substitute, full-time, effective 4/28/22
 Danielle Domka, TDB, TDB, full-time, effective 8/29/22
 Bridget Erickson, Brooklyn Middle, EL, full-time, effective 8/29/22
 Lauren Kingston, Palmer Lake, Grade 4, full-time, effective 8/29/22
 Daniel Kosanda, Osseo Middle, Continuous Building Substitute, full-time, temporary, effective 5/11/22
 Kimberly LeClaire, Weaver Lake/Elm Creek, TAG Specialist, full-time, temporary 4/27/22

Personnel – Tuesday, May 24, 2022*Employment continued*

Madison Sandholm, TBD, TBD, full-time, effective 8/29/22
 Stefanie Tekautz, Oak View, Continuous Building Substitute, full-time, effective 4/25/22
 ADD Haley Brown, WL-ECSE, Speech Therapy, full-time, effective 8/29/22
 ADD Remalene Domingo, Crest View, Grade 3, full-time, effective 8/29/22
 ADD Ashley Mathews, Palmer Lake, EL, full-time, effective 8/29/22
 ADD Alexa McLain, Palmer Lake, Grade 1, full-time, effective 8/29/22
 ADD Lauren Moberg, Brooklyn Middle, English, full-time, effective 8/29/22
 ADD Megan Ratke, Crest View, Grade 5, full-time, effective 8/29/22

Change of Status

Heblin Aguilar Leon, Enrollment Center, Clerical ESP, part-time to Elm Creek/Rush Creek, EL, full-time, effective 5/16/22
 Cathy Tarman, Park Brook, Grade 5, full-time to 279Online, Continuous Building Substitute, temporary, effective 5/2/22
 ADD Jack Krueger, Rice Lake, Counselor, .8 FTE, full-time to Rice Lake, Counselor, full-time, effective 8/29/22
 ADD Mary Liberko, Maple Grove Middle, Science, .8 FTE, full-time to Maple Grove Middle, Science, full-time, effective 8/29/22

Positions Ending

Nicole Alden, Maple Grove Middle, Instructional Tech, full-time, temporary, effective 6/10/22
 Kimberly Boursier, Weaver Lake, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Zachary Bell, North View, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Kelsey Bjornstad, Cedar Island, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Haley Brown, WL-ECSE, Speech Therapy, full-time, temporary, effective 6/10/22
 Kathryn Campson, Maple Grove Senior, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Karissa Crofoot, Osseo Middle, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Nancy Diers, Rush Creek, Grade 1, full-time, temporary, effective 5/18/22
 Remalene Domingo, Crest View, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Richard Drake, Maple Grove Middle, Vocal Music, full-time, temporary, effective 5/27/22
 Noah Fleming, Osseo Middle, Social Studies, full-time, temporary, effective 6/10/22
 Eugene Glukh, Maple Grove Middle, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Daniel Gregory, Park Brook, Special Education, full-time, temporary, effective 4/25/22
 Melissa Husic, Birch Grove, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Emily Jones, Garden City, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Kimberly LeClaire, Weaver Lake/Elm Creek, TAG Specialist, full-time, temporary 6/10/22
 Mackenzie Millette, Rush Creek, Special Education, part-time, temporary, effective 6/10/22
 Jessica Olson, Elm Creek, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Danielle Paar, Fair Oaks, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Faye Pelto, Basswood, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Maaret Petaisto, Garden City, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Wilbert Radtke, Garden City, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 Phillip Richardson, Maple Grove Senior, Instrumental Music, part-time, temporary, effective 5/13/22
 Sierra Samari, Oak View, Grade 3, full-time, temporary, effective 6/10/22
 Madison Sandholm, Maple Grove Middle, Continuous Building Substitute, full-time, temporary, effective 6/9/22

Personnel – Tuesday, May 24, 2022*Positions Ending continued*

Stefanie Tekautz, Oak View, Continuous Substitute, full-time, temporary, effective 6/9/22
 ADD Anna Ashmun, Edinbrook, Kindergarten, full-time, temporary, effective 6/10/22
 ADD Kathleen Dickinson, Fernbrook, Grade 1, full-time, temporary, effective 6/10/22
 ADD Brittany Freund, Fernbrook, Continuous Building Substitute, full-time, temporary, effective 6/9/22
 ADD Jacob Herron, Brooklyn Middle, Continuous Building Substitute, full-time, effective 6/9/22
 ADD Marcus Leab, Brooklyn Middle, English, full-time, temporary, effective 6/10/22
 ADD Alyssa Lind, Brooklyn Middle, Continuous Building Substitute, full-time, effective 6/10/22
 ADD Megan Ratke, Park Brook, Continuous Building Substitute, full-time, effective 6/9/22
 ADD Alexis Shelstad, Palmer Lake, Continuous Building Substitute, full-time, effective 6/9/22
 ADD Aisulu Sultankulkyzy, Palmer Lake, EL, full-time, temporary, effective 6/10/22

Nonlicensed Personnel**Retirements**

Renee Anderson, ESC, Technical Support Specialist III, full-time, employment date 9/7/93, effective 6/6/22
 Mary Aydt, Enrollment Center, Kidstop Program Administrative Assistant AESP IVB, full-time, employment date 3/16/00, effective 6/1/22
 Marlene Dean, ESC, Clerical ESP, part-time, employment date 2/4/04, effective 6/1/22
 Kathleen Kirsch, Maple Grove Senior, Administrative Assistant AESP IIA, full-time, employment date 8/13/15, effective 6/17/22
 Bruce Larsen, Elm Creek, Custodian, full-time, employment date 3/27/00, effective 5/11/22, currently on leave
 Michele Steffens, ESC, 12-month Clerical ESP, part-time, employment date 2/23/15, effective 6/30/22
 Teresa Walker, Maple Grove Senior, Library Media ESP, part-time, employment date 1/16/2018, effective 6/13/22

Resignations

Patricia Berg, Rush Creek, Nutrition Assistant, part-time, employment date 10/9/17, effective 6/9/22
 William Conyers, Maple Grove Senior, Custodian, part-time, employment date 9/23/21, effective 5/6/22
 Kate Egman, Osseo Senior, Student Management Specialist, full-time, employment date 8/29/16, effective 6/14/22
 Mark Haverty, Maple Grove Senior, Custodian, full-time, employment date 2/27/22, effective 5/13/22
 Lydia Heaney, Zanewood, Instructional/Clerical ESP, part-time, employment date 9/3/19, effective 6/9/22
 Essence Hebert, Park Center Senior, Instructional ESP, part-time, employment date 11/17/21, effective 4/20/22, currently on leave
 Marcie Heikkila, Cedar Island, Clerical ESP, part-time, employment date 10/2/19, effective 6/9/22
 Cierra Hopson, Crest View, Instructional/Clerical ESP, part-time, employment date 9/4/18, effective 6/9/22, currently on leave
 Tyler Jensen, Park Center Senior, Nutrition Assistant, part-time, employment date 9/8/21, effective 5/13/22
 Matthew Kellogg, ESC, Info Tech ESP, part-time, employment date 10/11/2021, effective 5/13/22, currently on leave
 Jacqueline Krekelberg, WL-ECSE, Special Ed ESP, part-time, employment date 4/4/16, effective 4/26/22
 Richard Moe, Fernbrook, Kidstop ESP, part-time, employment date 5/2/18, effective 5/6/22
 Shankari Saptharishi, Weaver Lake, Instructional/Clerical ESP, full-time, employment date 9/12/19, effective 5/12/22
 Elizabeth Smith, Maple Grove Middle, Special Ed ESP, part-time, employment date 9/16/19, effective 6/9/22
 Jordan Robertson, Cedar Island, Special Ed ESP, part-time, employment date 6/12/19, effective 6/9/22

Personnel – Tuesday, May 24, 2022*Resignations, continued*

Allison Walker, Fernbrook, Nutrition Assistant, part-time, employment date 9/9/19, effective 6/9/22, currently on leave

Julie Walther, Cedar Island/Oak View, Four Star/Kidstop ESP, full-time, employment date 9/5/06, effective 5/6/22

Albert Yarmeto, Garden City, Custodian, full-time, employment date 9/6/16, effective 5/4/22

ADD Jenna-Rose Lukecart, Maple Grove Senior, Nutrition Assistant, part-time, employment date 9/7/17, effective 6/9/22, currently on leave

ADD Erin Smith, ESC, Administrative Assistant Class VB, full-time, employment date 11/10/14, effective 6/1/22

Leaves of Absence

Kelly Fickle, Osseo Senior, SNA, full-time, effective 5/5/22

Corrine Hanson, Enrollment Center, Enrollment Center Administrative Assistant AESP-IIIB, full-time, effective 5/9/22

Doo Kim, Crest View, Custodian, full-time, effective, 4/20/22

Terryanna Milon, Rush Creek, Kidstop, part-time, effective 4/25/22

Albert Nolen, Park Center, SMS, full-time, effective 3/9/22

Bobbi White, Osseo Middle, RN, full-time, effective 4/29/22

Donna Woods, Basswood, SNA/ESP, full-time, effective 5/9/22

ADD Christina Baxter, Rush Creek, Kidstop Instructor, full-time, effective 5/16/22

ADD Cathy Gagnon, Maple Grove Middle School, School Nutrition Mgr, full-time, effective 5/19/22

ADD Dennis Jechorek, Maple Grove Senior High, Custodian, full-time, effective 5/18/22

ADD Yvette Ollig, Arbor View, ESP, part-time, effective 5/20/22

Returning from Leave

Douglas Bachmann, Rice Lake, Custodian, full-time, effective 5/16/22

Shanu Kapoor, Crest View, School Nutrition Manager, full-time, effective 5/9/22

Doo Kim, Crest View, Custodian, full-time, effective, 5/2/22

Julie Laferriere, Maple Grove Middle, EL ESP, part-time, effective 5/9/22

Albert Nolen, Park Center, SMS, full-time, effective 4/4/22

Susan Ommen, Weaver Lake, Clerical/Kidstop ESP, full-time, effective 5/9/22

Maxine Plocienik, Osseo Senior, Instructional ESP, full-time, effective 5/3/22

ADD Catherine Wold, Park Center Senior, Special Ed ESP, full-time, effective 5/23/22

Employment

Krystal Betzold, Park Center Senior, Custodian, full-time, effective 5/4/22

Philip Buabeng, ESC, Custodian, part-time, effective 4/29/22

Trevor Dehmer, Garden City, Custodian, part-time, effective 5/16/22

Danial Desnick, Fernbrook, Kidstop ESP, part-time, effective 5/16/22

Elise Dorgan, Birch Grove, Elementary School Administrative Assistant AESP-IV-A, full-time, effective 8/1/22

Sarah Ely, Maple Grove Middle, Nutrition Assistant, part-time, effective 5/16/22

Franklin King, Birch Grove, Custodian, full-time, effective 5/9/22

James Kirkey, Osseo Senior, Special Ed ESP, part-time, effective 5/4/22

Peggy Krostag, ESC, Bus ESP, part-time, effective 5/2/22

Tou Lee, ESC, Custodian, part-time, effective 4/28/22

Kim McGreavey, Palmer Lake, EL/Clerical ESP. part-time, effective 5/3/22

Jermaine Walker, ESC, Custodian, part-time, effective 5/3/22

Keng Yang, ESC, Custodian, part-time, effective 4/29/22

Personnel – Tuesday, May 24, 2022**Change of Status**

Angela Brannick, Park Center, Nutrition Assistant, part-time to Brooklyn Middle, Assistant Nutrition Manager, full-time, effective 4/29/22

Sara Grant, Elm Creek, Special Ed ESP, part-time, temporary to regular status effective 4/29/22

Charles Orton, Crest View, ESP Title I/Clerical, part-time to ESP Instructional/Clerical, effective 5/9/22

Mary Rossi, Maple Grove Senior, Lead cashier part-time to Assistant Nutrition Manager, full-time, temporary, effective 3/31/22

Nube Uzhca Yuquilima, ESC, Bilingual Program Assistant to Administrative Assistant IIIB, full-time, effective 5/9/22

ADD Jessica Haeder, Brooklyn Middle, Nutrition Assistant, part-time to full-time, effective 8/15/22

ADD Maren Knight, Brooklyn Middle, Lead Cashier, part-time to Birch Grove, Nutrition Assistant, full-time, effective 8/1/22

Terminations

Brittany Robinson, Birch Grove, Instructional ESP, part-time, employment date 9/15/17, effective 5/13/22

Positions Ending

Anne Christianson, Basswood, Media/Clerical ESP, part-time, temporary, effective 6/9/22

Cynthia Swanson, Maple Grove Senior, Clerical ESP, part-time, temporary, effective 6/9/22

TERMINATION OF PROBATIONARY TEACHERS

BE IT RESOLVED by the School Board of Independent School District 279, that, pursuant to Minnesota Statutes 122A.40, Subdivision 5, the teaching contract of the following probationary teachers in Independent School District 279 are hereby terminated at the close of the current 2021-22 school year:

Heblin Aguilar Leon	Tali Dorow	Heather Dunbar
Joan Engstrom	Demond Fondren	Emily Irwin
Jolene Johnson Armstrong	Emilee Kaupp	Kiera Kistic
Brittany Kolbeck	Steven McRunnel	Nichol Mertens-Maxson
Greg Nathe	Brittany Millington	Casey Ochiagha
Andrea Olson	Robert Ryden	Dawn Shannon
Emma Statt	Matthew Thul	

BE IT FURTHER RESOLVED that written notice be sent to said teacher regarding termination and non-renewal of his/her contract as provided by law, and that said notice shall be in substantially the following form:

You are hereby notified that, at a regular meeting of the School Board of Independent School District 279 held on May 24, 2022, a resolution was adopted by a majority roll call vote to terminate your contract effective at the end of the current school year and not to renew your contract for the 2022-23 school year. Said action of the board is taken pursuant to M.S. 122A.40, Subdivision 5.

You may officially request that the School Board give its reasons for the non-renewal of your teaching contract. However, such request should be received in the office of the Superintendent of Schools within ten days after the receipt of this notice.

TO: Cory McIntyre, Superintendent
FROM: Jill Kind, Secondary Curriculum Coordinator
SUBJECT: Fitness Classroom Updates at High Schools and OALC
DATE: May 24, 2022

The district received bids in a public forum on April 26, 2022, for the purchase and installation of treadmills, spin bikes, and ellipticals at the three high schools.

Recommendation

We recommend the School Board award this work to Johnson Fitness and Wellness, of Eden Prairie, MN, a responsive and responsible bidder.

Background

In 2019, the Minnesota Department of Education updated the standards for Physical Education. The new standards have an increased emphasis on personal fitness. To ensure that students can meet these standards, an upgrade to high school fitness classrooms is necessary.

Four vendors requested and received the bid documents with one vendor submitting a bid. Johnson Fitness and Wellness's bid is for \$176,926.88.

Next Steps

Upon approval by the school board, administration will finalize the purchasing of equipment from Johnson Fitness and Wellness. Work will begin on this project in July 2021.

TO: Cory McIntyre Superintendent
FROM: John Morstad, Executive Director of Finance and Operations
Dale Carlstrom, Director of Facilities and Transportation Operations
SUBJECT: Cedar Island Elementary Parent Lot Reno. Award Recommendation
DATE: May 24, 2022

Recommendation

We recommend that the school board award the contract for district wide paving to Minnesota Roadways Co. in the amount of \$294,985. Minnesota Roadways is the apparent low bidder of three bids received. Please see the attached bid tabulation as well as the recommendation from our design partner Larson Engineering. We recommend the the board accept the base bid and alternate #1. Minnesota Roadways has done many projects in the school district, and we have been satisfied with the quality and timeliness of their work.

Background

As part of our Long-Term Facilities Maintenance (LTFM) ten-year plan, the facilities department and Larson Engineering assess the overall condition of the bituminous and concrete surfaces at all our facilities. This contract will cover paving, storm water management and concrete work in the parent/visitor parking lot.

Next Steps

Upon approval by the school board, the owner’s representative and administration will draft a contract for the board representative to sign. The successful contractor will begin preparatory work upon execution of the contract and the project will be fully underway beginning the week of June 13, 2022. The project is scheduled for substantial completion in August 2022.

Larson Engineering, Inc.
3524 Labore Road
White Bear Lake, MN 55110-5126
651.481.9120 Fax: 651.481.9201
www.larsonengr.com



May 5, 2022

Mr. Dale Carlstrom
Osseo Area Schools
11200 93rd Ave North
Maple Grove, MN 55369

Re: Contractor Recommendation
Cedar Island Elementary Parking Lot Improvements
Maple Grove, MN
LEMN Project No: 12226004.000

Dear Mr. Carlstrom

Based upon our review of the bid results for the above referenced project, we recommend the apparent low bidder, Minnesota Roadways Co, be awarded the contract for the Base Bid and Alternate 1 for a contract total of \$294,985.00.

We have personal experience working with Minnesota Roadways Co and have found their overall performance, workmanship, scheduling, and quality control to be satisfactory.

If you have any questions, please do not hesitate to contact our office.

Sincerely,
Larson Engineering, Inc.

A handwritten signature in black ink that reads "Eric Meyer". The signature is written in a cursive style with a large, sweeping "E" and "M".

Eric G. Meyer, PE
Project Manager

TO: Cory McIntyre, Superintendent
FROM: John Morstad, Executive Director of Finance and Operations
Kelly Benusa, Director of Business Services
SUBJECT: Approval of worker's compensation carrier
DATE: May 24, 2022
cc: Laurel Anderson, Executive Director of Human Resources
Bouakham Moua, Director of Human Resources

Recommendation

We recommend the District's current workers' compensation carrier remain SFM for Fiscal Year (FY) 2023. The total premium, plus broker fees for FY 2023 will be \$838,719, representing a decrease of \$59,624 or 7% in premium from FY 2022.

Background

The current workers' compensation insurance contract with SFM expires June 30, 2022. Key factors in the carrier selection process included pricing, discount opportunity, claims control, and customer service.

SFM's quote includes:

- A decreased experience modification calculation of 0.71 compared with the prior year experience modification rate of 1.02.
- For FY 2022 a premium retention plan with a 58% claims/loss ratio was entered into with a potential additional savings of 17.2% or \$179,847 and a sliding scale calculation of overall claims. These potential additional savings are based on claims/losses for FY 2022 and FY 2023. Based on current FY 2022 claims/losses, we have the potential to increase this savings amount.

Next Steps

1. The change in premium will be included in the adopted budget for FY 2023.
2. Our enhanced approach to claims management will continue, while working collaboratively to remain focused on delivering a quality workers compensation program.

Memo

To: School Board Members

From: Laurel Anderson, Executive Director, Human Resources

Date: May 24, 2022

Re: Recommendation for Approval, Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Teachers, July 1, 2021 – June 30, 2023

Recommendation:

It is our recommendation that you approve the Agreement on the Terms and Conditions of Employment between the Independent School District 279 School Board and Teachers, effective July 1, 2021 through June 30, 2023.

Background:

The Teachers group consists of licensed educators working to provide educational services and support to our students.

The agreement contains some language changes to reflect current District practices. In addition, changes have been made to a number of sections of the collective bargaining agreement, which are outlined below.

In the Salary Schedules and Rates of Pay sections of the collective bargaining agreement, teachers will receive step and lane movement each year. In year one, teachers will receive a 2.00% increase to base salary. In year two, teachers will receive a 3.00% increase to base salary with final step and lane on the salary schedule of \$100,000. The hourly rate in Schedule D will increase to \$33 per hour, effective upon ratification.

In the Group Insurance section of the collective bargaining agreement, employees will receive District contributions to health insurance up to the following amounts:

High Plan

Single	1/1/21-12/31/21	\$580.98
	1/1/22-12/31/22	\$598.41
	effective 1/1/23	\$598.41 * No longer open for new enrollment
Employee+1	1/1/21-12/31/21	\$897.10
	1/1/22-12/31/22	\$924.01
	effective 1/1/22	\$924.01 * No longer open for new enrollment
Family	1/1/21-12/31/21	\$1,437.34
	1/1/22-12/31/22	\$1,480.46
	effective 1/1/22	\$1,480.46 * No longer open for new enrollment

Value Plan

Single	1/1/21-12/31/21	\$624.47
	1/1/22-12/31/22	\$661.95
	effective 1/1/22	\$701.67
Employee+1	1/1/21-12/31/21	\$897.10
	1/1/22-12/31/22	\$924.01
	effective 1/1/22	\$951.73
Family	1/1/21-12/31/21	\$1,437.34
	1/1/22-12/31/22	\$1,480.46
	effective 1/1/22	\$1,524.87

High Deductible Plan (HSA)

Single	1/1/21-12/31/21	\$485.75
	1/1/22-12/31/22	\$514.90
	effective 1/1/22	\$545.79
\$200 monthly contribution		
Employee+1	1/1/21-12/31/21	\$950.18
	1/1/22-12/31/22	\$997.69
	effective 1/1/22	\$1,027.62
\$400 monthly contribution		
Family	1/1/21-12/31/21	\$1,518.97
	1/1/22-12/31/22	\$1,594.92
	effective 1/1/22	\$1,642.77
\$400 monthly contribution		

Teachers who work part-time between a .8 and .99 FTE will receive pro-rated health insurance benefits based on their FTE assignment.

In the Deferred Compensation section of the collective bargaining agreement, the one year waiting period before a matching district contribution amount begins was removed allowing all teachers to begin receiving the matching district contribution upon hire.

In the Hours of Services section of the contract, the parent-teacher conferences current practice and memo language was added to the contract. In addition, a Due Process Time section was added

providing dedicated time for special education and related services teachers to complete their due process duties.

In the Memos of Understanding (MOU) section of the collective bargaining agreement, one MOU was removed, one existing MOU was updated, and three (3) new MOUs were created. The MOU for the creation of a Collaborative Time task force was removed as that work was completed. The language in the Limits to Long-Term Disability MOU was updated to reflect the district's process for the steps that must happen for approval of any changes to long-term disability insurance. A new Teacher Collaboration Time MOU was added providing for one eight Hours of collaboration time during workshop week, and two (2) asynchronous learning/instructional planning days during the school year for teacher collaboration time. In addition, 3 additional hours of teacher collaboration time are to be provided, one hour on each of the existing staff development days during the school year. An MOU for Career & Technical Education (CTE) Licensure was created providing a stipend for teachers to obtain a CTE endorsement. Finally, an MOU for Personal Leave Conversion to a Health Reimbursement Account was added providing teachers an opportunity to convert some of their personal leave carryover days from the years of the pandemic into a post-employment healthcare account, thereby improving teacher presenteeism in the classrooms.

The salary investment outlined above is consistent with the financial parameters established by the School Board for the 2021-2023 contract negotiation. The two-year agreement results in a 9.678% total package increase. The total financial investment is \$16,930,764 over the term of the agreement.

Timeline/Next Steps:

With the ratification of the contract, Human Resources and Payroll will begin the implementation process.

**INDEPENDENT SCHOOL DISTRICT 279
OSSEO AREA SCHOOLS**



**AGREEMENT ON
TERMS AND CONDITIONS OF EMPLOYMENT**

JULY 1, ~~2019-2021~~ - JUNE 30, ~~2021~~2023



**EDUCATION MINNESOTA - OSSEO
LOCAL 1212
EDUCATION MINNESOTA
AMERICAN FEDERATION OF TEACHERS
NATIONAL EDUCATION ASSOCIATION
AFL-CIO**

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ARTICLE I PURPOSE OF AGREEMENT

Section 1. Parties: This Agreement is entered into between the School Board of Independent School District 279, Maple Grove, Minnesota, hereinafter referred to as the School Board, and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL-CIO, hereinafter referred to as Education Minnesota – OSSEO, pursuant to and in compliance with the Public Employment Labor Relations Act of 1971, as amended, hereinafter referred to as the PELRA, to provide the terms and conditions of employment for members of the Teacher Bargaining Unit, hereinafter referred to as teachers, during the term of this Agreement.

ARTICLE II RECOGNITION OF EXCLUSIVE REPRESENTATIVE

Section 1. Recognition: In accordance with the PELRA, the School Board recognizes Education Minnesota – OSSEO as the exclusive representative of teachers employed by the School Board. Education Minnesota – OSSEO will have those rights and duties as prescribed by the PELRA and as described in this Agreement.

Section 2. Appropriate Unit: Education Minnesota – OSSEO will represent all teachers in the School District as defined in this Agreement and in the PELRA.

ARTICLE III DEFINITIONS

Section 1. Terms and Conditions of Employment: The term "terms and conditions of employment" means the hours of employment, the compensation therefore, including fringe benefits, except retirement contributions or benefits, and the School Board's personnel policies affecting working conditions of the teachers. In the case of teachers, the term does not mean educational policies of the School Board. The term in both cases is subject to the provisions of the PELRA.

Section 2. Teacher: "Teacher" means any public employee other than a superintendent or assistant superintendent, principal, assistant principal, or a supervisory or confidential employee, employed by a school district:

- 1) in a position for which the person must be licensed by the Professional Educator Licensing and Standards Board or the commissioner of education; or
- 2) in a position as a physical therapist, occupational therapist, art therapist, music therapist, or audiologist.

Section 3. School Board: For purposes of administering this Agreement, the term "School Board" will mean the School Board or its designated representative.

Section 4. Other Terms: Terms not defined in this Agreement will have those meanings as defined by the PELRA.

Subd. 1. Within this Agreement the word "will" means mandatory.

ARTICLE IV SCHOOL DISTRICT RIGHTS

Section 1. Inherent Managerial Rights: 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 School Board has the right and obligation to manage efficiently 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: Education Minnesota – OSSEO recognizes that all teachers covered by this Agreement will perform the teaching and non-teaching services prescribed by the School Board and will 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 Board. Education Minnesota – OSSEO 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. Education Minnesota – OSSEO also recognizes that the School Board, all teachers covered by this Agreement, and all provisions of this Agreement are subject to the laws of the State of Minnesota, federal laws, rules and regulations of the Minnesota Department of Education and valid rules, regulations and orders of state and federal governmental agencies. Any provision of this Agreement found to be in violation of any such laws, rules, regulations, directives, or orders will be null and void and without force and effect.

Section 4. Reservation of Managerial Rights: The foregoing enumeration of rights and duties will 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 Board.

ARTICLE V TEACHER RIGHTS

Section 1. Right to Views: Pursuant to the PELRA, nothing contained in this Agreement will be construed to limit, impair or affect the right of any teacher or their 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 designated 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; nor will it be construed to require any teacher to perform labor or services against their will.

Section 2. Right to Join: In accordance with the PELRA, teachers will have the right to form and join labor or employee organizations and will have the right not to form and join such organizations. Teachers in an appropriate unit will have the right by secret ballot to designate an exclusive representative for the purpose of negotiating grievance procedures and the terms and conditions of employment for such teachers.

Section 3. Dues Check-Off: Teachers will have the right to request dues check-off for Education Minnesota - OSSEO.

Subd. 1. Authorization: Upon receipt of a properly executed membership application, the School Board will deduct from the teacher's paycheck the dues which the teacher has agreed to pay to Education Minnesota – OSSEO during the period provided in the authorization. The membership application may be filed at any time with the payroll department and deductions will begin no later than the second pay period following the date the membership application is filed.

Subd. 2. Term of Authorization: The membership application for dues deduction as agreed upon between Education Minnesota – OSSEO and the School Board will be filed with the payroll department by Education Minnesota – OSSEO.

Subd. 3. Notification: At least sixty (60) days prior to the beginning of the school year, Education Minnesota – OSSEO will give written notification to the payroll department of the School District of the amount of its dues which are to be deducted from the salary of each teacher who completes an authorization card. The amount of deduction for such dues will not be subject to change during the school year.

Subd. 4. Schedule of Deductions: Such deductions will be made in equal installments. The number of equal installments will be fifteen (15), beginning on October 20th and ending on May 20th. For continuing authorizations, the number of equal installments will be fifteen (15), subject to Subd. 2. of this Section. The School Board will forward each pay period, such dues deducted the previous pay period along with a list of the names of teachers from whom deductions were made, to the treasurer of Education Minnesota – OSSEO.

Section 4. Claims Against the School Board: Education Minnesota – OSSEO hereby warrants and covenants that it will defend, indemnify and save the School Board harmless from any and all actions, suits, claims, damages, judgments and executions or other forms of liability, liquidated or not liquidated, which any person may have or claim to have, now or in the future, arising out of or by reason of negligence of Education Minnesota – OSSEO in the deduction of the fair share fee specified by Education Minnesota – OSSEO as provided herein.

Section 5. Compensation Distribution:

Subd. 1. Pay Dates: All teachers will be paid their annual salary in 24 equal installments (pay periods). Payments will be made on the 5th and the 20th of each month payment is due except on occasions when the 5th or the 20th falls on a weekend or holiday. In the event a pay date falls on a weekend or holiday, the pay date will be moved to the last regular business day before the weekend/holiday or another date, if necessary. A payroll calendar of pay dates will be provided to all employees at the beginning of the school year.

Subd. 2. Final Payoff: All teachers contracted for 186 days per year will receive their final paycheck on June 20th. Payment will be issued on Friday if June 20th falls on a Saturday or Sunday. Teachers who work more than 186 contract days (extended contract) or teachers who work on a stretch calendar

and the stretch calendar ends after June 15th will be paid on June 30th. Payment will be issued on Friday if June 30th falls on a Saturday or Sunday.

Subd. 4. Electronic Direct Deposit: The School District will provide for direct deposit of paychecks to financial institutions approved by the Federal Reserve Bank of Minneapolis.

Section 6. Political Action Committee (PAC) Deduction: Teachers may request a payroll deduction to contribute to the PAC fund of Education Minnesota – OSSEO.

Subd. 1. Authorization: Upon receipt of an authorization card, the School District will make the designated deduction per paycheck.

Subd. 2. Terms of Authorization: Authorization cards will be filed with the payroll department by the teacher and will continue in effect until revoked on a form provided by the School District's payroll department. Application for an Education Minnesota – OSSEO PAC deduction will be accepted at any time with change in payment reflected as soon as is practicable, but within forty-five (45) days.

Subd. 3. Schedule of Deductions: PAC deductions will be made in fifteen (15), equal installments beginning on October 20th and ending on May 20th.

Section 7. Personnel Files:

Subd. 1. Access: All individual teacher evaluations and individual teacher files generated within the School District will be available to the teacher during regular School District hours upon the teacher's request in accordance with MS 122A.40, Subd. 19.

Subd. 2. Review: Such request will be made to the Human Resources Department. Human Resources will schedule an appointment for the teacher to review the teacher's file and will notify the teacher of such appointment.

Subd. 3. Documentation of Contents: The teacher, a representative of Education Minnesota – OSSEO at the teacher's request, and a Human Resources representative, will document the file content before the teacher is given the file for review. All such reviews will take place in Human Resources. The teacher, a representative of Education Minnesota – OSSEO at the teacher's request, and a Human Resources representative, will document the contents of the file at the termination of the review.

Subd. 4. Right to Copy: The teacher will have the right to a copy of any of the contents of their file.

Subd. 5. Right to Response: The teacher may submit for inclusion in their file a written response to any material contained in such file.

Subd. 6. Destruction/ Expunge: The School District may destroy or expunge such files as provided by law.

Section 8. Seniority:

Subd. 1. Preparation: Each school year, the School District shall create and post a seniority and licensure list. The list will include the name of every teacher, their seniority date, and licensure area. The list will be available electronically to all teachers when originally posted and upon any revisions to the list.

- a. Seniority in the District will be computed on the basis of a teacher's continuous employment from the first day of actual work with the District.
- b. Teachers will continue to accrue seniority while on Board approved leaves.
- c. Effective for the 2005-06 school year and thereafter the original seniority date will be retained by any teacher whose employment has been terminated by resignation or termination pursuant to MS 122A.40 and whose employment was subsequently reinstated by the School District prior to October 1st of the following school year.

Subd. 2. Request for Change: Any teacher with a correction or omission regarding the seniority and licensure list is required to supply a written request for correction or omission to the list to the Director of Human Resources.

Subd. 3. Seniority List: The School District will evaluate all written requests and will make the necessary corrections, if any, and will prepare a revised seniority list that will be used for the purposes of determining implementation of involuntary transfer and the order of placement on an Unrequested Leave of Absence.

Subd. 4. Seniority Tie Breaker: The following steps will be used as a basis for choice between continuing contract teachers of equal seniority for purposes of determining the order of placement on Unrequested Leave of Absence and implementation of involuntary transfer.

- a. Length of continuous teaching experience in the School District, including approved leaves of absence.
- b. Total years of public-school teaching experience.
- c. The lower file folder number as recorded on the teacher's Minnesota teaching license.

Subd. 5. Beginning with the 2014-15 school year, employees working in other School District employment groups who secure a teaching contract within this bargaining unit will have their seniority date back-dated to their original hire date, to a maximum of five years (two years of service in a previous bargaining unit and three years of probation as a teacher), upon completion of probation (in accordance with Minnesota Statute 122A.40) provided there has been no separation of employment between the prior position and the teaching assignment. This provision does not apply to day-to-day substitute or intermittent service.

Section 9. Building Access for Education Minnesota - OSSEO Meetings: Education Minnesota – OSSEO will have access to school facilities at no charge for union meetings. Union leadership must reserve facilities and equipment through the process established by the Community Education Department. Equipment may be reserved only for the meeting at the site where it is inventoried and maintained; equipment may not be removed from the premises.

Section 10. Teacher Transfer: Transfer of teachers will be made according to the “Teacher Transfer Procedures” as outlined in Addendum A.

Section 11. Meet and Confer: The District has the obligation to meet and confer with Education Minnesota – OSSEO to discuss policies and those matters relating to their employment not explicitly referenced in the master agreement. The District shall provide the facilities and set the time for such meetings to take place regularly. The agenda will be prepared and distributed with items submitted by both parties.

ARTICLE VI SALARY SCHEDULES AND RATES OF PAY

Section 1. 2019-2021-2020-2022 Salary Schedule: The wages and salaries reflected in Schedule A, attached, will be a part of this Agreement for the period July 1, ~~2019-2021~~ through June 30, ~~2020-2022~~.

Section 2. 2020-2022-2021-2023 Salary Schedule: The wages and salaries reflected in Schedule B, attached, will be a part of this Agreement for the period July 1, ~~2020-2022~~ through June 30, ~~2021-2023~~.

Section 3. Status of Salary Schedules: The salary schedules will not be construed as part of a teacher's continuing contract. In the event a successor Agreement is not entered into prior to the expiration date of this Agreement, a teacher will be compensated according to the last individual contract executed between the teacher and the School District until such time that a successor Agreement is executed. A teacher's advancement is subject to the right of the School Board to withhold performance increments, lane changes, or other salary increases for good and sufficient grounds. A teacher's advancement will not be withheld unless the teacher failed to correct the deficiency after being given written notice of the specific items of complaint and reasonable time within which to remedy them.

Section 4. Placement on Salary Schedule:

Subd. 1. Change on Salary Schedule: The following rules will be applicable in determining placement of teachers on the appropriate salary schedule.

- a. **Definition:** A lane change is horizontal movement on the teacher salary schedule due to credits earned in approved professional training.
- b. **Credits that qualify:** Graduate credits earned by a letter grade or ‘pass’ grade and/or board credits that are related to the field or fields relevant to the teacher’s licensure area(s). Effective January 1, 2008 all eligible coursework for Lanes II, III, IV, V, VI, VII, and VIII must earn a minimum of a ‘C’ grade, ‘Pass’, or ‘Satisfactory’.
 - Graduate credits must be earned from a graduate institution that has an accredited program and grants a Master of Education (M.Ed.), Master of Arts (M.A.), Master of Science (M.S.), Master of Social Work (M.S.W.), Master of Fine Arts (M.F.A.), Master of Music (M.M.) or Master in Business Administration (M.B.A.).
 - Board credits are earned in School District sponsored board credit offerings, fifteen (15) hours on a teacher advisory team, or an activity approved by the Director, Human

Resources. A School District board credit is fifteen (15) hours or the equivalent of one (1) semester credit.

- If a teacher attends a workshop during the workday, an approved leave (i.e. sabbatical, personal, short-term or long-term) must be used to earn credits that qualify. In addition, no School District funds can be expended for registration and/or reimbursable expenses.
- c. Credits that do not qualify: Board or graduate credits earned prior to the granting of a master's degree do not qualify for lane changes beyond the master's degree. Credits will not qualify if School District funds have been expended for registration or reimbursable expenses.
- d. Master's Degree Prior Approval: A master's degree is the completion of graduate work with the granting of a degree, such as M.Ed., M.A., M.S., M.S.W., M.F.A., M.M. or M.B.A., or a degree of equal value.
- Prior approval must be obtained from the Director, Human Resources for a master's degree program. Approval must be obtained prior to the completion of ten (10) semester credits via submission of a Master's Program approval application along with a copy of the proposed program plan to Human Resources.
 - The master's degree must be in the field or field(s) relevant to the teacher's licensure area(s).
- e. Number of Credits Required: Ten (10) semester credits are required per lane change. A minimum of five (5) graduate semester credits is required. A maximum of five (5) semester board credits may be used. One (1) semester credit equals one and one half (1-½) quarter credits.
- f. Deadlines: A request for lane change must be submitted to Human Resources by October 15th for coursework that was completed by September 15th for a salary increase to be effective the beginning of the school year. A request for lane change must be submitted to Human Resources by March 15th for coursework that was completed by February 15th for a salary increase to be effective for the second half of the contract year.
- If Terms and Conditions of Employment have not been ratified, no lane movement occurs until the contract is ratified. However, deadlines for submitting paperwork remain the same.
- g. Application Process: A teacher must complete a Lane Change Request form to advance on the salary schedule. Submit a "Lane Change Request" application along with an official transcript to Human Resources.

Subd. 2. Salary Schedule: All credits applied toward lane placement must be in the teacher's professional/licensure field(s) or a related area as defined in Subd. 1b and 1e of this Section.

- a. Lane I - Completion of a four (4) year course with the granting of a degree such as Bachelor of Arts, Bachelor of Science, Bachelor of Education, or a degree of equal value.

- b. Lane II – Completion of a bachelor's degree plus ten (10) semester credits.
- c. Lane III – Completion of a bachelor's degree plus twenty (20) semester credits.
- d. Lane IV – Completion of a bachelor's degree plus thirty (30) semester credits, or completion of a master's degree with a major not in teacher's professional/licensure field(s).
- e. Lane V - Completion of graduate work with the granting of a degree, such as M.Ed., M.S., M.A., M.S.W., M.F.A., M.M. or M.B.A., or a degree of equal value. The master's degree must be in a field relevant to the teacher's license area(s) or focus in the fields of pre-K to 12 education, educational administration, or a related educational field.
- f. Lane VI – Completion of a master's degree in the professional/licensure field(s) plus ten (10) semester credits.
- g. Lane VII – Completion of a master's degree in the professional/licensure field(s) plus twenty (20) semester credits.
- h. Lane VIII – Completion of a master's degree in the professional/licensure field(s) plus thirty (30) semester credits.

Subd. 3. Performance Increment Advancement: The School District will grant advancement on the salary schedule for teaching experience effective at the beginning of the work year, subject to the conditions as stated in Article XVI, Duration. A teacher must complete at least 120 days of teaching service each year during the school year to qualify for a year of service experience. A maximum of 30 days devoted to parent-teacher conferences, teacher workshops, and other staff development opportunities and days on which a teacher is absent from school will count as days of teaching service under this paragraph.

Subd. 54. Initial Salary Schedule Placement: The School District will determine initial Salary Schedule placement based on teaching experience and/or the previous salary earned in another assignment that requires a teaching license. Exceptions may be made by mutual agreement with Education Minnesota - OSSEO. Salary placement will be in accordance with the Initial Placement Salary Schedule.

Subd. 56. Career Performance Increment Advancement: The School District will grant advancement on the salary schedule for teaching experience effective at the beginning of the work year, subject to the conditions as stated in this Article and Article XVI, Duration. Effective January 19, 2016, a teacher coming from another school district who has more than 11 years of experience may be placed higher than Step 11 or effective July 1, 2020 Step I on the salary schedule based on their total years of teaching, at the discretion of Human Resources.

~~Subd. 64. Performance Increment Advancement Exception: As an exception to Performance Increment Advancement provisions as set forth in Subd. 3. of this Section, limitations for Performance Increment Advancement at Lane I, Lane II and Lane III are as follows:~~

- ~~a. Lane I, II, and III No teacher may advance beyond Career Performance Increment Step 11, Step I (beginning July 1, 2020), of the salary schedule.~~
- ~~b. In order to advance to the Career Performance Increment Step 13, or effective July 1 2020, Step K, a teacher must remain at Performance Increment, Step 11 or effective July 1 2020, Step I for a minimum of two (2) years or until the teacher has completed a minimum of 12 contracted teaching years in the School District, whichever comes first. Thereafter, in order to advance to the next Career Performance Increment Step, a teacher must remain at the previous Career Performance Increment Step for a minimum of three (3) years. This provision will sunset effective July 1, 2020.~~

ARTICLE VII EXTRA COMPENSATION

Section 1. Extra Assignments - Compensation: The wages and salaries reflected in Schedule C, attached hereto, will be a part of this Agreement for the period July 1, ~~2019-2021~~ through June 30, ~~2021~~2023.

Subd. 1. Assignment to Extra/Co-Curricular Activities: As defined in the PELRA, teachers may apply for and/or be assigned by the administration as advisors, sponsors, or coaches of the activities listed in Schedule C. All openings for extracurricular and co-curricular activities will be posted via an electronic job system for five (5) days. When an opening exists, qualified volunteers within the building will be given consideration before an assignment is made.

Section 2. Other Assignments – Hourly Compensation: The wages and salaries reflected in Schedule D, will be a part of this Agreement.

Subd. 1. Assignment to Extra Time Duties: As defined in the PELRA, teachers may apply for and/or be assigned by the administration to the extra time duties listed in Schedule D which requires work beyond the regular school year or the regularly assigned week. Payments, as reflected in Schedule D, will appear as separate line items on the pay statement.

Section 3. Extended Time: Teachers, including but not limited to counselors, special education building coordinators, and library media specialists, who are assigned extended time beyond the school year to complete their regular school year duties will be paid on a pro-rata basis from the applicable salary schedule.

Section 4. Salaries for Team Leaders: The wages and salaries reflected in Schedule C, will be a part of this Agreement.

Subd. 1. Pay Rate: As defined in the PELRA, teachers may apply for and/or be assigned by the administration as team leaders. Payments, as reflected in Schedule C, will appear as separate line items on the pay statement.

Section 5. Teachers as Substitutes:

Subd. 1. Volunteer Assignment: A teacher may offer to be assigned to teach during their preparation time in the event of emergency or when a regular substitute teacher is not available.

Subd. 2. Emergency Assignment: A teacher may be assigned by the principal to teach during their preparation time. Teachers may be assigned up to four (4) times. Any emergency substitute placement up to four (4) hours counts as one assignment. These assignments will only be made in an emergency or when a regular substitute teacher is not available.

Subd. 3. Pay Option: A teacher may be assigned to cover an additional classroom section of students for a partial or entire day. If a teacher is assigned to cover an additional classroom section, the teacher, at their option, will be paid their pro-rata hourly rate, or portion thereof. If a classroom section is split, the teachers assigned will divide the hours of the assignment and will be paid their pro-rata hourly rate or portion thereof. Effective beginning 2012-2013, this Pay Option shall be the sole option for teachers assigned to cover an additional classroom section of students.

Subd. 4. Assignment Process: A fair and equitable process of assigning teachers to substitute will be developed jointly by teachers and the principal at each building.

Section 6. National Certifications:

Subd. 1. National Board of Professional Teaching Standards (NBPTS): Teachers may participate in the National Board of Professional Teaching Standards Program. Activities for this certification may qualify for board credit ~~through the School District Professional Growth Committee~~. The School District Professional Growth Committee with the Director, Human Resources will apply the committee standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 2. Certificate of Clinical Competence (CCC): Speech/Language clinicians may participate in the American Speech-Language-Hearing Association (ASHA) certification process. Activities for this Certificate of Clinical Competence (CCC) may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee's standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 3. National Certification for Occupational Therapists: Occupational Therapists may participate in the National Board for Certification in Occupational Therapy certification process. Activities for this certificate may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee's standards and guidelines to professional work submitted to determine the number of board credits earned through the process.

Subd. 4. LICSW - Licensure for Social Workers: Social Workers may participate in the Minnesota State Board of Social Worker licensure process for Licensed Independent Clinical Social Worker (LICSW). Activities for this license may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee's standards and guidelines to professional work submitted to determine the number of board credits earned through the process.

Subd. 5. School Psychologists (NCSP): School Psychologists may participate in the National Certified School Psychologists (NCSP) program. Activities for this certification may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 6. Physical Therapists Certification: Physical therapists are required to participate in additional professional development activities, hours, and exams to be certified to work in a school setting. Clock hours must be approved by the Minnesota Board of Physical Therapy. Activities for this certification may qualify for board credit through the School District Professional Growth Committee. The School District Professional Growth Committee with the Director, Human Resources will apply the committee standards and guidelines to the professional work submitted to determine the number of board credits earned through the process.

Subd. 7. Other National Certifications: The Director, Human Resources, may recognize other national certifications in this section after they are approved for continuing education clock hour exemptions by the Minnesota Board of Teaching.

Subd. 8. Eligibility: A teacher must be certified by December 31st in order to be eligible for the stipend for that school year.

Subd. 9. Application: Eligible teachers must apply annually by December 31st in order to receive the stipend for that school year. Teachers must notify the District if any change in eligibility for the stipend occurs (expiration of certification, failure to pay fees, reduction in certification or other reasons).

Subd. 10. Pay Rate: Upon certification as recognized in this section, the teacher will be paid an additional amount each year the certification or licensure is maintained. Payment will be made February 5th. Teachers who successfully complete the National Board of Professional Teaching Standards (NBPTS) Certification will be paid an additional \$2,000 each year the certification is maintained. Speech/Language clinicians who successfully complete the Certificate of Clinical Competence (CCC) will be paid an additional \$1,000 each year the certification is maintained. Occupational Therapists who successfully complete the National Board for Certification in Occupational Therapy (NBCOT) will be paid an additional \$1,000 each year the certification is maintained. Social Workers who successfully complete the Licensed Independent Clinical Social Worker License (LICSW) process will be paid an additional \$1,000 each year the license is maintained. School Psychologists who successfully complete the National Certified School Psychologist (NCSP) process will be paid an additional \$1,000 each year the license is maintained. Physical Therapists will be paid an additional \$1,000 each year when progress toward the professional development requirements are documented and sent to Human Resources. The additional payment will be pro-rata based on FTE and work year.

Subd. 11. Reimbursement of NBPTS Application Costs: The School District will reimburse teachers who successfully complete the National Board of Professional Teaching Standards (NBPTS)

Certification up to \$2000 of the actual out-of-pocket cost borne by the teacher for the application and assessment fees upon receiving the NBPTS Certification.

Section 7. Retirement Incentive Pay for Teachers Whose Service Began Prior to July 1, 1990:

Subd. 1. Eligibility: Teachers who have completed at least fifteen (15) years of full-time continuous service in any position that is covered under the terms of this agreement with the School District and who are at least fifty (50) years of age, and whose service began prior to July 1, 1990, will be eligible for retirement incentive pay pursuant to the provisions of this section upon submission of written resignation accepted by the School Board, provided that such notification is given prior to March 1st. Teachers who submit a written resignation after March 1st may be authorized to receive this incentive pay; however, the payout schedule will be determined by Human Resources. Full-time continuous service shall be defined as any continuous sequence of fifteen (15) or more years of service whereby each year the teacher was either working full-time or on approved leave.

Subd. 2. Exclusion: This section will apply only to teachers whose service has been full-time (0.80 FTE or equivalent contract) as defined by this Agreement and whose service began prior to July 1, 1990. For teachers whose employment or re-employment after separation of service began after this date, the provisions of this section will not be applicable. For purposes of this section, a separation in service will include any event that would serve to modify the seniority date of the employee to reflect a date later than June 30, 1990.

Subd. 3. Calculation of Benefit: A teacher will be eligible to receive as retirement incentive pay, upon their retirement, the amount obtained by multiplying eighty-two percent (82%) of their unused number of sick leave days, but in any event not to exceed one hundred twenty-three (123) days times their daily rate of pay.

Subd. 4. Determination of Daily Rate: In applying these provisions, a teacher's daily rate of pay will be the basic daily rate at the time of retirement, as provided in the basic salary schedule for the basic school year, and will not include any additional compensation for extracurricular activities, extended employment or other extra compensation.

Subd. 5. Payment Schedule 50-54: A teacher who retires at age 50-54 will receive their retirement incentive pay on July 20th if their birth date is between January 1st and June 30th in the year, they reach age 55. If their birth date is between July 1st and December 31st, they will receive their incentive pay on January 20th of the following year.

Subd. 6. Payment Schedule 55 & Over: Retirement incentive pay for teachers age 55 or older will be paid by the School District according to the following schedule. Teachers who retire between January 1st and June 30th will receive their retirement incentive pay on July 20th of that year. Teachers who retire between July 1st and December 31st will receive their retirement incentive pay on January 20th of the following year.

Subd. 7. Distribution of Incentive: The total incentive received must be directed into the following plans: fifty percent (50%) into the Special Pay Deferral Plan and fifty percent (50%) into the Post-Retirement Health Reimbursement Account. Effective upon ratification of the 2019-2021 collective

bargaining agreement, one hundred percent (100%) of the incentive received must be directed into the Post-Retirement Health Reimbursement Account.

- a. Deferral Plan: The School District will contribute fifty percent (50%) of the teacher's incentive pay into an account within a Special Pay Deferral Plan administered by a company selected by Education Minnesota - OSSEO and the School District.
- b. Post-Retirement Health Reimbursement Account: The Post-Retirement Health Reimbursement Account is an employer-sponsored program that allows teachers to pay medical expenses and/or health insurance premiums after termination of public service. The Post-Retirement Health Reimbursement Account allows teachers to set aside money earned as an active teacher to cover costs of health or dental insurance, and other medical or dental expenses after termination of public service. Under the Post-Retirement Health Reimbursement Account, amounts contributed are tax-free and no taxes are paid on amounts paid since they must be used to pay health and dental insurance premiums or used to cover out-of-pocket medical or dental expenses. Teachers who are exempted from participating in the Post-Retirement Health Reimbursement Account, per IRS guidelines, must direct one hundred percent (100%) of the monies into the Special Pay Deferral Plan.
- c. If the teacher has proof of Lifetime coverage through their spouse or Tricare Coverage through the military, 100% of the incentive will be distributed into the Special Pay Deferral Plan.

Subd. 8. Exceptions: Retirement incentive pay will not be granted to any teacher who is discharged by the School District.

Section 8. School District Contribution for Health Insurance for Retirees: Teachers will be eligible under the following conditions:

Subd. 1. Eligibility at 55: This Section will apply to teachers who have completed at least fifteen (15) years of full time continuous service in any position covered under the terms of this agreement with the School District and who are at least fifty-five (55) years of age.

Note: Effective 2012-2013, teachers hired on or after July 1, 2007 shall not qualify for benefits under this section. Those teachers shall qualify for benefits under Section 9, Post-Employment Health Care Accounts.

Subd. 2. Eligibility 50-54: Teachers retiring between the ages of fifty (50) and fifty-four (54) must maintain School District health and hospitalization plans at their own expense until age fifty-five (55) to be eligible for School District contribution at age fifty-five (55).

Subd. 3. Calculation of Benefit: For all eligible teachers, the cumulative total amount will not exceed an amount determined by multiplying the teacher's daily rate of pay at the time of retirement times the number of the teacher's accumulated sick leave days in excess of one hundred and twenty-three (123) days as of the date of retirement. However, the total amount will not exceed \$37,800. The monthly district contribution toward the premium will be determined using the cumulative total

amount earned by the teacher divided by the number of months until the teacher qualifies for Medicare. The benefit amount will not exceed 100% of the premium of the insurance plan selected by the teacher. Starting July 1, 2020 with teachers who retire in the 2020-2021 school year, the benefit amount may be used for health insurance contribution, remaining funds may be then used for dental insurance contribution, and then life insurance premiums if Medicare eligible and will not exceed 100% of the premium of the insurance plan selected by the teacher. If the teacher's FTE status is not full time at the time of retirement the benefit will be pro-rated according to the teacher's current FTE.

Subd. 4. Retiree Responsibility: The portion of the premium not contributed by the School District will be borne by the teacher. If a retiree fails to provide the School District with the required contribution within thirty (30) days of the due date, coverage will be canceled.

Subd. 5. Determination of Daily Rate: The teacher's daily rate of pay will be the daily rate at the time of retirement, as provided in the salary schedule for the school year, and will not include any additional compensation for extracurricular activities, extended employment or other extra compensation.

Subd. 6. Termination of Benefit: This insurance contribution will in no event continue beyond the retired teacher's qualification for Medicare or upon the teacher's death, whichever occurs first.

Subd. 7. Exception:

- a. In the event that a retiree, who has accumulated one hundred and fifty (150) or more days of unused sick leave within five years of the planned retirement date and who has experienced a serious illness/disability requiring use of the School District Long-Term Disability Insurance, the School District will provide a base contribution toward the retirees' selected School District health insurance plan in the amount of \$225 per month for up to eighty-four (84) months, not to exceed a total contribution of \$18,900 with the contribution ending when the retiree qualifies for Medicare or upon the death of the teacher, whichever occurs first. An employee who qualifies for this exception must notify Human Resources with the submission of their retirement paperwork.
- b. If the teacher has proof of Lifetime coverage through their spouse or Tricare Coverage through the military, 100% of the incentive will be distributed into the Special Pay Deferral Plan.

Section 9. Post-Employment Health Care Accounts: Employees hired on or after July 1, 2007, and any other employee who opts into this benefit according to this Section, shall no longer receive a district contribution for retiree health insurance. Instead, these employees shall receive an annual contribution to a Post-Employment Health Care Account, subject to the following conditions:

- a. An annual District contribution of \$500.00 shall be made for each enrolled teacher into a Post-Employment Health Care Account, to be used at any time the teacher separates from service with the District. This amount shall be pro-rated based on the teacher's FTE status or equivalent.
- b. Teachers shall become vested in the benefit after achieving continuing contract status or equivalent with the District.

- c. District contributions into the accounts shall be made as soon as practicable after the end of the school year, and each subsequent school year thereafter.
- d. Teachers hired before July 1, 2007 shall have a one-time opportunity to opt into the benefit outlined in this Section. The deadline for opting in was March 1, 2012. Those teachers who opt into the benefits under this Section shall be subject to the same employee leave benefits as those teachers who were hired on or after July 1, 2007, found in Article IX.
- e. If the teacher has proof of Lifetime coverage through their spouse or Tricare Coverage through the military, 100% of the incentive will be distributed into the Special Pay Deferral Plan.

Section 10. Deferred Compensation Programs: In accordance with Section 403(b) of the Internal Revenue Code and MS 356.24, the School Board will match an amount equal to the minimum match, the maximum match, or any amount in between the contribution of an eligible teacher according to the following schedules towards an approved 403(b) tax sheltered annuity plan. Teachers who have been contributing to a 457 plan prior to the ratification of the 2013-2015 contract will be grandfathered in, with the district contributing matching funds to the 457 plans. Teachers hired on or after July 1, 2014 or new enrollees to the deferred compensation program will have all matching funds contributed to a 403(b) plan.

The plan must meet the School District’s guidelines for approval. The contribution and match are forwarded each pay period to the plan account.

Subd. 1. Service Prior to July 1, 1990 – District Match:

Teachers whose service began prior to July 1, 1990	District Annual Match Effective July 1, 2018
	\$925.00 (\$38.55 per paycheck for 24 pay periods)

Subd. 2. Service After July 1, 1990 – District Match:

Teachers whose service began after July 1, 1990	Minimum District Annual Match	Maximum District Annual Match
All employees, regardless of FTE, eligible after one year of service, effective July 1, 2019	\$480 (\$20.00 per paycheck for 24 pay periods) *	\$1,728.00 (\$72.00 per paycheck for 24 pay periods) **

*To obtain the above benefit teachers must match at least the minimum amount listed in the table above.

**Teachers may defer more than the maximum District annual match. Federal law determines the maximum amount an individual can contribute annually.

Subd. 2. Eligibility: ~~To be eligible for this provision, full and part-time teachers must complete one year of service.~~ All teachers are eligible upon first day of service. Participation in the plan will be

voluntary and will be governed by the policies and guidelines as defined in the Minnesota State Deferred Compensation Program (Section 457) or Section 403(b) of the Internal Revenue Code.

Section 11. Elementary Parent-Teacher Conferences Compensation: Elementary teachers (PreK-5) will be compensated for each parent-teacher conference held in excess of the established criteria that are part of the two required conference periods (fall and winter/spring). Staffing ratios related to the established criteria in this section will be distributed to Education Minnesota-OSSEO by September 30th each year.

Subd. 1. Rate of Compensation: Elementary classroom teachers (PreK-5), Elementary Speech Pathologists (PreK-5), Elementary English Learner Teachers (PreK-5), and Elementary Occupational Therapists (PreK-5) will be compensated at the rate of \$20.00 per parent-teacher conference held in excess of the established criteria.

Subd. 2. Elementary Classroom Teachers: In excess of thirty-two (32) or the current PreK-12 staffing ratio, whichever is greater.

Subd. 3. Elementary Speech Pathologists: In excess of the current Speech Pathologist staffing ratio.

Subd. 4. English Learner (EL) Teachers: In excess of the current EL staffing ratio.

Subd. 5. Occupational Therapists (OT): In excess of the current OT staffing ratio.

Subd. 6. Qualified Conference: The parent-teacher conferences eligible for this extra compensation are those that are part of the two required conference periods (fall and winter/spring).

Subd. 7. Reporting: Eligible elementary (PreK-5) teachers will submit a timecard indicating the number of conferences held in excess of the established criteria.

Subd. 8. Exception: Full-time 1/2-day kindergarten classroom teachers are not eligible to receive this extra compensation unless the total of their conferences held is in excess of twice the established criteria.

Section 12. Packing Classroom: Teachers who are required to spend extra time packing and unpacking their classroom, outside the normal workday, due to district direction for the purposes of classroom and/or site construction, will be compensated as follows:

Subd 1. Building/Classroom Construction: A teacher will be compensated when building or classroom district level construction projects require a teacher to pack all classroom materials and remove them from the classroom.

Subd. 2. Compensation: The teacher will be compensated two hundred fifty dollars (\$250) per move, which includes both packing and unpacking.

ARTICLE VIII GROUP BENEFITS/INSURANCE

Section 1. Eligibility: Full-time teachers who are paid under Schedule A or B are eligible for group insurance. Teachers who work thirty-two (32) or more hours per week (0.8 FTE contract) will be considered full-time for purposes of eligibility for group insurance. Effective July 1, 2020, teachers who submit a leave request to voluntarily reduce their FTE from a 1.0 FTE to between .8-.99 FTE and are approved for such leave will be considered below full-time and will receive group benefits/insurance outlined in Article X Part-Time and Hourly Rate Teachers, Section 1. Health Insurance. Qualifications will include those established by the School Board and the carrier of the coverage (Employee must be in an assignment that has an expected duration of 60 duty days or more).

Section 2. Enrollment: All teachers qualifying will enroll for such coverage in accordance with the procedures established by the School Board.

Section 3. Selection: The School Board will make the selection of insurance carriers and policies. Education Minnesota - OSSEO will have representation on the School District Insurance Advisory Committee.

Subd. 1. District Contributions for Basic Group Health and Hospitalization Plans: The District will contribute up to the following amounts towards the District’s Group Health Insurance premiums for full time employees. Any portion of the premium that exceeds the District contribution will be paid by the employee and paid by payroll deduction.

Effective January 1, 2020 – December 31, 2020

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High</u>	<u>\$575.22</u>	<u>\$888.22</u>	<u>\$1,423.11</u>
<u>Value</u>	<u>\$606.28</u>	<u>\$888.22</u>	<u>\$1,423.11</u>
<u>HSA Plan</u>	<u>\$471.60</u>	<u>\$922.50</u>	<u>\$1,474.73</u>

Effective January 1, 2021

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High</u>	<u>\$580.97</u>	<u>\$897.10</u>	<u>\$1,437.34</u>
<u>Value</u>	<u>\$624.47</u>	<u>\$897.10</u>	<u>\$1,437.34</u>
<u>HSA Plan</u>	<u>\$485.75</u>	<u>\$950.18</u>	<u>\$1,518.97</u>

Effective July 1, 2021 – December 31, 2021

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High</u>	<u>\$580.98</u>	<u>\$897.10</u>	<u>\$1,437.34</u>
<u>Value</u>	<u>\$624.48</u>	<u>\$897.10</u>	<u>\$1,437.34</u>
<u>HSA Plan</u>	<u>\$485.75</u>	<u>\$950.18</u>	<u>\$1,518.97</u>

Effective January 1, 2022 – December 31, 2022

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High</u>	<u>\$598.41</u>	<u>\$924.01</u>	<u>\$1,480.46</u>
<u>Value</u>	<u>\$661.95</u>	<u>\$924.01</u>	<u>\$1,480.46</u>
<u>HSA Plan</u>	<u>\$514.90</u>	<u>\$997.69</u>	<u>\$1,594.92</u>

Effective January 1, 2023 – June 30, 2023

	<u>Single</u>	<u>Employee +1</u>	<u>Family</u>
<u>High*</u>	<u>\$598.41</u>	<u>\$924.01</u>	<u>\$1,480.46</u>
<u>Value</u>	<u>\$701.67</u>	<u>\$951.73</u>	<u>\$1,524.87</u>
<u>HSA Plan</u>	<u>\$545.79</u>	<u>\$1,027.62</u>	<u>\$1,642.77</u>

*The High Plan will no longer be available for new enrollment beginning July 1, 2023 during the open enrollment period in October of 2022. All existing members of the High Plan at that time will continue to receive the district contribution to the High Plan health insurance as indicated in the table labeled “Effective January 1, 2023 – June 30, 2023.”

District contributions to the HSA trust account will be made each month. Contributions for July will be made at the same time as the August contribution. In the event of hardship, the parties agree to meet and confer to discuss alternatives to the contribution timelines.

- Single HSA Coverage: \$200 per month
- Employee +1 Coverage: \$400 per month
- Family Coverage: \$400 per month

The school district will pay all administrative fees associated with the plan.

- e. Married Couples in District with Family Coverage: When a teacher and their spouse are both employed by the School District and are eligible for the School District’s group health and hospitalization plan, and both employees enroll in the same hospitalization plan, the full premium will be paid by the School District.
- f. Disability Coverage: Teachers who have been approved for benefits under the School District’s long term disability insurance plan or the Workers’ Compensation Act and who previously enrolled in the School District’s health and hospitalization, dental and life insurance benefits will have these benefits maintained for a period of one (1) year from the date of qualification for the disability benefit. Thereafter, these benefits will be available to the teacher at their expense subject to the provisions of the insurance carrier plan description.

Subd. 2. Group Term Life Insurance: The School District will pay the full premium for each \$1,000 of coverage for group term life insurance for all full-time teachers who qualify for and enroll in the existing group term life insurance plan of the School District. Full-time teachers who qualify and enroll will be insured with \$50,000 of group term life insurance.

Subd. 3. Supplemental Group Term Life Insurance: Full-time teachers will have the option, subject to the conditions established by the School District’s carrier for group term life insurance as provided in Subd. 2. of this Section, to purchase supplemental group term life insurance in the amounts of \$50,000, \$75,000, \$100,000, \$125,000 or \$150,000 not to exceed 3x annual salary. The cost of the supplemental coverage will be borne by the teacher and paid by payroll deductions.

Subd. 4. Long-Term Disability Income Protection: The School District will pay the full premium for coverage in the existing long-term disability income protection plan for all full-time teachers who qualify for and enroll in such coverage. This coverage will apply to the base annual salary. See MOU Long-Term Disability Coverage for Mental Health & Chemical Dependency.

Subd. 5. Dental Insurance:

- a. Single Coverage: The School District will pay up to \$28.00 per month for individual coverage for each full-time teacher who qualifies for and enrolls in the School District's group dental insurance plan.
- b. Family Coverage: The premium cost of the family/dependent coverage for each full-time teacher who qualifies for and enrolls in the School District's group dental insurance plan and who qualifies for family/dependent coverage will be paid in total by the teacher and paid by payroll deduction minus the School District's contribution for single coverage. Whether the School District offers family/dependent coverage is subject to the conditions as established by the carrier(s).

Section 4. Coverage Waiver: Employees will be allowed to waive health coverage in the District's health plan upon sufficient proof that the employee has obtained group health coverage through another source (e.g. spouse). The Human Resources department shall determine the basis for sufficient documentation of group coverage from another source. The District retains the right to re-examine waiver of health coverage on a year-to-year basis.

Section 5. Claims Against the School District: It is understood that the School District's obligation is to purchase an insurance policy and pay such amount as agreed to herein and no claim will be made against the School District as a result of a denial of insurance benefits by an insurance carrier.

Section 6. Duration of Insurance Contribution: A teacher is eligible for School District contributions as provided in this Article. Upon termination of employment, all School District participation and contributions will cease effective on the last day of the month in which employment terminates. However, terminated probationary teachers whose employment ends in June, and who have exercised their COBRA rights, and are rehired prior to September 15th of the same year will have their July and August health and hospitalization insurance premium contributions reimbursed at the same rate as the District would have provided for single coverage had the separation of service not occurred. Teachers who resign from employment in August of the current school year will reimburse the School District for insurance premium contributions paid by the School District on the employee's behalf for July and August of the current school year.

Section 7. Insurance Program Eligibility in the Event of Retirement: A teacher who retires is eligible to participate in the health and hospitalization and dental plans of the School District but must pay the entire premium for the plans selected subject to Section 8 of Article VII. The right to continue participation in a group plan is mandated by Minnesota Statute. Such plans will be in accordance with conditions of the carrier and/or until they qualify for coverage under another program.

Section 8. Section 125 Plan (Flexible Spending Plan): The School District will provide a Section 125 Plan under the Internal Revenue code for eligible teachers.

Subd. 1. Description: The Section 125 Plan (Flexible Spending Plan) offered by the School District is a plan established to provide a way to save money on costs for medical and dependent care expenses. The three accounts allow payment for health insurance premiums, certain out-of-pocket health care

expenses, and dependent care expenses with pre-tax dollars. It is a salary reduction plan permitting participant to choose among more than one benefit. It is classified as a “Cafeteria Plan” for federal income tax purposes.

- a. The plan year is July 1st through June 30th of each year. There are three (3) components to the plan:
 1. District provided health insurance premium deduction with pre-tax dollars.
 2. Dependent care reimbursement account.
 3. Medical expense reimbursement account.
- b. Benefits eligible teachers with assignments greater than or equal to .5 FTE may participate in all components of this Subdivision.

Section 9. Property Damage Reimbursement Plan:

Subd. 1. Purpose: To offer shared-cost loss prevention plan for damages to personal property (including motor vehicles) that occur while the teacher is performing their contracted duty. The plan is available for reimbursement for loss, damage, or destruction of personal property, including motor vehicles on school property or while the teacher is in the performance of school business. In the case of motor vehicles, reimbursement will not include personal property that is stolen or damaged unless the theft accompanies a personal assault upon the teacher.

Subd. 2. Cost: The School District and Education Minnesota – OSSEO will share the cost of funding the pool. Each will contribute \$2,500 annually until the fund has \$15,000 in assets. At that time contributions will be suspended until the fund drops below \$10,000 in assets at which time the contributions will be reinstated. The School District will fund their portion on June 1st of each year.

Subd. 3. Administration: Education Minnesota – OSSEO will administer the plan and will provide the School District with an annual report.

Subd. 4. Guidelines:

- a. Teachers must contact Education Minnesota – OSSEO to report the incident.
- b. A claim form will be required for reimbursement and all claims must be submitted within forty-five (45) days of the incident.
- c. All claims must include a copy of:
 - A police report
 - Repair estimate
 - Insurance claim (if a claim is filed)
 - Proof of deductible

Subd. 5. Maximum Reimbursement: Maximum reimbursement per loss will be limited to \$750 annually. Payments are limited to the resources in the pool. If claims exceed the amount in the pool,

payments will be made on a pro-rata basis. Any monies not claimed will be carried into the next fiscal year.

Subd. 6. Non-reimbursable incidents:

- a. An accident that occurs while the vehicle is moving in a reimbursable activity is not covered.
- b. No reimbursement will be given for damages that occur in conjunction with a moving violation charged to the requesting party.

Subd. 7. Limits: Reimbursement for damages to a teacher's personal property is limited to those items that are on the premises for the purpose of enhancing the curriculum or the teaching process, or personal property damaged or destroyed as a result of a student assault while the teacher is engaging in the performance of their duties.

ARTICLE IX LEAVES OF ABSENCE

Section 1. Sick Leave:

Individuals who report absence for sick/family illness who do not have paid leave time available will be required to supply Human Resources with medical verification for the absence. Continued patterns of absence without medical verification on defined* high use days or without available paid sick leave time is subject to discipline, up to termination. Absences covered under the Family Medical Leave Act (FMLA) or the Americans with Disabilities Act (ADA) and any applicable federal and/or state statute will be exempt from such discipline.

*High use days will be defined by Human Resources in collaboration with the Union.

Subd. 1. Earn: All teachers will be credited at the beginning of the school year with twelve (12) days of sick leave per year. Teachers working less than a full year will have their sick leave days pro-rated. Effective beginning 2012-2013, teachers hired on or after July 1, 2007, and teachers opting into the Post Employment Health Care Account as referenced in Article VII Section 9 shall be credited with ten (10) days of sick leave at the beginning of the school year.

Subd. 2. Accumulation: Unused sick leave days may accumulate to an unlimited number of days per teacher. Such accrual will be non-retroactive. Effective 2012-2013, teachers hired on or after July 1, 2007, and teachers opting into the Post Employment Health Care Account as referenced in Article VIII Section 9 may accumulate a maximum balance of one hundred (100) days of sick leave.

Subd. 3. Use:

- a. Sick leave with pay will be allowed by the School District whenever a teacher's absence is found to have been due to illness which prevented their attendance at school and performance of duties on that day or days during the regular school year, provided that the teacher has unused sick leave at the time of such absence.
- b. Sick leave may also be used for the illness of a child including an adult child, spouse, parent, guardian, stepparent, sibling, grandparent, or any other relative or non-relative who stands in

the same relationship with the teacher as determined by Human Resources provided the teacher has unused sick leave at the time of such absence.

Subd. 4. Summer School: Deduction of accrued sick leave during summer school teaching is one (1) day for two sessions and one-half (1/2) day for one session.

Subd. 5. Use - Pregnancy: A teacher may utilize available sick leave, subject to the provisions of this Section and Section 9 of this Article, for periods of disability relating to pregnancy, miscarriage, abortion or childbirth. A teacher will notify the Director, Human Resources in writing no later than the end of the sixth month of pregnancy indicating their intention to utilize sick leave, and also at such time will provide a physician's statement indicating the estimated date of delivery of the child and estimated time of confinement. A licensed physician will determine the definition of disability.

- a. A teacher (other than the mother) may utilize up to thirty (30) days of sick leave in connection with the birth of their child, without access to the Extended Illness Sick Leave Pool. The thirty (30) days of sick leave must be used within six (6) weeks surrounding the birth of the child.
- b. A teacher may utilize up to thirty (30) days of sick leave for the adoption of a child, without access to the Extended Illness Sick Leave Pool, subject to the provisions of this Section and Section 9 of this Article.

Subd. 6. Medical Verification: If the duration of an absence extends past five (5) days, and there is a question as to the eligibility for sick leave, the Director, Human Resources reserves the right to verify the illness. In the event that medical verification is required, the Director, Human Resources will notify the teacher. Education Minnesota – OSSEO will receive a copy of any request for verification. In special circumstances, Human Resources reserves the right to obtain medical verification for an absence of fewer than six (6) days.

Subd. 7. Deduction: Sick leave allowed will be deducted from the teacher's accrued sick leave days.

Subd. 8. Excess Use: Any days used in excess of the number of days of accrued sick leave will be deducted from the teacher's salary.

Subd. 9. Use - Absences Covered by Workers' Compensation and/or Long-term Disability (LTD): This subdivision is subject to the provisions of the carrier plan descriptions.

- a. Upon the request of a teacher who is absent from work as a result of a compensable injury incurred in the service of the School District under the provisions of the Workers' Compensation Act and/or an absence covered by the School District's long-term disability insurance, the School District will pay the difference between the compensation received pursuant to the Workers' Compensation Act and/or LTD by the teacher and the teacher's base rate of pay to the extent of the teacher's earned accrual of sick leave.
- b. A deduction will be made from the teacher's accrued sick leave according to the pro-rata portion of days of sick leave which is used to supplement workers' compensation and/or LTD payments.

- c. Such payment will be paid by the School District to the teacher only during the period of disability. In no event will the additional compensation paid to the teacher by virtue of sick leave pay result in the payment of a total daily, weekly, or monthly compensation that exceeds the base compensation of the teacher.
- d. A teacher who is absent from work as a result of an injury compensable under the Workers' Compensation Act and/or an absence qualifying the teacher for LTD payments who elects to receive sick leave pursuant to this Agreement, will submit their workers' compensation check and/or LTD payment, endorsed to the School District prior to receiving payment from the School District for this absence.
- e. A teacher who is unable to perform teaching duties and responsibilities due to a physical assault resulting in an injury which occurs while on duty as a result of a work-related incident will be entitled to compensation without use of sick leave for the first three (3) days of absence per incident. Any additional days needed by the employee without the use of sick leave will be mutually agreed to in collaboration between the district and union up to a total of fifteen (15) days. The district may require employee to be seen by a district selected medical provider and provide documentation that outlines return to work conditions. Thereafter, the compensation will be paid per a. through e. of this Subdivision.
- f. If a teacher incurs an injury as described in e. of this Subdivision, and such injury causes the teacher to work less than their contracted FTE, the School District will continue to contribute its share of the cost of the health and hospitalization insurance plan in which the teacher is enrolled.

Subd. 10. Extended Illness Sick Leave Pool: The School District will maintain an extended illness sick leave pool. The pool will have an open enrollment period within thirty (30) days of each contract ratification (Refer to the Memo of Understanding titled "Extended Illness Sick Leave Pool Procedures").

- Membership in the Extended Illness Sick Leave Pool is mandatory for all teachers hired after June 30, 2004.

Section 2. Family Illness Leave:

Subd. 1. Use: Teachers may be granted up to a maximum of ten (10) days absence per year for illness in the teacher's or spouse's immediate family that may or may not otherwise be covered under the Family and Medical Leave Act (FMLA) and/or state statute. The immediate family will include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the teacher. Such absences will be deducted from accrued sick leave. If the teacher does not have sufficient accrued sick leave, the cost of a substitute rate of pay will be deducted from the teacher's salary.

Section 3. Bereavement Leave:

Subd. 1. Use - Immediate Family: Teachers will be granted up to five (5) days for absence due to death of each member of the teacher's or spouse's immediate family. The immediate family will

include parent, sister, brother, spouse, son, daughter, son-in-law, daughter-in-law, grandparent, grandchildren, guardian and any other relative or non-relative who stands in the same relationship with the teacher. Such absences will be deducted from accrued sick leave.

If the teacher does not have sufficient accrued sick leave, the cost of the substitute rate of pay will be deducted from the teacher's salary. Additional absence, but not to exceed five (5) additional days may be granted with the cost of the substitute rate of pay to be deducted from the teacher's salary. Exceptions to the immediate family designations may be granted with pre-approval of Human Resources in extenuating circumstances.

Subd. 2. Use - Not Immediate Family: Absence due to the death of a person not listed in Subd. 1. of this Section will be limited to one (1) day per occurrence. Such absence will be deducted from accrued sick leave. If the teacher does not have sufficient accrued sick leave, the cost of a substitute rate of pay will be deducted from the teacher's salary for each occurrence. Exceptions may be granted with approval of Human Resources in extenuating circumstances.

Section 4. Jury Service Leave:

Subd. 1. Notice to District: Teachers who receive a summons for jury service are to notify Human Resources immediately of the proposed dates of service.

Subd. 2. Remittance of Stipend: Teachers who receive a stipend for jury service will reimburse the School District for the amount received, minus the mileage and parking expense allowance if they were on jury service during a duty day.

Subd. 3. Pay: Teachers will have no loss of pay as a result of jury service if the provisions of Subd. 1. and 2. of this Section are met. Failure to do so will result in the deduction of a substitute rate of pay from the teacher's salary.

Section 5. Court Appearance Leave:

Subd. 1. Request of School District: When the School District is a party in a litigation and a teacher of the School District appears at the request of the School District or as codefendant in a case against the School District, the teacher will be entitled to their pay and no deduction of any leave provision will be charged to the teacher.

Subd. 2. Other Requests: If a teacher receives a notice to supply information or testify in a civil or criminal court proceeding as a result of their employment, they must notify their principal/supervisor and the Director, Human Resources. If the teacher must appear at the proceeding, the teacher will be entitled to their pay and no deductions of any leave provisions will be charged to the teacher. If the matter is a result of actions for which the teacher has been found to have acted improperly and thus disciplined by the Director, Human Resources, the day(s) absent will be deducted from personal leave or short-term leave referenced in this Article.

Subd. 3. Action Against School Board/District: If the matter is a result of actions by the teacher against the School Board/District, the day(s) absent will be deducted from personal leave or short-term leave referenced in this Article. Additional short-term leave will be granted if necessary.

Section 6. Personal Leave:

Subd. 1. Purpose: A teacher will be credited one (1) personal leave day each year, accumulative to five (5) days. Effective beginning 2012-2013, teachers hired on or after July 1, 2007, and teachers opting into the Post Employment Health Care Account as referenced in Article VII Section 9 shall be credited with two (2) personal leave days each year. Personal leave may be used for activities requiring the teacher's personal attention not covered under other provisions of this Agreement.

Subd. 2. Request: Requests for personal leave must be made to Human Resources at least three (3) days in advance of the leave, except in the event of emergencies.

Subd. 3. Limit 4%: At no time will more than four percent (4%) of the teachers be granted leave under this section.

Subd. 4. Additional Days: May be granted after the exhaustion of personal leave days under the following provisions and cannot be accumulated:

- a. Sick Leave Deduction: Two (2) additional days under the provisions of this section may be granted after the teacher has attained Continuing Contract status. These days will be deducted from the teacher's accrual of sick leave. Effective beginning 2012-2013, this provision shall not apply to teachers hired on or after July 1, 2007, and teachers opting into the Post Employment Health Care Account as referenced in Article VII Section 9.
- b. Salary Deduction: Two (2) additional days under the provisions of this section may be granted, with the deduction of a substitute rate of pay from the teacher's salary.

Subd. 5. Exclusion: A personal leave day may be granted on the first or last day of the student school year. However, the leave will only be granted in rare and special circumstances with written explanation by the teacher and approval of the Director, Human Resources.

Section 7. Sabbatical Leave:

Subd. 1. Purpose: A maximum of one (1) year may be granted to full-time teachers for the purpose of professional improvement through study, subject to the conditions established by the School Board. The minimum length of time that may be granted for a sabbatical leave is one (1) trimester. A sabbatical leave will not be granted for more than an accumulative total of one (1) year to any teacher in the School District during the duration of their service.

Subd. 2. Eligibility: To be eligible for sabbatical leave, a teacher must have completed seven (7) years of employment as a teacher in the School District.

Subd. 3. Prior Approval: Sabbatical leave for study will be limited to teachers centering their study in their areas of major concentration and will not be used for retraining in a new area except at the request of the administration. The Director, Human Resources, must approve the proposed program of study in advance.

Subd. 4. Request Deadline: Applications for full-year sabbatical leaves will be submitted in writing to the Director, Human Resources at the earliest possible date, but in no case later than March 1st, prior to the school year in which the leave is to be taken. Applications for sabbatical leaves of less than a full year must be submitted in writing to the Director of Human Resources at least three (3) months prior to the beginning date of the sabbatical leave being sought.

Subd. 5. Application: The application for a sabbatical leave will contain a detailed description of the intended activity and expected benefit to the School District including, but not limited to, the institution where study will take place, courses, and number of credits to be carried, and all other details surrounding the program.

Subd. 6. Limit 1-½ %: The number of teachers on sabbatical leaves at any one time will be limited to one and one-half percent (1-½ %) of the full-time teachers at the School District.

Subd. 7. Selection: If the number of requests for sabbatical leave exceeds the limitation, priority will be given on the basis of length of service, contribution to the school system, and the equitable distribution of leaves among the various departments of the School District. The granting of sabbatical leave, however, is purely within the discretion of the School Board and the School Board reserves the right to refuse to grant any and all sabbatical leaves if, in the judgment of the School Board, such leaves should not be granted.

Subd. 8. Calculation of Pay: The allowance granted to a teacher on sabbatical leave will be based on one-half (1/2) the base contract salary of the individual for the school term during which the leave takes place. However, upon request from the teacher on sabbatical leave, the School District will pay seventy-five percent (75%) of the base contract salary during the school term in which the leave takes place. In the school term following the sabbatical leave, twenty-five percent (25%) of the previous school term's base contract salary will be deducted from the teacher's new base contract salary.

Subd. 9. Return to Service: A teacher who is granted a sabbatical leave of one (1) school year must pledge themselves' to teach in the School District for two (2) full years following the termination of the leave. A teacher granted a sabbatical leave of less than one (1) year must pledge themselves' to teach in the School District for one (1) full year following the termination of the leave. If the teacher's service is discontinued for any reason other than the individual's incapacity to teach before the expiration of the time period as stated above, they will pay back to the School District the pro-rata part of the sabbatical allowance.

- Teachers granted sabbatical leave will enter into a written agreement with the School District for the repayment of monies and benefits paid by the School District for the teacher's noncompliance with this Subdivision.

Subd. 10. Return to Position: Upon expiration of the sabbatical leave, the teacher will have the right of returning to the position held prior to the leave unless such position has been discontinued pursuant to MS 122A.40.

Subd. 11. Experience Credit: A teacher who returns from sabbatical leave within the provisions of this section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Agreement at the commencement of the leave. The teacher

will not accrue additional experience credit for pay purposes or leave time during the period of absence for sabbatical leave.

Section 8. Child Care/Adoption Leave:

Subd. 1. Purpose: A teacher, upon request, may be granted a leave for the purpose of childcare of a newborn child or for the adoption of a child. The teacher will be required to concurrently take a leave pursuant to the Family/Medical Leave Act (FMLA). This leave will be granted to parents of a newborn or adopted child provided the parents are caring for the child. Teachers may be granted partial leaves of absence appropriate to the job assignment. Elementary classroom teachers (PreK-5) will be granted a .5 FTE or 1.0 FTE leave of absence only.

Subd. 2. Request: A teacher making application for childcare leave will inform the Director, Human Resources in writing of the intention to take the leave at least three (3) calendar months before commencement of the intended leave. For an adoption leave, the teacher will inform the Director, Human Resources in writing, at the earliest opportunity, of the intention to take the leave.

Subd. 3. Use of Sick Leave for Pregnancy: If the reason for the leave is occasioned by pregnancy, a teacher may utilize sick leave pursuant to the sick leave provisions of this Article during a period of physical disability. A pregnant teacher will also provide at the time of the leave application, a statement from **their** licensed physician indicating the expected date of delivery (See Section 1 Subd. 5a of this Article for use of sick leave by a teacher (other than the mother) in connection with the birth of their child).

Subd. 4. Use of Sick Leave for Adoption: A teacher may request to use up to thirty (30) days of accumulated sick leave for adoption, without access to the Extended Illness Sick Leave Pool to assist in preparation and legal reasons of the adoption, as well as necessary travel and initial adjustment of the child. These days need not be taken consecutively.

Subd. 5. Date of Leave: The effective beginning date of a childcare/adoption leave, and its duration will be determined by mutual consent between the teacher and the Director, Human Resources. In determining the date of the commencement and duration of the leave, the Director, Human Resources will review each case on its individual merits taking into consideration the following:

- a. The continuity of the instructional program for students. The commencement of the leave should normally coincide with some natural break in the school year, e.g., winter vacation, spring vacation, end of a grading period, the end of the school year or the like.
- b. The request of the teacher.
- c. The specific employment duties of the teacher involved.
- d. The health and welfare of the teacher, unborn child or adopted child.
- e. The recommendation of the teacher's licensed physician.

Subd. 6. Duration: In making a determination concerning the commencement and duration of a childcare/adoption leave, the School District will not in any event be required to:

- a. Grant any leave of more than twelve (12) months in duration.

- b. Permit the teacher to return to their employment prior to the date designated in the request for the leave, unless by mutual agreement of the teacher and the Director, Human Resources.

Subd. 7. Approval of Leave: If the teacher complies with all provisions of this section and a leave is granted by the School District, the teacher will be notified in writing.

Subd. 8. Termination of Leave: Interruption of pregnancy will terminate the leave. Human Resources may require in such cases forty-five (45) day notice to return.

Subd. 9. Reinstatement: A teacher returning from childcare/adoption leave will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a. The position has not been abolished pursuant to MS 122A.40.
- b. The teacher is not physically or mentally disabled from performing the duties of such position.

Subd. 10. Failure to Return: Failure of the teacher to return pursuant to the date determined in this section will constitute grounds for termination by the School District pursuant to MS 122A.40 unless the School District and the teacher mutually agree to an extension of the leave.

Subd. 11. Probationary Period: The parties agree that the applicable periods of probation for teachers as set forth in Minnesota Statutes are intended to be periods of actual service enabling the School District to have an opportunity to evaluate a teacher's performance. The parties agree, therefore, that periods of time for which the teacher is on childcare/adoption leave will not be counted in determining the completion of the probationary period.

Subd. 12. Experience Credit: A teacher who returns from childcare/adoption leave within the provisions of this Section will retain all previous experience credit for pay purposes and any unused leave time accumulated under the provisions of this Article at the commencement of the leave. The teacher will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 13. Salary: Any childcare/adoption leave of absence granted under this Section will be a leave without pay except as provided in Section 1 of this Article.

Subd. 14. Insurance: A teacher on childcare/adoption leave of absence is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium for such programs as the teacher wishes to retain, following FMLA.

Subd. 15. Notification to Return: A teacher on childcare/adoption leave of absence will be sent a contract from Human Resources ~~by certified mail~~ according to the following schedule:

- a. When the return date of the leave is intended to coincide with the opening of school, notification will be given by April 1st.
- b. At least sixty (60) days prior to the specified return of the leave when such date falls at any other time during the school year.

Subd. 16. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract ~~by certified mail~~ within ten (10) workdays.

Section 9. Union Leave:

Subd. 1. Use: Education Minnesota - OSSEO may be granted leave days each year to conduct the business of the union. If used, the union president will designate these days and in no instance will any one individual be granted more than ten (10) days. The cost of these days will be billed to Education Minnesota - OSSEO in the amount equal to the substitute rate of pay. Request for such leave will be made to the Director, Human Resources at least three (3) days in advance and will state the reason for the proposed leave. The president of Education Minnesota – OSSEO and the Director, Human Resources will meet and confer to discuss such leave when the total amount of leave days exceeds thirty-five (35) days in a year.

Subd. 2. Union President: To provide an efficient means of leadership and participation in appropriate School District governance as outlined by this Agreement, state statutes and rules, and Board of Education policies and procedures, Education Minnesota – OSSEO (EM-O) and the District agree to assign the elected President of EM-O to a full-time, non-teaching assignment to accomplish the tasks outlined above.

- a. EM-O shall purchase and pay for the cost of a teacher to replace the EM-O President. Beginning the 2014-2015 school year, the cost for the replacement teacher shall be \$58,000. Payment shall be made on a quarterly basis as billed by the District.
- b. The EM-O President shall retain all rights as a teacher according to the terms of this Agreement, state statutes and rules, and Board of Education policies and procedures.

Section 10. Negotiation Leave:

Subd. 1. Use: Up to six (6) members of the Education Minnesota - OSSEO's Negotiations Committee may be granted an appropriate number of days for purposes of collective bargaining with the School Board representative(s). Such days will be scheduled with the mutual consent of the School Board representative(s). There will be no leave deduction for these granted days.

Section 11. Long-Term Leave:

Subd. 1. Eligibility: Teachers with a minimum of three (3) years of experience in the School District may be granted an unpaid leave of absence once every five (5) years.

Subd. 2. Duration: A leave may be granted for a period of time up to one (1) year. Additional leaves may be granted at the discretion of the Director, Human Resources.

Subd. 3. Partial Leaves: Teachers will be granted partial leaves of absence appropriate to the job assignment; however, elementary classroom teachers (PreK-5) will only be granted a .5 FTE or 1.0 FTE leave of absence. Additional leaves may be granted at the discretion of the Director, Human Resources.

Subd. 4. Insurance: A teacher on a long-term leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium for such programs the teacher wishes to retain, commencing with the beginning of the leave.

Subd. 5. Benefit Accrual: A teacher on long-term leave will retain their accrued benefits of the beginning date of the leave. No benefits will accrue during the period the teacher is on leave.

Subd. 6. Purpose: Consideration for granting long-term leaves will be given for:

Education	Approved Travel
Health	Re-Training or Career Change
Election to Political Office	Family Reasons (Issues)

Subd. 7. Requests: Requests for leaves must be made at least thirty (30) days in advance, except in emergencies, and submitted to the Director, Human Resources for approval.

Subd. 8. Limit 2%: The number of teachers on a long-term leave at any given time will not exceed two percent (2%) of the total teaching staff.

Subd. 9. Notification to Return: A teacher on a long-term leave will be sent a contract from Human Resources according to the following schedule:

- a. When the return date of the leave is intended to coincide with the opening of school, notification will be given by March 1st of the preceding school year.
- b. At least sixty (60) days prior to the specified return of the leave when such date falls at any other time during the school year.

Subd. 10. Reinstatement – Education, Retraining, Career Change, or Family Reasons: An employee returning from long-term leave for education, retraining, career change, or family reasons will be placed on involuntary transfer, subject to ability to perform duties. The teacher may return to the original position by mutual agreement between the teacher and the principal if an opening exists in the building prior to being placed on involuntary transfer.

Subd. 11. Reinstatement – Election to Political Office or Health: An employee returning from long-term leave from election to political office or for health reasons will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a. That the position has not been abolished pursuant to MS 122A.40.
- b. That the teacher is not physically or mentally disabled from performing the duties of such position.
- c. That the teacher has not been on leave for longer than the equivalent of one (1) FTE year.
- d. That a teacher with more seniority would not be displaced.
- e. If the teacher is on leave for more than the equivalent of one (1) FTE year, the teacher may return to the original building by mutual agreement between the teacher and the principal if an opening exists in the building. If there is not mutual agreement or if a position does not exist at the original building, the teacher will be transferred in accordance with – Teacher Transfer as outlined in Addendum A.

Subd. 12. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract by certified mail within ten (10) workdays.

Section 12. Short-Term Leave:

Subd. 1. Salary: Short-term leave will be without pay.

Subd. 2. Duration: Short-term leave may be granted for not more than ten (10) working days during the terms of this Agreement. Short-term leave will only be granted after personal leave is exhausted.

Subd. 3. Requests: Requests for a short-term leave will be made in writing a minimum of five (5) days in advance, except in the case of emergencies.

Subd. 4. Approval: Short-term leave may be granted only in special circumstances and must be approved by the Director, Human Resources.

Subd. 5. Eligibility: Short-term leave will normally be available no more than once every year.

Section 13. Federal Program Leave:

Subd. 1. Eligibility: A teacher who enlists in AmeriCorps VISTA, the Peace Corps or other federal programs may be granted a leave of absence for up to two (2) years. The teacher will not accrue additional experience credit for pay purposes or leave time during the period of absence.

Subd. 2. Insurance: A teacher on a federal program leave is eligible to participate in group insurance programs if permitted under the insurance policy provisions but will pay the entire premium for such programs the teacher retains, commencing with the beginning of the approved leave.

Subd. 3. Benefit Accrual: A teacher on a federal program leave will retain their accrued benefits as of the beginning date of the leave. No benefits will accrue during the period the teacher is on leave.

Subd. 4. Requests: Request for a Federal Program leave must be made at least thirty (30) days in advance, except in emergencies, and submitted to the Director, Human Resources for recommendation.

Subd. 5. Notification to Return: A teacher on a federal program leave will be sent a contract from Human Resources by certified mail according to the following schedule:

- a. When the return date of the leave is intended to coincide with the opening of school, notification must be given by March 1st.
- b. At least sixty (60) days prior to the specified return of the leave when such date falls at any other time during the school year.

Subd. 6. Reinstatement: A teacher returning from a federal program leave will be re-employed in the position occupied prior to the leave, subject to the following conditions:

- a. The position has not been abolished pursuant to MS 122A.40.
- b. The teacher is not physically or mentally disabled from performing the duties of such position.

Subd. 7. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract by certified mail within ten (10) workdays following receipt of the letter.

Section 14. Religious Leave:

Subd. 1. Use: Teachers may be granted up to three (3) days of religious leave. Teachers must make application to Human Resources at least three (3) days prior to the date(s) the religious leave is requested. A teacher may utilize provisions outlined in Section 6, Personal Leave, or Section 1, Sick Leave, if so desired, or the teacher may submit a plan to their principal/supervisor to make up the religious days taken at some other pre-arranged time. If an agreement is not reached between the teacher and their supervisor, the plan may be appealed to Human Resources by a representative of Education Minnesota- OSSEO for approval or rejection. If the teacher chooses none of the options as outlined herein, the leave will be granted with full loss of pay.

Section 15. Extended Leave of Absence:

Subd. 1. Authority: Pursuant to MS 122A.46 and MS 354.094, the School Board may grant an extended leave of absence of at least three (3) years but no more than five (5) years. However, the granting of extended leaves of absence is purely within the discretion of the School Board and the School Board reserves the right to refuse to grant any and all extended leaves, if, in the judgment of the School Board, such leaves should not be granted.

Subd. 2. Conditions: The School Board will consider the granting of extended leaves only under the conditions as they are described in MS 122A.46 and MS 354.094, as of the date of this Agreement.

Subd. 3. Eligibility: Teachers must have a minimum of seven (7) consecutive years of full-time teaching service in the School District and at least ten (10) years of allowable service as defined in MS 354.05, Subd. 13. to be eligible for extended leave of absence.

Subd. 4. Requests: Requests for extended leaves of absence must be submitted to the Director, Human Resources by March 1st of the year preceding the school year for which the extended leave of absence would commence. Requests to begin an extended leave of absence at a time other than the beginning of the school year may be considered by the School District. If approved, the teacher will be granted a long-term leave for the remaining duty days of the current school year and the extended leave of absence will then commence on the first duty day of the following school year.

Subd. 5. Reinstatement: A teacher returning from an extended leave of absence will be reinstated according to the following guidelines and subject to the following conditions:

- a. That the position has not been abolished pursuant to MS 122A.40.
- b. That the teacher is not physically or mentally disabled from performing the duties of such position.
- c. That the teacher has not been on an extended leave of absence for longer than the equivalent of one (1) FTE year (effective with leaves granted beginning with the 2004-2005 school year).

- d. That a teacher with more seniority would not be displaced.
- e. If the teacher is on an extended leave of absence for more than the equivalent of one (1) FTE year, the teacher may return to the original building, by mutual agreement between the teacher and the principal, if an opening exists in the building. If there is not mutual agreement or if a position does not exist at the original building, the teacher will be transferred in accordance with – Teacher Transfer as outlined in Addendum A (effective with leaves granted beginning with the 2004-2005 school year).

Subd. 6. Notification of Return: The District is not obligated to reinstate any teacher who is on an extended leave of absence pursuant to MS 122A.46 unless the teacher advises the School District in writing of the intention to return before February 1st in the school year preceding the school year in which the teacher wishes to return or by February 1st in the calendar year in which the leave is scheduled to terminate.

Subd. 7. Failure to Return Contract: The teacher will lose all re-employment rights if the teacher refuses or fails to return the contract within ten (10) workdays of receiving the contract.

Section 16. Community Connection Leave:

Subd. 1. Use: This paid leave is intended to permit teachers to participate in an opportunity to connect with parents and the community in order to help build community trust and support for Osseo Area Schools.

Subd. 2. Application: A written application will be submitted to Human Resources at least ten (10) days prior to the date of the requested leave. The Director, Human Resources and the President of Education Minnesota - OSSEO will review the application and inform the individual teacher if the leave is approved within three (3) days of receipt of the application.

Subd. 3. Responsibility of Teacher: Each teacher granted a community connection leave will submit a written report to Education Minnesota – OSSEO and Human Resources within two (2) weeks of such leave.

Subd. 4. Limit: A maximum of twenty-five (25) days over the terms of this Agreement for this unit will be reserved for this leave.

Section 17. Unrequested Leave of Absence:

Subd. 1. Purpose and Conditions: The purpose of this article is to implement the provisions of M.S. 122A.40, Subd. 10. The School Board may place on unrequested leave of absence such teachers as may be necessary because of discontinuance of position(s), lack of pupils, financial limitations, or merger of classes. Such leave of absence will continue for a period of five (5) years, after which the right to reinstatement will terminate. The teacher's right to reinstatement will also terminate if the teacher fails to file with the School Board by March 1st of any year, a written statement requesting reinstatement. Such leave will be effective no later than the close of the school year or at such earlier time as mutually agreed between the teacher, Education Minnesota - OSSEO and the School District.

Subd. 2. Seniority: Seniority only applies to Tier 3 and Tier 4 teachers and commences with the first day of continuous teaching service in the School District. A teacher who has acquired continuing contract rights must not be placed on unrequested leave of absence while Tier 1 or Tier 2 teachers are retained in positions for which the teacher who has acquired continuing contract rights is licensed, in the absence of a voluntary movement as outlined in Subd. 11. Continuing contract teachers shall be placed on unrequested leave of absence in the inverse order according to the seniority list as defined in Subd. 4 of this section.

Subd. 3. Exceptions: No teacher including probationary shall be placed on ULA if any other teacher employed in the same field, license area, and/or subject matter has been suspended in the last two (2) years.

Subd. 4. Seniority List: Each school year, the School District shall create and share with the union a seniority and licensure list. The list will include the name of every teacher, their seniority date, license tier, and licensure area. The list will be available electronically to all teachers when originally posted and upon any revisions to the list. Any teacher with a correction or omission regarding the seniority and licensure list is required to supply a written request for correction or omission to the list to the Director, Human Resources.

- a. Beginning with the 2019-2020 school year, it will be noted on the Seniority List that Tier 1 and Tier 2 teachers do not have continuing contract status, nor do they belong to the bargaining unit.

Subd. 5. Seniority Accrual Teachers will continue to accrue seniority while on Board approved leaves.

Subd. 6. Seniority Date Effective for the 2005-06 school year and thereafter the original seniority date will be retained by any teacher whose employment has been terminated by resignation or termination pursuant to MINN. STAT. 122A.40 and whose employment was subsequently reinstated by the School District prior to October 1st of the following school year.

Subd. 8. Seniority Tie Breaker: The following steps will be used, in order listed, as a basis for choice between continuing contract teachers of equal seniority for purposes of determining the order of placement on Unrequested Leave of Absence and implementation of involuntary transfer.

- a. Length of continuous teaching experience in the School District, including approved leaves of absence.
- b. Total years of public-school teaching experience.
- c. The lower file folder number as recorded on the teacher's Minnesota teaching license.

Subd. 9. Notification: Teachers placed on such leave will receive notice by June 1st of the school year prior to the commencement of such leave with reasons, therefore.

Subd. 10. Authority: Unrequested leave of absence and recall will be in accordance with MINN. STAT. 122A.40 Subd. 7 and Subd. 11.

Subd. 11. Voluntary Movement: Prior to the start of unrequested leave of absence procedure, teachers may volunteer to move to an assignment for which they are licensed.

- a. After all voluntary movement has concluded teachers will be placed on unrequested leave of absence, in any field in which licensure is required by the state department.
- b. Absent voluntary agreement, a more senior teacher may not be stranded by a less senior teacher. Consequently, when placing one or more teachers on unrequested leave of absence or when recalling one or more teachers from unrequested leave of absence, the District will not reassign a more senior teacher to a different position in order to accommodate the seniority claim of a less senior teacher, unless the more senior teacher has voluntarily agreed to the reassignment pursuant this Article.

Subd. 12. Dropping of License Currently Teaching Under: A teacher shall not be permitted to exercise seniority -to displace another teacher in a different licensure area by dropping the license in the subject matter in which the teacher is currently assigned by the School District in order to acquire a different assignment through the ULA process. If a teacher drops the license which qualified the teacher for the teacher's current assignment, the School District may place the teacher on ULA, and the teacher shall have no bumping rights nor realignment rights in another licensure area.

Subd. 13. Years of Service: Any teacher placed on such leave may engage in teaching or any other occupation during such period, may be eligible for unemployment insurance if otherwise eligible for such compensation under the law, and such leave will not result in a loss of credit for years of service in the School District earned prior to the commencement of such leave.

Subd. 14. Reinstatement:

- a. Process: No new teacher at any tier level shall be employed by the School District while any qualified continuing contract teacher is on ULA in the same field, ~~and~~ subject matter and same FTE entitlement. Teachers placed on ULA shall be reinstated to the position(s) from which they have been given leave or any other available positions in the School District in the fields in which they are qualified as such positions become available. The order of the reinstatement shall be in inverse order in which the teachers were placed on ULA.
- b. Notices: When placed on ULA, a teacher must file their name and address, to which any notice of reinstatement or availability of position shall be mailed with the School District Human Resources office. Proof of service by the person in the School District depositing such notice to the teacher at the last known address shall be enough, and the teacher on ULA shall be responsible to provide for forwarding of mail or for address changes. Failure of a notice to reach a teacher shall not be the responsibility of the School District if any notice has been mailed as provided in the article.
- c. Acceptance of Reemployment: If a position that is of the same FTE the teacher was at prior to the leave becomes available for a qualified teacher on ULA, the School District shall mail the notice to such teacher who shall have ten (10) business days from the mailing date to accept reemployment. If a teacher on unrequested leave of absence is offered a position of lesser FTE or outside the field of the position they are on leave from, the teacher may remain on unrequested leave of absence until an equal position is offered or the timeline of 5 years expires. Failure to accept, in writing, within such ten (10) day period shall constitute a waiver

on the part of the teacher to any further rights of employment or reinstatement, and that teacher shall forfeit any future reinstatement or employment rights.

- d. **Reinstatement Rights:** Reinstatement rights shall automatically cease five (5) years from the date ULA was commenced, and no further rights to reinstatement shall exist unless extended by written mutual consent of the School Board, the licensed teacher, and the union.

Subd. 15. Filing of Licenses: In any year in which a reduction of teaching positions is occurring and the School Board is placing teachers on ULA, only those applying for additional licenses, must be submitted to PELSB for filing as of February 20th -of such year in order to be considered for purposes of determining ULA for the following school year. A license filed after February 20th shall be considered for purposes of recall but not for the current reduction.

Subd. 16. Effect: This section shall be effective at the beginning date of this Master Agreement and shall be governed by its duration clause. This section shall govern all teachers as defined in Article III, Section 2., of the Master Agreement and shall not be construed to limit the rights of any other licensed employee not covered by the Master Agreement or other Master Agreement affecting such licensed employee.

Subd. 17. Procedure: Any challenge by a teacher who is proposed for placement on ULA or recall therefrom shall be subject to the hearing and review procedures as provided in M.S. 122A.40. Following school board action on discontinued positions and school board action proposing placement of teachers on unrequested leave of absence, each individual teacher proposed for placement on unrequested leave of absence shall receive notice of the proposed placement that:

- a. states the applicable grounds for the proposed placement;
- b. provides notice to the teacher of their right to request a hearing on the proposed placement within 14 days from the receipt of the notice; and
- c. provides notice to the teacher that failure to request a hearing will be deemed an acceptance of the school board's proposed placement action.

Section 18. Eligibility for Leave of Absence Benefits: Teachers who are paid under Salary Schedules A or B are eligible for leave of absence benefits. Unless specifically provided for in this Article, leave of absence benefits are not applicable to summer assignments.

ARTICLE X PART-TIME AND HOURLY RATE TEACHERS

Section 1. Health Insurance: Teachers working a minimum of 0.5 FTE contract (or equivalent twenty [20] hours per week) and less than 0.8 FTE contract (or equivalent thirty-two [32] hours per week). In addition, beginning July 1, 2020, teachers who have self-elected through a partial leave or permanent reduction to voluntary reduce to .8 - .99 FTE, according to Article VIII, Section 1, are eligible for group insurance in a plan offered by the School District. Enrollment will be voluntary.

Subd. 1. Health and Hospitalization Insurance: Effective January 1, 2020, the School District will pay a pro-rata portion of the premium for single coverage in the plan selected by the teacher:

Maximum District Contribution per Month:

~~Effective January 1, 2020—December 30, 2020~~

High Plan	Single	Single + 1	Family
.9-.99 FTE*	\$517.70	\$460.78	\$460.78
.8-.89 FTE*	\$460.18	\$460.78	\$460.78
.7-.79 FTE	\$402.65	\$434.70	\$434.70
.6-.69 FTE	\$345.13	\$434.70	\$434.70
.5-.59 FTE	\$287.61	\$434.70	\$434.70

~~*Beginning July 1, 2020 this applies to teachers who have self-elected through a partial leave or permanent reduction to voluntary reduce to .8-.99 FTE.~~

Value Plan	Single	Single + 1	Family
.9-.99 FTE*	\$545.65	\$460.78	\$460.78
.8-.89 FTE*	\$485.02	\$460.78	\$460.78
.7-.79 FTE	\$430.85	\$434.70	\$434.70
.6-.69 FTE	\$365.83	\$434.70	\$434.70
.5-.59 FTE	\$302.00	\$434.70	\$434.70

~~*Beginning July 1, 2020 this applies to teachers who have self-elected through a partial leave or permanent reduction to voluntary reduce to .8-.99 FTE.~~

HSA	Single	Single + 1	Family
.9-.99 FTE	\$424.44	\$460.78	\$460.78
.8-.89 FTE	\$377.28	\$460.78	\$460.78
.7-.79 FTE	\$330.99	\$460.78	\$460.78
.6-.69 FTE	\$281.07	\$460.78	\$460.78
.5-.59 FTE	\$232.01	\$460.78	\$460.78

~~Effective January 1, 2021—December 31, 2021~~

High Plan	Single	Single + 1	Family
.9-.99 FTE*	\$522.88	\$439.05	\$439.05
.8-.89 FTE*	\$464.78	\$439.05	\$439.05
.7-.79 FTE	\$406.68	\$439.05	\$439.05
.6-.69 FTE	\$348.58	\$439.05	\$439.05
.5-.59 FTE	\$290.50	\$439.05	\$439.05

~~*Beginning July 1, 2020, this applies to teachers who have self-elected through a partial leave or permanent reduction to voluntary reduce to .8-.99 FTE.~~

Value Plan	Single	Single + 1	Family
.9-.99 FTE*	\$562.02	\$439.05	\$439.05
.8-.89 FTE*	\$499.57	\$439.05	\$439.05
.7-.79 FTE	\$443.77	\$439.05	\$439.05
.6-.69 FTE	\$376.80	\$439.05	\$439.05

.5-.59 FTE	\$311.06	\$439.05	\$439.05
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*Beginning July 1, 2020, this applies to teachers who have self-elected through a partial leave or permanent reduction to voluntarily reduce to ~~.8-.99 FTE~~.

HSA	Single	Single + 1	Family
.9-.99 FTE	\$437.18	\$474.61	\$474.61
.8-.89 FTE	\$388.60	\$474.61	\$474.61
.7-.79 FTE	\$340.92	\$474.61	\$474.61
.6-.69 FTE	\$289.50	\$474.61	\$474.61
.5-.59 FTE	\$238.97	\$474.61	\$474.61

Effective July 1, 2021 – December 31, 2021

<u>High Plan</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$522.88</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.8-.89 FTE</u>	<u>\$464.78</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.7-.79 FTE</u>	<u>\$406.68</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.6-.69 FTE</u>	<u>\$348.58</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.5-.59 FTE</u>	<u>\$290.50</u>	<u>\$439.05</u>	<u>\$439.05</u>

<u>Value Plan</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$562.02</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.8-.89 FTE</u>	<u>\$499.57</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.7-.79 FTE</u>	<u>\$443.77</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.6-.69 FTE</u>	<u>\$376.80</u>	<u>\$439.05</u>	<u>\$439.05</u>
<u>.5-.59 FTE</u>	<u>\$311.06</u>	<u>\$439.05</u>	<u>\$439.05</u>

<u>HSA</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$437.18</u>	<u>\$474.61</u>	<u>\$474.61</u>
<u>.8-.89 FTE</u>	<u>\$388.60</u>	<u>\$474.61</u>	<u>\$474.61</u>
<u>.7-.79 FTE</u>	<u>\$340.92</u>	<u>\$474.61</u>	<u>\$474.61</u>
<u>.6-.69 FTE</u>	<u>\$289.50</u>	<u>\$474.61</u>	<u>\$474.61</u>
<u>.5-.59 FTE</u>	<u>\$238.97</u>	<u>\$474.61</u>	<u>\$474.61</u>

Effective January 1, 2022 – December 31, 2022

<u>High Plan*</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$538.57</u>	<u>\$831.61</u>	<u>\$1,332.41</u>
<u>.8-.89 FTE</u>	<u>\$478.73</u>	<u>\$739.21</u>	<u>\$1,184.37</u>
<u>.7-.79 FTE</u>	<u>\$418.88</u>	<u>\$452.22</u>	<u>\$452.22</u>
<u>.6-.69 FTE</u>	<u>\$359.04</u>	<u>\$452.22</u>	<u>\$452.22</u>

<u>.5-.59 FTE</u>	<u>\$299.22</u>	<u>\$452.22</u>	<u>\$452.22</u>
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<u>Value Plan</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$595.76</u>	<u>\$831.61</u>	<u>\$1,332.41</u>
<u>.8-.89 FTE</u>	<u>\$529.56</u>	<u>\$739.21</u>	<u>\$1,184.37</u>
<u>.7-.79 FTE</u>	<u>\$457.08</u>	<u>\$452.22</u>	<u>\$452.22</u>
<u>.6-.69 FTE</u>	<u>\$388.10</u>	<u>\$452.22</u>	<u>\$452.22</u>
<u>.5-.59 FTE</u>	<u>\$320.39</u>	<u>\$452.22</u>	<u>\$452.22</u>

<u>HSA</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$463.42</u>	<u>\$897.92</u>	<u>\$1,435.44</u>
<u>.8-.89 FTE</u>	<u>\$411.92</u>	<u>\$798.16</u>	<u>\$1,275.94</u>
<u>.7-.79 FTE</u>	<u>\$351.16</u>	<u>\$498.34</u>	<u>\$498.34</u>
<u>.6-.69 FTE</u>	<u>\$298.19</u>	<u>\$498.34</u>	<u>\$498.34</u>
<u>.5-.59 FTE</u>	<u>\$246.14</u>	<u>\$498.34</u>	<u>\$498.34</u>

Effective January 1, 2023 – June 30, 2023

<u>High Plan*</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$538.57</u>	<u>\$831.61</u>	<u>\$1,332.42</u>
<u>.8-.89 FTE</u>	<u>\$478.73</u>	<u>\$739.21</u>	<u>\$1,184.37</u>
<u>.7-.79 FTE</u>	<u>\$431.45</u>	<u>\$465.79</u>	<u>\$465.79</u>
<u>.6-.69 FTE</u>	<u>\$369.71</u>	<u>\$465.79</u>	<u>\$465.79</u>
<u>.5-.59 FTE</u>	<u>\$308.19</u>	<u>\$465.79</u>	<u>\$465.79</u>

<u>Value Plan</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$631.50</u>	<u>\$856.56</u>	<u>\$1,372.39</u>
<u>.8-.89 FTE</u>	<u>\$561.33</u>	<u>\$761.39</u>	<u>\$1,219.90</u>
<u>.7-.79 FTE</u>	<u>\$470.80</u>	<u>\$465.79</u>	<u>\$465.79</u>
<u>.6-.69 FTE</u>	<u>\$399.75</u>	<u>\$465.79</u>	<u>\$465.79</u>
<u>.5-.59 FTE</u>	<u>\$330.00</u>	<u>\$465.79</u>	<u>\$465.79</u>

<u>HSA</u>	<u>Single</u>	<u>Single + 1</u>	<u>Family</u>
<u>.9-.99 FTE</u>	<u>\$491.21</u>	<u>\$924.86</u>	<u>\$1,478.49</u>
<u>.8-.89 FTE</u>	<u>\$436.63</u>	<u>\$822.10</u>	<u>\$1,314.21</u>
<u>.7-.79 FTE</u>	<u>\$361.68</u>	<u>\$513.29</u>	<u>\$513.29</u>
<u>.6-.69 FTE</u>	<u>\$307.13</u>	<u>\$513.29</u>	<u>\$513.29</u>
<u>.5-.59 FTE</u>	<u>\$253.52</u>	<u>\$513.29</u>	<u>\$513.29</u>

*The High Plan will no longer be available for new enrollment beginning July 1, 2023 during the open enrollment period in October of 2022. All existing members of the High Plan at that time will continue to

receive the district contribution to the High Plan health insurance as indicated in the table labeled "Effective January 1, 2023 – June 30, 2023."

- a. The teacher will pay the difference between the School District's contribution and the premium for the selected plan.

High Deductible Health Plan / HSA:

1. For those part-time employees who elect to participate in the High Deductible health plan, the District will make a contribution of \$200.00 monthly to a Health Savings Account (HSA) and \$400 monthly for those who enroll in an employee +1 or family plan. The provisions for July and August contributions and the payment of administrative fees provided to full-time employees shall apply to part-time employees as well.
2. Payment shall be made into the trust account recommended by the School District Insurance Advisory Committee.
3. Teachers working fewer than twenty (20) hours per week or less than a .5 FTE contract will be eligible to purchase a School District group health and hospitalization plan designated specifically for teachers working less than 20 hours per week or less than a .5 FTE contract and subject to conditions established by the carrier. The full cost of the plan will be borne by the teacher and paid by payroll deduction. Teachers working fewer than twenty (20) hours per week or less than a .5 FTE contract who select the deductible plan are not eligible for the HSA contribution.

Section 2. Group Term Life Insurance: The School District will pay the full premium for each \$1,000 of coverage for group term life insurance. The amount of life insurance provided will be \$20,000, subject to the conditions of the carrier.

Section 3. Supplemental Group Term Life Insurance: Teachers working fewer than thirty-two (32) hours per week (.8 FTE contract) will have the option, subject to the conditions established by the School District's carrier for group term life insurance as provided in Section 2, to purchase supplemental group term life insurance in the amounts of \$50,000, \$75,000, \$100,000, \$125,000 or \$150,000, not to exceed 3x annual salary. The cost of the supplemental coverage will be borne by the teacher and paid by payroll deduction.

Section 4. Long-term Disability Income Protection: The School District will pay the full premium for teacher coverage in the existing long-term disability income protection plan of the School District for teachers who qualify for and enroll in such coverage. This coverage will apply to the base annual salary. See MOU Long-Term Disability Coverage for Mental Health & Chemical Dependency.

Section 5. Leaves of Absence: Teachers working fewer than thirty-two (32) hours per week (.8 FTE contract) will be eligible for leave of absence benefits. Sick leave and personal leave will accrue at the same rate as outlined in Article IX, Sections 1 and 6. The definition of "a day" will be equal to the amount of time for which the teacher is employed. If there is a change of status (full-time to part-time or part-time to full-time), the accrued days will follow the teacher and be equal in value to the teacher's new status.

Section 6. Salary and Rates of Pay: Contracted teachers working fewer than forty (40) hours per week (1.0 FTE contract) will be paid on a pro-rata basis according to the current school year's salary schedule A and B.

Section 7. Attendance at Workshops and Staff Development: Part-time teachers will attend all School District and building level staff development activities on workshop days. Part-time teachers will be paid on a pro rata basis in excess of their regular contracted hours for their attendance at District and building level staff development sessions on workshop days. During sustaining operations, part-time teachers work their regular contract hours.

Subd. 1. Payment for additional hours worked on workshop days: Pro-rata compensation at the full-time rate will be added to the teacher's annual salary and paid in equal increments throughout the year for the additional time teachers are required to be in attendance on workshop days.

Subd. 2. Part time teachers on modified work week schedules: Part time teachers who do not work every day of the school calendar are required to create and submit a work calendar to their principal/director/coordinator. The calendar must include the FTE equivalent of 181 days along with 5 full time staff development days.

- a. When a District workshop falls on the teacher's scheduled workday, the teacher will be required to attend all district and building level staff development sessions.
- b. When a District workshop falls on a teacher's non-scheduled workday, the teacher will be required to attend all district and building level staff development sessions and will exchange days/hours to equal their FTE status.

ARTICLE XI HOURS OF SERVICE

Section 1. Definitions: The normal work week is forty (40) hours. Teachers will report for duty not less than twenty (20) minutes before the opening of school and will remain twenty (20) minutes after school is dismissed. Teachers will be available for normal duties beyond these times if assigned by the principal.

Section 2. Pupil Supervision: The normal duties include a reasonable share of extracurricular, co-curricular and supervisory activities, as determined by the principal, superintendent, or School Board. In addition to the basic school day or week, teachers may be required by the School Board to participate in school activities.

Section 3. Professional Responsibilities: Normal duties include meetings called by principals, department chairpersons/team leaders and School District administrators, which may necessitate a longer teacher's day or week. Moreover, an important function of a teacher is to work with student(s) and, to accomplish this, a longer teacher's day or week may be necessary.

Section 4. Duty Free Lunch Period: Each teacher will have a duty-free lunch period of approximately thirty (30) minutes ~~for the 2019-2020 school year. Effective July 1, 2020 each teacher will have a duty-free lunch period of thirty (30) minutes.~~

Section 5. Preparation Time: Teacher preparation time will be as follows:

Subd. 1. Elementary Schools: Sixty (60) minutes per day in two (2) blocks of time no less than 15 minutes per block. Buildings and sites where an alternative scheduling model has been approved by Education Minnesota – OSSEO and the District will be considered to be in compliance with this subdivision.

Subd. 2. Secondary Schools: Fifty (50) to fifty-five (55) minutes per day. Buildings and sites where an alternative scheduling model has been approved by Education Minnesota – OSSEO and the District will be considered to be in compliance with this subdivision.

Subd. 3. Flexibility: For teachers assigned to a position that requires travel between schools, the School District, Education Minnesota - OSSEO and the affected teacher will meet to assure appropriate preparation time is provided daily. This may result in having the preparation time outside the student contact day.

Section 6. Collaborative Time: A minimum of 42 minutes during the contract day will be for teacher collaborative time each week for all teachers starting 2016-2017. Whenever possible, the time will be scheduled as one block of time. The team will determine how the time will be used. This section is also referred to in MOU Collaborative Time.

Section 7. Parent-Teacher Conferences: Within the yearly school calendar, thirty (30) hours or four (4) days will be designated for Parent-Teacher Conferences. However, to best utilize these hours to increase student achievement, the parties acknowledge the opportunity to utilize a portion of these thirty (30) hours to meet the evolving interests of the School Board and Education Minnesota-OSSEO.

This section is not intended to add more responsibilities or greater commitments beyond what is already stated in this agreement. The parties agree that the use of these thirty (30) hours should be used to maximize the time and commitments already being exerted by members of Education Minnesota-OSSEO and the School District.

In exchange for completing 30 hours of conference time outside of the minimum teacher contract day, teachers receive four (4) conference release days. Only time completed outside of the minimum teacher duty day may be counted in the required 30 hours of conference time.

Below is a summary of allowable teacher conference time for the 2020-2021 school year:

- 1) Up to 6 hours of conference time per year may be dedicated to alternative conferences determined by the site supervisor with input from the site. Alternative conferences may include Curriculum Conferences (Nights), Learning Conferences, Interdisciplinary Team Conferences, Kindergarten Conferences, Advisory Conferences, etc. and will count as a part of the 30 hours of required conference time. This time will be determined and monitored by the site supervisor.

The following guidelines are required for the use of alternative conference time:

- a. Learning Conferences and Curriculum Conference time is limited to a maximum of 3 hours per year.
- b. Learning Conferences and Curriculum Conference time must include some communication about curriculum, student success, or goals for the class.
- c. All additional alternative conference time must include face-to-face (may include virtual meetings) contact with families where individual student progress is shared.

2) Up to 6 hours of flexible conference time may be used at all school sites to communicate about student progress in a timely manner. The appropriate use of the flexible time includes but is not limited to:

- Phone calls
- FaceTime/Skype Google Meets/Zoom
- Email
- Individual meetings
- Other technology tools
- Home visits (approved by the site supervisor)

The 6 hours of flexible time for communication related to a student's progress in class must be documented by each teacher and made available at any time for the site supervisor. This time must be outside of the teacher's minimum workday.

3) The remainder of the 30 hours of conference time (minimum of 18 hours) will be traditional, face-to-face, individual conferences with families.

Such use of these thirty (30) hours other than for Parent-Teacher Conferences will be determined only by mutual agreement between Education Minnesota-OSSEO and the School Board through a Labor-Management Committee.

Subd. 1. Part-time Teachers: Part-time teachers' parent-teacher conference hours/days will be prorated according to their FTE contract.

Subd. 2. Half-day Programs: Half-day kindergarten and early childhood programs will have thirty (30) hours or four (4) days designated for each half-day session. These half-day kindergarten parent-teacher conference days will be designated in the yearly school calendar.

Subd. 3. Conference Dates: The actual conference dates and times will be determined at the building level using an agreed upon decision making process.

Subd. 4. Early Childhood and Elementary: Early Childhood and elementary schools will have two (2) conference periods: Fall and Winter/Spring.

Subd. 5. Secondary: Secondary schools will usually divide their conference times between the three (3) trimesters.

Subd. 6. Special Education Teachers: Special Education Teachers who conduct IEP meetings outside their normal duty day, may exchange up to 6 hours of that meeting time for parent-teacher conference time. The 6 hours of flexible time must be documented by each teacher and made available at any time for the site supervisor.

Section 8. Due Process Time:

Subd. 1 Substitute Required and Related Services Due Process Time: Special education teachers and related services staff may request one (1) day per trimester, or two (2) half-days per trimester for due process time. All staff must submit their request at least three (3) days in advance of their due process day via email to the Director of Student Services or designee, and copy their immediate supervisor. The district will cover the cost of the substitute for staff who require a substitute to cover their caseload while taking their due process day. Related Services staff who do not require a substitute for their absence will work with their direct supervisor to designate a regularly scheduled day or two (2) half days per trimester where they will focus their work for the day on due process rather than their regular duties.

Subd. 2 No Substitute Found Due Process Option: Staff who require a substitute and were unable to secure a one for their due process time may request up to five (5) hours per trimester outside their regular duty day to complete their due process work. Staff will be paid at the teacher hourly rate of pay in Schedule D of the collective bargaining agreement for this additional time.

Subd. 3 Recall for Building/Student Support: Staff who have requested and been approved for a due process day may be required to work their regular assignment and duties on the scheduled due process day based on building and/or student need as determined by the building administrator. In such cases, the staff member will attempt to reschedule the due process day. If the supervisor determines that rescheduling the due process day is not possible, the staff member may request an exception from the Director of Student Services or designee. If the exception is granted, the staff member will receive up to five (5) hours of due process time outside the regular duty day paid at the teacher hourly rate of pay in Schedule D of the collective bargaining agreement.

ARTICLE XII LENGTH OF THE SCHOOL YEAR

Section 1. Teacher Duty Days: The number of teacher duty days will be 186 for the 2019-2020 and 2020-2021 school years. In subsequent years, the School Board will, prior to April 1st of each odd-numbered school year, establish the number of school days and teacher duty days for each of the next two (2) school years. Teachers will perform services on those days as determined by the School Board including those legal holidays on which the School Board is authorized to conduct school, and pursuant to such authority, has determined to conduct school.

Section 2. Modifications in Calendar, Length of School Day:

Subd. 1. Calendar Modifications: In the event of energy shortage, severe weather, or other emergency, the School Board reserves the right to modify the school calendar, and, if school is closed on a normal duty day(s), the teacher will perform duties on such other day(s) in lieu thereof as the School Board will determine, if any.

Subd. 2. Other Modifications: In the event of energy shortage, severe weather, or other emergency, the School Board may modify the duty day or duty week, with the understanding that the total number of hours will not be increased, i.e., a four (4) day week with increased hours per day, but the total weekly hours not more than the regular five (5) day week.

Subd. 3. Compensation Deductions: In the event that teacher duty days are not scheduled for the regular duty year, due to a work stoppage, the teacher's compensation will be reduced pro rata of the teacher's base salary.

Section 3. Meet and Confer: Prior to adjusting the calendar, duty day, or duty week in Section 2 hereof, the School Board will afford Education Minnesota – OSSEO the opportunity to meet and confer on such matters.

ARTICLE XIII OSSEO AREA LEARNING CENTER (OALC)

Section 1. Osseo Area Learning Center: The Osseo Area Learning Center (OALC) is a unique teaching and learning environment for students who meet entrance eligibility as provided by law and School District procedures.

Subd. 1. The OALC does not mirror existing schools in the School District, as it requires a higher level of flexibility in its programs and operations. It is market driven and focused on the individuality of each student. To meet the needs of individual students, the parties recognize that the OALC is unique because of its mission, facilities and students it serves and accordingly requires particular consideration in this Agreement.

Section 2. Application of Terms and Conditions: Except as provided in this Article, all the provisions of this Agreement will apply to teachers at the OALC.

Section 3. Calendar Year: The calendar year for the OALC will include the regular school year and an Extended Year Program.

Section 4. Extended Year Program Assignments and Independent Study Program Assignments: Extended Year/Extended Day program assignments and Independent Study Program assignments will be initially posted by the OALC Administration or designee at the program site. Administration will first consider interested teachers at the program site who hold an appropriate license and apply.

Open positions will be posted according to established School District procedures for any Extended Year Program and Independent Study Program position not filled by current site staff. Teaching during the Extended Year Program and the Independent Study Program at the OALC or site will be voluntary. All positions will be posted and hired annually.

Section 5. Extended Year Program Duty Pay: Staff teaching in the Extended Year program will be paid their daily rate of pay on a pro-rata basis from Salary Schedule A or B of the prior school year.

Section 6. Independent Study Program Pay for Contracted Teachers: Effective at the start of the 2002 extended learning year program, all Independent Study classes and any other classes taught under the auspices of the OALC (regardless of the specific site of delivery) taught by contracted teachers will be paid on a pro-rata basis.

Subd. 1. Summer Independent Study: The salary used for Independent Study classes taught in the summer will be from Salary Schedule A or B for the prior school year.

Subd. 2. Regular School Year Independent Study: The salary used for Independent Study classes taught during the regular school year, will be pro-rata pay, based on the current salary schedule. Pro-rata pay of a contracted teacher is determined from Salary Schedule A or B of this Agreement.

Subd. 3. Daily Pro-Rata Pay: Dividing the individual teacher's annual salary from Salary Schedule A or B of this Agreement by 186 determines the daily pro-rata pay.

Subd. 4. Hourly Pro-Rata Pay: Hourly pro-rata pay is determined by dividing the amount determined in Subd. 3 of this Section by eight (8).

Section 7. Independent Study Program Hourly Pay for Non-Contracted Teachers: All Independent Study classes and any other classes taught under the auspices of the OALC (regardless of the specific site of delivery) taught by non-contracted teachers will be paid according to Schedule D.

Section 8. Extra Compensation: OALC teachers performing extra duties will be compensated as defined in this Section.

Subd. 1. Co-Curricular Activities: As defined in the PELRA, teachers may apply for and/or be assigned by the administration as advisors or sponsors of activities listed in Schedule C. All openings for extra and co-curricular activities will be posted via an electronic job system for five (5) days. When an opening exists, qualified volunteers within the OALC will be given consideration before an assignment is made. Payments, as reflected in Schedule C, will appear as separate line items on the pay statement.

Section 9. Utilization of Accrued Sick Leave: Utilization of accrued sick leave during the OALC Extended Year Program is one (1) day for two sessions (4 hours) and one-half (1/2) day for one session (2 hours) or full pay deduct.

ARTICLE XIV

EARLY CHILDHOOD FAMILY EDUCATION, SCHOOL READINESS, PARENT EDUCATORS, OTHER EARLY CHILDHOOD, AND ADULT BASIC EDUCATION TEACHERS

Section 1. Recognition: For the purpose of this Agreement, Early Childhood Family Education (ECFE), School Readiness, Parent Educators, other early childhood, and Adult Basic Education (ABE) teachers are teachers who are in positions which require a Minnesota teaching license and who meet the representation definition of this Agreement in Article III, Section 2.

Section 2. Application of Agreement: All provisions of this Agreement will apply to ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers. The parties recognize that ECFE, School Readiness, other early childhood, and ABE programs are unique, and market driven and, accordingly, require particular consideration in this Agreement.

Subd. 1. Calendar Year: The calendar year for ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers may be conducted over the period of the fiscal year on a calendar that may differ from that of the Pre-K-12 programs. The calendar year for ABE teachers typically runs from Workshop Week in August into June of the following calendar year. The program calendar year may vary from school year to school year and written notification from the District/Building-site will

be provided to employees indicating tentative assignment, and hours according to the schedule, on or before August 15th prior to the start of the succeeding school year. Additional class offerings will be internally posted and filled.

Subd. 2. Duty Year: The normal ECFE calendar year will consist of 170 duty days. Recognizing the unique nature of the ABE program, the duty year will be assigned by the School District in collaboration with Education Minnesota – OSSEO and may be modified based on the needs of the program.

Section 3. Probationary Period: The probationary period of ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers will be three (3) years of continuous service. Following the probationary period, teachers may be discharged for just cause. Teachers who hold continuing contract status are subject to provisions as set forth in MS 122A.40.

Section 4. Seniority: Seniority is defined as the teacher’s original continuous employment in a licensed position. ECFE, School Readiness, Parent Educators, other early childhood, and ABE teacher seniority lists will be separate and apart from the seniority list for all other teachers covered under this Agreement with no bumping or recall rights between the groups. ECFE, School Readiness, and other early childhood teachers will have seniority only as an early childhood teacher. ABE teachers will have seniority only as an ABE teacher. ECFE, School Readiness, Parent Educators, other early childhood, and ABE teachers will not have rights to any other teaching position in the School District. In the event of job elimination requiring lay-off, the ULA language from Article IX, Section 17 regarding order of lay off and recall for this group of teachers will apply.

Section 5. Rights of ECFE, School Readiness, Parent Educators, Other Early Childhood, and ABE Teachers: ECFE, School Readiness, Parent Educators, other early childhood, and ABE teacher assignments and working conditions will include but not be limited by Subd. 1.- 10. Of this Section.

Subd. 1. Additional Hours: When additional teaching hours are available, the hours will be offered to teachers based on licensure and seniority with consideration given to class/program schedule, teaching-experience and skills.

Subd. 2. Reduction of Hours: Reduction of hours will take place by reverse seniority. Exception: teachers may have their hours of service reduced for one class per week without regard to seniority. Positions will be eliminated in reverse seniority order. The number of hours assigned to a teacher at the beginning of the school year will be an average of the teacher’s fall and spring hours of the previous year.

Subd. 3. ABE Offsite Instructional Hours: Due to the special nature of the offsite workplace environment, the School District will determine which teacher(s) is/are qualified for the position(s) with consideration given to experience and skills. In the event two or more teachers are qualified for the position, the assignment will be offered in order of seniority.

Subd. 4. Contracted Positions:

- a. Whenever a contract position is vacant, the contract will be offered to the most senior hourly teacher in the program who holds the appropriate licensure and has experience in the applicable content area. The position will be offered in order by seniority until accepted. If not accepted,

then the position will be posted as a contract position. Only full time, 0.9 FTE or 0.8 FTE contracts will be offered, and the District will not be required to offer contracts less than 0.8 FTE. When an hourly position is converted over to a contracted position or new contract positions are created in a program (ECFE, School Readiness, other early childhood, or ABE), it will be offered to the current staff in that program based on their seniority.

b. When an hourly teacher takes a contracted position, that teacher will keep their sick leave balance, pro-rated based on their assignment as an hourly teacher. Thereafter, the teacher will continue to accrue sick leave as a contract teacher.

b.

e. If an hourly teacher maintains a fiscal year FTE status of 0.80 or greater for two consecutive years, that teacher must be offered a temporary contracted position, subject to funding and enrollment, for the following year. The temporary contract may continue for up to a maximum of three (3) years or until the contracted position referenced in Subd. 4.a is vacant, whichever occurs sooner.

c.

d. The total number of duty days in any full year 1.0 contracted position must reflect a minimum of 170 duty days and can be changed on an annual basis to reflect additional days, depending on the needs of the program, and as determined by supervisor.

Subd. 5. Planning and Prep Time: Each ECFE, School Readiness, Parent Educator, and other early childhood teacher will have five (5) minutes of prep/planning time for each twenty-five (25) minutes of direct contact with program participants. Each ABE teacher will have fifteen (15) minutes of prep/planning time for each sixty (60) minutes of direct contact with program participants.

Subd. 6. Set Up, Take Down, Reorganization Time for Non-Identical Classes at Different Sites: Each ECFE teacher assigned to teach a class offering will have thirty (30) minutes set up time prior to each class and thirty (30) minutes of take down or reorganization time after each class.

Subd. 7. Set Up, Take Down, Reorganization Time for Identical Classes and/or Non-Identical Classes Offered at Same Site: Each ECFE teacher assigned to teach identical classes and/or non-identical classes in a series will have thirty (30) minutes set up time prior to the first class and thirty (30) minutes reorganization time between classes and thirty (30) minutes of take down/reorganization time following the last class in the series.

Subd. 8. Evening and Saturday Assignments: ECFE teachers will not be required to work more than one evening per week and one Saturday per semester. In the event of illness for an ECFE teacher required to work on a Saturday, that teacher shall be allowed to use sick leave regardless of whether a substitute is obtained.

Subd. 9. Classes: The work week for a full-time ECFE teacher will be a maximum of one thousand three hundred eighty (1,380) minutes of student contact time per week.

Subd. 10. Travel or Outreach Assignments: An ECFE teacher assigned to non-District 279 sites and/or assigned outreach teaching will have their schedules modified to meet these programmatic needs.

Section 6. Compensation: Hourly rate ECFE, School Readiness, Parent Educators, other early childhood, Title 1 Hourly, and ABE teachers are paid according to Schedule E. Effective July 1, 2020, teachers will be paid at the pro-rata rate according to the appropriate salary schedule.

Subd. 1. Initial Salary Schedule Placement: The School District will determine initial salary schedule placement based on teaching experience. Exceptions may be made by mutual agreement with Education Minnesota – OSSEO.

Subd. 2. Performance Increment Advancement: The School District will grant advancement on the above salary schedule for teaching experience effective at the beginning of the work year, subject to the conditions as stated in Article XVI, Duration. A minimum of 85 duty days teaching in this School District in any year of teaching will be required to qualify for a year’s experience. Exceptions to performance increment advancement will comply with Minnesota Statutes.

Subd. 3. Substitute Rate of Pay: Substitutes in ECFE, School Readiness, Parent Educators, other early childhood, and ABE programs will be paid hourly according to Schedule D.

ARTICLE XV GRIEVANCE PROCEDURE

Section 1. Grievance Definition: A grievance will mean an allegation by a teacher resulting in a dispute or disagreement between the teacher and the School Board as to the interpretation or application of the terms and conditions of employment insofar as such matters are contained in this Agreement.

Section 2. Representative:

a. The teacher, administrator, or School Board may be represented during any step of the procedure by any person or agent designated by such party to act on their behalf.

b. ~~b.~~—Education Minnesota – OSSEO may be represented at any level of the grievance procedure.

Section 3. Definitions and Interpretations:

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

Subd. 2. Days: Reference to days regarding time periods in this procedure will refer to working days. A working day is defined as any weekday not designated as a holiday by the School District. During the summer break period, a working day is defined as any weekday not designated as a holiday by the School District.

Subd. 3. Computation of Time: In computing any period of time prescribed or allowed by procedures herein, the date of the act, event or default for which the designated period of time begins to run will

not be included. The last day of the period so computed will be counted, unless it is a Saturday, a Sunday, or a legal holiday, in which event the period runs until the end of the next day which is not a Saturday, a Sunday, or a legal holiday.

Subd. 4. Filing and Postmark: The filing or service of any notice or document herein will be timely if it bears a postmark of the United States Postal Service within the time period.

Subd. 5. Decisions: All decisions rendered, with the exception of decisions rendered at Level I of this grievance procedure, will be in writing setting forth the decisions and will be transmitted to all parties of interest and to Education Minnesota – OSSEO.

Section 4. Time Limitation and Waiver: Grievances will not be valid for consideration unless the grievance is submitted in writing to the School Board's designee, setting forth the facts and the specific provision of this Agreement allegedly violated, and the particular relief sought within twenty (20) days after the date the event giving rise to the grievance occurred. Such grievances must be filed in writing first with the principal or supervisor and Human Resources. Human Resources will forward a copy of the written grievance to Education Minnesota – OSSEO. Failure to file any grievance within such period will be deemed a waiver thereof. Failure to appeal a grievance from one level to another within the time periods hereafter provided will constitute a waiver of the grievance. An effort will first be made to adjust an alleged grievance informally between the teacher and the School board's designee.

Section 5. Adjustment of Grievances: Any written grievance submitted will be with the consent of Education Minnesota – OSSEO. A teacher filing a written grievance without the consent of Education Minnesota – OSSEO will bear all costs of the grievance. Any decision on any grievance at any level without the presence of Education Minnesota – OSSEO will have no bearing on this Agreement, nor will it set any precedent on this Agreement, or on any future grievance so filed with the consent of Education Minnesota – OSSEO. The School Board, the teacher, and Education Minnesota – OSSEO representative will attempt to adjust grievances that may arise during the course of employment of any teacher within the School District in the following manner.

Subd. 1. Informal Discussions: Before a written grievance is submitted, informal discussions will take place between the aggrieved party, the principal or supervisor and Education Minnesota – OSSEO representative. Through these discussions the parties will attempt to resolve the problem.

Subd. 2. Level I: If the grievance is not resolved through informal discussions, the aggrieved party may submit the grievance in writing to the principal or supervisor. A copy of such written grievance must simultaneously be filed with Human Resources. The Director, Human Resources will set a meeting date within five (5) days of receipt of the written grievance. The Director, Human Resources will give a written decision on the grievance to the parties involved within ten (10) days after the meeting.

Subd. 3. Level II: In the event the grievance is not resolved in Level I, the decision rendered may be appealed to the superintendent of schools, provided such appeal is made in writing within five (5) days after receipt of the decision in Level I. If a grievance is properly appealed to the superintendent, the superintendent or designee will set a time to meet regarding the grievance within fifteen (15) days after receipt of the appeal. Within ten (10) days after the meeting, the superintendent or designee will issue a decision in writing to the parties involved.

Subd. 4. Level III: In the event the grievance is not resolved in Level II, the decision rendered may be appealed to the School Board, provided such appeal is made in writing within five (5) days after receipt of the decision in Level II. If a grievance is properly appealed to the School Board, the School Board will set a time to hear the grievance within twenty (20) days after the receipt of the appeal. Within twenty (20) days after the meeting, the School Board will issue its decision in writing to the parties involved. At the option of the School Board, a committee or representative(s) of the School Board may be designated by the School Board to hear the appeal at this level and report its findings and recommendations to the School Board. The School Board will then render its decision.

Section 6. School Board Review: The School Board reserves the right to review any decision issued under Level I or Level II of this procedure provided the School Board or its representative notifies the parties of its intention to review within ten (10) days after the decision has been rendered. In the event the School Board reviews a grievance under this section, the School Board reserves the right to reverse or modify such decision.

Section 7. Arbitration Procedures: In the event that the teacher and the School Board are unable to resolve any grievance, the grievance may be submitted to arbitration as defined herein:

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

Subd. 2. Selection of Arbitrator: Upon the proper submission of a grievance under the terms of this procedure, the parties will within ten (10) days after the request to arbitrate, attempt to agree upon the selection of an arbitrator. If no agreement on an arbitrator is reached, either party may request the Bureau of Mediation Services to appoint an arbitrator, pursuant to the PELRA, providing such request is made within twenty (20) days after the request for arbitration. The request will ask that the appointment be made within thirty (30) days after receipt of the request. Failure to agree upon the arbitrator or the failure to request an arbitrator from the Bureau of Mediation Services within the time periods provided herein will constitute a waiver of the grievance.

Subd. 3. Hearing: The grievance will be heard by a single arbitrator and both parties may be represented by such person or persons as they may choose and designate, and the parties will have the right to a hearing at which time both parties will have the opportunity to submit evidence, offer testimony, and make oral or written arguments relating to the issues before the arbitrator. The proceeding before the arbitrator will be a hearing de novo.

Subd. 4. Decision: The decision by the arbitrator will be rendered within a time schedule mutually agreed to. Decisions and awards by the arbitrator in cases properly before them will be final and binding upon the parties, subject however, to the limitations of the arbitration decisions as provided in the PELRA of 1971, as amended.

Subd. 5. Expenses: Each party will bear its own expenses in connection with arbitration, including expenses relating to the party's representative, witnesses, and any other expenses which the party incurs in connection with presenting its case in arbitration. A transcript or recording will be made of the hearing at the request of either party. The parties will share, equally, fees and expenses of the

arbitrator and any other expenses that the parties mutually agree are necessary for the conduct of the arbitration. The cost of a transcript or recording will be borne by the party requesting it.

Subd. 6. Jurisdiction: The arbitrator will have jurisdiction over disputes or disagreements relating to grievances properly before the arbitrator pursuant to the terms of this procedure. The jurisdiction of the arbitrator will not extend to proposed changes in terms and conditions of employment as defined herein and contained in this Agreement; nor will an arbitrator have jurisdiction over any grievance which has not been submitted to arbitration in compliance with the terms of the grievance and arbitration procedure as outlined herein; nor will the jurisdiction of the arbitrator extend to matters of inherent managerial policy, which will 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. In considering any issue in dispute, in its order, the arbitrator will give due consideration to the statutory rights and obligations of the School Board to manage efficiently and conduct its operation within the legal limitations surrounding the financing of such operations.

Section 8. General:

Subd. 1. Reprisals: No reprisals of any kind will be taken by the School Board or by any member of the administration against any aggrieved person, any representative of an aggrieved person, or any other participants in the grievance procedure by reason of such participation.

Subd. 2. Teacher Rights: Nothing herein will be construed to limit, impair, or affect the right of any teacher, or group of teachers, as provided in state statutes.

ARTICLE XVI DURATION

Section 1. Terms and Reopening Negotiations: This Agreement will remain in full force and effect for a period commencing upon the date of its execution through June 30, 2023~~+~~, and thereafter until modifications are made pursuant to the PELRA. In the event a successor Agreement is not entered into prior to the commencement of school in 2023~~+~~, a teacher will be compensated according to the last individual contract executed between the teacher and the School Board until such time that a successor Agreement is executed. If the exclusive representative desires to modify or amend this Agreement commencing on July 1, 2023~~+~~, it will give written notice of such intent no later than April 1, 2023~~+~~.

- If such notice is not served, the School Board will not be required to negotiate any terms of employment for the following school year. Unless otherwise mutually agreed, the parties will not commence negotiations more than one hundred twenty (120) days prior to the expiration of this Agreement.

Section 2. Effect: This Agreement constitutes the full and complete agreement between the School Board and Education Minnesota – OSSEO representing the teachers of Independent School District 279. The provisions herein relating to the 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. All matters not covered by this Agreement are hereby reserved to the School Board.

Section 3. Finality: Any matters relating to the current contract term, whether or not referred to in this Agreement, will not be open for negotiations during the term of this Agreement except as provided in Article XVI, Section 5.

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

Section 5. Savings Clause: Any provision of this Agreement found to be in violation of any applicable laws, rules, regulations, directives, or orders will be subject to renegotiation insofar as any provision is in violation of such applicable laws, rules, regulations, directives or orders.

SCHEDULE A: 2019-2020 Salary Schedule

Q = Quarter Hours — S = Semester Hours

Lane	I BA	II Q-BA+15 S-BA+10	III Q-BA+30 S-BA+20	IV Q-BA+45 S-BA+30	V MA	VI Q-MA+15 S-MA+10	VII Q-MA+30 S-MA+20	VIII Q-MA+45 S-MA+30
2	42,531	43,891	45,565	47,208	52,370	54,044	55,855	57,700
3	43,891	45,296	47,023	48,718	54,044	55,772	57,644	59,547
4	45,296	46,745	48,527	50,276	55,772	57,558	59,488	61,454
5	46,745	48,240	50,079	51,886	57,558	59,401	61,394	63,419
6	48,051	49,588	51,479	53,546	59,401	61,304	63,357	65,450
7	49,588	51,176	53,126	55,260	61,304	63,264	65,387	67,543
8	51,176	52,812	54,827	57,028	63,264	65,290	67,477	69,703
9	52,812	54,503	56,583	58,853	65,290	67,378	69,635	71,935
10	53,848	56,249	58,391	61,076	67,378	69,533	71,863	74,235
11	56,318	58,958	62,197	65,901	72,972	75,021	77,187	79,381
12	56,318	58,958	62,197	65,901	72,972	75,021	77,187	79,381
13	57,910	60,549	63,469	67,775	74,981	77,166	79,469	81,863
14	57,910	60,549	63,469	67,775	74,981	77,166	79,469	81,863
15	57,910	60,549	63,469	67,775	74,981	77,166	79,469	81,863
16	59,502	62,142	65,070	69,389	76,731	79,050	81,488	84,766
17	59,502	62,142	65,070	69,389	76,731	79,050	81,488	84,766
18	59,502	62,142	65,070	69,389	76,731	79,050	81,488	84,766
19	61,094	63,734	66,672	70,998	78,481	80,932	83,511	87,868
20	61,094	63,734	66,672	70,998	78,481	80,932	83,511	87,868
21	61,094	63,734	66,672	70,998	78,481	80,932	83,511	87,868
22	62,687	65,328	68,272	73,695	81,305	83,894	86,589	91,838

¹MA Out of Field.

²Step advancement see Article 6, Section 4, Subd. 6.

Note: Step advancement in the shaded cells of the above schedule is subject to the provisions of Article VI, Section 4, Subd. 4.

SCHEDULE B: 2020-2021 Salary Schedule

Lane	I BA	II Q-BA+15 S-BA+10	III Q-BA+30 S-BA+20	IV Q-BA+45 S-BA+30	V MA	VI Q-MA+15 S-MA+10	VII Q-MA+30 S-MA+20	VIII Q-MA+45 S-MA+30
A	45,141	46,546	47,773	49,468	54,794	56,522	58,394	60,297
B	46,546	47,495	49,277	51,026	56,522	58,308	60,238	62,204
C	47,495	48,990	50,829	52,636	58,308	60,151	62,144	64,169
D	48,801	50,338	52,229	54,296	60,151	62,054	64,107	66,200
E	50,338	51,926	53,876	56,010	62,054	64,014	66,137	68,293
F	51,926	53,562	55,577	57,778	64,014	66,040	68,227	70,453
G	53,562	55,253	57,333	59,603	66,040	68,128	70,385	72,685
H	54,598	56,999	59,141	61,826	68,128	70,283	72,613	74,985
I	57,068	59,708	62,947	65,901	72,972	75,021	77,187	79,381
J	57,068	59,708	62,947	66,651	73,722	75,771	77,937	80,131
K	58,660	61,299	64,219	68,525	75,731	77,916	80,219	82,613
L	60,252	62,892	65,820	70,139	77,481	79,800	82,238	85,516
M	61,844	64,484	67,422	71,748	79,231	81,682	84,261	88,618

N	63,940	66,634	69,638	75,168	82,931	85,572	88,321	95,000
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¹MA Out of Field.

²Career Performance Increment advancement see Article 6, Section 4, Subd. 6.

³Effective July 1, 2020 Early Childhood Family Education, School Readiness, Parent Educators, Other Early Childhood, and Adult Basic Education teachers will be paid according to Schedule B at a pro-rata rate.

Note: Step advancement in the shaded cells of the above schedule is subject to the provisions of Article VI, Section 4, Subd. 4.

Initial Placement Schedule

*Teachers who are beginning their 1st, 2nd, or 3rd year teaching will be placed on Step A. The numbers in the first column of this table represent the year in which you are currently teaching.

Lane	I BA	II Q BA+15 S BA+10	III Q BA+30 S BA+20	IV Q BA+45 S BA+30	V MA	VI Q BA+15 S MA+10	VII Q BA+30 S MA+20	VIII Q BA+45 S MA+30
A (1, 2,3)	\$46,044	\$47,477	\$48,728	\$50,457	\$55,890	\$57,652	\$59,562	\$61,503
B (4)	\$47,477	\$48,445	\$50,263	\$52,047	\$57,652	\$59,474	\$61,443	\$63,448
C (5)	\$48,445	\$49,970	\$51,846	\$53,689	\$59,474	\$61,354	\$63,387	\$65,452
D (6)	\$49,777	\$51,345	\$53,274	\$55,382	\$61,354	\$63,295	\$65,389	\$67,524
E (7)	\$51,345	\$52,965	\$54,954	\$57,130	\$63,295	\$65,294	\$67,460	\$69,659
F (8)	\$52,965	\$54,633	\$56,689	\$58,934	\$65,294	\$67,361	\$69,592	\$71,862
G (9)	\$54,633	\$56,358	\$58,480	\$60,795	\$67,361	\$69,491	\$71,793	\$74,139
H (10)	\$55,690	\$58,139	\$60,324	\$63,063	\$69,491	\$71,689	\$74,065	\$76,485
I (11)	\$58,209	\$60,902	\$64,206	\$67,219	\$74,431	\$76,521	\$78,731	\$80,969
J (12)	\$58,209	\$60,902	\$64,206	\$67,984	\$75,196	\$77,286	\$79,496	\$81,734
K (13, 14, 15)	\$59,833	\$62,525	\$65,503	\$69,896	\$77,246	\$79,474	\$81,823	\$84,265
L (16, 17, 18)	\$61,457	\$64,150	\$67,136	\$71,542	\$79,031	\$81,396	\$83,883	\$87,226
M (19, 20, 21)	\$63,081	\$65,774	\$68,770	\$73,183	\$80,816	\$83,316	\$85,946	\$90,390
N (22)	\$65,219	\$67,967	\$71,031	\$76,671	\$84,590	\$87,283	\$90,087	\$96,900

SCHEDULE A: 2021-2022 Salary Schedule

Q = Quarter Hours S = Semester Hours

Lane	I BA	II Q BA+15 S BA+10	III Q BA+30 S BA+20	IV Q BA+45 S BA+30	V MA	VI Q MA+15 S MA+10	VII Q MA+30 S MA+20	VIII Q MA +45 S MA+30
A	\$46,044	\$47,477	\$48,728	\$50,457	\$55,890	\$57,652	\$59,562	\$61,503
B	\$47,477	\$48,445	\$50,263	\$52,047	\$57,652	\$59,474	\$61,443	\$63,448

C	\$48,445	\$49,970	\$51,846	\$53,689	\$59,474	\$61,354	\$63,387	\$65,452
D	\$49,777	\$51,345	\$53,274	\$55,382	\$61,354	\$63,295	\$65,389	\$67,524
E	\$51,345	\$52,965	\$54,954	\$57,130	\$63,295	\$65,294	\$67,460	\$69,659
F	\$52,965	\$54,633	\$56,689	\$58,934	\$65,294	\$67,361	\$69,592	\$71,862
G	\$54,633	\$56,358	\$58,480	\$60,795	\$67,361	\$69,491	\$71,793	\$74,139
H	\$55,690	\$58,139	\$60,324	\$63,063	\$69,491	\$71,689	\$74,065	\$76,485
I	\$58,209	\$60,902	\$64,206	\$67,219	\$74,431	\$76,521	\$78,731	\$80,969
J	\$58,209	\$60,902	\$64,206	\$67,984	\$75,196	\$77,286	\$79,496	\$81,734
K	\$59,833	\$62,525	\$65,503	\$69,896	\$77,246	\$79,474	\$81,823	\$84,265
L	\$61,457	\$64,150	\$67,136	\$71,542	\$79,031	\$81,396	\$83,883	\$87,226
M	\$63,081	\$65,774	\$68,770	\$73,183	\$80,816	\$83,316	\$85,946	\$90,390
N	\$65,219	\$67,967	\$71,031	\$76,671	\$84,590	\$87,283	\$90,087	\$96,900

¹ MA Out of Field.

² Step advancement see Article 6, Section 4, Subd. 6.

Note: Step advancement in the shaded cells of the above schedule is subject to the provisions of Article VI, Section 4, Subd. 4.

SCHEDULE B: 2022-2023 Salary Schedule

Lane	I BA	II Q BA+15 S BA+10	III Q BA+30 S BA+20	IV Q BA+45 S BA+30	V MA	VI Q MA+15 S MA+10	VII Q MA+30 S MA+20	VIII Q MA +45 S MA+30
A	\$47,425	\$48,901	\$50,190	\$51,971	\$57,567	\$59,382	\$61,349	\$63,348
B	\$48,901	\$49,898	\$51,770	\$53,608	\$59,382	\$61,258	\$63,286	\$65,352
C	\$49,898	\$51,469	\$53,401	\$55,299	\$61,258	\$63,195	\$65,288	\$67,416
D	\$51,270	\$52,885	\$54,872	\$57,043	\$63,195	\$65,194	\$67,351	\$69,550
E	\$52,885	\$54,553	\$56,602	\$58,844	\$65,194	\$67,253	\$69,484	\$71,749
F	\$54,553	\$56,272	\$58,389	\$60,702	\$67,253	\$69,382	\$71,679	\$74,018
G	\$56,272	\$58,049	\$60,234	\$62,619	\$69,382	\$71,575	\$73,946	\$76,363
H	\$57,361	\$59,883	\$62,134	\$64,954	\$71,575	\$73,839	\$76,287	\$78,779
I	\$59,956	\$62,729	\$66,132	\$69,236	\$76,664	\$78,817	\$81,093	\$83,398
J	\$59,956	\$62,729	\$66,132	\$70,024	\$77,452	\$79,605	\$81,881	\$84,186
K	\$61,628	\$64,401	\$67,468	\$71,992	\$79,563	\$81,859	\$84,278	\$86,793
L	\$63,301	\$66,074	\$69,150	\$73,688	\$81,402	\$83,838	\$86,399	\$89,843
M	\$64,973	\$67,747	\$70,834	\$75,378	\$83,240	\$85,815	\$88,525	\$93,102

N	\$67,175	\$70,006	\$73,162	\$78,972	\$87,127	\$89,902	\$92,790	\$100,000
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¹ MA Out of Field.

² Career Performance Increment advancement see Article 6, Section 4, Subd. 6.

³ Effective July 1, 2020 Early Childhood Family Education, School Readiness, Parent Educators, Other Early Childhood, and Adult Basic Education teachers will be paid according to Schedule B at a pro-rata rate.

Note: Step advancement in the shaded cells of the above schedule is subject to the provisions of Article VI, Section 4, Subd. 4.

~~Hourly Pro Rata: 2019-2020 Rates~~

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
2	28.58	29.50	30.62	31.73	35.19	36.32	37.54	38.78
3	29.50	30.44	31.60	32.74	36.32	37.48	38.74	40.02
4	30.44	31.41	32.61	33.79	37.48	38.68	39.98	41.30
5	31.41	32.42	33.66	34.87	38.68	39.92	41.26	42.62
6	32.29	33.33	34.60	35.99	39.92	41.20	42.58	43.99
7	33.33	34.39	35.70	37.14	41.20	42.52	43.94	45.39
8	34.39	35.49	36.85	38.33	42.52	43.88	45.35	46.84
9	35.49	36.63	38.03	39.55	43.88	45.28	46.80	48.34
10	36.19	37.80	39.24	41.05	45.28	46.73	48.30	49.89
11	37.85	39.62	41.80	44.29	49.04	50.42	51.87	53.35
12	37.85	39.62	41.80	44.29	49.04	50.42	51.87	53.35
13	38.92	40.69	42.65	45.55	50.39	51.86	53.41	55.02
14	38.92	40.69	42.65	45.55	50.39	51.86	53.41	55.02
15	38.92	40.69	42.65	45.55	50.39	51.86	53.41	55.02
16	39.99	41.76	43.73	46.63	51.57	53.13	54.76	56.97
17	39.99	41.76	43.73	46.63	51.57	53.13	54.76	56.97
18	39.99	41.76	43.73	46.63	51.57	53.13	54.76	56.97
19	41.06	42.83	44.81	47.71	52.74	54.39	56.12	59.05
20	41.06	42.83	44.81	47.71	52.74	54.39	56.12	59.05
21	41.06	42.83	44.81	47.71	52.74	54.39	56.12	59.05
22	42.13	43.90	45.88	49.53	54.64	56.38	58.19	61.72

~~Hourly Pro Rata: 2020-2021 Rates~~

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
A	30.34	31.28	32.11	33.24	36.82	37.99	39.24	40.52
B	31.28	31.92	33.12	34.29	37.99	39.19	40.48	41.80
C	31.92	32.92	34.16	35.37	39.19	40.42	41.76	43.12
D	32.80	33.83	35.10	36.49	40.42	41.70	43.08	44.49
E	33.83	34.90	36.21	37.64	41.70	43.02	44.45	45.90
F	34.90	36.00	37.35	38.83	43.02	44.38	45.85	47.35
G	36.00	37.13	38.53	40.06	44.38	45.78	47.30	48.85
H	36.69	38.31	39.75	41.55	45.78	47.23	48.80	50.39
I	38.35	40.13	42.30	44.29	49.04	50.42	51.87	53.35
J	38.35	40.13	42.30	44.79	49.54	50.92	52.38	53.85

K	39.42	41.20	43.16	46.05	50.89	52.36	53.91	55.52
L	40.49	42.27	44.23	47.14	52.07	53.63	55.27	57.47
M	41.56	43.34	45.31	48.22	53.25	54.89	56.63	59.56
N	42.97	44.78	46.80	50.52	55.73	57.51	59.36	63.84

~~† Hourly Pro Rata rates are based off a 186 day school year and calculation of 8 hours a day.~~

Hourly Pro Rata: 2021-2022 Rates

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
A	<u>\$30.94</u>	<u>\$31.91</u>	<u>\$32.75</u>	<u>\$33.91</u>	<u>\$37.56</u>	<u>\$38.74</u>	<u>\$40.03</u>	<u>\$41.33</u>
B	<u>\$31.91</u>	<u>\$32.56</u>	<u>\$33.78</u>	<u>\$34.98</u>	<u>\$38.74</u>	<u>\$39.97</u>	<u>\$41.29</u>	<u>\$42.64</u>
C	<u>\$32.56</u>	<u>\$33.58</u>	<u>\$34.84</u>	<u>\$36.08</u>	<u>\$39.97</u>	<u>\$41.23</u>	<u>\$42.60</u>	<u>\$43.99</u>
D	<u>\$33.45</u>	<u>\$34.51</u>	<u>\$35.80</u>	<u>\$37.22</u>	<u>\$41.23</u>	<u>\$42.54</u>	<u>\$43.94</u>	<u>\$45.38</u>
E	<u>\$34.51</u>	<u>\$35.59</u>	<u>\$36.93</u>	<u>\$38.39</u>	<u>\$42.54</u>	<u>\$43.88</u>	<u>\$45.34</u>	<u>\$46.81</u>
F	<u>\$35.59</u>	<u>\$36.72</u>	<u>\$38.10</u>	<u>\$39.61</u>	<u>\$43.88</u>	<u>\$45.27</u>	<u>\$46.77</u>	<u>\$48.29</u>
G	<u>\$36.72</u>	<u>\$37.88</u>	<u>\$39.30</u>	<u>\$40.86</u>	<u>\$45.27</u>	<u>\$46.70</u>	<u>\$48.25</u>	<u>\$49.82</u>
H	<u>\$37.43</u>	<u>\$39.07</u>	<u>\$40.54</u>	<u>\$42.38</u>	<u>\$46.70</u>	<u>\$48.18</u>	<u>\$49.77</u>	<u>\$51.40</u>
I	<u>\$39.12</u>	<u>\$40.93</u>	<u>\$43.15</u>	<u>\$45.17</u>	<u>\$50.02</u>	<u>\$51.43</u>	<u>\$52.91</u>	<u>\$54.41</u>
J	<u>\$39.12</u>	<u>\$40.93</u>	<u>\$43.15</u>	<u>\$45.69</u>	<u>\$50.53</u>	<u>\$51.94</u>	<u>\$53.42</u>	<u>\$54.93</u>
K	<u>\$40.21</u>	<u>\$42.02</u>	<u>\$44.02</u>	<u>\$46.97</u>	<u>\$51.91</u>	<u>\$53.41</u>	<u>\$54.99</u>	<u>\$56.63</u>
L	<u>\$41.30</u>	<u>\$43.11</u>	<u>\$45.12</u>	<u>\$48.08</u>	<u>\$53.11</u>	<u>\$54.70</u>	<u>\$56.37</u>	<u>\$58.62</u>
M	<u>\$42.39</u>	<u>\$44.20</u>	<u>\$46.22</u>	<u>\$49.18</u>	<u>\$54.31</u>	<u>\$55.99</u>	<u>\$57.76</u>	<u>\$60.75</u>
N	<u>\$43.83</u>	<u>\$45.68</u>	<u>\$47.74</u>	<u>\$51.53</u>	<u>\$56.85</u>	<u>\$58.66</u>	<u>\$60.54</u>	<u>\$65.12</u>

Hourly Pro Rata: 2022-2023 Rates

STEP	BA	BA+10	BA+20	BA+30	MA	MA+10	MA+20	MA+30
A	<u>\$31.87</u>	<u>\$32.86</u>	<u>\$33.73</u>	<u>\$34.93</u>	<u>\$38.69</u>	<u>\$39.91</u>	<u>\$41.23</u>	<u>\$42.57</u>
B	<u>\$32.86</u>	<u>\$33.53</u>	<u>\$34.79</u>	<u>\$36.03</u>	<u>\$39.91</u>	<u>\$41.17</u>	<u>\$42.53</u>	<u>\$43.92</u>
C	<u>\$33.53</u>	<u>\$34.59</u>	<u>\$35.89</u>	<u>\$37.16</u>	<u>\$41.17</u>	<u>\$42.47</u>	<u>\$43.88</u>	<u>\$45.31</u>
D	<u>\$34.46</u>	<u>\$35.54</u>	<u>\$36.88</u>	<u>\$38.34</u>	<u>\$42.47</u>	<u>\$43.81</u>	<u>\$45.26</u>	<u>\$46.74</u>
E	<u>\$35.54</u>	<u>\$36.66</u>	<u>\$38.04</u>	<u>\$39.55</u>	<u>\$43.81</u>	<u>\$45.20</u>	<u>\$46.70</u>	<u>\$48.22</u>
F	<u>\$36.66</u>	<u>\$37.82</u>	<u>\$39.24</u>	<u>\$40.79</u>	<u>\$45.20</u>	<u>\$46.63</u>	<u>\$48.17</u>	<u>\$49.74</u>
G	<u>\$37.82</u>	<u>\$39.01</u>	<u>\$40.48</u>	<u>\$42.08</u>	<u>\$46.63</u>	<u>\$48.10</u>	<u>\$49.69</u>	<u>\$51.32</u>
H	<u>\$38.55</u>	<u>\$40.24</u>	<u>\$41.76</u>	<u>\$43.65</u>	<u>\$48.10</u>	<u>\$49.62</u>	<u>\$51.27</u>	<u>\$52.94</u>
I	<u>\$40.29</u>	<u>\$42.16</u>	<u>\$44.44</u>	<u>\$46.53</u>	<u>\$51.52</u>	<u>\$52.97</u>	<u>\$54.50</u>	<u>\$56.05</u>
J	<u>\$40.29</u>	<u>\$42.16</u>	<u>\$44.44</u>	<u>\$47.06</u>	<u>\$52.05</u>	<u>\$53.50</u>	<u>\$55.03</u>	<u>\$56.58</u>
K	<u>\$41.42</u>	<u>\$43.28</u>	<u>\$45.34</u>	<u>\$48.38</u>	<u>\$53.47</u>	<u>\$55.01</u>	<u>\$56.64</u>	<u>\$58.33</u>
L	<u>\$42.54</u>	<u>\$44.40</u>	<u>\$46.47</u>	<u>\$49.52</u>	<u>\$54.71</u>	<u>\$56.34</u>	<u>\$58.06</u>	<u>\$60.38</u>
M	<u>\$43.66</u>	<u>\$45.53</u>	<u>\$47.60</u>	<u>\$50.66</u>	<u>\$55.94</u>	<u>\$57.67</u>	<u>\$59.49</u>	<u>\$62.57</u>
N	<u>\$45.14</u>	<u>\$47.05</u>	<u>\$49.17</u>	<u>\$53.07</u>	<u>\$58.55</u>	<u>\$60.42</u>	<u>\$62.36</u>	<u>\$67.20</u>

¹ Hourly Pro Rata rates are based off a 186-day school year and calculation of 8 hours a day.

SCHEDULE C

20192021-20212023 Extra Assignments – Compensation

Section 1. Each assignment will be compensated at \$122.57 per point for the period July 1, 20192021- June 30, 20212023. Assistant positions will receive a salary based on a 75% factor of the point/salary.

Section 2. A change in season length will affect points. The extended season compensation plan will be paid at 4% and 6% payment per level of competition.

Section 3. Co-curricular advisors and coaches will receive three scheduled payments during the assignment.

Section 4. Positions offered will be at the discretion of building administration in consultation with the Assistant Superintendents of Teaching and Learning or their designee.

I. Co-Curricular Assignments for 20192021-20212023

Secondary Activities

Senior High Activities <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11*
Art Director	8.8	1079	1208	1343
Band Director	19.7	2415	2544	2679
DECA Coach	8.8	1079	1208	1343
Jazz Band as a Class	12.4	1520	1649	1784
Musical/Orchestra Director	16.8	2059	2188	2323
Musical/Vocal Director	28.7	3518	3647	3782
Newspaper (Journalism Instr.)	21.0	2574	2703	2838
Orchestra Director	19.7	2415	2543	2679
Vocal Director	19.7	2415	2543	2679
Yearbook (Yearbook Instructor)	16.7	2047	2176	2311
<i>(System Coordinated and Funded)</i>				
Chem. Hygiene Officer <i>Health & Safety</i>	17.0	2084	2213	2348

*Experience step to be granted after ten (10) years of experience in the same activity.

Middle School Activities <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11*
Band Director	12.4	1520	1649	1784
Orchestra Director	12.4	1520	1659	1784
Vocal Director	12.4	1520	1659	1784
<i>(System Coordinated and Funded)</i>				

Chem. Hygiene Officer <i>Health & Safety</i>	11.6	1422	1451	1686
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*Experience step to be granted after ten (10) years of experience in the same activity.

Elementary Activities

Activities <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11*
Building Choir	7.7	944	1073	1086
<i>(System Coordinated and Funded)</i>				
Elementary Band <i>Music</i>	10.4	1275	1404	1539
Elementary Orchestra <i>Music</i>	10.4	1275	1404	1539

*Experience step to be granted after ten (10) years of experience in the same activity.

II. Extra Assignments: Extra assignment positions will receive three scheduled payments during the assignment.

Professionals

Extra Assignment <i>(Site Coordinated and Funded)</i>	Points @ 122.57	Year 1	Year 2	Year 11
Staff Development Assessment Specialists	34	4,167.00	4,296.00	4,431.00
District Nurse	NA	4,012.00	NA	NA
New Teacher Mentor	NA	1,200.00	NA	NA
New Teacher Mentor - Leader	NA	1,500.00	NA	NA
ATPPS Facilitator	NA	4,167.00	4,296.00	4,431.00

20192021-2021-2023 Team Leaders

Each Team Leader will receive base points of 8.2 (equals \$1,005.07). In addition to the base pay, the leader will receive \$40 per member on their team.

In the event alternative models are developed, the new position will be formulated on the same basis as the existing model as defined in Schedule C herein, provided that they are of equal responsibility and time commitments.

Senior High <i>(Site Coordinated)</i>	Middle School <i>(Site Coordinated)</i>	Elementary <i>(Site Coordinated)</i>	Other Educational Centers/Programs <i>(Site Coordinated)</i>
	10-14 Team Leaders as determined by the site		3-6 Leaders as determined by the site
Art		Pre-Kindergarten	
Business Education		Kindergarten	
Cooperative Program		1st Grade	
English Learner		2nd Grade	

Family Consumer Sci.		3rd Grade
Guidance & Counseling		4th Grade
Industrial Technology		5th Grade
Language Arts		Special Educ.
Mathematics		Spec. Team 1(a)
Media & Technology		Spec. Team 2(a)
Music		
Physical Education/Health		
Science		
Social Studies		
Special Education		
World Language		

(a) Examples of Specialist Teams are Physical Education, Music, Media & Technology, Behavior Intervention Teacher, and Gifted Education.

SCHEDULE D

2019-2021 OTHER ASSIGNMENTS – HOURLY COMPENSATION

Section 1. Rate of Pay:

Effective July 1st, ~~2019-2021~~ through ~~January-May 28th-25th, 2020~~2022:
~~\$31.00~~\$32.00

Effective ~~January 29th~~ May 26th, ~~2020~~2022:
~~\$32.00~~\$33.00

- a. **Extra Time:** Teachers will be paid the established hourly rate of pay for extra assignments not specified elsewhere in this Agreement. Extra assignments include, but are not limited to, summer school/programs teachers, curriculum writers, staff development trainers, and staff development participation. Homebound and ESY teachers will be paid on a pro rata basis.
- b. **Hourly Assignment:** Teachers will be paid the established hourly rate of pay for a regular hourly assignment.

SCHEDULE E

TITLE I, ECFE, SCHOOL READINESS, PARENT EDUCATORS, OTHER EARLY CHILDHOOD, AND ABE TEACHERS

Section 1. Duration of Salary Schedule: Effective for the ~~2019-2021-2020-2022~~ School Year for Hourly Rates for ECFE, School Readiness, Parent Educators, Other Early Childhood, and ABE Teachers are indicated in the table below. Effective July 1, ~~2020~~ Hourly Rates for ECFE, School Readiness, Parent Educators, Other Early Childhood, and ABE Teachers will follow ~~the 2020-2021~~ according to the appropriate salary schedule. ~~This schedule will sunset on June 30, 2022.~~

BA Performance Increment		MA Performance Increment	
1	\$33.24	1	\$33.51
2	\$33.57	2	\$33.84
3	\$33.88	3	\$34.18
4	\$34.22	4	\$34.50
5	\$34.88	5	\$35.17

**MEMORANDUMS OF UNDERSTANDING
BETWEEN
EDUCATION MINNESOTA-OSSEO
&
OSSEO AREA SCHOOLS (ISD 279)**

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The following pages contain the full text of the Memorandums of Understanding between the School District and Education Minnesota-OSSEO.

EDUCATION MINNESOTA - OSSEO

OSSEO AREA SCHOOLS - ISD 279

President

Director, Labor Relations

Dated: _____

Dated: _____

Team Leader Selection Process

EFFECTIVE DATE: November 16, 1989

REVISION DATE: March 11, 2014; July 1, 2015

Posting¹:

The team leader positions are to be posted annually along with the current job description. The posting could include information concerning special projects, curriculum implementation and intervention activities for which leadership will be needed.

Application/Nomination:

The members of the team will meet as a group and nominate up to three candidates who they feel will provide the appropriate leadership and communication. Applicants may provide information relative to why they would be suited for the leadership position.

Interview Process:

The site leader will conduct interviews with each candidate. Interview questions will be contributed by the staff and site leader based on the expectations of the affected group and site leader for that position.

Selection of Candidate:

The site leader will make the final selection.

¹Annual posting of the leadership position does not preclude the opportunity for a person continuing in that position for a second year, particularly when excellent leadership has been provided. However, when a new building is opened, it is recommended that the team leader position remain stable for two years.

Topics Subject to the Meet and Confer Process

EFFECTIVE DATE: **January 3, 2002**

Changes that affect the Agreement on Terms and Conditions of Employment are subject to the meet and confer process. This meet and confer agreement is not intended to interfere with inherent managerial rights recognized in the Agreement on Terms and Conditions of Employment.

Extended Illness Sick Leave Pool Procedures

EFFECTIVE DATE: **November 16, 1989**

REVISION DATES: **November 1995; January 3, 2002; October 21, 2003; August 2007;
March 2014**

Administration:

Human Resources will administer the extended illness sick leave pool. An accounting of the pool's operation will be given to Education Minnesota - OSSEO annually (July).

Membership:

Teachers as defined in this Agreement on Terms and Conditions of Employment between Independent School District 279 and Education Minnesota – OSSEO are eligible to be members of the extended sick leave pool.

All teachers hired after July 1, 2004, will be required to join the pool. The new teacher will contribute one (1) day of sick leave to the pool.

Any teacher employed prior to July 1, 2004, who did not join the pool when they were initially eligible, may join when the pool is replenished or during open enrollment which occurs within thirty (30) days of each contract ratification. A teacher joining because of the need to replenish the pool or during open enrollment after contract ratification must donate the number of days equal to the number of days they would have donated had they been a member of the pool from the time they were first eligible.

Once a teacher is a member of the extended illness sick leave pool, they may not withdraw from membership.

A minimum of eight hundred (800) days must be in the pool at the start of each school year. If the number of days is less than eight hundred (800), each member must contribute one (1) additional day of accumulated sick leave to the pool. All days donated to the pool are non-returnable. However, if a teacher has donated a day to the pool within three (3) years of their retirement the donated day may be used for their Retirement Incentive Pay (Article VII, Section 7) or their School Board Contribution for Health Insurance for Retirees (Article VII, Section 8) provided the teacher has not utilized the pool within the same three (3) years, that day will be restored to their accumulated sick leave balance.

Operation:

The purpose of the pool is to provide extra sick leave days to those teachers suffering from a long-term/extended/recurring illness. A long-term illness or extended illness is defined as an absence of twenty-four (24) or more consecutive duty days. Sick leave pool days will be used only for personal long-term illness of the teacher.

In order for teachers to be eligible to draw from the pool, they must be contributing members. A request for use of pool days must be in writing and must be accompanied by a licensed physician's verification that the applicant is/was unable to work. A member is not eligible to use pool days until five (5) consecutive duty days after the depletion of individual accumulated sick leave (five day pay deduct). Available personal leave and/or substitute leave days may be substituted for the five (5) day pay deduct.

Benefits from the sick leave pool will end upon a member's qualification for benefits from the long-term disability insurance plan, the Teachers' Retirement Association, or Social Security. The maximum benefit from the pool by any member is fifty-five (55) days as long as the absence is uninterrupted and verified by a licensed physician.

Sick leave days from the pool may be drawn only for designated teacher calendar duty days.

Teachers on leaves of absence or sabbaticals are not eligible for benefits from the pool. Teachers receiving workers' compensation are not eligible to draw from the pool.

The fiscal year of the pool will be the teacher contract year.

Exceptions may be made at the discretion of Human Resources.

Library Media Specialists and Technology Integration Specialist Exchange Days for Set Up and/or Summer Inservice

EFFECTIVE DATE: December 21, 2005

REVISION DATE: March 11, 2014

Education Minnesota-OSSEO and the School District agree that elementary and secondary library media specialists and technology integration specialists have a unique and important role to play in providing library, media and technology services to the students, teachers, and community within District 279.

Exchange Days for Set Up: Elementary and secondary library media specialists that voluntarily, with their principals' agreement, choose to provide the individual schools that they serve with up to four (4) days of set up, distribution of equipment or other duties to prepare the media center for the start of the school year during the summer may exchange a maximum of four (4) days during the regular school year for the days worked during the summer.

Exchange Days for Summer Inservice: Elementary and secondary library media specialists and technology integration specialists may voluntarily choose to participate in staff development activities sponsored by the School District Media and Technology Department for a maximum of five (5) days during the summer that may be exchanged for a maximum of five (5) days during the regular school year.

Library media specialists may exchange the four (4) Set Up staff development days for four (4) contract workdays during the regular school year, and library media specialists and technology integration specialists may exchange the five (5) Summer Inservice days for five (5) contract work days during the regular school year. Exchange days selected from the regular school year contracted days must be scheduled by mutual agreement with the building principal(s). Conflicts with scheduling of exchange days will be mediated by the Director, Human Resources.

LSN Exchange Days

EFFECTIVE DATE: July 1, ~~2019~~2021 – June 30, ~~2021~~2023

Education Minnesota-OSSEO and the School District agree that Licensed School Nurses (LSNs) have a unique and important role to play in helping to prepare staff and families for the school year. Therefore, in order to prepare for the upcoming school year, LSNs may work up to four (4) days before workshop week in exchange for conference release days. Time worked before workshop week must be communicated and agreed upon by the supervisor.

Selected Personnel Practices

EFFECTIVE DATE: September 27, 2000

REVISION DATES: January 3, 2002; July 1, 2004

1. Education Minnesota – OSSEO representation on District-wide committees:

When teacher representation is needed for a District-wide committee or task force, Education Minnesota – OSSEO will select the representative(s). Administration will collaborate with Education Minnesota – OSSEO when appointing teachers to District-wide committees.

2. Investigation protocol:

When a teacher is alleged to have committed misconduct that could lead to discipline, the teacher must be allowed to have an Education Minnesota – OSSEO representative with them at any meeting related to the alleged misconduct. The investigation process must be conducted in an expeditious manner once representation has been established. The administrator in charge of the investigation will make every effort to complete the investigation within 30 calendar days; however, circumstances surrounding an allegation may result in an extended investigation. The staff member must be given timely progress reports.

Teachers placed on administrative leave of absence during an investigation will receive full pay and benefits except for long-term disability, which will continue up to the limits provided in the carrier's contract.

Data resulting from an investigation will be handled according to applicable School Board policy and the Minnesota Government Data Practices Act.

3. Safe building, site, program:

The School Board shall not require licensed staff to work in unsafe, unhealthy, or hazardous conditions.

Counselor Exchange for Summer Duty Days

EFFECTIVE DATES: July 1, ~~2019-2021~~ – June 30, ~~2021~~2023

Senior High:

191 paid days: 186 contract days, five (5) paid pro rata, also including five (5) days as defined below.

Middle School:

186 paid days including five (5) days as defined below.

Summer duty days will be scheduled the week after school ends in the spring and the two weeks prior to teacher workshops in the fall. Days scheduled outside these times will be mutually agreed upon by the building principal and the affected counselor(s). A maximum of five (5) days during the summer may be exchanged for a maximum of five (5) days during the regular school year. Counselors may exchange these summer duty days for five (5) contract workdays during the regular school year. The five (5) days selected from the regular school year contracted days must be scheduled by mutual agreement with the building principal(s). Conflicts with scheduling of exchange days will be mediated by the Director, Human Resources, and a representative of Education Minnesota-OSSEO (EM-O).

Professional Learning/Data Teams

EFFECTIVE DATES: ~~January-July 1, 2010-2021~~ – June 30, ~~2013~~2023

REVISION DATE: July 1, 2015

The following contains the full text of the Memorandum of Understanding (MOU) Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL-CIO (“Union”), relating to Professional Learning/data teams.

PURPOSE: Both parties jointly recognize that creating and sustaining a collaborative culture focused on student learning is a key strategy for achieving our mission. We also recognize that educational decisions are best made with the use of high-quality data. This MOU provides a framework for continued implementation of PLT’s/data teams/collaborative teams.

DEFINITION: The following are key characteristics of PLC’s/data teams/collaborative teams:

- members work interdependently to achieve building goals
- teams seek answers to the following questions:
 1. What do we want students to learn?
 2. How will we know if they’ve learned it?
 3. How will we respond if they don’t know it?
 4. How will we respond if they already know it?
- members define measures of improvement
- members develop common assessments around those measures
- members monitor student progress
- members analyze data and discuss strategies with the goal of instructional innovation

MEETING TIMES: Ideally, PLC time will be within the teacher duty day. For the purposes of this MOU, the teacher duty day is defined as twenty minutes before and twenty minutes after the student contact day. If time cannot be provided during the duty day, then it is the responsibility of the PLC to meet approximately one (1) hour per month outside of the duty day.

WAIVER: If a site determines that additional PLC times and meetings are necessary beyond what is outlined above to advance student achievement, a request for a waiver must be submitted to the PLC Review Committee.

PLC REVIEW COMMITTEE: An ad hoc PLC review committee will be comprised of members of the teachers’ bargaining unit as selected by the Education Minnesota – OSSEO president, and members of District administration to oversee and assess current implementation of PLCs. The committee will have equal representation (3-4 members each) between District administration and Education Minnesota – OSSEO. This committee’s guidelines and protocols will be implemented starting in the 2013-2014 school year. The committee will incorporate the consensus method for decision-making purposes.

ALTERNATIVE ARRANGEMENT FOR SPECIALISTS OR OTHER ISOLATED STAFF:

In the event that a teacher is the only licensed staff of a particular type or who teaches a particular subject within their building, that teacher may opt for a system-level PLC. In this situation, that teacher must meet with other staff within their district department. Teachers in this situation would not meet during building PLC time but would instead arrange an alternative time(s) to meet with their teams. The teacher would be responsible for establishing the system-level team. These system-level PLC's teams must meet at least monthly and may be outside of the duty day. Requests to establish system-level PLC's must be submitted to the PLC Review committee.

Mark Reporting Days

EFFECTIVE DATES: July 1, ~~2019~~2021 through June 30, ~~2021~~2023

Education Minnesota-OSSEO and the School District agree that the Mark Reporting Day at the end of trimester 1 and 2 will be scheduled at the discretion of the teacher to complete the work. On these two scheduled Mark Reporting Days, teachers may choose to report to work or not report. District required work must be completed by the deadline established by each site.

On trimester 3 Mark Reporting Day, all teachers must report to their site in the morning for 3.5 hours and check out with their supervisor prior to leaving for the school year.

Teacher Transfer Process

EFFECTIVE DATES: July 1, ~~2019~~2021 – June 30, ~~2021~~2023

Education Minnesota-OSSEO and the School District agree to modify Addendum A, Subd. 2 to the following:

The district will identify fifteen (15) openings created by retirements, resignations, terminations or new programs that will not be available during Voluntary Transfer round one. This will not cause the displacement of any continuing contract teachers at the site for which the opening is created. All other openings created by retirements, resignations, terminations or new programs known by March 1st will first be made available to continuing contract teachers who are currently within the building/site or program. If more than one continuing contract teacher applies for the same position, all continuing contract teachers requesting an internal site reassignment must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. However, the building/site or program must submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process.

(Exception: If the building/site or program has an overall reduction in their FTE's any FTE opening created by retirements, resignations, terminations or new programs that are filled at the building/site or program by a continuing contract teacher in this process exempts the building/site or program from having to submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process. Probationary teachers cannot be moved from their current level and/or assignments into a newly vacated position if a similar position cannot be delivered to the initial voluntary transfer process).

TRA Extended Leave of Absence (up to 5 Years) Opportunity

EFFECTIVE DATE: With ratification of this collective bargaining agreement to June 30, 2024

APPLICATION DEADLINE:

March 2, 2020, 4:00 PM for the 2020-2021 school year

March 1, 2021, 4:00 PM for the 2021-2022 school year

March 1, 2022, 4:00 PM for the 2022-2023 school year

March 1, 2023, 4:00 PM for the 2023-2024 school year

AGREEMENT:

Purpose

The purpose of this Memorandum of Understanding is to provide an opportunity for teachers to exercise an option for an extended leave of absence (up to 5 years) with the District paying the **employer's portion** of Teachers Retirement Association (TRA) contributions. A TRA extended leave may be granted to an employee once during their employment with the district.

Conditions

The District will pay the **employer's contribution only** to the Teachers Retirement Association (TRA). The employee is responsible for paying their contribution to the Teachers Retirement Association as per TRA rules. As per TRA regulations, any interruption in payments will disqualify the employee from the purchase of TRA service credits for the duration of the leave.

The TRA contribution will be based on the teacher's base salary contract amount not to exceed a 1.0 FTE assignment.

If the teacher is employed by another Minnesota public school district as a teacher (TRA-eligible position) while on this leave of absence, TRA contributions from Osseo will cease.

The teacher will maintain their seniority date while on the leave of absence.

Eligibility

Teachers must:

- a) Have a minimum of seven (7) consecutive years of full-time teaching service in the District.
- b) Have at least ten (10) years of allowable TRA service as defined in Section 354.05, Subdivision 13.
- c) Be currently teaching .8 FTE status or more in the District.

Teachers who are paid at an hourly rate of pay are not eligible for this District paid benefit.

Reinstatement

A teacher returning from an extended leave of absence will be reinstated according to the provision outlined in the collective bargaining agreement, Article IV, Section 15. Subd. 5.

Pursuant to, the School Board will not be obligated to reinstate a teacher who takes a full-time or part-time position as a teacher in another Minnesota school district while on an extended leave of absence. This does not apply to a teacher who is employed as a substitute teacher.

Notification of Return

The School Board is not obligated to reinstate any teacher who is on an extended leave of absence pursuant to Section 122A.46 unless the teacher advises the School Board in writing of the intention to return before February 1 in the school year preceding the school year in which the teacher wishes to return or by February 1 in the calendar year in which the leave is scheduled to terminate.

Failure to Return Contract

The teacher shall lose all re-employment rights if the teacher refuses or fails to return the contract within ten (10) days.

Professional Development and Training for District-defined High Needs Schools

EFFECTIVE DATES: July 1, ~~2018~~ 2021 – June 30, ~~2021~~ 2023

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL CIO (“Union”), relating to professional development and training for teachers in District-defined high needs schools.

PURPOSE: The purpose of this MOU is to provide a framework for the provision of paid duty days for professional development and training for teachers in District-defined high needs schools.

The District and the Union agree to the following:

- High needs schools are defined for the purposes of this MOU based on the following criteria: Less than 40% proficient on MCA tests and at least 20% of teachers .8 FTE or greater are probationary.
- For the effective dates of this MOU, the schools that meet the criteria are:
 - Crest View Elementary
 - North View IB World School
 - Garden City Elementary
 - Zanewood Community School
 - Park Center IB World School
- Members of the teachers’ unit at the above-mentioned schools will be provided up to a maximum of three (3) paid duty days for preparation and/or professional development.
- Preparation and/or professional development days could be days off during student contact time or they could be converted into dollars (up to \$200.00 per day) to pay for professional development.
- A request form will be developed collaboratively between Human Resources and EM-O. The form will require supervisor approval and will be submitted to Human Resources. Human Resources will be the repository of the forms to allow for review of how time is being used, and the academic impact of the MOU.
- Teachers may attend professional development/complete preparation work preferably on Tuesday, Wednesday or Thursday. Exceptions may be allowed for attendance at professional development trainings on Monday and Friday, based on request. Requests will not be granted on district-defined high absence use days.
- The impact of this MOU will be studied after two years.
- Communication to site leaders and teachers will be prepared collaboratively between Human Resources and EM-O to solidify the process.

Limits to Long-Term Disability Insurance Coverage

EFFECTIVE DATE: **January 28, 2020**

Long-term disability coverage for chemical dependency and mental health will be limited to a combined 24 months of coverage per claim. The limitations will go into effect contingent on the agreement of with all other bargaining groups in Osseo Area School District. If no agreement is reached among the groups, this language will be void. In the interim follow Article VIII, Section 3, Subd. 4.

Special Education Due Process Time Task Force

EFFECTIVE DATE: **January 28, 2020**

PURPOSE: The purpose of this MOU is to outline the agreement between the District and the Union regarding the creation and purpose of a task force to explore, analyze and recommend solutions including potential budget impact for special education due process time.

The District and the Union agree to the following:

1. The District and Union believe in the importance of special education due process time for the purpose of accurately documenting student needs, services provided and overall student progress.
2. Beginning in the 2019-2020 school year, the District and Union will organize a task force of representatives from both parties to analyze current due process practices and time needed to provide accurate reporting of student needs and progress.
3. Based on the data collected, the task force will determine the need to explore solutions and costs associated with providing additional special education due process time including possible solutions to provide that time during the student contact day while maintaining instruction for students.
4. The task force must include a diverse representation of staff including, but not limited to principals and teachers from elementary, middle and high schools. In addition, both parties must strive to have representatives on the task force who can provide perspectives representing various races, cultures and other voices, and/or a process for including these voices.
5. The task force size will be mutually agreed upon by both parties, and numbers from each party need not be equal as long as there is mutual agreement to such.
6. The task force will collect and analyze data on special education due process time within the district and will collect data from other similar sized school districts.
7. The task force will develop at least two (2) solutions including:
 - a. Proposed benefits for teaching staff
 - b. Potential impact on student learning and solutions to ensure no lost instruction time
 - c. Structure of special education due process time
 - d. Budget impact
 - e. Implementation plan
 - f. Communication plan
 - g. Proposed plan for measuring success, both teacher and student growth
8. The task force will present potential solutions and budget impact to the superintendent for review, consideration and a potential recommendation for implementation.
9. Special Education due process time will continue per the agreed upon memo for the remainder of the 2019-2020 school year while the task force develops alternative solutions.
10. This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.

Collaboration Time Task Force

EFFECTIVE DATE: January 28, 2020

PURPOSE: The purpose of this MOU is to outline the agreement between the District and the Union regarding the creation and purpose of a task force to explore, analyze and recommend solutions including potential budget impact for teacher collaboration time.

The District and the Union agree to the following:

1. ~~The District and Union believe dedicated, and structured teacher collaboration time will benefit learning and achievement of students.~~
2. ~~Beginning in the 2019-2020 school year, the District and Union will organize a task force of representatives from both parties to explore solutions and costs associated with providing teacher collaboration time during the student contact day while maintaining instruction for students.~~
3. ~~The task force must include a diverse representation of staff including, but not limited to principals and teachers from elementary, middle and high schools. In addition, both parties must strive to have representatives on the task force who can provide perspectives representing various races, cultures and other voices, and/or a process for including these voices.~~
4. ~~The task force size will be limited in size. The district and union will mutually agree to the number of members, and numbers from each party need not be equal as long as there is mutual agreement to such.~~
5. ~~The task force will collect and analyze collaboration time and its implementation from other similar sized school districts, preferably in Minnesota.~~
6. ~~The task force will develop at least two (2) solutions that are mutually agreed upon by the Union and District that include:
 - a. ~~Proposed benefits for teaching staff~~
 - b. ~~Potential impact on student learning and solutions to ensure no lost instruction time~~
 - c. ~~Structure of collaboration time~~
 - d. ~~Budget impact~~
 - e. ~~Implementation plan~~
 - f. ~~Communication plan~~
 - g. ~~Proposed plan for measuring success, both teacher and student growth~~~~
7. ~~The task force will present potential solutions and budget impact to the superintendent for review, consideration and a potential recommendation for implementation.~~
8. ~~Collaborative time will continue per the collective bargaining agreement for the remainder of the 2019-2020 school year while the task forces develops alternative solutions.~~
9. ~~The current language for collaborative time in the collective bargaining agreement as of December 2019 will sunset upon implementation of a solution created by the task force and approved by the Superintendent.~~
10. ~~This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.~~

Teacher Collaboration Time

TOPIC: Teacher Collaboration Time

EFFECTIVE DATE: July 1, 2022 to June 30, 2023

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO.

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding teacher collaboration time for the 2022-2023 school year. The following language will temporarily replace the current contract language found in Article XI, Section 6 of the collective bargaining agreement as the parties assess the success of the plan outlined below.

The District and the Union agree to the following:

1. Teacher collaboration and planning time is an essential component in a teacher’s ability to plan and prepare instruction for scholars.
2. Teachers will be provided with the following collaboration and planning time for the 2022-2023 school year:
 - a. Three (3) eight (8) hour instructional planning days
 - i. 8 hours of collaboration time during workshop week
 - ii. 8 hour day on Friday, January 13, 2023
 - iii. 8 hour day on Monday, April 10, 2023
 - iv. On the two (2) asynchronous learning days, staff will be required to have asynchronous lessons in the system for students by 9am.
 - v. On the two (2) asynchronous learning days, staff will be required to schedule and communicate to students and families two (2) hours of time on each day where the teacher will be available for student support and questions
 - b. Three (3) hours of collaboration time (1 hour on each of the three (3) staff development days)
 - i. System time will be reduced by 30 minutes; and
 - ii. Building time will be reduced by 30 minutes to accommodate this time
3. **Attendance:** Teachers will be required to complete all collaboration time on a District 279 site inclusive of the Education Minnesota – OSSEO office
- 4.
5. **Measurement:** The district and union agree that the success of this model is based on the impact this collaboration time will have on the teacher’s ability to positively impact student achievement. As such, the following will take place during the 2022-2023 school year.
 - a. Teachers will track their preparation and planning work completed during all collaboration time, and will be able to provide evidence of how the dedicated collaboration time improved student learning and/or achievement during the course of the school year.
 - b. Teacher attendance will be tracked for all collaboration time by site supervisors.

- c. The district and union will meet & confer by December 2, 2022, to plan and determine which data sources and reference points to use in analyzing the success of the collaboration time model.
- d. The district and union will determine the future of this MOU and the language contained within during the 2023-2025 negotiations based on improvements in student learning and achievement.

This MOU shall set no precedent between the parties. Any conflicts regarding this agreement will be handled through the grievance process in the collective bargaining agreement.

Career & Technical Education (CTE) Licensure

TOPIC: Career & Technical Education (CTE) Licensure

EFFECTIVE DATE: July 1, 2022, to June 30, 2023

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO.

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding the need for Career & Technical Education (CTE) licensed teachers.

The District and the Union agree to the following:

1. High school scholars earn credentials by attending and passing classes which are taught by CTE licensed teachers.
2. The state’s post-secondary schools are not graduating significant numbers of CTE licensed teachers; therefore, it may be challenging for the district to find and recruit such teachers to the district.
3. There is a mutual interest in recruiting and retaining CTE licensed teachers.
4. Teachers who have earned or earn a CTE license will be paid a one-time stipend of \$1,500 for the first CTE license earned. Teachers will be paid \$500 for each required CTE license earned after the initial license.
5. Current CTE licensed teachers must submit evidence of their license to their Human Resource Generalist by May 1, 2022, for payment of the stipend on their June 30, 2021, check.
6. Teachers who earn their CTE license after March 1, 2021, must submit evidence of their license to their Human Resource Generalist by May 1 of the school year in which they earn the license to receive the stipend. Payment will be made on the teacher’s June 30 check for that school year.

Personal Leave Conversion to Health Reimbursement Account

TOPIC: Personal Leave Conversion to Health Reimbursement Account

EFFECTIVE DATE: July 1, 2021 to June 30, 2023

The following contains the full text of the Memorandum of Understanding (MOU) between Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO.

PURPOSE:

The purpose of this MOU is to outline the agreement between the District and the Union regarding a teacher’s monetary conversion of accumulated personal leave to the teacher’s Health Reimbursement Account (HRA) during the time period specified by this MOU.

The District and the Union agree to the following:

1. During the pandemic, and due to the Personal Leave Day Carryover MOU, teachers have accumulated a significant number of personal leave days that must be used by June 30, 2024.
2. There is a mutual interest in keeping teachers in classrooms supporting scholars.
3. 2021-2022 Retirees: During the 2021-2022 school year for teachers completing the school year and retiring from the district in June of 2022, the district will convert any accumulated personal leave days, above two (2) days into the teacher’s HRA at a rate of \$225/day converted. See the table below for examples:

<u>Teacher Type</u>	<u>Accumulated Days</u>	<u>Eligibility?</u>	<u>Number Converted</u>
<u>Non-PEHCA</u>	<u>6</u>	<u>Yes</u>	<u>4</u>
<u>Non-PEHCA</u>	<u>5</u>	<u>Yes</u>	<u>3</u>
<u>Non-PEHCA</u>	<u>4</u>	<u>Yes</u>	<u>2</u>
<u>Non-PEHCA</u>	<u>3</u>	<u>Yes</u>	<u>1</u>
<u>PEHCA</u>	<u>4</u>	<u>Yes</u>	<u>2</u>
<u>PEHCA</u>	<u>3</u>	<u>Yes</u>	<u>1</u>

4. During the 2022-2023 school year, the district will convert any accumulated personal leave days for teachers, above five (5) days into the teacher’s HRA at a rate of \$225/day converted. See the table below for examples:

<u>Teacher Type</u>	<u>Accumulated Days</u>	<u>Eligibility?</u>	<u>Number Converted</u>	<u>Next Year Accumulation</u>	<u>New Balance</u>
<u>Non-PEHCA</u>	<u>8</u>	<u>Yes</u>	<u>3</u>	<u>1</u>	<u>6</u>
<u>Non-PEHCA</u>	<u>7</u>	<u>Yes</u>	<u>2</u>	<u>1</u>	<u>6</u>
<u>Non-PEHCA</u>	<u>6</u>	<u>Yes</u>	<u>1</u>	<u>1</u>	<u>6</u>

<u>Non-PEHCA</u>	<u>5</u>	<u>No</u>	<u>0</u>	<u>1</u>	<u>6</u>
<u>PEHCA</u>	<u>11</u>	<u>Yes</u>	<u>6</u>	<u>2</u>	<u>7</u>
<u>PEHCA</u>	<u>10</u>	<u>Yes</u>	<u>5</u>	<u>2</u>	<u>7</u>
<u>PEHCA</u>	<u>9</u>	<u>Yes</u>	<u>4</u>	<u>2</u>	<u>7</u>
<u>PEHCA</u>	<u>8</u>	<u>Yes</u>	<u>3</u>	<u>2</u>	<u>7</u>
<u>PEHCA</u>	<u>7</u>	<u>Yes</u>	<u>2</u>	<u>2</u>	<u>7</u>
<u>PEHCA</u>	<u>6</u>	<u>Yes</u>	<u>1</u>	<u>2</u>	<u>7</u>
<u>PEHCA</u>	<u>5</u>	<u>No</u>	<u>0</u>	<u>2</u>	<u>7</u>

5. During the 2023-2024 school year, the district will convert any accumulated personal leave days for teachers, above four (4) days for the non-PEHCA group and above three (3) days for those in the PECHA group, into the teacher's HRA at a rate of \$225/day converted. See the table below for examples:

<u>Teacher Type</u>	<u>Accumulated Days</u>	<u>Eligibility?</u>	<u>Number Converted</u>	<u>New Balance</u>
<u>Non-PEHCA</u>	<u>6</u>	<u>Yes</u>	<u>2</u>	<u>4</u>
<u>Non-PEHCA</u>	<u>5</u>	<u>Yes</u>	<u>1</u>	<u>4</u>
<u>PEHCA</u>	<u>7</u>	<u>Yes</u>	<u>4</u>	<u>3</u>
<u>PEHCA</u>	<u>6</u>	<u>Yes</u>	<u>3</u>	<u>3</u>
<u>PEHCA</u>	<u>5</u>	<u>Yes</u>	<u>2</u>	<u>3</u>
<u>PEHCA</u>	<u>4</u>	<u>Yes</u>	<u>1</u>	<u>3</u>

The Personal Leave Day Carryover MOU still applies for the 2023-2024 school year.

Continuous Substitute Teacher Position

Effective Date: July 1, 2021 – June 30, 2023

The following contains the full text of the Memorandum of Understanding (MOU) Osseo Area Schools, ISD 279 (“District”), and Education Minnesota – OSSEO, Local 1212, Education Minnesota, American Federation of Teachers, National Education Association, AFL-CIO (“Union”), relating to Professional Learning/data teams.

Purpose: During the 2013-2015 contract negotiations, an interest was identified to create a new position titled “Continuous Substitute Teacher”. Individuals serving as a continuous substitute teacher will be assigned on a daily basis based on the needs of the District. The objective of creating such a position shall be aligned with the District’s mission, core values, and strategic objective.

Conditions: The following conditions shall apply to the continuous substitute teacher position:

1. The maximum number of duty days for individuals in this position will be 177 days per year (172 student contact days + 5 staff development days). No mark reporting days or parent teacher conferences shall apply.
2. Schedule D from the current Teachers’ terms and conditions of employment shall apply as the hourly rate of pay.
3. Benefits (health insurance, dental insurance, group term life, long-term disability income protection, and leaves of absence) shall apply, as outlined in the Terms and Conditions for Hourly Teachers.
4. The Continuous Substitute is a one-year, temporary position. A continuous substitute will have an assignment for the entire school year and can only be terminated for just cause. A Continuous Substitute will not be let go from the position mid-year to create an opening for another employee. The maximum duration of the assignment will be three years.
5. A Continuous Substitute is eligible for the ATPPS stipend with the successful completion of at least three observations and a summative report as well as the completion of student learning goals.
6. Individuals serving in this position must have a current teaching license. Short call licenses are not suitable for the assignment.
7. A Continuous Substitute will be required to work the minimum contract day as defined in Article IX – Hours of Service of the Teachers’ terms and conditions of employment.
8. These positions will not be included as available in the transfer process.

Effect: The parties agree that there shall be no requirement that an agreement be reached on any terms and conditions of employment related to any newly created position resulting from this MOU.

Addendum

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- Addendum A – Teacher Transfer Procedures.....

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ADDENDUM A

Teacher Transfer Procedures

Subd. 1. Distribution of FTE's within the Building/Site or Program: The specific process for distribution within the building/site or program of the Full Time Equivalents (FTE's) will be determined using the Framework for Collaborative Decision Making. Principals will be provided the names of those teachers who have a right to return to a previously held position. Teachers with return rights include:

- a. Teachers returning from approved leaves pursuant to return right guidelines disclosed in Article IX- Leaves of Absence of the Teachers' Terms and Conditions of Employment.
- b. Teachers returning from a Teacher Exchange (see Subd.10 of this Addendum).
- c. Teachers in identified positions who have indicated an intention to return to their former position (see Subd. 16 of this Addendum).

Subd. 2. Internal Site Reassignments of Continuing Contract Teachers: All openings created by retirements, resignations, terminations or new programs known by March 1st will first be made available to continuing contract teachers who are currently within the building/site or program. If more than one continuing contract teacher applies for the same position, all continuing contract teachers requesting an internal site reassignment must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. However, the building/site or program must submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process.

*(Exception: If the building/site or program has an overall reduction in their FTE's any FTE opening created by retirements, resignations, terminations or new programs that are filled at the building/site or program by a continuing contract teacher in this process exempts the building/site or program from having to submit a similar or equal position to the Initial Voluntary Transfer of Continuing Contract Teachers Process. Probationary teachers cannot be moved from their current level and/or assignments into a newly vacated position if a similar position cannot be delivered to the initial voluntary transfer process). (See **Teacher Transfer Process Memorandum of Understanding for additional exceptions.**)*

Subd. 3. Internal Site Reassignments of Probationary Teachers: Probationary teachers may be reassigned within the building/site or program. The reassignment of probationary teachers cannot reduce the number of FTE's that a building/site or program submits to the Initial Voluntary Transfer of Continuing Contract Teachers Process. The Principal/Director/Coordinator will make the final decision on any reassignment of probationary teachers in the Internal Site Reassignment of Probationary Staff.

Subd. 4. Initial Voluntary Transfer of Continuing Contract Teachers: Positions created by retirements, resignations, terminations or new programs that are known by March 1st will be open to all properly licensed continuing contract teachers who may seek a voluntary transfer except

when a building/site or program filled the position within the Internal Site Reassignment Processes as outlined in Subd. 2 and Subd. 3.

- a. Interviews in the Initial Voluntary Transfer for Continuing Contract Teachers Process: Continuing contract teachers who seek a voluntary transfer must notify the Human Resources Department within a five (5) day posting period for positions in this Initial Voluntary Transfer process. The five (5) most senior continuing contract teachers requesting a voluntary transfer must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. When there is more than one open position at a building/site or program and a continuing contract teacher applies for multiple positions, the building/site or program is only obligated to interview the continuing contract teacher two (2) times. Reasons, if requested, must be presented within five (5) days to the teacher not selected with appropriate feedback about the interview and why the decision to deny the transfer was made.
- b. Availability of New Opening for the Internal Reassignment Process: The position previously held by a continuing contract teacher who receives a reassignment in this Initial Voluntary Transfer Process will be made available for internal site reassignment following the procedures of Subd. 2 with a 24-hour posting or will be made available through the Involuntary Transfer Process.

Subd. 5. Probationary Teacher within Affected Building, Department or Program: The following procedures will be followed to identify the continuing contract teacher who will be an Involuntary Transfer.

- a. Probationary Teacher within Affected Grade Level, Department or Program: When an Involuntary Transfer is required at a building, department or program and there is a probationary teacher within the building, department or program, the probationary teacher will be removed from the position and may be placed in a hiring pool provided the teacher meets District standards based on the teacher performance appraisal system. Probationary teachers not placed in the hiring pool will have their contracts non-renewed at the end of the current school year. Placement in this pool does not guarantee employment. However, following the Involuntary Transfer Process, teachers in the hiring pool of displaced probationary teachers will be considered first for any remaining open positions. Probationary teachers selected for the pool but not placed by June 1st will have their teaching contract non-renewed.
- b. No Probationary Teacher within Affected Building, Department or Program: If there are no probationary teachers at the affected building, department or program, continuing contract teacher volunteers within the building, department or program will be sought to become the Involuntary Transfer (see Subd. 5c).
- c. Continuing Contract Teacher within Affected Building, Department or Program wants to be the Involuntary Transfer: Continuing Contract teachers in the affected building, department or program may volunteer in seniority order (most to least) to become the Involuntary Transfer.

- d. No Continuing Contract Teacher within Affected Building, Department or Program wants to be the Involuntary Transfer: If there are no volunteers at the affected building, department or program, other continuing contract teachers holding the same licensure as the least senior continuing contract teacher of the affected building, department or program may volunteer, again in seniority order (most to least), to become the Involuntary Transfer. The Principal or Program Director/Coordinator must approve the request to allow these building/site or program volunteers, because the least senior teacher of the affected building, department or program must transfer to the position held by the teacher who volunteers to become the Involuntary Transfer.
- e. Least Senior Continuing Contract Teacher within Affected Building, Department or Program: If there is not a qualified volunteer, the least senior continuing contract teacher in the affected building, department or program will be the Involuntary Transfer.
- f. Opportunity to Transfer to a Probationary Teacher's Position: The least senior continuing contract teacher will have the opportunity to transfer to another position at the current building/site or program if the position is open or the position is held by a probationary teacher and the continuing contract teacher is properly licensed. The continuing contract teacher who indicates a desire to transfer to a position within the building/site or program must meet with the Principal/Director/ Coordinator regarding the transfer. If the requested transfer is approved, the displaced probationary teacher will then be assigned as an Involuntary Transfer because the displacement does not cause a continuing contract teacher to become the Involuntary Transfer.
- g. Exemption from being the Involuntary Transfer if on Building or District Level Assistance: A continuing contract teacher on a building or district level assistance program will not be eligible to become the Involuntary Transfer, except under STRAND conditions outlined in Subd. 13.
- h. Major changes in a building/site and/or unique circumstances: Education Minnesota- OSSEO and the District may enter into a Memorandum of Understanding to allow continuing contract teachers to enter the Involuntary Transfer Process where appropriate.

Subd. 6. Principal Responsibility for Notification of Openings to Human Resources Department: When the internal building/site or program staffing process is complete, the Principal or Program Director/Coordinator will list the teacher(s) who will be the Involuntary Transfer(s) and any remaining vacancies by grade level or by license area and provide the list to Human Resources. This list must be provided during the staffing process each year.

Subd. 7. Human Resources Department Responsibility for Involuntary Transfer: Human Resources will contact each teacher on the Involuntary Transfer list to ascertain the desired grade level (elementary, or secondary) to be selected in the Involuntary Transfer process. The desired positions must be within the licensure area(s) of the continuing contract teachers. There is no

guarantee a desired position will be made available to the involuntary transfer process, only that a position within the teacher's licensure area will be made available.

- a. Seniority List: Human Resources will compile a list of all teachers identified for Involuntary Transfers on the Involuntary Transfer list, their licenses, and seniority dates. Education Minnesota-OSSEO will be supplied this list as soon as it is compiled.
- b. Involuntary Transfer Notification: Teachers identified for Involuntary Transfer will be notified in writing not later than five working days before the Involuntary Transfer Meeting. The notice will contain:
 1. A complete list of all vacancies available to the individual teacher based on their current license(s) including the grade level, department, building/site or program. A description of the position and/or program may also be included.
 2. The date and time for the Involuntary Transfer Meeting for the individual's license area(s).
- c. Vacant Position List: Human Resources will work with Directors, Principals, or Coordinators to ensure an appropriate position is available in the Involuntary Transfer Process for identified teachers.
 1. There must be an open position for which the teacher is licensed. The process of making appropriate positions available may necessitate the placement of additional probationary teachers into the hiring pool for probationary teachers. Human Resources and Education Minnesota-OSSEO will assist all teachers in the Involuntary Transfer Process to identify and/or select an appropriate position.
 2. It is understood that the requirement to ensure an appropriate position as stated in Subd. 7c-1 will only be enforced when there are open positions or there is a position(s) held by probationary teachers in the desired levels or licensure areas.
 3. The positions will only be guaranteed at the beginning of the selection process. Once the selection process begins, seniority will dictate available positions. A teacher must select a position based on the open positions at the time their name is called based on their seniority date and licensure. Teachers are encouraged to select a position within the framework of Subd. 7c-1.

Subd. 8. Involuntary Transfer Meeting for Teachers: All teachers who have been involuntarily transferred should attend the Involuntary Transfer Meeting so that they may select their position in seniority order (most to least).

- a. Selection of Assignments by Seniority: Specific assignments will be made exclusively on seniority and license. The most senior Involuntary Transfer will select first. The next most senior by license area will then have the second choice, and so on. The process will continue until all involuntarily transferred teachers have received an assignment.

- b. Official Notification of Assignment: All involuntarily transferred teachers will be notified by Human Resources of their assignment for the following year no later than three (3) days following the Involuntary Transfer Meeting.
- c. Right of Continuing Contract Teachers to Return to Their Previous Assignment: Human Resources will notify any continuing contract teachers who are involuntarily transferred if the position they were transferred from becomes available between the Involuntary Transfer Meeting and the first teacher workshop day. If a continuing contract teacher wishes to return to their previous assignment, they must notify Human Resources within three (3) days of notification, or before their first scheduled workday, whichever occurs first. The position to which they had been involuntarily transferred will then be posted for a voluntary transfer except when the notification is given within five (5) days of the first teacher workshop day.

Subd. 9. Second Voluntary Transfer Process: All open positions not filled in the Involuntary Transfer Process will be made available to all internal and external licensed teachers. Teachers who seek a voluntary transfer must notify Human Resources within a five (5) day posting period for open positions they seek in this Second Voluntary Transfer process. All continuing contract teachers requesting a voluntary transfer must be interviewed by a team of affected teachers, including the Principal/Director/Coordinator. The Principal/Director/Coordinator will make the final decision. When there is more than one open position at a building/site or program and a continuing contract teacher applies for multiple positions, the building/site or program is only obligated to interview the continuing contract teacher two (2) times. Reasons, if requested, must be presented within five (5) days to the teacher not selected with appropriate feedback about the interview and why the decision to deny the transfer was made.

Subd. 10. Teacher Exchange: To provide different teaching options, two or more continuing contract teachers may request to exchange positions for one school year.

- a. The request to exchange positions must be made in writing to the principals involved, to the appropriate Directors, and to the Director, Human Resources. A teacher exchange may be approved without following the posting notice or the transfer policy.
- b. Requests to participate in a teacher exchange must be received in Human Resources no later than June 30th.
- c. Approval will be made by the principals involved, the appropriate Directors, and the Director, Human Resources in conjunction with the continuing contract teachers making the request.
- d. All teacher exchanges will begin on the first day of the school year.
- e. Upon expiration of the time period for the exchange, the teachers will return to their prior positions or exchange teachers may request to continue in their new assignment thereby giving up their rights to the previous assignment. A request to continue in the new assignment must be submitted to Human Resources no later than March 1st.

Subd. 11. Positions Known After the Involuntary Transfer Process: Following the Second Voluntary Transfer Process, all available positions created by new funding, changes in enrollment, additional resignations, retirements, leaves of absence, or vacancies created by other voluntary transfers will be made available for voluntary transfer. Human Resources will post or publish any remaining positions that are still open for the coming school year. The notification will specify licensure requirements, any special conditions, special needs and skills unique to the position. Positions will be posted for three (3) working days until the end of the school year and five (5) working days after school is out for the summer until August 1st. Effective August 1st the posting duration will be reduced to three (3) days until five (5) days prior to the 1st teacher workshop day. Continuing Contract, probationary teachers and outside candidates may apply for these positions. Continuing Contract Teachers must be granted an interview. The granting of interviews for probationary and outside candidates is at the discretion of the Principal/Director/Coordinator.

Subd. 12. Transfer Process within five (5) days of the first teacher workshop day: District teachers may receive a voluntary transfer within five (5) days prior to the first teacher workshop day in the following ways:

- a. By mutual agreement between Principals/Directors/Coordinators.
- b. To positions as approved by a Labor Management Committee.
- c. To a position where the licensure area has a shortage of candidates.

Subd. 13. STRAND Realignment: Definition: A Minnesota Supreme Court decision requires school boards to reassign continuing contract teachers in a reasonable manner to preserve their employment. The shifting or realignment of these teachers saves the jobs of other less senior continuing contract teachers who are facing layoffs.

Subd. 14. Early Hiring of Staff: Human Resources each year will determine the probable distribution of ~~FTEs~~FTEs to buildings/sites or programs for the next year. The Director, Human Resources may, after conducting a Meet and Confer process with Education Minnesota - OSSEO, authorize the early hiring of a targeted number of unassigned new hires in selected areas. These unassigned new hires will be assigned to specific positions immediately following the Involuntary Transfer assignments.

Subd. 15. Unique Circumstances: Occasionally it may be in the best interest of a continuing contract teacher and the School District to involuntarily transfer the teacher due to situations that are unique and are not related to performance. When a teacher makes a request for an Involuntary Transfer for a unique situation, a Labor Management Committee will convene.

- a. Labor Management Committee Membership: The Labor Management Committee will include the following:
 1. The Director, Human Resources
 2. The affected licensed staff member
 3. The affected licensed staff member's current Principal/Director/Coordinator

4. The affected licensed staff member's current Directors
 5. The Education Minnesota Field Staff
 6. The Education Minnesota - OSSEO President
- b. Labor Management Committee Process: This committee will review the request and MUST mutually agree that a transfer would be in the best interest of all involved in order for the teacher to be placed in the Involuntary Transfer Process. If the request is granted, the position held by the affected teacher will not follow the building/site or program selection process but be placed as a vacancy as noted in Subd. 4.
 - c. Exclusion from Returning to the Vacated Position: Once the affected teacher is placed in the Involuntary Transfer Process, they will not be allowed to return to the position in the building/site or program they vacated.

Subd. 16. Process to return to a classroom teaching assignment for continuing contract teachers in an identified position: A continuing contract teacher in a position that has been identified jointly by Education Minnesota – OSSEO and the Director, Human Resources as a position that will not be open for Involuntary Transfer except in special circumstances will have the right to request to return to classroom teaching in a position for which they are appropriately licensed under guidelines a-f of this Subd. These positions include, but are not limited to, the following: district staff development assessment specialist, district equity teacher, behavior intervention teacher, special education building coordinator (SEBC), gifted education teacher (GE, EXCEL, SEM), alternative teacher professional pay system (ATPPS) facilitator, ATPPS instructional coach, and testing coordinator.

- a. The teacher must notify the Human Resources Department by March 1st of the year preceding the school year in which the teacher would return to a teaching position.
- b. If the teacher has held the position three (3) years or less, they will be allowed to return to the previously held teaching position.
- c. If the teacher has held the position more than three (3) years, guidelines d-f of this Subd. are followed.
- d. The teacher who is currently assigned to a building on a full-time or part-time basis may request to be assigned to a vacancy in that building in the internal transfer process (See Subd. 2 of this Addendum).
- e. The teacher may apply to any open position through the Initial Voluntary Transfer of Continuing Contract Teachers Process (See Subd. 4 of this Addendum).
- f. The teacher who is not placed through the Internal Transfer process or through the Initial Voluntary Transfer of Continuing Contract Teachers Process will be placed on the

Involuntary Transfer List and will select a position through the Involuntary Transfer Process (see Subd. 8 of this Addendum).

Subd. 17. Human Resources has established unique protocols for the transfer of continuing contract teachers in the following program areas, including but not limited to:

- Elementary Music and Physical Education
- Special Education Site Programs
- Gifted Education (GE, EXCEL, SEM)
- Speech Pathologists
- School Psychologists
- School Social Workers
- Occupational Therapists
- ATPPS

POLICY 503 – ATTENDANCES AND ABSENCES

- I. Students are required to attend school each day school is in session and to attend all scheduled classes, study halls, and/or required programs.
- II. Application for Excused Absence
 - A. In accordance with M.S. 120A.22, subd.12, the parent/guardian, or other person having legitimate control of a student may apply to the Principal to have the student excused from school attendance.
 - B. The Principal determines whether a student's absence from school attendance is excused or unexcused, based on criteria identified in the school's student handbook.
- III. The progress of students will be based on fulfilling the requirements of their classes, including regular participation in classroom instruction.
- IV. Students participating in any extracurricular activity must be in attendance in all scheduled classes, study halls, and/or required programs on the day the event or practice is scheduled. This requirement applies to students involved in all activities scheduled during or outside the school day. The Principal may make exceptions to this provision as follows:
 - A. If a student is unable to remain in school due to fatigue, ill health, or injury, he/she will not be allowed to participate in any extracurricular activity that day unless written medical clearance is provided from his/her physician.
 - B. Prearranged absences may be accepted and participation permitted.
 - C. If a student misses part of the school day due to a medical appointment, the student may be allowed to participate in an extracurricular activity if the student presents a note from the attending medical provider stating that the student is physically capable of participating in the extracurricular activity.
 - D. If the student arrives late at school due to ill health or injury from which the student has recovered, the student may be allowed to participate in an extracurricular activity if the student presents a note from the parent/guardian stating that the parent/guardian believes the student is physically capable of participating in the extracurricular activity and if the school's health service specialist confirms that opinion. The Principal or Assistant Principal, with input from the health service specialist, will make the final determination of whether or not the student will be allowed to participate in any extracurricular activity that day.

Policy 503 Adopted: 5/20/03
(formerly Policy 5111)

Revised: 2/20/96
Adopted: 7/21/76

Legal References:
M.S. 120A.22, subd. 12 – School
Attendance

POLICY 503 – ATTENDANCES AND ABSENCES

I. PURPOSE

The purpose of this policy is to encourage regular school attendance.

II. GENERAL STATEMENT OF POLICY

- A. Regular school attendance is directly related to success in academic work, benefits students socially, provides opportunities for important communications between teachers and students, and establishes regular habits of dependability important to the future of the student.
- B. In accordance with the Minnesota law, students in the school district are required to attend all assigned classes every day school is in session, unless the student has been excused by the school board from attendance because the student has already completed state and school district standards required to graduate from high school, has withdrawn, or has a valid excuse for absence.
- C. Class attendance is a joint responsibility to be shared by the student, parent or guardian, teacher, and administrators. This policy will assist students in attending class.
 - 1. Student's Responsibility. It is the student's responsibility to attend all assigned classes and study halls every day that school is in session and to be aware of and follow the correct procedures when absent or tardy from an assigned class or study hall. Finally, it is the student's responsibility to request any missed assignments due to an absence.
 - 2. Parent or Guardian's Responsibility. It is the responsibility of the student's parent or guardian to ensure the student is attending school, to inform the school in the event of a student absence, and to work cooperatively with the school and the student to solve any attendance problems that may arise.
 - 3. Teacher's Responsibility. It is the teacher's responsibility to take daily attendance and to maintain accurate attendance records in each assigned class and study hall. It is also the teacher's responsibility to be familiar with all procedures governing attendance and to apply these procedures uniformly. It is also the teacher's responsibility to provide any student who has been absent with any missed assignments upon request. Finally, it is the teacher's responsibility to work cooperatively with the student's parent or guardian and the student to solve any attendance problems that may arise.
 - 4. Administrator's Responsibility. It is the administrator's responsibility to require students to attend all assigned classes. It is also the administrator's responsibility to be familiar with all procedures governing attendance and to apply these procedures uniformly to all students, to maintain accurate records on student attendance, and to prepare a list of the previous day's absences stating the status of each. Finally, it is the administrator's responsibility to inform the student's parent or guardian of the student's attendance and to work cooperatively with them and the student to solve attendance problems.

III. CONSEQUENCES FOR UNEXCUSED ABSENCES

- A. Students with unexcused absences may be subject to the following consequences:

1. In cases of recurring unexcused full or partial day absences where a student is habitually truant, the administration may refer family to Hennepin County be@school, make a report to Child Protection (for children under 12), and/or request the county attorney to file a petition with the juvenile court, pursuant to Minnesota statute.
2. The district may terminate the enrollment of an open enrolled student (i.e. enrolled in the district pursuant to Minnesota Stat. 124D.03 & 124D.08) at the end of a school year if the student is determined to be habitually truant, their truancy has been reported and processed under state and county truancy processes, and their case has been referred to juvenile court.
3. The district may terminate the enrollment of a nonresident student over the age of 17 enrolled under this section if the student is absent without lawful excuse for one or more periods on 15 school days and has not properly withdrawn from school under compulsory attendance laws.
4. If the student is a resident of the district and they are attending a district school other than the district school assigned to the attendance area of their residence area, the district may terminate the student's enrollment if the student is habitually truant. Resident students whose school enrollment is terminated under this paragraph would continue to be eligible for enrollment at the district school serving their residence area.
5. A student may not participate in any extracurricular activity if they have an unexcused absence from any class during the day.

IV. LEGITIMATE EXEMPTIONS TO COMPULSORY ATTENDANCE

A. Excused Absences. The following reasons shall be sufficient to constitute excused absences:

1. Illness.
2. Serious illness in the student's immediate family.
3. A death or funeral in the student's immediate family or of a close friend or relative.
4. Medical, dental, or orthodontic treatment, or a counseling appointment.
5. Court appearances occasioned by family or personal action.
6. Religious instruction not to exceed three hours in any week.
7. Physical emergency conditions such as fire, flood, storm, etc.
8. School administration decision to remove/dismiss a student from school
9. Family emergencies.
10. Situations related to parent(s)/guardian(s)/student's active duty in any military branch of the United States.
11. A student's condition that requires ongoing treatment for a mental health diagnosis.
12. Students who temporarily lack digital access during remote learning days.
13. Family safety concerns when authorized by school administration.
14. Extreme weather condition concerns of family when authorized by school administration
15. A student's religious or cultural observances.
16. A student's college and/or post secondary program visit when authorized by school administration.
17. Transportation barriers or interruptions communicated by the district transportation department, parent/guardian or student to school staff or administrator
18. Family activities, for up to five school days within one school year which are subject to approval by school administration and where the parent(s)/guardian(s) and student have agreed that student will complete school work assigned during the absence.

- B. Verification of Excused Absence. To be considered an excused absence, the student's parent or legal guardian may be asked to verify, in writing, the reason for the student's absence from school. In the case of a health related excused absence, a note from a physician or a licensed mental health professional stating that the student cannot attend school is a valid excuse.
- C. Expectations for Excused Absences. Students whose absences are excused are required to make up all assignments missed or to complete alternative assignments as deemed appropriate by the classroom teacher.
- D. Participation in Extracurricular Activities. School-initiated absences will be accepted and participation permitted. If a student is absent from school due to medical reasons, they must present a physician's statement or a statement from the student's parent or guardian clearing the student for participation that day. The note must be presented to the coach or advisor before the student participates in the activity or program.

V. TARDIES

- A. Students are expected to be in their assigned area at designated times. Failure to do so constitutes tardiness and may result in disciplinary or other corrective action at the discretion of school administration.
- B. District administration will develop uniform tardy reporting procedures that will be applied consistently across elementary and secondary schools.

VI. REQUIRED REPORTING

After a student has three unexcused absences of a student in a school year, school administration will notify the student's parent(s)/guardian(s) that their student is potentially truant. After seven unexcused absences, the student will be considered habitually truant and school administration will file a report with Hennepin County or with the county where the child resides. School administration will follow the reporting, diversion and due process procedures established by Hennepin County.

Legal References:

Minn. Stat. § 120A.05 (Definitions)
 Minn. Stat. § 120A.22 (Compulsory Instruction)
 Minn. Stat. § 120A.24 (Reporting)
 Minn. Stat. § 120A.26 (Enforcement and Prosecution)
 Minn. Stat. § 120A.34 (Violations; Penalties)
 Minn. Stat. § 120A.35 (Absence from School for Religious Observance)
 Minn. Stat. §§ 121A.40-121A.56 (Pupil Fair Dismissal Act)
 Minn. Stat. § 260A.02 (Definitions)
 Minn. Stat. § 260A.03 (Notice to Parent or Guardian When Child is a Continuing Truant)
 Minn. Stat. § 260C.007, subd. 19 (Habitual Truant Defined)
 Minn. Stat. § 260C.201 (Dispositions; Children in Need of Protection or Services or Neglected and in Foster Care)
 Goss v. Lopez, 419 U.S. 565 (1975)
 Slocum v. Holton Bd. of Educ., 429 N.W.2d 607 (Mich. App. Ct. 1988)

Re-write adopted: XXX
 Policy 513 Adopted: 7/21/76

PROCEDURE 503 – ATTENDANCES AND ABSENCES

- I. The parent/guardian of a student is to notify the school of the absence and the reason for the absence by 10:00 am of the day the student is absent.
- II. If the school is not informed of the absence, school personnel will contact the parent/guardian.
- III. Students who are absent from school or class, regardless of the reasons, are required to make up all assignments missed.
- IV. The school will inform the parent/guardian if a student's absenteeism becomes excessive and there is a danger of the student losing credit due to incomplete work.

Policy 503 Adopted: 5/20/03
(formerly Policy 5111)

Revised: 2/20/96
Adopted: 7/21/76

Legal References:
M.S. 120A.22, subd. 12 – School Attendance

POLICY 504 – STUDENT DRESS AND APPEARANCE

I. PURPOSE

The purpose of this policy is to enhance the education of students by establishing expectations of dress and grooming that are related to educational goals and ~~community~~ appropriate school standards.

II. GENERAL STATEMENT OF POLICY

- A. The responsibility for the appearance of the student rests with the parent/guardian and student. They have the right to determine student dress providing that the articles of attire are not destructive to school property, comply with requirements for health and safety, do not violate school district policy or procedure reasonable school expectations offend community standards, and or in-general do not substantially and materially interfere with the school environment/educational process.
- B. The building administration has the authority to determine whether student attire is destructive to school property, fails to comply with requirements for health and safety, offends community standards or interferes with the educational process or that which substantially and materially interferes with the school environment/educational process.
- C. District expectations regarding student dress should be implemented in a manner that is inclusive, responsive, and absent of othering in reference to race, sex, gender identity, gender expression, sexual orientation, ethnicity, religion, cultural observance, household income, or body type/size.

III. OTHER REQUIREMENTS

- A. Students taking certain classes may be required to wear specified clothing for health and/or safety reasons.
- B. Every student will wear eye protection devices when participating in, observing, or performing and function in connection with any course or activity taking place in the eye protection areas.

Revised: xx/xx/xx

Revised: 11/22/16

Adopted: 12/7/99 (formerly Policy 5213)

Revised: 6/4/91

Revised: 5/1/84

Policy 5213 Adopted: 2/17/69

Legal Reference:

United States Constitution, Amendment 1

Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8th Cir. 2009)

Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)

Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)

D.B. ex rel. Brogdon v. Lafon, 217 Fed. App. 518 (6th Cir. 2007)

Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)

Hicks v. Halifax County Bd. Of Educ., 93 F.Supp.2d 649 (E.D.N.C. 1999)

McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F. Supp. 1415 (W.D. Okla. 1992)

Olesen v. Bd. Of Educ. Of Sch. Dist. No. 228, 676 F. Supp. 820 (N.D. Ill. 1987)

M.S. 121A.32 – Eye Protection Devices

PROCEDURE 504 – STUDENT DRESS AND APPEARANCE

I. DEFINITIONS

For the purposes of this policy, the following terms have the meaning given them in this section:

A. Destruction to School Property

The building administration may prohibit articles of clothing that cause excessive maintenance problems, such as cleats on boots, shoes that scratch or mark floors, trousers with metal inserts that scratch furniture, etc.

B. Health and Safety

1. Shoes and shirts/tops must be worn at all times in the building for health and safety reasons.
2. Individual course safety requirements, including those related to dress, will be specified by the instructor and communicated to students. Students must comply with course safety requirements at all times.
3. Any student failing to comply with course safety requirements may be temporarily suspended from participation in said course, and the registration of a student for such course may be cancelled for willful, flagrant, or repeated failure to observe the requirements.

C. ~~Clothing That Offends Community Standards~~ School Expectations

Clothing should be appropriate and should not interfere with the rights of other persons to have a safe and supportive school environment, ~~neat, clean, and inoffensive~~. Examples of ~~inappropriate or~~ offensive clothing may include, but are not limited to:

1. Clothing advertising substances illegal for children and adolescents.
2. Clothing containing obscene and/or profane language, slogans, emblems or pictures.
3. Clothing containing language, slogans, emblems or pictures that promote or depict violence, hate, discrimination, harassment toward other students or staff
4. Clothing that reveals or does not adequately cover intimate body parts of the student
5. Clothing that substantially and materially interferes with the school environment/educational process or otherwise violates school district policy.
6. ~~Clothing containing gang symbols and/or emblems, or clothing worn in a manner to identify gang membership~~
7. ~~Sexually provocative or immodest clothing~~

II. NOTIFICATION

Notification of the contents of this policy is to be given in student handbooks and communicated to parents.

Revised: 11/22/16

Revised: 12/7/99 (formerly Procedure 5213)

Revised: 6/5/91

Procedure 5213 Adopted: 5/1/84

Legal Reference:

United States Constitution, Amendment 1

Tinker v. Des Moines Indep. Sch. Dist., 393 U.S. 503, 89 S.Ct. 733, 21 L.Ed.2d 731 (1969)

B.W.A. v. Farmington R-7 Sch. Dist., 554 F.3d 734 (8th Cir. 2009)

Lowry v. Watson Chapel Sch. Dist., 540 F.3d 752 (8th Cir. 2008)

Stephenson v. Davenport Cmty. Sch. Dist., 110 F.3d 1303 (8th Cir. 1997)

D.B. ex rel. Brogdon v. Lafon, 217 Fed. App. 518 (6th Cir. 2007)

Madrid v. Anthony, 510 F.Supp.2d 425 (S.D. Tex. 2007)

Hicks v. Halifax County Bd. Of Educ., 93 F.Supp.2d 649 (E.D.N.C. 1999)

McIntire v. Bethel School, Indep. Sch. Dist. No. 3, 804 F.Supp. 1415 (W.D. Okla. 1992)

Olesen v. Bd. Of Educ. Of Sch. Dist. No. 228, 676 F. Supp. 820 (N.D. Ill. 1987)

M.S. 121A.32 – Eye Protection Devices

POLICY 505 – STUDENT CELL PHONE AND TECHNOLOGY

I. PURPOSE

The purpose of this policy is to establish standards for students in the appropriate use of personal electronic devices at school and during school related activities.

II. GENERAL STATEMENT OF POLICY

- A. Students are expected to conduct themselves in a manner that respects the rights of others. Use of a personal electronic device (including cell phones, computers, cameras, recording devices, listening devices and any other device that can be used to transmit or capture images, sound or data) in a manner that interferes with a positive, orderly, educational environment or does not respect the rights of others is prohibited.
- B. Students bring personal electronic devices to school at their own risk. The District assumes no liability for loss, theft, damage, nor liability for any unauthorized use of an electronic device. If a device is confiscated under this policy, no responsibility for the safety or security of the device is guaranteed.
- C. Student personal electronic devices are subject to search upon reasonable suspicion that the device has been used in a manner that violates the law or school policy. Any search of a student's personal electronic device must be conducted at the direction of the building administrator and must be narrowly tailored to respect a student's privacy.
- D. This policy applies to student conduct occurring on school property, during school related activities, or for student conduct which creates a substantial disruption to the educational environment.

III. RESTRICTIONS AND PROHIBITIONS IN USE OF PERSONAL TECHNOLOGY

- A. Students are prohibited from using personal technology under the following circumstances:
 - 1. Using a personal electronic device to photograph, video record/capture images, audio record/capture, listen-in on, track, or engage in surveillance of any student or staff person: (a) without their knowledge or consent; and (b) in a manner that is harmful to another or an invasion of privacy. This provision would not apply to pictures, video or audio recording of persons present at school sponsored events open to the public when the student is otherwise complying with school board policy.
 - 2. Using a personal electronic device in locker rooms, restrooms, rooms designated for changing clothing or in other areas where there is an increased expectation of privacy.
 - 3. Using a personal electronic device to engage in academic dishonesty, including cheating, intentionally plagiarizing, wrongfully giving or receiving help during an academic examination, or wrongfully obtaining test copies or scores.
 - 4. Using a personal electronic device on school property or at a school sponsored activity to create, send, share, view, receive, or possess an indecent or obscene visual depiction of oneself or another person.
 - 5. Possessing a surreptitious surveillance device on school property or during a school sponsored activity without the expressed permission of building administration.
 - 6. Using a personal electronic device while operating a motor vehicle on school property.
- B. Notwithstanding the prohibitions/limitations set forth in this policy, use of a personal electronic device may be permitted to the extent allowed or required by a student's individualized education program (IEP), Section 504 Plan, Health Plan or if it is needed in an emergency that threatens the safety of students, staff, or other individuals.

- C. Students permissibly using a personal electronic device while on school property must exhibit respect for the educational environment by:
1. Following the classroom teacher or a building administrators' instructions for use;
 2. Using the device in a manner that does not distract from the educational process or disturb other students;
 3. Using the device in a manner that respects the property and copyright rights of others;
 4. Using the device in a manner that does not interfere with the safe operation of ~~the bus~~ school transportation, or the safety of students or driver.

IV. CONSEQUENCES FOR VIOLATIONS

Use of a personal electronic device in violation of this policy may result in temporary confiscation of the device; revocation of the privilege to possess the device on school property or at school sponsored activities; and/or disciplinary action, up to and including suspension; expulsion; and/or referral to law enforcement.

Revised: xx/xx/xx

Adopted: 11/19/19

EXTRACT OF MINUTES OF MEETING OF SCHOOL BOARD
OF INDEPENDENT SCHOOL DISTRICT NO. 279 (OSSEO AREA SCHOOLS)
STATE OF MINNESOTA

May 24, 2022

Pursuant to due call and notice thereof, a regular meeting of the School Board of Independent School District No. 279 (Osseo Area Schools), State of Minnesota, was held in said school district on May 24, 2022 at six o'clock p.m., for the purpose, in part, of considering approval of gifts to the district.

The following members were present: XXXX;

and the following were absent: XXXX.

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION ACCEPTING DONATIONS

WHEREAS, Minnesota Statutes 123B.02, Subd. 6 provides: “The board may receive, for the benefits of the district, bequests, donations, or gifts for any proper purpose and apply the same to the purpose designated. In that behalf, the board may act as trustee of any trust created for the benefit of the district, or for the benefit of pupils thereof, including trusts created to provide pupils of the district with advanced education after completion of high school, in the advancement of education.”; and

WHEREAS, Minnesota Statutes 465.03 provides: “Any city, county, school district or town may accept a grant or devise of real or personal property and maintain such property for the benefit of its citizens in accordance with the terms prescribed by the donor. Nothing herein shall authorize such acceptance or use for religious or sectarian purposes. Every such acceptance shall be by resolution of the governing body adopted by a two-thirds majority of its members, expressing such terms in full.”; and

THEREFORE, BE IT RESOLVED that the School Board of Osseo Area Schools, ISD 279, gratefully accepts the following donations as identified below:

Donor	Item	Designated Purpose (if any)
The Blackbaud Giving Fund	\$24	Building needs at Crest View Elementary School
General Mills	\$17.80	Building needs at Crest View Elementary School
Edinbrook Elementary PTO	\$414	Bus for patrols to go to MOA and 5 th grade field trip to Valleyfair at Edinbrook Elementary School
Charities Aid Foundation America c/o Cybergrants	\$2.50	General building needs at Edinbrook Elementary School
EB staff member	\$20	Building needs at Edinbrook Elementary School
EB Families	\$250	3 rd grade field trip at Edinbrook Elementary School
Minnesota Historical Society	\$160	Scholarship for partial bus reimbursement for 4 th grade field trip to Mill City Museum at Edinbrook Elementary School
Shutterfly, LLC	\$285.85	Commission from spring school picture day for general building needs at Edinbrook Elementary School
EB Families	\$400	3 rd grade field trip/activities at Edinbrook Elementary School
Mike Raven	\$300	Gift from Jodean Raven Memorial for underfunded programs at Elm Creek Elementary School
2 nd grade Classroom	\$146.36	Classroom donation for 2 nd grade field trip to The Work at Fair Oaks Elementary School
Minnesota Historical Society	\$98	4 th grade field trip to Mill City Museum at Fair Oaks Elementary School
1 st grade Classroom	\$305	Classroom donation for 1 st grade field trip to Minnesota Zoo at Fair Oaks Elementary School
1 st grade Classroom	\$24	Classroom donation for 1 st grade field trip to Minnesota Zoo at Fair Oaks Elementary School
Fair Oaks PTO	\$515.72	School needs at Fair Oaks Elementary School
Earl Carlson	\$25	2 nd grade classroom donation at Fair Oaks Elementary School
Sarah Thunselle	\$55	Building needs at Fernbrook Elementary School
Rebecca Prinsen	\$100	Building needs at Fernbrook Elementary School
Twin Cities In Motion	\$269.79	Transportation expenses for field trip on October 2, 2021 at Park Brook Elementary School
Osseo American Legion	\$1,600	Funds will be used for Legionville summer camp for school patrol students at Park Brook Elementary School
General Mills	\$35.50	Instructional materials K-5 at Rice Lake Elementary School
Rice Lake PTO	\$100	1 st grade Arboretum on site field trip at Rice Lake Elementary School
Rush Creek PTO	\$30,214	Salary for IA at Rush Creek Elementary School
Rush Creek PTO	\$1,000	IA books at Rush Creek Elementary School
Box Tops for Education	\$28.20	Student needs at Rush Creek Elementary School
Rush Creek PTO	\$1,500	Vending machine at Rush Creek Elementary School
MGSB Gymnastics Booster Club	\$2,016.56	Gymnastics coach at Maple Grove Senior High School
MGSB Boys Basketball Booster Club	\$16,369.98	Boys basketball coaches at Maple Grove Senior High School

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 279 (Osseo Area Schools), State of Minnesota, hereby certify that the attached and foregoing is a full, true and correct transcript of the minutes of a meeting of the school board of said school district duly called and held on the date therein indicated and that the resolution included therein is a full, true and correct copy of the original thereof.

WITNESS MY HAND officially as such clerk this 24th day of May, 2022.

School Board Clerk – Tamara Grady